

*Don't miss special sections inside.*

# THE Work Force

*November 2011*

*Vol. 14 No. 11*

## Standing for America in Nassau County



## Photo of the Month



Photo by Ove Quvermyer

Thousands of demonstrators, including CSEA members, occupy Foley Square and Federal Plaza in Lower Manhattan during the Occupy Wall Street movement to bring attention to the growing economic disparity in the United States. See Pages 4, 5.

### Crockett Metropolitan Region president

CSEA welcomes Lester Crockett as the Metropolitan Region president following Metropolitan Region President George Boncoraglio's retirement in October. Crockett, the region's former executive vice president, will serve the remainder of Boncoraglio's term.



From the Office of President Danny Donohue



### CSEA President Danny Donohue to meet Long Island Region members on Nov. 30

President Danny Donohue will visit the CSEA Long Island Region on Nov. 30 to meet with members.

The meetings will be held at the Long Island Region Office, 3 Garet Place, Commack.

Donohue will meet with union members from 1 to 7 p.m. Please call the Long Island Region office at (631) 462-0030 for an appointment and directions.



# CSEA in county budget fights across state

CSEA is mobilizing local government members across the state to face an onslaught of proposed county budgets that would contract out services and cost jobs.

In Orange County, the county will not fund the county-run Valley View Center for Nursing Care and Rehabilitation if the 2012 Orange County budget passes as County Executive Edward Diana has proposed.

Diana's budget bomb came one day before county legislators held an already-scheduled public hearing on a feasibility study the county had previously commissioned on Valley View.

Orange County Legislature Chairman Michael Pillemeier told local media he would push to find a buyer for the facility and make Valley View private.

CSEA is mobilizing Orange County residents to speak out against the closure or sale of Valley View, touting the county's more than 150 years of caring for elderly and indigent residents.

Selling Valley View would provide the county with cash for a new government center, a longtime Diana goal recently resurrected after hurricane damage forced the county to close the current building indefinitely.

### Ulster County executive: sell Golden Hill

Ulster County Executive Michael Hein has long stated his intention to allow county legislators to make the call on the future of the county-run Golden Hill Health Care Center. So Hein did an about-face when he announced a proposed budget for 2012 that includes the eventual sale of Golden Hill.

CSEA and Golden Hill community activists are fighting the move, saying Hein's surprising announcement betrays more than a year of debate and investigation by legislators on the future of the county home. The budget proposal funds Golden Hill in 2012 but sets up measures for its eventual sale.

In September, legislators voted down a symbolic resolution initiated by Legislator Jeannette Provenzano that called for continued county support of Golden Hill. However, as this edition went to press, a majority of legislators on the Health and Human Services Committee had approved a resolution that will invest more than \$40 million in repairs to the existing Golden Hill building. That resolution was scheduled to go before the full legislature Oct. 18.

### Fighting public health cuts in Oneida County

Infant mortality could rise and emergency preparedness could suffer if the proposed

Oneida County budget gets passed, say the CSEA-represented nurses working for the county Health Department.

CSEA Oneida County Nurses Unit President Stacy Farrell said the proposed budget cuts nursing staff in the county's Maternal Child Health Program and Public Health Clinic next year, in anticipation of contracting out the services. Farrell said contracting out services could cut available health services, which would disproportionately affect low-income families and could diminish the county's ability to respond to a public health crisis or bioterrorist attack.

"We have public health nurses in these programs who make sure county residents are protected against communicable diseases and monitor the health of pregnant mothers and their babies. We protect against health issues that would cost our county far more money if untreated," Farrell said. "We also practice drills to see how many residents we could treat in the event of a bioterrorist attack. God forbid anything like that should happen, Oneida County can't afford to lose our experienced workers and be less prepared in an emergency."

At a recent public budget hearing, Farrell spoke on behalf of the public health services and urged legislators to find a better way to stay within the state's tax cap.

### Erie County to cut 300 jobs

The Erie County Department of Social Services is already stretched thin, but another 300 positions in the department have been targeted for elimination by a county executive determined to break the work force and destroy quality of life in the county. About half of those 300 positions are vacant, but half would be cut through layoffs.

"The important work our members do in DSS is needed now more than ever," said Erie County Unit and Local President Joan Bender. "Our members in DSS have been doing more with less for years. There is nowhere else to cut. The county executive claims to be about jobs, yet he keeps laying off people who protect children and the elderly and who help county residents in need."

Also in the Western Region, leaders of the small CSEA Yates County Unit had learned the county budget includes five layoffs. Union leaders immediately took action and began to build a plan to save essential public services.

— Mark M. Kotzin, Jessica Ladlee and Lynn Miller

# Thousands protest county executive's anti-American agenda in Nassau County

MINEOLA — More than 5,000 demonstrators from dozens of unions across the state came together on Oct. 17 to fight against the anti-American and anti-union agenda of Nassau County Executive Ed Mangano, in a stirring rally in front of the Theodore Roosevelt Executive and Legislative Building.

The unions are fighting legislation introduced by County Executive Ed Mangano on Sept. 15, called the Fiscal Crisis Reform Act. The legislation would allow Mangano to break contracts whenever he sees fit.

Along with being a gross violation of the U.S. Constitution, the move threatens the well-being of thousands of union members and retirees on Long Island. He also plans to lay off more than 700 county workers.

“Collective bargaining is about a fair playing field and labor and management working together to find creative solutions to the challenges in front of them,” CSEA President Danny Donohue told the crowd. “CSEA has repeatedly demonstrated it works, by producing reasonable and responsible results at the bargaining table, in good times and bad. There is no excuse for management to walk away from fairly negotiated contracts and failing to act in good faith,” Donohue said.

Donohue was joined by statewide Executive Vice President Mary E. Sullivan,



**Donohue**



**Sullivan**



**Berkley**



**McMullen**



**CSEA members came out in force to protest Nassau County's anti-union agenda.**

Secretary Denise Berkley, Treasurer Joe McMullen, Long Island Region President Nick LaMorte, and Capital Region President Kathy Garrison, who brought a busload of supporters.

“Ed Mangano campaigned on the promise that county workers would be treated fairly and that they would no longer be demonized and blamed for the county's fiscal problems. Two years later he constantly attacks his county workers by trying to convince the public that they are the reason for Nassau County's high taxes,” said Nassau County Local 830 President Jerry Laricchiuta.

“Today, he is threatening CSEA with hundreds of more layoffs unless the union allows him to tear apart our collective bargaining agreement, which he voted on when he was a sitting legislator. His actions go against the very foundation of what we



**LaMorte**



**Garrison**



**Laricchiuta**

Americans pledge to defend each and every day, as well as the U.S. Constitution,” Laricchiuta said.

County workers from all unions are currently under a wage freeze from Nassau Interim Finance Authority, and are also in the midst of a concession plan negotiated in 2009 that provided over \$50 million in savings to the county, including a lag payroll and wage deferrals.

