

Complete coverage of CSEA elections, Pages 3 and 12

THE WORK FORCE

Uncertain future

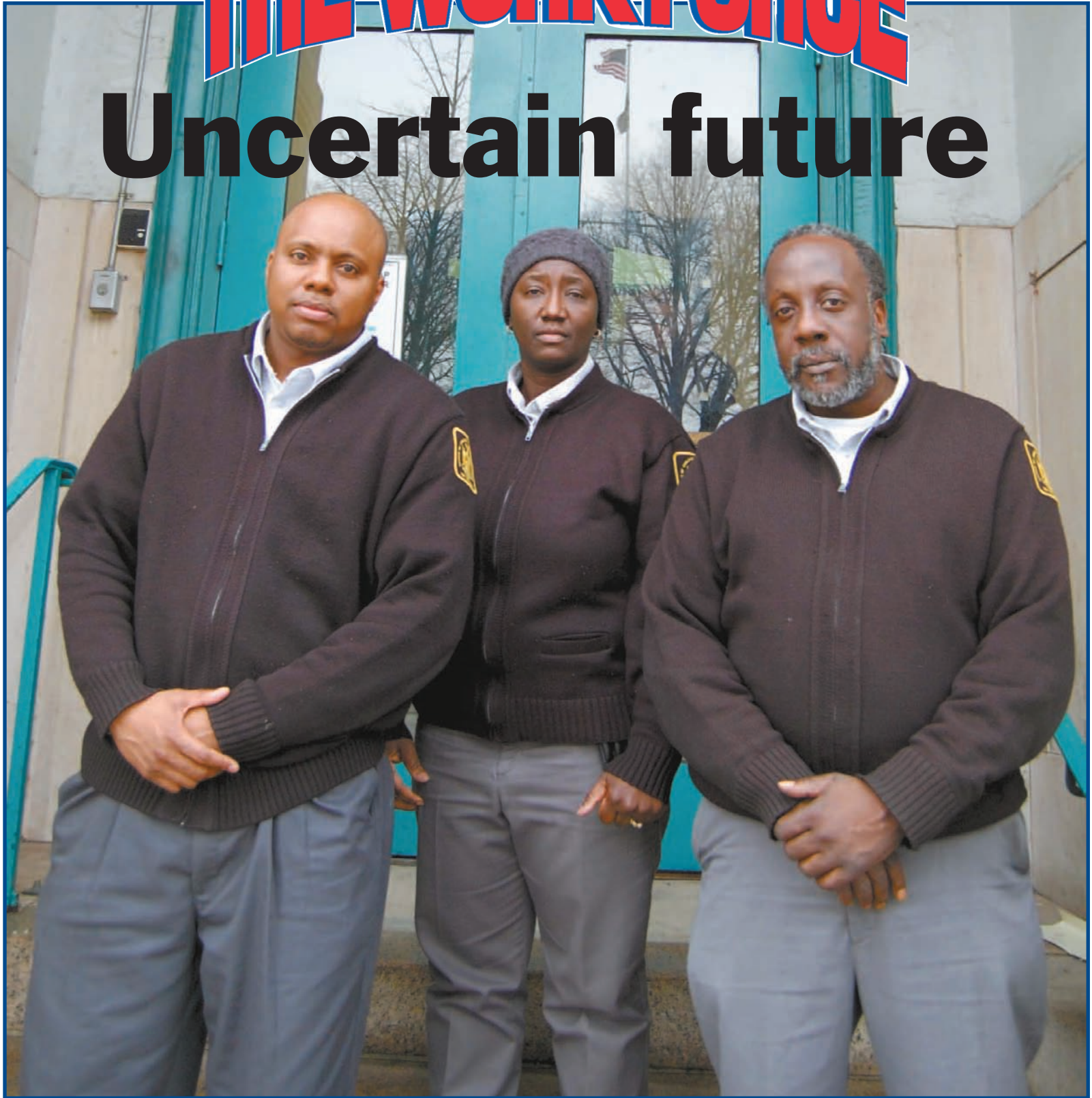


Photo by CSEA Communications Associate David Galarza

See Page 6

Photo of the Month

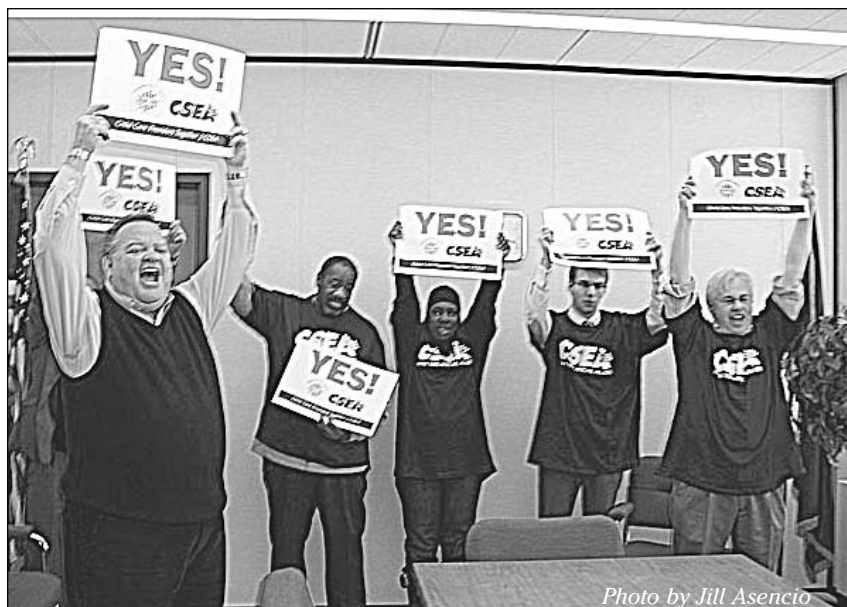


Photo by Jill Asencio

CSEA President Danny Donohue, left, joins CCPT-NY organizers in cheering results of a State Employment Relations Board election allowing 17,000 child care providers to join CSEA. (Story at right).

25,000 child care providers now in CSEA

ALBANY — In one of the largest organizing elections in recent CSEA history, 17,000 child care providers across New York voted to join CSEA/Child Care Providers Together – New York (CCPT-NY/CSEA).

An overwhelming majority — 96 percent — of the providers voted in favor of joining CSEA in the New York State Employment Relations Board election.

This brings the total of unionized childcare providers represented by CSEA in New York to 25,000, the other 8,000 belonging to Voice of Independent Childcare Educators (VOICE/CSEA).

CCPT-NY now has the right to negotiate with the state as the VOICE group is now. VOICE began negotiations on Feb. 9 with the state Office of Children and Family Services.

“In joining the 8,000 licensed providers who have already joined our union, you now have the chance to change how child care is

provided in New York state,” said CSEA President Danny Donohue.

“Today, 17,000 daycare workers in New York added their voice to the national cry for change. They said the best way for working families to bring change is to form unions,” said AFL-CIO President John Sweeney.

“More than 65,000 child care providers joined AFSCME since 2005

to win rights and respect and be treated as professionals,” said AFSCME President Gerald W. McEntee. AFSCME, CSEA’s international union, is the largest child care union in the country representing more than 300,000 child care providers.

“Today’s victory in New York is historic. This will help New York’s 17,000 child care providers deliver the best quality care and early childhood education for our kids,” McEntee said.

— Jill Asencio

More on CSEA’s organizing efforts, Page 15.

“They said the best way for working families to bring change is to form unions.”

CBTU slates national convention

ALBANY — The Coalition of Black Trade Unionists will hold its 37th international convention May 21-26 in St. Louis, Mo.

The convention focus will be on turning out the vote on Election Day, Nov. 4.

The event will include general sessions and workshops as well as the national women’s, retirees’ and youth conferences.

For additional information, contact Portia Given at (518) 257-1210, (800) 342-4146, or portia.given@cseainc.org.

Super effort on Super Tuesday



CSEA members campaign in downtown Albany for Sen. Hillary Clinton on New York’s Super Tuesday. CSEA’s efforts helped Clinton carry New York.

Putnam County Unit OKs pact

CARMEL — The Putnam County Unit has ratified a new five-year contract following tough negotiations.

The agreement, retroactive to Jan. 1, 2007, includes wage increases in four of the five years of the contract, increases in tuition reimbursement, and the implementation of a labor-management committee that will address workers’ compensation issues.

The agreement comes after difficult negotiations due mostly to a bleak financial situation in Putnam County caused largely by struggles with sales tax revenues.

