

# The WORK FORCE



Thou shalt not steal

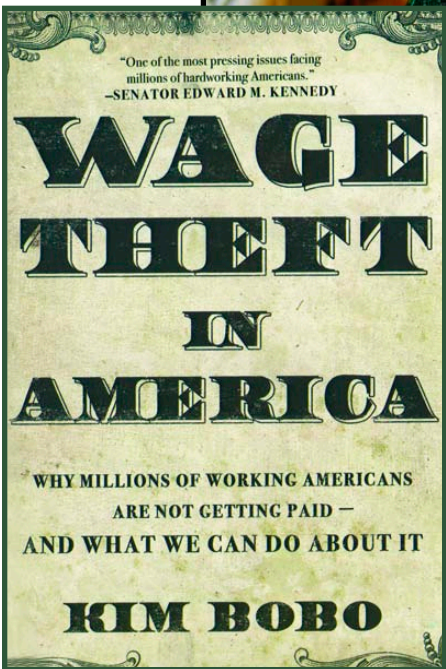


Photo by Stephen Madarasz

*How employers are stealing from workers, and how we can help stop it. Page 3.*

## Photo of the Month



Photo by Mark M. Kotzin

**Donnie Loomis, a maintenance assistant working in the Cape Vincent Correctional Facility's maintenance building, reaches for a wrench while working in the shop.**

### Jerry Clark scholarship application due

The 2009 Jerry Clark Memorial Scholarship Program is for children of AFSCME/CSEA members. Applications are due April 30, 2009. For an application and more information, write to Jerry Clark Memorial Scholarship, c/o AFSCME Education Department, 1625 L Street, NW, Washington, D.C., 20036. Or, e-mail [education@afscme.org](mailto:education@afscme.org) or download an application at [www.afscme.org](http://www.afscme.org)



Visit your Company Store at  
<http://cseastore.sm-pm.com>  
or [www.csealocal1000.org](http://www.csealocal1000.org)

---

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

**Quarterly Specials**

**CSE-149**  
Warm-Up Jacket

- dupont nylon
- wind and water repellent, kasha-lined
- 2 large reinforced pockets, nylon collar, raglan sleeves, drawstring bottom and elastic cuffs
- features an embroidered logo

COLOR: navy

COST/SIZE:  
\$25.75  
~~\$30.00~~ (M-XL)  
\$27.95  
~~\$33.00~~ (2X)  
\$29.50  
~~\$35.25~~ (3X)

**CSE-156**  
Poplin Pullover

- pullover V-neck windbreaker
- wind and water repellent
- features an embroidered logo
- elasticized cuffs and waist

COLOR: navy

COST/SIZE:  
\$30.00  
~~\$34.00~~ (M-XL)  
\$32.10  
~~\$36.00~~ (2X)  
\$33.50  
~~\$37.25~~ (3X)



powered by



**VELOCITY**  
PRINT SOLUTIONS

888.372.3487x212

While Supplies Last

# CSEA continues to fight Tier V pension proposal

ALBANY — CSEA remains concerned that Gov. David Paterson will continue to push for a fifth tier in the pension system.

A Tier V would diminish benefits and require employee contributions throughout a worker's career.

The governor's push for a Tier V is based on the findings of a Division of the Budget Analysis projecting potential savings for taxpayers if implemented. CSEA takes issue with some of the report's assumptions and believes that different benefits and requirements create unfair divisions among employees.

"The governor is trying to make up for years of lax rules on employer payments to the pension fund, and he's trying to do it on the backs of workers," said CSEA President Danny Donohue.

### Paying their fair share

When the stock market was doing well in the 1990s, the state and local governments were largely relieved of their financial obligations to the pension system. Now that the market has crashed, the governor would prefer to make workers pay, rather than find alternatives to making sure the pension system

remains properly funded.

Should the Tier V proposal remain in place, CSEA will be urging members to call their lawmakers to fight the proposal. More details will be available at [www.csealocal1000.org](http://www.csealocal1000.org).

Regardless of what the budget will entail, Donohue said CSEA remains committed to not allowing the union's contracts to be opened and renegotiated.

"The contracts will not be reopened, period," Donohue said.

### No more 'nuisances'

CSEA is encouraged that Paterson recently eliminated a number of nuisance taxes from his proposed budget, but there is still little indication from the governor of how severely workers will be treated in the budget due April 1.

The nuisance taxes, which included everything from those on music downloads to haircuts, concerned CSEA because working New Yorkers would be hardest hit by the increased costs.

"We're encouraged that the governor has seen the light on the nuisance taxes, and has chosen to make a decision that for once, will benefit working people. But we remain concerned about a fifth tier in the pension system," Donohue said.

### Follow the state budget battle

This edition of the *Work Force* went to press before the April 1 state budget deadline. As soon as CSEA knows more about the state budget, details will be posted at [www.csealocal1000.org](http://www.csealocal1000.org). Go there for more details.

2 THE WORK FORCE

Since 1910  


April 2009

# Wage theft: It's a bigger problem than you might think!

Most of us might think that wage theft is an isolated occurrence affecting some low-wage workers on the fringe of society.

But according to Kim Bobo, a well respected author and community organizer, it is a problem of epidemic proportions affecting millions of workers in all kinds of occupations.

What's more important, there's a lot that we can do about it.

Bobo, founder and executive director of the Chicago-based Interfaith Worker Justice, has published a new book, *Wage Theft in America: Why millions of working Americans are not getting paid and what we can do about it* (2009 New Press).

She recently brought her message to Albany to help the New York State Labor Religion Coalition begin its annual 40-Hour FAST for Social Justice.

Between public events and media interviews, she presented a program at CSEA Headquarters that was also seen via video conference at the union's Long Island, Buffalo and Capital Region offices.

"Employers steal wages in a variety of ways," Bobo writes in her book. "Although some employers may be confused about the law and their legal responsibilities to their workers, most of them know

exactly what they are doing or should know what they are doing."

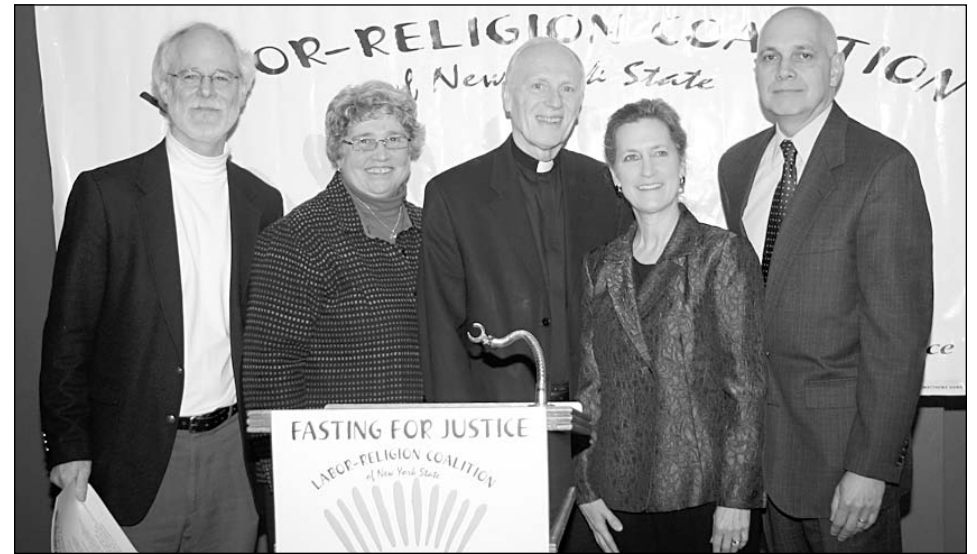
## Need for stronger penalties

Bobo provides detailed examples in her book of these illegal practices and more. She points out that they persist in large part because of the lack of coordination between the multiple federal and state agencies responsible for enforcement.