Furthermore, in a study conducted by CSEA, the salaries and compensation of CSEA members make up an average of only 3 percent of a Nassau County's property tax bill. “If all county workers were laid off, we would still be one of the highest taxed counties in the nation, without a single county service to show for it,” Laricchiuta said.

The Nassau County Local has already had 128 layoffs this year.

— Ryan Mulholland



# THE WORK FORCE

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1220M



# Work Force

IN TOUCH WITH THE

CSEA President Danny Donohue

## Occupy Wall Street's message? We're not gonna take it!

Actions speak louder than words.

So, when critics say there isn't a clear message coming from the Occupy Wall Street movement, they're missing the point. The protestors' actions speak volumes about what's wrong with the unequal distribution of wealth and opportunity in America today and the need for immediate change.

Only the shameless right-wing extremists and other shills for the super-wealthy don't seem to get it.

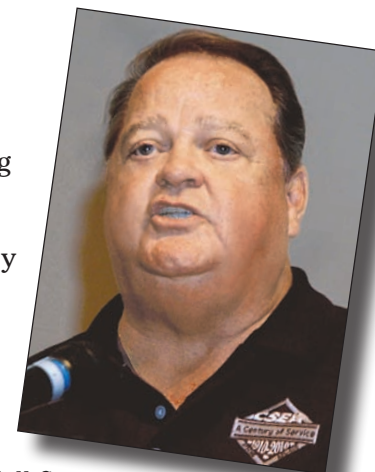
A recent poll by the Siena College Research Institute shows a 2-to-1 majority of New Yorkers believe the Occupy Wall Street movement "represent the 99 percent of people that will no longer tolerate the greed and corruption of the remaining 1 percent." We've all had enough of the discredited "trickle-down economics" theory. Tax breaks for the rich and powerful didn't work 30 years ago. They didn't work in the last decade and they sure as hell are not the answer to our economic circumstances today.

Here in New York, the year's end could bring the expiration of an income tax surcharge on the wealthiest of the wealthy. It will mean an unjustifiable \$5 billion tax cut to those individuals and blow a hole in New York's budget that the rest of us will have to shoulder. Not right, not fair in these economic times.

We have seen the consequence of unbridled greed nearly destroying our economic system in recent years. We have seen the necessity of government stepping in to bail out the corporations and their top executives who played fast and loose at our expense. We have seen these same individuals evade accountability and go back to their self-serving habit of rewarding themselves while failing to invest in a way that moves our economy forward and lets the vast majority of Americans share in some prosperity.

So, why then should anyone be surprised that this movement is growing and spreading and gaining more credibility? Decent people know in their guts what's right and wrong. Occupy Wall Street is what democracy looks like and last I checked, that's still what America is supposed to be about.

P.S. Make sure you vote on Tuesday, Nov. 8. Your future may be at risk and your vote should never be thrown away or taken for granted.





## Poll: New Yorkers support Occupy Wall Street movement

Most New Yorkers support the Occupy Wall Street movement, according to a new Siena College Research Institute poll of registered voters.

By a better than 2-to-1 majority, poll respondents say “they represent the 99 percent of people that will no longer tolerate the greed and corruption of the remaining 1 percent.”

The poll also shows that 49 percent of respondents have a favorable view of the Occupy Wall Street movement, but that the same percentage would join that movement over the right-wing Tea Party.

These poll results show that Americans are tired of the ongoing unequal distribution of wealth and opportunity across the country and are demanding change. The Occupy Wall Street movement, which began in September, has grown well beyond its namesake Manhattan address and is gaining credibility across the country, even as the movement’s opponents try to silence the protesters.

CSEA is also strongly supporting Occupy Wall Street movement, and President Danny Donohue is urging members to support Occupy Wall Street events in their communities. (See pages 2, 4 and 10-11 for more).

## Voices of the Occupy Wall Street movement

**“The New York State AFL-CIO and New York City Central Labor Council unequivocally support the rights of the participants of Occupy Wall Street to express their point of view. As such, the labor movement strongly opposes any attempt to silence their voice, and by extension, the voice of 99 percent of working Americans dissatisfied with our current economic system and the unlevel playing field everyday working Americans are confronted with.**

**Occupy Wall Street participants should be allowed to continue to peacefully protest the issues, in particular, speaking out against an inequitable economic system tilted in favor of this country’s top 1 percent of wage earners. The labor movement in this city and state will continue to support their cause until the long term economic needs and concerns of working people are addressed.”**

**— New York State AFL-CIO President Denis Hughes and New York City Central Labor Council President Vincent Alvarez, in a joint statement**

**“In the late 1970s the richest 1 percent of Americans received 9 percent of total income and held 18 percent of the nation’s wealth; by 2007, they had more than 23 percent of total income and 35 percent of America’s wealth. CEOs of the 1970s were paid 40 times the average worker’s wage; now CEOs receive 300 times the typical workers’ wage.”**

**— Robert Reich, secretary of Labor under former President Bill Clinton**

# SUNY CSEA members fight Irene's impact

NEW PALTZ — Hurricane Irene's impact would have dealt a more serious blow to the students at SUNY New Paltz were it not for the quick-thinking CSEA campus maintenance crew.

Before the storm hit, workers answered management's call for round-the-clock staffing to safeguard electrical systems, handle plumbing issues, and deal with expected power outages. While CSEA members working in road maintenance were tasked with keeping roads open and free from flooding, workers at places such as New Paltz were tasked with ensuring that buildings that power an entire campus were not devastated.

In the end, two main campus buildings sustained massive flooding, but CSEA member efforts prevented catastrophic

damage. "My members left their own families during this storm to come to work and make

sure we did everything we needed to do to keep the students safe and protect the college's infrastructure," said CSEA SUNY New Paltz Local President Anthony Adamo.

Workers reported for duty on the Saturday before the storm to prep campus buildings. Most didn't make it home until days later.

Campus officials were forced to cancel two days of classes.

"We had the two biggest buildings on campus taking on water at a very fast rate, and our members had to work very quickly in order to stop the flooding and make sure we didn't have transformers blowing," said Adamo, a campus electrician.

Workers could hardly believe the



SUNY New Paltz CSEA members who worked around the clock during Hurricane Irene to protect the campus' buildings and roads from flooding.



Fred A. DeStefano, an electrician, shows how he rushed to shut down electrical systems in van den Berg Hall at SUNY New Paltz in order to prevent a fire.

hurricane's impact on the campus.

"We were soaked to a point where we had water up to our waist," said Larry Oquendo, a motor vehicle operator who helped in pumping out buildings.

"We've had to deal plenty of times with extreme temperatures, ice and snow, but this is the worst natural disaster I've seen here," said John Ruger, a plumber. "Just when we thought we'd made progress with the flooding, we heard we had water in another building. We were just on autopilot."

