

THE Work Force

June 2012

Vol. 15 No. 6

Fighting for the Living



Photo by Nancie Battaglia

CSEA: Don't roll back safety protections! See pages 5, 10 and 11

Photo of the Month



Photo by Lynn Miller

Members of Health Research Inc. Local at Roswell Park Cancer Institute gather for a photo outside one of the research buildings on the medical campus, in front of a huge buffalo nickel. CSEA members working at HRI locations in Buffalo, Albany and Manhattan recently ratified a contract. *See story, Page 7*

Online option available for leadership mailing!

Attention CSEA activists and leaders: The CSEA leadership mailing is now available online. No more paper, if you choose this option! Go to www.csealocal1000.org, log into the members only area, and select the Leadership Mailing application from My APPS.

From the Office of President Danny Donohue



CSEA President Danny Donohue to meet Capital Region members on June 6.

President Danny Donohue will visit the CSEA Capital Region on June 6 to meet with members. The meetings will be held at the Capital Region Office, 1 Lear Jet Lane, Suite 2, Latham.

Donohue will meet with union members from 1 to 6 p.m. Please call the Capital Region office at (518) 782-4400 for an appointment and directions.



Donohue sets September summit on statewide public nursing home crisis

ALBANY — CSEA is not going to let Grandma be kicked to the curb.

President Danny Donohue has announced plans for a statewide public nursing home summit this September.

The event will bring together CSEA leaders and allies from across New York to develop a coordinated response to the public nursing home crisis that is putting the future of our seniors at risk.

County by county, politicians are abandoning responsibility to provide help to our most vulnerable seniors.

Many facilities are up for sale, contracting out or downsizing, leaving care, services and jobs in doubt.

The situation has been made worse by state and federal funding cuts and the uncertain health care environment.

“CSEA has been fighting the good fight county by county but we must do more to focus our statewide strength and address this challenge,” said CSEA President Danny Donohue. “We can learn from each other and fight back even more

effectively.” Donohue emphasized that this is an issue that goes well beyond labor, affecting all families and their aging loved ones.

“This is an issue that reflects who we are as people,” Donohue said. “We need to build support with our family, friends and neighbors in our communities to make sure that the well-being of our seniors is the priority.”

“CSEA members are deeply concerned that our elected officials honor a commitment to quality public health care and we will do everything we can so that they live up to it,” Donohue said.

The date and agenda are still being finalized, but CSEA activists will have the opportunity to participate in person or by teleconference from their CSEA region offices.

Check the CSEA website at www.csealocal1000.org for updated information.

Voter registration, General Election dates announced

This year's elections include the state Assembly, Senate, congressional races and a presidential election. CSEA members need to support candidates who support unions and working families.

• Congressional Primary Election Day: Tuesday, June 26.

• State Senate and Assembly Primary Election Day: Thursday, Sept. 13.

If you are not a registered voter, your voter registration must be mailed (postmarked) by **Aug. 17**, and received by the Board of Elections by **Aug. 24** to vote in Primary Election.

• General Election Day: Tuesday, Nov. 6

To be eligible to vote in the General Election, your registration form must be postmarked by **Oct. 12**, and received by the Board of Elections by **Oct. 17**.

Download a voter registration form at:

<http://www.csealocal1000.org/pdfs/voteform.pdf>

Justice Center proposal seeks broad approach in care for people with special needs

ALBANY— CSEA is responding positively to Gov. Andrew Cuomo's proposal for a Justice Center for the Protection of People with Special needs and an accompanying report on the importance of quality of care in human service agencies.

"This new initiative appears to have a broad mission to ensure consistent quality of care and maintain independent oversight of human services in both the public and not-for-profit sectors, said CSEA President Danny Donohue. "CSEA is particularly encouraged to see that the report recognizes the importance of a strong, well-trained and committed direct care staff."

The union leader pointed out that quality of care is directly linked to training, adequate staffing and resources to do the job, limiting mandated overtime which can cause fatigue and injury, along with good management and supervision.

All of these areas are addressed in the report that was prepared by Cuomo's

special adviser Clarence Sundram, who once headed the state's Commission on Quality Care under three separate administrations beginning in the 1980s.

CSEA has frequently expressed concern in recent years about an erosion in the commission's authority and resources and lack of

independent oversight on human service agencies.

The Justice Center legislation would include

standard procedures for investigating reports of abuse and addressing it.

The extensive legislation was approved in the state Senate and is still under consideration in the Assembly.

CSEA is in discussion with the Cuomo administration about ensuring that direct care workers have the protections they need and the resources and support necessary to do the job.

"We all want better care and services for people in need and CSEA members are committed to that goal," Donohue said.

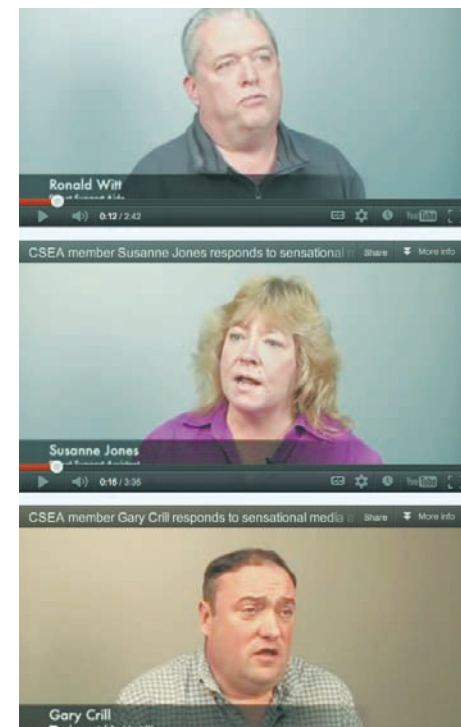


CSEA Mental Hygiene Board Representative Lori Nilsson (back to camera) speaks to Gov. Andrew Cuomo recently in Syracuse as he toured the State to tout the creation of a "Justice Center" to handle cases of abuse of people under State care, specifically those with mental or physical disabilities. Nilsson listened to the Governor's presentation and told Cuomo that he needs to respect the rights of all the good workers in human services.

CSEA members speak out

Visit www.csealocal1000.org to view videos of CSEA members addressing the challenges they face every day on the job they face in providing care to individuals with disabilities.

Go to: http://www.csealocal1000.org/OPWDD_NYT_worker_response.php



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IN TOUCH WITH THE Work Force

CSEA President Danny Donohue

Abandoning seniors, public health care, not acceptable

There's a public health crisis under way here in New York. It's big and it's dangerous, putting people, jobs and communities at risk. It means access to necessary care and services are in jeopardy but it also means the longstanding social compact — the commitment to ensuring that the most vulnerable people in our society will not be kicked to the curb — is in doubt.



Not surprisingly, many politicians are playing “pass the buck” on this issue.