She also notes the resources devoted to enforcement and the often meaningless penalties to violators are woefully inadequate.

For example, in most states if you steal almost anything other than wages valued at more than \$1,000, it's considered a felony and you will likely do jail time. But the evidence shows that except for willful repeat offenders, the worst that is likely to happen to an employer stealing wages from employees is that he or she will be required to pay what they owe them — and often employers make agreements to pay them less than is owed.

Bobo gives high marks to the New York State Department of Labor under the leadership of Commissioner Patricia Smith for ongoing efforts to focus attention on this problem and crack down on offenders across the state.



From left, New York Labor-Religion Coalition Director Brian O'Shaughnessy, CSEA Executive Vice President Mary Sullivan, Albany Catholic Diocese Bishop Howard Hubbard, author Kim Bobo, and NYSUT President Dick Iannuzzi attend a ceremony opening the 40-Hour FAST for Social Justice. This year's FAST focused attention on wage theft. Hubbard and Iannuzzi co-chair the Labor-Religion Coalition.

## What we can do

Much of what can be done concentrates on focusing attention and public priority on worker fairness, ending confusing and conflicting jurisdictions, strengthening penalties for violators and better coordinating enforcement.

Bobo presents her arguments about wage theft in both a moral and practical context: It is in society's interest to have laws that

are fair and fairly enforced. All of us have a stake in a just workplace and allowing unscrupulous employers to persist is not only wrong but also puts ethical employers at a competitive disadvantage.

## Some common ways employers steal from employees

- Paying less than the minimum wage.
- Not paying workers for all the hours they work.
- Giving workers checks that bounce.
- Not paying required overtime and/or misclassifying workers as ineligible for overtime.
- Paying by the day or by the job (often to avoid paying required payroll taxes too).
- Making workers pay for their "right" to do a job and/or charging them for "expenses."
- Not paying the prevailing wage as required by law.

## Union safeguard

According to author Kim Bobo, unions are the best and most effective vehicle for stopping wage theft for the following reasons:

- Train workers about their rights in the workplace.
- Have professional staff and attorneys available to answer questions and file actions.
- Provide workers a structure for expressing concerns.
- Protect workers who complain.
- Provide a counterbalance to management's control in the workplace.
- Maintain relationships with community allies.

Unfortunately, most American workers do not have a union to represent them in their workplace.

## Interfaith Worker Justice

*(IWJ) is a network of people of faith that calls upon our religious values in order to educate, organize, and mobilize the religious community in the United States on issues and campaigns that will improve wages, benefits, and conditions for workers, and give voice to workers, especially workers in low-wage jobs. The New York Labor-Religion Coalition is part of the network.*

**Learn more at:  
[www.iwj.org](http://www.iwj.org)**

# THE WORK FORCE

ISSN 1522-1091

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

STEPHEN A. MADARASZ  
Communications Director & Publisher

STANLEY HORNAK  
Deputy Director of Communications

LOU HMIELESKI  
Executive Editor

JANICE MARRA  
Associate Editor

CATHLEEN FEBRAIO  
Graphic Production Specialist

JANICE M. KUCSKAR  
Graphic Production Specialist

BETH McINTYRE  
Communications Assistant

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

Postmaster: Send address changes to:  
CSEA, Attn: Membership Department,  
143 Washington Ave., Albany, NY 12210.  
CSEA on-line: The CSEA website  
can be accessed at [www.csealocal1000.org](http://www.csealocal1000.org)

#### Readers:

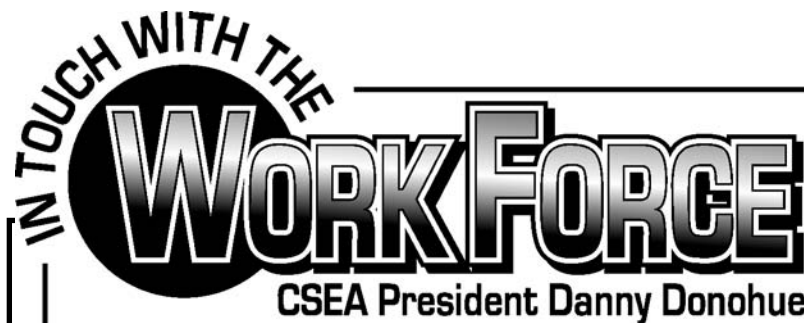
Send any comments, complaints, suggestions or ideas to:  
Publisher, *The Work Force*, 143 Washington Avenue,  
Albany, NY 12210-2303.

## COMMUNICATIONS ASSOCIATES

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

### The Publications Committee

Brenda Chartrand  
Mary D'Antonio  
William Lebaron  
Ronald Revers  
Mary Alice Whiteman



## It's up to us to make our union better

Most CSEA members likely have some reason to gripe about their working conditions: You're undervalued, you have too big a workload, you're underappreciated, there's some issue with your benefits and the list goes on.

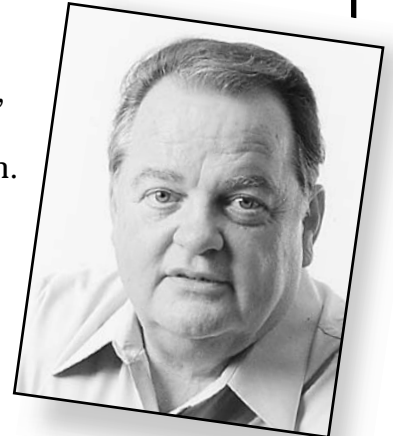
It is a never-ending responsibility for this union to keep the pressure on to make these things better. We must never forget that. But the fact is that CSEA members have a better deal than most American workers.

Take an opportunity to read the cover story about Kim Bobo's new book, *Wage Theft in America: Why millions of working Americans are not getting paid — and what we can do about it* in this edition of *The Work Force*. You'll see what I mean.

It should make you angry, but it should also make you stop and think.

Wage theft and other workplace abuses are a serious national problem, but it is a rare occurrence when workers have a union. That's because workers are stronger when we have a collective voice and can provide a balance for fairness in the workplace. A stronger labor movement is the best way for us to make improvements in our own workplaces, and at the same time for other workers as well.

Unions, CSEA included, are imperfect organizations. But the vast majority of what CSEA and other union members do every day is good, decent and ethical. All of us must commit ourselves to making our union better, more responsive and effective. It is the best way for us to have a more positive impact on the big issues in front of us.



# New pilot program benefits environment, family life

ALBANY — The Department of Environmental Conservation is going green.

The agency is implementing a Compressed Pay Period, or CPP, Pilot Program. The new program reflects concern for employees seeking a work/family balance and helps reduce energy use, traffic and air pollution — while fulfilling the agency's mission to the public.

The Governor's Office of Employee Relations recently gave final approval to the program.



**Kathy Follet, along with a committee, helped the compressed pay period program expand at her agency.**

Eligible employees will be able to decrease the number of their workdays and increase the number of hours worked each day. Every 10th workday becomes a scheduled day off. Participation is voluntary and subject to managerial approval.

Department of Environmental Conservation Local President Kathy Follet said the program was first piloted in 2002 and is now going agency-wide. "I'm glad it actually came about," Follet said.

### Enthusiasm for program

Department of Environmental Conservation worker and CSEA member Tom Hobbs took advantage of the earlier pilot program and is awaiting approval to start the program again. He is particularly looking forward to his days off.

"I use the extra day as a catch-up day; to do things around the house, schedule doctor visits or car repairs," he said. "My friends are envious."

Department of Environmental Conservation Capital Region Field Local President Verne French cautioned that employees in remote or understaffed locations might not be able to take advantage of the benefit. "I just hope



**Tom Hobbs at his downtown Albany office.**

that everyone who wants to will be able to use the program," he said.

