

# THE WORK FORCE

Employers must assess risk of potential violence

Historic measure will improve security and protect people

Unions praise passage of anti-violence bill

CSEA wins historic legislation

## RISK REDUCED

*See Page 3*

CSEA praises Governor Pataki's approval of the Worksite Security Act



## Photo of the Month



CSEA Judiciary Local member Barbara Maniscalco was one of the several Long Island Region members participating in Memorial Day ceremonies. Here, Maniscalco places a flag on a veteran's grave before Memorial Day. This year, CSEA members and the Long Island Region Veterans Committee helped renovate the main ceremonial staging area for disabled veterans at Calverton National Cemetery.

### Onondaga County workers OK pact

SYRACUSE — The second time proved to be the charm as a majority of CSEA-represented Onondaga County workers recently ratified a new three-year contract.

The new agreement is an improved version of an offer the workers voted down two months ago. The improvements came after CSEA turned up the heat with several demonstrations.

The union also met regularly to plan strategy for its contract campaign and established a regular "contract blast" system to quickly inform members of updates.

The member involvement in the process helped make the difference, Onondaga County Local President Phil Graham said.

"We were able to make progress after our members showed they were committed to fighting for a better deal and that they weren't going to back down," he said.

#### First contract

A new county unit consisting of about 90 licensed practical nurses recently ratified their first CSEA contract in a separate vote. Most of the nurses are employed at the Van Duyn Home and Hospital.

The nurses, who recently joined CSEA, get in their first agreement the same wage increase for 2004 other CSEA workers had received in their previous contract, and mirrored subsequent wage increases for the rest of the CSEA county bargaining unit.

— Mark M. Kotzin

# Mount View facility sale a raw deal

LOCKPORT — About 400 union activists from across CSEA's Western Region demonstrated outside the Niagara County Courthouse recently to try to stop the sale of Mount View Health Facility.

Despite their efforts, the county legislature voted 14-5 along caucus lines to sell the 172-bed facility to a private company.

The move is another jab at members of CSEA's Niagara County Unit, who have been working without a contract for almost four years while the county manager creates one bad-faith stalling tactic after another.

#### 'Poisoned, toxic atmosphere'

CSEA President Danny Donohue, along with Western Region President Flo Tripi, led a union rally outside the courthouse the night of the Mount View vote. Both leaders addressed members before the crowd filed into council chambers.

"In my 30 years with CSEA, I have never seen a



CSEA members from across the Western Region demonstrate outside the Niagara County Courthouse, protesting the proposed sale of Mount View Health Facility and having gone four years without a contract.

more poisoned, more toxic atmosphere than in Niagara County," Donohue said during the legislative meeting. "This legislative body needs to do the right thing: reject the Mount View sale and take personal control of contract negotiations."

CSEA had been fighting to save Mount View for about two years. In the final push, union members attempted to educate legislators about the problems with the asset purchase agreement for the facility. The 44-page document does everything to protect the buyer, and nothing to protect the

elderly, county taxpayers and the workers. It contains just 15 words referring to the people who call Mount View home.

The purchase agreement also includes language that holds the county and its taxpayers liable for the buyer's legal fees if the unions sue and for any environmental corrective measures that may be needed on the property.

"Politics seem to be taking the place of good judgment and good representation for the people of this county," Tripi said. "If the legislature thinks this is a good business deal, I have a bridge in Brooklyn to sell them. This is a bad deal for taxpayers, for the elderly and the employees of this county."

CSEA held a news conference and developed newspaper and radio ads to get word of the county's sweetheart deal with the buyer out to the public. Western Region members attending the spring region meeting joined Niagara County Unit members for a literature drop in key neighborhoods.

CSEA is exploring all options regarding the sale.

— Lynn Miller

### Former CSEA activist Eva Katz

Former CSEA activist Eva Katz died June 5 in West Palm Beach, Fla., after a short illness. She was 82.

Born in the Bronx, Katz worked in the garment industry for many years and became involved in the garment workers union (ILGWU) as a shop steward.

After moving to Rockland County, Katz began working at Rockland Psychiatric Center in 1970. She became active in CSEA and held many offices before becoming local president in 1978.

Among her proudest achievements was the creation of the first day care center for children of workers at the state facility.

She is survived by sons Barry and Gene, and was the widow of Aaron Katz.

Donations in her memory may be made to Kids Corner of Rockland, Rockland Psychiatric Center, Building 95, Orangeburg, N.Y., 10962; or People to People, 121 West Nyack Road, Nanuet, N.Y., 10954.

## CSEA secures Worksite Security Act

# Secure Worksites Victory!

ALBANY — A CSEA-led campaign to pass public work site security legislation has resulted in Gov. George Pataki signing the Worksite Security Act, making New York the national leader in protecting its public employees from potential workplace violence.

The Worksite Security Act requires public employers with more than 20 employees to assess potential workplace violence risks and take appropriate measures to reduce them. The law also establishes a complaint procedure for workers to call attention to the potential for violence.

The legislation will also protect members of the public who use public work sites. The Worksite Security Act will reduce injuries and save taxpayers money, as well as improve morale and productivity in the public work force.

In recent months, CSEA mounted a statewide media campaign and union activists engaged in grassroots efforts to boost support for the legislation.

“CSEA believes this legislation is a commonsense approach to a challenging situation and Governor Pataki has demonstrated good sense by

signing it into law,” CSEA President Danny Donohue said. “Assessing and reducing risks in public work sites will not only benefit the people who work in those locations, but will benefit all the people of New York.”

Donohue also praised legislative leaders Senate Majority Leader Joseph Bruno and Assembly Speaker Sheldon Silver, along with the bill’s sponsors, Sen. Nicholas Spano and Assemblymember Susan John, for their strong support of the bill and hard work in ensuring its passage.

“Ensuring that working men and women have access to safe and secure workplaces is simply common sense,” Spano said. “I want to thank Governor Pataki for signing this bill into law, so that New Yorkers can feel comfortable in their workplaces — a right of every employee.”

“Workplace violence is an ever increasing problem in today’s society,” John said. “As chair of the Committee on Labor, I am pleased to stand with the members of CSEA, and all workers fighting to eliminate violence. Our current economy places more and more pressure on employees, which is leading to a greater number of violent

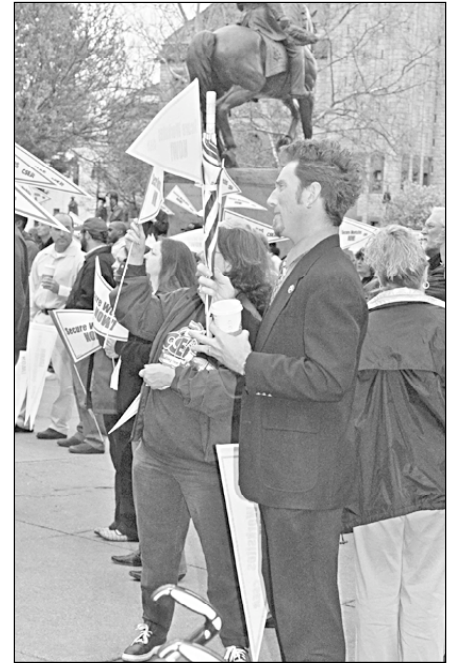
episodes and is currently the leading cause of death among women in the workplace. For the protection of all hardworking families, this legislation is the first line of defense for their safety and I applaud the governor for signing this legislation into law.”

### Spurred by tragedy

The union has led the fight for safer work sites since 1992, when four CSEA members employed at the Schuyler County Department of Social Services in Watkins Glen were murdered at their workplace by a disgruntled client.

After the murders, CSEA worked with many localities across the state to assess risks in public buildings and work sites and develop appropriate, cost-effective measures to protect workers and the public. During this time, it became clear to CSEA that New York needed baseline statewide standards for safer work sites.

CSEA activists have been conducting work site security assessments at public workplaces during the past month, and preliminary feedback shows that many of the work



Above, Rensselaer County 911 Unit President Todd Smith fights for the Worksite Security Act at CSEA’s May work site security rally.

sites lack adequate security measures or plans.

The Worksite Security Act will go a long way toward addressing these potential risks.

“CSEA is proud of everyone who got involved in this effort,” Donohue said. “It will make a difference in people’s lives.”

— Janice Marra

(For more, see president’s column, Page 4.)



Long Island Region President Nick LaMorte leads members in a chant demanding “Secure Worksites Now” during CSEA’s May work site security rally.



Above, Western Region members and their supporters show their support for work site security legislation.

# THE WORK FORCE

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## Worksite Security victory will improve preparedness, protect people

We live in a dangerous world and each of us must always be on our guard when it comes to our security. But CSEA members and the public we serve can take a measure of comfort in knowing we have just enacted historic legislation that will help protect people and make public work sites more secure.



The Worksite Security Act, overwhelmingly approved by the state legislature and signed into law by Gov. George Pataki, will make New York the national leader in risk assessment and preparedness. We thank Governor Pataki, Senate Majority Leader Joseph Bruno, Assembly Speaker Sheldon Silver and the bill's primary sponsors, Assemblymember Susan John and Sen. Nick Spano, for their leadership. Assessing and reducing risks in public work sites will not only benefit the people who work in those locations, it will benefit all the people of New York in many ways.

Enacting any legislation into law is no small accomplishment. The struggle for the Worksite Security Act required a lot of hard work and persistence. We would not have succeeded without the involvement of hundreds of CSEA activists across the state who helped make the case.

CSEA has led the fight for safer public work sites since the murder of four CSEA-represented social service workers in Watkins Glen in 1992. In the wake of that tragedy CSEA worked effectively with scores of localities to assess the risks in their public buildings and work sites and develop appropriate, cost-effective measures to protect employees and the public. But it was clear that there was a need for statewide standards.

CSEA gathered the evidence, developed a reasonable and responsible approach and kept pushing until we made it a reality. We must now keep pushing to make our work places safer, site by site. We will now have the law on our side.

# Passion drives Mission Achievement winners

MANHATTAN — One is a seasoned veteran of the public sector union movement, the other is just getting started at her new private sector local, yet Denise Berkley and Rosetta Muhammad share one thing in common: an intense passion to serve their members.

Berkley, president of the Brooklyn Developmental Disabilities Services Office Local, and Muhammad, president of the new local at Quality Services for the Autism Community, were presented with CSEA Mission Achievement Awards during the union's Spring Workshop. They were honored for their tireless activism and for their selfless dedication to their members and union.

Berkley, who has worked in the public sector for the past 27 years and is also the Metropolitan Region's Executive Vice President, said she felt extremely honored by the recognition but also admitted that her greatest reward has been the local president role she has held the last 22 years.

## For the members

"I love representing members," said Berkley. "Not only representing them, but also teaching them how to empower themselves and grow in the union movement."

Growing in the labor movement is something Berkley can easily identify with since she was originally one of the union's biggest critics.

Berkley turned her dissatisfaction with the union to action. "I didn't like what I saw from the union reps and I didn't like the way management treated the workers."

Instead of apathy however, Berkley decided to run for shop steward and won. Two years later she was elected, at age 27, the president of her local.

"I would work evenings and make sure that all my work was done," said Berkley. "Then, I would leave and make my rounds to every work site. Members knew who I was and knew that I was very outspoken."

Upon becoming president, Berkley immersed herself in the task of changing everything she had originally despised. She opened the union's doors to all members, established diverse committees and trained more representatives.

Regionally, she also became active in the fight against apartheid in South Africa, served on the board of directors for Mental Hygiene and was involved with the Black and Hispanic Caucus.

She cites her local's victory in getting management to address a serious health and safety concern as one of her highlights. Berkley said she is also proud of her organizing work on behalf of private sector workers from QSAC and Lifespire who struggled and were victorious in forming unions at their work sites.

## Empowerment

"Unionism empowers people. I can see people who never thought they could be leaders, becoming leaders," said Berkley.

One person who never thought she'd become a union leader was Rosetta Muhammad.

"CSEA is really the first time I got involved," said Muhammad, who has worked as a school bus matron for the past 25 years in addition to her direct care job and duties as president of the new local at QSAC.

Although she was a rank-and-file member of the union representing matrons, she felt a need to bring a union to help workers at QSAC as well.

"We needed a union because there were a lot of things that weren't consistent and a lot of things that needed to be changed," said Muhammad.

Tired of seeing workers fired at will, lacking proper supplies and equipment, or getting punished severely for other infractions without due process, Muhammad and her co-workers decided to organize.

"People do not want to feel that their job is a dead-end job," she said. "If you don't have good pay or benefits, you feel like you have no room to expand."

## Serious business

After successfully winning a neutrality card check agreement and creating a union at QSAC, Muhammad was selected as the local's first president — a historic role she's taking very seriously.

"Everything is a learning process," she said. "You go to workshops and you go to trainings and you learn, but the most important thing for members to know is that without a union many of them would have been gone long ago."

Now that she's settling in as president and has already won grievances and resolved other issues for members, Muhammad has begun to focus on other ways the union can help members.

"I would like to increase participation and help create more programs that are needed for our members to advance," she said. "We need to also help our families and provide things like summer camp."

Berkley and Muhammad also shared a close bond to their families and credited them with their motivation and drive to succeed while helping others.

— David Galarza



From left, CSEA President Danny Donohue, State Mission Achievement Award Winner Denise Berkley, Metropolitan Region President George Boncoraglio, and Private Sector Mission Achievement Award Winner Rosetta Muhammad.



**"Unionism empowers people. I can see that people who never thought they could be leaders, becoming leaders."**

## CSEA Voices



**"CSEA provides excellent information about safety and health protections and working conditions — I work in a landfill so that's very important."**

— Jennifer Greene, cashier, Brookhaven Blue Collar Unit, on programs at the recent CSEA Spring Workshop.



## CSEA beats back Auburn layoffs

AUBURN — CSEA members in Auburn are celebrating after a difficult budget battle that pitted the union against the city manager when he threatened layoffs unless CSEA agreed to contract concessions.

Following a strong grassroots campaign, CSEA is claiming victory for taxpayers and workers after the city council passed a budget with no givebacks or layoffs included. Auburn City Manager John Salomone, citing city budget difficulties, had threatened to slash 30 CSEA-represented jobs unless the union agreed to concessions in the contract that city officials had signed with CSEA last year.

City employees represented by CSEA quickly mobilized to fight the layoff threats, including rejecting the call for wage givebacks, and working hard to get the message to taxpayers that the proposed job cuts would mean fewer services.

Included in their fight were door-to-door leafleting, posters at area businesses, a newspaper advertisement and a well-attended demonstration that

generated much local media coverage.

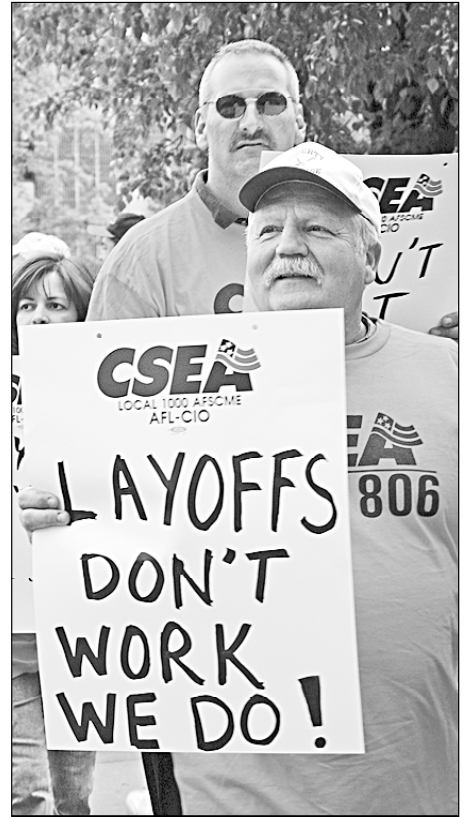
CSEA Auburn Unit President Tom Gabak said his members stepped up to fight the cuts.

