

THE WORKFORCE

Saving world-class medicine



*Fighting for
Westchester Medical Center, Pages 3, 10 and 11*

Photo of the Month



Photo by Mark M. Kotzin

Oswego School District workers recently took to the streets to protest a budget that threatened to layoff about 60 CSEA-represented support staff. Several union demonstrations helped increase public support and decreased the amount of layoffs that the district is planning. CSEA members are urged to vote in school district elections this May for candidates and budgets that support working families.

Off-duty CSEA officer wounded in shooting

PHELPS — CSEA member Sgt. Kevin Owens of the Ontario County Sheriff's Department was shot in the ankle with bird shot April 14 when he responded to a bank robbery.

Owens returned fire and hit the suspect, who was pronounced dead at the scene. Media reports stated Owens was passing by the bank in an unmarked car when he noticed the suspect's shotgun.

Owens was treated at an area hospital and released.

The slain robber was identified as Robert L. Everson, a convicted felon on parole for rape.

"Our investigation has determined that the actions of Sergeant Owens constitute a justifiable shooting," said Sheriff Phil Povero. The Ontario County district attorney's staff is reviewing the case.

CSEA gets results in on-time budget

ALBANY — CSEA's efforts at securing a fair and equitable state budget for working families got results as state lawmakers passed the first on-time budget since 1984,

The package agreed to by the governor, Assembly and Senate includes an additional \$40 million, which is earmarked to aid fiscally strapped public nursing homes. CSEA lobbied hard for the additional funding (See Page 3).

CSEA continues to fight to have a 1/4-cent sales tax extended, with the revenues going to help support funding for public health facilities, particularly Westchester Medical Center.

"There are no simple solutions to this crisis but the sales tax extension is a significant part of the answer," said CSEA President Danny Donohue.

The overall agreement spends \$106.5 billion dollars or approximately

\$1.55 billion more than what the Gov. George Pataki proposed.

CSEA's three-year campaign to establish a preferred drug list in the Medicaid program paid off this year. The new list will save the state and counties \$75 million this year. The plan allows for doctor override of drugs that are not included on the list.

Also, the legislature restored \$695 million in benefit and health care cuts proposed by the Pataki. The legislature agreed to the governor's cap on the growth of county Medicaid, with the option of a state takeover of Medicaid costs in 2008, in exchange for a portion of participating counties' sales taxes.

For more information and complete breakdowns of the budget, visit: http://www.csealocal1000.org/pac/state_budget_2005.php

CSEA presses Erie efforts

BUFFALO — CSEA's efforts to restore jobs and educate the public continue as the dust settles from the Erie County budget fiasco.

CSEA is preparing for a major community education campaign to be held throughout May. Volunteers will distribute literature to homes in every corner of the 1,044-square-mile county on each Saturday of the month.

"It is very important county residents realize just how deep the service cuts are. These are cuts that have been made as the result of Erie County Executive Joel Giambra's mismanagement and the Erie County Legislature's inability to find a new revenue source," said Western Region

President Flo Tripi.

During the first half of May, the literature drops will focus on service cut impacts that have occurred as the result of the legislature's failure to enact a one-penny sales tax increase. In the second half of May, volunteers will distribute literature explaining what residents can do to encourage county officials to make the right choices and bring about a solution to the fiscal crisis.

CSEA members will also staff phone banks several evenings in May.

CSEA will reach out to county residents through a community coalition currently being formed.

— Lynn Miller

ARC leaders miss opportunity


CSEA lost a National Labor Relations Board-supervised election to represent 250 employees of the Washington-Warren ARC, by a vote of 102-98 in late March.

The not-for profit agency provides care for individuals with developmental disabilities. The ARC has high turnover and there were numerous reports of management intimidation and coercion during the campaign including the firing of three employees.

The close vote vindicates CSEA's efforts in helping workers form unions,


and bolsters the union's efforts to bring the benefits of union membership to unrepresented workers.

"The facility management failed to see that CSEA representation can benefit the agency as well as the employees. CSEA knows how to fight for services and the ARC management should wake up to the fact that we can be their best ally for better quality care" said CSEA President Danny Donohue.



CSEA
LOCAL 1000 AFSCME
AFL-CIO

ALERT



CSEA President Danny Donohue to meet Plattsburgh area members June 7

CSEA President Danny Donohue will visit the CSEA Plattsburgh Satellite Office on Tuesday, June 7, to meet with members.

The meetings will be held at the Plattsburgh Satellite Office at 6 Booth Drive, Plattsburgh. Donohue will meet with union members from 1 p.m. to 7 p.m. Please call the Satellite Office at (518) 563-0761 for an appointment and directions. Donohue will visit all six CSEA Regions during the course of the year.

Fighting to save quality care

WHITE PLAINS — CSEA is keeping up the pressure to save union jobs at Westchester Medical Center and maintain critical services for the community.



Sullivan

The union continues its push to use a portion of a 1/4-cent sales tax to help ailing public medical centers.

CSEA members rallied

recently, calling on state lawmakers to reform the state's health care system to allow ailing public hospitals and nursing homes to survive. The White Plains demonstration coincided with others across the state.

Westchester Medical Center faces a \$60 million deficit this year.

State legislators have opted to give a portion of the 1/4-cent

sales tax to the Metropolitan Transit Authority, but the remaining funding would be a viable source of revenue for ailing public health facilities.

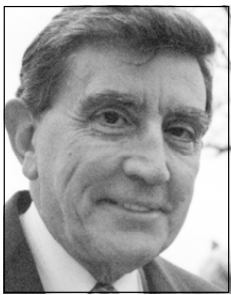
"There has been some progress but we still face several obstacles. The county executive has provided some help, now we're looking for the governor and state legislators to come through, too," said CSEA Executive Vice President Mary Sullivan, who attended the rally.

Westchester County Executive

Andrew Spano came to the rally

with good news for the hospital's immediate future. The day before the rally, Spano had announced the county planned to refinance

tobacco securitization bonds sold in 1999 after the settlement



Spano



CSEA members from Westchester Medical Center take part in a recent White Plains rally, urging support for the fiscally strapped medical center.

with tobacco producers. That deal will bring an immediate \$27 million to the hospital and an estimated \$4 million per year for the next 25 years.

While Westchester was once considered a county hospital, Spano said it is now a regional hospital that can't rely on county help alone. Spano also supports extending the 1/4-cent tax.

"We have bought some time

with what we did (recently) but we need help," Spano said.

"We need to find permanent sources of revenue, not one-shot sources," said CSEA member Tom Corkery, a radiology department employee who spoke on behalf of hospital workers.

— Jessica Stone

(See related feature, Pages 10-11)

Statewide day of action gets results

CSEA members across the state held a day of action April 7 to raise awareness about the value of public hospitals and nursing homes and to urge lawmakers to make health care reforms to help ease the growing fiscal burdens these facilities face.

CSEA is now leading the fight to have the state extend the 1/4-cent sales tax to apply to public hospitals and nursing homes that are increasingly faced with cutting health care

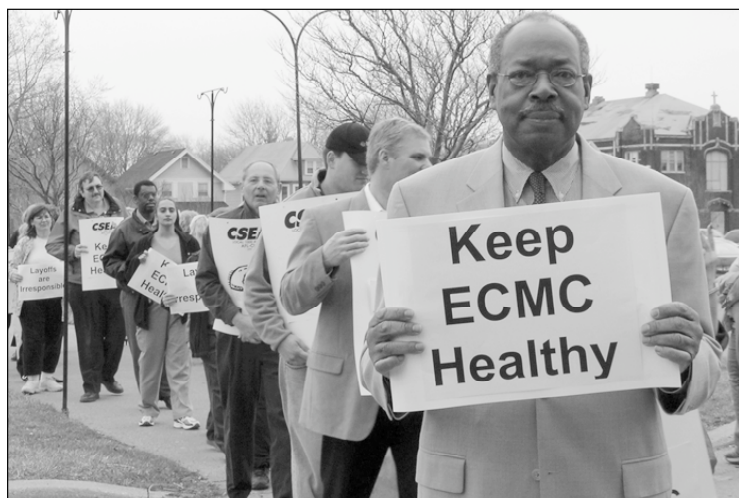
services to face skyrocketing Medicaid costs and public funding cuts.

Demonstrations were held in Syracuse, Schenectady, Buffalo and White Plains.

"This is a fight that affects every one of us whether you work in the health care field or not," CSEA President Donohue said. "We're fighting for each and every New Yorker and their families who depend on quality health care being available where they live."

Nearly 65,000 of CSEA's 265,000 members work directly in the health care industry.

The union's efforts have already brought change. The new state budget takes important steps toward addressing the Medicaid burden on counties, escalating prescription drug costs and funding issues for public hospitals. Most recently, lawmakers added \$40 million to the package to help public nursing homes.



At left, CSEA members demonstrate for more funding at Erie County Medical Center. At right, Schenectady Mayor Brian Stratton lends his support to CSEA members calling for more support of public hospitals and nursing homes.



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IN TOUCH WITH THE WORK FORCE CSEA President Danny Donohue

CSEA gets results for public health care

The future is starting to look a bit brighter for public health care across New York because of your efforts.

CSEA's intensive, months-long campaign to save New York's public hospitals and nursing homes made a difference in the newly passed state budget agreement.

All across the state, CSEA members raised awareness about the value of public hospitals and nursing homes and urged lawmakers to make health care reforms to help ease increasing fiscal burdens at many of these facilities.

CSEA's campaign, which included an all out media blitz, member rallies across the state and individual letters, phone calls and visits to state lawmakers, has helped result in \$40 million being set aside in the state budget for public nursing homes. Additionally, the budget takes important steps toward addressing the Medicaid burden on counties and funding issues for public hospitals. CSEA's three-year campaign to establish a Medicaid preferred prescription drug list to curb the skyrocketing costs of prescription drugs has also yielded results.

There is still work to be done, but these reforms are an important step that will allow CSEA members to continue delivering quality care at public hospitals and county nursing facilities all across the state.

Just as important, our efforts will help ensure that all New Yorkers and their families will continue to have quality health care available to them in the communities where they live.



Danny

CSEA saves jobs, services after Middletown closure

MIDDLETOWN — CSEA's fight to ensure the state will provide public mental health services in Orange and Sullivan counties and that CSEA members fill those jobs has blunted the sharp pain of Middletown Psychiatric Center's closing next year.

After rejecting an initial proposal that included 80 layoffs, CSEA negotiated a deal with the state Office of Mental Health in which the state will continue to provide care for mental illnesses in the region after Middletown Psychiatric Center closes April 1, 2006.

Gov. George Pataki, for the fourth time in five years, proposed closing Middletown Psychiatric Center in his state budget proposal.

During this year's budget discussions, CSEA fought hard to keep public mental health care available in Orange and Sullivan counties through urging the Office of Mental Health to open State Operated Community Residences (SOCR) to allow services to continue and for Middletown employees to fill these state jobs.

"The agreement finds employment for everyone and provides a state operated community presence for the Office of Mental Health," CSEA President Danny Dohohue said. "These residences are where the future of public mental health care

is going to be."

While the state will transfer Middletown inpatients to Rockland Psychiatric Center in Orangeburg, Middletown will continue to provide outpatient services at its current campus.

The state will also open a 48-bed transitional residential unit in the Walter A. Schmitz Building on the Middletown campus. Schmitz will also temporarily house two 12-bed community residences until the state finds permanent locations. The two new residences will join another, already established 12-bed state residence in Orange County.

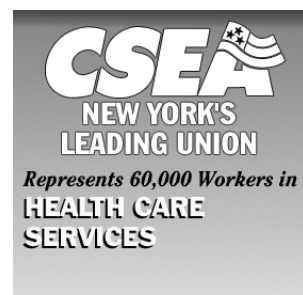
The Office of Mental Health will reassign Middletown employees to Rockland Psychiatric Center, Mid-Hudson Psychiatric Center and the new residences.

The state has also pledged to create an assertive case management team to operate in the Middletown area. The Office of Mental Health will likely create a new, CSEA-represented title of housing advocate, who will assist clients in finding affordable housing.

Southern Region President Diane Hewitt, an employee of Middletown Psychiatric Center, is pleased with the agreement, and said she hopes state lawmakers flesh out the state-operated community mental health programs in next year's budget cycle.

"We fought the closure for years, but it had gotten to the point where some sort of change was inevitable," Hewitt said. "CSEA was proactive in negotiating a deal that preserves services for clients and jobs for employees rather than just sitting back and waiting for the ax to fall."

— Jessica Stone



"Our agreement finds employment for everyone and provides a state operated community presence for the Office of Mental Health."

CSEA Voices



"I came to Lobby Day because we need to fight for our causes. We're trying to save the Medical Center, so it's very important that we're here and they hear us."

— Barbara Kerr, unit clerk, Taylor Care Center, Westchester Medical Center, interviewed during AFSCME Lobby Day.

Caring for veterans

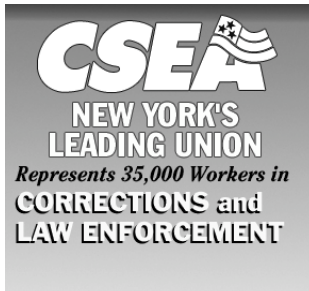


From left, CSEA members Aida Belalcazar, Mary Franco and JoAnn Arrington of the SUNY Stony Brook Local prep one of the patient's rooms at the Long Island State Veteran's Home.

CSEA'S action for health care gets results

CSEA's lobbying efforts have helped result in \$40 million being set aside in the state budget for public nursing homes. During a recent statewide day of action, CSEA members rallied for health care reform in White Plains, Schenectady, Syracuse and Buffalo.

CSEA is still leading the fight to have the state extend the quarter-cent sales tax, which would help fund public hospitals and nursing homes that are increasingly faced with cutting health care services to meet skyrocketing Medicaid costs and public funding cuts.



Buffalo Housing Authority fails members

BUFFALO — The city Municipal Housing Authority's failure to provide crucial public safety funding is causing 25 Buffalo Municipal Housing Authority officers to lose their jobs.

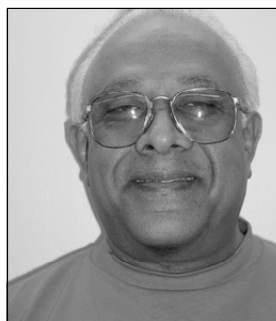
The layoffs come despite neighborhood support, CSEA efforts and political backing for the department's 25 officers.

The officers, who patrol public housing developments and are represented by CSEA, will be laid off when their current contract expires June 30.

"Some federal funding has been lost; a drug elimination grant was cut about three or four years ago," said Craig Leone, president of the CSEA housing police unit. "When we were getting the grant, we had about 60 officers. Now, we have 25 officers. As the funding has

"We had about 60 officers. Now, we have 25 officers. As the funding has been eliminated, so have the positions."

CSEA Voices



"I came to Lobby Day because the hospital wants to outsource and privatize a lot of departments and we want to make sure that doesn't happen. I've been here 21 years and don't want to see my job go up in smoke."

— Jimmy Jackasal, respiratory care technician, Westchester Medical Center, interviewed at AFSCME Lobby Day.



Lt. Paula Y. Kregg is one of the 25 Buffalo Municipal Housing Authority police officers who will be laid off June 30 when the department's contract with the housing authority expires. BMHA commissioners voted to balance the authority's budget by eliminating the police force.



Craig Leone, Buffalo Housing Authority Police Unit president, speaks to the media during a demonstration to save the police force.

been eliminated, so have the positions."

Officers made a last-ditch effort to save their jobs recently through a rally that included about 100 housing development residents.

Members of the Buffalo Common Council and an authority commissioner spoke at the demonstration. However, the commissioners voted 5-2 the next day to balance the authority's budget by disbanding the police force.

On July 1, the Buffalo Police Department will begin patrolling the developments.