New Donohue team to lead CSEA

ALBANY — CSEA President Danny Donohue, along with a new statewide leadership team, will take the oath of office for a four-year term beginning March 1.

“CSEA has never been better or stronger but the challenges we face as a union have never been greater,” Donohue said. “CSEA will mark its 100th anniversary in 2010 and my priority is to make this union the strongest it can be to start our second century.” (See *President’s Column, Page 4.*)

As CSEA president, Donohue has helped solidify CSEA’s position as New York’s leading union by encouraging activism in local, state and national politics while his advocacy of grassroots community networks has enhanced CSEA’s presence and effectiveness.

Along with Donohue, incumbent Mary E. Sullivan of Herkimer will begin her fifth term in office as executive vice president, providing experience and continuity to the leadership slate. Sullivan previously served as the union’s statewide treasurer and as chair of the union’s Local Government division.

Beginning his first full term as treasurer will be Joe McMullen of Oneonta, who had completed the term of office of Maureen Malone of Oneida, who retired this past spring. McMullen was elected to fill the vacancy by CSEA’s Board of Directors. He has been a CSEA



From left, CSEA President Danny Donohue, Executive Vice President Mary Sullivan, Treasurer Joe McMullen, and Secretary-elect Denise Berkley.

activist for more than 30 years as an employee at SUNY Oneonta.

Joining the Donohue team for the first time is Secretary Denise Berkley of Brooklyn. Berkley has been a CSEA activist for more than 30 years as an employee of the state Office of Mental Retardation and Developmental Disabilities’ (OMRDD) Brooklyn Developmental Disabilities Services Office. Berkley will assume the office held by Barbara Reeves who is retiring. Reeves served as CSEA statewide

secretary since 1994. (See story, pages 10-11.)

Long Island Region President Nick LaMorte, Metropolitan Region President George Boncoraglio, and Western Region President Flo Tripi were also unchallenged for re-election.

In CSEA’s Southern Region covering the lower Hudson Valley, William “Billy” Riccaldo was elected region president in a race that was uncontested following the death of incumbent Diane Hewitt

who passed away in January. Riccaldo has served as Rockland County Local President and executive vice president of the region.

In the Capital Region, incumbent Kathy Garrison was returned to office for a third term, after turning back a challenge from Michael Geraghty, a CSEA local officer from the Office of Children and Family Services. Garrison is employed by the state Department of State. She was first elected region president in 2000.

In the CSEA Central Region, SUNY Potsdam Local President Colleen Wheaton succeeds incumbent region president Virginia “Ginger” Sheffey. Sheffey assumed office following the retirement of longtime region president James Moore last year. Wheaton has long been involved in CSEA as a union activist.

The term of office for all of the statewide, region and board positions runs from March 1, 2008 to Feb. 29, 2012.

• **Full results of the CSEA elections are available at http://www.csealocal1000.org/2008_election_results.php.**

• **See Page 12 for more election results.**

• **Biographies of CSEA’s four statewide officers and six region presidents are available at www.csealocal1000.org.**



**Long Island Region President
Nick LaMorte**



**Metropolitan Region President
George Boncoraglio**



**Southern Region President
Billy Riccaldo**



**Capital Region President
Kathy Garrison**



**Central Region President
Colleen Wheaton**



**Western Region President
Flo Tripi**

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143 Washington Ave.
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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

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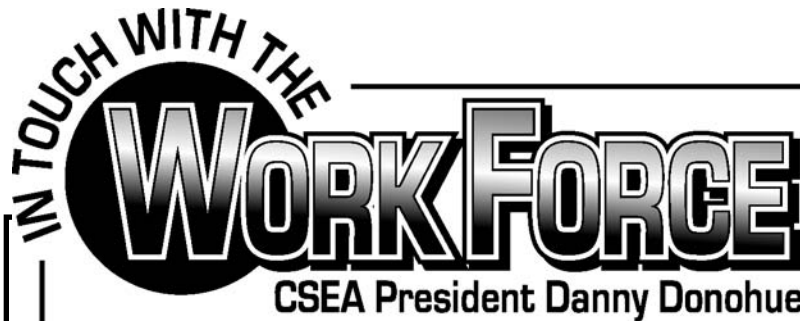
Send any comments, complaints, suggestions or ideas to:
Publisher, *The Work Force*, 143 Washington Avenue,
Albany, NY 12210-2303.

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

Annie Campbell
Ellen Lennon
Mary Jo Tubbs



CSEA's history provides lessons for our future

I want to begin by saying that I'm honored to take the oath of office once again as president of the best damn union anywhere.

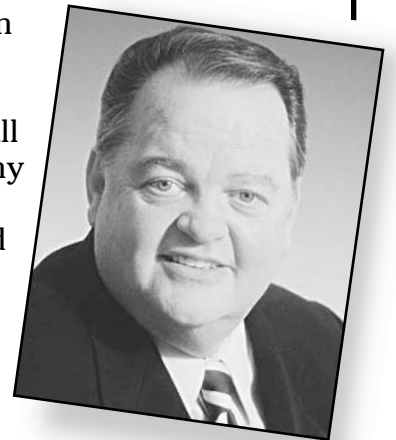
But let's be clear, there is a lot of work ahead for all of us. CSEA will mark its 100th anniversary in 2010 and my priority is to make this union the strongest it can be to start our second century. That can only be accomplished with your help. The approaching milestone provides a tremendous opportunity to renew our union and secure our future.

I've said this before but it's worth repeating: CSEA has never been better or stronger, but the challenges we face as a union have never been greater.

We are challenged on the outside by powerful forces that want to undermine our strength as a union and take away the rights and benefits we have struggled for decades to achieve. Make no mistake – we have enemies who do not believe that you or other workers should have a voice and the ability to stand up for fairness and respect. They will use the current uncertain economy to attempt to further divide and conquer and we must be prepared to counter them at every turn.

But we also face enormous challenges from within. Here's just one example: Like many organizations, our membership is changing. The "baby boom" generation is moving on and taking years of skill and experience with them. There is enormous need for the next generation, a much smaller group of people, to step up to the challenge of CSEA leadership and new ways of doing business.

There is no easy way forward. But we should look to our history for guidance. CSEA will be celebrating 100 years of progress because we have always grown and changed to meet new circumstances. It's a lesson for us all.



Danny

Teamwork averts health crisis

AMHERST — Erie County employees quickly brought a public health emergency under control recently following potential exposure at a grocery store.

CSEA members from several county and state agencies joined together to vaccinate more than 10,000 area residents during a four-day period after a grocery store chain announced one of its produce employees had been diagnosed with Hepatitis A. The vaccinations took place at Erie Community College.

“When there is a need, CSEA members are always ready to step up to the plate and do what needs to be done,” said CSEA Western Region President Flo Tripi. “I am proud of these dedicated employees.”

CSEA members worked for more than 12 hours each day to register, guide, escort, educate, screen and monitor groups of people who many have been exposed to Hepatitis A. CSEA members working at the community college helped prepare the

campus’ college center so those waiting for vaccinations would be more comfortable.

“We have seen thousands of people come through these doors,” said Tom Muscarella, a senior public health sanitarian (health inspector) for Erie County. “The public has been in good spirits about it considering that they’ve been inconvenienced. It’s good to know the system works. I am glad to be a part of it.”

Preparing ahead

“The county departments came together and developed this plan in about 20 hours but we have been practicing for several years, ever since Sept. 11, 2001,” said Pete Tripi, a member of the county’s Specialized Medical Assistance Response Team and a health inspector.

SMART regularly conducts drills for smallpox outbreaks, radiological events and other potential catastrophes. The old saying “practice makes perfect” has been proven



Donna Keicher and Tom Muscarella review plans during a Hepatitis A vaccination clinic at Erie Community College.

throughout the Hepatitis A vaccination clinic.

“We have a good bunch of dedicated people here,” Pete Tripi said.

Public response and wintry weather presented additional challenges to those running the clinic. The Niagara Frontier Transportation Authority, whose supervisors are represented by CSEA, sent many of its spare buses to

the college. Those waiting for a vaccination sought shelter in buses waiting in a line outside the campus center.

“People came out of nowhere on Sunday, busload after busload,” Pete Tripi said. “We had people waiting as long as four hours.”

— Lynn Miller



“CSEA members are always ready to step up to the plate and do what needs to be done.”