“Our members really worked hard to get the word out to residents about the services they provide and what cuts in workers would mean,” he said.

After the union demonstration outside City Hall, workers packed City Council chambers, where Gabak and Central Region President Jim Moore addressed the City Council, telling council members the workers were not the cause of the problem and shouldn’t have to bear the burden for budget shortfalls.

Things got rowdy after Salomone challenged Gabak and Moore rose to his defense, blaming Salomone’s management for the problems the city faced.

“Our workers shouldn’t be blamed for the city’s fiscal condition,” Moore said. “We’re glad the council did the right thing by eliminating the layoffs and service cuts. It’s the right thing for taxpayers and city workers.”



**CSEA Auburn city workers march outside Auburn City Hall to reject the city’s call for layoffs.**

CSEA Auburn Professional Unit President Anthony DeCaro agreed, thanking Moore and CSEA’s labor relations, field services, political action and communications staff for assisting the workers in their efforts.

— Mark M. Kotzin

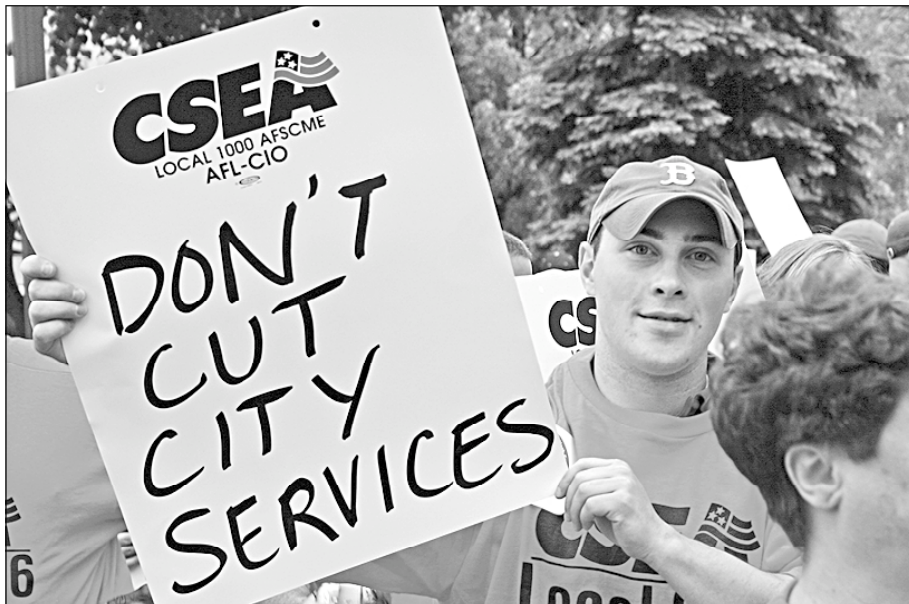
**“Our members really worked hard to get the word out to residents about the services they provide and what cuts in workers would mean.”**

### CSEA Voices



**“My co-workers are concerned about salaries because of the work we perform and the hazardous conditions. We’re working alongside inmates eight hours a day and the pay should better reflect the dangers.”**

— Michelene Washy, stores clerk, Collins Correctional Facility, on programs at the recent CSEA Spring Workshop.



**Action on the part of CSEA members and leadership helped stave off layoffs in Auburn.**

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# CSEA fighting unfair social services disciplinary actions

WHITE PLAINS — Recent, highly publicized deaths of children whose cases fell through social services cracks have brought new emphasis on local and state governments' social services practices and procedures.

In theory, that should reduce the potential for similar cases occurring. In practice, low staffing and the resulting increased workloads are hitting the staff employed by the Westchester County Department of Social Services like a ton of bricks.

The new emphasis more resembles corporate America than a government agency charged with ensuring the welfare of Westchester residents: endless stacks of paperwork, employees typing data into computers and countless hours of unpaid overtime taken on by workers fearing discipline or termination.

Things have changed at the county's Social Services Department since sweeping changes more than a year ago.

"In light of the tragic deaths of several young children in this area, it's gotten much more difficult for the caseworkers to do their jobs effectively," said Jack McPhillips, president of the Westchester County Local and Westchester County Unit. "We couldn't agree more that accountability is the top priority

in this job, but management has just created more paperwork, and punishing the caseworkers if that's not completed in management's time frame."

The result? A pile of disciplinary cases sits on McPhillips' desk in the unit office, and the majority of the unit officers' time these days goes toward defending Social Service workers.

While many caseworkers deal with the workload by coming into the office on weekends or bringing work home, one worker was disciplined after refusing to work the unpaid overtime. The problem has also spread to workers handling Medicaid, Family Assistance and food stamps, department areas that have also seen a spike in caseloads as well.

While more than 20 new caseworkers were recently hired to fill staffing gaps for family visits, those workers are still in training. In the meantime, a new computer system installed to cut down on paperwork has just meant workers now spend their time on a computer program rather than paper forms.

"What really becomes a problem is that one case visit can take as much as two or three hours," said Noel De La Cruz, the unit's 2nd vice president and a Social Services eligibility

examiner. "Then you have to go back and write progress reports which can take just as long."

The fact that there are no state requirements means one caseworker can be handling as many as 20 to 25 cases at a time. Complicating that, De La Cruz said, is family composition. Some families can have children living in different homes; one extreme case, he said, had children from one family living in three homes, one of which was in New Jersey.

While county administrators have held many press conferences boasting of the steps they're taking to reform the department, McPhillips said it would make far more sense to rely on labor-management forums to brainstorm ideas to better manage the heavy caseloads in all areas of Social Services.

"Instead of punishing the men and women who have worked decades with a perfect record, it would make a lot more sense to work with them on these issues," he said. "They're the ones on the streets, meeting with the clients, so they know best what could improve their effectiveness."

— Jessica Ladlee



**"Instead of punishing the men and women who have worked decades with a perfect record, it would make a lot more sense to work with them on these issues."**

**CSEA Voices**



**"A** lot of people don't realize the value of the union. People need to know that the union works to protect our benefits and fights for them in the contract."

— Stacey Hogan, Assistant to the Assessor, Village of Hempstead, on programs at the recent CSEA Spring Workshop.

## Almost time to retire?

Your local may pay the first year of CSEA retiree dues, which is only \$12!

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.
- Receive *The Work Force* for \$5 a year.

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 Retiree Local of CSEA.
- Effective lobbying against Social Security reform.
- Three informative publications.

For more information, visit [www.csealocal1000.org](http://www.csealocal1000.org) and select "retirees" from the "Member Benefits" menu item.



# Lawson fights for workers

DELHI — CSEA activist George Lawson knows that even when you lose, there's honor in fighting as hard as you can for what you believe is right.

That's a sentiment CSEA President Danny Donohue shared recently when he presented Lawson with the union's Local Government Mission Achievement Award.

Lawson, who serves as Delaware County Local president, Delaware County Unit president and the Delaware County representative on the CSEA Board of Directors, does not back down from a fight when it comes to serving other union members.

"George Lawson got up and fought with his members," Donohue said. "They didn't win every battle, but they know what it means to fight. You don't get what they give you; you get what you fight for."

Since becoming a union president in 1983, Lawson has led many battles in Delaware



**Laura Lawson, left, congratulates her husband, Delaware County Local President George Lawson, on winning the CSEA Mission Achievement Award.**

County. In addition to several tough contract battles, Lawson led fights to save the county-run nursing home and to keep the county landfill public by convincing the county to build a co-composting plant.

Recently, he was profiled in *Public Works* magazine, a national public works trade publication.

"The fight has been

brutal on me, but two things keep me going: a belief in what I did and the commitment to what I do," Lawson said. "I believe I can make a difference. Everyone was put on this earth to do something, and I believe my calling is to help people."

Lawson said he was proud to receive the award, saying "it was like all the years of hard work and dedication to

my membership paid off." He thanked his wife, because "without support at home, you're fighting two battles."

Lawson said he's proudest of getting his local more active in CSEA. "When I took over, our local wasn't active; it was dormant. My biggest accomplishment was getting Delaware County members active in CSEA," he said.

— Mark M. Kotzin

**"I believe my calling is to help people."**

**CSEA Voices**



**"P**utting community pressure on Wal-Mart will not be enough to get their workers better pay and benefits. They need a union and that means getting people not to be afraid. ”

— Michael Miller, Department of Public Safety, City of Oneonta, speaking about a workshop program about Wal-Mart at CSEA's recent Spring Workshop.

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 2006 broadcast schedule in your area.



<b>Saturday</b>		
Binghamton	WSKG	2:30 p.m.
NYC	WNET	1:00 p.m.
Rochester	WXXI	3:00 p.m.
<b>Sunday</b>		
Albany	WMHT	12:00 noon 11:30 p.m.
Buffalo	WNED	10:00 a.m.
Long Island	WLIW	6:30 a.m.
NYC	WNET	6:00 a.m.
Plattsburgh	WCFE	9:00 a.m.
Syracuse	WCNY	2:00 p.m.
Watertown	WPBS	7:00 a.m.
<b>Monday</b>		
Long Island	WLIW	7:00 p.m.

### CSEA Cooks from the Heart

Support building CSEA Street in Louisiana through CSEA members' delicious home cooking!

More than 500 recipes have been collected for the upcoming cookbook "CSEA Cooks from the Heart." All proceeds from the book will go toward CSEA Street as part of Habitat for Humanity's rebuilding initiative Operation Home Delivery to benefit Gulf Coast victims of hurricanes Katrina and Rita.

Watch upcoming issues of *The Work Force* for the cookbook's publication date.

For more information or to donate to CSEA Street, visit the union's website at [www.csealocal1000.org](http://www.csealocal1000.org) and click on the Operation Home Delivery link.



# North Colonie school employees demand fair contract from district

LATHAM — More than 200 people turned out for a recent demonstration at Shaker High School to protest stalled contract talks with the North Colonie Central School District.

CSEA represents 225 non-instructional employees at the district in titles including clerical staff, nurses, custodians, maintenance, bus drivers, bus aides, mechanics, food service, monitors and technology assistants.

The main issues stalling negotiations include salaries, seniority rights and benefits. Unit members, who have been working without a contract since July 1, 2005, are demanding the district give them the same level of benefits the district already gives to non-CSEA represented district employees after district officials tried to diminish benefits for CSEA-represented employees.

Other CSEA members



North Colonie Central School District Unit members and other supporters flash signs at passing motorists outside of Shaker High School to demand respect from district officials.

from across the Capital Region, representatives from other unions and local elected officials also joined the demonstration to support North Colonie School District Unit members.

Capital Region President Kathy Garrison led the group in chants as protesters entered the school. She also addressed the school board following the demonstration, vowing

to continue the fight.

"These employees are the first ones here in the morning and the last ones to leave at night," Garrison said.

An impasse in contract talks was declared in early April after 23 negotiating sessions failed to yield results. District officials had limited the sessions to two hours each. CSEA and district officials are awaiting the schedule of

the Public Employment Relations Board-assigned mediator.

Despite their frustrations, CSEA members at North Colonie School District are united in their desire for a fair contract.

Unit members have signs on their cars, are wearing T-shirts when appropriate, and are also wearing lapel stickers and buttons with the phrases "Dignity and Respect" and "Fair Contract Now," as well as "United We Bargain, Divided We Beg."

Also prominent on lawns throughout the district are CSEA lawn signs declaring community support of the North Colonie school workers.

"Non-instructional employees are the backbone of this district and we deserve respect," said Unit President Deborah Villa.

— Therese Assalian



**"These employees are the first ones here in the morning and the last ones to leave at night."**

**CSEA** Voices



**"What I learned at the workshop will help me do a better job as an officer."**

— Irene Adams, compensation examiner, state Workers' Compensation Board (Syracuse), on attending her first spring workshop as a local treasurer.

# West Islip School District Clerical Unit moving forward with negotiations

WEST ISLIP — CSEA West Islip School District Clerical Unit officers have kicked off contract negotiations with the district.

"We're not just looking toward the end of our time here. We're looking at the big picture," said Unit President Luann Dunne. "We're not just concerned about how we can benefit personally, but what we can do for our unit as a whole."

Dunne and other unit officers admit they're all relatively new to the process, but said they feel stronger because they know they have a powerful union backing them up.

"We've found that as we reached out to CSEA, everyone has been extremely knowledgeable and helpful," Dunne said. "We know they're there for us. Because we have all been members for nine years or less, we were a little concerned that maybe we didn't have enough experience, but now we are happy and confident that together we can move the unit forward."

CSEA represents 46 members in the West Islip School District Clerical Unit.

— Rachel Langert



West Islip School District Clerical Unit officers Secretary Susan Burke, Treasurer Michelle Grover, President Luann Dunne and Vice President Lorraine Kolar after their meeting.

# INSIDE THE WORK FORCE

Annual workshop addresses CSEA's challenges

## Our union, our future



CSEA President Danny Donohue addresses activists at CSEA's Spring Workshop.

NIAGARA FALLS — More than 700 CSEA activists came together recently to learn how to help strengthen the union and protect our future.

Members from across the state attended the 2006 Spring Workshop, themed "Our Union, Our Future." The three-day event featured many workshops and celebrated the successes of the union's Mission Achievement Award recipients.

"I'd like to welcome you to Niagara Falls and Niagara County," Western Region President Flo Tripi told attendees at opening night ceremonies. "We are always

happy to be able to welcome you to our region."

### Fighting for dignity

Tripi told attendees CSEA members working for Niagara County and the Niagara Falls Bridge Commission have been involved in lengthy contract battles (*See story, Page 2*). She encouraged those attending the workshop to remember and offer support to the workers.

"Our brothers and sisters here are clearly in need of our help," CSEA President Danny Donohue said. "We are fighting for basic dignity and respect not only here in Niagara County, but across the state."

CSEA is fighting throughout the state to save public hospitals and nursing homes, and recently won a push for the Worksite Security Act (*See story, Page 3*).

"Everyone in this room has a health plan, but it does you no good if there are no public hospitals and nursing homes nearby," Donohue said. "If public employees can't be safe in their workplace, than neither can the public."

Following his remarks, Donohue introduced this year's Mission Achievement Award recipients. Metropolitan Region Executive Vice President and Brooklyn Developmental Center Local President Denise Berkley

received the award for the state division, Delaware County Local President George Lawson won for the local government division and QSAC Local President Rosetta Muhammad won this year's private sector division award. (*Profiles of the recipients can be found on Pages 5 and 8.*)

Saturday's workshops covered many topics in five different areas: union leadership, union building, representing workers, personal development and social and economic justice.

The "Company Store" workshop focused on the legal, global, manufacturing and social ramifications of Wal-Mart's policies and their negative impact on communities.

"I don't think I'll ever go to



Western Region President Flo Tripi welcomes union brothers and sisters to Niagara Falls for CSEA's Combined Workshop.

Wal-Mart or Sam's Club again," said Glen Arnold of the Middleport Unit. "It's not OK to go there; it costs us all."

Participants "bought" food for their fictitious families using just \$6.75, one hour's pay at New York's minimum wage. Meanwhile, other shoppers



Participants take part in a session aimed at showing the relationship among race, wealth and inequality.