Union Concerns

While authority officers believe the city police are a strong force, CSEA is concerned about the city department's ability to provide a speedy response to calls.

The housing police officers also worry about the Buffalo officers having enough time to get to know the residents in the same manner as the authority officers. The two largest housing developments are in the two busiest police districts, housing authority Sgt. Daniel Rowan said.

"The city police have had to reduce the size of their own

force," Rowan said. "They don't have enough officers to cover the developments. We believe residents would be best served by having our own department here."

Another alternative, Rowan said, would be for the Buffalo Police Department to absorb the housing officers and create a housing division.

Housing officers predict a jump in drug-related crimes when the department is disbanded this summer. That is exactly what happened in 1997, when a large number of authority officers joined the city police department. When the department was understaffed, drug deals would go down right in front of housing managers' offices, Rowan said.

"As hard as we tried, we just could not keep up with the drug trafficking," he said. "When the next class of officers graduated from the academy and got out there on the streets, we saw a dramatic drop in crime."

— Lynn Miller

CSEA blasts state move to close DOL call center

NEW YORK — CSEA recently blasted the decision to move New York City's only state Labor Department call center out of the city, jeopardizing the jobs of about 300 workers.

"CSEA is alarmed that this decision was made without any prior warning or discussion," CSEA President Danny Donohue said. "It will upend the lives of all of the workers at the center and we are dissatisfied with the state's explanation about the need to close

this facility or how they will pick up the slack on service."

The Manhattan Telephone Claims Center handles numerous telephone inquiries about unemployment claims. The center also provides critical services to non-English speaking people, most of whom speak Spanish. The move will also harm dozens of workers, many of whom are single women who head households.

"We've been hearing that high real estate prices have forced the state to make this move," Metropolitan Region President George Boncoraglio said. "We have also learned that the state may still have a few years left on its lease. If that's the case, where are the savings? We are going to remind Gov. Pataki of his promise to bring and keep jobs in lower Manhattan until this absurd decision is withdrawn."

The Pataki administration claims a \$10 million reduction in federal funding and real estate costs is forcing the state to close the



State Department of Labor workers in the Metropolitan Region are facing an uncertain future.

call center. Yet, when CSEA members pressed for more details, administration officials were not forthcoming.

"I feel like the state is insulting our intelligence since no one even provide us with sufficient reasons for this move," said Jeannette Sierra, a senior employment security clerk. "They offered no assistance. They told us to take it or leave it. If the Department of Labor is not upholding its own standards for treating its employees fairly, then how can we expect the department to uphold those same standards for members of the public?"

Published reports note the two remaining department call centers in Endicott and Troy are

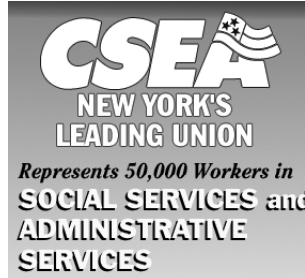
expected to absorb some of the displaced workers, but moving upstate is an unrealistic option for many of them.

"A lot of my co-workers are older, don't drive and they have children and wouldn't even be able to afford such a move on our salaries," Sierra said. "It seems to me like the state is just counting on the fact that we won't go. That relieves the state from calling this a layoff."

— David Galarza



Jeannette Sierra, a senior employment security clerk at the state Department of Labor, takes calls from the public.



"We are going to remind Pataki of his promise to bring and keep jobs in lower Manhattan until this absurd decision is withdrawn."

CSEA Voices



"It's important to lobby and attend events like these so we can make our voices heard and have a say in our future. If we don't stand up and say something these politicians will do what ever they want."

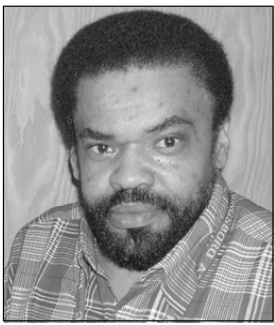
— Denise Austin, Mental Hygiene Therapy Aide, Brooklyn DDSO, 22-year member.



CSEA members dedicated to keeping campus beautiful

“We want the campus to be at its best when students’ families and friends arrive.”

CSEA Voices



“We’ve always believed that Social Security would benefit those who retire, like it did for our grandparents and now they want to tell us that it’s not going to be there for us.”

— Philip Lowe, addiction counselor, Kingsboro Addiction Treatment Center and 10-year member.

OLD WESTBURY — For students, commencement season means graduation to a new phase of life. For the campus staff, commencement season means preparing to welcome a flood of visitors.

The CSEA members who work in the maintenance department at State University of New York at Old Westbury take care of all the day-to-day things that keep the college running smoothly.

They keep the hot water running, pick up garbage, order and deliver supplies and equipment, repair door locks, clean the building and keep vehicles working. CSEA members also build and literally set the stage for the commencement ceremonies.

“All year is busy out on the grounds of the campus, but at commencement we have

to really be on our ‘p’s and ‘q’s,” maintenance worker Troy Lake said. “We want the campus to be at its best when the students’ families and friends arrive.”

SUNY Old Westbury Local President Mary D’Antonio said members work hard to provide essential services, but chronic understaffing is making their jobs increasingly difficult.

“We have 604 acres on this campus, but we only have five grounds workers taking care of it all no matter what the weather is,” she said. “They are also responsible for all deliveries and moving furniture around. In the dorms, we have one custodian responsible for a building with about 178 residents. They all do a great job, but they are all overworked and underpaid.”

Painter Al Conklin said



Locksmiths, left to right, Napoleon Farfan and Manley Brown make keys and keep all the doors on campus working.



Carpenter Harold Neal Sr. measures some plywood for a project.

it’s a constant struggle to get things done. “They expect us to get two or three jobs done in a day, but there’s no crew. I work with one other person on all of these buildings.”

Carpenter Harold Neal, Sr. said he likes his work but sometimes wishes others wouldn’t be so quick to take the credit.

“We’re the backbone of this college,” he said. “A lot of the time we just don’t have the materials or the proper equipment to do a job, but we still make it work. The recognition isn’t always filtered our way when it’s time to give praise and recognition.”

Just about anywhere you go on the SUNY Old Westbury campus, you

can see the skill and handiwork of CSEA members. The photos on this page show some of the workers in action.

— Rachel Langert



No requisition gets done for any maintenance work without Senior Clerk Leila Crayton to do the paperwork.



Maintenance worker Mike Stauer makes a delivery.



Custodian Hector Rosario cleans up outside a campus dorm.

Flood damage doesn't stop CSEA members

PORT JERVIS — CSEA members employed by the Port Jervis Central Schools are leading their community in picking up the pieces after a recent flood destroyed the district's bus garage and numerous homes.

When Port Jervis School District Unit President Betty Lou Kranz heard the weather report for April 2, she said to herself, "Here we go again."

"We moved the buses out of the bus garage to higher ground the day before (the flood) on the off chance we got hit really bad," Kranz said.

As it turns out, that was a good decision.

The buses that transport 2,900 district students from Port Jervis and neighboring Deerpark are among the few intact items the district's transportation department owns following the area's worst flood in 50 years. The transportation garage that houses the school buses was one of at least 160 Port Jervis structures that a city building inspector condemned in the wake of the floods.

The devastation forced the school to close several

days, as families hit by the flood struggled to regroup and transportation department staff pieced together bus routes from waterlogged paperwork and a single salvaged floppy disk. The transportation director, assistant director and typist are now operating out of the library at a local elementary school.

"We are literally starting from scratch," said Maryann Hull, a clerk/typist who assists the transportation director. "The files we took for granted, the Rolodex of contacts we took for granted, they're all gone."

In the condemned garage,



Port Jervis School District Unit President Betty Lou Kranz observes the damage floods did to the district's transportation garage.

district mechanics spent the days following the flood fishing tools and other workable supplies out of the debris-filled building. Several employees even had to fish some stuff out of the river, as the flooding had forced the garage's doors open and many items floated away.

Bus drivers, including Kranz, spent one day driving their routes from memory preparing for the

schools' reopening.

"We needed to know the road blockages from the storm and accommodate the students who were displaced and living somewhere else," Kranz said.

While many CSEA members found the days after the flood difficult, most were less concerned with the challenges now facing the transportation department than they were about several co-workers and CSEA members whose homes were condemned because of flooding.

"In all of my years here, I'd never seen anything like this," said Kranz, who photographed the transportation garage when it was almost entirely underwater. "Everyone has pulled together and has done an excellent job under really hard circumstances."

— Jessica Stone



Above, the Port Jervis School District Transportation garage falls victim to devastating floods. (Photo by Betty Lou Kranz.)

Saratoga County education conference a hit

SARATOGA SPRINGS — The CSEA Saratoga County Educational Local recently held the Capital Region's first support staff career conference for school district employees.

"The feedback was overwhelmingly positive," Local President Betty Egan said. "I'm still getting calls and cards from people saying how much they enjoyed it and wanting to attend again."

The conference was modeled after an extremely popular CSEA conference on Long Island that will celebrate its 10th anniversary this year. Egan

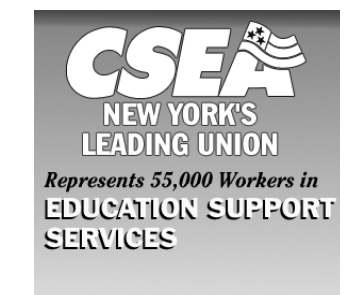
attended that conference for five years as training and felt ready for the challenge to host one.

Egan, also the region's executive vice president, received support from the rest of her local and fellow CSEA members from Long Island. Nassau County Education Local President Denis Midnet and Suffolk County Education Local President Diane Klement attended the event in Saratoga Springs to show their support. Based on their experience, they warned Egan to prepare for attendance to double in 2006.

Egan originally hoped for 50 attendees. "But then the registrations started coming in, we were at 50, then 100, then 150. We had to cut it off after 260 because that's all the hotel could accommodate," she said.

The event included keynote speakers and workshops on retirement, the No Child Left Behind Law and Worker's Compensation among others.

— Therese Assalian



"Everyone has pulled together and has done an excellent job under really hard circumstances."

CSEA *Voices*



"I think President Bush's plan for Social Security is going to hurt people far more than help. He is pulling the wool over people's eyes."

— Brenda Radzinski, Orleans County Local

INSIDE THE WORK FORCE

Westchester Medical Center's CSEA members:

We're the best ones for the job

VALHALLA — From the moment patients enter the doors at Westchester Medical Center to the time they leave, the 1,600 members of the hospital's CSEA unit provide top-notch service from start to finish.

While doctors and registered nurses are an integral part of a patient's care, there are 1,600 workers doing front-line tasks such as admissions and direct care to behind-the-scenes occupations including medical records and patient accounts. Whether they work directly with patients or work in a department removed from direct care areas, CSEA members at Westchester Medical Center share one goal: ensuring the quality care and customer service that draws patients from thousands of miles away.

Skills unavailable elsewhere

A hospital with specialized services demands a highly skilled staff. That's where people like Matt Cichon come in.

Cichon, an eight-year CSEA member, handles some of the most critical cases coming into the hospital. An orthopedic physician's assistant, Cichon performs many tasks of a doctor. Working in a level one trauma center that regularly treats victims of car crashes, gunshots and other grave injuries, Cichon's seen it all and knows how important it is to have an experienced, competent staff.

"Any hospital where you have workers who have been there a long time, things just run more smoothly," Cichon said. "With a less experienced work force, things are going to get missed and a patient's stay is going to be longer."

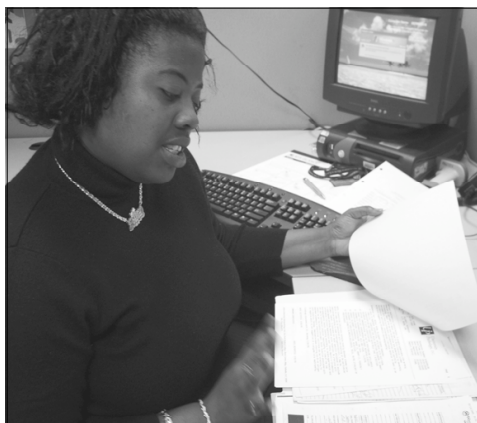
Noting the region's other excellent

hospitals, Cichon said Hudson Valley residents depend on Westchester Medical Center for the services unavailable in community hospitals.

"In medicine, we talk a lot about the 'golden hour,'" Cichon said, referring to the medical term used to describe the time in which patients in critical condition have the best chance for survival. "The next big trauma centers are in New York City and Albany. If you're in a bad accident, you're much farther away from this level of care."

Unparalleled experience

Jason Muglio sees miracles every day. A registered respiratory therapist in Westchester Medical Center's neonatal



Medical coder Khalilah Germany makes sure the hospital gets proper reimbursement on Medicaid claims.

intensive care unit, Muglio is among the CSEA members who care for the hospital's littlest patients: babies born weighing as little as 1 pound (450 grams). Thanks to improving technology and superior care, they have an increasing survival rate.

A unit hallway displays photos of children who were born there and have gone on to become healthy, active children.

"Every year, we get more pictures because our census gets bigger," Muglio said. "We keep getting better at the care we provide."

Muglio and other CSEA members in his unit are trained in the finest technology available for babies born premature or with other complications. Other area hospitals have neonatal units, but many babies are transferred to Westchester Medical Center.

"They can't handle the number of babies we can, and they don't have the technology we do," Muglio said.

Familiar, friendly faces

At her previous job working in a private Bronx hospital, Lena Zayas saw co-workers come and go regularly. Since coming to work in Westchester Medical Center's patient accounts department more than three years ago, she's seen a change.

"It's so much friendlier here, so much calmer," Zayas said. "I used to dread getting up in the morning."

While the security and benefits from a civil service job drew her to Westchester Medical Center, Zayas said it is the good work environment that keeps her there and allows her to do a good job. An insurance clerk in a department with a large staff, she believes the lower turnover in staff also allows for



Jason Muglio is a respiratory therapist working in Westchester Medical Center's renowned neonatal unit.

better customer service that patients notice.

"You become part of a family to the patient," Zayas said. "They like to know they're going to see that same familiar face."



A lot of them have serious medical conditions and us doing our jobs well makes things easier for them."

A passion for the job

Accuracy counts when it comes to tracking the many diagnosis and recommendations made each day in a large hospital. For some CSEA members, their love of the job spurs them to ensure tasks are done right.

"When I was going to school, coding was my niche," said Khalilah Germany, a medical coder in the medical records department. "I was a good student and I even had classmates asking me for help."

While her department is tucked away from the main hospital, Germany said it is still important.

"This is how the hospital gets reimbursed for Medicaid," she said. "We're on the front line of making sure the hospital gets its

Lena Zayas, left, an insurance clerk, says low worker turnover at the medical center helps maintain better customer service.



Physician's assistant Matt Cichon says he knows the value of a experienced, competent staff when it comes to handling the region's worst trauma cases.

money. If we miss something on a medical chart, that's money the hospital loses."

Germany would like to spend the rest of her career at Westchester Medical Center.

"I'm doing what I like to do and a lot of people can't say that," she said.

With the hospital's ongoing financial crisis and the threat of further layoffs and outsourcing looming, Germany said she's unsure of what the future may bring for her. She said solutions must be found to salvage the world-class institution for the patients, including the indigent population that depends on the hospital for care.

"This hospital is very important to a lot of people," she said.

— Jessica Stone

CSEA charges UCS hiding pay differences

ALBANY — CSEA is charging that state court administrators secretly issued an order depriving court clerks in upstate New York from being paid the same as clerks in downstate work locations.

The secret memorandum, sent March 22 to upstate administrative judges without any notice to CSEA, changes a longtime practice in the New York State Unified Court System. In downstate courts where security is provided by UCS-employed court officers, the courts are staffed by senior court clerks (pay grade 21). Now that several counties and cities upstate have moved to the same type of security, UCS is refusing to reclassify court clerks (pay grade 18) to the senior clerk level.