CSEA *Voices*



“How is it that we never finish with less than a 98 percent score when we’re accredited, yet they want to shut us down? In terms of logistics, where we’re positioned here in the Bronx for our transportation needs, to get upstate it’s much easier. Coming from Brooklyn will be a traffic nightmare.”

—Henry Lanclos, Youth Development Aide 3, Pyramid Reception Center, on the state’s proposal to close Pyramid and other OCFS facilities.
(More on Pages 1 and 6.)

Almost time to retire?

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



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

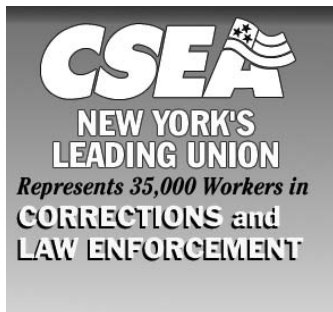
- Access to insurance plans at CSEA’s low group rates
- Travel discounts
- A discounted consumer items buying service
- Discounted dental and vision care programs

- A personal legal services referral network
- The *Retiree News* quarterly

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

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

For more information, visit www.csealocal1000.org and select “retirees” from the “Member Benefits” menu item.



CSEA questions Corrections, OCFS closure plans

“It doesn’t make sense. The people who are making these decisions don’t know what we do here.”

CSEA members and leaders continue to stand up to be counted over Gov. Eliot Spitzer’s proposal to close several Corrections and Office of Children and Family Services facilities across the state.

About 300 CSEA members could be affected. Although the administration has given a year’s notice and promises to work to place all affected employees, the union remains concerned.

Hundreds of concerned citizens, including a large contingent of CSEA members, packed an auditorium at Columbia Greene Community College recently to let state Department of Correctional Services Commissioner Brian Fischer know the damage Spitzer’s plan to close Hudson facility would cause to workers and their families, as well as local economies supported by the workers. Similar events were held at Camp Gabriels in Franklin County and Camp McGregor in Saratoga County.

“The governor’s decision to close these facilities seems to be contrary to his stated goals regarding revitalizing upstate New York’s economy,” CSEA Capital Region President Kathy Garrison said. “The loss of jobs will have a devastating effect on the local economy.”

Great Valley situation

In rural Great Valley, workers do not have “bumping rights,” and the nearest job opportunity for most of the displaced employees is 120 miles away, one way, for a 240-mile daily commute.

“This redeployment plan simply does not work for Great Valley,” said CSEA

Western Region President Flo Tripi. CSEA members at Great Valley are launching a campaign to keep the facility open. Letters to state legislators are planned and a possible change to the facility’s status is being researched.

“The reality is, with the current redeployment plan the state is going to offer us jobs in Rochester and if we don’t take them, they will throw us out on the street,” said Youth Development Aide Tim Keenan said.

Pyramid plan

News of proposed closure of the state Office of Children and Family Services’ Pyramid Reception Center in the South Bronx left a gloomy mood among workers.

“It doesn’t make sense,” said Sandra Bryson, a youth development aide at Pyramid. “The people who are making these decisions don’t know what we do here.”



CSEA members show their support as CSEA Hudson Correctional Facility Local President Bob LaTour expresses his concerns about the state’s plan to close Hudson and three other facilities to state Corrections Commissioner Brian Fischer.

State officials have given various reasons for closing Pyramid, including the poor structural integrity of the building, but at a recent meeting and in conversation among themselves workers say the real reason is that the Bronx is booming.

“There’s been no real interest in closing this place down until all those new buildings started going up all around us,” said Youth Development Aide Daniel

Williams about the new condominiums, apartment buildings and even a new Yankees Stadium that are changing the gritty neighborhood’s face. Interestingly, workers noted, the location where state officials have offered to transfer most workers is a difficult commute to Brooklyn.

— David Galarza, Ed Molitor, Lynn Miller

CSEA Voices



“This is an agency that provides a service and we’ve provided this service for many years. Now, they want to close it down? If they are saying that the building is not structurally sound, why can’t they find another building in the Bronx that is?”

— Sandra Bryson, Youth Development Aide 3, Pyramid Reception Center, on the state’s proposal to close Pyramid and other OCFS facilities.

(More on Page 1)

‘Adopt a Soldier’ in jeopardy

WILTON — If CSEA activist Cliff Seguin loses his head cook job at Camp McGregor in Saratoga County, he may have to relocate to Mid-State Correctional Facility, which is 220 miles away.

Seguin is the founder of “Operation Adopt a Soldier,” a volunteer organization that has sent thousands of care packages to troops serving in Iraq and Afghanistan.

Operation Adopt a Soldier would be forced to close if Camp McGregor closes.

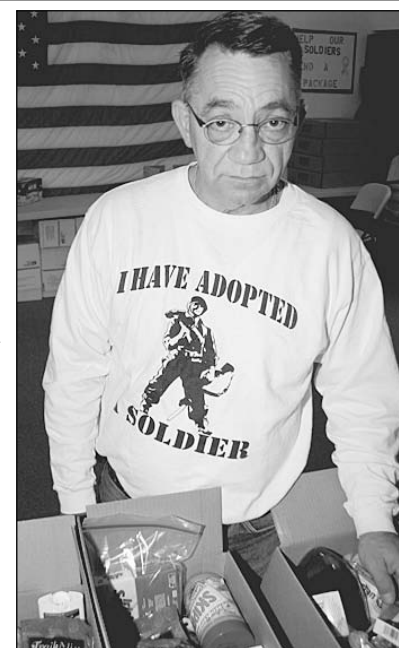
The organization, which is spearheaded by CSEA staff at the facility, also helps families of soldiers, holds rallies and welcomes soldiers returning home.

Seguin began “Operation Adopt a Soldier” in 2003, sending packages to his son’s seven-soldier platoon, stationed in Iraq. He and his co-workers kept the program running after his son returned home safely from combat. Today, it serves 466 soldiers and has sent more than 41,000 packages overseas.

“It’s going to be a sad day when I have to close the doors to Operation Adopt a Soldier because of the governor’s budget proposal,” Seguin said.

For more information about Operation Adopt a Soldier, visit www.operationadoptsoldier.com.

— Ed Molitor



CSEA activist Cliff Seguin said a program he runs to support troops could close if Camp McGregor closes.

Merger plan jeopardizes 24-hour police patrol

BATAVIA — Imagine going to a police station some weeknight and discovering it's closed.

That may be the case in Batavia if the city council goes ahead with a plan to merge the city's police dispatchers with the county.

CSEA members in the city had been working since autumn to quash the plan, but the city council voted in December to approve an application for a grant to fund the merger. CSEA members kept the pressure on and a city council vote to reverse the December decision was expected to take place March 3.

"This is a very important issue," said CSEA Western Region President Flo Tripi. "Batavia residents need a safe place to go in an emergency. We cannot

padlock police stations after 5 p.m."

The CSEA Batavia Unit, which includes workers from many city departments in addition to dispatchers, has blanketed the business area with posters that support keeping the dispatchers downtown. A series of radio advertisements have run and members regularly attend city council meetings, speaking about the issue every chance they get.

"This plan would negatively affect the 16,000 people in Batavia," said Batavia Unit President Bill Lawrence. "These dispatchers are in Batavia, they know Batavia and they know the people. They are an important part of public safety."

The dispatchers have the support of the police



Police Dispatcher Steve Robinson and other CSEA Batavia Unit members are fighting a plan to consolidate the city's dispatchers with the county.

chief and police officers. Removing the city's dispatchers would close the police station to the public for 16 hours out of every day. Police officers would also be removed from patrol to handle some of the work currently completed by dispatchers.

"Police work is a 24-hour operation," said Dispatcher

Steve Robinson. "We can't lock the door on the public."

Several years ago, the city council at that time considered merging dispatch services with the county. Strong public opposition forced elected officials to abandon that plan.

— Lynn Miller



"We cannot padlock police stations after 5 p.m."

CSEA *Voices*



"This facility is the second largest employer in the county. We have staff working three shifts a day and everybody stops for coffee, a newspaper, something coming or going, breakfast, lunch or dinner. The economic impact for this little city will be devastating."

— Bob LaTour, head cook, 24-year CSEA member and local president, Hudson Correctional Facility, on the state's proposal to close Hudson and other correctional facilities.

(More on Pages 1 and 6.)

Member activism lands Mount Vernon contract

MOUNT VERNON — City politics delayed the approval of a new contract for the City of Mount Vernon Unit, but it was the strong demonstration of solidarity from union members that finally pushed the contract through.