Jeanne Kelso and Debi Sherk 'shop' for groceries based on a minimum-wage income and a so-called living wage.

gathered around the table containing toy food had a so-called living wage to spend, \$10.10. The exercise showed how difficult it is to raise a family on what many employers, including Wal-Mart, pay and that not every employer considers how it takes care of its employees.

"I had to take into consideration the size of my large family," Debi Sherk of Orleans County said after the activity. "I didn't get a lot of substantial food, but I was able to get a quart of milk. It's hard with \$6.75 to buy enough to feed a family. I'll have to be very creative."

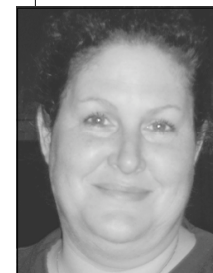
Across the hall, nine people gathered on and around just three chairs while one man maintained control of another seven lined up across the front of the room.

That workshop, "The Racial Wealth Divide," explored the relationship among race, wealth and inequality. Participants discussed income, wealth and the roles of laws that affect communities in different ways

"Child-free labor is important. Children should be out playing, not working all day in a field. I didn't realize coffee was harvested by children."

— PAT DAVINO, TOWN OF OYSTER BAY, AFTER VISITING THE LABOR-RELIGION

COALITION'S FAIR TRADE PROJECT TABLE IN THE VENDOR AREA.



"I am here to learn all I can about CSEA and to gather information to take back to my co-workers. I came out here this weekend to learn more about CSEA and the opportunities available within the union."

— AMBER MCCOY, YOUTH DIVISION AIDE GOSHEN RESIDENTIAL JUVENILE FACILITY.



"This is my first workshop. I hope to learn about a variety of different topics. I think this will be a good way for me to learn more about the union."

— REBECCA PHILLIP, NURSE'S AIDE, NEW YORK STATE VETERANS HOME IN OXFORD, NINE-YEAR CSEA MEMBER.



throughout U.S. history.

"There definitely is inequality in wealth in this country and it was good to see how that came about," said Cecilia Richards of the Metropolitan Developmental Disabilities Services Office Local.

"I can understand how some people may have felt uncomfortable initially, but here in this room we are all 'the working class.' We are all in the same boat."

Keeping with the theme, "Our

Union, Our Future," attendees heard a presentation Sunday morning on the future of AFSCME in the 21st Century.

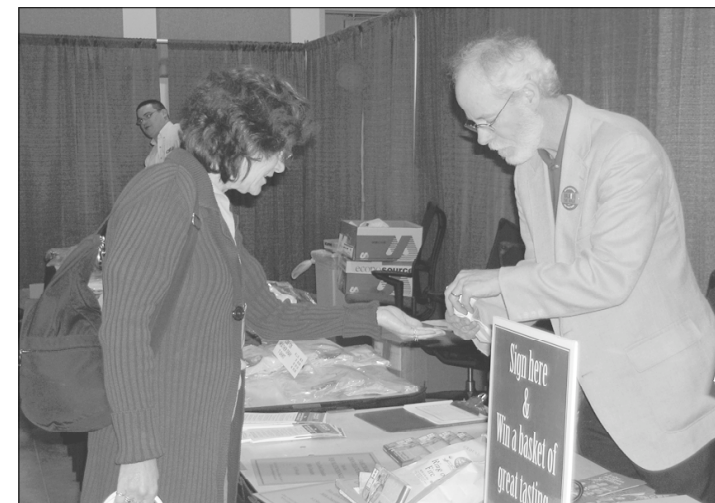
"Across the country and in New York, our workers are under attack," said AFSCME's Jean Nolan-Boland. "The result is that unions and everything we stand for hangs in the balance."

CSEA and AFSCME members can fight the attacks, however, by strengthening our numbers, organizing new workers and by getting involved. Every union member needs to play a role in the battle.

Delegates to AFSCME's convention in Chicago will consider the plan during that convention.

"If you're in a union, you're likely to do better (financially) than someone who is not," Nolan said. "But, there is no safe haven. At every level we have to be prepared to meet the challenges head on."

— Lynn Miller



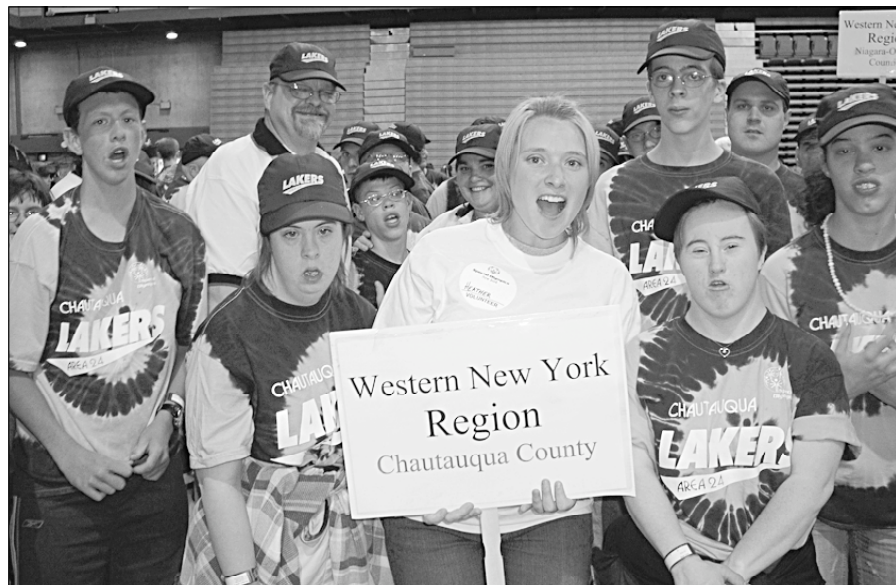
Union members had a chance to learn about fair trade coffee and why it matters at the New York Labor-Religion Coalition's table. Get great coffee at a great price while supporting fair trade and the Labor-Religion Coalition at [www.labor-religion.org](http://www.labor-religion.org)

# CSEA members give time, hearts to Special Olympics

**C**SEA was a major sponsor of the recent Special Olympics New York state Summer Games held at the University at Albany and other Capital District venues. More than 2,500 athletes from across the state competed in the games, which included aquatics, track and field, basketball and tennis.

CSEA members also helped make the games happen, whether through volunteering at game venues or through coaching or mentoring an athlete. CSEA members employed on the operational staff at the University at Albany also played an integral role in the games' success. On these pages are stories and images of CSEA members working hard to support the Special Olympics.

**Right, Heather Soroka, a calculations clerk for SUNY Central Administration, escorts the delegation from Western New York's Chautauqua County into the opening ceremonies.**



## Layne courts the extra mile for Special Olympics athletes

**YORKTOWN** — Just shortly after Developmental Aide Phillip Layne began working for the Hudson Valley Developmental Disabilities Services Office 17 years ago, recreation staff asked if he'd be interested in helping out with the Special Olympics.

Since then, he's been hooked.

Layne is now certified as a basketball coach for the Special Olympics of New York. Having completed training in the sport, Layne and other certified coaches teach consumers the proper methods of stretching, shooting, dribbling and other necessary basketball techniques.

During the Special Olympics basketball season, Layne coaches from the sidelines as his consumers play other Hudson Valley area teams with the same skill level.

While the DDSO's recreation staff is involved with Special Olympics as part of their job, developmental aides such as Layne volunteer their time.

"I love volunteering and helping these athletes," said Layne, who has traveled all over the state with the Special Olympics. "The [consumers] have such a great attitude. Even when they lose a game, they still win. They still walk off the court cheering."

Layne said coaching consumers with developmental disabilities requires an extra dose of encouragement.

"Repetition is important," said Layne. "Sometimes we have to re-teach the same skills over and over. We give a lot of direction from the sidelines."



**Phillip Layne, second from right, is one of several CSEA members who serve as volunteer certified coaches for the Special Olympics. He coached consumers, from left, James Keenan, Alan Roffer and Ronald Batts in the basketball skills category.**

Layne also goes the extra mile for the athletes who live in the group residence in which he works. Recreation staff secured a membership at a nearby gym, so Layne often takes the consumers there to use the exercise bike, treadmill and basketball court, a perk he said his consumers love.

"It ends up being worth my extra time when I see the looks on their faces, how much enjoyment they get out of being athletes," he said.

— Jessica Ladlee

## Selling merchandise



**Carol Greenleaf, left, a tax compliance representative at the state Department of Taxation and Finance Local in Albany, volunteers at the merchandise table at the Special Olympics Summer Games at the University at Albany.**

## 'I'll try it on my own'

OLD WESTBURY — During the week, you can find Juli Sweeney behind the wheel driving SUNY Old Westbury students around campus.

"I started as a cleaner and worked my way up. The state is good like that. The more you learn, the more you can do," Sweeney said.

On the weekends, Sweeney is still on the road, driving her 14-year-old daughter Megan to Special Olympics sports practices and competitions. Juli Sweeney also volunteers for the Special Olympics as a swimming coach.

Sweeney, who also has another child, said one side of Megan's brain is larger than the other, which has affected her motor skills, maturity and learning aptitude.

Megan Sweeney, who has been involved in Special Olympics since she was 9, represented Long Island at the games at Hofstra University last year and has won 12 medals so far.

"She does bowling, softball and swimming. Swimming she just loves!" Juli Sweeney said. "Many times, children who have disabilities just can't be on regular teams, but they can belong here."

Megan not only fits in at the Special Olympics, but she also gets a lot of support.

"During her first competition, I had all of Megan's relatives cheering for her," Sweeney said. "It makes her feel like she's the center of attention, and she has so much fun."

Competing in the Special Olympics has also helped boost Megan's confidence.

"I see she's more outgoing now," Sweeney said. "The Special Olympics made her open up. She's becoming more independent, and she used to be afraid. Now she says, 'No, Mom. I'll try it on my own.'"



Juli Sweeney and her daughter Megan celebrate Halloween.

### Reaching out

Sweeney and Megan have also helped raise money for the Special Olympics through walkathons, and Sweeney's co-workers have stepped up to show their support.

"Juli is so sweet," SUNY Old Westbury Local President Mary D'Antonio said. "She sends me a flier every year, and I send it to CSEA members. We donate money for her daughter to participate. She takes pictures of her daughter at the competitions and sends us notes to thank us and tell us how much she appreciates our support. It really makes us feel great."

The Special Olympics have also inspired D'Antonio and her co-workers.

"I'm just amazed at what these kids can do," said D'Antonio. "They're pushing forward and not giving up."

Sweeney said the games help young people to develop, not only as athletes but also as individuals.

"The Special Olympics gives people with disabilities the chance to feel like Joe Namath or Marc Spitz," Sweeney said. "The games show these kids they can do anything they want to do, and they can do great."

— Rachel Langert



Left, CSEA member Chris Chrzanowski, a secretary in the Lewis County Supreme Court, traveled to the University at Albany to volunteer as a scorekeeper for the women's and men's tennis competitions. She is shown here with one of the athletes.

## Volunteering at the volunteer table



Carol Wojtowicz, a Capital Region Judiciary Local member employed by the Unified Court System, checks in a Special Olympics volunteer at the volunteer registration table.

## Johnson uses love of sports to teach consumers

WASSAIC — During his younger years and throughout high school, Louis Johnson III took advantage of almost any sporting opportunity that came his way.



Johnson

Soccer, basketball, wrestling, cross-country, the martial arts — you name it, he tried it.

It made sense to Johnson, a secure care treatment aide working at Taconic Developmental Disabilities Services Office, to volunteer when he heard that DDSO recreation staff needed volunteer coaches to teach sports to consumers at the Wassaic campus and other nearby not-for-profit agencies.

"I've played sports throughout my life," said Johnson, who has worked for Taconic for three years. "So, I figured this was something I would enjoy and something good for the consumers here."

Johnson promptly completed the certification for basketball coaching

and has been instructing consumers ever since. He soon hopes to become a certified softball coach as well.

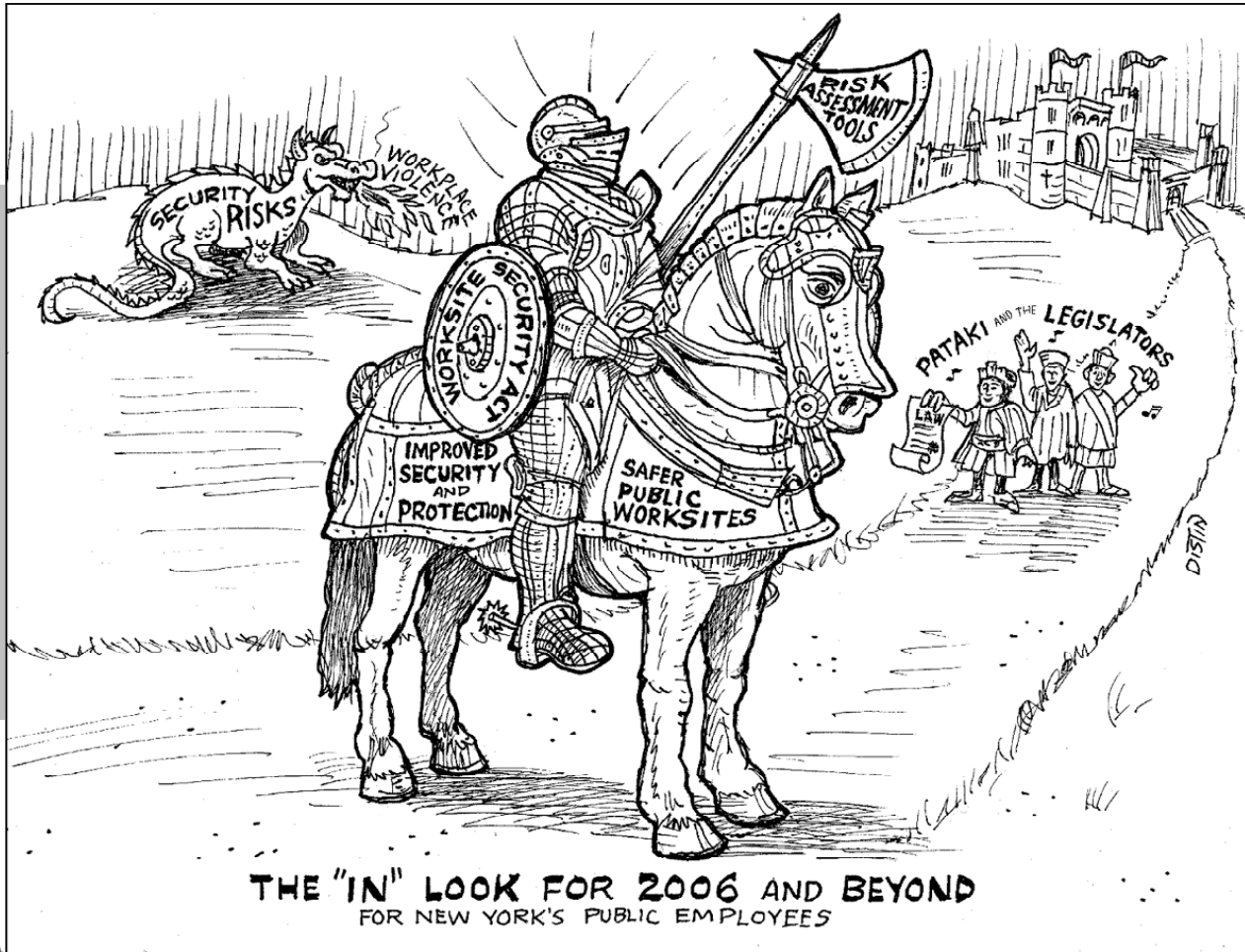
Special Olympics sports run year round, except for a short break during summer, so adding another coaching certification will allow Johnson to become even more involved.