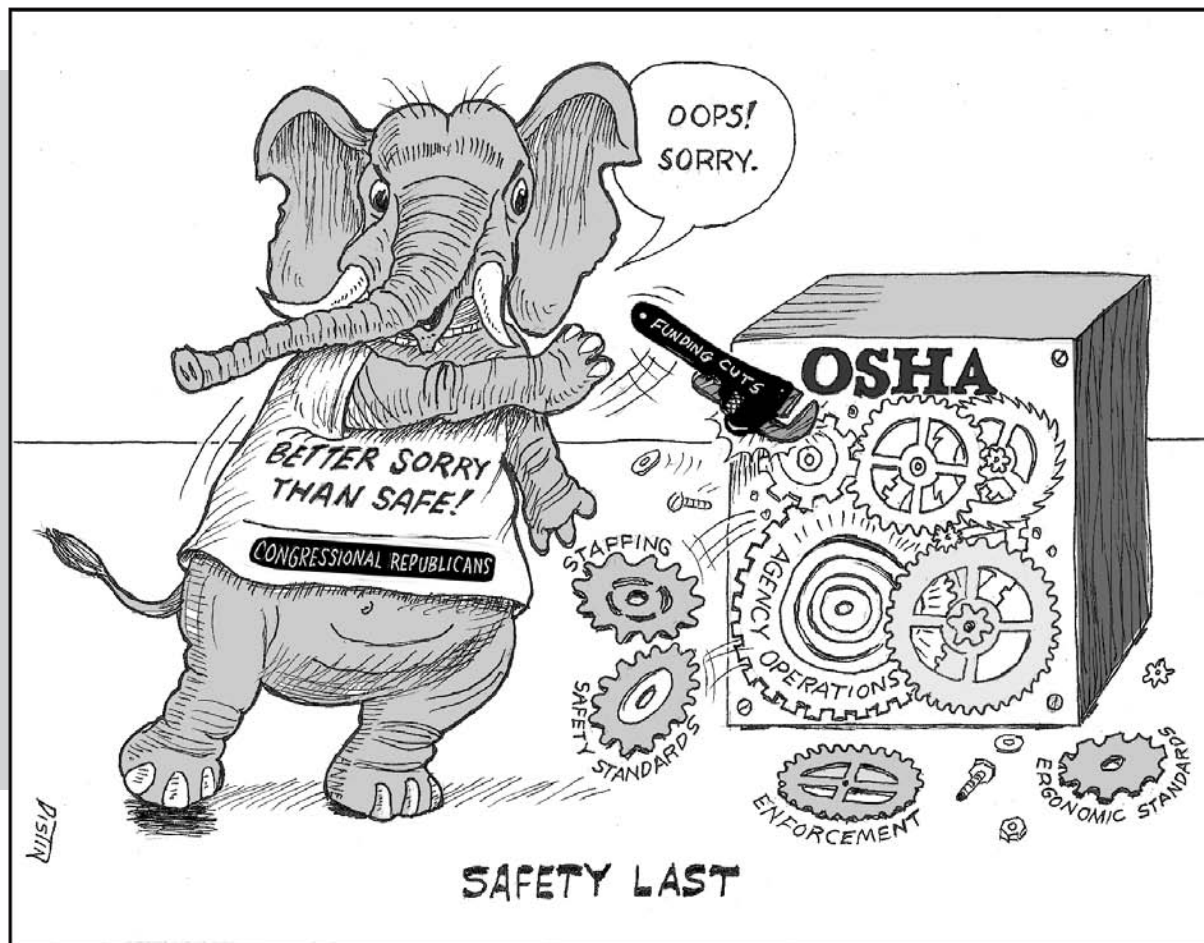
Nowhere is this more evident than in the growing challenge of maintaining our public nursing facilities that provide outstanding care to our seniors.

In county after county, politicians are abandoning responsibility. State and federal funding cuts, coupled with an uncertain health care environment have made it more difficult to operate facilities. But too many elected officials are looking for an easy way out by selling, contracting out or significantly downsizing. In the process, they are eroding services, putting dedicated staff out of work and leaving seniors at risk.

This is unacceptable.

CSEA members are deeply concerned that our elected officials honor a commitment to quality public health care and we will do everything we can so that they live up to it. CSEA will bring together our leaders and other allies this September to better coordinate our response on a statewide basis.

We will need to build support with family, friends and neighbors to make sure the commitment to our seniors and to public health care remains strong in our communities. Please join us. Details will be posted on the CSEA website in the weeks ahead.



Why do billionaire industrialists favor Cuomo?

Last month, a Work Force article referenced political donations Gov. Andrew Cuomo received from David Koch. The billionaire industrialist gave Cuomo \$87,000 for his run for governor in 2010.

What's surprising about their donation to Cuomo is that it was more than the \$76,000 they gave to Gov. Rick Perry of Texas, a conservative ideologue who sought the 2012 Republican nomination for president before dropping out of the race.

In fact, Cuomo's gift from the Kochs was more than that given to Gov. Scott Walker of Wisconsin (\$43,000) and Gov. John Kasich of Ohio (\$22,000) combined. Walker is facing a recall election on June 5 after stripping public employees of collective bargaining rights, and

Kasich signed similar legislation, only to have it overturned by the voters.

For a Democrat, Cuomo is keeping some odd company. The overwhelming majority of political campaign gifts given by the Kochs go to conservative Republicans, mostly Tea Party insurgents seeking to sweep moderate politicians from office.

The Kochs have also given more than \$1.5 million to the conservative Manhattan Institute, a think tank that has constantly attacked public employees through its spokesman E.J. McMahon and it's front group, The Empire Center. It's no secret that Cuomo is trying his best to privatize government services and contract out work CSEA members currently do.

It's also no secret that Cuomo's actions are encouraged in reports the Manhattan Institute issues and in McMahon's statements to the media.

While it's fair to assume David Koch and his brother Charles share a conservative political ideology with the candidates they support, their business record suggests their support of conservative politicians is aimed at helping them avoid government regulation of their industries. The two have made their billions in coal, oil, gas, and forestry products.

"The Koch brothers' political and charitable donations do

fund organizations dedicated to their philosophy of limited government and deregulation but it is hard not to notice that this is not purely philosophical. There's no getting around the fact that the Koch ideology also helps the Koch bottom line, often at the expense of middle-class families," stated the 2011 report from the Center for American Progress Action Fund, titled "The Koch Brothers: What You Need to Know About the Financiers of the Radical Right."

CSEA members should be asking themselves, "What does Andrew Cuomo have to gain from his cozy relationship with the Koch brothers?"

Read the full report at:
http://www.americanprogressaction.org/issues/2011/04/koch_brothers.html

Workers rally to save mental health services

UTICA — Several hundred workers pounded the pavement recently outside the State Office Building in Utica to demand that mental health care not be diminished for residents of the Mohawk Valley area.

At issue is a plan to close several adult inpatient wards at Mohawk Valley Psychiatric Center in Utica and consolidate those beds with Hutchings Psychiatric Center in Syracuse, more than 50 miles to the west. More than 70 clients could be affected and the state announced up to 139 layoffs could occur from the closure.

CSEA Central Region President Colleen Wheaton said the consolidation is a bad idea for mental health care in the area.

“Our workers at Mohawk Valley help people get treated

for their illness, allowing them to become productive members of our society,” she said. “We don’t think it’s right to close wards here in Utica, when people here in the Mohawk Valley need mental health care, and we certainly don’t think it’s right to put the current patients into nursing homes, or ship them to Syracuse for treatment.”

CSEA Mohawk Valley Psychiatric Center Local President Michael Patterson said the union was making their case to state legislators and would continue advocating with the state Office of Mental Health to reverse their decision to close the wards.

— Mark M. Kotzin



CSEA Central Region President Colleen Wheaton and Mohawk Valley Psychiatric Center Local President Michael Patterson march along with several hundred activists and community members outside the Utica State Office Building.

SUNY Downstate workers gear up to save jobs, services

BROOKLYN — CSEA members are gearing up to fight possible layoffs and service cuts as the state prepares to restructure SUNY Downstate Medical Center.

“Any attempt to lay off workers at SUNY Downstate would be devastating to central Brooklyn’s economy,” said CSEA Metropolitan Region President Lester Crockett. “Homes will be lost, small businesses will shut down and jobs for our young people will disappear.”

More than half of SUNY Downstate employees live in Brooklyn.