On top of their regular job duties, workers were also dispatched to patrol campus dormitories on a fire watch, since the lack of power meant fire alarms were inoperable.

Adamo said campus officials reached out to CSEA to express gratitude for the members' hard work during and after the storm.

"We're proud that we helped keep the students out of harm's way and prevented more costly damage on campus," he said.

— Jessica Ladlee

# In-house repairs save taxpayers money

CORNWALL-ON-HUDSON — In the days following Hurricane Irene, CSEA members in many communities were in a race against the clock to get equipment up and running and avoid service interruptions.

In the village of Cornwall-on-Hudson, CSEA members were faced with a garage full of highway equipment needing repair from water damage after two nearby creeks crested with an unexpected strength.

“We had water up to the doorknobs,” said Village of Cornwall-on-Hudson Unit President Wayne Yeoman, gesturing inside a small garage on the village’s Department of Public Works property.

Like CSEA members in other communities, workers in Cornwall-on-Hudson invested time before the storm moving equipment away from expected flood zones. But the

water arrived too fast and with too much force at the village garage along the Hudson River, rendering much of the village’s equipment useless in the days following Irene.

“What’s amazing is that even though our garage is along the Hudson, it was the chain reaction from the two creeks flooding that caused us to take on water,” said Yeoman.

CSEA members tackled the repairs themselves, saving the village a considerable

amount of money. DPW Superintendent Dave Halvorsen praised the CSEA work force for working around the clock until village operations returned to normal. Members of the Village Board of Trustees voted to make Sept. 26 a holiday for all village employees, giving the workers some much-needed rest.

“Our workers really went above and beyond for the residents, getting things



**Pat Conley, a CSEA member from the Village of Cornwall-on-Hudson Unit, repairs a mower that received water damage after Hurricane Irene flooded the village highway facility.**

back up and running without costing the residents additional money,” said Yeoman.

— Jessica Ladlee

## CSEA members key in Ulster County recovery

SHANDAKEN — When autumn arrives, you can count on fall foliage fanatics descending on towns such as Shandaken in northern Ulster County. Leaf peepers make up a healthy portion of annual tourism revenue.

Thanks to the efforts of CSEA members on the state, county and town level, Shandaken and neighboring communities are open for business.

Hurricane Irene dealt the area a devastating blow, demolishing homes, roads, businesses and bridges. CSEA members were able to shore up roads, so popular shopping and dining destinations such as Phoenicia were ready to accept customers.

“We had one area where we

now have a 70-foot gap in the road,” Town of Shandaken Unit President Eugene Sullivan said after the hurricane. “It looks like a bridge used to be there, but it was actually a road. The damage to the town has been unbelievable.”

Devastation in the town’s hamlet of Oliveria was so serious that it required National Guard troops to be dispatched to aid CSEA members in erecting a temporary bridge. Tropical Storm Lee and other heavy rain in the weeks following Irene caused a number of setbacks in progress, but CSEA members prevailed in opening the area for residents and tourists.

State Department of Transportation workers had the



**CSEA members from the Mount Tremper residency of the state Department of Transportation oversee shoring a bank of the Esopus Creek in Phoenicia.**

unusual challenge of shoring up a bank of the Esopus Creek near Phoenicia to allow railroad tracks from the popular Catskill Mountain Railway to be rebuilt. Rushing water and erosion ripped apart tracks from the popular tourist attraction.

CSEA members’ hard work has allowed businesses to salvage the fall tourism season, but it will take months before the area is back to normal.

“We have a lot of work ahead of us,” Sullivan said.

— Jessica Ladlee



# Capital Region sees devastation from one end to another

In a four week period, Capital Region residents endured an earthquake, a hurricane, a tropical storm, flooding, and in one Montgomery County town, a tornado.

The fallout from flooding is still being felt in Capital Region towns. Hardest hit areas

include Essex County, where Route 73, a major gateway to Lake Placid, was washed out; Schoharie County, where homes and businesses were lost; and Greene County, where schools were shut down for almost a month.

Through it all, CSEA members remain at work on the front lines in the clean-up efforts, many still continuing to work and volunteer despite their own homes being damaged or destroyed.

## Erie Canal damage

Along the Erie Canal, Locks 9 and 10 were wiped out completely and Lock 8 had major damage to the dam gates, powerhouses and lock machinery. Crews have been working at Lock 8 to remove storm debris including remnants of houses and giant trees from the lock's gates.

"So far it's been a monumental effort," said

Eastern Barge Canals Local President Walter Sprouse, describing canal employees' around-the-clock efforts to get the canal system cleaned and repaired.

The strength of the rushing water created new river channels in some areas along the canal. Pleasure

boaters and commercial craft have been trapped in the Erie Canal since the flooding, with a temporary opening planned for Thanksgiving Day to allow trapped boaters to get home.

## North Country ravaged

Tom Edwards, a highway maintenance supervisor for the state Department of Transportation in Essex County, said the widespread damage from the flooding is the worst he's seen in his 35 years on the job.

The Bouquet, Ausable, Johns Brook and Stiles waterways took out bridges, roadways and houses as new channels were carved out from the power of the raging waters.

A herculean effort of state DOT, local government crews and private contractors pieced the vital Route 73 back together in record time. The road connects travelers and tourist dollars from the



**CSEA members from the Canal Authority work to remove debris from an Erie Canal lock in the Capital Region. Much of the canal remains closed as workers continue to remove debris and repair damaged locks.**

Northway to Lake Placid and the High Peaks.

The repairs were made just in time for peak leaf-peeping season. "Had it not been for the efforts of the state DOT forces from all over the state who took time away from their own families, we would be between a rock and a hard place right now," Edwards said.

Though the road is open, there is still much work to be done before winter. "We'll be looking at snow in a month," said Edwards, who said crews are scrambling with road repairs, paving, routine maintenance and equipment maintenance. "It's a race against time."

## Schoharie County damage

When the Schoharie Creek overflowed its banks and turned into a raging torrent of devastation on Aug. 28, the Village of Schoharie sustained severe damage to 275 homes

and businesses. Roughly 80 percent of all structures in the village were damaged, mostly by muddy water that rose to first floors, leaving behind a murky mess.

Damage estimates for the county alone are estimated at \$30 million. Many CSEA members in Schoharie County are working in temporary spaces as the county office building flooded up to 8 feet on the first floor and won't be habitable for months.

"We thought it was devastating the day after the flooding when we were checking on people, now they are just bulldozing houses, it's almost worse," said Schoharie County Local President Barb Schaeffer.

CSEA member Ruey Schell's family lost six houses and two businesses among them. Schell, an accounting supervisor in the

***See Capital Region, Page 9***

# From Long Island to Buffalo, CSEA members help storm ravaged areas

Long Island Region members working out of the state Department of Transportation's (DOT) Residency Four performed their jobs admirably before, during and after Hurricane Irene hit Long Island and battered the area with gale force winds and torrential rains.