"Being involved in the Special Olympics gives the consumers something they like to do and enjoy and it helps them work on their team skills and work on interacting with each other," he said. "It also helps them to expend some energy and work on their behavior skills."

While many people involved in the Special Olympics focus solely on the fun aspect, Johnson admits his consumers have a bit of a competitive spirit.

"Our guys can be really competitive, which helps us in coaching," he said. "The best part, though, is just seeing the excitement on their faces when they're doing well."

— Jessica Ladlee



**1940**

**66 years ago ...**

Long before what is now known as the state Office of Mental Retardation and Developmental Disabilities began shifting from an institutional structure to a community care model, the state Department of Mental Hygiene operated an innovative program that was years ahead of its time.

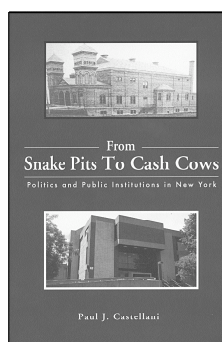
Paul J. Castellani, author of the book *From Snake Pits to Cash Cows*, which examines the history of the state's public mental hygiene system, discusses the state's colony program, popular from the 1920s to the end of World War II. At the program's peak in 1940, the state operated about 60 colonies and nearly 1,700 of the state's public mental hygiene patients were in colonies and "home care" programs that are similar to OMRDD's current community residences.

Dr. Charles Bernstein, superintendent of the former Rome State School, was best known for developing the colonies, self-sustaining facilities that were staffed by hundreds of CSEA members. Under this program, patients were moved from traditional institutions to work sites specializing in work that included farming, mills, forestry and domestic duties.

While the program was progressive, Bernstein's 1942 death, labor shortages during World War II and changing attitudes about patient care led to the eventual closure of the colonies.

Mental hygiene workers first became CSEA members in the 1930s. The association secured numerous improvements in their pay, benefits and working conditions.

**Shown above at right is the cover of *From Snake Pits to Cash Cows*, a book by Paul J. Castellani which examines the history of the state's public mental hygiene system. Castellani, a professor at the University at Albany's Rockefeller Institute and a former longtime state OMRDD employee, recently gave an interview for the CSEA 100 History Project.**



**Also in 1940 ...**

- \* Winston Churchill becomes Great Britain's prime minister.
- \* Hitler continues his quest for world domination during World War II by invading Denmark, the Netherlands, Belgium, France and Luxembourg.
- \* Franklin Delano Roosevelt is elected U.S. President for an unprecedented third term.
- \* The first Social Security benefit checks are paid.
- \* Brothers Richard and Maurice McDonald open the first McDonald's hamburger stand in Pasadena, Calif. The stand would be a precursor to the fast food chain Raymond Kroc would launch years later.
- \* CBS demonstrates color television in New York; meanwhile the city is home to the first regularly operating television station, WNBT.
- \* "What's Up, Doc?" Warner Brothers creates the first "Bugs Bunny" cartoon.

# CSEA's Foley wins Silkwood Award

NEW YORK — Janet Foley, CSEA's director of safety and health, won the prestigious Karen Silkwood Award during the 27th Anniversary Awards Celebration of the New York Committee for Occupational Safety and Health (NYCOSH).



Foley

"We're very proud of Janet's achievement and its reflection of CSEA's commitment to the safety and health of our members on the job, and CSEA's commitment to safe and healthy workplaces for all public employees," said CSEA President Danny Donohue.

"It is indeed an honor for me to receive this award," said Foley. "Protecting and promoting the safety and health of workers and giving members the tools needed to identify hazards is one of the

most important ways unions can serve their members."

Fittingly, the award was presented on the same day Gov. George Pataki signed into law CSEA's Worksite Security Act. (See story, Page 3)

When the law goes into effect, New York will lead the nation in public work site security.

Karen Silkwood was a chemical technician at the Kerr-McGee's plutonium fuels production plant in Crescent, Okla., and a member of the Oil, Chemical, and Atomic



Workers' Union. She was reportedly gathering evidence for the union to support her claim that Kerr-McGee was negligent in maintaining plant safety, and at the same time, was involved in a number of unexplained exposures to plutonium. She died on Nov. 13, 1974 in a fatal one-car crash. The circumstances of her death have been the subject of great speculation.

— David Galarza

# CSEA resources to breaking down barriers

CSEA is committed to seeking social justice and basic human dignity for every member, embracing core values in our Mission Statement such as honesty, inclusiveness, full participation, respect, diversity, open communications, accountability and fiscal responsibility.

Upcoming *Work Force* editions will include information on getting CSEA's new *Breaking Down Barriers* brochure, a resource for finding groups that embrace these values.

Here are some of the groups the brochure will include:

**Coalition of Black Trade Unionists (CBTU)** The coalition was founded in 1972 to bring more blacks into the labor movement and improve the social-economic level of minorities while strengthening unionism. There are currently six different CBTU Chapters in the state. They are Albany (800/342-4146, ext. 1210), Buffalo (716/835-0659), Long Island (516/902-3125), New York (917/539-0858), Rochester (585/272-0800) and Syracuse (315/488-6430). [www.cbtu.org/join\\_us](http://www.cbtu.org/join_us).

**New York State Black, Puerto Rican, Hispanic and Asian Legislative Caucus**

Since 1966, the caucus has

systematically negotiated more power in the legislature to advocate for their constituents. The caucus has sought to effectively create political alliances within the legislature to ensure that people of color, the working class and the poor have a real voice in state government.

(518) 455-5347

[bpcaucus@assembly.state.ny.us](mailto:bpcaucus@assembly.state.ny.us)

**Labor Council for Latin American Advancement**

LCLAA is the official Latino constituency group of the AFL-CIO. LCLAA is the first national organization to represent the views of not only Latino trade unionists but all Latino workers seeking justice at the workplace.

• Albany NY/Capital District  
President: Mike Ortiz (CSEA/AFSCME)

Albany NY/Capital District

143 Washington Avenue

Albany, NY 12210

[ortiz@cseainc.org](mailto:ortiz@cseainc.org)

• Nassau/Suffolk County

President: Luis Lopez (RWDSU-UFCW)

Nassau/Suffolk County Chapter

P.O. Box 241

Baldwin, NY 11510

[Luis@local1102.org](mailto:Luis@local1102.org)

• NYC Central Chapter

President: Sonia Ivany (New York State AFL-CIO)

NYC Central LCLAA Chapter

50 Broadway 35th Floor

New York, NY 10011

[lclaanyc@aol.com](mailto:lclaanyc@aol.com)

• Westchester County Chapter

President: Pedro Baez

LCLAA Westchester Chapter

33 South Broadway #57

Yonkers, NY 10701

[Pedro@lclaa-westchester.org](mailto:Pedro@lclaa-westchester.org)

**Coalition of Labor Union Women**

CLUW is America's only national organization for union women. Formed in 1974, CLUW is a non-partisan organization within the union movement.

[www.cluw.org](http://www.cluw.org)

(202) 508-6969

**National Pride at Work**

The AFL-CIO's newest constituency group is dedicated to mobilizing mutual support between organized labor and the lesbian gay bisexual and transgender community around working for social and economic justice. A Capital Region organizational meeting is set for July 18. Visit [www.csealocal1000.org/r4/region4.php](http://www.csealocal1000.org/r4/region4.php) for more information. A Metropolitan Region chapter is also organizing. Call (212) 406-2156 for more information.

[www.prideatwork.org](http://www.prideatwork.org)

## New York's Candidates for Governor Have Very Different Ideas About New York's Workers

### Eliot Spitzer

- Wants to maintain the current public employee pension system.

- Wants to expand employer sponsored health care to increase coverage for those that don't have health insurance.

- As Attorney General he sued employers to enforce prevailing wage laws.

### John Faso

- Wants to create 401(K) type retirement plan for public employees.

- Wants to create Health Savings Accounts for public employees — placing more of the burden of health insurance costs on the employee.

- Wants to eliminate prevailing wage.

**VOTE: AS IF YOUR JOB DEPENDS ON IT!**

# CSEA announces 2006 scholarship winners

CSEA recently presented college scholarship awards to children of CSEA members from across the state. CSEA wishes the students good luck in their academic endeavors.

## Statewide awards:

### Pearl Carroll & Associates Scholarship (\$2,500) (in memory of Charles Foster):

**Lori M. Cornell**, whose mother, Rita Cornell, is a teachers' aide at the Unadilla Valley Central Schools and whose father, Ricky Cornell, is a maintenance worker for Otsego County. She is planning to attend the University at Albany.

### MetLife Insurance Award (\$2,500) (in memory of Joseph D. Lochner):

**Mitchell W. Pesesky**, whose mother, Sharon Pesesky, is a keyboard specialist at SUNY Cortland. He is planning to attend Middlebury College.

## Union Plus Scholarships

**Amanda Margaret Chesnut**, daughter of Westchester Local member Richard Chesnut, won a \$3,500 scholarship.

**Sarah Furman**, whose mother, Cheryl Furman, is a secretary for the state Department of Labor in Albany, won a \$1,000 scholarship.

**Seun Jones**, daughter of Nassau County Local member Grace Naiyeju, won a \$1,000 scholarship.

**Kaitlyn N. Nivins**, daughter of Orange County Local member Lynn N. Nivins, won a \$1,000 scholarship.

## Irving Flaumenbaum Scholarship Awards (by region)

### Long Island

**Seanna Burke**, whose father, Thomas Burke, is a zoning inspector for Oyster Bay.

**Jonathan Solarte**, whose father, Hernando Boyaca, is an environmental services aide at Stony Brook University.

**Andrew Vigliotta**, whose mother, Jane Vigliotta, is an attendance aide at the William Floyd Union Free School District.

### Metropolitan

**Sandra Espinoza**, whose mother, Mildred Rivera, is a secretary for the state Division of Parole.

**Byron Gaspard Jr.**, whose mother, Margaret Lipscomb-Gaspard, is a secretary for the state Insurance Fund.

**Chelsea Haggerty**, whose mother, Barbara Haggerty, is a licensed practical nurse at South Beach Psychiatric Center.

### Southern

**William Gameraota**, whose mother, Carol Gameraota, is a school monitor at the Lakeland Central School District.

**George Kiamos**, whose mother, Maria Kiamos, is a cook/manager at the Cornwall Central School District.

**John Nicholas Veras**, whose mother, Justina Veras, is a principal account clerk at Helen Hays Hospital.

## Capital

**Patrick Barber**, whose mother, Maureen Barber, is a secretary at the Fort Ann Central School District.

**Sarah Furman**, whose mother, Cheryl Furman, is a secretary for the state Department of Labor in Albany

**John Orłowski**, whose mother, Valerie Orłowski, is a teaching assistant for the Broadalbin-Perth School District.

## Central

**Wendy LaManque**, whose father, Timothy LaManque, is a bus driver at the Vernon-Verona-Sherrill School District.

**Laura Lopez**, whose father, Douglas Lopez, is a press operator for BOCES in Oneida County.

**Avni Patel**, whose father, Rajesh Patel, is a bus driver for the Salmon River Central Schools.

## Western

**Kevin Andrews**, whose mother, Mary Lou Andrews, is a teachers' aide at the Oakfield-Alabama School.

**Kathleen Valvo**, whose mother, Karen Valvo, is a teachers' aide at the Silver Creek Central Schools.

**Meredith Zintz**, whose father, Toby Zintz, is a laborer for the town of Orchard Park.

## Local/unit awards:

### Southern Region

**Westchester County:** The Westchester Local recently awarded its annual scholarships. The 12 students receiving \$1,000 awards are: Michelle Deleso, daughter of Eastchester Highway Unit President Donald Deleso and Lakeland School District Unit member Karen Deleso; Alyssa Esposito, daughter of Yonkers School District Unit member Julianne Esposito; Nicole Estevez, daughter of Yonkers School District Unit member Miriam Estevez; Alyssa Gillespie, daughter of Yonkers School District Unit member Lisa Gillespie; Phylcia Gilzene, daughter of Westchester County Unit member Alicia Johns; Monique Gordon, daughter of Greenburgh Unit member Winsome Gordon; Samantha Staino, daughter of Westchester Medical Center Unit 1<sup>st</sup> Vice President John Staino; Ashley Straface, daughter of Harrison School District Unit President Ralph Straface; Michael Tarnow, son of Westchester County Unit member Igor Tarnopolsky; Terra Thompson, daughter of Westchester County Unit member John Thompson; Nicholas Tuosto, son of Westchester Medical Center Unit member Concetta Tuosto; and John Visconti, son of Yonkers School District Unit member Cynthia Visconti. The local's four-year renewable scholarship for \$1,000, named for retired activist Grace Ann Aloisi, was awarded to Samantha Wilkinson, daughter of Westchester County Unit member Rudolph Wilkinson and Westchester Medical Center Unit member Colleen Wilkinson.

## Identity theft — America's fastest growing crime

### What is it?

Financial identity theft is the use of your data by an imposter to apply for and use credit cards or to obtain loans in your name. If your identity is stolen, you can spend years and thousands of dollars cleaning up the mess thieves made of your good name, finances and credit record.

### How do they do it?

The No. 1 source of information for identity thieves is mail stolen from mailboxes and garbage cans, according to a 2003 CALPIRG (The Consumer Advocate) study. These "dumpster divers" especially cherish discarded offers for credit.

Another popular ploy is "shoulder surfing." Observers steal your calling card number or bank information by watching you while you dial a phone or use an ATM. They may be standing nearby, or may use cameras or even binoculars to snoop on you.

### Protecting yourself

For a minimal cost, you can add an "Identity Fraud" endorsement to your homeowner's policy. Major coverage highlights include:

- **Loss of Earnings:** Reimbursement of lost wages as a result of time spent away from your job to deal with the fraud.
- **Loan Application Fees:** Fees incurred for reapplying for loans declined when an identity theft results in incorrect credit information.
- **Attorney Fees:** For the defense of lawsuits, the removal of criminal or civil judgment wrongly entered against you or to challenge information provided in a consumer credit report.

Protect your identity and call Pearl Carroll & Associates today to add an "Identity Fraud" endorsement to your homeowner's policy.

**Toll Free: (866) 829-4982**

If your homeowner's insurance is not with the CSEA Valuable Insurance Program, our representatives will review your current policy with you and offer you a quote from one of our nationally recognized companies. The advice is free and there is no obligation to purchase coverage.

Administered By:



Sponsored by:



## Capital Region

**Albany County:** The Albany County Local recently awarded the following students its George Sheffield Memorial Scholarship: Ava Byer of Bethlehem High School, whose mother, Mary Ann McCarthy, is an Albany County Department of Social Services worker and Ian Michalski of Bouton High School in Voorheesville, whose father, Ken Michalski, is a Albany County Department of Public Works employee.

## Western Region

**Monroe County:** CSEA's Monroe County Local recently awarded scholarships to 11 students and the Monroe County Unit recently awarded scholarships to two students. The Monroe County Local scholarship

recipients are Benjamin Norris and Jessica Quatro, seniors at Gates Chili High School; Jerica Jade Smith, a senior at Wayne Central High School; Stephanie Connell, a senior at Northstar Christian Academy; Ashley Wilson, a senior at Hilton High School; Estevan Pagan, a senior at Webster Thomas High School; John D. Friedman, a senior at Pittsford Mendon High School; Michael McManus, a senior at Webster Schroeder High School; Rachel Hawkins, a student at Canisius College; Kristy Guerra, a student at St. John Fisher College; and David Trotter, a student at Monroe Community College. The Monroe County Unit scholarship recipients are Katherine Barker of Kendal High School and Laura Nemeth of Fairport High School.