CSEA has been aware of some bias against upstate courts and their employees by UCS administrators in New York City,

but the secret action is an attempt to make prejudice a permanent part of the court system.

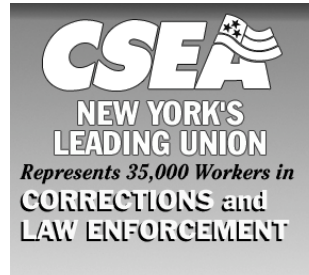
“Even though court clerks do the same work upstate as downstate, UCS wants to pay them less. That is against the law, and against the duty UCS has as an employer to treat employees fairly,” CSEA President Danny Donohue said.

Upstate court clerks would make from \$7,300 to \$9,400 a year less than downstate clerks under the secret order. The action comes at a time when most observers believe the court system will be replacing all county and city security with court officers in the upstate judicial districts. Although that same change resulted in senior court clerk reclassifications in

downstate areas, UCS is forbidding the same change north of the Ninth Judicial District. Management argues that the designation of court clerks downstate as peace officers justifies the change.

“Peace officer status doesn’t matter. Equal pay for equal work is the American principle involved here,” Donohue said. “Court clerks who perform substantially the same tasks as senior court clerks should be in the same job title and pay grade. It’s not rocket science. UCS is trying to blow smoke to justify this blatant act of prejudice.”

CSEA is determined to overturn the secret UCS order. CSEA will take all appropriate legal action to nullify the new policy.



Zero-lift policies prevent injuries, save money

GLENS FALLS — CSEA members employed at Warren County’s Westmount Nursing Home and Residential Hall will now be able to take better care of themselves as well as the residents, thanks to the union’s health care ergonomics program.

CSEA’s Occupational Safety and Health department recently conducted the two-day program to train health care workers to handle job tasks

more efficiently by increasing members’ awareness of the risks leading to injuries.

Topics covered in the training include the use of back belts and review of lifting devices, a patient handling walk-through inspection and discussion, and an ergonomics discussion.

Jean French, a housekeeping employee, said she benefited from the training. “I didn’t think I could learn new things

about my job, but I did,” she said.

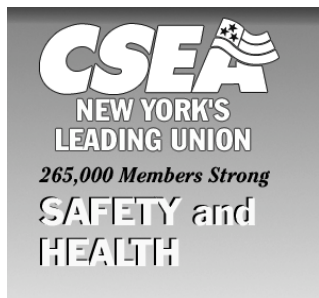
CSEA, home administrators and Warren County officials are also working to bring a progressive, zero-lift policy to the home. The union has urged nursing homes

adopt such policies, which in the long run reduce worker injuries and in turn, operating expenses.

The zero-lift training program is available and CSEA can work with interested units and locals to establish it.

The zero-lift policy is modeled after a similar one at an Ohio nursing home that has been effective in substantially reducing worker injuries and the costs associated with worker’s compensation claims.

The training and possible implementation of a zero-lift policy are extensions of successful labor-management initiatives designed to enhance the work life of CSEA members



Westmount Nursing Home certified nursing assistants Katie Bederian, left, and Victoria Guildler assist CSEA Occupational Safety and Health Project Developer Matt Kozak with a patient lifting device.

and contain costs associated with accidents and injuries.

CSEA Capital Region Occupational Safety and Health Specialist Gary China said the working relationship between the union and county is positive. “It’s a testament to the relationship we’ve built with management,” he said.

“We learned different techniques for lifting that will

help workers in many titles. It was an eye opener,” said Certified Nursing Assistant Katie Bederian.

“It took our needs and our jobs into consideration. I didn’t know there was so much out there that could make the job easier,” said Anne Hayes, a licensed practical nurse.

— Therese Assalian

Fight gender discrimination at work

Editor's Note: This is the third in a series of discrimination 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 gender/sex discrimination in the workplace. In future articles, other areas of discrimination will also be dealt with in more detail.

Federal and state laws prohibit most private employers and all government employers from discriminating against employees based on gender, unless the employer can establish that gender is a bona fide occupational qualification ("BFOQ").

1. What Is A Bona Fide Occupational Qualification ("BFOQ")?

In certain narrow circumstances an employer is allowed to use gender-based classifications if the employer can demonstrate that, due to the nature of the job responsibilities, an employee's gender is a necessary qualification for that particular job. For example, it has been determined that, in certain limited circumstances, employees working in an institutional setting can be assigned to a particular institutional unit based on their gender in order to address the special privacy needs of the inmates, residents or clients.

2. Pregnancy Discrimination

It is illegal to fail to treat a pregnant employee in the same manner as other employees regarding salary and benefits. Employers cannot fire or treat a pregnant employee differently because of the pregnancy, unless it can be shown that she is unable to reasonably perform her job duties. Policies that deny employment benefits to pregnant employees are presumed to be illegal.

3. Sexual Harassment

Federal and state law prohibitions against gender discrimination include a prohibition against sexual harassment. The United States Equal Employment Opportunity Commission ("EEOC") has issued regulations that provide the clearest definition of sexual harassment. Courts and arbitrators rely heavily upon the EEOC regulations. The EEOC regulations state:

Harassment on the basis of gender violates federal and state law. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- a. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- b. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- c. Such conduct has a purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

CSEA's Role In The Fight Against Sexual Harassment

Union activists are frequently the first people to whom fellow workers may speak about conduct that they believe constitutes sexual harassment. Under the law, unions have a responsibility to investigate and process grievances under a contractual sexual harassment provision and/or assist the individual with regard to the employer's sexual harassment complaint procedures.

Various CSEA locals and units have taken a proactive approach regarding sexual harassment by negotiating sexual harassment complaint procedures with their employer. In addition, CSEA regularly participates in training programs for locals and units regarding sexual harassment.

To assist locals and units, CSEA has prepared a separate booklet on sexual harassment for its members and activists. Copies of the booklet are available through the CSEA Legal Department.

* As a practical matter, the Family Medical Leave Act ("FMLA") grants far greater rights to pregnant employees than do federal and state prohibitions against gender discrimination.

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Tuition Benefit Program

Improve Skills • Earn College Credit • Advance Your Career

Applications accepted until March 31, 2006

CSEA-represented Unified Court System employees may call 1-800-253-4332 for more information or a tuition benefits catalog. You can also download the catalog at http://www.csealocal1000.org/ca/ucs_05_06.pdf.




for Education and Training

Stay informed about what state government is doing through

INSIDE ALBANY

CSEA is a longtime, major underwriter of this award-winning public television program. See the times below for the 2004 broadcast schedule in your area.



Saturday

Binghamton	WSKG	2:30 pm
NYC	WNET	1:30 pm
Rochester	WXXI	5:30 pm

Sunday

Albany	WMHT	12:30 pm 11:30 pm
Buffalo	WNED	10:00 am
Long Island	WLIW	7:00 am
Plattsburgh	WCFE	9:00 am
Syracuse	WCNY	1:00 pm
Watertown	WPBS	7:00 am

Monday

Long Island	WLIW	12:00 noon
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Two years ago ...

CSEA led the fight for an equitable state budget during which the union urged Gov. George Pataki to make the “right choices” after he proposed a spending plan that included deep cuts to state agencies, local government, health care and education. The governor’s school aid proposal in particular would have devastated school districts across New York that were already struggling because of unfunded mandates prompted by the federal No Child Left Behind Law.

On May 3, CSEA joined the New York State United Teachers, other labor unions and education advocacy organizations for a large scale Rally for Public Education at the Empire State Plaza in Albany.

NYSUT President Thomas Hobart, who recently retired, and CSEA President Danny Donohue energized the crowd that day as part of the rally. CSEA worked closely with Hobart and NYSUT on the rally and many other projects during his 33-year tenure.



CSEA, NYSUT, other labor unions, students and education advocates came to Albany in force May 3, 2003 to send a strong message in support of public education. The event coincided with the legislature’s historic 119 overrides of Gov. George Pataki’s budget vetoes.

Also in 2003 ...

- ❖ The United States launches “Operation Iraqi Freedom,” beginning the war in Iraq.
- ❖ The World Health Organization calls the mysterious new illness, severe acute respiratory syndrome (SARS), a “worldwide threat.”
- ❖ Much of the Northeastern United States and eastern Canada, including most of New York state, are plunged into midsummer chaos by a massive blackout caused by the failure of a power grid in Ohio.
- ❖ Legendary comedian Bob Hope, best known for entertaining American troops serving overseas, dies at 100.
- ❖ *The New York Times* faces scandal over plagiarism and fact checking, causing two of its top editors to resign.
- ❖ “Chicago” wins the Academy Award for Best Picture.

CSEA fights for health care on Lobby Day

ALBANY — Hundreds of CSEA members recently traveled to Albany to meet with state lawmakers on health care and other issues during the annual CSEA/AFSCME Lobby Day.

CSEA is leading the fight for the state to extend the 1/4-cent sales tax to help fund ailing public hospitals and nursing homes that are increasingly faced with skyrocketing costs and public budget cuts.

While the state set aside \$40 million to help fund public nursing homes, lawmakers took no action on the sales tax extension. The tax is set to expire May 31.

Westchester Medical Center, Nassau Health Care Corp., Erie County Medical Center, State University of New York hospitals and county nursing homes are among the public health care facilities that would benefit from the extended sales tax.

CSEA President Danny Donohue kicked off the day by urging union members to fight.

"There is no better way to shake



Above, CSEA Westchester Local members, including Westchester Medical Center employees, arrive for Lobby Day.

up the state Capitol then to let our elected officials know AFSCME is in the house!" he said.

Workplace safety, outsourcing and Social Security also concern many union members and elected leaders.

Assembly Speaker Sheldon Silver said lawmakers will continue to push for a permanent agency shop law and stronger work place safety enforcement.

"My door, and the door of my Assembly partners, is always open to AFSCME," he said.

Senate Majority Leader Joseph Bruno told the union members that he fully supports a bill proposed by Sen. Nicholas Spano that would inhibit a company's ability to outsource jobs in New York state if the company were receiving state development funding, telling the

union members, "You do it better, you do it best, and that is why we in the Senate and I as a leader respect you."

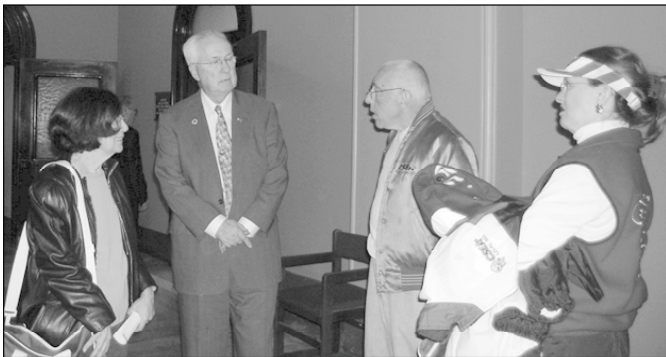
Unable to be in New York, AFSCME President Gerald McEntee addressed the crowd via video.

"I know you've got a lot on your plates, but I'm going to ask you to add one more priority. It's the president's top priority and I'm asking you to make it yours: Social Security."

McEntee urged union members to fight the Bush administration's push to privatize Social Security, noting that the system is in far better shape than what the president is saying.

"The key part in their strategy is to scare the living hell out of Americans and not tell them the truth," McEntee said. "You've got the power, now use it."

— Janice Marra



Above, State Sen. Dale Volker, second from left, meets with, from left, Erie County Retiree Local members Marie Prince, and Gerry Prince, and Buffalo State Employees Local Treasurer Kathy Atwood. Volker has been a strong ally for CSEA in the ongoing Erie County budget crisis.



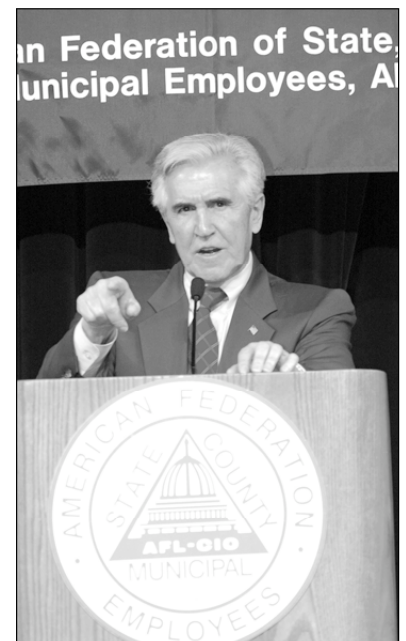
CSEA President Danny Donohue, right, meets with Assembly Speaker Sheldon Silver.



Above, CSEA Erie County Educational Local President John Stading, left, meets with Assemblyman Paul Tokasz. Tokasz is fighting alongside CSEA in the ongoing Erie County budget crisis.



Left, Cohoes Department of Public Works Unit Secretary George Hebert, left, and Unit President Bob Pierre present a plaque to Assemblyman Ron Canestrari, center, during Lobby Day, for his service and dedication to New York residents.



State Senate Majority Leader Joseph Bruno helped fire up CSEA.

2005 CSEA ELECTIONS Info

Public Sector Local, Unit elections scheduled for 2005

Elections will be conducted for all public sector local officers, delegates and unit officers

The term of office for all current public sector local officers, delegates and unit officers expires June 30, 2005. Public sector officers and delegates will be elected to four-year terms. Balloting for local officers, delegates and unit officers will be conducted between May 15 and June 15, 2005.

Each local and unit executive board must select its own election

committee and committee chairperson. The local and/or unit election committee is primarily responsible for conducting the election.

Slate petitioning and slate voting will be an option for candidates for local and unit office (see adjacent information).

Members may run as individual candidates if they wish.

Important information about slate petitioning and slate voting

Local Elections

In local elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the local's by-laws, secretary and treasurer.

The slate may also include candidates for other offices that have been created according to the local constitution and by-laws. In locals that have created the combined position of secretary-treasurer in their by-laws, the slate must include a candidate for that office.

Unit Elections

In unit elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the unit's by-laws, secretary and treasurer.

The slate may also include candidates for other offices that have been created according to the unit constitution and by-laws. In units that have created the combined position of secretary-treasurer in their by-laws, the slate must include a candidate for that office.

Candidates should know the following:

- A member cannot be a candidate for officer and for delegate on the same slate. An officer candidate must circulate a separate nominating petition in order to appear on the ballot also as a candidate for delegate. The member will appear on the ballot as a candidate for office as part of the slate and as an individual for the position of delegate.

- Candidates who run as a slate must complete a Slate Consent Form and a Slate Petition Request Form. By petitioning as a slate, candidates who appear as part of a slate need to submit only one set of the required number of signatures to qualify as a candidate. Individual petitions are not necessary for slate candidates.

- Candidates who withdraw from a slate must complete a Slate Withdrawal Form and return the form to CSEA headquarters.

More detailed information about election slates will be available from local and unit election committees.

Attention: public sector local, unit presidents Did you send Election Committee Data Form to CSEA headquarters?

During early January, members of registered election committees will receive an election package to help them carry out their election duties. As long as election committee forms continue to be received, packages will be mailed.

CSEA headquarters cannot send material and information to any

appointed election committee without first receiving the completed committee form from the local or unit president.

Inquiries concerning election materials may be directed to the CSEA Central Files Department at 1-800-342-4146, ext. 1214.

Nominating procedure for smallest CSEA locals and units: special election rules apply

The union's election rules require a minimum of 10 signatures on nominating petitions for office in all locals and units. However, this requirement causes problems in locals and units **with 10 or fewer members.**

Special election rules apply for CSEA locals and units of 10 or fewer members.

In these smaller locals and units, completion of the Application for Election to Office replaces the requirement to obtain signatures on a nominating petition.

In locals or units with 10 or fewer members, any member who submits the application and meets election requirements under the appropriate local or unit constitution will be placed on the ballot.

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.