"The Department of Environmental Conservation deserves enormous credit for implementing the compressed workweek pilot," said CSEA President Danny Donohue. "It represents fresh thinking and courage to try new approaches that will improve labor-management relations and better serve the public. CSEA and DEC have worked long and hard to make this project a reality and believe that it is in everyone's best interest."

— Therese Assalian

### CSEA Fact:

The Department of Transportation, most civilian titles at State Police and Office of Children and Family Services office sites have similar compressed pay period programs as the new Department of Environmental Conservation program profiled at right.

**"It is a long day, but once I did it, I couldn't wait to come back."**

## Taking time to help children

BUFFALO — It's a long, long day, but it's worth every second.

That's what Diana Windsor, an Erie County Unit member, says about her volunteer work with the annual Variety Kids' Telethon in Buffalo.

The event raises money for a local hospital that specializes in caring for children.

"The telethon is for the kids, but it's not just the kids that make me come back," Windsor said. "It's the atmosphere and the energy

there. To see all the enthusiasm is impressive. It is a long day, but once I did it, I couldn't wait to come back."

Throughout the day, Windsor served as a "telephone guide," transporting groups of volunteers — including a dozen CSEA members — from the phone orientation area to the on-air phone bank. There, volunteers take donor phone calls for two-hour shifts.

"If they don't have enough volunteers, I will help on the

phones," Windsor said. "I've answered phones every year."

Windsor has served as secretary to the director of nursing at the 586-bed Erie County Home and Infirmary for about five years. Before that, she worked at the Erie County Medical Center.

"The home and infirmary is the second largest nursing home in the state, I've been told," Windsor said. "We provide care for a lot of people who have no other place to go. It's not just for the elderly. We are an



**Windsor volunteers at the telethon.**

important safety net for the community."

— Lynn Miller

# Long Island, Southern Regions take the plunge

Across the state, CSEA members have been braving freezing water to take the Polar Plunge, raising money to help send athletes to the New York Special Olympics Summer Games.

CSEA members this winter raised more than \$10,000 to help support the summer games.



Putnam County Local members Mark Semo and Mike O'Connor, joined by CSEA Political Action Coordinator Cody Peluso, react to the icy temperatures of Fishkill Creek during the Special Olympics Polar Plunge. O'Connor took the plunge in an Elmo costume.

The team of O'Connor, Semo and Peluso were cheered on by a contingent of local CSEA members, including Southern Region President Billy Riccaldo, who attended the plunge event to show their support for the CSEA team.

— Jessica Ladlee

Plunge. Not everyone jumped into the freezing waters of the Long Island Sound, but all in attendance endured icy winds and temperatures in the low 30s to raise more than \$4,500 for the New York Special Olympics.

The "Long Island Region Bathing Beauties" were brave enough to wade into the icy water.

As the CSEA team made their mad dash into the sound, they were cheered on by Long Island Region President Nick LaMorte and union members from the Nassau Educational Local, Suffolk Educational Local, Suffolk Local, Pilgrim Psychiatric Center Local, Stony Brook Local, Nassau Local, Touro College Local and Town of Oyster Bay Local.

The team included Rich Acevedo and his daughter Brittany, Jerry D'Agostino, David Albury, Herm Williams, Mark El, Mike Paedunta, Amado Garcia, Edwin Quijano, Jeff Peress, Rich Benziger, Jimmy Alford, Bob Rauff, Tim Brown and Ashleigh Hargraves.

— Rich Impagliazzo

## Southern Region members bring 'Elmo' to plunge

For their first time participating, Southern Region members had a strong showing Feb. 21 at the Special Olympics Polar Plunge in Fishkill, raising nearly \$700 for Special Olympics athletes.

Putnam County Local activists Mike O'Connor and Mark Semo, along with CSEA Political Action Coordinator Cody Peluso, braved the icy waters of Fishkill Creek for the fund-raiser. O'Connor easily stood out from crowd, as he took the plunge dressed as the *Sesame Street* character Elmo. O'Connor wore the Elmo suit as part of the event's costume contest.



Special Olympics  
 New York



Freezin' For A Reason

**POLAR  
 PLUNGE.**

## Learn More

Go to:  
[csealocal1000.org](http://csealocal1000.org) and click on "CSEA Regions" to view photos from Polar Plunges across the state.

Got to:  
[www.specialolympicsny.org](http://www.specialolympicsny.org) to learn more about the Special Olympics and how you can volunteer.



The Bathing Beauties gather at the CSEA booth immediately before the plunge at Bar Beach on Hempstead Harbor.

# Fighting cancer through knowledge

**"It's a great way to be part of the solution."**

LAKE GEORGE — Lisa Bohannon has been a longtime supporter of the American Cancer Society through its annual Relay For Life event.

Now Bohannon, a principal court analyst at the Unified Court System and a 14-year CSEA member, is taking her support a step further by becoming a participant in a large-scale cancer study.

**Long term study**  
 The American Cancer

Society's Cancer Prevention Study, or CPS-3, will attempt to better understand lifestyle, environmental and genetic factors that cause or prevent cancer. The study's ultimate goal is to eliminate cancer as a major health concern for future generations.

**Public needed**

The society hopes to enroll 500,000 adults from various racial and ethnic backgrounds from across the United States. Participants will be followed for 20 years.

After completing a brief survey, providing a waist measurement and giving a small amount of blood, participants will receive periodic questionnaires to update their information.

"I feel great about participating in this groundbreaking study," Bohannon said. "If the general public doesn't participate, then there's no basis for the research. There's no control group."

**Motivated to help**  
 Bohannon is motivated by a need to contribute to research in the hope that more can be learned about



**Lisa Bohannon, at work in the Unified Court System law library, is a participant in a long-term cancer prevention study.**

cancer. She, like many, has lost family members to cancer.

"I hope lots of CSEA members come out to

participate," she said. "It's a great way to be part of the solution."

— Therese Assalian

Want more tips about how to go smoke-free?  
 Visit [www.cancer.org](http://www.cancer.org)

**Still think smoking is relaxing?**

Smoking is the leading cause of preventable death in New York State. But it doesn't have to be that way.

**We can help you quit.**  
 Call 1-866-NY-QUITS  
 (1-866-697-8487)

American Cancer Society  
 DON  
 Since 1910  
 CSEA  
 New York's LEADING Union

## Join the cancer prevention study

CSEA encourages members to participate in the American Cancer Society's Cancer Prevention Study-3 (CPS-3).

You can become a CPS-3 study participant if you:

- are ages 30 - 65
- have never been diagnosed with cancer
- are willing to commit to the study long term.

To enroll:

Visit [www.cancer.org/cps3](http://www.cancer.org/cps3) or call:  
 (888) 604-5888.

\*\* Those interested in becoming study participants will be able to enroll at select Relay For Life events. Check the American Cancer Society website at [www.cancer.org](http://www.cancer.org) to learn about upcoming Relay For Life events offering study enrollment.

Since 1910



New York's LEADING Union

# Workers' Memorial Day at 20: still fighting for safe, healthy workplaces

April 28 is the 20th commemoration of Workers' Memorial Day, an international day of remembrance for workers who passed away or sustained severe injuries while doing their jobs.

Also the anniversary of the passage of the U.S. Occupational Safety and Health Act of 1970, April 28 is a day of mourning in more than 90 countries.

Nothing is more important to CSEA than to keep all of our members safe and healthy on the job. That is why CSEA is at the

forefront of the fight for safer and healthier workplaces.

That is also why CSEA and other unions also use Workers' Memorial Day as an opportunity to continue our ongoing fight for safe and healthy workplaces.

CSEA members are urged to participate in Workers' Memorial Day commemoration events throughout the state. Visit your region page on CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) for updates on events near you.