## What's In It For You?

### State and Retiree Dental Plan fee schedules to increase

The CSEA Employee Benefit Fund is pleased to announce enhancements to the State and Retiree Dental Plans.



increased as well as monthly orthodontic visits under the State Dental Plan only.

Letters with updated books showing the updated schedule of allowances were mailed out in late June to covered enrollees at their home address. If you did not receive an updated book, please contact EBF to verify your correct address.

For more information on benefits available through EBF, please visit our website at [www.cseaebf.com](http://www.cseaebf.com).

Effective July 1, 2006, EBF will be raising the dental plan fee schedules for the CSEA State (including ORDA and the state Liquidation Bureau) and EBF Retiree Dental Plans.

Some of the procedures increased were cleanings, examinations, fillings, root canal therapy, dentures, crowns and extractions. The orthodontic maximum was

## An Ever Better Future

### 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.

## Protecting Your Benefits

### Domestic partner benefits covered under NYSHIP

CSEA-represented state employees covered under the New York State Health Insurance



Program have the ability to add a domestic partner to their health insurance coverage.

A domestic partnership, for eligibility under NYSHIP, is:

- A relationship in which the parties are each 18 years of age or older, unmarried and not related in a way that would bar marriage, living together and financially interdependent for at least six months.

- All enrollees interested in covering a domestic partner are required to submit proofs: one of residency and two of financial interdependence, all of which have to show the partnership has been in existence for at least six months. In addition, enrollees who terminate a domestic partnership have to satisfy a 12-month waiting period before again covering a new (or previously deleted) domestic partner.

#### Important financial information regarding domestic partner coverage

Internal Revenue Service rules govern the way premiums are collected for domestic partners.

There are different tax implications depending on whether the domestic partner qualifies under Section 152 of the IRS code (federally qualified or non-federally qualified).

- Most domestic partners are considered non-federally qualified and cannot be listed as a dependent on your taxes.

- Premium for non-federally qualified domestic partners must be deducted after taxes.

**Imputed income is applied to non-federally qualified partners.**

- Imputed income is an amount the federal government considers to be taxable to the employee, even though it is not delivered in the form of cash compensation.

- Imputed income is the dollar value of the health insurance coverage provided for the domestic partner (determined based on the full share cost of premium minus applicable employee contribution toward coverage).

- Employees with family coverage will not have an increased health insurance deduction when adding a domestic partner, but the dependent portion will be considered imputed income, even if there are other dependents (no prorating is done).

- At the end of the year, the imputed income for the domestic partner benefits is reported on the enrollee's W-2, "Wage and Tax Statement." Enrollees should use this information when preparing their taxes.

The above is a brief summary of the financial impact of adding a non-federally qualified domestic partner to your health insurance. For more detailed information regarding domestic partner coverage and the requirements of the same, please contact your agency health benefits administrator (usually located in your agency's personnel/payroll office).

## Promoting Good Health



# Leading Edge

**BUFFALO** — For some students at St. Mary's School for the Deaf in Buffalo, spending a halfday in the "mainstream" at their regular district school is not a problem — not as long as CSEA member Karen Gambino goes along for the ride.

Gambino, an interpreter at the school, also works as an advocate for deaf students and staff. *The Work Force's* Lynn Miller recently spoke with Gambino about her job and her students.

**WF:** Tell me about what you do here at St. Mary's.

**KG:** I am an interpreter and tutor. I follow our students — some split their day between here and their district school — and I sign whatever their teachers are saying. I also speak for the child. When the deaf person is signing, I will speak for him or her. Here at St. Mary's, I might help tutor students during their study halls. I'm off campus every morning and I am usually with the same student throughout the year. I've been to so many schools throughout the area over the years.

**WF:** How did you become an interpreter?

**KG:** I am the child of deaf parents and signing is my first language. I never realized I could get paid to do what I've done my entire life. When I was in the hospital with my father several years ago, I saw an interpreter. In 1994, I joined St. Mary's as the vice president's interpreter and then I became a mainstream interpreter. Whenever a speaker or special guest comes into the school, I interpret for them. My mother is a graduate of St. Mary's, so she couldn't be more proud. It's an honor for her to be able to say: 'My daughter is an interpreter at St. Mary's.' This is more than just a school for the deaf. This is their home. I can remember coming here as a child, so this is home for me as well.

**WF:** What do the students think about having an adult

tag along with them all day?

**KG:** I have a very good relationship with my students. In their perspective, I am not 'authority.' I am not the person giving them the work; I am the interpreter. They don't 'kill the messenger.' They also know they can confide in me. Things they say to me stay with me. The kids and I have a lot of fun and we get along great.

**WF:** What's the most difficult part of your job?

**KG:** A sign language interpreter has to have an understanding of what he or she is interpreting. I learn something new every day and that is nice. I've translated upper-level chemistry classes, trigonometry and algebra, technical classes, engineering, a real wide variety. I've done so many cool things, like photography, auto mechanics and a lot of science and math. It's like I will be in school for the rest of my life, but I never have to do the homework.

**WF:** How does your ability to interpret help you in your role with CSEA?

**KG:** I advocate a lot for our deaf union members. I understand them culturally and make sure their needs are covered. I also make sure our union meetings are interpreted. We have a lot of deaf staff members here at St. Mary's.

**WF:** How long do you think you might continue in your current role?

**KG:** I love my job; I really do. There is a lot of new technology out there and I don't know how long my services will be required, but I am going to do this until they don't want me anymore. My job is never dull. How could you not love that?



## A sign post for knowledge



CSEA St. Mary's School for the Deaf Local President Franz Griswold signs with interpreter Karen Gambino in the school's hallway. Gambino attends "mainstream" schools with St. Mary's students, interpreting what the teacher says and speaking for the students when they sign their questions and answers.

Have fun and save money this summer!

LAKE GEORGE • NEW YORK  
**THE GREAT ESCAPE®**  
 & SPLASHWATER KINGDOM

A Six Flags® Theme Park

From Aug. 14 to Sept. 4, CSEA members and their families can save on admission to The Great Escape & Splashwater Kingdom when you buy your tickets online!



- **General admission is \$20.99, plus tax, per ticket — a \$19 savings! (Regular ticket price is \$39.99.)**
- **Junior admission (48 inches tall and under) is \$20.99, plus tax, per ticket — a \$4 savings! (Regular ticket price is \$24.99.)**
- **Children 2 years old and under are free.**

Simply visit [sixflags.com/greatescape](http://sixflags.com/greatescape) and look for the promo code box in the upper right-hand corner.

- Enter "csea1000" as your code and follow the menu!

**Don't miss CSEA Weekend at the 2006 New York State Fair!**

**Sept. 2—3, 2006, Syracuse, N.Y.**

CSEA members save \$4 off the \$10 admission on Sept. 2—3, 2006!

**Watch the August edition of *The Work Force* for your coupon!**



**PEOPLE PERSON** — The PEOPLE recruiter of the month of May is Rutha Bush of the state Long Island

Developmental Center Local in the Long Island Region. She recruited 20 new PEOPLE members. 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 ... **STATE WORKERS CAN SAVE FOR CAMP** — State employees can still get help in paying for summer day camp for their children through the Dependent Care Advantage Account even the 2006 open enrollment period is over. Eligible employees may set aside pre-tax money to pay for camp, and the state will contribute from \$200 to \$700 depending on the employee's annual income. Workers can also opt to enroll in the employer



contribution only if they choose not to have money deducted from their paychecks. For more information on the program, visit CSEA's website at [csealocal1000.org](http://csealocal1000.org) ...

**IRENE CARR**

**LEADERSHIP AWARD**

**NOMINATIONS** — The CSEA Standing Women's Committee is now accepting nominations for the Irene Carr Leadership Award, which will be awarded at the CSEA Women's Conference in Tarrytown Nov. 17 — 19. Carr, a former statewide secretary, was a trailblazer in advancing what she called "work and family issues" that are traditionally of interest to women. The award honors CSEA members or staff, women or men, who have taken a leadership role on an issue of concern to women and families. All nominations must be received by Oct. 1. To get a nomination form, contact your local or unit president or download the form from CSEA's website at [csealocal1000.org](http://csealocal1000.org).

**Pages of history**

CSEA Executive Vice President Mary Sullivan and Utica State Employees Local President Cathy Barretta look through scrapbooks of photographs and news clippings Barretta's local compiled throughout the 1960s and 1970s. On behalf of the local, Barretta donated the scrapbooks to the union for the CSEA 100 History Project. They will be preserved in the CSEA archives in the Grenander



Special Collections at the University at Albany. If your unit or local has a piece of CSEA history that you would like to see included in the project, contact the union's Communications Department at (800) 342-4146, ext. 1270.



# RISK REDUCED

- \* **FACT:** Assessing risks and addressing areas of concern will **make public worksites safer.**
- \* **FACT:** More secure worksites will **protect people.**
- \* **FACT:** New York will lead the nation in public worksite security as a result of the Worksite Security Act.  
**The Worksite Security Act is a commonsense approach to a challenging situation.**

Assessing and reducing risks in public worksites will not only benefit the people who work in those locations, it will **benefit all the people of New York** in many ways:

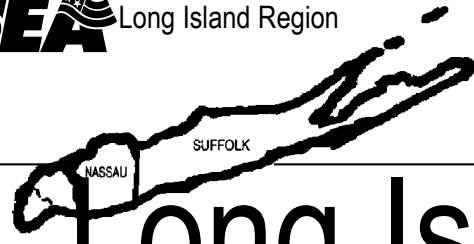
- The **public will be safer** when they use public facilities.
- Reducing injuries and potential violence will both **save taxpayers' money and improve morale and productivity** in the public workforce.

CSEA thanks Governor George Pataki for signing the Worksite Security Act into law.

Legislative Leaders, Senate Majority Leader Joseph Bruno and Assembly Speaker Sheldon Silver, along with the bill's main sponsors, Senator Nick Spano and Assemblywoman Susan John, also deserve enormous credit for their unwavering support and hard work to ensure its passage and approval.

**CSEA**  
New York's  
Leading Union  
Local 1000 AFSCME, AFL-CIO  
Danny Donohue, President  
[www.csealocal1000.org](http://www.csealocal1000.org)

## Thank you!



# Long Island Reporter

## Central Islip Library workers demand

# RESPECT



"It's a tough town and you have to take what you can get."

Left, Local 852 President Bill Walsh, second from left, exchanges words with Joseph Leoncavallo, a library director, in the parking lot before a meeting. Responding to a complaint about the board's renegeing on step provision, Leoncavallo urged the union to take a much inferior substitute, saying, "It's a tough town and you have to take what you can get."

Right, joining library unit members on the line were Maryann Phelps, third from right, of SUNY Stony Brook Local 614, and Suffolk Local 852 Executive Vice President Pat Fisher, right.



**C**ENTRAL ISLIP — Members, families, officers of several CSEA locals and taxpayers demonstrated outside the Central Islip Library for an hour before the June 6 Library Board of Directors meeting.

About 50 people from the Central Islip Library Unit, Suffolk Local 852 and other CSEA locals led a spirited demonstration as part of the unit's ongoing campaign to make the board live up to the union contract.

Central Islip Library cont'd from Page 1

The board agreed in the current four-year contract to step increases in the third year, which began July 1, 2004, and again in the fourth year, but board members reneged.

CSEA won a State Supreme Court judge's ruling in its favor but the library directors have not complied.

"You do not put your signature on a contract and walk away from it," said Unit President Grace Perez.

We want respect  
"Two years," shouted Richard Acevedo, a CSEA member employed at the Port Washington School District.

"Too long!" the demonstrators responded.

"What do we want?" Acevedo yelled.

"Respect!"

"When do we want it?"

"NOW!" demonstrators shouted.

The demonstrators also stood on Hawthorne Avenue and got support from passing motorists who honked their horns.

"We were very pleased by the turnout from libraries and the local," said Perez. "We have backing; we have support with us. We are small but very vocal."

After the demonstration, CSEA members and supporters filed into the small board meeting room. Addressing the directors, Suffolk Local 852 President Bill Walsh said he hoped the two sides could move toward an understanding by first negotiating a renewal for the current agreement, which expires June 30.

CSEA and the directors were scheduled to meet June 19. Jackie Scannella, Denise Benis, Debbie Ambrico, Perez, Walsh and Labor Relations Specialist Ken Brotherton will

represent the union.

In response to the union's campaign, the library board instituted a hiring freeze after many candidates were interviewed for positions. "We are down a person in each department — reference, children's and circulation," said Perez. "This is going to affect summer programs for young people and all of the other patrons."

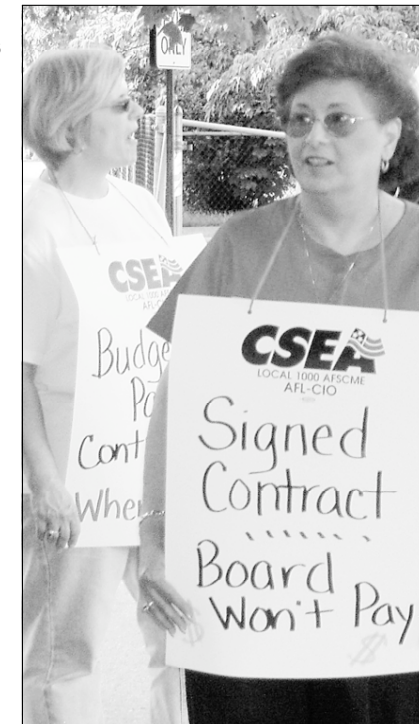
The 50-member unit is composed of librarians, principal, senior and library clerks, and maintenance employees, full-time and part-time.

Clockwise from right: Grace Perez, a 19-year employee of the library, is president of the unit. Mike, her husband, was among family and friends of the library workers who took part in the demonstration.

Leading the line are Dawn Carlin and her husband, Douglas Carlin, both local taxpayers who support CSEA in the battle. "The workers in the library do a very good job and should get what the contract calls for," he said.

Library workers and supporters ask drivers to support them, and many did.

Richard Acevedo leads a spirited demonstration of workers demanding respect.



“The workers in the library do a very good job and should get what the contract calls for.”

## PHOTO OF THE MONTH



John Shepherd, right, president of Nassau Municipal Local 882 and its Village of Hempstead unit, congratulates Oscar Hodges on his retirement after 25 years of service in the village's Sanitation Department. Nola Hodges, his wife, is a CSEA member employed by the village's Police Department.

### Message from Long Island Region President Nick LaMorte



Look back at CSEA history, and you will find that for a long time our motto was "We Serve." There's a good reason for that.

In our region, CSEA members serve the public by providing essential services every day; in school districts, libraries, municipalities, as well as in state service all over Long Island.

It is also true that we don't stop giving when we're off the clock. Most of our members touch upon and improve the lives of their neighbors in myriad ways. From volunteer firefighters and EMTs; to athletic coaches and community activists; to every charity, civic, fraternal, religious and political group you can name, CSEA members give freely of their time, talents and resources.

That may seem like small potatoes, but it shows the community that CSEA members are part of the fabric that strengthens and improves our neighborhoods and our quality of life.