Members overwhelmingly ratified a new four-year agreement in December, during the final days of former mayor Ernie Davis' administration. Unit leaders expected the contract would then promptly be placed on a City Council agenda and approved.

Instead, CSEA members were informed that council members had objections over the agreement.

"The council wouldn't put it on the Dec. 28 agenda, and then two regular meetings and two special meetings in January passed without it being on the agenda," said Unit President

Taryn Vanderberg. "We were victims of the mayoral race from last year. The former mayor is the one who signed our contract."

New city Mayor Clinton Young, who took office in January, opted to stay out of the contract conflict.

Spurred on to action

Council members were quoted in a newspaper stating they required financial figures from the comptroller before a commitment to a contract could be made. Nonetheless, the creation of eight new, non-union city jobs was approved while union members waited for their contract, angering the union.

The delay pushed members of CSEA and other area unions to action. They packed city council meetings, using the public forum to address council members and residents. The

issue received extensive local media coverage.

The persistence paid off, as the council finally approved the agreement. The contract includes raises in each of the four years, longevity increases, improvements in vacation and personal time and improvements in holiday pay.

"I am relieved," said Vanderberg, who said the unit's 1st vice president, Brenda Weiner, also played an important role in getting the contract passed.

With a contract now in place, Vanderberg said she and other unit officers hope to shift their focus to address what she describes as "numerous" city violations of Civil Service rules and regulations.

— Jessica Ladlee



Zoo workers make Valentine's Day sweet for animals

“To be able to give people that opportunity and watch their faces light up is great.”

CSEA Voices



“It's the community and the kids we serve are going to be affected the most by this move. It would be better to combine other programs in this building, such as aftercare, to better serve the youth. Perhaps the state should develop carpentry or vocational programs like they used to have.”

— Daniel Williams, Youth Development Aide 3, Pyramid Reception Center, on the state's proposal to close Pyramid and other OCFS facilities. (More on Pages 1 and 6.)

BUFFALO — CSEA members working at the Buffalo Zoo couldn't let Valentine's Day pass without remembering the animals in their care.

Although they can't have chocolate, some lucky animals received the perfect treat — a fish and juice frozen into the shape of a heart.

In conjunction with a family Valentine's Day event, animal handlers represented by CSEA held an “enrichment day” last month at the Buffalo Zoo. The event is one of many ways zoo staff educates visitors about the zoo's inhabitants.

“Enrichment day makes the zoo more interesting for people,” said Tammy Sugrue, one of the elephants' and sea lions' handlers. “Enrichment day gives visitors the chance to see the animals being fed on a set schedule. The animals also receive some kind of toy or treat so people get to see them in action. It's something other than a ‘normal day.’”

February's treats included the frozen fish concoction for animals such



Tammy Sugrue prepares to serve a five-gallon “ice treat” to an elephant.



Jacob Lange tosses fish to a sea lion in his care during an “enrichment day” held in conjunction with a Valentine's Day event at the Buffalo Zoo.

as sea lions and otters, and frozen fruit and juice for animals such as the elephants and gorillas.

Building trust

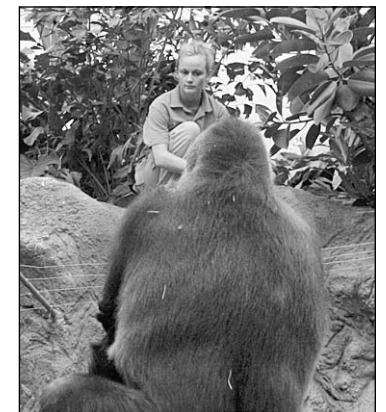
Katrina Guariglia climbed to the top of rocks in the gorilla exhibit to start the day's festivities. Gorillas quickly gathered around to snap up the goodies that fell from above.

“I love the interaction with the animals,” said Guariglia, a full-time zoo employee for eight months. “The animals definitely start to get used to you, especially the primates. They are a lot like humans; they like some people and they dislike others. They know when someone new is around.”

The animals also build trust with their handlers. That trust allows CSEA members like Guariglia to train the animals.

“We work on touching certain targets and presenting body parts for treatment by the medical staff,” she said. “Right now, I am working with one of

Right, a heart-shaped “ice treat.”



Katrina Guariglia tosses “ice treats” to one of five gorillas at the Buffalo Zoo.

to the elephants to serve up five-gallon buckets of a cold, fruity treat.

“The best part of the job for me is when I am able to let people touch the elephants,” said Sugrue, a seven-year employee. “To be able to give people that opportunity and watch their faces light up is great. It is all part of the education process.”

The Buffalo Zoo is in the first phase of a 15-year master plan renovation. CSEA members have offered input into projects such as the otter and sea lion exhibits, the South American rain forest exhibit that is presently under construction and the future elephant house expansion. The zoo is one of the oldest in the country, opening during the 1870s.

— Lynn Miller



School district workers fighting proposed benefit cuts

JORDAN — Bus drivers and attendants working for the Jordan-Elbridge School District are wondering why the district seems to be picking on them when it comes to contributing to the workers' health insurance coverage and reducing other benefits.

CSEA recently declared impasse in negotiations for the transportation workers over the district's unreasonable demands. At issue are district proposals to shift the full cost of health insurance premiums to the workers and to reduce many other benefits.

The workers pay 5 percent of their premiums for individual coverage and 15 percent for family coverage. The district is claiming the coverage is too costly, but the workers say they're being unfairly targeted.

"All the other workers in

the district, from teachers to administrators, get health insurance paid partially by the district," said Jordan-Elbridge School District Unit President Mickey Geelan, a bus driver. "It's not even that costly for the district to pay a portion of our health coverage, because our individual expense is 85 percent reimbursed by the state."

"Our members recognize the high costs of health care and we're willing to pay a greater share towards it, but we can't afford to shoulder the entire burden," Geelan said. "That

would price us all out of having health coverage, and that's not right and that's not fair."

Union willing to help

CSEA officials say they are willing to work with the district to help find ways to reduce health care costs, if the district drops its unfair demands. A representative from CSEA's Health Benefits Department recently met with school officials to identify potential options for reducing health care costs.

"We know that health care costs are a burden for the district and taxpayers, but skyrocketing health care costs are a national problem that can't be solved locally by shifting all the cost onto the workers," said CSEA Labor Relations

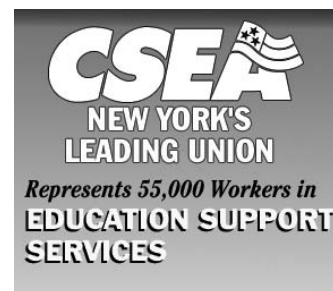
Specialist Frank Antonucci.

"Our transportation workers live and pay taxes in this district, and we're only looking to make ends meet," Geelan said. "The district's unfair proposal doesn't allow us to do that and we're hoping that district residents will take offense to how the district is treating us. We're just as valuable to the education of their children as the teachers."

CSEA and district negotiators met with a state-appointed mediator Jan. 24, and have yet to schedule another meeting.

CSEA hopes the sides can reach an agreement. Union members are circulating fliers locally in an effort to build public support.

— Mark Kotzin



"We're just as valuable to the education of their children as the teachers."

CSEA *Voices*

Lucas named PEOPLE Recruiter of the Month

Carmela "Millie" Lucas, a member of the Suffolk Area Retirees Local **Lucas**



in the Long Island Region, is the CSEA PEOPLE Recruiter of the Month for January.

She recruited 14 new MVP members to the program.

"You've got to cast a wide net," Lucas said. "Ask everyone you meet to join the PEOPLE program and explain why it is vitally important they come on board."

Lucas said she tells prospective PEOPLE members the program will help CSEA members face issues that affect many

union members. Her conviction is genuine and that has transformed her into an effective recruiter.

She recognizes PEOPLE can help working members to hold their jobs and maintain health insurance, enable retirees to sustain Social Security and Medicare benefit levels and assist homeowners to retain property tax relief mechanisms like STAR.

"Hit them where it hurts — in the pocketbook," Lucas said. "I tell them that the weekly contribution for retirees is minimal and that they will benefit financially in the long run. That usually seals the deal."

— Richard Impagliazzo

CSEA pushes for Central Islip Library upgrades



Grace Perez, left, president of the Central Islip Library Unit and Jackie Scannella are shown in front of a voting machine used by community residents in a recent vote that approved construction and renovation project for the library. Perez and other unit members played a key role in gaining public support for the project that would allow the library workers to provide better services to the community, with the unit sending postcards to registered voters and placing an ad in the local newspaper. The project will include a children's activity center, new computer lab and a quiet study/local history room.