LEGAL SERVICES PROGRAM

Elder Law

Personal Legal Matters

Workers' Compensation and Social Security Disability Matters

Personal Injury Matters

MEMBERS ONLY PROGRAM INFORMATION

1-800-342-4146

or

Go to the CSEA website at www.csealocal1000.org and then log on to the members-only area where you will find the link for the Legal Services Program.

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Local 1000, AFSCME, AFL-CIO

143 Washington Ave., Albany, NY 12210

Danny Donohue, President

New cancer treatment service available to Empire Plan members

When you or a loved one is diagnosed with cancer, everyone involved is faced with making difficult, important decisions.

The Empire Plan has a voluntary program designed specifically for enrollees and their covered dependents who are receiving cancer treatment or have recently been diagnosed with cancer.

The Empire Plan Center of Excellence for Cancer Program provides enrollees and their dependents fully paid services for cancer-related expenses received through the Cancer Resource Services' (CRS) nationwide network when arranged through United HealthCare. The network includes some of the most reputable cancer treatment facilities in the United States, including:

Health Benefits Department

Protecting Your Benefits

- Memorial Sloan — Kettering Cancer Center in New York;
- Roswell Park Cancer Institute in Buffalo and
- Dana Farber Cancer Institute in Boston.

Many other cancer treatment centers across the United States are also participating in the network.

To enroll, call the Empire Plan at (877) 7 — NYSHIP (1-877-769-7447) or call the Cancer Resource Services toll free at (866) 936-6002.

Even if you or a dependent are already receiving treatment at one of

the participating facilities, you must enroll in the program to be eligible to receive fully paid services and possible reimbursement of eligible travel expenses to designated network facilities. Cancer Resource Services nurses are available from 8 a.m. to 8 p.m. Monday through Friday and can provide more information to help you and your family understand the cancer diagnosis and treatment.

CSEA continually tries to find more ways to help members receive comprehensive health care at low costs. The Cancer Resource Services network will allow members to receive prearranged, specialized services with no out-of-pocket expenses.

What's In It For You?

Working to meet your needs

If you're a member of a local government bargaining unit that does not participate with the CSEA Employee Benefit Fund or you have benefits with the fund and are looking to upgrade them in negotiations, contact the EBF marketing department.

We are available to meet with units to review all options and join you at the bargaining table.

The fund now has available rate sheets for contract negotiations for units that have less than 100 percent participation. We generally require that all new units participating in the fund must meet the 100 percent rule for participation. In the event that a unit has less than 100 percent participation, we will use a

modified rate schedule.

The fund will quote units with less than 100 percent participation a rate based on their percentage of participation, with the minimum acceptable level being 50 percent participation. This percentage is based on the total number of eligible employees in a bargaining unit compared to the number of workers taking the benefit.

Units that are negotiating a benefit plan with less than 100 percent participation should contact the fund before they reach a tentative agreement to allow us to implement the appropriate rate schedule.

For more information, contact your region's senior

benefit specialist:

Linda Sclafani – Long Island Region:
lindasclafani@aol.com

Geoffrey Switts – Southern Region: gswitts@cseaebf.org

Carisa Haberl – Capital Region: chaberl@cseaebf.org

Meghan Pastiglione – Central Region: mpastiglione@cseaebf.org

Mike Wagner – Western Region: mwagner@cseaebf.org

We have a new state government locals representative for the Long Island, Metropolitan and Southern Regions. Contact Lori McGarry by e-mail at lmcgarry@cseaebf.org, or by telephone at (800) 323-2732 ext. 818.

You can contact the Employee Benefit Fund at the following address:

CSEA Employee Benefit Fund
1 Lear Jet Lane, Suite 1
Latham, NY 12110.
www.cseaebf.com.

An Ever Better Future

Leading Edge



SCOTIA — George Kirker's job at Glendale Nursing Facility involves keeping things clean and in good repair. His other job is as self-appointed ambassador of the Glendale home.

Each year Kirker organizes events to promote the Glendale home to the community in Schenectady County. Kirker shops for the supplies and he and his staff do the work. Kirker's goal in addition to helping residents is to raise awareness about the home and its importance to the community.

Kirker also recognizes the importance of keeping morale up and building cohesion among co-workers, yet another aspect of his ambassador role. He organizes a weekly raffle with proceeds going to an annual employee clambake. Residents, too, can come if they like, because "that's just the way things work at Glendale," Kirker said.

In his job as Supervisor of Environmental Services, Kirker and his staff go the extra mile in maintaining cheer. For his role as ambassador working to promote the mission of Glendale Nursing Home, and for his efforts to assist the residents, George Kirker will be honored, along with nine Capital Region residents as *Hometown Heroes* by the Red Cross of Northeastern New York. The awards breakfast will be held May 6 in Albany.

The annual Hometown Heroes award honors Capital Region residents who go the extra mile to help make life better for people around them.

Recently, the *Work Force's* Therese Assalian caught up with Kirker to talk to him about his work at the home and in the community.

WF: Tell me about the events you organize.

GK: We do a few different events. The annual car show is the biggest. I organize that, work with staff here, get volunteers and generally coordinate things. We also do a Christmas float.

WF: So, you raise money for the residents? How

does that work?

GK: The money we raise at the events goes directly to the resident council fund. Residents get to decide what improvements they want to make to the nursing home. My staff and I will use the money to purchase the materials and then we do the improvements.

WF: What kinds of improvements have been made?

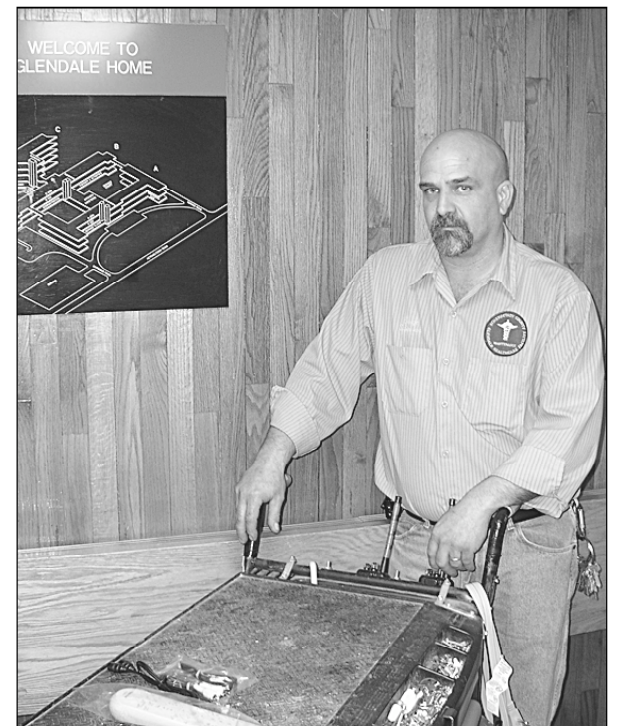
GK: Our department last year renovated an entire unit of the home. We painted the hallway and a meeting room. We also put up wallpaper borders. This year, the residents wanted to spruce up the entrance to make it more inviting for visitors. It was really kind of dark and dreary before that. We did a total remodeling. We sanded and cleaned the wood paneling, put in new ceiling tiles and fixtures. With the leftover money we plan to add more signs to the entrance to cut down on confusion for people coming to the home. That's next.

WF: It must be hard to maintain an older building this size.

GK: We do what we can, we're a small crew, but we do most everything, even electrical. It's a busy place but we handle it. If it's dirty we'll clean it, and if it's broke we'll fix it.

WF: What motivates you?

GK: I do it for the patients. I try to keep things positive, to have events where we can all go and enjoy each other's company. I think it's really important to involve the community to let people know that we have a really good home here.



George Kirker at work as Supervisor of Environmental Services at the Glendale Nursing Facility.

"I think it's really important to involve the community to let people know that we have a really good home here."

Jerry Clark Memorial Scholarship

AFSCME is accepting applications for the Jerry Clark Memorial Scholarship, which is open to the children of AFSCME/CSEA members.

The award, established in 1990, honors former AFSCME Political Action Director Jerry Clark, who was deeply committed to progressive social and economic ideals.

The union will award the scholarship to a student who is a college sophomore studying political science. AFSCME will select the winner by a lottery of eligible applicants. The winner will receive \$10,000 per year for their junior and senior years of study and an opportunity to intern with AFSCME's Political Action department.

To be eligible to win the scholarship, students must meet the following requirements:

- The student must be a child or financially dependent grandchild of an AFSCME/CSEA member.

- The student must have a grade point average of 3.0 or better.
- The student must be in his or her sophomore year of study.
- The student must be a political science major at an accredited college or university. Members can get the application by mail, e-mail or download from the AFSCME web site, as follows:

Mail: Jerry Clark Memorial Scholarship
c/o AFSCME Education Department
1625 L Street, N.W.
Washington, D.C. 20036.

E-mail: education@afscme.org.
Download: www.afscme.org.

Applications must be completed and postmarked by July 1. The winner will be announced by Aug. 1.

For those who proudly served



U.S Veteran Cap

Embroidered navy, brushed cotton cap features U.S. Veteran and CSEA logos.

Order now in time for Memorial Day!
Special price:
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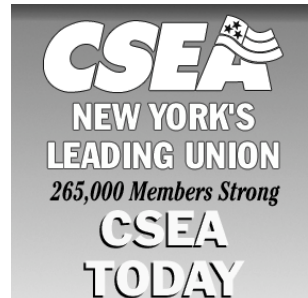
Order online at the CSEA e-store:
www.csealocal1000.org.

All items are union made in the U.S.A.

PEOPLE PERSON — The PEOPLE recruiter of the month of March is Mary DeBolt of the State University of New York at Stony Brook Local in the Long Island Region. She recruited 10 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 ...

MADE FOR WALKING — Walking is one of the simplest, most effective ways for people to stay healthy, and it doesn't require any special equipment besides comfortable shoes. LifeWorks is offering state Executive Branch employees represented by CSEA a new compact disc entitled "Walking." The CD features best-selling author Miriam Nelson, who discusses the physical, social, and emotional benefits of walking, ways to start walking and making walking part of a daily routine. LifeWorks is a negotiated benefit for state employees represented by CSEA. This service is free and offers information on issues including parenting and child care, education, mid-life and retirement, older adults, disabilities, personal budgeting and health. To order free materials, visit the LifeWorks web site at www.lifeworks.com. The user identification for CSEA



members is "nys," and the password is 2670. To learn more about walking and other health topics, click on the "health" link. Member can also call LifeWorks anytime at (800) 362-9874 ...

STUDENTS INSIDE

ALBANY — Along with the New York State United Teachers and several other businesses and organizations, CSEA recently sponsored the League of Women Voters of New York State's "Students Inside Albany" program. CSEA is a longtime sponsor of the four-day conference, in which high school students from across the state come to Albany to learn about participating in government by shadowing their state legislative representatives. During the program, students observe legislative sessions, learn lobbying techniques and learn about the role media and unions play in politics. Students competed for the chance to participate in the conference by submitting essays about citizenship to their local League of Women Voters chapters, and conference participants competed in a statewide essay contest for a \$3,000 college scholarship ... **A POWERFUL FORCE** — The *Long Island Press* recently named Long Island Region President Nick LaMorte to its annual "Power List" of the 50 most influential Long Island residents.

May 15 is deadline for submitting proposed resolutions, changes to CSEA's constitution & bylaws

Proposed resolutions and proposed amendments to the CSEA Constitution & Bylaws for consideration by CSEA delegates to the union's 2005 Annual Delegates Meeting must be submitted by May 15, 2005.

Proposed resolutions may be submitted only by a delegate and must be submitted on the proper forms. Forms for submitting resolutions are available from CSEA headquarters and region offices.

Proposed resolutions and proposed amendments to the Constitution and Bylaws must be submitted no later than May 15 to Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Ave., Albany, N.Y., 12210-2303.

The 2005 CSEA Annual Delegates Meeting will be held Sept. 26-30 in Buffalo.

**GOOD
JOBS**

Protect Workers Now

**SAFE
JOBS**

**Workers
Memorial
Day
April 28
AFL-CIO**

Local President Alleges Double Standard at SUNY Downstate

BROOKLYN — The CSEA local at the SUNY Health and Science Center is alleging management employs a double standard when dealing with incidents raised by union members.

"Evidently there is disparate treatment by SUNY Downstate management when it comes to issues raised by CSEA versus issues raised against CSEA," said Metropolitan Region President George Boncoraglio.

Two recent incidents, one involving the president of the SUNY Downstate Local, Zachary Holland, and another involving a member serve as ample evidence of this behavior, Holland said.

Both incidents occurred in December. In the first one, a supervisor approached Holland near his union office and allegedly made physically threatening gestures toward him.

Holland promptly reported the incident to management and had to wait over a month to

receive a response unlike another CSEA member with 35 years of service who was accused of making a verbal threat to a supervisor.

Management immediately responded to that incident and within days the member had to weigh whether to fight the charges and begin what could have been a long and exhaustive process or settle the charges while admitting no guilt in the incident. He chose to settle.

In Holland's case, management stated there was no reason to doubt his account, however they indicated that no action would be taken against the manager involved.

"This experience reinforces even more the double standard that exists for management versus CSEA employees," said Holland.

region who sacrifice, struggle and constantly strive for a better world for their children, families and fellow workers.

Happy Mother's Day.

In Solidarity,

George Boncoraglio

... I want to pay a special tribute to ... all the working mothers in our region who sacrifice, struggle and constantly strive for a better world for their children, families and fellow workers.
Happy Mother's Day.

Mientras hay espacio para mejorar, los fondos del Seguro Social no deben ser utilizado de ninguna manera como pastillas de juego poker. Los riesgos pesan más que las recompensas mientras los únicos unos que ganan son los amigos del Presidente en Wall Street.

Yo le suplico que se interese, llame a sus Senadores y a Miembros de Congreso, déjeles saber que usted vota y usted tiene interés en el futuro de el Seguro Social. Como algunos congresistas dijeron recientemente en un foro del Seguro social: Arrégleslos, no lo descarte!

Finalmente, hay un día de fiesta muy especial que nosotros celebramos este mes, que trae una vez más a Chris y sus muchas contribuciones a nuestras mentes. Pero encima de todo los demás, yo quiero darle un tributo especial a ella y a todas las madres trabajadoras en nuestra región que sacrifican, luchan y se esfuerzas constantemente para un mejor mundo para sus niños, sus familias y trabajadores prójimos.

Feliz Día de las Madres.

En Solidaridad,

George Boncoraglio

Chris O'Day, 47, South Beach Activist

CSEA members are mourning the loss of Chris O'Day, 47, a dedicated 28-year employee of South Beach Psychiatric Center and the 1st vice president of the South Beach Local.



O'Day

"CSEA members could always count on Chris to fight tirelessly on their behalf," said Metropolitan Region President George Boncoraglio, a longtime friend who had also worked alongside Chris at South Beach. "She will be missed dearly by her CSEA family."

A Food Service Worker II, Chris was known for the generosity she showered on patients and co-workers.

"Chris was the heart and soul of our local," said South Beach Local President Joel Schwartz. "She was more than able to handle any situation that arose."

"She negotiated the settlements when personnel issues arose with our members, and though she wasn't very tall, she stood head and shoulders over any management person who would try and mess with our members," he said.

At her wake, members and her family remembered her unwavering commitment to members when dealing with grievances, negotiating settlements, or helping a co-worker with a personal issue.

"Many times, she would receive a call late at night from a co-worker in need and she would drop everything to go and assist them," said her husband of 20 years, Jack O'Day, a retired CSEA member who met Chris at South Beach.

A mother of three boys, Chris was active in her sons' PTAs. She was a devoted fan of the Miami Dolphins and the New York Yankees. She often vacationed in Seaside Heights and Atlantic City with her family.

She is survived by her husband, Jack, and three sons, Matthew, 18, Thomas, 15, and Michael, 12. The South Beach Local has started a fund to assist her children. Kindly send any donations to: CSEA Local 446, attn. Chris O'Day Fund, South Beach Psychiatric Center, 777 Seaview Ave., Staten Island, NY 10305.