So, when you volunteer your time in outside organizations like charities and civic groups, **tell people you are a CSEA member.**

If you are an officer, shop steward or a grievance representative, **tell people that you are a CSEA member.**

**Explain to people what a union does for its members.** Don't keep it to yourself or assume they know.

The goodwill you incur, the bridges you build and the respect you inspire will come back

to you many times over. They may even be returned in the form of better contracts, less contentious or shorter contract fights and strong support from key politicians in trying times.

Politics may not be your thing, but remember that as public employees, we have the unique ability to hire and fire our bosses. The relationships we have with politicians often influence how easy or difficult our work lives become.

So, extend yourself. Let people know that you are a proud member of New York's Leading Union — CSEA!

In solidarity,

Nick LaMorte, president  
Long Island Region

## Shelter Island impasse

SHELTER ISLAND — Suffolk Municipal Local 852, which represents clerks and inspectors in Shelter Island, is taking exception to the town's premature — and unilateral — declaration of impasse.

"At the table, the town and the union negotiators agreed to a joint declaration of impasse because we could not, despite all of our best efforts, come to an agreement on a contract," said CSEA Labor Relations Specialist and Chief Negotiator Guy DiCosola.

"Although the declaration is imminent, we were a little taken aback that the town would give such a distorted impression of the situation to the public, and jump the gun before the paperwork was even submitted," said DiCosola.

The primary stumbling block to an agreement is health insurance. The town wants new employees to contribute 15 percent of the premium.

"The Shelter Island membership rejected the idea because they essentially did not want to diminish any worker's rights, especially not with their very first union contract," said DiCosola. "In addition, Shelter Island employees are already significantly underpaid in comparison with nearby municipalities."

"We do have some difference of opinion with management in terms of the wage issue," said CSEA Shelter Island Unit President Linda Klenawicus. "We proposed several salary schedules and they were not happy with anything."

Once impasse is declared, the next step in the process is the selection of an independent mediator, who will try to bring the two sides together. CSEA's Shelter Island Unit is negotiating its first-ever union contract.

"This contract will set the standard for our members in Shelter Island, so it's very important that we raise, not lower the bar," said CSEA Long Island Region President Nick LaMorte. "It's about getting the respect they deserve."

"We are committed to creating a contract that will protect our members' rights, and provide them the benefits they have earned," said Klenawicus. "We will continue to work with management to find that common ground."

## Suffolk Library Local to discuss negotiations for salary reopener

BELLPORT — Members of Suffolk Cooperative Library Local 701 are to meet on June 27 to discuss negotiations for the 2007 salary reopener in their agreement.

"At the meeting we'll get a sense of where the bargaining unit wants to go with negotiations this year," said Jim Balletta, local president.

The five-year agreement, which expires on Dec. 31, 2007, provided salary reopeners for 2006 and 2007.

With the agreement expiring and a new contract to be negotiated, next year will be a big year for the local. Balletta said the union hopes to merge the union contract and a staff handbook into one document.

Local officers had their first meeting with the library service's new director, Kevin Verbese. "He was very receptive, listened to us and said he would prepare answers to questions we gave him," Balletta said. "It was a good meeting, positive."

Also attending were Local Treasurer John Richardson and Secretary Terese McCormick.

The local represents 70 librarians, clerical and maintenance workers, technicians, drivers and Internet specialists who provide services to 56 public libraries and many thousands of library users in Suffolk County.

# Inside Reporter

In an essential part of an institution of learning

## SUNY Old Westbury library members are a vital link



Left, behind students working on computers in the college library are, standing from left, CSEA members Mamie Plersch, Nancy Schiffer and Jo-Ann Locascio.

Below, Nancy Schiffer says in her job "lots of things change day-to-day, so it's interesting in that respect."

Below left, Mamie Plersch is shown with Stephen Kirkpatrick, director of the library. Eighty-five hundred of the 204,000 titles in the library are electronic and more will be added. "We're not out of the paper book business," said Kirkpatrick. "That'll be around for a long time."

**O**LD WESTBURY—A library is an essential part of any institution of learning, which makes a small group of CSEA members a vital link in the academic achievements of 3,000 students at the State University of New York at Old Westbury.

"This group works with individuals, helping students with resources; working very hard to help students succeed in their studies," said Mary D'Antonio, president of SUNY Old Westbury Local 618 and a graduate of the college.



Mamie Plersch has many tasks in her job as secretary to the library director, Stephen Kirkpatrick. "I help the director with managing of the library budget and then do traditional secretarial work," said Plersch, a 35-year state employee who's worked at the library since 1995.

Although CSEA members are in different departments, their

work is often linked. "For example, if we need to order books or DVDs, the director approves, I facilitate and part of it is done by Nancy," Plersch said.

Nancy Schiffer, a library clerk who's worked at the SUNY library for a year and a half, does cataloging of books, invoicing, unpacking books and shelving them. "The books are delivered here," she said. "I open the box, make sure that the shipped books were the ones ordered. I check the invoice, put labels on the spine, 'SUNY property' stamps in books and enter them in the computer."

She also keeps a tally of the 180 or 200 titles added each month to the college's collection, which includes 204,000 books, DVDs and other items. Sometimes, there's a glitch.

"What happens is there's a set of three volumes," she said. "Often, (the distributor) will ship two of them and not volume three, so I have to be careful. If items have to be returned, I do that, too. I call the distributor, ship the item back and make sure we get credit."

Library Clerk Kathy Balsan handles ILL, the inter-library loans.



"I put in all requests for students when they request an item from other colleges and libraries," said Balsan, who has been employed in the library for four years.

She also fills faculty requests. "I like the job very much," she said. "It's very interesting. I enjoy working with the students very much. Also I feel, when the students are so appreciative and the professors also, I feel I accomplished my job. I get satisfaction knowing I'm able to get books and articles for them."

Library Clerk Kelvin Thompson is available to aid students in taking out items at the circulation desk. If he can't provide the answer, he sends students to a computer specialist or the reference department. "I really like working with students," he said. "They're decent to work with and I try to help them."

John Cavaliere plays a key part in the library's operation by keeping the building's three floors and two adjacent areas clean and orderly. He arrives at the building by 5:30 a.m. "I have nine bathrooms to clean, pick up all the garbage, vacuum all the carpeting, three floors, clean windows and pick up garbage in a large area; the K-suite they call it — 20 offices and the printing shop. I'm out of here by 2:30 p.m."

He thinks very highly of his co-workers. "People who work in the library are wonderful people, hard workers," he said.

"This group works with individuals, helping students with resources; working very hard to help students succeed in their studies."

— Mary D'Antonio, president of SUNY Old Westbury Local 618



Above, Kathy Balsan handles inter-library loan requests from students and faculty.

Below, John Cavaliere is part of a library-union family. Paula, his wife, is employed at the Farmingdale Public Library and belongs to Nassau Municipal Employees Local 882.



## Baldwin Library workers still dressed in black



**BALDWIN** — Basic black is still the height of fashion for members of the Baldwin Library Unit of Nassau Municipal Local 882 on Wednesdays.

The 22 CSEA members, who have been without a contract for nearly two years, wear black clothing every Wednesday as part of their drive for key improvements in a contract renewal.

Their salaries and welfare benefits are substantially below what all other library workers in Nassau County have gained. Librarians earn \$12,000 less and clerks \$8,000 less than the county average for these positions. The contract has no steps or increments and a number of the unit members must work six days a week to keep bread on the table.

And further, despite the low salaries, workers who choose family health coverage pay a whopping 50 percent of the cost, way above what any other public employee in Nassau pays. Retirees get no health care coverage.

At a unit meeting on June 7, Labor Relations Specialist Jimmy Della Rocca reported that the union is waiting for a fact-finder to be appointed in the long dispute. Their wages and benefits are so clearly below standard, he told a unit meeting on June 7, he feels confident a fact-finder will be sympathetic to the union's position. A fact-finder is to be named shortly.

Baldwin Library members dress in black every Wednesday, as they did for this unit meeting held on Wednesday, June 7. The only person not wearing black is Jimmy Della Rocca, the unit's LRS. President Kathy Whiteway is seated in front of him. Other negotiators are Gail Baselice, seated third from left, and Diane Lass, seated fourth from left.

"The employees would love to see this settled fairly because I don't think we're asking for anything unrealistic," said President Kathy Whiteway, a 20-year library employee.

The negotiators for the union are Diane Lass, Gail Baselice, Whiteway and Della Rocca.

A recent demonstration at the library in support of the Baldwin workers, with supporters from Local 882 and other Long Island Region locals, boosted the workers' morale, said Lass. "It showed solidarity," she said. "Having people from other districts demonstrate with us was very helpful."

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



Left, CSEA library staff include, from left, Kathy Balsan, Nancy Schiffer, Jo-Ann Locascio, Kelvin Thompson and Mamie Plersch.

## Service and honor

Every year, the Long Island Region Veterans Committee gathers at Calverton National Cemetery to remember those who made the ultimate sacrifice in service to our nation.

The committee conducts a moving ceremony on the lawn, says some prayers and then spends hours walking amid the stones, placing U.S. flags on the graves of CSEA members or their relatives.

This Memorial Day, they had another reason to be proud. CSEA members had a hand in renovating the main ceremonial staging area for disabled veterans at Calverton.

"There were old rotten railroad ties, concrete that was uneven, broken up, I heard it was a real mess," said Long Beach mason and CSEA member Steve Abramson. "I couldn't let it go. I just had to help."

So CSEA members, including the veterans committee, Pearl Carroll & Associates representative Evan Lange, the Labor-Religion Coalition and a member of the Brentwood School Board all worked together to turn the situation around.

They were shocked at the enormity of the task. "I was told it was something like 10 feet by 30 feet," said Abramson. "But, it was 52 feet wide and 35 feet down. It was a tremendous area."

Undeterred, he and Smithtown Library Maintenance Mechanic Ed Hussey developed and directed a plan of action. They had to resurface and level the area, then install the slabs, which had been donated by Lowes, a home improvement contractor.

"The blocks were 18 by 18 squares, two inches thick. They were very heavy," said Region Veterans Committee Chair Maryann Phelps. "I found muscles I didn't know I had."

"It's bull work. There's no other way of saying it," said Abramson. "But, everyone pitched in."

"I'm a veteran and this is something very dear to my heart," said Ed Hussey, who also spent the day on his hands and knees. "We needed to do this for the veterans and their families, especially with the holiday approaching."

Even members with little or no stone-laying experience pitched in wherever they could. After all, there was plenty of shoveling, raking, digging and hauling to move the project along.

"I'm happy that I am here working with people from the other locals. This shows unity," said Oyster Bay Local



Executive Vice President Bobby Rauff, as the sweat trickled down his brow. "I'm just trying to contribute to the cause in my own way."

Long Island Developmental Center Local President Daryl Wilson agreed. "Being in CSEA we're always willing to give of ourselves, volunteer our time and effort and be there to help people whenever there's a need," he said.

Long Island Region President Nick LaMorte was proud to see everyone pull together. "This place, just being here and seeing all the rows of stones, and the flags, brings your patriotism to the surface," he said. "We're honoring people who died for their country, for our country, so you want to have something here that is worthy of them. It's just like the service we do each and every day for the public and here we're serving the community again. CSEA members show they care in so many different ways."

— Rachel Langert

Clockwise from top photo: As the rest of the committee looked on, Pilgrim Psychiatric Center Local 2nd Vice President Herman Williams holds the POW/MIA Flag; Veterans Committee Chair Maryann Phelps conducts the service; and Smithtown Library member Ed Hussey holds the American Flag.

Nassau Retirees Local President Dominic Ciaramella was one of the Long Island Region Veterans Committee members marking Memorial Day.

CSEA Judiciary Local member Barbara Maniscalco was one of the LI Region members participating in Memorial Day ceremonies.

Long Island Developmental Center 1st Vice President Pete Marriott was one of the CSEA Long Island Region members to pay tribute to fallen service men and women on Memorial Day.



# Around the Region

## Calendar of Upcoming Events: July 2006

- |   |   |
|---|---|
| 3 - Human Rights Committee Meeting — 5:30 p.m.        | 22 - International Day and Women's Health Fair— 11-4 p.m. |
| 6 - Local 430 General Membership Meeting — 2 - 6 p.m. | 24 - MAT Committee — 5:30 p.m.                            |
| 7 - Education & Training Committee Meeting — 6 p.m.   | 25 - Political Action Committee Meeting — 5:30 p.m.       |
| 12 - Political Action Committee interviews            | 26 - Local 330 General Membership Meeting — 5 p.m.        |
| 12 - Defensive Driving — 5:30 - 8:30 p.m.             | 27 - Local 430 Shop Steward Training — 4-7 p.m.           |
| 13 - Defensive Driving — 5:30 - 8:30 p.m.             | 28 - Office Closed — Staff Conference                     |
| 14 - Political Action Committee interviews            |   |
| 17 - Women's Committee Meeting — 5:30 p.m.            |   |
| 19 - Executive Board Meeting — 5:30 p.m.              |   |



## Long Island Developmental Center Local preparing more nurses



Some of the Long Island Developmental Center Local members who attended the LPN orientation: Greta Abraham, Barbara Arthur, Charmain Brown, Local Executive Vice President Ronnie Oliver, Stephanie Daniel, Josephine Jordan, Virginia Backus, Regenia Speller, Sylvia Ware, Allison Jonas, Alex Miller and seated, Tammy Harvey.

Direct care aides from the Long Island Developmental Center Local gathered recently for an orientation session on the Eastern Suffolk School of Practical Nursing Program.

The applicants received all the important information about the class, which will be free for those selected. At press time, the selection process was not yet complete.

Applicants had to write an essay and undergo rigorous testing to qualify.

"This year-long accelerated licensed practical nursing program is two years in the making," said Local Executive Vice President Ronnie Oliver. "It's being conducted through a partnership with OMRDD and the New York Partnership. Over 260 people applied originally and now we're down to about 60, so it's a tough process."

Oliver said the local would be working with unsuccessful finalists to try to prepare them for future nursing programs.

Direct Care Aide Tammy Harvey, who works with 12 developmentally disabled consumers in a house, was glad to be in the running and said CSEA's involvement spoke volumes to her.

"It says a lot about my union. It makes me feel that my union is making an investment in me," she said. "They're interested in my growth as a human being, and that makes me feel good."

Oliver said if participants successfully complete the course and go on to become LPNs, they could be raised from a salary grade 11 to a grade 13.

## Pat Kabelka, Local 881 treasurer, retires



Local 881 leaders who gathered to honor retiring Treasurer Pat Kabelka, center, include, from left, Martin Edie, Bobby Rauff, Danny Hess, President Augie Buckhardt, Barbara Huben, Bette James, Alex Bard and Rocco De'Rienzo.

OYSTER BAY — The town of Oyster Bay Local 881 honored Pat Kabelka, who served as treasurer for 15 years, at a party at Singleton's in Bethpage to mark her retirement recently.

Kabelka, a town employee for 25 years, was a health benefits specialist in the town's Human Resources Department.

"She kept impeccable records," said Bobby Rauff, the local's executive vice president. "She was very, very good with our books. She was very dedicated and loyal to this union."

Jon Klein, a 19-year town employee and former shop steward in the Intergovernmental Affairs office, has been named treasurer of the union.

Anton, Kabelka's husband, and daughters Lori and Toniann joined local officers and shop stewards at the party.



## Oyster Bay Local to give gift of life

OYSTER BAY — The Town of Oyster Bay Local 881 will be participating in the town's second blood drive of the year on Thursday, Aug. 17.