"If they move us to Brooklyn my hours will more than likely change, which will mean that I can't take my 8-year-old to school in the morning. That's going to be a problem."

— George Smalls, Youth Development Aide 3, Pyramid Reception Center, on the state's proposal to close Pyramid and other OCFS facilities. (More on Pages 1 and 6.)

INSIDE THE WORK FORCE

Reeves' union service legacy covers decades

ALBANY — CSEA Statewide Secretary Barbara Reeves has devoted her union career to improving the lives of working people on and off the job.

Now, after decades of service, Reeves is retiring from the state and the union. She has served as CSEA statewide secretary since 1994. She leaves a legacy of leadership and dedicated service to the union.

A longtime CSEA activist, Reeves was a founding member of the Mohawk Valley Psychiatric Center Local in Utica and had served in various local offices. She served as mental hygiene representative on the CSEA Board of Directors and numerous committees, most notably as a member of CSEA's first Women's Committee.

"Barbara Reeves has spent her entire career serving our members and fighting to make a positive difference in their lives," CSEA President Danny Donohue said. "She is a true model for union activists and I congratulate her as she moves on to the next phase of her life."



Retiring CSEA Statewide Secretary Barbara Reeves in her earlier union activist days.

Dedicated to helping others

Like one of her mentors, former statewide Secretary Irene Carr, Reeves spent her career fighting for improvements in work and family issues. Early in her career, she was involved in the civil rights movement, which paved the way for her CSEA activism.

"I think the principles of social justice and the principles of this union are really the same," she said shortly after her election as CSEA secretary. "I just get so much satisfaction from working with people; that's the only reward I'm interested in."

Reeves worked to advance health and wellness programs for CSEA members, including work site mammography screening, office ergonomics and serving as the Employee Assistance Program coordinator at her work site for 15 years until her election to statewide secretary. She also became a leading advocate for programs such as child care and sexual harassment training. For her work on these and other issues, she received several labor-management awards.

Not afraid to fight

Reeves also served on the labor-management committee for the state Family Benefits Program during her entire tenure as CSEA secretary, where she helped broaden the program's focus from child care to other work-life needs such as flex spending and pre-retirement planning.

Deborah Miller, staff director of the state Family Benefits Program, said Reeves inspired the committee with her dedication, hard work and optimism.

"Barbara always recognized others' contributions and thanked people," Miller said. "It means a lot to me. She would come to our daycare trainings for child care directors and listen as closely to their concerns as she would to a presidential candidate. She's a wonderful



Retiring CSEA Statewide Secretary Barbara Reeves accepts applause at her final Annual Delegates Meeting in 2007.

listener and made everyone feel special."

Miller said that Reeves was also not afraid to fight for CSEA members. "She would speak up and make her point, yet she would do it so graciously," Miller said.

Reeves' dedication to advancing work and family issues that concern union members also earned her the Irene Carr Leadership Award in 1993.

Reeves' leadership on these issues led her to serve on the first CSEA Women's Committee during the late 1970s. As statewide secretary, Reeves served as the committee's officer liaison and was a leading voice in the committee's ongoing efforts to reach out to

CSEA members who are concerned with issues that concern women.

"Barbara Reeves has been the heart and soul of our statewide Women's Committee," said committee Chair Jacqueline Stanford. "As our officer liaison, she has helped bring about many inspiring conferences with her unique ideas. In honor of Barbara, I present the following quote from John Quincy Adams, 'If your actions inspire others to dream more, learn more, do more and become more, you are a leader.'"

CSEA Director of Human Resources Kathleen Cahalan worked closely with Reeves as a former staff adviser to the Women's Committee.

"It was my pleasure and honor to work with Barbara," Cahalan said. "She is a great role model for women in the labor movement."



Retiring CSEA Statewide Secretary Barbara Reeves takes part in a Workers Memorial Day demonstration. She was also active in efforts to pass the Worksite Security Act.



Retiring CSEA Statewide Secretary Barbara Reeves in a familiar role of advising and mentoring a union activist. Reeves diligently worked to codify union documents, constitutions and contracts, where possible, to make them consistent with the union's mission.

A mentor for activists

As CSEA's statewide secretary, Reeves led numerous education sessions, workshops and programs to train thousands of CSEA activists and officers in their responsibilities as union leaders.

Judy Harrison, secretary of the Manhattan Psychiatric Center Local, has served in that office since 1974 and is CSEA's longest-serving secretary. Despite her own extensive experience as a union secretary, Harrison said she has learned much from Reeves.

"Barbara exemplified excellence, dedication and unselfishness, and was caring, compassionate and not afraid to take on challenges," Harrison said. "More importantly, Barbara treated us like her own family. She has always been there for me."

The Clinton County Local has also benefited from Reeves' guidance.

"You have meant a great deal to this membership," Clinton County Local President Joseph Musso wrote in a recent letter to Reeves. "Clinton County has come to love and respect you for your tireless efforts in making people's lives better; one person at a time."

As Reeves ends her career with the state and CSEA, her contributions to improving union members' lives are numerous and significant.

She is simply happy to have been able to help others.

"My greatest satisfaction comes from having a positive impact on the lives of CSEA members and their families," Reeves said. "I cherish the opportunity I've been given to make a difference in the lives of our members, both on and off the job."

— Janice Marra



Retiring CSEA Statewide Secretary Barbara Reeves was a leading advocate for child care programs, as well as health and wellness and sexual harassment education.

Board of Directors election results

CSEA's Board of Directors comprises 122 voting and non-voting members, charged with the power and authority to transact the union's business.

STATE DIVISION

Agriculture & Markets
Janice Mason*

Audit and Control
Clarence Russell

Civil Service
Halina Willsey*

Correctional Service
Ellen Lennon*

Economic Development
Richard Plumadore*

Economic Development
Rose DeSorbo*

Education
Sally Bywater*

Environmental Conservation
LaVerne French*

Executive
Thomas "Tom" Moylan*
Francis "Frank" Strack*

Judiciary
Robert W. Lorenc
Robert P. Pazik

Labor
Lester Crockett

Law
Patricia Kaufman*

Mental Hygiene Region 1
Caroline Guardiano*

Mental Hygiene Region 2
Abraham Benjamin
Ramon Lucas

Mental Hygiene Region 3
Deborah A. Downey*

Mental Hygiene Region 4
James Reedy*

Mental Hygiene Region 6
Kathy Button*
Dawn Smith*

Motor Vehicle
Michael Febraio, Jr.

Public Service
Judith C. Sylvester*

State
James (Jay) Ingoldsby*

State Public Authorities
Nicholas P. Chiesa*

Taxation and Finance
Jacquelyn R. Goldsmith*

Teachers' Retirement System

Donna J. Keefer*
Transportation
Bob Timpano
Bill LeBaron
Universities
Mary D'Antonio*
Carlos Speight*
Wayne A. Dorler*
Colleen Wheaton*

LOCAL GOVERNMENT DIVISION

Albany County
Jack Rohl*

Cattaraugus County
Karen Anderson*

Cayuga County
Beverly Centers*

Chautauqua County
Rose Conti*

Chemung County
Thomas P. Pirozzolo*

Columbia County
Lucretia J. Altomer*

Cortland County
Charles E. Miller*

Delaware County
George Lawson*

Dutchess County
Lizabeth Piraino*

Long Island Region 1 Educational
Jean Ahlert*
Lee Reynolds*

Southern Region 3 Educational
Debra L. Raguseo*

Capital Region 4 Educational
Felice R. Moffre

Central Region 5 Educational
Theresa Palmer*

Western Region 6 Educational
Kelly Volpe*

Erie County
Marcia E. Olszewski*

Essex County
Rick S. Quesnel*

Franklin County
John Blair*

Fulton County
Ronald Briggs*

Genesee County
Sharon L. Bork*

Greene County
Mary-Alice Whiteman*

Jefferson County
Elizabeth Y. Daugherty*

Lewis County
Brenda Lee*

Livingston County
Mary Jo Tubbs*

Madison County
Ronald Walker*

Monroe County
Michael T. Flavin*

Montgomery County
Edward W. Russo*

Nassau County
Jerry Laricchiuta*
John C. Shepherd*

Niagara County
Mark Dotterweich*

Ontario County
Michael Jones*

Orange County
Sabina Shapiro*

Orleans County
Debra Sherk*

Oswego County
Charlotte M. Adkins

Otsego County
Linda Stiefel

Putnam County
Mark Semo*

Rensselaer County
Todd Smith*

Rockland County
William "Billy" Riccaldo**

St. Lawrence County
Betty Thomas*

Saratoga County
Ronald D. Revers*

Schenectady County
Harold (Hal) J. Gray, Jr.*

Seneca County
Carmina Russo*

Steuben County
Ronald A. Gillespie*

Suffolk County
Margaret (Meg) Shutka*

Sullivan County
James Blake*

Tioga County
Lynn Wool

Tompkins County
Scott Weatherby*

Ulster County
Kathryn Bayer*

Warren County
Mark Murray*

Washington County
Brenda Facin*

Westchester County
John "Jack" McPhillips*
Mary Miguez*

Wyoming County
Delia C. Bertrand*

***Unopposed**
****Subject to new election**

CSEA delegates to the AFSCME convention

The following are results for the contested and uncontested races for AFSCME delegates. Delegates are listed in order of votes received, unless they were unopposed. Asterisk (*) indicates candidate was unopposed.