THE WORK FORCE

MAY 2005
Vol. 10 No. 1



UNION SKYLINER

CSEA

NEWS

CSEA • Local 1000 American Federation of State, County & Municipal Employees, AFL-CIO

A Message From Metropolitan Region President

GEORGE A. BONCORAGLIO



Dear Brothers and Sisters,

We recently experienced a tremendous loss in our region when our sister and longtime activist, Chris O'Day, an officer at the South Beach Psychiatric Center Local, the 1st vice president of Local 446, passed away.

Chris was the kind of member that embodied the fighting spirit of trade unionism. Not one to attend very many delegate conventions or region workshops, Chris preferred the day-to-day work at her local.

In fact, South Beach Local President Joel Schwartz reminds me Chris probably thought she needed a passport to leave Staten Island. Nevertheless, her members at South Beach always knew they could count on her to stand up for them during contract negotiations, grievances or other matters. Her CSEA family will thoroughly miss her.

As Mother Jones used to say, and Chris would wholeheartedly agree, we need to keep on fighting for the living and that means beating back this administration's attempts to privatize Social Security.

As I make my rounds throughout the region, members constantly ask me about the president's attempts to privatize Social Security. Younger work force members, parents, workers with disabilities and members with family members who are unable to work are urgently pleading for answers. They ask: "What will it mean for me?"

The only honest answer I can provide you with, brothers and sisters, is the privatization of Social Security promises to leave working families in debt and in despair. In 10 years alone, privatization would explode the deficit, saddling our children with a projected \$2 trillion in debt. It would also mean poverty for numerous retirees who would depend on their families for support.

While there is certainly room for improvement, Social Security funds should not be used like poker chips. The risks outweigh the rewards while the only ones who profit are the president's friends on Wall Street.

I urge you to get involved by calling your senators and representatives and letting them know you vote and you care about the future of Social Security. As some members of Congress recently said at a forum on Social Security: "Fix it, don't nix it!"

Message continued on Page 4
Message continued from Page 1

Finally, there is a special holiday we celebrate this month, which once again brings Chris and her many contributions to mind. Above anything else, I want to pay a special tribute to her and all the working mothers in our

Mensaje del Presidente Regional Metropolitano

GEORGE A. BONCORAGLIO

Estimados Hermanos y las Hermanas,

Recientemente tuvimos una pérdida tremenda en nuestra región cuando nuestra hermana y activista, Chris O'Day, una oficial en el Centro Psiquiátrico de South Beach murió.

Chris era la clase de miembro que personificó el espíritu luchador del sindicalismo. No era de las que asistía a muchas convenciones de delegado ni talleres regionales, Chris prefería el trabajo diario en su local.

De hecho, el presidente de South Beach, Joel Schwartz me dice, Chris probablemente pensaba que ella necesitaba un pasaporte para salir de Staten Island. No obstante, sus miembros en South Beach siempre supieron que ellos podrían contar con ella para defenderlos durante negociaciones de contrato, las quejas u otros asuntos. Ella será muy extrañada por su familia en CSEA.

Pero como la Madre Jones decía, y Chris concordaría incondicionalmente, tenemos que mantener la lucha para los que viven y esto significa la necesidad de rechazar los planes de la administración para privatizar el Seguro Social.

Cuando hago mi visitas a través de la región, a mí me están preguntado constantemente por las tentativas del Presidente para privatizar el Seguro Social. Las súplicas más urgentes para respuestas vienen de miembros más jóvenes, los que tienen niños y

... yo quiero darle un tributo especial a ... todas las madres trabajadoras en nuestra región que sacrifican, luchan y se esfuerzas constantemente para un mejor mundo para sus niños, sus familias y trabajadores prójimos.
Feliz Día de las Madres.

tristemente los que tienen las incapacidades o tienen a miembros de la familia que son incapaces de trabajar. Ellos preguntan: ¿Qué significará para mí?

La única respuesta honesta que puedo proporcionarles a ustedes, hermanos y hermanas, es que la privatización de promesas del Seguro Social de dejar a las familias trabajadoras en deuda y en la desesperación. En 10 años solitarios, la privatización estallaría el déficit, ensillando a nuestros niños con \$2 trillones en deuda. Significaría también que la pobreza

Message continuacion en Pagina 4
Mensaje continuacion de Pagina 1

para retirados innumerables que necesitarían para ser cuidada de por sus familias.

Remembering Labor's Women



Children from a local public school lay flowers to commemorate each victim of the Triangle Shirtwaist Fire, during an anniversary ceremony at the site where 146 immigrant women were killed on March 25, 1911.

The women, between the ages of 13 and 23, were unable to flee the fire because the company had doors bolted to prevent stealing. Fire wagons and ladders were also unable to reach the ninth floor where many of the victims perished.

The tragedy eventually resulted in passage of several safety and health provisions including:

- All doors must remain unlocked during business hours; sprinkler systems must be installed.
- Multiple and unblocked fire exits with a clear pathway are needed.
- Portable fire extinguishers must be on each floor.
- All employees are to be trained on the proper use of fire extinguishers and escape routes.

Two New Benefits for CSEA members

CSEA members now have new, negotiated benefits that will help them stay healthy and allow them to save money on transportation costs.

Since walking is one of the simplest, most effective ways for people of all ages to stay healthy, LifeWorks is offering CSEA members a new compact disc titled "Walking."

The CD features best selling author Miriam Nelson speaking about the numerous benefits of walking, how to get started, and how to fit walking into a busy day.

LifeWorks also offers many articles on managing stress, staying healthy in mid-life and taking care of yourself.

To order free LifeWorks materials visit the LifeWorks web site at www.lifeworks.com. The user identification for CSEA members is "nys," and the password is "2670." The "health" category features articles about exercise, diet and wellness. LifeWorks also offers articles on other topics including parenting, personal finance and retirement.

Members should also take advantage of a money-saving transportation benefit called NYS-Ride. It allows New York state employees to save money on eligible transportation expenses by paying for those costs on a pre-tax basis through biweekly payroll deduction.

The program began Feb. 24 and thousands of members have been signing up online or calling for enrollment.

If you rely on subways, buses, ferries or van pools to get to work, you should take advantage of this program. You can enroll online anytime by going to www.nysride.com or by phone at (866) 428-7781, Monday through Friday, 8 a.m. to 8 p.m.

Members who are hearing impaired should call (866) 361-8017.



CSEA Metropolitan Region 2nd Vice President Linda Williams, left, with New York state Sen. Liz Krueger at the 52nd Annual Brotherhood Observance. Williams serves as the chairperson of the New York State Employees Brotherhood Committee. Sen. Krueger received the Benjamin Potoker Award from the Brotherhood at their annual luncheon.



Local 010 President Vincent Martusciello, kneeling right, and several members of his local during a recent social event.

Forty Hour Fast for Health Care





Every year, more than one million families go bankrupt because they can't pay their medical bills and more than 18,000 Americans die each year because they lack health insurance. These are some of the reasons why CSEA members joined other union members, local leaders and activists at an interfaith vigil in front of the Harlem Hospital Center to demand health care for all.

"The issue of health care has become a moral crisis in America," said Rabbi Michael Feinberg, Director of the Greater New York Labor Religion Coalition. "The fact that some 45 million people in the United States have no affordable health care, including many working people, should compel everyone to take action. We are here at Harlem Hospital to say that health care is a human right for all and not a privilege for the few that can afford it."

The vigil kicked off the 10th Annual 40 Hour Fast sponsored by the Greater New York Labor-Religion Coalition under the theme of "Health Care for All: The Moral Prescription." Fast participants are asked to hunger for justice by petitioning elected officials to expand public access to quality health care, stop budget cuts in health care, and stop cuts in Medicaid.

"Health care in this country is a common issue of concern for all of us and we are committed to dealing with health care as a human rights issue," said CSEA Metropolitan Region President George Boncoraglio.

 <p>CSEA Metro Region 2</p>	 <p>THE WORK FORCE UNION SKYLINER NEWS May 2005</p>
<p>METROPOLITAN REGION OFFICE 40 Fulton St., 22nd floor New York, New York 10038 212-406-2156 www.csealocal1000.org</p> <p>David Galarza Communications Associate</p> <p>Metro Region Officers</p> <p>George Boncoraglio President</p>	<p>Lester Crockett Executive Vice President</p> <p>Leonita Wilson 1st Vice President</p> <p>Linda Williams 2nd Vice President</p> <p>Anita Booker Secretary</p> <p>Ramon Lucas Treasurer</p>

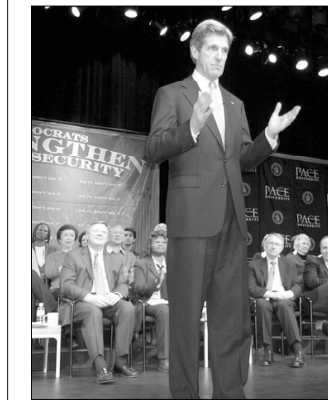


New York City Mayoral candidate Fernando Ferrer recently paid a visit to CSEA's Metropolitan Region Political Action Committee. Members listened to Ferrer's plans for New York City and its work force and later asked questions about his plans for housing, jobs and education.

CSEA Rallies Against Plan To Privatize Social Security

With the Bush administration putting its plans to privatize Social Security into high gear, CSEA members have been rallying against this short-sighted proposal at events throughout the city.

At one event, CSEA President



John Kerry

Danny Donohue recently joined CSEA Metropolitan Region President George Boncoraglio and more than a dozen members at the kickoff of a four-city Democratic Party tour to save Social Security.

"I have yet to hear the president say a word about survivor and disability benefits," said U.S. Sen. Hillary Clinton, to applause from a Pace University auditorium packed with seniors, students, union

members, people with disabilities and elected officials.

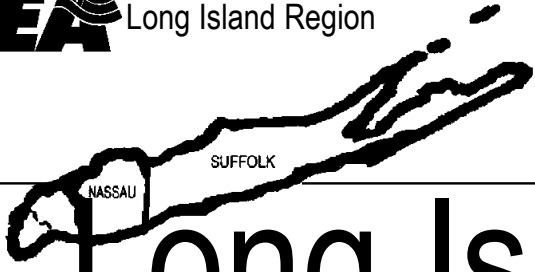
Former Presidential candidate Sen. John Kerry also urged Bush to "listen to the common person and not the ideologues in Washington, D.C."

At another event, union members demonstrated outside the Ritz Carlton Hotel where Charles Schwab, who has been calling for the privatization of Social Security and stands to reap a huge windfall as a result, was recently speaking.

"As someone who has just entered the work force, I am terrified of the steep benefit cuts that privatization will mean to me and my peers," Sara Sanchez, a New York University law student, said.



Sara Sanchez

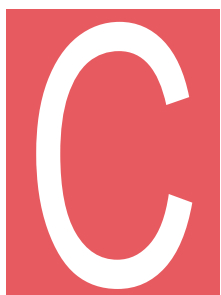


Long Island Reporter

Long Island lobbying strong in Albany



Above, the youngest lobbyist, 3 1/2-year-old Jahkeira Moore joined her grandmother, Verna Morant of LIDDSO, standing behind her. Her granddaughter inspired Morant to start a petition drive to prevent destruction of Social Security. At right, CSEA buses leave Sears parking lot in Hicksville, their third and final stop before heading for Lobby Day activities in Albany.



COMMACK — It was still dark as the two buses rolled into the empty parking lot in front of Long Island Region office before 6 a.m. on Tuesday, April 12. CSEA members began moving toward the buses that would take them to Albany.

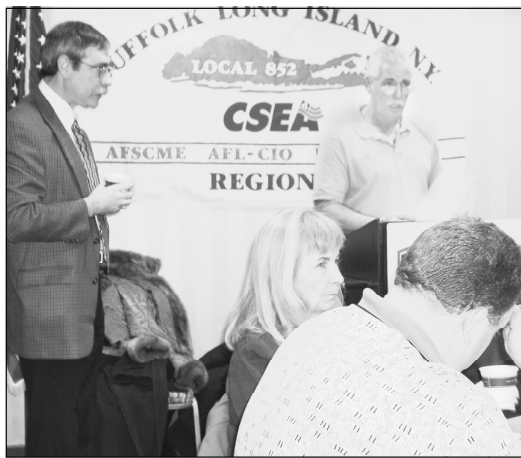
Please see Lobby Day, continued on Page 4

Local 852 officers elected

COMMACK — Bill Walsh, longtime leader of the Town of Brookhaven Blue Collar Unit, was elected as leader of the Suffolk Municipal Local. Walsh headed a slate that ran without opposition and was declared elected to lead the local for the four years beginning July 1.

The local's election results were announced at a combined Executive Board and general membership meeting at the Hampton Bays Inn April 6. Forty-five local leaders and members were present.

Irv Bitman, the current president, will step into the executive vice president's post and plans to serve until retiring at the end of the year. He also leads the Town of Huntington Unit.



Newly elected Suffolk Municipal Locals President Bill Walsh speaks at a recent Executive Board as Irv Bitman, left, listens. Also in photo are Treasurer Debbie Trapp and 3rd Vice President Matt Hattorff.

Other members of the leadership slate are Pat Fisher, Smithtown Library, 1st vice president; Meg Shutka, Brookhaven White Collar, 2nd vice president; Matt Hattorff, Riverhead, 3rd vice president; Bill Parente, Village of Lake Grove, 4th vice president; Dave Clark, Smithtown, 5th vice president; Nick Zambelli, Village of Patchogue, 6th vice president, and Richard Vaccio, Town of Huntington, 7th vice president.

Jim McDowell, Town of Brookhaven Highway Unit, was elected corresponding secretary; Debbie Trapp, Town of Babylon Unit, treasurer, and Jean McCarthy, also of the Babylon

Unit, recording secretary.

"It looks like we have a very good team, a very diverse team," Shutka said.

The local has 35 units spread across the county which bargain for employees of seven towns, 11 villages, 12 public library systems and several specialized government agencies such as the Smithtown Fire Department.

Maureen Sullivan, the local's office secretary, said 31 of the units have election committees. "We are very happy with the way units are cooperating with election process," she said.

After the election results were announced, Walsh surprised the outgoing president by presenting him with a plaque for his outstanding leadership. "CSEA Suffolk Local 852 wishes to acknowledge President Irv Bitman for his role in reenergizing our local," the plaque reads. "Under his direction, Local 852 has a newfound solidarity and spirit of cooperation. We salute Irv Bitman and his inspiring guidance."

"I was very surprised and very gratified by the plaque," said the outgoing local president.

Region President Nick LaMorte hailed Bitman's leadership of the local and his work in the region, where he chairs the Constitution and By-Laws Committee. "Irv Bitman is a gentleman and a first-class act," the region president said. "I've never heard him utter a nasty word about anyone, lose his temper or curse. He is a loyal CSEA supporter and works very hard at what he does, whether it be Local 852 president, which he never aspired to, or at work for the



Town of Huntington. He is respected by our members and management."

Bitman predicted his successor will do an excellent job in the presidency. "On the union level, Bill has been taking an extremely active role," he said. "I think I took the union to a higher level and Bill will take it even higher."

Once hopeful for a career as a professional tennis player, Bitman is a social worker with degrees from SUNY Stony Brook and Long Island University. "I believe in social change," said Bitman. "I view my union work and my social work as different ways of achieving very similar, if not complementary, goals: Helping people meet their everyday needs and fix their problems."

Hired as a planner of youth services for the Town of Huntington in 1977, he became outraged several years later when the town board attempted to cover a \$300,000 budget mistake by laying off workers. He got involved in the battle, which took nine months but got everyone back on the job. He joined the unit's negotiating committee, became a shop steward and in 1993 was elected unit president. He became president of the local last year.