Donations will be taken at four places, Town Hall North in Oyster Bay, Town Hall South in Massapequa, and the Department of Public Works and the "war room," both in Syosset.

More information is available from Maryann Hughes, secretary to Town Council Member Joe Muscarella, at (516) 624-6304.

In March, 113 pints of blood were collected, with most of the donations from Local 881 members.

Danny Hess, the local's shop steward in the Sanitation Department, is in charge of the union's participation.

Local 881 member Lori Olson is shown donating blood at a recent Oyster Bay drive.

# Stony Brook Building A Better Future

STONY BROOK — Several important announcements were made at the most recent general membership meeting of the SUNY Stony Brook Local.

President Carlos Speight said the local is setting up three \$1,000 scholarships for the children of local members. If you would like your child to be considered, applications will be available from the union office from July 30 through the beginning of September.

The annual picnic has been set for July 8 at Hecksher State Park. Visit the local office for tickets and more information, but remember, tickets are going fast.

Local members can now access information through the local's new website: [www.csealocal614.com](http://www.csealocal614.com), as well as the newsletter which is being distributed on campus.

"A year ago, I told you it was

time for a change — and you agreed," said Speight.

"Now we are delivering that change by moving to more aggressively represent our members, moving this local along and demanding respect from management for our membership."

To that end, Speight detailed the many ways the local is working to end the contracting out of hospital construction. In a continuing campaign, he said the local, in conjunction with the region, is leaving no stone unturned in its quest.

"We showed management that when we had a problem on this campus we stood with one voice, and struck back," said Speight. "In addition to our demonstration with the rat, your Executive Board submitted a proposal to management to end the outsourcing."

"While they are considering that, we have also given them something else to consider: We have filed six grievances, two improper practice charges and we are even working on a pending lawsuit if we don't like their response," he said. "This fight is moving ahead, and we're not going to stop until we make it clear that we are not going to let them give our work away."

Long Island Region President Nick LaMorte said he was bringing the support of the entire region, 50,000 members from Floral Park to Montauk, and standing shoulder to shoulder with the local. "With Carlos at the helm this local is in very good shape," said LaMorte. "This local is on its way up and moving forward, and I'm with you all the way."

The officers also presented the new shop stewards and told members that any time they had an issue on the job, they had a trained network in place to help them stand up for their rights.

Speight urged continued



Left, (seated) members of the SUNY Stony Brook Local who work as cleaners on campus were paying close attention during the meeting.



Above, it was a full house at the recent SUNY Stony Brook Local meeting.



Above, SUNY Stony Brook Local President Carlos Speight makes a point at the recent meeting.

member participation in all activities of the local, saying that it was only with the help and support of the members that together they would be able to achieve positive change.

— Rachel Langert

Below, when you've got a problem on the job, who are you gonna call? On the SUNY Stony Brook campus, they call shop stewards! From left to right, back row: Local Recording Secretary Jimmy McPherson, Local Executive Vice President Debbie Nappi-Gonzalez, Carol Low, Kenneth Russell, Yogin Oza, Ray Picone, Doris Spruill, Keith Krejci, Diane Delgado, Alby Cassara, Dawn Herritt. Kneeling in front row, Local 4th Vice President Ramon Valdez, Marty Catapano, Dennis Kelleher, and Local Treasurer Louise Melious. Not pictured, Laurie Sommer.



Nick LaMorte, *president*  
Long Island Region



**CSEA**  
LONG ISLAND REGION

Bobby Eisgrau  
*Women's Committee Chair*

Shirley Baker  
*Human Rights Committee Chair*

5th Annual *presents*  
**WOMEN'S HEALTH FAIR**

• Blood Pressure Screenings • Education & Information  
• Massages • Chiropractor



AND



INTERNATIONAL DAY FESTIVAL

*Family & Friends Are Welcome!*  
Come Share Ethnic Traditions with Us!

INTERNATIONAL FOODS!

ETHNIC ENTERTAINMENT!

RAFFLES & PRIZES!

**CSEA Long Island Region Office**

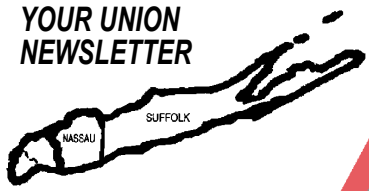
3 Garet Place  
Commack, New York

11:00 a.m. - 3 p.m.  
Saturday, July 22, 2006

Members, Friends & Family Welcome!

PLEASE R.S.V.P. BY JULY 7, 2006

(631) 462-0030



Message from CSEA Local 830 President Jerry Laricchiuta

## Year One a Success, But More Work Ahead

**W**e have now arrived at our first anniversary of our term as your elected union team. It's been a year filled with many challenges to say the least. I can say that I have found this job to be everything I thought it would be and more. Simply put, I love my job as your union local president and look forward to going to work every day. That's not to say that I have not had my share of tough days because I certainly have. My team and I take our responsibility very seriously, and I insist on making sure we keep our focus on you, the Local 830 member.

Early in our term we found ourselves fighting for some serious issues. I believed that Local 830 was not being recognized and respected by many of our county officials. The labor relations director for the county at the time was downright disrespectful to our members and union officials. I took him to task as promised and eventually a change was made. The Cedar Creek Sewer Treatment Plant was ready to explode with anger from our members there who felt the management team there at the time was not listening to their complaints. Additionally, there were many violations including an anti-union animus attitude. I promised those workers results, and I believe today we have come a long way. As a result of our four marched tours with Nassau County legislators and the media, much progress was made. We also pushed for and eventually achieved legislative hearings to address our concerns. Today, we find the upper management of Cedar Creek much more attentive to these concerns. We still have a long way to go, but we seem to be on the road to progress.

That is just a microcosm of how our first year went. We also were successful in having legislative hearings on the Nassau University Medical Center when I challenged then Nassau Health Care Corp. CEO Dan Kane's proposal to fire 25 emergency room doctors for what he called inadequate

credentials. I believe that situation was the beginning of the end for Mr. Kane's leadership. I spent a great deal of time at the hospital and debated Mr. Kane on News 12 Long Island's show "At Issue." Since then, we were successful in getting the Health Care Corp. to negotiate many different issues with us.

Previously, they were known to just do what they wanted and when they wanted. Our message to management was clear: disrespect CSEA and my members and my team will take you to task and aggressively fight you at every turn.

There were many more incidents and events that I am proud to say we were responsible for addressing. The Juvenile Detention Center comes to mind, and of course the entire labor relations, that had deteriorated to almost nothing before our term. Of course, I would not be truthful if I tried to say we were successful in every endeavor we went after. I can tell you, however, that I will try to accomplish every goal I set when I took office. I cannot do this alone and I thank my team, which includes all the elected union officers and a fantastic group of administrative assistants. Now that we begin year two, we have a great deal of work to do. We have not even scratched the surface of getting our local members everything they truly deserve.

CSEA is a large and powerful labor organization. I can tell you firsthand that our statewide President Danny Donohue and Region President Nick LaMorte have been very supportive of this local. They give our local strength, direction and guidance constantly, and I can tell you that when our backs are up against the wall, our union sends in the cavalry. The resources that CSEA has at its disposal are the best. From member benefits, a powerful political action team, efficient legal division and a great network of labor relations specialists, your union is well equipped to defend your rights and maintain your job security. That being said, labor organizations have had a tough time of it in the past two decades, so we

must always remember that it is imperative to help ourselves by being informed employees and knowing our contract.

Well, I guess I took the liberty of this anniversary to praise myself and my team. If nothing else, I truly hope that today as you read this article, you can agree that you have a union that listens, fights and believes in you. I am sure there are some of you who I have not satisfied yet, but I will continue to try to do what you elected me to do, and that is to continue to fight for you, the CSEA Local 830 member. 'Til next month .... stay unified!

Yours in unionism,

*Jerry Laricchiuta*

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The Work Force



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**NASSAU LOCAL 830**

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DIANE RUSS, Executive Vice President  
RON GURRIERI, 1st Vice President  
ROBERT CAULDWELL, 2nd Vice President  
DEBRA IMPERATORE, 3rd Vice President  
SCOTT MULHOLLAND, 4th Vice President  
TIM CARTER, 5th Vice President  
EARL STROUGHTON, 6th Vice President  
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BARBARA LANG, 8th Vice President  
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CAROL CROSTON, Nassau Community College  
VIVIAN CROWLEY, General Services  
KENNETH DASH, SR., Board of Elections  
MARY DELMARE, Crossing Guards  
GINGER DUNLAP, C.B. Operators  
LES EASON, A. Holly Patterson  
ROBERT GILIBERTI, Senior Citizens Affairs  
ROSE SACCHETTI, County/District Attorney  
NANCY IANSON, Drug & Alcohol  
DEBRA IMPERATORE, Police Civilian  
RON KAHL, AMTs  
JERRY LARICCHIUTA, Sheriffs Support  
PILAR MILLER, Assessment Department  
JOHN RINALDO, Parks, Recreation & Museums  
MARLA ROWE, Probation Department  
DIANE RUSS, Consumer Affairs  
EARL STROUGHTON, Nassau University Medical Center  
JOSEPH WHITTAKER, Fire Marshal's Office

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

**Valuable Information About CSEA Legal Services Program**

**Editor's note:** This is part of a series of articles by CSEA's expert attorneys appearing regularly to provide valuable information to you and your family members regarding the important areas of protection available to you through the CSEA Legal Services Program [LSP]. The LSP covers many areas of law that affect us every day. Get more information about legal plans in the LSP by calling CSEA Headquarters at 1-800-342-4146, extension 1454, or by visiting [www.csealocal1000.org](http://www.csealocal1000.org), and clicking on the legal services menu item.

**Save Money, Stress and Time — Get a Will**

People may procrastinate about making a will, but having a will in place is extremely important to ensure the well-being of your loved ones after your death.

If you die without a will, your estate, including the contents of your home, will be distributed according to the laws of the state in which you live when you die. If you live in New York state at the time of your death and do not have a will, the state's public administrator may handle your estate if you have no immediate relatives.

Under the public administrator, heirs may be required to undergo before the Surrogate Court a "kinship hearing" intended to prove one's relationship to you before they can inherit your estate. During this long, costly proceeding, relatives would testify about their relationship to you as well as give the court copies of birth certificates, death certificates and related documents for the entire family. The court may appoint a "guardian ad litem" to represent any unknown family members.

The guardian and the public administrator earn fees paid from your estate monies, reducing any money that your heirs receive. When the court is unable to find one or more suitable heirs, the court pays the estate to New York state.

If you die without a will, your estate may be also inherited by relatives whom you may not wish to name as heirs.

The public administrator will auction your personal property and family heirlooms. As such, your loved ones may never have an opportunity

to receive irreplaceable family heirlooms.

Having a will can expedite the handling of your estate, cut expenses and ensure that your loved ones inherit your estate upon your death. A will dictates who inherits your property and in which manner.

Wills also allow you to name an executor of your estate, the person responsible for the collection and distribution of assets to your beneficiaries. This person would also clear out and sell your home, if no one remains there. With the right executor, the distribution of your estate should be a fast, simple process.

— This article was written by Brian Raphan, Esq., CSEA Elder Law Plan attorney.



**MEMBERS ONLY PROGRAM INFORMATION**

**1-800-342-4146**

or

Go to the CSEA website at [www.csealocal1000.org](http://www.csealocal1000.org) and then log on to the members-only area where you will find the link for the Legal Services Program.

Local 1000 Members **CSEA** LEGAL SERVICES PROGRAM AFSCME, AFL-CIO

**KNOW YOUR RIGHTS!**

This members-only benefit program provides attorney representation for **WORKERS' COMPENSATION; SOCIAL SECURITY DISABILITY; PERSONAL INJURY and PERSONAL LEGAL MATTERS** for members AND their dependents.

Quality legal representation at little or no out-of-pocket cost for injury/illness related matters. Also, representation is available at pre-negotiated, pre-published fees for other personal matters.

**Call 1-800-342-4146 and Follow Prompts for CSEA Legal Services Program**

**They Said It: Quote of the Month**

**"[They] seemed to go out of their way to hurt union members."**

— CSEA Local 830 President Jerry Laricchiuta, quoted recently in The New York Times, regarding previous Nassau Health Care Corp. management under Dan Kane.

## Local 830 Studios Open in Mineola

MINEOLA — CSEA Local 830 is proud to have opened Local 830 studios conveniently located in their Mineola office at 400 County Seat Drive.

This makes it even easier for the local to get its message across to CSEA members on the weekly radio show "Talkin' Labor with Local 830," which airs Wednesdays at 6:30 p.m. on WGBB AM 1240.

President Jerry Laricchiuta hosts the show each week and many great guests have already appeared, including in recent weeks, Parks, Recreation and Museums Unit President John Rinaldo, and CSEA Retirement Counselor Laret Williams. We plan on continuing to interview government officials, CSEA staff and members on the issues that are the most important to our members.

**We are always welcoming suggestions from our members for our radio show. If you have any ideas on how to improve the show, a topic that you would like to see us address or someone you would like to hear us interview, please e-mail Producer Ryan Mulholland at [rmulholland@csea830.org](mailto:rmulholland@csea830.org) or call him at 571-2919 ext. 13.**



At right, Local 830 studios

WEDNESDAYS AT 6:30 p.m. on WGBB 1240 AM

## Local Hires New Public Relations Director

We have received numerous calls and e-mails from our members complimenting the new format and structure of our monthly newsletter, *The Express*. This is due to the hiring in January of Ryan Mulholland, as the new public relations director for CSEA Local 830.



**CSEA Local 830 Public Relations Director Ryan Mulholland**

Mulholland uses his degree in communications, with a concentration in journalism, to help put forth a well structured and professional monthly outlook for CSEA members.

Ryan also produces our weekly radio show, "Talkin' Labor with Local 830," and is responsible for designing the brand-new Local 830 studios and editing the show each week. Additional responsibilities include assembling a weekly article in the *Long Island Press*, a monthly article in the Police Department's newsletter and creating fliers for various CSEA events.

"The hiring of Ryan Mulholland as our new public relations director has already paid dividends," Local 830 President Jerry Laricchiuta said. "Local 830 is committed to enhancing communications with all of our members and Ryan has lifted us into the professional ranks."

## Women's Committee Scholarship Winners Announced!

Jerry Laricchiuta and the CSEA Local 830 Women's Committee are proud to announce the winners of this year's women's committee scholarship.

As always, the committee had a difficult time selecting just four winners due to the large number of well-qualified, outstanding applicants. All applicants were required to write an essay from 250 to 500 words speaking of their community involvement, extracurricular activities and career goals.

The following applicants are each being awarded a \$500 scholarship at a special Women's Committee meeting to be held June 21 at the CSEA Nassau Local Office.

## *Congratulations*

### Student

Elizabeth DeLouise  
Jessica Stein  
Lauren Thompson  
Matthew LeMar

### Parent

Michele DeLouise  
Laura Stein  
Barbara Thompson  
Judy LeMar

### Department

Police  
Public Works  
Civil Service Commission  
Nassau Community College

Congratulations to all!

One Year Anniversary Special

Top 10 Moments in the Past Year for CSEA Local 830 under President Jerry Laricchiuta

It was June 13, 2005, and Sheriff's Support Unit President Jerry Laricchiuta claimed victory as the new President of CSEA Local 830 in decisive fashion.

On July 1, Laricchiuta and his new staff stepped into office at the Local 830 office in Mineola with many goals in mind. One year later, a lot has been accomplished as Laricchiuta's hard-nosed approach has caught on and has gotten the job done.