**Mourn for the dead.**

**Fight for the living!**

**Download Workers' Memorial Day materials and resources at the AFL-CIO website's Workers' Memorial Day page at [www.aflcio.org/issues/safety/memorial](http://www.aflcio.org/issues/safety/memorial)**

## Mourning those we lost ...



Forsyth

CSEA mourns one member who passed away while doing his job since Workers' Memorial Day 2008:

Kevin Forsyth, 46, a highway maintenance supervisor at the state Department of Transportation in Niagara County, died July 23, 2008, after being struck by a motorist while setting up cones in a work zone.

Known among his co-workers as "Sarge," Forsyth, a no-nonsense, easy-going "military guy," will be missed.

"He really knew his stuff," CSEA Niagara DOT President Darrell Smith told *The Work Force* in 2008. "He got along with most everyone. He was a positive person who wanted to get the job done. What happened really opened a lot of eyes; it's a shame the public will forget and go right back to being careless while in work zones."

## Scott-Allen helps injured through hard times

MANHATTAN — While large insurers and their CEOs continue to get bailed out, Laverne Scott-Allen takes care of the real beneficiaries for much less.

"I see how we help people," said Scott-Allen, a claim processor at the New York State Liquidation Bureau and 10-year CSEA member

The bureau protects the interests of the policyholders and creditors of insurance companies that have been declared impaired or insolvent.

Scott-Allen has reviewed hundreds of cases involving clients whose stories have become extremely personal and sometimes painful.

One such case involved a negligent landlord who refused to fix the building door that allowed a rapist to enter the building and assault a 13-year-old on the



Laverne Scott-Allen, here on the job, helps protect the public.

rooftop.

She also helped an 18-year-old undocumented construction worker who suffered electric shock and lost use of his body below his waist. "I saw a video that was made of him smiling," said Scott-Allen. "It made me thankful."

Some awards can range as high as \$10 million and help clients or their families.

"A little girl fell off a slide and suffered a bad scar on her leg," said Scott-Allen. The girl's settlement helped pay her college tuition.

"When I hear things like that it makes me feel really

good," said Scott-Allen. "Sometimes a client will call and they will thank me."

There is little time to enjoy those moments since her unit has been trimmed to two people from the five that once reviewed cases before sending them to examiners and attorneys.

"We are constantly working under stress," said Scott-Allen. "We have a certain amount of time to pay cases and sometimes we'll get a judgment where the insurer is getting sued."

Reviewing a single file can take an entire day, Scott-Allen said.

"These are the union people who make this happen, but we don't get the recognition," said Scott-Allen.

— David Galarza



# Spread the truth about the Employee Free Choice Act

As a CSEA member, you know a union allows you to bargain for health care, pensions, fair wages and better working conditions.

But for many workers, good jobs are vanishing and health care coverage and retirement security are slipping out of reach.

Only 38 percent of the public says their families are getting ahead financially and less than a quarter believes the next generation will be better off.

The Employee Free Choice Act is federal legislation that would

give workers more freedom to join unions. It would limit an employer's ability to intimidate workers before and during union representation elections.

In fact, workers wouldn't have to face a so-called secret ballot election.

## Freedom to choose

Simply indicating majority support for a union would allow them union recognition and require the employer to enter collective bargaining for a first contract.

If the Employee

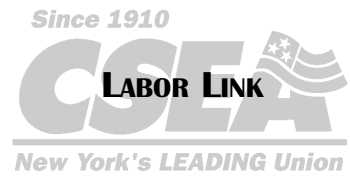


**Free Choice Act** passes Congress, President Barack Obama has said he would sign it into law.

Right now, there are many forces opposing this legislation, most

funded by business interests.

*All workers should have the freedom to decide for themselves whether to form unions to bargain for a better life.*



**Go to [csealocal1000.org](http://csealocal1000.org) to view a 10-minute video that explains why the Employee Free Choice Act is important to unions and to get more information.**

## Investor education for working families

The AFSCME Investor Education program offers CSEA members a chance to gain the knowledge and skills they need for a lifetime of investment and financial success.

The Investor Education for Working Families workshops provide bias-free personal investment learning opportunities through self-paced online classes and resource materials specially designed for union members and their families.

The classes in this program offer members information on the key issues of personal financial planning including goal setting, budgeting, debt



management, retirement planning, saving and insurance. A solid retirement depends on Social Security, traditional pensions, and personal savings and investments.

These workshops help you

solidify your personal investing skills.

Learn more at:  
<http://investoreducation.afscme.org/BI.aspx>

**The classes in this program offer members information on the key issues of personal financial planning including goal setting, budgeting, debt management, retirement planning, saving, and insurance.**

# Extraordinary community outreach

## CSEA members on and off the job respond to tragic air crash in Clarence

CLARENCE CENTER — At 10:20 p.m. in the quaint little hamlet of Clarence Center, the silence can often be deafening. But the evening of Feb. 12 proved to be very different, bringing out the best in people and springing CSEA members into action.

That night, Continental Flight 3407 crashed into a home in the close-knit community, killing 49 people, one person on the ground and initiating a multi-day response from CSEA members from Clarence, the Erie County Unit and other nearby towns.

“Within seconds of the accident, CSEA members converged at the site, first as volunteers with community fire companies and shortly after as members of the county work force,” said CSEA Western Region President Flo Tripi. “For many days, around the clock, CSEA members provided services at the scene. Our union sisters and brothers gave their all to reunite families and restore the community. This is an example of how CSEA members do whatever they need to do to get the job done, whether it is part of their job description or not.”

### Tragedy strikes

Just a stone’s throw from the crash, Clarence Highway Department worker Tim Norris and his wife commented to each other that the plane flying overhead sounded unusually low. The plane struck just as Norris’ wife looked out the window of their home.

“Immediately I jumped up and responded to the scene and found the remnants of a house, a fireball and the neighbors running around making sure everyone was OK,” said Norris, the assistant chief of nearby Clarence Center Volunteer Fire Company.

Seconds later, the call went out over firefighters’ pagers. Bill Metzger, president of CSEA’s Clarence Blue Collar Unit of the Erie County Local traveled the few blocks to the site as quickly as possible.

“By the time I got here, you couldn’t get down (nearby) Goodrich Road because of the response,” he said. “The road was full of onlookers, hundreds of firefighters and law enforcement officials from several agencies. The response was that quick.”



*“Firefighting is a huge brotherhood. We were happy to help Clarence Center any way we could.”*

— Nick Radlich

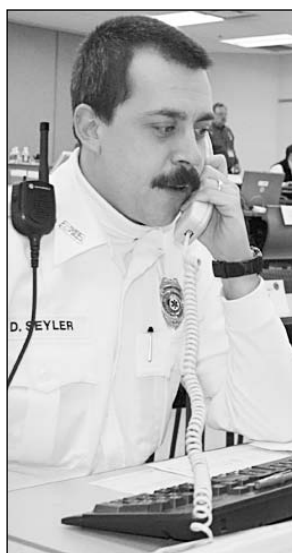
Almost simultaneously, in another part of town, Nick Radlich received a tearful phone call from his girlfriend asking if he had heard what happened. After she delivered the news, he immediately headed to the fire hall to await instructions. Radlich and his fellow firefighters traveled a few miles to Clarence Center fire hall where they served in a support role.

### Overwhelming situation

“As firefighters, we train for this all the time but you can’t mentally prepare for something like this,” Metzger said.

“We train for structure fires,” Norris said. “That’s the mindset that we used here: This was a huge structure fire. We had the bulk of it contained in an hour, but the jet fuel in the plane made it difficult.”

Firefighters remained at the scene for more than 24 hours. As Clarence Center volunteers tired, Radlich and members of



**Dean Seyler fields a call at the Erie County Command Center following the crash of Flight 3407. Seyler is a senior medical emergency radio systems coordinator for Erie County. During the emergency response he served as assistant emergency operations center manager.**



other companies provided relief and filled in.