Last November, investment banker Stephen Berger made several recommendations for restructuring health care in central Brooklyn. Among them was the closure of Kingsboro Psychiatric Center and eliminating beds at SUNY Downstate and shifting inpatient operations to the Long Island College Hospital campus.

Berger was also the architect of the 2006 closure of several hospitals around the state, including Victory Memorial in Brooklyn. CSEA recently worked with other unions, elected officials and the community to save Kingsboro from closure. Those alliances will be key in this

fight, local activists say.

“We should be trying to increase and improve health care services for the residents of Brooklyn, not eliminate them,” CSEA SUNY Downstate Local President Alva Watson said.

Central Brooklyn is a very diverse community with high unemployment and poverty.

SUNY Downstate’s Emergency Department handles about 80,000 visits annually. Workers warn that nearby hospitals cannot accommodate the shift in patient load, which could result in potentially life-threatening delays for many patients.

Activists and members are preparing to lobby local elected officials and officials at the State University of New York to save the facility.

“We all need to remain vigilant, informed and ready for action,” said Crockett. “We were successful in saving Kingsboro, now let’s make sure we save the vital services and jobs at SUNY Downstate.”

— David Galarza



CSEA Metropolitan Region president Lester Crockett joins members at a May 1 demonstrate in front of investment banker Stephen Berger’s Manhattan office.

Health Research, Inc. workers united in difficult contract fight

After a year of difficult negotiations, CSEA members at Health Research Inc. (HRI) ratified a new four-year agreement by a 5:1 ratio by a mail ballot ratification run by the American Arbitration Association.

HRI management obstinately stood behind proposals to eliminate steps, eliminate longevity and make drastic changes that would eliminate the employer's contribution to retiree health insurance.

"When we held meetings for our members, the response from membership was extremely loud and clear and we went back to the negotiating table fully confident that the locals were united on this issue," said Deb Hanna, president of the Albany/New York City HRI Local. "The negotiating team returned to the table steadfast on keeping these benefits and consistently stated that the proposal was

unacceptable."

As a result, CSEA successfully held on to all three items, with only minor changes to the formulas for steps and longevity.

"This was a huge accomplishment because of the current economic times," said Laura Porter, president of the Roswell Park, Buffalo HRI Local. "We took a firm stand. We knew that once something is removed from the contract, it is very hard to get it back, if ever."

The group also negotiated a "reopener" for the year 2013, which will enable them to look at the growth of HRI and if it is feasible to re-negotiate a cost of living adjustment (COLA), the amount HRI contributes towards our health insurance and the retiree health benefits.

"It is important to be able to let management see that while you will work to find a common ground with them, it cannot be the core elements

Public libraries, library workers facing privatization fight

Workers at public libraries across the country are trying to slam the book closed on efforts to privatize public libraries.

Library Systems and Services (LSSI) is a corporate group aimed at taking over public libraries.

CSEA represents thousands of library workers in the state.

In an article "The Decline and Fall of the Library Empire," LSSI argues that public libraries are failing and are a burden to taxpayers.

While using extreme examples and

speaking in generalities, the article offers little more than most current corporate-funded attacks on public institutions and workers.

Public libraries are the only entities that can protect our opportunity to give people full and free access to information as they see fit.

Any company delivering library services would be more interested in maximizing its profits and answering to shareholders rather than providing the freedom to access information and resources that require a community to maintain any standard of



Valerie Andersen tests a specimen in a lab at Roswell Park Cancer Institute. She is a member of the CSEA HRI Roswell Local.

— what matters most to our membership," Hanna said. "The ultimate goal is to not only to improve benefits but also to preserve them."

Porter said CSEA members could learn from HRI's experience by not selling ourselves short because times are hard.

"If I can offer some words of

wisdom from our experience, I would say to other CSEA locals to always counter propose because you never know what can happen," she said.

CSEA has 716 Health Research Inc. members in the Albany and New York City areas, and 478 members at Roswell Park in Buffalo.

— Jill Asencio

living. Also, corporations have traditionally been very heavy-handed in their attempts to make a profit, so in this type of situation, some formerly free services may begin to cost taxpayers money.

— Material from theThe Voice Reporter, the official blog of the CSEA Monroe County Local, was used in this article.

For more information, visit: <http://www.ala.org/tools/outsourcing>

Ad campaign reinvigorates CSEA fight for Valley View

GOSHEN — CSEA has again turned up the heat on Orange County Executive Ed Diana as the date for a possible sale of the county-owned Valley View nursing home draws near.

CSEA unveiled a bold advertising campaign in May, using illustrations of Diana as a comic villain to break down the county executive's shameful tactics in the simplest style possible.

The illustrations appeared on a billboard near Goshen, the county seat, and in local newspapers. A vote to sell Valley View could come before county legislators as soon as June 7.

Bullying tactics

"A lot of people don't realize the importance of maintaining a safety net facility like Valley View, but they do know that they don't like how Diana has treated the residents and workers of Valley View and they don't like how he used those same bullying tactics to try to get his new government center approved," said CSEA Southern Region President Billy Riccaldo. "He's become a villain of sorts to county residents, so our ads are portraying him a

comic-book style villain to first get people's attention and then educate them on the issue."

While the community has rallied around Valley View and a Facebook page devoted to saving the facility has more than 1,200 fans, Orange County Local President Rosemarie Kukys said she hoped the latest ad campaign will draw in younger residents and those who haven't dealt with placing a loved one in a nursing facility.

"If you haven't personally had to make that difficult decision to place mom or dad in a nursing home, you might not realize the importance of having a county facility close to home that will accept your loved one regardless of the complexity of their care needs or their financial status," Kukys said.

Democratic county legislators held a press conference outside Valley View last month, renewing their call to fully fund the facility through December 2012 instead of cutting off funding mid-year.

"We appreciate the Democratic caucus publicly restating their commitment to keeping Valley View as a county home," said Orange County Unit President William

"If you haven't personally had to make that difficult decision to place mom or dad in a nursing home, you might not realize the importance of having a county facility close to home that will accept your loved one regardless of the complexity of their care needs or their financial status."

Oliphant. "Our supporters in the legislature deserve credit because they continue to call out Mr. Diana on his decision to keep the current Valley View administrator employed, despite documentation that shows that this administrator has created much of the financial headaches the county is dealing with."

In addition to tremendous criticism over Valley View, Diana has taken political hits over his quest to build a new government center. Last month, legislators defeated a resolution to build a new center, with some of Diana's supporters voting against the proposal.

Days later, The Times Herald-Record published an investigative piece revealing Diana withheld a crucial FEMA report from legislators. The report revealed that damage to the Orange County Government Center from Hurricane Irene wasn't nearly as bad as Diana portrayed.

— Jessica Ladlee

CSEA's bold advertising campaign in the fight to save Valley View Nursing Home in Orange County uses illustrations of County Executive Ed Diana as a comic villain to break down the county executive's shameful tactics in the simplest style possible.