Let's take a look back at some of Local 830's top accomplishments over the past year:

Dealing with the Layoffs at Nassau University Medical Center

This has been a prevailing theme since Laricchiuta took office. On numerous occasions, the Local 830 president has called for Nassau Health Care Corp. President Daniel Kane to step down due to his mismanagement of staff and finances. Laricchiuta was quoted in Newsday on many occasions and debated with Kane on News 12 Long Island's "At Issue." Finally, on March 7 Arthur Gianelli was named executive vice president and chief operating officer of the health care corp., and Kane was given his severance package May 8.

Work Toward Improvements at the Juvenile Detention Center

The Nassau County Juvenile Detention Center is a 50-year-old facility with numerous problems such as water leaks, broken tiles, mold and asbestos. Local 830 organized a press conference March 28 where nearly half of the 19 Nassau County legislators attended along with coverage by many media outlets. To this day, this is still a main concern of Local 830 as we look to move money up in the budget to improve the conditions.

Health & Safety Concerns at Wantagh's Cedar Creek Plant

Local 830 has toured Wantagh's Cedar Creek Plant on numerous occasions and has publicized the problems there through The Express, the Long Island Press and other local publications. CSEA was very instrumental in avoiding an influx of waste, as there was talk of Suffolk County sending its sewage over to Cedar Creek, a notion CSEA helped shoot down.

Hiring of new Nassau County Labor Relations Director

The Labor Relations Director of Nassau County when Laricchiuta first took office was very ill-mannered toward our members and union officials. CSEA promised that a change would be made and we came through. The county's new labor relations management has benefited county workers.



In Above, Laricchiuta speaks with a member during a CSEA Information Fair.

Right, Laricchiuta being interviewed by News 12 Long Island in front of NUMC.

Left, Laricchiuta interviewed during the Juvenile Detention Center press conference.

Local 830 Saves 200 Positions



November, the county legislature moved to remove funding for 200 already financed positions in the 2006 budget to transfer money over to the police budget line. Laricchiuta stood before the legislature and said CSEA supports the hiring of more police officers, but never at the expense of the membership. Four days later, the funding for all 200 positions was reinstated.

Fight for Living Wage

On Dec. 19, 2005, the county legislature was set to adopt a living wage bill excluding all seasonal employees. Once Laricchiuta stood before the legislature and lobbied several lawmakers, the bill was ultimately approved 19-0, a huge win for CSEA.

CSEA Works to Improve Accessibility for People with Disabilities

In February, Local 830 worked closely with the Nassau County Office of the Physically Challenged to improve accessibility at 240 Old Country Road in Mineola. Within two weeks of meeting with the department, a reserved spot was given to a CSEA member who was promised one during Laricchiuta's campaign. Also, the Office of the Physically Challenged drew up a plan to improve accessibility that could begin this summer.

CSEA Gets Message Across to Members Better than Ever

With the creation of the Local 830 radio show "Talkin' Labor with Local 830," the weekly article in the Long Island Press, an influx of information fairs and workshops, increased information in The Express and the hiring of a new bilingual translator, communication between Local 830 staff and members is better than ever.

Focusing on Scholarships for our Members' Children

With the numerous scholarships offered to our members' children during the year through the local Women's Committee and the upcoming CSEA Annual Scholarship Classic, Local 830 has a new focus on the importance of the education of our members' children.

Special Attention to the Police Civilians

Local 830 made a special effort to improve conditions for the Fleet Services Unit of the Nassau County Police Department by installing bird blasters and improving health and safety concerns within the facility. Laricchiuta also gave the oath of office to the new Police Communications Bureau in January, as well as special visits with the Building Maintenance Unit.



Now it's your turn. What do YOU, our members, think were the top stories of Jerry Laricchiuta's first year? Did we leave anything out? What do you think are some of the topics we should focus on in the year ahead?

Please e-mail Ryan Mulholland at mulholland@csea830.org, or mail to 400 County Seat Drive, Mineola, N.Y. 11501, and we will post member comments in the next issue of The Express!



From left to right, Deputy County Executive Tim Driscoll, Nassau County Police Commissioner James Lawrence and Local 830 President Jerry Laricchiuta.

Local 830's wreath displayed at the ceremony.

Local 830 Honors Those Who Gave Their Lives in the Line of Duty

MINEOLA — When most people think of Memorial Day, they reflect on those who served in the armed forces and lost their lives trying to protect our great nation during war, but there are many other people who have also died trying to protect our freedom.

The May 17 police memorial service at the Nassau County Police Memorial Service Park in front of Police Headquarters in Mineola honored 29 Nassau County police officers who died protecting the residents of Nassau County, as well as one who died in Iraq this past year.

Many representatives from CSEA Local 830 were on hand for the event, including President Jerry Laricchiuta, who was certainly proud to be involved in the service. "It's a privilege to be here to honor those who served this county so proudly for so long and lost their lives either in the line of duty or from some other unfortunate incident," he said.

CSEA Receives Valuable Gift from Member Overseas

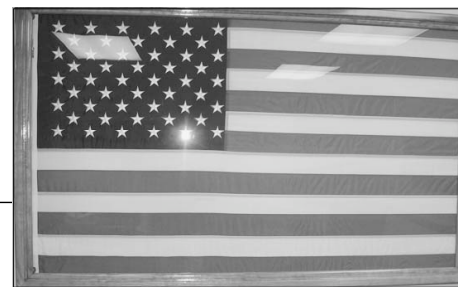
MINEOLA — CSEA was proud to accept a U.S. flag from Sgt. Thelma Campbell of the Army's 344th Medical Task Force.

The flag has significance as it flew in a U.S. military facility in Iraq under the command of the 344th Med on April 27.

Campbell, a CSEA member employed at Nassau University Medical Center, was so appreciative of the union's support of her service overseas that she wrote a letter to her "CSEA family" thanking them for all their support and prayers, saying that she will be home soon.

According to the certificate of authenticity, the flag represents "part of history and signifies those sacrifices our soldiers made for the cause of liberty and honor during combat operations in support of Iraqi freedom."

On June 8, there was a ceremony at the carpenter's shop at Eisenhower Park, after

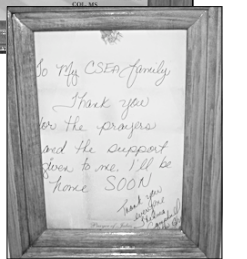


Clockwise from top left: U.S. flag hanging in Local 830's conference room; flag's Certificate of Authenticity that displays the overall meaning of the flag; Thelma Campbell's letter from Iraq to her CSEA colleagues; Jerry Laricchiuta with CSEA members in front of the U.S. flag at the carpenter's shop at Eisenhower Park in East Meadow.

CSEA members framed the flag there. The flag now hangs in the conference room at the Local 830 office in Mineola.

"This is truly something special," Local 830 President Jerry Laricchiuta said. "This flag represents one of our members serving our country overseas. For us to be sent this to display in our office is certainly a monumental honor."

"This flag represents one of our members serving our country overseas. For us to be sent this to display in our office is certainly a monumental honor."





# Annual Scholarship Classic

**Monday, July 24, 2006, at Eisenhower Park Red Course**

*This will be the driving force behind our new CSEA Local 830 Scholarship Foundation which will be awarding scholarships to the children of our members.*

**Registration Breakfast: 10:30 a.m.  
Shotgun Start: 12 p.m.**

**Barbecue & Awards Ceremony follow  
the Tournament**

**\$150 per golfer all inclusive/Barbecue Only \$65  
ALL MONEY MUST BE RECEIVED BY JUNE 30, 2006.**

- Mail check payable to: CSEA Nassau Local 830
- Return check and completed form to: Steve Cohen, CSEA Local 830, 400 County Seat Dr., Mineola, N.Y. 11501.

Please list foursomes, partners or individual players below:

**1. Name** \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_ Zip \_\_\_\_\_  
 Phone \_\_\_\_\_  
 Fax \_\_\_\_\_

**2. Name** \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_ Zip \_\_\_\_\_  
 Phone \_\_\_\_\_  
 Fax \_\_\_\_\_

**3. Name** \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_ Zip \_\_\_\_\_  
 Phone \_\_\_\_\_  
 Fax \_\_\_\_\_

**4. Name** \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_ Zip \_\_\_\_\_  
 Phone \_\_\_\_\_  
 Fax \_\_\_\_\_

**WE'RE ASKING FOR YOUR SUPPORT. BE A CSEA LOCAL 830 SCHOLARSHIP SPONSOR!**

**\_\_\_\_\_ Hole Sponsor: \$125**  
*(Includes Personalized Sign at Hole)*

**\_\_\_\_\_ Refreshment Sponsor: \$200**  
*(Includes Personalized Sign)*

**\_\_\_\_\_ Breakfast Sponsor: \$300**  
*(Includes Personalized Sign)*

**\_\_\_\_\_ Lunch Sponsor: \$750**  
*(Includes Presentation Plaque & Personalized Sign)*

**\_\_\_\_\_ Barbecue Sponsor: \$1,000**  
*(Includes Presentation Plaque & Personalized Sign)*

## Veteran's Corner

By **Debbie O'Connell**

On May 27, members of the Local 830 Veterans Committee joined the Long Island Region Veterans Committee to place flags on the graves of deceased CSEA members buried at Calverton National Cemetery.

According to the new CSEA *Veterans Newsletter*.

A 2004 U.S. Department of Veterans Affairs report estimated that 853,000 veterans and 1.1 million widows are eligible for, but are not receiving, pensions.

However, veterans who are 65 years old or older, served in uniform during a war and earn less than \$10,579 per year or have non-service connected conditions, qualify for VA pensions. Veterans' widows must make less than \$7,094 per year to qualify. Non-reimbursed medical expenses can reduce income.

Since this opportunity is listed under "disability pension," many veterans, because they do not have disabilities, are unaware they and their spouses are eligible. Therefore, there are many veterans and widows who are eligible and not receiving pensions.

For more details on this program, veterans and widows can visit the VA's website at [www.va.gov](http://www.va.gov) or call (800)-827-1000.

### **EZ-Pass for free**

Disabled veterans who have qualified for

and received a fee exempt registration (license plate) from the New York state Department of Motor Vehicles are entitled to one EZ-Pass tag when verified by the fee-exempt vehicle registration. The tag will provide disabled veterans non-revenue travel on the Thruway system and is transferable to other vehicles in which the disabled veteran is a passenger.

### **Veterans Advocate**

Congratulations to our Local 830 Veterans Committee Chair Debbie O'Connell, who received a letter from Rep. Carolyn McCarthy asking her to join her to discuss current important veterans' issues in a meeting on June 12.

McCarthy went in depth about the need for "advancing a legislative agenda that addresses the concerns of all veterans." Some of her ideas include a new GI Bill, and the need to preserve the U.S. flag, among other issues.



**Celebrate Your  
Independence**



## PLEASE LET US KNOW OF FAMILY MEMBERS DEPLOYED OVERSEAS!

*The CSEA Local 830 Veterans Committee would like to support members and families of those deployed abroad.*

Please notify with person's



name

and relationship to you:

Debbie O'Connell: 571-2919 Ext. 22

## SAVE THE DATE!

It's never too early to plan your  
holiday season!

## **CSEA Local 830 Annual Holiday Party**



**Dec. 17, 2006**

**Crest Hollow Country Club  
Woodbury**



## A Message From Long Island Region President Nick LaMorte

# Be a Proud Member of New York's Leading Union — CSEA



Look back at CSEA history and you will find that for a long time our motto was "We Serve." There's a good reason for that.

In our region, CSEA members serve the public by providing essential services every day; in school districts, libraries, municipalities, as well as in state service all over Long Island.

It is also true that we don't stop giving when we're off the clock. Most of our members touch upon and improve the lives of their neighbors in myriad ways. From volunteer firefighters and EMTs; to athletic coaches and community activists; to every charity, civic, fraternal, religious and political group you can name, CSEA members give freely of their time, talents and resources.

That may seem like small potatoes, but it shows the community that CSEA members are part of the fabric that strengthens and improves our neighborhoods and our quality of life.

**Explain to people what a union does for its members. Don't keep it to yourself or assume they know. ]**

So, when you volunteer your time in outside organizations like charities and civic groups, **tell people you are a CSEA member.**

If you are an officer, shop steward or a grievance representative, **tell people that you are a CSEA member.**

**Explain to people what a union does for its members.** Don't keep it to yourself or assume they know.

The goodwill you incur, the bridges you build and the respect you inspire will come back to you many times over. They may even be returned in the form of better contracts, less contentious or shorter contract

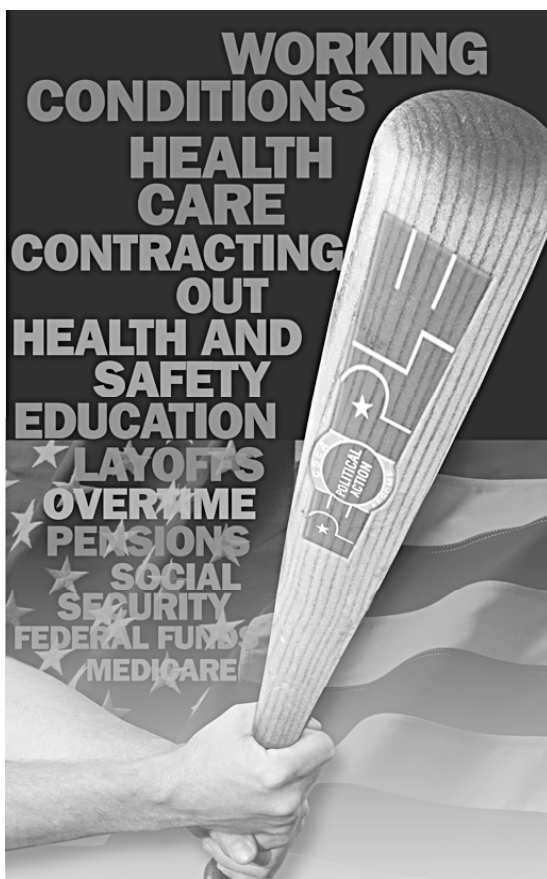
fight and strong support from key politicians in trying times.

Politics may not be your thing, but remember that as public employees, we have the unique ability to hire and fire our bosses. The relationships we have with politicians often influence how easy or difficult our work lives become.

So, extend yourself. Let people know that you are a proud member of New York's Leading Union — CSEA!

In solidarity,

Nick LaMorte, president  
Long Island Region



## CSEA Members Need Political Clout

Many members think that their union should stay out of politics and ONLY negotiate contracts, but negotiating contracts does not happen by itself.

CSEA's clout at the bargaining table is directly related to securing budget funding to pay for your salary, health insurance and other benefits. Your voice on these issues is through PEOPLE (Public Employees Organized to Promote Legislative Equality) and political action.

The contracting out of services, how your pension is calculated, Social Security, your seniority and civil service rights, work site protections, PESH and OSHA are all decided in the legislative and budget process, not in contract negotiations. Cuts to these programs mean cuts in your benefits and rights. Your voice on these issues is through PEOPLE and political action.

The vital services government provides and how those services will be provided is determined in the budget process of every school, village, town, city, county and the state. If not for political action, CSEA cannot represent you when these decisions are made.

Your voice on these issues is through PEOPLE and political action.

JOIN THE PEOPLE PROGRAM TODAY!

Stop by the Local 830 Office at 400 County Seat Drive in Mineola, or call Local 830 PEOPLE Chair Nancy Ianson at 571-2919

Make Your Voice Heard