“Firefighting is a huge brotherhood,” Radlich said. “We were happy to help Clarence Center any way we could.”

Although united through fire service, these men are also united through CSEA. Their service to their neighbors is unending.

“These guys dedicate a lot of time to their communities,” said Ed Schmidt, president of the CSEA Clarence Central School District Unit. “Working for the school district or for the town is a commitment to the community. Serving as a first responder is a commitment to the community. They do it because they care.”

### The aftermath

In the days following the crash, CSEA members from many Erie County departments played an important role both at the scene and at the county’s Emergency Operations Center at a fire training facility in a nearby town.

“Erie County CSEA members really came together to respond to the needs of the community,” said Erie County Local and Erie County Unit President Joan Bender. “We have a strong CSEA work force here. It’s a work force made up of the best and the brightest. CSEA will help this community get through any emergency that may arise.” Across the room, Erie County Health Department clerk

Linda Gigante and Community Wellness employee Marcia Crosby worked at a row of computers. Gigante monitored calls coming in for services, routing them to the appropriate person for action. Crosby kept minutes at the multitude of meetings conducted at the center.

### Moving forward

At the Clarence Schools, building principals and administrators regularly check in with Radlich and other staff members to make sure everyone is OK.

“We have a lot of support from everyone,” Radlich said.

In Clarence Center, volunteer firefighters are also receiving support. They have been debriefed and professional services have been offered to anyone in need, Norris said.

“Anyone who spent time at the site will remember it for the rest of his or her lives,” he said. “We’ll work to get over it.”

— Lynn Miller

**Right, Medical Examiner Carraugh Reilly Nowak, left, and Administrative Coordinator Karen Biel Costantino review emergency plans in the Erie County Medical Examiner’s Office.**

Left, Clarence Highway Department workers Keith Albrecht, left, Dennis Raquet, Chip Moore, Tim Norris, Clarence Blue Collar Unit President Bill Metzger and Rick Weitz are among the many volunteer firefighters who responded to the crash of Flight 3407.



Above, Erie County Local 815 President Joan Bender, left, reflects at a memorial with Clarence Blue Collar Unit member Tim Norris. Norris is assistant chief of Clarence Center Volunteer Fire Company. He was the first firefighter on the scene of the Feb. 12 crash.

Left, Pathological Lab Worker and Licensed Mortician Clayburn J. Powell cleans and adjusts equipment in the autopsy room in the Erie County Medical Examiner’s Office.



Right, Assistant Toxicologist Larry Perkins tests samples in the Erie County Medical Examiner’s office.



Above, Toxicologist Chris Stokes and Assistant Toxicologist Colleen Corcoran review computerized test results in a laboratory at the Erie County Medical Examiner’s Office.

## 2009 CSEA ELECTIONS Info

### *Public Sector Local, Unit elections scheduled for 2009*

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

The term of office for all current public sector local officers, delegates and unit officers expires June 30, 2009. Public sector officers and delegates will be elected to four-year terms. Balloting for local officers, delegates and unit officers will be conducted between May 15 and June 15, 2009.

Each local and unit executive board must select its own election committee and committee chairperson, or election meeting chair if applicable. The local and/or unit election committee is primarily responsible for conducting the election.

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

Members may run as individual candidates if they wish.

#### **Attention: Public Sector Local, Unit Presidents** ***Did you send the Election Committee Data Form to CSEA Headquarters?***

In early January, registered election committee chairs and election meeting chairs began receiving their election package to help them carry out their election duties.

You must submit your election committee data form before an election packet will be mailed to your election committee chairperson or election meeting chair.

CSEA Headquarters cannot send material and information to any appointed election committee or meeting chair without first receiving the completed election committee data form from the local or unit president.

Inquiries concerning election materials may be directed to the CSEA Central Files Department at 1-800-342-4146, ext. 1261.

#### **Locals and Units with 150 or Fewer Members**

##### **Holding an Election at a Special Membership Meeting**

Locals and units with 150 members or less may choose to appoint an Election Meeting Chair (instead of an election committee) and conduct an election at a meeting.

Holding your election at a Special Membership Meeting simplifies the election process in that, where there are races (more than one candidate for an office), the Election Meeting Chair calls a Membership Meeting for the purpose of electing officers.

##### **Application for Office**

Special election rules are available to CSEA locals and units of 150 or fewer members.

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

In locals or units with 150 or fewer members, any member who submits the application and meets election requirements under the appropriate local or unit constitution will be placed on the ballot.

# CSEA

#### ***Important information about slate petitioning and slate voting***

##### **Local Elections**

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

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

##### **Unit Elections**

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

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

##### **Candidates should know the following:**

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

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

- Candidates who withdraw from a slate must complete a Slate Withdrawal Form and return the form to their election committee.

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

#### ***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 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.

Since 1910

**CSEA**  
FAMILY, FRIENDS AND  
NEIGHBORS

New York's LEADING Union

# A final resting place for veterans

NEW PALTZ — In a region where many surrounding counties have designated cemeteries for military veterans, it just didn't sit right with veterans in Ulster County that their county had no such final resting place.

That changed this past Veterans Day, when a portion of land in the New Paltz Rural Cemetery was officially dedicated as the Ulster County Veterans Cemetery.

SUNY New Paltz Local members Lenny Beaulieu and Ron Mironchik, both of whom are active with local veterans organizations, contributed to the project by helping get a monument to veterans that now

**“The creation of the cemetery is long overdue.”**



**CSEA Veterans Committee Chair Len Beaulieu, left, and Ron Mironchik, both SUNY New Paltz Local members, were part of a group of local veterans who helped get a monument to veterans that has been installed in the new Ulster County Veterans Cemetery.**

stands in the cemetery. Both men were among a group of veterans honored in February by the Ulster County Legislature for their efforts.

“This is a way of recognizing our veterans and the service they gave

to our country,” said Beaulieu, chair of CSEA's statewide Veterans Committee and the Southern Region Veterans Committee. “The creation of the cemetery is long overdue.”

## Longtime effort

It took nearly 25 years of repeated requests by local veterans before the county voted to secure land for the project. The cemetery, on the outskirts of New Paltz with the Shawangunk Mountains in the background, is open to veterans with honorable discharges, their spouses and dependent children. Veterans are buried at no cost, while family members are buried for a minimal charge. As of February, half a dozen burials had already taken place.

“People in the military serve their country and in doing so, they serve their county,” said Mironchik. “Many want to be buried amongst fellow veterans and for some, this is the only place they can come. This cemetery fills a need.”

— Jessica Ladlee

United States  
Census  
2010

## In the Neighborhood



U.S. Census workers are visiting your area to identify the addresses of all housing units for the 2010 Census.