Senator's refusal of support leads to Rockland layoffs, service cuts

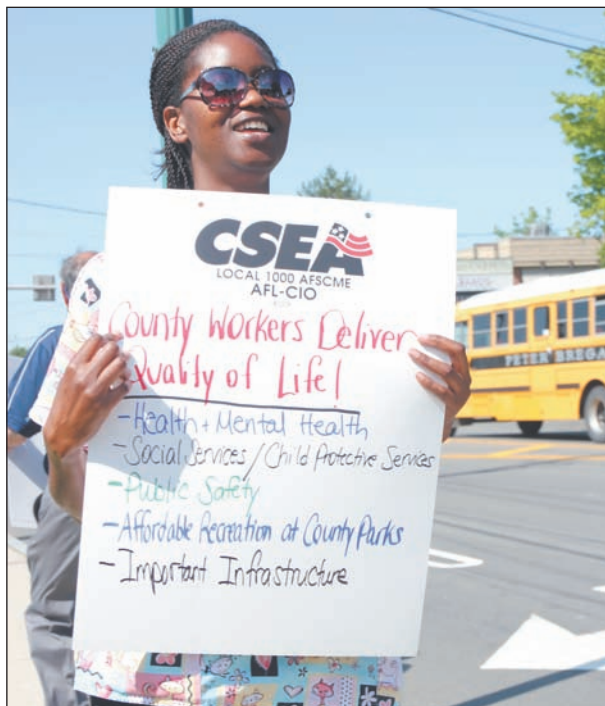
NANUET — Rockland County Unit members have been fervently lobbying state Sen. David Carlucci, who at press time was the main roadblock to getting home rule legislation introduced in the Senate that could bring badly needed fiscal relief to the county.

Because Carlucci refused to sign on as a Senate sponsor of a sales tax and bonding bill Assembly members Ellen Jaffee and Annie Rabbitt introduced, County Executive C. Scott Vanderhoef announced the county will lay off 150 workers and look to sell the Summit Park Hospital and Nursing Care Center.

Politics over people

“Senator Carlucci was elected because he was considered a progressive young candidate with a bright future, but he’s proven to be nothing more than an obstructionist concerned about his own political future,” said Southern Region President Billy Riccaldo. “We’re looking at 150 people being unable to provide for their families and county residents losing vital services, all because of politics. Carlucci has shot down every viable proposal without offering any ideas of his own.”

The passage of the 2012 county budget last December hinged on a miniscule county sales tax increase being approved in Albany, but Carlucci has since refused to support any legislation for Rockland that increased any type of tax. Jaffee and Rabbitt’s bill called for a tiny three-eighths percent county sales tax increase that would eventually sunset and allowed the county to bond some of its current debt. Another Assembly member from Rockland, Ken Zebrowski Jr., declined to sign on as a sponsor of that bill but later introduced his own proposal; full details were not available at press time, but Zebrowski’s



Cleo Hargrove, a registered nurse at Summit Park, rallies her co-workers.

plan is said to call for a one-fourth percent county sales tax increase.

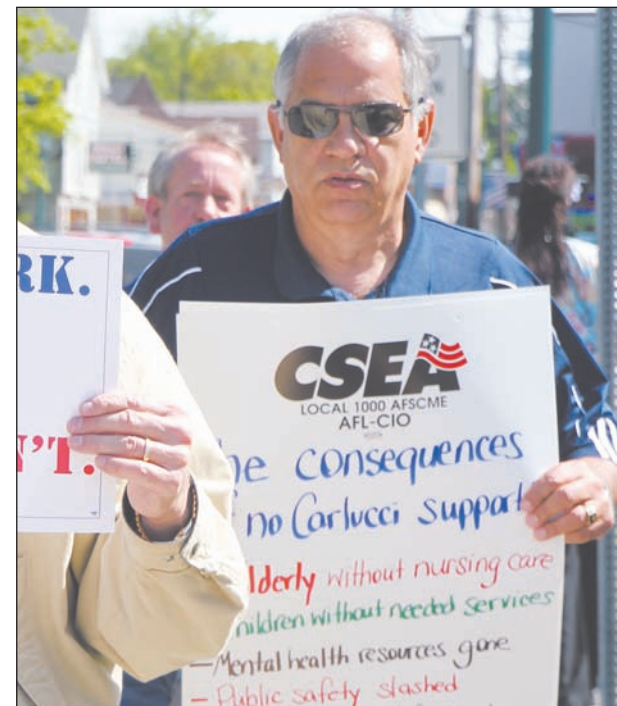
“We are grateful that Assembly members Jaffee and Rabbitt have realized the magnitude of the situation we’re facing in Rockland and are putting people before politics,” said Rockland County Unit President P.T. Thomas. “It’s time for Senator Carlucci to step up to the plate. He should know that a tiny, temporary sales tax increase will be less painful than massive job losses, cuts in services and more foreclosures.”

Human impact

Vanderhoef’s announcement of 150 job cuts was accompanied by a call for cuts in county services, including either selling Summit Park or converting it to a public benefit corporation. Vanderhoef said he wants to pursue both a sale and the conversion to a public simultaneously.

For CSEA members like Cleo Hargrove, a registered nurse at Summit Park, news of layoffs and service cuts are accompanied by worries for her own family as well as worries for the residents for whom she cares.

“We’re like family to the residents at Summit Park and I’m worried that they’ll have nowhere



Southern Region President Billy Riccaldo leads the demonstration.

to go,” said Hargrove. “I’m also worried because this job is my only source of income. I have a mortgage and a 14-year-old son to support.”

— Jessica Ladlee

Rockland County Executive C. Scott Vanderhoef is proposing the following cuts:

- 150 county worker layoffs
- The sale or creation of a public benefit corporation for Summit Park Hospital and Nursing Care Center
- The sale of two county buildings
- Cuts in reimbursements to towns and villages that supply officers for the Sheriff’s Department Intelligence Unit
- Instituting a chargeback on towns and villages for out of county community college
- Reinstating the Residential Energy Surcharge
- Reductions in contract agencies
- New motor vehicle fees
- Board of Elections chargebacks to towns and villages



Rockland County Unit President P.T. Thomas, left, was among the participants at the Carlucci rally.

Connect the Dots ... Your Vote...Your Voice...Your Safety

Nearly 1,000 CSEA safety and health activists renewed their commitment to on-the-job safety at the union's biennial Statewide Conference on Occupational Safety and Health in Lake Placid, April 27- 29.

"Safety on the job is one of CSEA's top priorities and something we have to fight for every day," said CSEA President Danny Donohue. "That's especially true today, with misguided politicians trying to take away protections workers have fought long and hard to achieve."

Conference highlights included a Workers Memorial Day Observance, presentation of the William L. McGowan Occupational Safety and Health Award to Long Island Region activist and CSEA Occupational Safety and Health Committee member Tom Skabry, "Dottie's Diner," a roundtable discussion to help CSEA members build their message of the value of public workers to their communities and 40 workshops.



Long Island Region President Nick LaMorte, left, and CSEA President Danny Donohue, right, congratulate Long Island Region activist and CSEA Occupational Safety and Health Committee member Tom Skabry, center, on receiving the William McGowan Occupational Safety and Health Award.



CSEA members remember fallen workers with red and white glow sticks (representing living and deceased workers, respectively) at the Workers Memorial Day Observance at the conference. Photo by Nancie Battaglia.



CSEA Executive Vice President Mary E. Sullivan gets fired up to "Fight for the Living!"



Left, Brooklyn Developmental Center Local activist Jacqueline Williams-Matthews makes a collage about the Presidential election at the "Using Humor to Make a Point" workshop.



Left, Capital Region President Kathy Garrison and CSEA Statewide Treasurer Joe McMullen lead the chant to "Fight for the Living!" Photo by Nancie Battaglia.



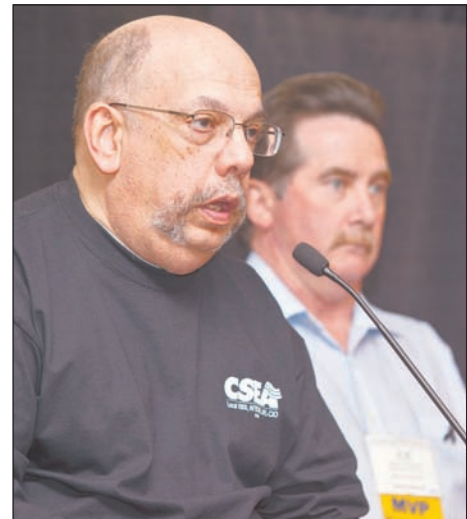
Western Region President Flo Tripi and CSEA Occupational Safety and Health Committee member Paul Blujus at the "Dottie's Diner" session.