CSEA members vote for delegates to AFSCME's convention to represent the membership. The convention is held every two years, during which changes to AFSCME's constitution and bylaws, which ultimately affect CSEA, are voted on. This year's convention is scheduled for San Francisco, July 27 to Aug. 1.

LONG ISLAND REGION

Nick LaMorte*
Caroline Guardiano*
John C. Shepherd*
Jerry Laricchiuta*
Robert Rauff*
Bill Walsh*
Lee Reynolds*
Christine Urbanowicz*
Andre Sigmone*
Paul D'Aleo*
Kevin Ray Sr.*
Manny Mangual*
Daryl Wilson*
Tom Dowdney*
Mary D'Antonio*
Monica Berkowitz*
Harry Ader*
Gary Steckler*
Alex Bard*
Daniel LoMonte*
Gary Kornova*
Peter Marriott*
Debbie Nappi Gonzales*
Maryann Phelps*
Laura Gallagher*
Susan Cohen*
Debra O'Connell*
Nancy Ianson*
Stephen Cohen*
Kenneth Nicholson*
Meg Shutka*
Richard Acevedo*
Jean Ahlert*
Chris Marshall*
Maria Navarro*
AJ Smith*
Barbara Maniscalco*
Kelvin Lewis*
Rutha Bush*

METROPOLITAN REGION

George Boncoraglio*
Zachary "Gene" Holland*
Linda Williams*
Anita Booker*
Janet Venrano-Torres*
Vincent Martusciello*
Deborah Hanna*
Lester Crockett*
Abraham Benjamin*
Sam Koroma*
Joel Schwartz*
Patricia Metzger*
Peggy Eason*
Renee Jackson*

William E. Curtin
Fritz Ernest
Milton Gilbert
Franco Zani
Christian Espejo
Peter Livanos
John Mulreany
Edward Schroeder
John Jenney
Thomas Holahan, Jr.
J. Scott Keyser
Diana Harris

CAPITAL REGION

Kathy Garrison
Kim Wallace
Rose DeSorbo
Betty Eagan
Mike Gifford
Jacquelyn Goldsmith
Ron Briggs
Karen Jazvinski
Jay Ingoldsby
Dottie Dutton
Mike Myers
Betty McLaughlin
Al Mead
Jeanne Kelso
Clarence Russell
Patty Kaufman
William "Bill" VanGuilder
Mary Alice "Patty" Whiteman
Joanne Brannock
Ed Russo
Kathy Moran
Mary Hamilton
William "Bill" LeBaron
Todd Smith
Joe Musso
Michele Tabbano
Kevin Brannock
Brenda Facin
Mark Unser
Jack Rohl
Dave Harrison
Vi Boyko
Ron Revers

SOUTHERN REGION

William "Billy" Riccaldo
Debbie Downey
April L. Shuback
John "Jack" McPhillips
Barbara "Bobbie" DiBattista
Patricia M. O'Leary
Karen Pecora
Valerie Simmons
Jane A. Meunier-Gorman
Thomas R. Murray
Heather Spencer
Nancy Hueben
Terri Kraus
Noel DeLaCruz
Brenda Gamble
Tatiana Dolinsky
Debra Raguseo
Dianne Hansen
Mary Miguez
Micki Thoms
James "Jim" Schultz
Tanya Watson
Joe Roche
Lorri Livulpi
Charles "Charlie" Guidarelli
Louis Rocuzzo
John Staino
Mark Semo

Nick Chiesa
Gary Lanahan
Dowell Harrell

CENTRAL REGION

Ginger Sheffey
Betty Thomas
Lori Nilsson
Bob Timpano
George Lawson
Joe York
Walt Smith
King S. Davis
Cynthia Rogers-Witt
Ellen Lennon
Norm Jacobson
Chantalise DeMarco
Mike Kaiser
Gerry Zimmerman
Janet Jackson
Anthony DeCaro
Sharon Connor
Ron Walker
Al Crump
Judy Naioti
Pat Casier
Tammy Witteman
Mary Whitmore
Phil Graham
Scott Weatherby
Pete Niznik
Andy Mantella
Carmina Russo
John Blair
Lynn Wool
Jim Warren
Fred Gerloff
Jolene Radley
Bev Centers
Jon Englert
Linda Stiefel
Joe Achen
Wayne Leitch
Laury Willoughby
Colleen Wheaton

WESTERN REGION

Florence "Flo" Tripi*
Kathy Button*
Hank Hoisington*
Dawn Smith*
Bill E. Stanton*
Joan Bender*
Bob Pyjas*
Karen Anderson*
J. Seamus Barnes*
Delia C. Bertrand*
Ron Castle, Jr.*
Rose Conti*
Doris B. Cota*
Wayne Dorler*
Mark Dotterweich*
Tom Edwards*
Robert "Robbie" Ellis*
Timothy Finnigan*
Michael Flavin*
Bernadette Giambra*
Ronald A. Gillespie*
Ronald G. Hackett*
Nancy P.L. Hart*
Steven J. Hurley*
Michael Jones*
Sharron O'Buckley*
Marcia E. Olszewski*
Charles Parsons*
Paul Peters*
Bruce Porter*
Clara Ramadhan*
Tom Rogalski*
Jerald H. Schlagenhauf*
Charlene Schmitt*
Debi Sherk*
John V. Stading*
Leroy Thompson, Jr.*
Mary Jo Tubbs*
Kelly Volpe*
Cristal "Cris" Zaffuto*

***Unopposed**

Region election results

Long Island Region

Region President
Nicholas J. LaMorte*
Executive Vice President
Caroline Guardiano*
1st Vice President
John C. Shepherd*
2nd Vice President
Jerry Laricchiuta*
3rd Vice President
Carlos M. Speight*
4th Vice President
Robert Rauff, Jr.*
Secretary
Lee Reynolds*
Treasurer
Christine Urbanowicz*

Metropolitan Region

President
George Boncoraglio*
Executive Vice President
Lester Crockett
1st Vice President
Linda Williams*
2nd Vice President
Pat Metzger*
Secretary
Anita Booker
Treasurer
Carlotta G. Williams

Southern Region

President
William "Billy" Riccaldo*
Executive Vice President
Thomas R. Murray
1st Vice President
John "Jack" McPhillips
2nd Vice President
Deborah A. Downey
3rd Vice President
Joyce A. Quinn*
Secretary
Jane A. Meunier-Gorman
Treasurer
April L. Shuback

Capital Region

President
Kathy Garrison
Executive Vice President
Ron Briggs*
1st Vice President
Mike Gifford*
2nd Vice President
Elizabeth "Betty" Eagan*
3rd Vice President
Rose DeSorbo*
Secretary
Kim Wallace*
Treasurer
James "Jay" Ingoldsby*

Central Region

President
Colleen Wheaton
Executive Vice President
Betty Thomas
1st Vice President
Jeff Colburn
2nd Vice President
Casey Walpole
3rd Vice President
Shane Barber
Secretary
Chantalise DeMarco*
Treasurer
Lori Nilsson

Western Region

President
Flo Tripi*
Executive Vice President
Kathy Button*
1st Vice President
Hank Hoisington*
2nd Vice President
Joan Bender*
3rd Vice President
Robert L. Pyjas*
Secretary
Dawn Smith*
Treasurer
Bill Stanton*

***Unopposed**

Sullivan Jail unit honors dedicated officer

MONTICELLO — Ask Janet Calangelo to describe the most interesting aspect of her job at Sullivan County Jail and you'll find it takes a moment of thoughtful consideration before she can give you an answer.