Bitman and his wife, Mary-Jo, are selling their home in Huntington, and plan to move to a community near Phoenix. At the last AFSCME convention, Phoenix retirees had a booth that he stopped by. "They were very generous on what to look for, how to cope with the heat," he said. "It was like a union Welcome Wagon. I imagine I'll be contacting them when we arrive."

— Charlie Michaelson



Shown at recent Executive Board meeting are, from left, Irv Bitman, Bill Walsh, Bill Parente, Debbie Trapp, Jeanne McCarthy, Matt Hattorff, Pat Fisher and Meg Shutka. Other leaders of the Suffolk Local are Dave Clark, Nick Zambelli, Richard Vaccio and Jim McDowell.

PHOTO OF THE MONTH



When love hurts —
Domestic violence seminar

Long Island Region President Nick LaMorte joined Women's Committee members at their recent meeting. Seated, from left, are Nydia Concepcion, Committee Chair Bobbi Eisgrau and Sandee Horowitz, Nassau Local; Jill Mallon, Department of Transportation Local, and LaMorte. Standing, from left, are Barbara Maniscalco, Long Island Judiciary Local; Catherine Custance, Pilgrim Psychiatric Center Local; Christine Urbanowicz, Suffolk Educational Local; Nora-Jane Adkins, Long Island State Employees Local; Cheryl Iannone, Nassau Educational Local; Bette James and Carol Kelly, Town of Oyster Bay Local, and Shelly Davidson, Suffolk Retirees Local.

COMMACK — The Long Island Region Women's Committee sponsored "When Love Hurts," a seminar on domestic violence, at the region office March 21.

The speaker was Laura LaCava of VIBES, a non-profit organization that provides free, confidential counseling to domestic violence victims.

"The program was informative on

women's and children's issues and very worthwhile," said Bobbi Eisgrau, committee chair.

CSEA members who wish to have specific topics considered for other Women's Committee programs can contact Eisgrau at the region office at (631) 462-0030. She will try to have the committee run workshops on those issues

Message from Long Island Region President
Nick LaMorte



Greetings brothers and sisters

I want you to know what a strong showing Long Island had at this year's Lobby Day in Albany! It was great to know that so many activists helped put real muscle behind CSEA's stands on issues that are critical to families like ours: Things like maintaining financial support for our schools; strengthening worksite security; turning back privatization schemes at facilities such as University Hospital at Stony Brook; and retaining funding to keep public health care public at institutions like A. Holly Patterson Extended Care Facility and Nassau University Medical Center. These places not only serve the public, but also employ CSEA members.

It really is critical that lawmakers know where we as taxpayers and their constituents stand. And one of the best ways to communicate that effectively is through face-to-face meetings on Lobby Day.

You should also know that we helped nudge state lawmakers into doing the right thing on so many fronts this year. Together we were able to get funding restored in so many vital areas. Your efforts made all the difference!

I would also like to remind you that the region veterans committee is going to be conducting its annual tribute to deceased CSEA members

who are buried at Calverton National Cemetery. It is a moving and appropriate way to remember their service to this country.

Even though Memorial Day is the unofficial beginning of summer, and usually means barbecues and picnics, I encourage you to take the time to remember the courage, dedication and sacrifice that Memorial Day also entails, because our freedom was not free.

Yours in unionism,

Nick LaMorte, president
Long Island Region



Nick LaMorte

LaMorte makes LI Press Power '50'

COMMACK— For the second consecutive year, Long Island Region President Nick LaMorte has been named to the *Long Island Press*' 3rd annual Power List as one of the region's 50 most influential persons. He ranked in 26th place on the list.

The newspaper noted the following as its reasons for placing LaMorte on the list. "LaMorte remains the voice and face of the Civil Service Employees Association's 50,000 members on Long Island, having won his 4th term as union president last year. We applaud LaMorte for being among the first to publicly call for the resignation of Richard Turan, head of the Nassau Health Care Corporation, when it was revealed that Turan took a secret raise while laying off rank-and-file CSEA workers."

Newspaper editors based their rankings on individuals who had made a big impact on average Long Island residents last year and who would likely continue to influence the region this year.

Among others are the list are Cablevision Chairman Charles Dolan, who ranked first, Nassau County Executive Tom Suozzi, who was in second place, Suffolk County Executive Steve Levy, who was in fifth place, Suffolk County District Attorney Tom Spota, who ranked in fourth place, and Nassau County District Attorney Denis Dillon, who placed 15th on the list.

Among those on the list that CSEA members have contract relationships with include state Department of Transportation Long Island Region Director Subimal Chakraborti, who ranked in 11th place, State University of New York at Stony Brook President Shirley Strum Kenny, listed in sixth place and SUNY Old Westbury President Rev. Dr. Calvin Butts, III, who placed 34th on the list.

The list also includes federal, state and local elected officials, philanthropists, other labor leaders, lawyers, educators, business executives and Rebekah Rombon, a journalist at Roslyn High School, who discovered the \$11 million theft of school funds by supervisors in the district.

Inside Reporter

Lobby Day 2005 continued from Page 1

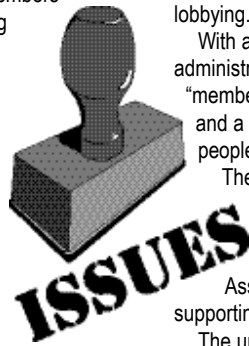
Get on the bus

There, they would join hundreds of other CSEA members from all corners of the state for Lobby Day, seeking legislators' support for bills vital to working people.

This year CSEA members were lobbying for legislation to prevent workplace violence, raise accountability when governmental agencies contract-out work, maintain a quarter-cent sales tax surcharge with the revenue going to public hospitals and nursing homes, and make agency shop permanent.

"We need to let the legislators hear our voices," said Rutha Bush of the Long Island Developmental Disabilities Services Office Local. "These are issues vital to working families."

Lobby Day is important, said Meg Shutka of Suffolk Municipals Local, "because our legislators see we care enough go to up to



Albany and lobby. They need to be aware of our issues. And we need to know where they stand so we can know who needs further lobbying."

With all the anti-union pressure coming from the Bush administration, said Richard Giovannetti of the LIDDSO Local, "members need to let legislators and politicians know we're a bloc and a force in New York state for the betterment of working people."

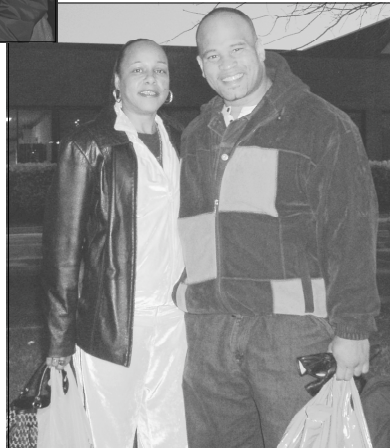
The next day, Willie Gwynne of the LIDDSO Local said Lobby Day had been a great day. He and a group of eight other Long Island Region members met with Assemblyman Robert Sweeney, a Democrat who represents the 11th Assembly District, on the union's issues. "He is definitely supporting our issues," said Gwynne.

The union members and the assemblyman also discussed issues in the Town of Babylon and additional funding for the Wyandanch School District. "The meeting was a great meeting, very good," said Gwynne.

He added that it was one of the best Lobby Days he has taken part in. "Everything was real pleasant, good bus drivers, a good trip," he said.

Activists meet with legislators

Lobby Day presented activists from Long Island the opportunity **Despite the early hour, riders were cheerful as the buses got ready to pull out of the parking lot at region office in Commack.**



Far left, Willie Gwynne, left, and Richard Giovannetti, vice presidents of the LIDDSO Local, prepare to board the bus for 150-mile ride to Albany.

Left, Deb Moore and Richard McLaren of LIDDSO Local were among those riding the two buses from Long Island Region to Albany.

Right, CSEA President Danny Donohue addresses the CSEA/AFSCME members who gathered for Lobby Day 05.

to meet face to face with state senators and assembly people to press for legislation that will help — not hurt — our working families.

"It's very important to attend so we can talk to our legislators, voice our concerns about issues that are important to us, like safety in the workplace, and support for education and health care," said Shirley Baker of LIDC.

Some like Verna Morant of LIDC even brought their children or in Verna's case, her granddaughter, for a civics lesson. "I'm teaching my baby about this early on. This is about her future, too! She's only 3 but she learns fast," she said.

This year CSEA expressed a need for continued support of our local school districts, public hospitals and nursing homes; and expressed opposition to privatization schemes of any kind, especially those that could endanger union jobs in facilities like University Hospital.

Delores Eason of LIDC said her two main concerns were maintaining school funding, and Social Security. "I don't want the government to privatize Social Security. I've worked 38 years for it, and I don't want to lose my money in those private accounts!" she said.

Some were first-timers, like Bill Parente of the Village of Lake Grove. He normally does road repair work, so he said that meeting with his legislators would be a new and fascinating experience for him.

All of the CSEA members who took time from their busy schedules and from their families to work on behalf of their union brothers and sisters this lobby day, should take pride in knowing that their efforts have paid off and their voices have been heard!



— Charlie Michaelson and Rachel Langert

Clockwise from top left: Activists Rutha Bush, Ronnie Oliver and Shirley Baker from LIDC were able to get Assemblyman Sweeney's attention.

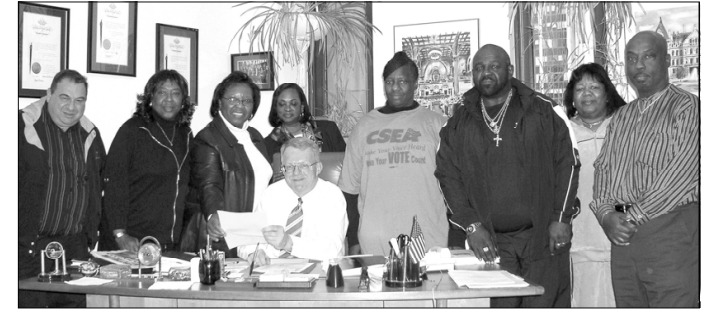
Members from the LIDC Local discussed their concerns about workplace safety with Assemblyman Sweeney.

Activists from SUNY Stony Brook and the Suffolk Municipal Local represented CSEA's interests to state Sen. Ken LaValle.

Activists from the SUNY Stony Brook Local spent time with state Sen. Trunzo (center).

Members from the Suffolk Municipal Local, including Meg Shutka, Bill Parente and Mike Giglio (foreground) had to juggle their appointments and still take care of business back home.

Nassau Municipal Local President John Shepherd led a strong contingent of activists from 881 this year.



Longtime CSEA officer Allen-Lemp retires

BRIGHTWATERS — Retiring from her state job after 37 years of service and retiring as Long Island Region treasurer after 18 years, Barbara Allen-Lemp got a warm send-off from 65 co-workers, family and CSEA officers on April 12 at the Jon Thomas Inne.

“The office will be very empty now that you’re gone,” said Debbie Hammargren, who worked with Allen-Lemp in the business office at the Long Island Developmental Disabilities Service Office.

Allen began work at Central Islip Psychiatric Center in 1967 and soon came active in the union. During her career, she served as a local delegate and officer and member of CSEA’s Statewide Board of Directors as well as the region treasurer.

“I will miss you all,” Allen-Lemp told the co-workers and CSEA leaders who had gathered to honor her. “I made fantastic friends I will have the rest of my life.”

Statewide CSEA Treasurer Maureen Malone, Long Island Region President Nick LaMorte and co-workers presented Allen-Lemp with gifts to mark her retirement.



Above, Nick LaMorte presents Barbara Allen-Lemp with a certificate of thanks from the Long Island Region at her retirement party. Seen between them is Statewide Treasurer Maureen Malone.



37 years of service

Barbara Allen-Lemp, center, reminisces with co-workers at her retirement party.

Below, Joseph Pagnoni, fifth from left, holds certificate presented to him by Long Beach City Council President James Hennessy, fourth from left, while CSEA City of Long Beach Unit President Colleen Silvia holds certificate the unit presented to the retiring employee. Others in photo, from left, are Lori Pagnoni, Thomas Sofield, City Council vice president, Councilman Leonard Remo, Councilwoman Mona Goodman and Councilman Denis Kelly.



33 years of service

CSEA member Joe Pagnoni retires after 33 years of service

LONG BEACH —Long Beach’s City Council and the City of Long Beach Unit of Nassau Municipal Employees Local honored retiring CSEA member Joseph G. Pagnoni at the city council meeting on April 19.

Pagnoni retired from the Sewer Maintenance Department after 33 years of service.

“Joe Pagnoni was truly dedicated to his job,” said Colleen Silvia, president of the CSEA unit, who presented him with a citation from the unit in recognition of his devoted and conscientious service to the community. “He probably had the best working knowledge of the sewer pipe system in the city. Joe was the person who would come out in the middle of the night or the middle of the day. If your sewer backed up in Long Beach, Joe was probably the person who fixed the problem.”

The unit held a retirement party for Pagnoni and Lori, his wife, at Billy’s Beach Cafe in Long Beach.

“We wish them the best and we will miss them,” said Silvia.

Social Security Privatization: Just the Facts

Does Privatization Help Social Security?

THE SIMPLE ANSWER:

No. According to the Bush administration, privatizing a portion of Social Security will not help Social Security’s long-term financial health. The Bush proposal relies on drastic benefit cuts to “help” Social Security.

THE COMPLICATED ANSWER:

The Bush administration and proponents of privatization have consistently painted an overly bleak picture of Social Security’s financial health in order to make people think the problem is urgent. The Congressional Budget Office estimates that the Social Security trust fund will be able to pay 100 percent of promised benefits until 2052.

Even worse, the administration then

presents a “solution,” privatization, that they admit will do nothing to help the Social Security system they say is in crisis. According to an administration memo,* only drastic benefit cuts, not privatization will save Social Security.

THE TRANSLATION

The Bush administration is offering a solution to an “emergency” that is not an emergency with a “solution” they agree is not a solution.

*New York Times, Jan. 10, 2005

Call Your Representatives in Congress Today @ 1-888-355-3588. Tell Them Not to Privatize Your Social Security

Around the Region

Calendar of Upcoming Events: May 2005

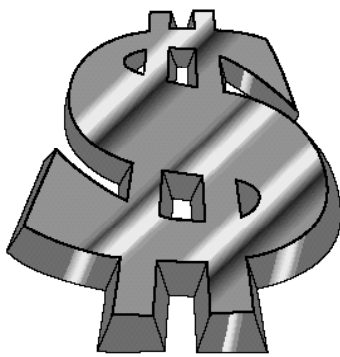
- 2 - Human Rights Committee Meeting — 6 p.m.
- 10 - PEOPLE Committee Meeting — 5 p.m.
- 11 - Local 920 General Membership Meeting — 11:15 a.m. - 3:15 p.m.
- 11 - Defensive Driving — 5:30 p.m. - 8:30 p.m.
- 12 - Defensive Driving — 5:30 p.m. - 8:30 p.m.
- 16 - Women's Committee Meeting — 5:30 p.m.
- 18 - Education and Training Committee Meeting — 5:30 p.m.
- 21 - Defensive Driving — 9 a.m. - 3 p.m.
- 24 - Health and Safety Committee Meeting — 5 p.m.



- 25 - Region Executive Board Meeting 5:30 p.m.
- 26 - Local 430 Shop Steward Meeting — 5:30 p.m. — Ronnie Oliver 495-1802
- 30 - Region office closed — Memorial Day
- 31 - Political Action Committee Meeting — 5:30 p.m.

Pilgrim grievance win means thousands for members

WEST BRENTWOOD — David Paprocky, a locksmith at the Pilgrim Psychiatric Center, did not take management's "no" as the correct answer, and as a result CSEA members will get tens of thousands of dollars they're entitled to under their contract.



Paprocky, like many hundreds of his Pilgrim co-workers, was forced to work mandated overtime shifts beginning last summer and continuing at this time. The contract states that anyone working six or more hours overtime is entitled to two meals. But when Paprocky put in for his second meal, the request was rejected.