Once they took care of their duties on Long Island, they headed north to help in the Catskills.

Workers from the residency's main yard in Central Islip worked closely with their counterparts from facilities in Smithtown, Commack and Hauppauge to store supplies and prepare equipment in the hours leading up to the storm hitting Long Island.

DOT crews reported to their respective yards as the hurricane approached and planned their strategies to clear and repair damage to main roadways such as the Long Island Expressway, Sunrise and Montauk Highways, Routes 111, 347 and 454 as well as the Heckscher, Sagtikos/Sunken Meadow and



Southern State Parkways. Hauppauge Yard Supervisor Rich Guarisco likened the damage to that caused by Hurricanes Gloria in 1985 and Bob in 1991.

Once done on Long Island, they moved on to work in Prattsville, Greene County, which was flooded after a local creek rose more than 15 feet in under 12 hours.

"The people were very appreciative of our efforts there," said Guarisco. "They made sure to acknowledge our presence and spoke to us at every opportunity to extend thanks for the work we did to help restore their community."

Among those involved in the upstate relief efforts were Matt Connolly, Danny Martinez, Ralph Maldonado, Matt Engelhardt, Ralph DeLeon, Ted Galgan, Nick Cozetti, John Petrullo, Frank Emudia, Roger Bloom, John Cotti, and John Staimline.

"I can't say enough about the job our members did cleaning up after this storm here on Long Island and working with their colleagues from all over New York in the affected upstate areas," said state Long Island State DOT Local President Bill Stodolski. "This is a great example of what we can accomplish when we pull together in solidarity for a common cause."

## Western Region members pitch in for storm cleanup

More than 50 CSEA members from the Western Region assisted with flood relief efforts. Members of the Steuben County Correction Officers, Dispatchers and Court Security Officers Unit traveled to the area with their volunteer fire companies and the National Guard and DOT crews from throughout the region also traveled to affected areas.

Jeremy Smith from Steuben County and three other unit members spent 72 hours in Greene County "doing just about everything you'd imagine a firefighter would do." They assisted local fire companies with day-to-day operation,



**Karen Hurtgam from Niagara state Department of Transportation Local was among the first group of Western Region members to travel to the storm impacted area.**

moved supplies, and cleared water from basements, for example. A fifth unit member worked checkpoints with the National Guard.

"Residents were surprised how far we drove to come help them and they were very thankful," Smith said. "We drove more than 300 miles, but we were with people from Niagara County who drove even further."

The first group of Niagara County CSEA members, from Niagara DOT, spent seven days in Orange County and three in Dutchess County. They helped wherever needed to clear roads and get them opened again.

"Roads were washed away, houses were knocked off their foundation, trees were down," said Karen Hurtgam from Niagara DOT. "It was a real mess."

Other Western Region CSEA members assisted in the Binghamton area and in Essex County in the northern part of the state.

"Residents were very thankful," said Marty Brummer from Niagara DOT. "They would give us 'thumbs up' and even brought us cookies and something to drink."

— Rich Impagliazzo, Lynn Miller

## Capital Region

*Continued from Page 8*

county Department of Social Services, was busy moving county cars the morning the floods came. She made sure her mom was OK, then went home. Just as she arrived at home, the evacuation sirens started blaring. "I walked out of my house with the clothes on my back," she said. Her house was lost.

"There are pieces of our county that don't even exist anymore," said Julie Sammons, director of services, whose home was also badly damaged. "I'm in a camper in my parents' yard."

CSEA's Capital Region Membership Committee has been collecting money to be distributed directly to area members who suffered loss or damage.

— Therese Assalian

# CSEA delegates fight for "People First" at 101st Annual Delegates Meeting

Hundreds of CSEA officers and activists renewed the union's commitment to lifting all working people, on and off the job, at the 101st Annual Delegates Meeting, held recently in New York City.

Officers and delegates showed this solidarity by attending a demonstration to support District Council 37 workers facing layoffs, and using their free time to attend Occupy Wall Street events in lower Manhattan. (See pages 2 and 5 for more)

In addition to the union's business session and workshops, delegates heard addresses from state Comptroller Tom DiNapoli, state Attorney General Eric Schneiderman, AFSCME Wisconsin Council 40 President Jim Garrity, AFSCME President Gerald McEntee and AFSCME Secretary-Treasurer Lee Saunders.

See the Officers' Reports to the 101st Annual Delegates Meeting insert in this edition for more. View more images of the 101st Annual Delegates Meeting at [www.csealocal1000.org](http://www.csealocal1000.org).



CSEA Statewide Treasurer Joe McMullen, Southern Region President Billy Riccaldo and Statewide Secretary Denise Berkley, center, rally along with other CSEA officers and delegates at New York City Hall to support District Council 37 members who have been targeted for layoffs.



CSEA Executive Vice President Mary E. Sullivan addresses the delegates, telling them solidarity in the labor movement is more important than ever.



State Comptroller Tom DiNapoli presents outgoing Metropolitan Region President George Boncoraglio with a proclamation honoring Boncoraglio's union service. From left are CSEA President Danny Donohue, DiNapoli, Southern Region President Billy Riccaldo, Boncoraglio, Western Region President Flo Tripi, Capital Region President Kathy Garrison and Long Island Region President Nick LaMorte.



CSEA Statewide Secretary Denise Berkley speaks to delegates about the nation's economic disparity and the need for fairer wage treatment of workers.



Left, Jim Garrity, president of AFSCME Wisconsin Council 40, addresses CSEA delegates.



CSEA Statewide Treasurer Joe McMullen urges delegates to lend support to those who were affected by Hurricane Irene and Tropical Storm Lee.



From left, outgoing Metropolitan Region George Boncoraglio, Central Region President Colleen Wheaton, CSEA Political Action Committee Chair Bill Walsh, state Attorney General Eric Schneiderman, state Law Department (Albany) Local President Patty Kaufman, Western Region President Flo Tripi and state Law Department (New York City) activist James Staley pose for a photo.



Metropolitan Region delegates Yvonne Thomas and David Augustin, both Quality Services for the Autism Community (QSAC) Local activists, take notes during a workshop.



CSEA President Danny Donohue opens the 101st Annual Delegates Meeting General Business Session. He urged delegates to support the Occupy Wall Street demonstration.



Left, Delegates attended a massive march on Wall Street, joining the Occupy Wall Street movement. From left are Broome Developmental Center delegates Adam Lichtman, Thomas Reed and Patrick McHugh and Metropolitan Region delegate Eddie Schubert.