**Safe. Easy. Important.**

U.S. Census Bureau  
Boston Regional Census Center  
One Beacon Street, 7th Floor  
Boston, MA 02108  
Phone: (617) 223-3610  
E-mail: Boston.PDSP@census.gov  
This Notice Expires 6/30/09

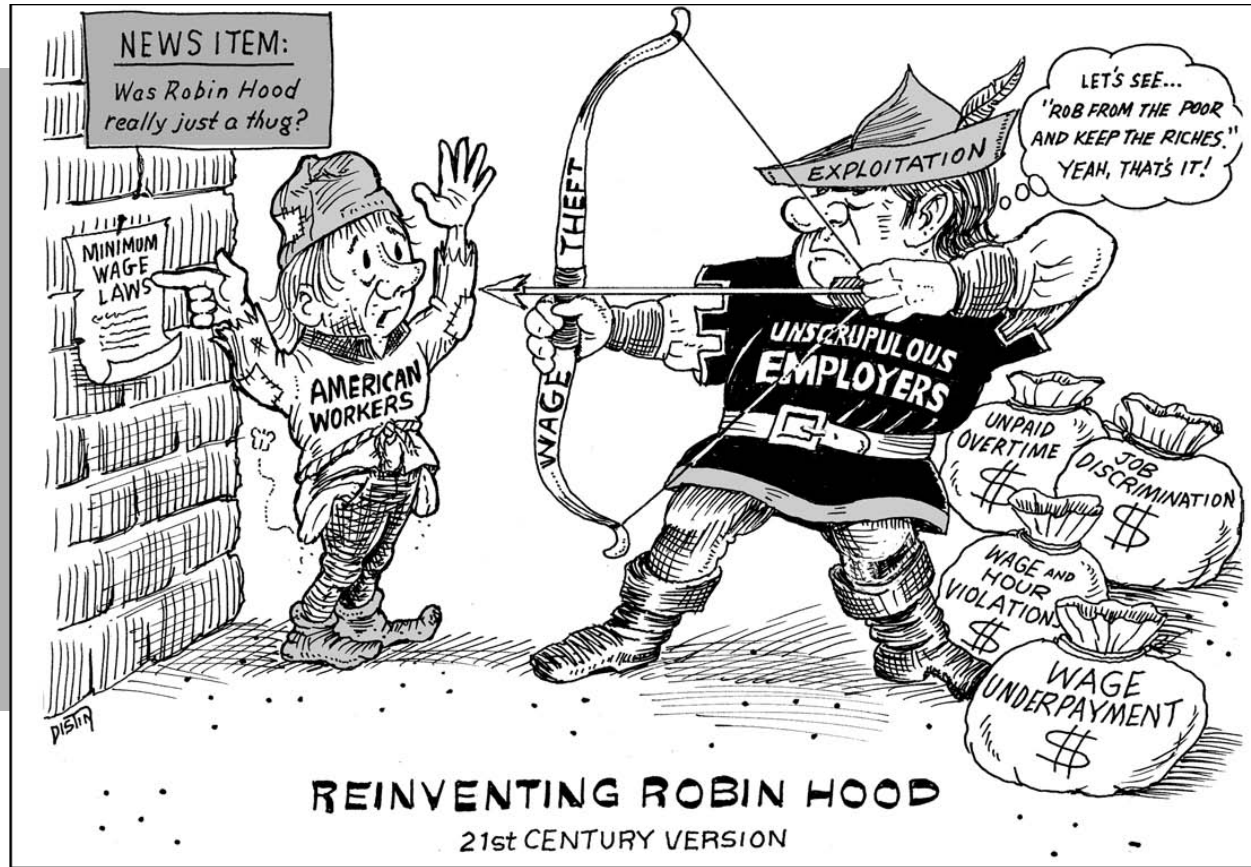
IT'S IN OUR HANDS



## Berkley feted with prestigious Brotherhood award

CSEA Statewide Secretary Denise Berkley was recently presented with the prestigious Bertram Harris Civil Service Award during the 56th Annual Brotherhood Observance and Awards Luncheon. State Assemblywoman Janele Hyer-Spencer was also presented with the Benjamin Potoker Award although she was unable to attend the event. Earlier in the day, several panelists, including Bronx Psychiatric Center Local President Abraham Benjamin, spoke about "Brotherhood: What we can't do alone, we can do together." In the photo, Berkley, center, poses with Metropolitan Region 1st Vice President and Brotherhood Co-Chair Linda R. Williams, left, and Brotherhood Chairman Randy Johnson, right.





**1980 CSEA leads the charge for safer, healthier work sites**

29 years ago ...



Gov. Hugh Carey, seated, signs the PESH Act as CSEA President William McGowan, third from left, looks on.

Though New York has been long considered a national leader in workplace safety and health, there was no state law on the books to protect public employees when CSEA President William McGowan was elected in 1977.

Under McGowan, CSEA led the charge to change that.

As the 1970s drew to a close, CSEA kicked into high gear to pass a state occupational safety and health law. Union activists across

the state testified at hearings, met with state lawmakers and held news conferences to show support for the law. CSEA sent its members information packets and postcards to mail to state legislators, urging support.

CSEA's grassroots efforts paid off when the state Assembly and Senate overwhelmingly passed the bill. On July 1, 1980, Gov. Hugh Carey signed the Public Employee Safety and Health Act and the related "right to know" law, ending years of a double standard between public and private sector employees. It was landmark legislation.

The PESH Act gives public employees across the state the same level of occupational safety and health protections as private sector workers have under the federal Occupational Safety and Health Act of 1970 and, in many cases, the state law has even higher standards than the federal law. The PESH Law has gone a long way in CSEA's ongoing fight to protect all of its members.

**Also in 1980 ...**



The 1980 Winter Olympic Games logo

The United States later boycotts the Summer Olympics in Moscow.

- The Iran Hostage Crisis, brought on by Iranian students seizing the U.S. Embassy in 1979, continues in light of several failed diplomatic and military attempts by the Carter administration to free the hostages.
- Labor unions become legal in Poland after Lech Walesa leads the Solidarity union movement against communism.
- Ronald Reagan is elected the 40th president of the United States.
- CSEA members provide operational support for the Winter Olympics held in Lake Placid, N.Y.
- John Lennon is assassinated in New York City.
- Ted Turner launches CNN as the first all-news cable network.



Lennon

- The New York Islanders defeat the Philadelphia Flyers for the Stanley Cup.

# Local government, private sector: cut costs with Strategic Benefit Trust

CSEA's Strategic Benefit Trust is a cost-effective solution that can help when negotiating benefits at the bargaining table.

Health insurance is a priority and can be one of the toughest proposals in local government and private sector negotiations. It can be difficult to determine what health insurance package is best for all CSEA members and their families.

CSEA members working for the state fall under other jointly funded, established benefit packages and programs, including the Employee Benefit Fund. The Strategic Benefit Trust was created to help fill voids in local government and private sector benefits.

Standard benefit packages don't always



Charlotte Wallace, a CSEA Cortland County Local member, uses the CanRX Alternative Prescription Plan offered by the Strategic Benefit Trust. "It doesn't cost me anything, my co-pays are completely covered and it's cheaper for the county. I've never had any problems with the coverage. It's a win-win. The fact that I can save a few bucks today is important. You know, it adds up. This works for me," she said.

work for labor or management. In recent months the Strategic Benefit Trust has been expanding to offer more services and now provides useful alternatives to standard health benefit packages.

Negotiating the trust's benefits into a contract can be a more cost-efficient way to provide health benefits for some public employees and could in some cases, be the only way to get benefits to the private sector.

The SBT is a 501c(5) labor exempt Taft-Hartley Welfare Fund that gives labor and management the ability to work collectively to stay competitive in the public and private sectors of the work force, saving money for members and employers because of the central administration of the program and the pooling of resources.

A board of directors equally representing labor and management manages the CSEA Strategic Benefit Trust, balancing the interests of the employers and CSEA members. The board makes decisions regarding eligibility provisions, benefit and plan design. It consults with the fund manager and other outside



Jerry Knapp of the CSEA Cortland County Local agrees with his local's decision to bargain for the Strategic Benefit Trust's prescription drug buying program. "This is a great opportunity for me. I've compared the local pharmacy prices to these offered here and it's half the price. I also have no co-pays. I've had nothing but good dealings with these people plus, times are tough and this is providing savings."

sources, decides which carriers will be offered and deals with the financial management of the plan's income, expenses, and reserves.

— Jill Asencio and Mark M. Kotzin

## Who Pays for the Fund?

- The fund is collectively bargained with each participating employer.
- One or more employers contribute to the fund on the terms bargained for.
- The trust is legally distinct from the union and employers for the sole and exclusive benefit of CSEA members and their families.