"He got a letter back saying he was not due it, but the contract entitled him to the second meal," said Dora Wilson, president of the local.

She then raised the issue with the center's director of personnel, who agreed members were entitled to the second meal voucher.

At the end of March, workers in the maintenance department were paid for the second overtime meal, at \$5.50, for the period from April 1, 2004, to the present. Workers in food service and housekeeping departments and therapy aides will soon be getting their money.

"Members will be getting back quite a bit of money," said Wilson.

The union rallied last year to protest the large number of mandated overtime shifts and urged the state to hire more workers at the center. There has been some new hiring in recent months.

Memorial Day Remembrance

COMMACK — The Long Island Region Veterans Committee will mark Memorial Day by decorating the graves of deceased CSEA members in Calverton National Cemetery May 28. Families wishing to participate should call Committee Chair Steve Abramson, second from right in photo, with the veteran's name and grave site location at the region office at (631) 462-0030 or at his home at (516) 705-0729 after 3 p.m. This is the third year committee members, shown at a previous grave decorating ceremony, will place an American flag on the graves of deceased CSEA members who served in the armed forces.



Leukemia fund-raiser to be held

BABYLON —Debbie Horny, a secretary in the CSEA Long Island Region office, and her husband Joe have been helping families with children stricken by leukemia since the death of their 3-year-old son Joey from the disease.

The Hornys are urging members to "please join us for a fund-raiser to honor his memory so that Joey's family can continue to help other families in need."

The Hornys will hold a fund-raiser at Babylon Bowl on Sunrise Highway in Babylon from 5 p.m. to 10 p.m June 11. The cost, \$25 per person, includes shoe rental and two games, food and soft drinks. The fund-raiser will also include testing for potential bone marrow donors.

For more information, call Joe Horny at (631) 587-8561 or e-mail him at Liljoey@optonline.net.



Southampton negotiations under way

SOUTHAMPTON — April 20 saw the opening of contract negotiations between the Town of Southampton and the Suffolk Municipals Town of Southampton Unit.

There are 278 members in the unit. Their last contract, which ran for four years, expired Dec. 31, 2004.



Pete Collins

The unit prepared for the talks by holding numerous pre-negotiation meetings to put together a list of demands. “We had a committee of about 10 people in pre-bargaining planning and sent out a questionnaire to members,” said Pete Collins, who is leading the bargaining team. “From that we cut out some items and made a list of contract demands, which we will be presenting to the other side. And we are fairly optimistic that it will be well received.”

Among the demands are a reasonable salary increase, better eye care and dental

coverage, and other items.

In his “State of the Town” address, Supervisor Patrick Heaney stated that he would like to settle a new agreement before fall.

“We’re very optimistic that it can be done,” said Collins, who works in the town’s Street Lighting Department.

The Town of Southampton Unit includes blue and white collar, highway, parks and code enforcement employees, public safety dispatchers, bay constables and fire marshals and Hampton Bays Water District white collar workers.

The other members of the negotiating team are Art Gerhauser, Building Department; Dave Wilcox, Planning, current president of the unit; John Capozzola, a public safety dispatcher, and Warren Booth, Hampton Bays Water District.

Fight to save Social Security reaches a personal level

COMMACK — Verna Morant of the Long Island Developmental Disabilities Service Office Local went to Albany on Lobby Day and urged state legislators to support key CSEA-backed legislation.

The next day, she turned her attention to federal legislators, getting involved in the drive to save Social Security from the Bush administration’s privateers.

What spurred her was taking her 3 1/2-year-old granddaughter Jahkeira Moore along on Lobby Day. During her visit to Albany, Jahkeira in hand, Morant picked up an AFL-CIO petition form that asked Congress to reject privatization. The petition warned that privatization would almost certainly cut guaranteed benefits, increase the federal deficit, open the Social Security System to corruption, and raise the age for Social Security pensions in the future.

“I’m trying to get anyone anywhere I can to sign this petition.”

Taking her granddaughter along on Lobby Day focused Morant’s attention on the future. “Not only am I trying to protect my future, but I also have to protect my grandchild,” said Morant.

When she got back to her job the next day, she made copies of the petition and began collecting signatures. “I’m trying to get anyone anywhere I can to sign this petition,” said Morant, who collected 75 signatures in the first two days she was back.

She also plans to carry the petition into the community. Morant intends to seek signatures through her affiliations with the Urban League of Suffolk County, the Coalition of Black Trade Unionists and her church.

She said she hopes to get people she calls “anti-political” involved in the fight to save Social Security. “A lot of anti-politicals don’t believe in politics until it affects them directly,” she said. “That is why we are having so many things that are happening in our society.”



Bill Clinton speaker at Old Westbury luncheon

OLD WESTBURY — Former President Bill Clinton gave a wide-ranging talk on world affairs to 1,000 people at a luncheon benefiting a fund for SUNY Old Westbury students studying abroad on April 13.

“It was a fantastic event, the man is amazing,” said Mary D’Antonio, president of the SUNY Old Westbury Local, one of the dozens of CSEA members who was present. “When you look at him, you’re in awe of what he’s saying as well. He’s just such a great speaker.”

His address touched on the dangers and opportunities of globalization, the need to address poverty and inequality throughout the world, China’s growing world power and tsunami relief.

The former president was the keynote speaker at the college’s 13th annual International Partnership Awards Luncheon. “We raised close to \$190,000 for scholarships,” said D’Antonio, a graduate of the college and president of its alumni association. “I was just so proud to see this occurring. And he did it for nothing.”

Clinton spoke at the request of Dr. Calvin R. Butts III, the college’s president and a longtime friend.

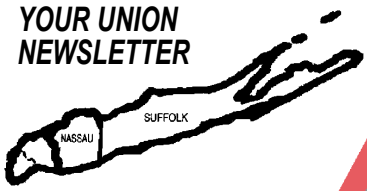
A number of CSEA members helped check in luncheon guests. They included Laura Gallagher, Carol Hughes, Jackie Leibel, Sheila Farrell, Denise Gross, Marilyn Gambigianis and Valerie Paig. Other members spent \$75 of their own money to hear Clinton. (Tickets were \$150 each but a friend of the fund paid half the cost for any campus employee who wanted to attend.)

The scholarship fund aids SUNY Old Westbury students studying overseas. Thirty students are expected to study in China, Italy and Spain in the fall.



From left to right, LIDC members Brenda Gwynn, Richard Giovannetti, Fred Robinson, Rutha Bush, Ronnie Oliver, and Shirley Baker, voice their concerns to Assemblyman Robert Sweeney on Lobby Day.

See more Lobby Day photos, story on Pages 4 and 5



Message from CSEA Local 830 President Jane D'Amico

County to Audit Civil Service Titles; Bonus Checks Issued at NHCC

ON THE COUNTY SIDE

Nassau County will soon be conducting a sweeping review of all current civil service titles as part of an initiative prompted partly by CSEA's campaign against gender based wage discrimination. (See story on Page 5 in this issue.)

Under the initiative, the county will undertake a comprehensive audit of all job titles to ensure employees are being properly compensated. The study will be conducted by an independent company, which will be chosen through a bidding process. As president, I will sit on an oversight review panel comprising management, labor and representatives of Women on the Job task force, a coalition of organizations involved in achieving pay equity.

The initiative is a major victory for CSEA and other organizations that have been fighting for years for pay equity in jobs traditionally held by women.

Although we have recognized that part of the wage gap between men and women results from differences in education, experience or time in the work force, a significant portion cannot be explained by any of those factors. Pay equity — evaluating and compensating jobs based on their skill, effort, responsibility and working conditions, and not on the people who hold the jobs — is a solution to eliminating wage discrimination and closing the wage gap for all workers.

The county executive has indicated the study will include all titles, not just those predominantly held by women, and will be a step toward creating proper compensation levels for everyone.

The county's announcement coincided with National Pay Equity Day, on April 19 this year. One of the catalysts for the study was CSEA's recent grievance settlement with the county that corrected long-standing salary

inequities among police communications operators and supervisors, titles held

predominantly by women.

The agreement was unanimously approved by the Rules Committee and passed on to the full legislature for a vote in May.

In another area of county business, the consolidation process continues to move forward. A complete rundown on the progress of the move into 60 Charles Lindbergh Blvd. can be found on Page 3 in this issue.

The Building Maintenance Unit, which had been moved from the police department into the Department of Public Works, was to be moved back to the police department as this edition went to press. The return to the police department was largely the result of CSEA intervention, including a courageous stand taken by unit members before the county legislature. A story and photo appear on Page 7 in this issue.

ON THE NHCC SIDE

The bonus checks that were negotiated as part of the new agreement were to be issued May 4. To be eligible, employees must have been on the payroll as of the ratification date of Feb. 10, 2005. Part-time workers must have worked 700 or more hours in 2004. Check amounts are \$600 for full-time employees and \$300 for part-time employees.

Other aspects of the new contract are also being explored and implemented. A meeting of the nurses' committee has already been held and suggestions on scheduling have been made. The recruitment by management of regular and per diem nurses has begun, which eventually will help eliminate mandatory standby and overtime.

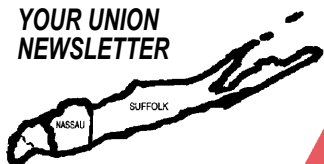
The expansion of the burn unit (see story on Page 2 in this edition) will result in the rehiring of some members who lost their jobs in recent layoffs. A proposal to expand the emergency room may result in the return of some additional titles from the layoff list. As expansion of services continues, additional titles will be brought back.



Nassau CSEA President Jane D'Amico (second from right) discusses union issues with members at a recent President's Forum meeting at the Department of Drug & Alcohol and the Civil Service Commission.

The series of worksite meetings allows D'Amico to listen to the concerns of members and to answer their questions directly. Under discussion on this day were issues such as contract violations, health benefits, work schedules, county hiring and promotions.

Please see Message continued on Page



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A county legislature vote is necessary to approve the agreement and was set to go before the legislative committees April 18, after the deadline for this issue of *The Express*.

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to expand the emergency room may result in the return of some additional titles from the layoff list. As expansion of services continues, additional titles will be brought back.

In addition to the follow-up on "nurse scheduling," CSEA has written a demand letter to management to meet on the "impact bargaining" of the attending physician


Please see Message continued on Page 2



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The Work Force



May 2005 • Vol. 10 No. 5

A Monthly Publication of CSEA Nassau County Local 830
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CSEA Long Island Region Communications Associate Rachel Langert (631) 462-0030

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VIVIAN CROWLEY, General Services
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JEWEL WEINSTEIN, Nassau Community College
PETER WRBA, Probation
JOSEPH WHITTAKER, Fire Marshal

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



Message continued from Page 1

enrollment in the current RVU practice plan. We hope to meet on this issue soon.

Meanwhile, I am continuing the long-standing president's forum programs in an effort to meet our members one-on-one and to answer their questions regarding the new contract provisions and other items and address their concerns personally. I hope to see you at one of our meetings.

Yours in solidarity,

Jane D'Amico, president
CSEA Local 830


MEMBERS ONLY PROGRAM INFORMATION

1-800-342-4146


or

Go to the CSEA website at www.csealocal1000.org where you will find the link for the Legal Services Program.

Quality legal representation at little or no cost for injury/illness related matters. Also, representation is available at special "CSEA rate" for Elder Law matters as well as other personal legal matters.



Local 1000, AFSCME, AFL-CIO
143 Washington Ave., Albany, NY 12210
Danny Donohue, President



Elder Law

Workers' Compensation and Social Security Disability Matters

Personal Legal Matters

Personal Injury Matters

NUMC Set to Construct New \$4 Million Burn Center

The Nassau University Medical Center has announced it will spend up to \$4 million to construct a new burn center on the 6th floor. Established in the 1950s and last renovated in 1974, the present 10-bed unit needs to be rebuilt as a modern burn center. Under the direction of Dr. Roger Simpson, Nassau's burn center has gained a national reputation for superior burn and wound treatment and is the only self-contained unit in Nassau County, providing critical medical support to firefighters and accident victims.

As a leading treatment center, the burn center has played an indispensable role in treating and saving the lives of hundreds of accident victims and firefighters over the last 50 years.

The new burn center will be 12,000 square feet. The 10-bed unit will contain a new four-bed critical care unit and a six-bed acute care unit.

Construction is scheduled to begin in June and is expected to be done in February 2006.

Consolidation Update for 60 Charles Lindbergh Blvd.

As the county's consolidation plan moves forward, CSEA continues to monitor the plans as the county unveils them and address the concerns of our members. The following is the latest information on the relocation of several departments to the office building at 60 Charles Lindbergh Blvd., located in the Mitchel Field Office Complex in Uniondale.

Already relocated

Senior Citizen Affairs
Office of Mental Health
Office of the Physically Challenged

Relocate on or about April 15

Youth Board
Department of Drug & Alcohol Addiction

New Senior Citizens Affairs Unit

Board members of the newly formed CSEA Senior Citizens Affairs Unit are Hedry President, vice president; Robert Giliberti, president; Pat Mallilo, secretary and Juanita Harvey, treasurer.



Hedry President



Robert Giliberti



Pat Mallilo



Juanita Harvey

Relocate August 2005

Department of Social Services

Furniture

Furniture used at 101 County Seat Drive will be left in the building. The county will provide staff with new, modular furniture at their new office locations.

Parking

The parking capacity at 101 County Seat Drive is about 1,100 spaces, many of which the courts regularly use. With the construction of an additional parking lot at 60 Charles Lindbergh Blvd., which will be finished by the time the move is complete, the parking capacity at the new location will be about 1,400 spaces with an additional 300 spaces available in adjacent locations. All parking will be walking distance to the building.

Buses

Plans are being completed with Long Island Bus to establish a bus stop at the main entrance to 60 Charles Lindbergh Blvd.

Records

The county has begun imaging, or digitalization, of

department records. The project, scheduled to be done by the time of the move, will provide workers with immediate access to records on their desktop computers without having to search for hard copy files. The county is imaging temporary assistance records (including food stamps and HEAP) for use by day care and employment, child support and services including CPS, children's services, APS. The imaging will eventually extend to all support services. The county will train staff of each program in accessing and using imaged documents before it completes imaging its records.

Nassau Local President Jane D'Amico is asking members with concerns or questions about the move to call Public Safety Unit President Rich Breusch at (516) 571-0755, who D'Amico appointed to oversee the relocation process on behalf of CSEA.

Nassau Local 830 Election Schedule

March 21, 2005 – Election Committee posts notice/nominations of officers and schedule of election, advising of positions to be elected, petitioning and date for return of ballots.

April 7-28 – Petitioning period

April 28 – Deadline for petitions/verification

April 29 – Deadline for letters to successful candidates/ineligible petitioners

May 6 – Deadline for review of non-qualifying signatures

May 9 – Confirmation of name spelling and appearance on ballot/Declination of candidacy

May 10 – Drawing for placement on ballot

May 10 – Posting of candidate names and order of ballot position

May 16 – Ballots mailed

May 23 – Requests for replacement ballots

June 13 – Ballots due 9:00 a.m. and tallied

June 14 – Results certified, announced and posted

June 24 – Results filed with statewide secretary

June 24 – End of protest period

Election Committee:

Sue Graham, Chair, 571-2552

Steve Cohen, Vice Chair, 571-2919, Ext. 17

Susan Cohen, 571-1139

Ken Hamel, 572-4643

Garydiane Morrison, 572-3071

Zenobia Samuel, 571-6792

Alicia Sanchez, 572-7409

Kathleen Zoeller, 572-1937

Unions Tells Schwab: "Hands Off Social Security!"

More than 100 people from 20 unions including CSEA recently demonstrated outside Charles Schwab's Garden City office demanding the company withdraw its support for President George W. Bush's plan to privatize Social Security.

Nassau Local President Jane D'Amico addressed the protesters with strong words directed at Schwab and Bush.