Left, Levittown School District Unit activist Lisa Vanderburg was presented at the Annual Delegates Meeting with the 2011 New York State Public High School Athletic Association (NYSPHSSA)/CSEA Excelsior Award. From left are Long Island Region President Nick LaMorte, Vanderburg, Nassau Educational Local President Monica Berkowitz and Levittown School District Unit President Roger Degroff.

# Tioga County Local member one of many fighting to recover from devastation



**Editor's note:** Many CSEA members across the state had their lives turned upside down by Hurricane Irene and Tropical Storm Lee. The following story is just one example of the hardships faced by affected CSEA members.

OWEGO — After enduring two minor floods in the last six years, CSEA member Amy Potter and her family were trying to escape the flood zone, hoping to sell their house in the Village of Owego before the next big one hit.

But their luck ran out when the remnants of Tropical Storm Lee recently pounded New York's Southern Tier.

Potter, a senior account clerk typist for the Tioga County Department of Social Services' Accounting Department and mother of three, lives in a house that is about 1,000 feet from the Susquehanna River.

She and her husband Chris put the house up for sale a little more than a year ago and had bought land up on a hill about two miles away. Once their house sold, they were planning on building their "dream home" there with the proceeds.

The Potters were proud of the work they had put into their house, a Victorian-era home they had bought in 1996. "It was the best-looking place in the neighborhood," she said.

They had just put in a new kitchen a few years ago with all new appliances and granite countertops. The house was full of antiques, and one-of-a-kind items, like the entertainment center that her father built for them.

Then came Lee. On Sept. 7, Potter left work early, hearing news reports of potential flooding from the heavy rainfall. As the waters steadily rose, getting closer to their home, the family moved some of their belongings upstairs and on top of



**Amy Potter stands amid her empty shell of a home, showing pictures of her house surrounded by water and the damage inside.**

their kitchen counters. Once the water reached their front steps, Potter drove the kids to her parents' house while her husband weathered the storm.

Hours later, as their basement was submerged and the water rose several inches above their first floor, Chris Potter was forced to leave, before he could no longer drive away.

He wouldn't see the house again for several days, when he was able to boat over to check on how much damage they had sustained.

What he found was far worse than they could have imagined.

## **Horrible discovery**

At the high point of the flooding, there was more than 5 feet of water and sludge throughout the first level of the home. In

their garage, the water reached the 7-foot mark. Their refrigerator lay on its side, the dining room table was trying to fit into the living room, and everything on the first floor was out of place, wet and covered with mud.

The house that they had worked so hard to fix up was now quite literally a disaster zone.

Unfortunately, the Potters were not alone – nearly the entire village was flooded. "There were not very many streets that were not affected," Amy Potter said.

Like many of their neighbors, the Potters quickly got to work gutting the entire basement and first level of their home, taking the walls down to the bare studs, and leaving just the sub-floor where there were once gleaming hardwoods.

**See Tioga County, Page 13**

# CSEA's notice of election

Elections for the following positions will take place from January 18, 2012 – February 14, 2012.

## Statewide Officers:

President, Executive Vice President, Secretary, Treasurer

## Region Officers:

Region 1: President, Executive VP, 1st VP, 2nd VP, 3rd VP, 4th VP, Secretary, Treasurer

Region 2: President, Executive VP, 1st VP, 2nd VP, Secretary, Treasurer

Region 3: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Region 4: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Region 5: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Region 6: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

## Statewide Board of Directors:

The Statewide Board of Directors consists of representatives of the State Executive Committee and the Local Government Executive Committee. The Private Sector Executive Committee Board of Directors seat is automatically the Chair of the Private Sector Executive Committee.

## CSEA Election Schedule for Statewide Officers, Region Officers, Statewide Board of Directors

**Oct. 24, 2011:** Deadline for review of invalid signatures.

**Nov. 7, 2011:** Deadline/declinations and name confirmation.

**Nov. 16, 2011:** Ballot position drawing; Local and Unit President labels available.

**Nov. 28, 2011:** Deadline for campaign literature submission for printing.

**Dec. 1, 2011:** Deadline for candidates

## Election Oversight

The union's Statewide Election Committee will oversee the election process. The American Arbitration Association, an independent election agency approved by the union's Statewide Board of Directors, will conduct the balloting.

who qualify for Statewide, Region or Board of Directors to submit for publication in The Work Force their picture, the entity they work for, and the CSEA office they are seeking.

**Dec. 19, 2011:** Voter lists inspection available.

**Jan. 18, 2012:** Ballots mailed.

**Jan. 25, 2012:** Replacement ballots available.

**Feb. 14, 2012:** Deadline for receipt of ballots (8:00 a.m.). Ballot count commences (9:00 a.m.)

**Election results** will be announced after the ballot count is complete and certified. Protest period ends 10 days following Statewide Election Committee's certification of results. Candidates will be notified by mail of the results. Election results will be published in the March 2012 edition of The Work Force.

## Individual or Slate Petitions

Persons seeking an office may petition individually or as part of a slate to appear on the ballot.

No person may be a candidate for Statewide and Region office during the same election year. No person may be a candidate for more than one Region office.

In Statewide elections, the slate must contain a candidate for each of the Statewide offices listed herein.

In Region elections, the slate must contain a candidate for each of the Region offices listed herein for the particular Region.

For the Board of Directors elections, slate petitioning is available in those departments or political subdivisions which, in accordance with the CSEA Constitution and Bylaws, are entitled to more than one Board seat. In such instances, to constitute a slate there must be a candidate for each of the seats to which the department or political subdivision is entitled in that election.

## Voting Eligibility Date

Only CSEA members in good standing as of Dec. 1, 2011 will be eligible to vote in the election.

# NOTICE OF ELECTION 2012 AFSCME Convention Delegates

Delegate nomination meetings were held in all CSEA Regions on Saturday, Oct. 15, to nominate candidates for the position of Delegate to the 2012 AFSCME Convention scheduled for June 18 – June 22, 2012 in Los Angeles, Calif. The date, time and location of Region nominating meetings are printed at right.

CSEA members in each CSEA Region will elect Delegates from their Region. The number of Delegates to which each Region is entitled is based on Region membership strength, in accordance with the AFSCME and CSEA Constitutions.

## AFSCME DELEGATES ELECTION YEAR 2012

The approved schedule for the election is as follows:

**Oct. 15, 2011:** Region Nomination Meetings

**Nov. 7, 2011:** Deadline/declinations and name confirmation

**Nov. 16, 2011:** Local and Unit President labels available

**Nov. 28, 2011:** Deadline for campaign literature submission for printing

**Dec. 19, 2011:** Voter lists inspection available

**Jan. 18, 2012:** Ballots mailed

**Jan. 25, 2012:** Replacement ballots available

**Feb. 14, 2012:** Ballots due 8 a.m.; Tally commences 9 a.m.

**Ten (10) days following Statewide Election Committee Certification of Results:** End of protest period

**March 2012:** Results published in The Work Force

Balloting for the AFSCME Delegates election will take place at the same time and as part of the CSEA elections for Statewide officers, Region officers and Board of Directors. Members are urged to carefully read the election information contained in The Work Force throughout the Year 2012 election cycle as well as the instructions, which will accompany each mail ballot.