*If you would like more information on the Strategic Benefit Trust or any of the program components call (877) 728-7728. Future Work Force editions will carry information on specific products and benefits.*

## What is Offered?

- Health Insurance
- Vision Care
- Advanced Biomechanics Program
- Alternative Prescription Drug Program
- Tax Favored Health Reimbursement Accounts

*The Employee Benefit Fund also offers several benefits that can be negotiated into local government contracts. See Page 16 for more information.*

## What's In It For You?

# EBF programs help put 'spring' in contract benefits

As the winter comes to a close, spring brings hope of new life and renewal. In many local government units, spring also means gearing up for upcoming contract negotiations.

While wage increases are often a priority, a number of negotiating teams have turned their focus to health related benefits for richer contracts. Health related auxiliary benefits such as dental and vision keep our members healthier, improve our member's quality of life, save on out-of-pocket costs for health services, and keep health care costs down by promoting whole health.

The CSEA Employee Benefit Fund has been providing benefits to CSEA members since 1979 and has been able to offer a variety of benefits to fit the diverse needs of counties, towns, villages and school districts during contract negotiations.

Here are some of the programs we offer:

### Dental plans

EBF offers four dental plans with escalating annual maximums and orthodontic maximums. Each of our plans reimburse according to a fee schedule at a non-participating dentist.

Our participating providers accept our fee schedules as payment in full for covered services resulting in no out of pocket payment for you.

There is no deductible for any of our plans in or out of network. Our plans are designed to maintain your oral health and to save you and your family money.

### Vision plans

We offer three levels of vision plans on either a 12 or 24-month basis. Each plan covers an eye examination and a pair of glasses or an initial supply of contact lenses. Members pay no out-of-pocket expenses if they stay within our substantial lens and frame collections.



Services can be expanded to include anti-reflective coating, high index lenses, polarized lenses, photo-sensitive lenses, ultraviolet coating and

even an additional pair of "occupational" glasses for the member.

### Hearing aid benefit

This plan provides an allowance of up to \$450 per year towards the cost of a hearing aid once every three calendar years.

### Legal benefit

Members can be reimbursed up to \$1,000 annually for covered legal

services. Members retain the right to choose any attorney according to individual need and type of case.

### Maternity benefit

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

### Prescription drug co-payment reimbursement

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

### Physician co-payment reimbursement

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

### Annual physical benefit

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

Remember, these benefits and their costs must be negotiated into your collective bargaining agreement.

## Local government senior benefits specialists



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

Metropolitan Region:  
See "State benefits specialists"

Southern Region:  
Carisa Haberl  
(800) 323-2732, ext. 813  
chaberl@cseabf.org

Capital Region:  
Geoff Switts  
(800) 323-2732, ext. 816  
gswitts@cseabf.org

Central Region:  
Meghan Pastiglione  
(800) 323-2732, ext. 860  
mpastiglione@cseabf.org

Western Region:  
Mike Wagner  
(716) 691-6555  
mwagner@cseabf.org

## State benefits specialists

Long Island, Metropolitan or Southern regions, or Albany, Columbia, Greene, Montgomery, Rensselaer, Schenectady and Schoharie counties in the Capital Region:

Chuck Guild:  
(800) 323-2732, ext. 818  
cguild@cseabf.org

Clinton, Essex, Fulton, Hamilton, Saratoga, Warren and Washington counties in the Capital Region, Central and Western regions:

Dave Reed:  
(800) 323-2732, ext. 806  
dreed@cseabf.org.

# Important: NYSHIP to conduct Dependent Eligibility Verification Project

Your employer-sponsored health insurance coverage provided through the New York State Health Insurance Program (NYSHIP) is a valuable benefit, but it is also costly to provide. It becomes more costly for everyone when NYSHIP provides benefits to individuals who are not eligible for coverage.

In 2009, NYSHIP will conduct a Dependent Eligibility Verification Project to help ensure that every participant receiving benefits is entitled to them. During the course of the project, NYSHIP enrollees with family coverage will be required to provide proof of their dependents' eligibility as of February 1, 2009. It is very important that enrollees respond to all requests because failure to do so will result in the dependent's

removal from coverage. In addition to these consequences, the Department reserves the right to recover payment from the enrollee for claims paid on behalf of any dependent determined to be ineligible and to pursue possible civil/criminal action. The Department has contracted with Michigan-based Budco Health Service Solutions (Budco), a national leader in providing dependent verification and eligibility services, to administer the project.

As a result of legislation passed last year, a Special Amnesty Period will be offered to enrollees to allow for the removal of ineligible dependents before the verification project begins. Enrollees who use this

## Health Benefits



opportunity can avoid having to pay back any claims paid on

behalf of an ineligible dependent as well as possible legal action. In early to mid April, Budco will mail packets of information to all NYSHIP enrollees with family coverage regarding the Special Amnesty Period. Enrollees must review all information thoroughly and report any ineligible dependents directly to Budco no later than June 12, 2009. This is the ONLY opportunity to remove ineligible dependents without possible penalty.

Eligibility verification

packets will be mailed to enrollees after the Special Amnesty Period ends. Enrollees will be required to provide documentation of the eligibility for coverage under NYSHIP for each dependent not removed during the Special Amnesty Period. The packet will include a list of the enrollee's dependents, an eligibility worksheet to help determine whether dependents are eligible under NYSHIP, a list of common eligible proof documents and instructions and deadlines to submit them. Watch your mail for these packets and be sure to follow all instructions and deadlines.

**Go to: <http://www.cs.state.ny.us/nyshipeligibilityproject/index.cfm> for the most up-to-date Dependent Eligibility Verification Project information. Bookmark the page and visit it periodically for the most current information.**

## Waiver of out-of-pocket charges increases insurance costs for all

A troubling trend is beginning to be noticed. Non-participating health care providers are waiving out-of-pocket payments (deductible and co-insurance amounts) for patients and advising they will accept the non-participating payment from the health insurance

company as payment in full. Waiver of out-of-pocket payments can lead to submission of inflated claims, which may be considered insurance fraud. Individuals who use non-participating providers are responsible for all out-of-pocket amounts imposed by the health

insurance plan.

The level of benefits you are entitled to is based on meeting all of the deductible and co-insurance amounts stated in your insurance certificate.

You should discuss this issue and your potential out-of-pocket liability with your non-participating provider

before you receive services. If you are aware of provider fraud or abuse, call your health insurer. If you are covered under The Empire Plan, call 1-877-7-NYSHIP (1-877-769-7447) and notify the appropriate carrier.



# Leading Edge



## William L. McGowan: A transforming leader

**Editor's Note:** CSEA will celebrate its 100th anniversary in 2010. Throughout this year The Work Force is devoting *Leading Edge* to a look back at some of the key individuals who have helped shape our extraordinary history. This month we feature a profile of William L. McGowan, a leader who established the foundation for the CSEA of today.

In CSEA's nearly 100 years of history, there were few individuals more colorful than William L. McGowan, president from 1977 to 1988. There were also few individuals, if any, who made a bigger impact.

With his shock of white hair, ever-present cigar clenched between his teeth and a colorful way of getting his point across, McGowan nearly single handedly brought CSEA into the mainstream of the American labor movement.

Born in Buffalo in 1924, McGowan was a World War II Navy veteran. He rose to prominence in CSEA from his job as an electronics mechanic with the state at the old West Seneca Developmental Center. McGowan became the first president of CSEA to come from the blue-collar ranks when he unseated longtime incumbent president Theodore Wenzl in a bitter and razor thin election in 1977.

McGowan's leadership of CSEA brought dramatic transformation. McGowan began with an aggressive approach to building a political action program that included harnessing grassroots member activism, establishing a statewide political action committee and for the

first time in CSEA history, making formal political endorsements.