At the same time, a mobile, 20-foot billboard provided by the Ironworkers reading "Stop Corporate Greed. Tell Charles Schwab Hands Off Social Security" moved along the street. Jobs with Justice brought a giant purple puppet and about 12 drums, and downtown Garden City came alive with union activism from noon to 1 p.m.

While union members demonstrated outside, labor leaders and community allies entered the Schwab offices and delivered a letter demanding the firm withdraw its support for the privatization of Social Security. The following leaders made the

personal delivery:

Jane D'Amico, president, CSEA Nassau Local
Nick LaMorte, president, CSEA Long Island Region

Jack Kennedy, Building Trades Council
Diana Melton, Western Nassau APWU
Bill Pickering, Local 259 UAW
Vernon Ghultie, ACORN
Dennis Mowl, C.I.

The demonstration was part of the AFL-CIO National Day of Action in more than 75 cities across the United States. Unions are putting the heat on financial service corporations like Charles Schwab and Wachovia Bank to force them to drop their support of Bush's plan to privatize Social Security.



Above, giant puppet carried by three protesters berates Schwab for backing the Bush plan.

Left, Nassau Local members Rich Breusch, Nancy Ianson and Jewel Weinstein (in white jacket) join other CSEA members in marching past the Schwab offices.

Below, Nassau Local members Jeff Rowe, Stan Bergman, John Rinaldo and Long Island Region President Nick LaMorte joined the demonstration.



National Day of Action



CSEA Urges Passage Of 2005 NYS "Fair Pay Act"

CSEA Local 830 is once again fighting for the passage of "pay equity" legislation designed to assist all CSEA families by eliminating gender-based discrimination in the formulation of salaries. Local 830 President Jane D'Amico characterized the legislation called the New York State Fair Pay Act as "important to men and women," and urged members to "support this fight" by calling and writing their elected officials.

"This issue is important to men and women alike. Your participation in this campaign can help to end a basic form of gender discrimination and can result in raising your family's annual income and quality of life," D'Amico said.

The campaign primarily targets the state Senate, which has failed to adopt any of the several "pay equity/comparable worth" bills that have been introduced over the past six sessions, and Gov. George Pataki, whose support is required if the bills are to become law. Similar bills pass each year in the Assembly. This year's Assembly bill number is A3637 (The New York Fair Pay Act). As of this writing, no companion bill has been introduced in the Senate.

D'Amico called pay equity "a very serious problem facing Long Islanders." She pointed to statistics that reveal working women earn only 74 percent of men's salaries for jobs of comparable worth. D'Amico noted that "National Equal Pay Day" fell this year on April 19, which represents the day that women finally catch up to what men earned in 2004.

"Gender-based salary inequities impact negatively directly upon working families, both with women as heads of households and those in which the female wage earner's salary is necessary to maintain the family's standard of living," D'Amico said.

"If equal pay for women were the rule," she said, "poverty rates would drop for married and single working mothers."

D'Amico urged all union members to voice their support for the legislation by calling or writing their state legislators as well as the following:

Sen. George D. Maziarz, Labor Committee Chair; Room 915, Legislative Office Building, Albany, NY 12247; Phone: 518-455-2024; email: Maziarz@senate.state.ny.us.

D'Amico advised members to keep their letters short and to the point, and to request a response. If you do not know who your legislator is, access the Assembly and Senate web sites at www.assembly.state.ny.us and www.senate.state.ny.us and look them up. The status of the bills mentioned above can also be determined through the same web sites.

ATTENTION CSEA MEMBERS!
Have you witnessed any threatening incidents or acts of violence at the Social Services Building in Mineola? Do you have a health and safety issue with the building?

CSEA OVERSIGHT OF THE COUNTY CONSOLIDATION PLAN

CSEA is in the process of creating a record of all such incidents, past and present, so safety concerns can be addressed at the new Department of Social Services facility at Mitchel Field.

YOU CAN HELP

If you have PERSONALLY witnessed a threatening or violent incident at the Department of Social Services, please fill out the form below and return to:

CSEA Local 830, 400 County Seat Drive, Mineola, NY 11565, Attn: Richard Breusch.

If you prefer, you can report the incident by phone by calling (516) 571-0755 and leave a message.

Name _____

Title _____

Work Phone _____ Home Phone _____

Today's Date _____ Incident Date _____

Incident Type _____

Incident Time _____ Location _____

DESCRIBE INCIDENT:



Carol Silva Is Guest Speaker

Honorees to Receive Awards At Women's Recognition Dinner

Nine CSEA members will be recognized for outstanding contributions in the work place and in their communities at the Annual Women in Local Government Recognition Dinner, set for Thursday, May 5 at Verdi's of Westbury. News 12 Long Island news anchor Carol Silva will deliver the keynote address.

The honorees were all nominated by their peers and approved by the Women's Committee, which selected award winners on the basis of their demonstrated commitment to the concerns of women and families within the labor movement and community.

The 2005 honorees are:

Nancy Antonius (Parks, Recreation & Museums)

Ginger Dunlap (Police Civilians)

Ida Granger (Civil Service Commission)

Dr. Joan McInerney (Nassau University Medical Center)

Juanita McKinnies (Social Services-retired)

Jeffrey Rowe (Social Services)

Linda Walsh (Nassau University Medical Center)

Susan Weigele (Drug & Alcohol)

Jeanor Williams (Nassau Community College)

The ebullient and widely respected Silva, who has anchored news for Long Islanders longer than any other person, has received more than 30 journalism awards for her coverage of important news and feature stories. Silva is a native Long Islander, raised in Hicksville, and a magna cum laude graduate of New York Institute of Technology.

"We are delighted to have someone of Carol Silva's stature as our guest speaker this year," said Nassau CSEA President Jane D'Amico. "Her pioneering efforts in the field of women's journalism have paved the way for the many women who have followed in her footsteps," D'Amico said. This will be the 7th annual dinner.

The event, a program of the Nassau Local 830 Women's Committee, will run from 5-10 p.m. on May 5th with a cocktail hour and a full sit-down dinner.

The cost is \$35 for bargaining unit members and \$50 for guests. Tickets can be obtained by calling Jewel or Judy weekdays during regular business hours at the CSEA Local 830 office at 571-2919.

Emotional Well-Being is Topic Of Women's Committee Workshop

Author, lecturer and radio host Dr. Duffy Spencer will lead a workshop June 7 titled "How to Keep Yourself Up In An Upside Down World" from 5 p.m. to 7 p.m. in the multi-purpose room at the CSEA Nassau Local office at 400 County Seat Drive in Mineola.

The Nassau Local Women's Committee is sponsoring the program and light refreshments will be served. All are invited and admission is free.

Spencer, a social psychologist and author of "S.P.I.C.E." *the Essential Ingredient for Effective Living*, is considered a motivating and insightful conference speaker. She is known for using compassionate speech when delivering a message with clout and substance.

Spencer, who specializes in self-esteem and relationship building, lectures across the United States on issues related to personal and professional growth. She also hosts the radio show "Just Relationships and Speaking NOW" and has a private counseling and coaching practice in Westbury.

As a social scientist, former college professor and executive in the crisis intervention field, Spencer is an expert on social trends, how they affect us emotionally and how we can take charge of our lives in a world of change. Spencer is also a senior trainer for the American Management Association, a certified values relationship trainer, facilitator and former chair of the health and wellness division of the National Speakers Association.

Because space is strictly limited, Women's Committee Chair Sandee Horowitz urges those who want to attend to reserve a spot early by calling Judy or Jewel at the local office at 571-2919.

Title Change



The Nassau County Legislature voted recently to change the title of "fire inspector" to "fire marshal" at the urging of CSEA and the Nassau County Fire Marshals' Benevolent Association. Association President Mike Krummenacker (second from right) said the change, which the union has sought for many years, will eliminate confusion over fire inspector titles in the towns and villages and similar titles in the county fire marshal's office, which carry peace officer status. Posing for a photo following the vote are, from left, County Legislator David Denenberg, Nassau Local President Jane D'Amico, Legislator Joseph Scannell, Krummenacker, and Nassau County Chief Assistant Fire Marshal Carey Welt.

Happy Mother's Day

Veterans Corner**New York City on \$25 a Day for Military Personnel**

By Edward G. Aulman
Nassau County Veterans Service Agency

For rates starting at \$25 per day, the Soldiers', Sailors, Marines' and Airmen's Club can be your hotel in New York City. Located in midtown Manhattan at 283 Lexington Ave. (between 36th and 37th streets) this private club is open to military personnel who are active duty, reserves, guard, retired and veterans. The club offers "convenient, affordable, safe, no frills accommodations." For reservations and information, call (212) 683-4353.

Vietnam Wall Experience

The Town of Oyster Bay is featuring the 75 percent scale replica of the Vietnam War Memorial this spring at Marjorie R. Post Community Park at Unqua and Merrick roads in Massapequa. The wall, a powerful reminder of the price of freedom, will be open to the public April 29 to May 1. Veteran volunteers are asked to call (516) 797-7900.

UVO to Recognize WWII Veterans

Joseph Reale, president of the Reserve Officers Association of Long Island, is planning a Memorial Day Ceremony May 29 at Eisenhower Park. This annual event, sponsored by the United Veterans Organization, will feature veterans of World War II. Veterans who served in that war should submit their names and addresses to the organization to receive an official invitation to the event. To submit your name and address or for more information, contact Joseph Reale, 2nd vice president, United Veterans Organization, 23 Fern St., Floral Park, N.Y. 11003-3207 or online at ltcreate@optonline.net.

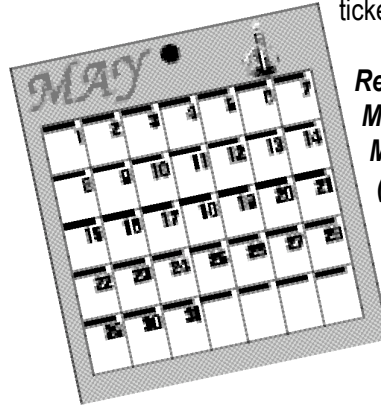
Suozzi Sends Bulletproof Vests to Family Support Group

When a fifth grade student whose father is serving with the 642nd Aviation

Support Battalion in Iraq sent Nassau County Executive Thomas R. Suozzi a letter requesting bulletproof vests for his father and other soldiers, the county responded positively. County workers discovered 52 used bulletproof vests in the probation department and donated them to the 642nd Family Support Group to be mailed to soldiers. While U.S. soldiers have the best equipment in the world, the extra vests will be used to "harden" military vehicles.

Military Families Guests at STAND UP

Military families with a member serving overseas are invited to attend a STAND UP for MILITARY FAMILIES May 2 at the Oceanside Knights of Columbus at 2985 Kenneth Place, Oceanside, N.Y. 11572 from 5 p.m. to 9 p.m. The knights will provide a free dinner for the family members, the North Shore Children and Family Guidance Center will entertain children and 20 representatives from military federal, state, county and private health care providers will be on hand to provide information. Call the Nassau County Veterans Service Agency at (516) 572-8452 for free tickets.



Remember the Nassau County Veterans Monument Fund, Inc. needs your help to build a Monument for the Vietnam War veterans. Call (516) 681-8214.

BMU Victory

Members of the Building Maintenance Unit are all smiles as they pose with Nassau Local President Jane D'Amico following a victory in their battle to remain part of the police department. When the county decided to move the maintenance unit from the police department into the Department of Public Works, CSEA fought hard to reverse the decision. D'Amico and building maintenance unit employees fought against the move before the Nassau County Legislature. CSEA's fight changed the minds of county officials. As this edition of *The Express* went to press, the unit was about to move back to the police department.

"We maintained all along that this plan was unworkable and the county obviously now agrees with our assessment," D'Amico said. "Our hats are off to our building maintenance unit members for getting personally involved as a unified force in this fight."



A Message From Long Island Region President Nick LaMorte

Greetings brothers and sisters,



I want you to know what a strong showing Long Island had at this year's Lobby Day in Albany! It was great to know that so many activists helped put real muscle behind CSEA's stands on issues that are critical to families like ours:

Things like maintaining financial support for our schools; strengthening workplace security; turning back privatization schemes at facilities such as University Hospital at Stony Brook; and retaining funding to keep public health care public at institutions like A. Holly Patterson Extended Care Facility and Nassau University Medical Center.

These places not only serve the public, but also employ CSEA members.

It really is critical that lawmakers know where we as taxpayers and their constituents stand. And

one of the best ways to communicate that effectively is through face-to-face meetings on Lobby Day.

You should also know that we helped nudge state lawmakers into doing the right thing on so many fronts this year. Together we were able to get funding restored in so many vital areas. Your efforts made all the difference!

I would also like to remind you that the region veterans committee is going to be conducting its annual tribute to deceased CSEA members who are interred at Calverton National Cemetery. It is a moving and appropriate way to remember their service to this country.

Even though Memorial Day is the unofficial

**In Loving
Memory**

Prepare for Civil Service Exams At Upcoming CSEA Workshop

If you plan to take a civil service test in the near future, you might want to take advantage of an upcoming program presented by the CSEA Education and Training Department at the CSEA Long Island Region office.

Nassau Local President Jane D'Amico said the two-part "Civil Service Test Preparation Workshop" will be held May 3 – 4 at the region office at 3 Garet Place in Commack.

The workshop is designed to help CSEA members prepare for state, local government and school district Civil Service examinations. The workshop will cover six topics:

- General test taking tips and strategies
- Understanding and interpreting written material
- Preparing written material
- Office record keeping (bring a calculator)
- Evaluating conclusions in light of known facts
- Supervision

Because a light dinner will be served and class size is limited, pre-registration is required. Call the Long Island Region office at (631) 462-0300. The sign-in period each day will be from 5:30 p.m. to 6 p.m. and the workshop will be held from 6 p.m. to 9 p.m.

beginning of summer, and usually means barbecues and picnics, I encourage you to take the time to remember the courage, dedication and sacrifice that Memorial Day also entails, because our freedom was not free.

In solidarity,

Nick LaMorte
Nick LaMorte, President
Long Island Region

CSEA Reminder

June 15 is Deadline to File for Compensation Time Cash

CSEA Nassau Local President Jane D'Amico said eligible county and Nassau Health Care Corporation employees wishing to convert their unused compensatory time to cash must notify their departments by June 15.

"Under the terms of both the county and Nassau Health Care Corporation contracts, employees who have a base salary at or below the final step in Grade 15 are eligible for the cash payments," D'Amico said.

D'Amico said workers who elect to cash in their compensatory time and inform their departments by the June 15 deadline will be paid in January 2006.

Compensatory time not paid to workers or used by employees will become part of an employee's termination pay upon separation from county service, subject to installment payment rules. Such payment will be made at the rate of pay in effect at the time of separation.

If you have any questions, contact your unit president or call the CSEA Nassau Local Office at (516) 571-2919.

Social Security Privatization: Just the Facts

Does Privatization Help Social Security?

THE SIMPLE ANSWER:

No. According to the Bush administration, privatizing a portion of Social Security will not help Social Security's long-term financial health. The Bush proposal relies on drastic benefit cuts to "help" Social Security.

THE COMPLICATED ANSWER:

The Bush administration and proponents of privatization have consistently painted an overly bleak picture of Social Security's financial health in order to make people think the problem is urgent. The Congressional Budget Office estimates that the Social Security trust fund will be able to pay 100 percent of promised benefits until 2052.

Even worse, the administration then presents a "solution," privatization, that they admit will do nothing to help the Social Security system they say is in crisis. According to an Administration memo,* only drastic benefit cuts, not privatization will save Social Security.

THE TRANSLATION

The Bush administration is offering a solution to an "emergency" that is not an emergency with a "solution" they agree is not a solution.

*New York Times, Jan. 10, 2005

**Call Your Representatives in Congress Today
@ 1-888-355-3588. Tell Them Not
to Privatize Your Social Security**