## Break in membership affects eligibility for union office, voting privileges

A break in union membership status can have long-term future implications. Your membership status affects your eligibility with respect to:

- seeking or holding union office;
- signing nominating petitions for potential candidates;
- voting in union elections, and;
- voting on collective bargaining contracts.

Only members "in good standing" can participate in these activities. To be in "good standing," your dues cannot be delinquent.

If you go on unpaid leave or for any other reason have a break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without pay status due to becoming disabled

by accident, illness, maternity or paternity, you may be eligible for dues-free membership status for a period not to exceed one year. If you are called up for active military duty you may also apply for dues-free status.

Note, however, you must continue to pay dues to run for office. Dues-free or gratuitous membership allows members to continue their insurance coverage while out of work. It does not protect your right to run for or hold office. This does not apply to members who are on leave due to being called up for military duty. Members on active military duty, upon return, are considered to have had continuous membership status for all CSEA election purposes.

Please notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 1327, of any change in your status and what arrangements you are making to continue your membership in CSEA.

# Feisty, fighting Metropolitan Region President George Boncoraglio retires

MANHATTAN — During his 40 years in the labor movement, George Boncoraglio never backed down from a fight, and could give as good or better as he got.



**Boncoraglio**

his members.

“I’ll miss my friends more than the hustle,” said Boncoraglio. “It’s going to be rough to say goodbye next week.”

While he fears and is saddened that he’s leaving at a time when the union movement is in a battle for its life, Boncoraglio is

comforted knowing that he’s played a role in molding and nurturing some of the best activists in CSEA

“I have a little guilt since I’m leaving at a time when labor is under attack,” said Boncoraglio. “But I do believe in passing the torch and cultivating new leaders.”

A hands-on leader since his days as a mental health therapy aide at South Beach Psychiatric Center, Boncoraglio was always known and feared by management. In fact,

Indeed, the retiring CSEA Metropolitan Region president wears many of these battles as badges of honor. And yet, while at the recent Annual Delegates Meeting, Boncoraglio was showered with accolades and some ribbing for his legendary temper and even more colorful mishaps. At the very core of those fights was his defense and love for

he loves discussing one member he helped at the Department of Labor.

In the bowels of a department office building and surrounded by dirt, vermin feces and exposed wiring, a diminutive member with a low voice whispered his name, “Mr. B., Mr. B. Do I have to work like this?”

Boncoraglio told her “absolutely not” and made sure the agency improved her working conditions. A few months later, she showed up at the region office with a box of chocolates and a rose. “That made me feel better than any plaques or awards ever did,” said Boncoraglio.

While the topic of race played a very sensitive and often tense role during his early years as region president, Boncoraglio’s fairness and insistence on coalition building helped the region become very important in terms of influence within the union.

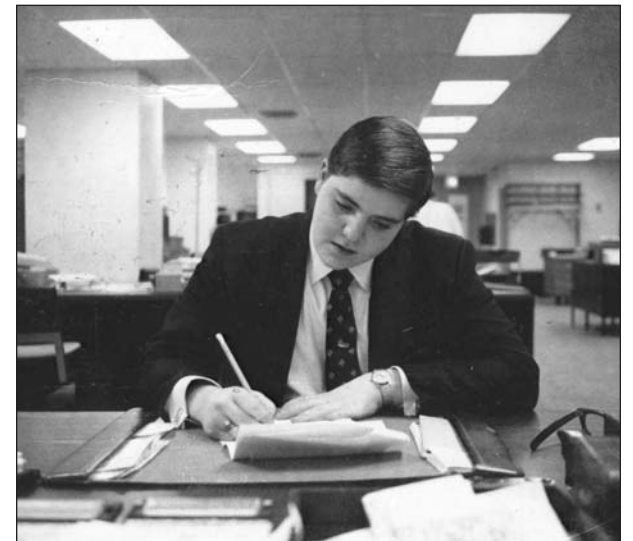
He urged members to be honest with one another and amend their differences.

“I live on the premise that you have to tell the truth,” said Boncoraglio. “We can kill ourselves or we can build on the things we have in common.”

He’s leaving his office with many accomplishments,

including a region office that belongs to the members and a statewide officer from the region who became the first African-American woman to serve at the statewide level — Secretary Denise Berkley

Anyone who knows Boncoraglio knows that he’s not through with CSEA or the labor movement. After destroying his cell phone and spending some quality time with his wife and 14 grandchildren, he plans to join the CSEA Retirees.



**Top, former Metropolitan Region President George Boncoraglio during a demonstration in Manhattan. Above, Boncoraglio when he first began working 40 years ago at South Beach Psychiatric Center.**

“I intend to stay active,” said Boncoraglio, who is now in the best shape of his life after shedding 145 pounds. “I have my health back and I’m doing things I haven’t done in years.”

— David Galarza

## New CSEA Employee Benefit Fund members can now enroll online

After you become eligible for CSEA Employee Benefit Fund (EBF) benefits, you must fill out an enrollment form to activate your coverage.



may be requested from you if enrolling dependents. This may include student proof, a copy of a child's birth certificate or a copy of a marriage certificate,

or you may be sent a "proof of dependency" form or "certification of disability" form to be completed based of the information you submitted using the online enrollment.

Previously, this was only done on a paper enrollment form that was sent through the mail. To expedite the process, we have developed and released our new online enrollment tool.

To use the tool, visit EBF's website at [www.cseabf.com](http://www.cseabf.com). Click on the "Enroll Online" button on the home page and you'll be able to enter the information we need to get your new benefit activated.

Standard plan guidelines still apply and more documentation

Current EBF members who need to make changes to their enrollment file will need to call 800-323-2732 and Press "5," then Press "4" to speak with our Member Services department. EBF staff will be able to provide you with the information you need.

## Empire Plan Specialty Pharmacy Program for CSEA Executive Branch enrollees

The Empire Plan benefit structure for CSEA Executive Branch active state employees was changed as of Oct. 1, 2011, to include the Empire Plan's Specialty Pharmacy Program.

This program offers enhanced services to individuals using specialty drugs and will change how enrollees obtain those drugs under the Prescription Drug Program.

Please note: Most specialty drugs will only be covered when dispensed by The Empire Plan's designated specialty pharmacy, Accredo Health Group, Inc., a subsidiary of Medco.

Specialty drugs are used to treat complex conditions and illnesses, such as cancer, growth hormone deficiency, hemophilia, hepatitis C, immune deficiency, multiple sclerosis and rheumatoid arthritis. These drugs usually require special handling, special administration, or intensive patient monitoring. Medications used to treat diabetes are not considered specialty medications. When Accredo dispenses a specialty medication, the applicable mail service co-payment will be charged.