That's not a surprise to those who work with Calangelo, a correction officer at Sullivan County Jail since 1999. A member of the CSEA Sullivan County Jail Unit who was promoted to corporal in 2006, Calangelo holds several special duties at the jail in addition to everyday work with inmates.

Her willingness to go above and beyond on the job is what led her CSEA unit to name her as their first Officer of the Year, said Unit President Robert Brewster.

"We selected Corporal Calangelo as our first Officer of the Year because with every duty she is assigned, she performs it immaculately," said Brewster.

Brewster said the award is meant as a morale boost for workers in an often-tough job field.

Calangelo said she most enjoys her role as a hearing officer within the jail. Inmates come before her when they have violated jail rules. She then makes a ruling on disciplinary measures, the most



frequent of which is a loss of a jail privilege such as recreation.

"It's important to get the inmates to understand why you're giving the punishment you're giving," said Calangelo.

Calangelo has also served as a grievance coordinator, mediates when an inmate has a complaint about a jail staff member and works as a gang investigator within the jail.

"With gang activity growing in the area, you have to try to keep certain gang members separated," said Calangelo. "We screen inmates when they arrive here. We can identify gang members through clothing, certain language, and even by some of the mail they receive."

Calangelo, who studied criminal justice in college, also helped create the first formal field training officer program at the jail. The program assigns new correction officers to a specific training officer to ensure consistency in training.

"Any assignment she is given, she gives 110 percent," said Sullivan County Jail Administrator Col. Hal Smith of Calangelo, a mother of two. "Not just on projects that are of interest to her, but to every job. She always does what is in the best interest of this facility."



Sullivan County Jail Unit President Robert Brewster, left, presents Cpl. Janet Calangelo a plaque honoring her as the CSEA Sullivan County Jail Officer of the Year. Jail Administrator Col. Hal Smith looks on.

"I like that I can try and help people whenever possible," said Calangelo. "Our priority is peace and safety at the jail and the safety of all our officers."

— Jessica Ladlee

LONG ISLAND — HERE'S YOUR CHANCE TO TAKE THE PLUNGE!

- Team CSEA in Lake George raised over \$1,800!
- CSEA Western Region team raised over \$2,500!!!

This brings our CSEA total contribution up to \$4,300!



Now is our chance, Long Island! We hear there are some great things going on there at the Port Washington School District Custodial, Maintenance and Transportation Unit raising money and trying to top all the others.

WHAT: Special Olympics Polar Plunge

WHEN: March 8, 2008

**WHERE: Bar Beach
802 W Shore Rd
Port Washington, NY
11050**

**TIME: Registration
between 9:30 and
11:30 a.m.**

If you **WORK** or **LIVE** on **LONG ISLAND**, **join us!**

If you feel like taking a drive and cheering on the CSEA team, **join us!**

Afraid to Plunge? Come, check it out anyway and cheer with us! Come to feel the excitement and the fun! Costumes, music, solidarity and fund-raising for a great cause.

\$100 gets you a wristband and the option to plunge. The more money we raise, the more athletes get the chance to participate in the Special Olympics games and have the time of their lives.

Western Region Polar Plunge Team at Charlotte Beach for the Rochester Polar Plunge

"Well, I think I have completely thawed out; can't wait 'til next year! So, why did I drive an hour and a half in a snowstorm each way, walk around in 10-degree temp with -11 degree wind chill, and run into 35-degree Lake Ontario, besides the obvious few loose screws? For those who can't, that's why. For those of us that were there and watched the excitement explode and faces light up when the jumpers of team Special Olympics were introduced just said it all. I would do it all over again tomorrow. All in all, it really wasn't that bad, and yes, it was very cold out there."

— Jeff Parker, Western Region Judiciary Local, above with a friend



CSEA Polar Plunge "Team Region 6"



Team captain: Western Region President **Flo Tripi**
Leroy Thompson, president, Rochester Psychiatric Center Local
Jeff Parker, Western Region Judiciary Local
Misty White, Western Region Judiciary Local
Mark Wortz, Western Region Judiciary Local
Fran Falzon, Monroe County Local
John Bieger, CSEA OSH Specialist

A 1975 Albany Times Union editorial cartoon by Hy Rosen. See story below.



33 years ago ...

On March 18, 1975, then Gov. Hugh Carey had a bad day after St. Patrick's Day as an estimated 35,000 CSEA members converged on the steps of the state Capitol in Albany. The angry CSEA members had traveled from across the state to demonstrate against state layoffs, stalled contract talks and a Spartan state budget drawn up as the state sought to bail out New York City from its fiscal crisis.

About 700 charter buses transported workers to the demonstration, where they met up with about 10,000 CSEA members from the Capital Region. The demonstration was held under blue skies and unseasonably warm, mid-50-degree weather, and featured placards touting phrases such as "There's no Care in Carey," "Carey's for Labor - Slave Labor" and "Rockefeller giveth, Carey taketh away."

Then-CSEA President Theodore Wenzl said the issue was about good faith bargaining from the administration. Wenzl is pictured at right and portrayed above in a 1975 Albany Times Union editorial cartoon by Hy Rosen.



Then-CSEA President Theodore Wenzl leads a 1975 demonstration at the state Capitol in Albany. Wenzl and Gov. Hugh Carey are portrayed above in a 1975 Albany Times Union editorial cartoon by Hy Rosen. Wenzl's son Thurman provided the original copy, signed by Rosen, to CSEA for the union's CSEA 100 archives.

Also in 1975 ...

-] The Vietnam War ends when the South Vietnamese city of Saigon surrenders to North Vietnam, unifying Vietnam under Communist control.
-] Nixon aides John N. Mitchell, H. R. Haldeman and John D. Ehrlichman are found guilty of the Watergate cover-up and sentenced to jail.
-] President Gerald Ford escapes two assassination attempts in 17 days.
-] Apollo and Soyuz spacecraft dock for an American-Soviet link-up in space.
-] George Carlin hosts the first "Saturday Night Live" episode on NBC.
-] Carlton Fisk's dramatic Game 6 home run for the Boston Red Sox forced the World Series to a seventh game, which was won by the Cincinnati Reds.

Union fights for cancer screening rights

SARATOGA SPRINGS — CSEA recently filed a lawsuit against the city, charging it docked an employee an hour's pay while she was getting a mammogram.

Public employees are entitled to up to four hours leave annually for breast or prostate cancer screening without charge to leave credits, new state law.

The law, which has applied to New York state employees since 2002, was amended in 2004 to include county workers and again in 2007 to include municipal and school district employees.

City officials argued that while the law guarantees workers the time off, it does not guarantee they be paid for that time off. CSEA

Attorney Steven A. Crain, who filed the suit, said the spirit of the law is clear.

"Clearly the intent of the law is to have people stay healthy," Crain said. "What kind of incentive is it for people to get checked if they are going to get their pay docked?"

Crain said a similar lawsuit is pending in Erie County and that CSEA will go after other employers who are not paying workers for the leave time.

CSEA President Danny Donohue said employers who refuse to pay are being shortsighted because the law benefits them



as well. "It encourages workers, who may not do so otherwise, to undergo these lifesaving tests for cancers that are highly treatable if caught in time," Donohue said. "It's really a bargain when you consider the long-term costs of managing these diseases if they are not caught early. The potential savings

in lost workdays and health care costs for protracted hospital stays, surgery and other avoidable procedures is well worth the investment of a few hours of an employee's time."

— Ed Molitor

CSEA on vanguard of organizing

ALBANY — CSEA is on the leading edge of union growth, organizing more than 30,000 workers in the private sector since 2004.

According to a recent release from the Bureau of Labor Statistics, union membership is seeing its biggest rise since 1983, growing by 311,000 members to 15.7 million. Union membership as a share of the total work force rose last year for the first time in a quarter century.

The 17,000 child care providers who joined CSEA in February bring the total of unionized childcare providers represented by CSEA in New York to 25,000. (See story, Page 2)

Another notable, successful campaign adding significantly to our union's growth in the past is Lifespire, direct care for the developmentally disabled, at 1,200 members, and Quality Services for the Autistic Community (QSAC) with 400 direct care workers becoming CSEA members. These groups and the child care group represents a new trend in union organizing.

Organizing campaigns in New York and around the country are breaking the mold of tradition and getting to a segment of the population with a serious need for a union. When the child care campaigns began in New York in 2002, providers didn't have the legal right to a union.