### Joining the labor movement

It was McGowan who negotiated CSEA's historic affiliation with the American Federation of State County and Municipal Employees (AFSCME) and in the process brought CSEA into the AFL-CIO. The action was taken in large part to secure the union from raids of bargaining units by AFL-CIO unions.

The CSEA-AFSCME affiliation had a much more dramatic affect on American labor than simply shielding CSEA from raids. CSEA immediately became the largest affiliate of the fastest growing union in the AFL-CIO and established a new foundation from which it was to truly become New York's leading union.

### Protecting public employees

It was the strength of CSEA and AFSCME together that helped secure the 1980 enactment of the Public Employee Safety and Health (PESH) Act. It remains the most comprehensive law of its kind to provide public employees the right to a safe workplace and working conditions.

The PESH law was a textbook example of the new CSEA under McGowan's leadership. The union built alliances and coalitions with other unions and community groups, developed grassroots networks to bring safety issues to the media and local elected officials and lobbied lawmakers in Albany and in their home districts to make the case for the legislation.

There were many other significant



**Former CSEA President William L. McGowan (1977-88) with his trademark cigar.**

accomplishments during McGowan's tenure as CSEA president – groundbreaking contracts, numerous labor-management initiatives such as productivity committees, employee assistance programs, member education opportunities, development of on-site day care centers along with growing respect for CSEA in politics, public policy and labor.

Throughout it all, McGowan was always from the membership and of the membership. He passed away in 1993

## April CSEA calendar of events

### Statewide:

- April 28: **Workers Memorial Day.** Check your region web page for events in your area.

### Long Island Region:

- April 14: **Conducting Successful Meetings Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6-9 p.m., Best Western - East End, Riverhead
- April 15: **Working People's History Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6-9 p.m., Best Western - East End, Riverhead
- April 28-29: **Contract Negotiation Strategies: Maximizing Our Leverage Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6-9 p.m., Best Western - East End, Riverhead

### Metropolitan Region:

- April 14: **An Overview of the Family and Medical Leave Act**, Sign-in: 5:30 - 6 p.m., Workshop: 6-9 p.m., Sodexo Court, SUNY Downstate Medical Center, Brooklyn
- April 15: **Working People's History Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6-9 p.m., CSEA Metropolitan Region Office, Manhattan

### Southern Region:

- April 1: **Steward Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6-9 p.m., CSEA Westchester Local Office, White Plains
- April 21: **Conducting Successful Meetings Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6-9 p.m., Southern Region Office, Beacon
- April 22: **An Overview of the Family and Medical Leave Act**, Sign-in: 5:30 - 6 p.m., Workshop: 6-9 p.m., Rockland County Local Office, New City
- April 28: **Working People's History Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6-9 p.m., CSEA Westchester Local Office, White Plains

### Capital Region:

- April 2: **An Overview of the Family and Medical Leave Act**, Sign-in: 5:30 - 6 p.m., Workshop: 6-9 p.m., CSEA Headquarters,

### Albany

- April 14: **An Overview of the Family and Medical Leave Act**, Sign-in: 5:30 - 6 p.m., Workshop: 6-9 p.m., CSEA Plattsburgh Satellite Office, Plattsburgh. Please call the Plattsburgh Satellite Office to register at (518) 563-0761.
- April 15: **Conducting Successful Meetings Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6-9 p.m., CSEA Plattsburgh Satellite Office, Plattsburgh. Please call the Plattsburgh Satellite Office to register at (518) 563-0761.

### Central Region:

- April 7-8: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6-9 p.m., Holiday Inn Express, Horseheads
- April 14-15: **State Government Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6-9 p.m., Holiday Inn, Oneonta
- April 28-29: **State Government Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6-9 p.m., Hall of Fame Room, Park Center, SUNY Cortland, Cortland

### Western Region:

- April 7: **Conducting Successful Meetings Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6-9 p.m., Western Region Office, Amherst
- April 8: **An Overview of the Family and Medical Leave Act**, Sign-in: 5:30 - 6 p.m., Workshop: 6-9 p.m., Bethany Lutheran Church, Olean
- April 28-29: **Contract Negotiating Team Training**, Sign-in: 5:30 - 6 p.m., Workshop: 6-9 p.m., Holiday Inn Batavia, Batavia

For more information on the listed events or to participate, contact your region office (phone numbers are listed on Page 4) or visit your region page at CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org). Please note that additional events may be scheduled in your region, so check your region calendar page on the website.

## May 15 is deadline for submitting proposed resolutions, changes to CSEA's Constitution & By-Laws

Proposed resolutions and proposed amendments to the CSEA Constitution & By-Laws for consideration by CSEA delegates to the union's 2009 Annual Delegates Meeting **must be submitted by May 15, 2009.**

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

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

The 2009 CSEA Annual Delegates Meeting will be held Sept. 14-18 in Buffalo.

## NEW UNIT PACT —

The new Westchester

Community College

Unit has ratified its first contract.

The four-year contract keeps the language from the previous contract under the Westchester County Unit and adds generous wage increases in each year of the agreement. The contract also includes changes in prescription co-payments and other benefits and conditions ... **MAMARONECK RATIFICATIONS** —The Mamaroneck School District Non-Teaching Unit has overwhelmingly ratified a four-year contract lasting until mid-2011. Highlights include wage increases in each year of the contract and increases in longevity. Also in Mamaroneck, the Town of Mamaroneck Unit recently ratified a one-year agreement that carries the unit to the end of 2009. The deal includes raises for unit members ... **LONG ISLAND CONTRACTS** — CSEA members in several Long Island school districts recently ratified contracts. William Floyd School District Unit members ratified a new four-year contract. The agreement is retroactive to July 1, 2007, and provides for annual salary percentage increases and fully paid health insurance benefits ... Franklin Square School District



# TODAY

Custodial Unit members recently ratified a new four-year contract, which

provides for annual salary percentage increases and improved longevity payments. Also enhanced was the starting salary of certain titles within the unit ... The Floral Park-Bellerose School District Custodial Unit ratified a three-year contract. The pact includes annual salary percentage increases, a half-hour reduction in the workday and first-time longevity payments ... **LABOR COLLEGE COURSES OPEN** — Registration is open for college-credit courses through the Cornell Labor Studies Program in Manhattan. Classes begin the week of April 6. Admission is open to all, tuition is \$550 per course and partial scholarships are still available. Courses available include *Immigration and the U.S. Worker*, *Advanced Collective Bargaining*, *Legal Rights for Injured Workers*, *History of Black Workers in the U.S.*, *Rights and Responsibilities of Union Leaders and Members* and *Understanding the Pension Crisis*. For more information or to register, call the Cornell University School of Industrial and Labor Relations at (212) 340-2847.

## Townsend is PEOPLE Recruiter of the Month

**B**asil Townsend of the Hudson Valley DDSO Local in the Southern Region is PEOPLE Recruiter for the month of February. He recruited 22 new PEOPLE members at the MVP level.

Townsend, who serves as chair of his local's PEOPLE and political action committees, has also volunteered for local and national political campaigns.

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.



**Townsend, left, is recognized by Southern Region President Billy Riccaldo for his ongoing PEOPLE efforts.**

# S O S

## SAVE OUR SERVICES...

Every day, in every community in this state, AFSCME members deliver essential services New Yorkers rely and depend on.

We perform every conceivable kind of job. And, we do it with professionalism and dedication.

But Gov. Paterson's budget proposals threaten many of these services just when they're needed most. Meanwhile, his gimmicky new taxes and fees will put an even greater burden on middle income, working families.

**Contact the Governor and State Legislators  
Toll Free at 1-877-255-9417**

Tell them cutting essential services and shifting more burdens to working New Yorkers without serious consideration of alternative savings and revenues is wrong!

There are better ways to solve the budget crisis wisely without harming New Yorkers who are already struggling to make ends meet!

## SAVE OUR STATE!