The Specialty Pharmacy Program

was added to provide enrollees with enhanced services, including disease and drug education, compliance management, side effect management, safety management, expedited scheduled delivery of your medications at no additional charge, refill reminder calls and all necessary supplies such as needles and syringes applicable to the medication.

This program is not completely new to CSEA; enrollees who are receiving drugs included in this program through mail order are now enrolled with Accredo. Enrollees now receiving these drugs through their retail pharmacy should have received a letter describing the program in more detail. When enrollees begin a new therapy on one of the drugs included in the program, a letter will be sent describing the program and any action necessary to participate in it.

Enrollees who wish to speak with a specially trained pharmacist or nurse regarding the Specialty Pharmacy Program should call The Empire Plan toll free at 1-877-7-NYSHIP (1-877-769-7447) and ask to speak with Accredo.

## Annual Delegates Meeting resolutions, as approved

NEW YORK — Delegates to the union's 101<sup>st</sup> Annual Delegates Meeting approved the following resolutions:

- Benefits for our Military Veterans;
- Weakening Union Rights Weakens All Workers Rights and Weakens America and
- Member Participation in Organizing: 2010/2011.

*For more on the Annual Delegates Meeting, see pages 10-11 and the Officers' Report to the 101st Annual Delegates Meeting insert in this edition.*

## Important 2012 health program dates

Now is the time for New York state employees (including the Unified Court System) to think about health insurance options for 2012. Watch your mailbox for important information, including the 2012 health insurance premium rates, option transfer information and deadlines. Other important benefits and dates to remember are:

### Flex Spending Account: Open Enrollment Ends Nov. 14, 2011

The Health Care Spending Account allows you to set aside pre-tax salary to pay for health expenses not reimbursed by your health insurance. Before you enroll, carefully review the information on the Flex Spending Account website concerning benefits eligible for reimbursement. More information is available at [www.flexspendny.com](http://www.flexspendny.com) or 1-800-358-7202.

### Pre-Tax Contribution Program (PTCP): Open Enrollment Ends Nov. 30, 2011

Your share of health insurance premium is deducted from wages before taxes are withheld, which may lower your taxes. You were automatically enrolled in PTCP when you became eligible for health insurance, unless you declined. Under Internal Revenue Service rules, if you are enrolled in PTCP, you may change your health insurance deduction during the tax year ONLY after a qualifying event. If you wish to change your pre-tax selection for 2012, see your agency health benefits administrator and complete a health insurance transaction form (PS-404) by Nov. 30, 2011.

### Productivity Enhancement Program: Dates to be determined

Exchange vacation credits and/or personal leave in return for a credit to be applied toward the employee share of your New York State Health Insurance Program premium. At press time, specific program details and open enrollment dates were unavailable. Please see your agency health benefits administrator for more information and to apply. If you are currently enrolled in PEP, you must re-enroll to continue your benefits in 2012.

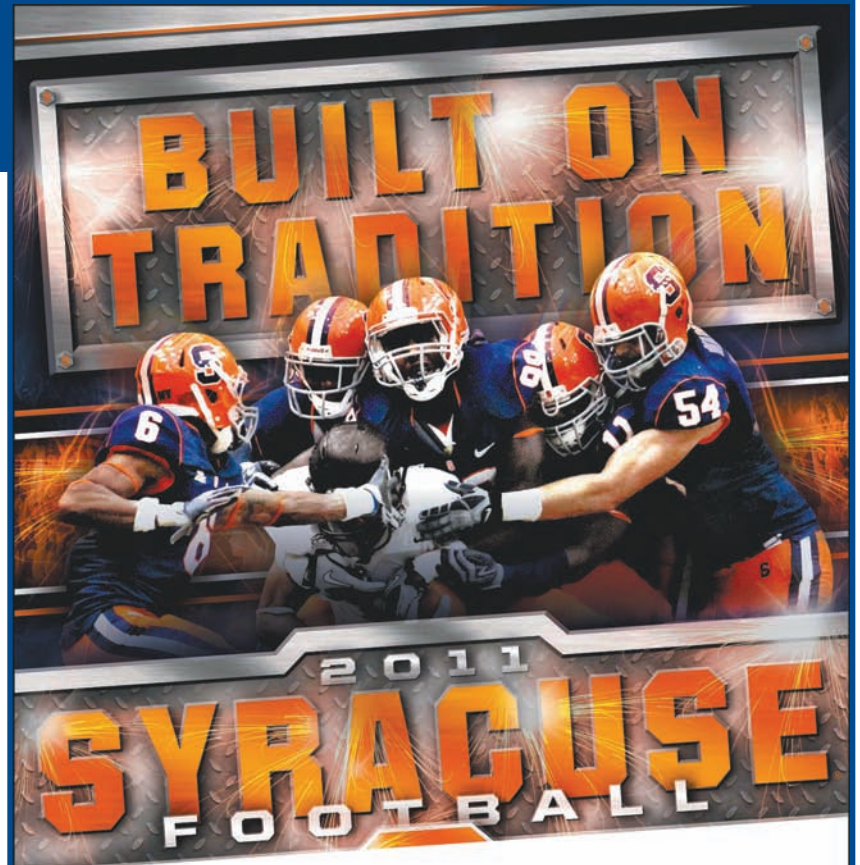
### NYSHIP Annual Option Transfer Period: Dates to be determined

The annual Option Transfer Period will begin once the 2012 health insurance premium rates are approved. Please watch your mailbox and the The Work Force for more rate information.

### NYSHIP Health Insurance Buyout: Dates to be determined

Employees who choose to cancel their health insurance coverage and opt out of NYSHIP's Empire Plan or a health maintenance organization may be eligible to receive an annual payment (distributed among 26 payroll periods). At press time, specific program details were unavailable. We anticipate the open enrollment dates for the opt-out will coincide with the Annual Option Transfer Period. Please review NYSHIP's Annual Option Transfer Period documentation (when available) for more information.

# Sports fans: Save on CSEA discounts for the Buffalo Bills and Syracuse Orange!



## REGULAR SEASON GAMES

Sunday, November 6	1:00	<b>JETS (JETS)</b>
Sunday, December 4	1:00*	<b>TITANS</b>
Sunday, December 18	1:00*	<b>Dolphins</b>
Saturday, December 24	1:00	<b>BRONCOS</b>

**PRICING**  
\$73, \$63, \$52, \$24  
Promo Code: GPCSE

All dates and times subject to change. Tickets subject to availability. All games played at Ralph Wilson Stadium. \*Games Subject to Flex Scheduling.