From left, CSEA Statewide Treasurer Joe McMullen, Capital Region President Kathy Garrison and CSEA Occupational Safety and Health Committee members Chair Frank Cosentino, Tom Skabry, Karen Pecora, Michele Bruno, Jeannette Engle, Anthony DeCaro and Paul Blujus during the Workers Memorial Day Observance. Photo by Nancie Battaglia.



Metropolitan Region President Lester Crockett and Bronx Psychiatric Center Local President Abraham Benjamin write down ideas for effective messaging during the Dottie's Diner session.



CSEA Occupational Safety and Health Committee Chair Frank Cosentino, left, reads the name of a fallen worker as CSEA Statewide Treasurer Joe McMullen looks on. Photo by Nancie Battaglia.



The CSEA Canary poses with Albany County Local activists Robert Kappes and Vicky Miller.



From left, Orange County Local activists Toni Elmore and Joyce Howard and Hudson Valley DDSO Local activist Tonya Miller attend a workshop.



Labor activists Annie and Jonathan Rosen perform labor songs at the Workers Memorial Day Observance. Photo by Nancie Battaglia.

Right, Herkimer County Local activist Mary Day and Saratoga Educational Employees Local activists Mickey Talbot and Norma Thiverge attend a workshop.



Left, Clinton County Government Employees Local activists Laurel Glode, Susan Thew and Jason Redmond brainstorm ideas for effective messaging during the Dottie's Diner session.

Twenty years after Schuyler County murders, CSEA still fighting to end workplace violence

WATKINS GLEN — CSEA Central Region members marked Workers Memorial Day this year by remembering the brutal murders of four Schuyler County Local members 20 years ago this fall and vowing to continue the union's fight to end workplace violence.

A horrific event

On Oct. 15, 1992, one of the most horrific events in CSEA's history took place: a gunman walked into the Schuyler County Department of Social Services in Watkins Glen and brutally murdered CSEA members Phyllis Caslin, Florence Pike, Denise Miller Van Amburg and Nancy Wheeler, who were just doing their jobs when their lives ended.

The murders shocked the nation and focused attention on the problem of workplace violence. CSEA took the lead on the fight to end workplace violence.

At first, many localities worked cooperatively with CSEA to address the issue, but then began to let security slide as the horror of the



Central Region Occupational Safety and Health Committee Chair Joe Miceli, right, places a marker next to the memorial tree in Watkins Glen as Central Region President Colleen Wheaton, left, looks on.



As Central Region President Colleen Wheaton, right, looks on, Oswego County Department of Social Services worker and CSEA member Helen Chetney, center, presents Schuyler County Department of Social Services worker and Schuyler County Local President Sue Brill, left, with a memorial card signed by the entire Oswego County Social Services work force.

Watkins Glen murders faded.

More frustrating were efforts with New York state, which initially delayed and then balked at adopting a security standard as part of the state's public employee safety and health regulations.

CSEA persisted and the Worksite Security Act was finally enacted by Gov. George Pataki in 2006.

While the state law has done much to make public work sites safer, workplace violence is still a concern for many CSEA members and the union continues to work to end workplace violence.

Setting the standard

On April 27, Occupational Health Clinical Centers (OHCC) Medical Director Dr. Michael Lax recognized CSEA at a Syracuse labor event for the union's "exemplary and tireless efforts in the prevention of workplace violence" following the Watkins Glen murders.

"Your union has continued to set the standard for valuing the lives of each and every member, with vigorous health and safety committees, serious and effective public education campaigns, and

a steadfast focus on prevention of workplace injuries and fatalities," he said.

Central Region President Colleen Wheaton accepted the recognition on behalf of CSEA.

"We are honored to accept this in memory of all those we've lost due to workplace violence, but especially this year, in memory of Phyllis Caslin, Nancy Wheeler,

Denise Miller Van Amburg and Florence Pike from the Schuyler County Department of Social Services, whose needless deaths sparked our renewed commitment to pass New York's Workplace Security Act," she said. "It took long years and hard work to get it passed, but we are just now starting to see where we can strengthen enforcement at workplaces to better protect our members and the public at large."

Remembering workers

The following day, Wheaton and other CSEA and labor activists participated in a Workers Memorial Day observance outside the Schuyler County office building in Watkins Glen.

Central Region Occupational Safety and Health Committee members planted and dedicated their third annual "Living Memorial," a tree and plaque in memory of fallen workers.

— Mark M. Kotzin



In this 1992 file photo, Schuyler County Department of Social Services workers comfort each other following the murders of four of their co-workers.

VOICE/CSEA child care providers, advocates fight child care funding cuts

WHITE PLAINS — VOICE/CSEA members, the Westchester Early Childhood Directors Association, parents and other providers delivered more than 5,000 petitions to protest increased costs to parents for child care subsidies in Westchester County.

VOICE/CSEA is a newly organized local of CSEA representing private child care providers.

Despite the group's request to deliver the petitions directly to Westchester County

Associate Commissioner of Social Services Katherine Waluschka, she instead sent an assistant to collect the petitions.

Child care advocates, providers, and parents are deeply disturbed by the cuts since the Westchester County Legislature cited adequate program funding and deemed the cuts unnecessary.

Despite broad-based opposition, County

Executive Rob Astorino and Department of Social Services officials announced plans to increase the parent contribution.

Thousands of Westchester County families who rely on child care subsidies will be hard-pressed to access quality child care when the new eligibility rate takes effect.

T*his issue directly affects working families who may be forced to decide between having parents working, or being forced to give up a job to take care of children.*

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take care of children.

Providers Cynthia Bolding and Patrick Hogan joined Howard Milbert of the Westchester Early Childhood Directors Association in delivering the petitions.

Weeks before delivering the petitions, Bolding spoke at a public forum led by Astorino and the new Westchester Department of Social Services



VOICE/CSEA members Cynthia Bolding and Patrick Hogan are interviewed by News 12-TV reporters before entering to deliver messages against recent child care cuts.

Commissioner Kevin M. McGuire. Bolding addressed her comments to McGuire as Astorino had departed before the question and answer period.

"We are prepared to keep advocating until this issue is resolved. Our children and families deserve no less," said Bolding.

— Jill Asencio

CSEA seeks entries for the Nadra Floyd Award

CSEA is seeking entries for the Nadra Floyd Award, which the union will present during the Annual Delegates Meeting in October to a member who has made an extraordinary contribution to the growth of CSEA's membership.



Floyd

Floyd, who was serving as CSEA's organizing director when she passed away in November 2001, was a dedicated trade unionist committed to her union, her family and the civil rights movement.

She spent most of her career with AFSCME, beginning in California, where she served as executive director of AFSCME Council 10, representing University of California Employees. In 1995, Floyd moved to Washington, D.C., to become AFSCME's International Union Assistant Area Director.

In 1997, she went to work at the AFL-

CIO as the director of the federation's Community Service and Community Action. During this time, Floyd won a battle against lymphoma after undergoing rigorous treatment.

In August 2000, Floyd became CSEA's organizing director and was working to grow the union's membership and transform CSEA's organizing program before she passed away.

Floyd brought vision, leadership and a team-building spirit to every position she held.

CSEA created the award to honor Floyd's commitment to labor and union growth.

— Jill Asencio

CALL FOR ENTRIES

Do you know a member, committee or local that has worked to grow CSEA's membership or has made a significant contribution to a CSEA organizing campaign?

Please read the nomination guidelines found on the official nomination form on CSEA's website at www.csealocal1000.org.

All nominations must be submitted by **Sept. 14, 2012**, to the:

**CSEA Membership Committee
c/o CSEA Organizing Department
143 Washington Avenue
Albany, N.Y. 12210**

Member honored for flood rescue

HANCOCK — When CSEA member John Doroski reported to work last Sept. 6, he didn't realize he'd be a lifesaver by the end of the day.

Doroski, a conservation operations supervisor 1 with the state Department of Environmental Conservation and member of CSEA Oneonta State Employees Local, reported that day to work as usual to the DEC Region 4 Office in Stamford, Delaware County.

He and co-worker Andy O'Hara were sent out with a bulldozer to Livingstonville in Schoharie County to help with flood control due to the remnants of Tropical Storm Lee.

After using the bulldozer to try to restore a stream bank that had washed away, an environmental conservation officer directed Doroski to drive the bulldozer over to a nearby trailer surrounded by several feet of water. A older woman was trapped inside and needed to be evacuated to safety.

Unconcerned for his own safety and knowing that the bulldozer could have gotten stuck or

washed away by the rising waters, Doroski drove up to the woman's door, and asked the woman to leave her trailer.

"At first, she resisted. I said to her, 'Ma'am, you have to go. I'm here to help you,'" Doroski said.

As the floodwaters continued to rise, Doroski convinced the woman to join him on the bulldozer, at which point she grabbed onto him for dear life. "I held onto her to see that she was safe," he said.

Doroski drove the woman about 150 feet to the main highway, where her husband was waiting. At her husband's request, he then went back to the trailer to rescue the family dog, who was in the water almost up to his neck.

But Doroski didn't have time to reflect on the importance of his heroic actions. He quickly drove the bulldozer to the Livingstonville firehouse to build an earthen berm to divert water to prevent flooding the firehouse.

Later, Doroski was praised by supervisors for his efforts that day, but he humbly insists he was



John Doroski sits in a bulldozer like the one he used to rescue a woman and her dog.

simply doing his job.

"It makes me feel good to get the recognition, but I honestly think that I was just doing my job," Doroski said. "I would hope that somebody would do it for me if I was in the same situation."

— Mark M. Kotzin

Teamwork gets the job done quickly, saves town money

CLARENCE — Members of the Town of Clarence Blue Collar and White Collar units recently worked together to build an addition to the town's animal control shelter.

"CSEA members have the skills to accomplish any job," said CSEA Western Region President Flo Tripi. "This is another example of our members going above and beyond. It's an example of how we always do our best to work efficiently and make the most of taxpayers' money."

Their efforts more than doubled the size of the facility and saved the town significant money.

"This crew can do everything and anything," said Garry Daigler, the project leader. "I don't think you will find people in the private sector with the knowledge we have. Everyone gives input. Everyone gets involved and everyone feels good about the job. Everyone really wants to do the best job possible for our residents."

The 12-year-old, original animal shelter measured 24-feet by 30-feet. The workers extended that building by 10 feet in the front and added a 35-foot by 56-foot addition on the side.

"Between all of us, we literally built this from the ground up," said Joe Daigler, president of the Clarence Blue Collar Unit and cousin of Garry Daigler. "This really was a team effort. Everyone came together to make it happen."

Highway workers did most of the



Members of the CSEA Clarence Blue Collar Unit, from left, Joe Daigler, Dennis Raquet, Paul Engler, Ray Valentine, and Chip Moore, work on the foundation of the new Clarence Animal Control Shelter.

construction, Parks Department employees did the electrical work and Clarence White Collar Unit members in the Building Department helped inspect and approve the work.

"These are the projects we really like," said Lyle Judd, a Clarence Blue Collar Unit member. "We can save the town money by using our skills in new ways."

The animal shelter project took about a year to complete, with crews working on the building as time permitted. Workers' normal duties still

needed to be completed and came first, but the region's exceptionally mild winter allowed the project to proceed quickly.

"This last winter was great," Garry Daigler said. "Not having a lot of snow gave us all the chance to work on it whenever we had a little extra time."

Inside, workers built 10-back-to-back kennels with a pass-through door that can be opened and closed. When closed, the facility can kennel 20 dogs. When the doors are open, the dogs can choose to remain in the fully enclosed portion of the building, or move to the side of the kennel facing large garage doors that can be opened in nice weather.

Having up to 20 kennels allows the town to provide shelter services for nearby towns, generating income.

Town workers also saved significant taxpayer money by rebuilding and resurfacing two town bridges that are popular with residents.

"We are glad the town trusted us to do these jobs," Joe Daigler said. "The highway superintendent is always good to us. He was very supportive and helpful as we did this job."

"He gave us the freedom to do the job and get it done," Garry Daigler said. "He is very open-minded and considered all input and ideas."

— Lynn Miller

Activist honored for promoting underground work safety

ALBANY — Capital Region activist Lori Miller was recently honored for her efforts to promote safety when working underground.

Dig Safely New York Inc. recently honored Miller, a Clifton Park Highway Department Unit and CSEA occupational safety and health activist, with an award for her efforts to promote utility damage prevention and excavator safe work practices.

Dig Safely New York works to prevent damages to underground facilities and protect the public through education and communication with workers and management, most notably through the “Call 811 before you dig” program.

Miller was also honored for her active participation in the program’s Capital Region Disaster Prevention Council, one of eight such councils across the state that is made up of volunteers from member organizations that is part of the statewide Dig Safely New York program.

“I was humbled and honored to receive the award, because to me going above and beyond to keep people safe is just part of my job,” said Miller, who is also a 10-year volunteer with the Rexford Fire Department.

“Having known Lori professionally for several years, I can truly say that safety is far more than ‘toolbox’ talk for her,” said Donna Shave, a field representative at Dig Safety New York.



Lori Miller marks sewer lines at a Clifton Park building project.

“Lori doesn’t stop being concerned for people when she punches out for the day, it is part of her every breath. We are fortunate to have Lori as a member of the Capital Region Damage Prevention Council, knowing that she will do everything in her power to promote safe digging practices.”

Miller is particularly proud of the educational aspects of the “Call Before You Dig” safety initiative. “It’s one phone call; you just don’t know what’s out there.”

She credits her CSEA unit officers, co-workers and Clifton Park Highway officials for helping her support safety initiatives and investment in equipment and trainings for highway workers. “Safety is all around me,” she said. “I believe in helping people.”

— **Therese Assalian**

Oswego bus driver recognized for quick action

OSWEGO — As a bus driver, Christine Marsh is used to seeing children at the side of the road.

But when she saw a very young toddler walking alone and trying to cross a busy city street while she was driving her bus route, Marsh knew something wasn’t right.

She pulled her bus over, secured the 2-year-old boy to keep him from harm and immediately called police.

After investigating, police found that the child was being cared for by a grandparent and had wandered off. The child was uninjured and quickly reunited with his parents.

For her quick action, the Oswego City School Board recently presented a “Certificate of Recognition” to Marsh, thanking her for providing a safe environment for the child.

Marsh said she was just doing what anyone would have done, and noted that her training kicked in to address the situation.

“I have two children myself, and I think anyone would have done what I did. I was just in the right place at the right time,” she said.

She said she was overwhelmed by the recognition from the district and others, but proud of her actions.

“I was very overwhelmed,” Marsh said. “I’ve been working with the district since 1987 and it was just something anybody would have done. I felt like I saved a child’s life, and I was very proud of what I did.”