**SAVE UP TO 50% ON REGULAR PRICES!**

For more information contact:

**James Zielinski**

Call 1-877-228-4257 ext. 8931  
or email at james.zielinski@bills.nfl.net

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**VISA**   
PROUD SPONSOR

Call or email for club seating options

**Take advantage of your CSEA membership for a special discount for all 2011 Syracuse University Football Home Games at the Carrier Dome in Syracuse!**

To get your \$19 discount tickets (regularly \$28), order online at: [www.suathletics.com/groupoffers](http://www.suathletics.com/groupoffers) - Click on the CSEA logo and select the game you want to attend - Use special offer code: **CSEA11** (no spaces) - Create a NEW ACCOUNT (even if you have an account already) - Follow the steps to purchase and check out. There will be a processing and print at home fee. You can also call (315) 443-3212.

## SU Football Home Game Schedule:

SU vs. South Florida November 11, 2011 - 8:00 PM  
SU vs. Cincinnati November 26, 2011 - Time TBA



# CSEA flexes its PEOPLE recruiting power

CSEA PEOPLE recruiters have been actively working to sign up new members to the program. PEOPLE power has been particularly active in the Long Island Region, which recently was presented with the PEOPLE Cup at the Annual Delegates Meeting (see pages 10-11 for more on the Annual Delegates Meeting). On this page are profiles of recent PEOPLE Recruiters of the Month.



## Smith is PEOPLE Recruiter of the Month

A.J. Smith of the Town of Hempstead Local in the Long Island Region, is the PEOPLE Recruiter of the Month for September. He recruited 16 new PEOPLE members.

"The PEOPLE Program is critically important in these tough economic times when public employees are criticized on a daily basis," said Smith. "That's why we constantly try to recruit new members and focus on work sites with the most 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.

— Rich Impagliazzo



A.J. Smith, right, discusses the PEOPLE program with another CSEA member.

## Long Island Region takes the PEOPLE Cup



Statewide PEOPLE Committee Chair and Long Island Developmental Center Local President Rutha Bush, left, displays the CSEA PEOPLE cup that was presented to the Long Island Region at the recent Annual Delegates Meeting. The cup honors the region that recruits the most new PEOPLE members.

## Flaherty is PEOPLE Recruiter of the Month

Michael Flaherty of the Rochester Area Retirees Local in the Western Region, is the PEOPLE Recruiter of the Month for August. He recruited 18 new PEOPLE members.



Flaherty

"Some members of the public say public employees and retirees have it too good; they have too much," Flaherty said. "PEOPLE strives to protect what little we do have. We are on the battle lines every day. They want to mess with our retirement and Social Security."

PEOPLE contributions help us in the fight. Some members are concerned about the cost, but when you break it down PEOPLE is just 28 cents per day. You can't buy a cup of coffee or a newspaper for 28 cents, but that small amount of money helps secure your destiny."

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.

— Lynn Miller

**Toni Knight of the Brooklyn Developmental Center Local in the Metropolitan Region is the PEOPLE Recruiter of the Month for July. She recruited 15 new PEOPLE members at the MVP level. She will be featured in the December Work Force.**

## Richmond University Medical Center may become non-participating hospital with insurer

STATEN ISLAND — Negotiations for a new multi-year agreement between Empire Blue Cross/Blue Shield and Richmond University Medical Center on Staten Island have been unsuccessful to date.

Letters describing the problematic negotiations have been sent to Empire Blue Cross/Blue Shield enrollees advising that the hospital's contract is scheduled to terminate as of Nov. 1, 2011 if an agreement is not reached.

If no agreement is reached by that date, as of 12:01 a.m. Nov. 1, 2011, Richmond University Medical Center will be considered

non-participating with Empire Blue Cross/Blue Shield. This possible termination affects ALL Empire Blue Cross/Blue Shield commercial plans (The Empire Plan, HMOs, PPOs, indemnity, etc.).

At press time, there was no agreement reached between the hospital and insurance company. If you are receiving services from Richmond University Medical Center or are scheduled for treatment there, please call Empire Blue Cross/Blue Shield toll-free at (800) 495-9323 for specific information on how your claims will be processed if the hospital becomes non-participating.

# WHEN YOU DECIDE TO QUIT SMOKING, YOU ARE NOT ALONE. WE'RE HERE TO HELP.

The NYS Smokers' Quitline offers:

- A FREE starter kit of nicotine patches for eligible New York State smokers (most smokers qualify).
- Trained Quitline specialists offering help with quit plans.
- Information about stop smoking programs in your area.
- Recorded messages offering quitting tips.

Call the New York State Smokers' Quitline today!

**1-866-NY-QUITS**

(1-866-697-8487)

or visit [www.nysmokefree.com](http://www.nysmokefree.com)



## Help prevent cancer

CSEA is partnering with The American Cancer Society in its newest cancer prevention study, CPS-3.

The union is encouraging members from across the state to participate in CPS-3, a large-scale national study that examines factors that may cause cancer and possible prevention. The goal of the long-term study is to better understand the different causes of cancer and permanently stop the disease as a major health issue.

CPS-3 is aiming to have at least 300,000 adult participants

**To be eligible for the study, you must:**

- be between 30-65 years old;
- have no personal history of cancer; and
- be willing to commit to the study for the next two decades

from various racial and ethnic backgrounds from across the country.

The American Cancer Society estimates there are about 12 million people in the United States who have survived cancer, and every time they celebrate their birthdays, they feel gracious and lucky that they are still with their family and friends. Although 12 million people might seem like a huge number, it is actually a small portion of the U.S. population.

As it is unknown how many people in United States might be diagnosed with cancer in coming years, the study is an important step in learning more about cancer.

Members interested in enrolling in the study can visit [www.cancer.org/cps3](http://www.cancer.org/cps3) or call 1-888-604-5888.

— Tracy Wang

## It's that time of the year again! Time to be Freezin' for a Reason!

Special Olympics Polar Plunges will be held in many locations throughout the state, so don't miss an opportunity to give back and support the nearly 50,000 athletes who compete each year in the Special Olympics.

Special Olympics participation is free for the athletes because of donations collected throughout the year. One of the biggest fund-raisers that allows for this is the Polar Plunge.

Each CSEA region has a Polar Plunge team. Visit your region page at CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) or [www.polarplungeny.org](http://www.polarplungeny.org) for a Polar Plunge schedule in your region, to



Freezin' For A Reason

**POLAR PLUNGE.**

join a team or create a team of your own.

Let's show our CSEA pride in full force and make a commitment to double our participation this year!

With each \$100 raised, plungers receive a free sweatshirt and a chance at the best

prize of all— The President's Polar Cap Award, which will be award at the Annual Delegates Meeting to the team with the most money raised. Last year's winner was the Central Region Polar Peeps, which raised more than \$21,000.

Whether you want to keep your title or unseat the champions, step it up and plunge for a good cause!

# THE Work Force

[www.csealocal1000.org](http://www.csealocal1000.org)

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