— **Mark M. Kotzin**



Oswego City School District Board President John Dunsmore, left, and Superintendent William Crist, right, present Christine Marsh with a certificate of recognition at a recent school board meeting.

CSEA Employee Benefit Fund: your benefit resource

The CSEA Employee Benefit Fund has assigned a senior benefits specialist to each region to help with the complex process of negotiating our dental and/or vision benefits into local government contracts.



The specialists are available to attend negotiation sessions, membership meetings, information days and to give benefit presentations. They are also available to draft a dental or vision comparison to compare a plan you currently have to one of our own so you are well informed when it comes time to go to the negotiating table.

Your region senior benefits specialists are valuable resources to CSEA members, so make sure you know who to contact when you need us. See the senior benefits specialist box on this page for your region's specialist.

EBF also has a state benefits specialist to support the regions and to assist state members with their EBF benefits. See the state benefits specialist box.

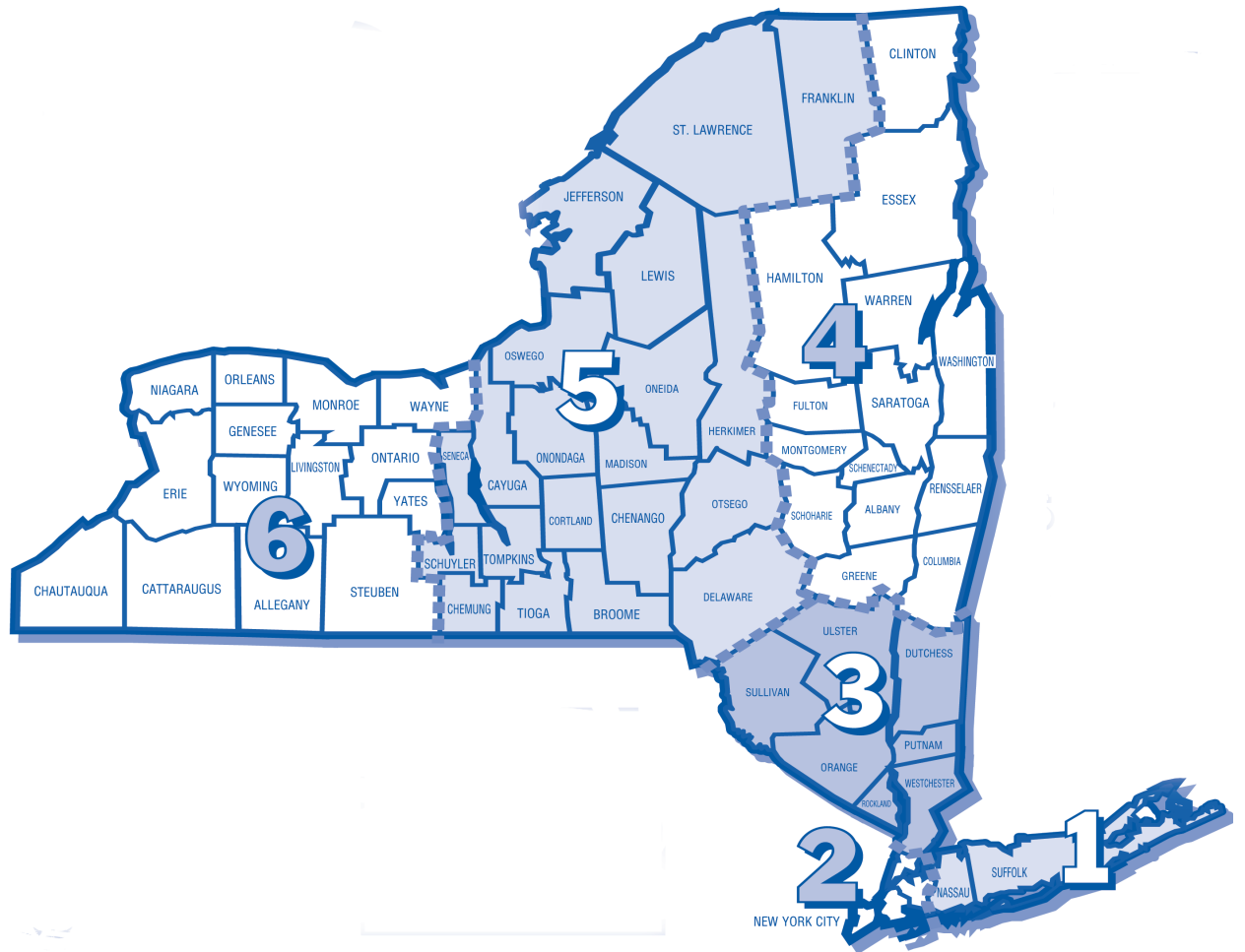
The state benefits specialist is available to attend information days and membership meetings, give presentations to members about their benefits, as well as answer any questions members may have about their dental and vision coverage.

If you are a state worker in need of assistance please contact the state benefits specialist.

All of this information and much more can be found with a few clicks of the mouse at www.cseabf.com.

You can search for providers in your area, download forms such as our universal enrollment form, student proof form, the HIPAA authorization form, and any other form you may need.

You can also send us an email directly from the website or get the latest news and updates from the EBF, or do something as simple as change your address. Just remember: we're here for you!



Senior Benefits Specialists

Long Island Region:
Linda Sclafani: (631) 462-5224
 or lsclafani@cseabf.org

Southern Region:
Carisa Guild: 1-800-323-2732, ext. 813
 or chguild@cseabf.org

Capital Region:
Erin Bazinet: 1-800-323-2732, ext. 860
 or ebazinet@cseabf.org

Central Region:
Chuck Guild: 1-800-323-2732, ext. 818
 or cguild@cseabf.org

Western Region:
Mike Wagner: 1-800-323-2732, ext. 808
 or mwagner@cseabf.org

State Benefits Specialist

Ryan Toole: 1-800-323-2732, ext. 806
 or rtoole@cseabf.org

Want more information?
Visit the CSEA Employee Benefit Fund website at:
www.cseabf.com

Some facts about the CSEA Health Benefits Department

Did you know that the CSEA Health Benefits Department is responsible for

the coordination and oversight of all negotiated health benefit arrangements? Our primary objectives include developing, enhancing and expanding health related benefits, while containing costs to employers and our members.

The Health Benefits Department acts as a resource for all CSEA divisions (state, local government and private sector) by providing direct assistance and support to union staff, local and unit officers and rank and file members.

The department comprises two units: the Joint Committee on Health Benefits and the Local Government/Private Sector Division. Each unit has

Health Benefits



its own area of responsibility, but function together to provide

the most comprehensive understanding of health insurance coverage and related issues: health care reform, health care trends, market products, Medicare coordination and wellness, to name a few. See the boxes on this page for more about each unit.

The Health Benefits Department also works to educate the membership in the efficient use of their health care benefits and provides education regarding trends in the industry. Staff is available to attend information days, health fairs and to provide educational workshops and presentations.

The CSEA Health Benefits Department can be reached at 518-785-4774 or 1-800-286-5242 or by email at healthben@cseainc.org.

CSEA-NYS Joint Committee on Health Benefits

The CSEA-NYS Joint Committee on Health Benefits (JCHB), pursuant to Article 9 of the state contract, is primarily responsible for the oversight and administration of the New York State Health Insurance Program (NYSHIP).

The NYSHIP program includes the Empire Plan and Health Maintenance Organizations located throughout the state. Our staff is always available to answer member inquiries and to help with a wide variety of issues including: claims, appeals, eligibility, layoffs, retirement and coordination of benefits.

The JCHB works hard to keep members informed about any changes New York state makes to the NYSHIP program through The Work Force, the CSEA website, and leadership mailings.

Local Government/Private Sector Division

The Local Government/Private Sector Division provides labor relations specialists a valuable resource to ensure that members' rights and needs are being protected.

Staff members have expertise with analyzing benefit designs proposed by employers and providing alternative options available in the health care industry. They are especially helpful during contract negotiations where health benefits are generally a major point of contention. Outside of negotiations, whenever an employer proposes changes to health care, a health benefits specialist can provide insight and clarity by preparing plan comparisons, analysis and other important information.

Almost time to retire?

Your local may pay the first year of CSEA retiree dues, which is only \$24!

CSEA retiree members enjoy many of the benefits and discounts of belonging to a union. In return, you get access to a wide variety of money-saving benefits such as:

- Access to insurance plans at CSEA's low group rates.
- Travel discounts.
- A discounted consumer items buying service.
- Discounted dental and vision care programs.
- A personal legal services referral network.
- The Retiree News quarterly.

Being a CSEA retiree member also makes you part of a growing statewide body that can effectively advocate on your behalf:

- Legislative and political action programs designed to enhance and protect retiree pension and health benefits.
- Participation in a CSEA Retiree Local.
- Effective lobbying against Social Security reform.
- Three informative publications.



For more information, visit www.csealocal1000.org and select "CSEA Retiree Members" from the "For CSEA Members" menu.

CSEA members stop home health agency privatization

CANTON – People needing home-based health care in St. Lawrence County can still count on a dedicated CSEA member to provide that care for the foreseeable future.



Simmons

That's after CSEA successfully opposed a proposal recently to privatize the county's Certified Home Health Agency (CHHA).

Grassroots campaign

At a Board of Legislators meeting, the board voted 8-4 against selling their CHHA license to a private agency.

Thanks to a grassroots campaign to reach out to their legislators, the CSEA members raised enough doubts and questions about the sale to stop it from going ahead.

For CHHA workers, like keyboard specialist Diana Caswell, it was a victory for them and the clients they serve.

"Our main concern in this fight was the people who we've been providing care," Caswell said. "They have come to depend on us. We've been able to build long-term relationships with them, and provide the quality personal care that they deserve. Our concern with going to a private provider was that our patients would suffer from a lack of quality care, so this vote really was a victory for them."

Coming together

CSEA St. Lawrence County Local President Amy Simmons said local members really came

together to fight the proposed sale.

"At the meeting when our legislators were ready to vote to sell the program, our CHHA workers stood up, fought for their services, and convinced the legislators how important they are to the St. Lawrence County residents they serve," she said. "They did a terrific job fighting this fight."

Searching for solution

Simmons said CSEA members pointed out to county officials that fiscal mismanagement had caused the program's funding to decline over the years, and that the county had an obligation to try to operate the program more efficiently before getting rid of it. She said CSEA pledged to work cooperatively with county management to come up with cost-saving measures rather than see the program contracted out.

"We've been given a reprieve to see if we can make this program function more efficiently, and we intend to work to make that happen," she said.

Central Region President Colleen Wheaton congratulated the workers on their successful campaign to stop the sale.

"These workers really made the community aware of the value of their services, which helped get this proposal voted down," she said. "We're very proud of their efforts."

— Mark M. Kotzin

CSEA activist Dowdney remembered in ceremony

FARMINGDALE — CSEA Statewide Secretary Denise Berkley, Long Island Region President Nick LaMorte and CSEA members from across the Long Island Region were among those who recently participated in a memorial ceremony for Long Island Region activist Tom Dowdney.



Berkley

Dowdney, 56, passed away Nov. 2, 2010, succumbing to critical head and back injuries he suffered after being struck by a car on Oct. 14, 2010, while trying to cross Route 110 in East Farmingdale during a work break. He was the SUNY Farmingdale Local president at the time of the accident.

An ornamental bench in the campus' Gardens in memory of Dowdney was officially dedicated during the ceremony, which was presided over by SUNY Farmingdale Local President Glen Havjar.

Dowdney's family members



Long Island Region President Nick LaMorte pays tribute to CSEA activist Tom Dowdney.

and university administrators also attended the ceremony.

"Tom left behind a wife and two children," said LaMorte. "He was a relatively young and optimistic man who always looked out for the best interests of his family, friends and other union members."

— Rich Impagliazzo

This summer, let's ALL get home safe

This summer, CSEA is taking to the ball game its Don't Zone Out campaign to end distracted driving and enforce work zone safety.

CSEA is urging everyone to "Let's All Get Home Safe" at minor league ballparks this summer through the union's promotional activities and distribution of team-branded static cling decals. The decals will be distributed on CSEA nights with the following teams: Long Island Ducks, Brooklyn Cyclones, Hudson Valley Renegades, Tri-City ValleyCats, Binghamton Mets, Syracuse Chiefs, Auburn Doubledays, Batavia Muckrakers, Rochester Red Wings, Buffalo Bisons and Jamestown Jammers. Check your region pages on the CSEA website for exact dates and discount ticket information.

Help spread the word. Help save lives. Above all, Don't Zone Out. Together, Let's All Get Home Safe.



Training PEOPLE to fight back

Dozens of dedicated CSEA

activists throughout the

state recently

took part in PEOPLE trainings designed to educate members about the importance of raising PEOPLE funds while increasing their comfort level and motivation to recruit more participants.

"The training we had was excellent," said Jack Rohl, Albany County Local president. "The speakers all did a good job and the people that were invited were all well-informed. We left there with a positive attitude."

Participants were given key talking points and an opportunity to role play to recruit another person to donate to PEOPLE. In addition to building confidence among the trainees, participants were also given fresh ideas to help them to talk about PEOPLE.

"Some people are listening to Governor Cuomo and they know how much he wants to take away from us," said Livingston



County Local activist Mary Jo Tubbs. "They don't want to end up like Wisconsin. People really do care once it's explained to them."

The attacks on public-sector workers in states like Wisconsin, Ohio and Indiana have all put a strain on PEOPLE resources, a fact that was stressed during the trainings.

CSEA has set a goal to recruit 10 percent of its members as MVP PEOPLE members by the end of 2013.

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

Despite strong support, trainers reminded the activists that some anti-worker interests can outspend labor by a ratio of 27:1.

"It's a tough situation that we are dealing with in terms of contract issues and layoffs," said Rohl. "People need to



Brooklyn Developmental Center Local activist Toni Knight, left, and Brooklyn Developmental Center Local President Adriane Hudon participate in the Metropolitan Region PEOPLE training.

get involved and we have to enlighten our members about how PEOPLE affects their jobs daily."

The training has resulted in a lot of new PEOPLE committees in locals and units, as well as many first-time recruitment events in units and locals.

— David Galarza

Crockford is PEOPLE Recruiter for March

Lesley Crockford of the Oswego County Local in the Central Region is the PEOPLE Recruiter of the Month for March. She recruited seven new PEOPLE members.

"I believe that the PEOPLE program is crucial to CSEA members because we need to have a voice at the state and federal level for issues that affect ourselves and our families," she said. "I encourage members who haven't joined to get in touch with their PEOPLE recruiter and sign up!"

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

— Mark M. Kotzin



Crockford

Tubbs is PEOPLE Recruiter for April

Mary Jo Tubbs of the Livingston County Local in the Western Region is the PEOPLE Recruiter of the Month for April. She recruited 18 new PEOPLE members.

"I believe being active in the PEOPLE program helps us retain our benefits in these troubling times," she said. "The more CSEA members we have active in the program, the stronger our union will be. For just 27 cents a day you can be an MVP PEOPLE member and I would be more than willing to sign you up."

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



Tubbs

— Lynn Miller

THE Work Force

www.csealocal1000.org

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