That was addressed when Gov. Eliot



CSEA Labor Relations Specialist Shawn Lucas, left, and Broome County Educational Employees Local 866 activist Theresa Palmer, center, talk with registered daycare provider Gregg Vorhis of Trumansburg about his desire to have union representation.

Spitzer signed an order securing the right last year.

CSEA has led the way nationally, aggressively pursuing organizing as a priority for the past decade.

"Organizing new members benefits us all and makes our union stronger. There really is strength in numbers," said CSEA President Danny Donohue.

"We are excited to have our union so we can make the changes needed to improve our work, get paid on time and care for the children," said day care provider Sherriam McMaster of Albany.

— Jill Asencio



NEW!

Cash Recruitment Rewards Program

Beginning March 1, 2008, CSEA members who assist in PEOPLE recruitment will start earning **cash rewards**.

You must sign up a minimum of 25 MVP members to collect the **cash rewards**. CSEA members who sign up another member to donate to PEOPLE will earn the following:

- Recruit a member to donate \$50 — earn \$2.
- Recruit an MVP PEOPLE member to donate \$100 and earn \$12.
- Recruit an MVP Gold member to donate \$250 — earn \$20.
- Recruit an MVP Platinum member to donate \$500 — earn \$30.
- Earn \$12 for having a member increase their current membership to the MVP level.

CSEA members are able to accumulate the cash rewards from year to year. An official PEOPLE recruiter shirt will be mailed to all new PEOPLE recruiters once they recruit 10 new MVP PEOPLE members.

The PEOPLE Program is CSEA's fund-raising program that allows us a voice in legislative issues, such as the **Workplace Safety Legislation**.

If we all do a little, it will make a big difference!

We need your help to be successful!

Protecting Your Benefits

March 31 is Empire Plan claims deadline for calendar year 2007

Empire Plan enrollees have until March 31, 2008, (90 days after the end of the calendar year) in which to submit medical expenses that were incurred during the 2007 plan year to:



health and substance abuse services received in 2007.

Caremark

P.O. Box 52071

Phoenix, AZ 85072-2071

For prescriptions filled at non-participating pharmacies or at participating pharmacies without using your New York Government Employee Benefit Card.

As a reminder: Beginning Jan. 1, 2008, United HealthCare will insure and jointly administer The Empire Plan Prescription Drug Program with Medco, its pharmacy benefits manager.

Enrollees can call the Empire Plan at 1-877-7NYSHIP (1-877-769-7447) with questions or to obtain claim forms. As a reminder, when using the Empire Plan's toll-free telephone number, please pay extra attention to the choices offered by the automated system.

Network providers/pharmacies will

submit claims directly to the appropriate insurance carrier on your behalf. If you have a non-network claim submission, make sure you complete the requested subscriber information on the

claim forms, include the original billing or receipt (if requested), and don't forget to sign the claim form.

United HealthCare Service Corp.

P.O. Box 1600

Kingston, N.Y. 12402-1600

For the Empire Plan Basic Medical Program, the Home Care Advocacy Program (HCAP) and for non-network physical therapy or chiropractic services.

Empire Blue Cross and Blue Shield

For assistance with the claim filing process of inpatient or outpatient hospital services contact Empire Blue Cross and Blue Shield at 1-877-7NYSHIP (1-877-769-7447).

ValueOptions

P.O. Box 778

Troy, N.Y. 12181-0778

For non-network mental

Information for Empire Plan enrollees

Effective Jan. 1, 2008, United Healthcare began insuring and jointly administering the Empire Plan's Prescription Drug Program with Medco, its pharmacy benefits manager.

In an effort to keep enrollees up-to-date with the latest changes to their health plan, the CSEA Health Benefits Department is bringing the following changes to your attention:

2008 preferred drug list updates

The 2008 Empire Plan Preferred Drug List (PDL) has been updated to reflect that Proventil HFA will continue to be covered as a preferred, brand

name drug under the Empire Plan's prescription drug program.

Also, Zyrtec and Zyrtec-D (generic name cetirizine) is now available over the counter without a prescription as of January 2008 and will no longer be covered under the Empire Plan. Zyrtec syrup and the 5mg chewable tablet will continue to be available by prescription for children ages six months to two years.

Enrollees who would like to know more about The Empire Plan's Preferred Drug List can call the Empire Plan at 1-877-7NYSHIP (1-877-769-7447) with their questions.

Promoting Good Health

What's In It For You?

EBF committed to bringing you and your family high quality dental care

The CSEA Employee Benefit Fund works hard to ensure that you and your family receives the highest quality dental care possible.

That's why EBF works with the American Dental Association to administer your dental benefits.

The association plays a key role in how EBF administers your benefits. Since the association develops the most up-to-date

guidelines for dental procedures, EBF uses certain guidelines as the basis for the processing of your dental claims.

Every procedure you have done at a dentist's office has a corresponding ADA code that is a standardized language the dentist and EBF use to communicate about the work



you've had done.

After your dentist submits your claim to EBF, either by mail or electronically, we can tell by the ADA code what work the dentist has done. We then can process your claims according to your EBF dental plan.

If you have any questions, please

call (800) 323-2732 and our specialized customer service staff will be able to help you.

For more information about dental providers who participate with EBF, see our new 2008 Directory of Dental Care Providers. If you need a copy you can visit us on the web at www.cseaebf.com or call (800) 323-2732 and we can mail you a copy.

An Ever Better Future

Break in membership affects eligibility for union office, voting privileges

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

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

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

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

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

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

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

Procedure protects rights

AFSCME's constitution includes a rebate procedure to protect the rights of members who disagree with how the union spends money for partisan political or ideological purposes.

Article IX, Section 14 of the International Constitution, which establishes the procedure for dues rebates for members who object to AFSCME's partisan political or ideological expenditures, was amended at AFSCME's 33rd International Convention.

The amended language requires those persons who object to the expenditure of dues for political or ideological purposes submit their objection in writing to both the International Union and CSEA Local 1000 by certified mail between April 1 and April 16 (dates inclusive) each year for the prior year ending Dec. 31.

The timing of the steps in the procedure is tied to the International's fiscal year. The procedure, including the requirements for submitting a proper rebate request, is spelled out in Article IX, Section 14 of the International Constitution. **THESE REQUIREMENTS WILL BE STRICTLY ENFORCED.**

Here's how it works. Members who object to the expenditure of a portion of their dues for partisan political or ideological purposes and want to request a rebate must do so individually in writing between April 1 and April 16, 2008. That request must be timely filed by registered or certified mail with: the International Secretary-Treasurer and the CSEA Statewide Treasurer. The requests must contain the following information: name, Social Security number, home address and the AFSCME local to which dues were paid during the preceding year. This information must be typed or legibly printed. The individual request must be signed by the member and sent by the individual member to: International Secretary-Treasurer at AFSCME Headquarters, 1625 L St., N.W., Washington, D.C. 20036-5687; and CSEA

Statewide Treasurer, Empire State Plaza Station, P. O. Box 2611, Albany, N.Y. 12214-0218. Requests for more than one person may not be sent in the same envelope. Each request must be sent individually. Requests must be renewed in writing every year the member wishes a rebate.

Upon receipt by the International of a valid rebate request, an application for partisan political or ideological rebate will be sent to the objecting member. The objecting member will be required to complete and return the application in a timely manner. In accordance with the constitutional amendment adopted at the 1998 International Convention, the application will require the objecting member to identify those partisan or political or ideological activities to which objection is being made, and no rebate will be made to any member who fails to complete that portion of the application. In determining the amount of the rebate to be paid to any member, the International Union and each subordinate body shall have the option of limiting the rebate to the member's pro-rata share of the expenses for those activities specifically identified in the application.

Upon receipt by CSEA of the valid, certified request, the constitutional maximum of 3 percent rebate will be processed. No phone calls or e-mail correspondence will be accepted.

Any member who is dissatisfied with the amount of the rebate paid by the International Union may object by filing a written appeal with the AFSCME Judicial Panel within 15 days after the rebate check has been received. Appeals should be sent to the Judicial Panel Chairperson at the AFSCME International Headquarters at the address listed above. The Judicial Panel will conduct a hearing and issue a written decision on such appeals, subject to an appeal to the full Judicial Panel. If dissatisfied with the Judicial Panel's ruling, a member can appeal to the next International Convention.

Tax season doesn't have to be taxing on you!

File your taxes online with Union Plus!

April 15 just got a little less taxing. With the Union Plus Online Tax Preparation Service, CSEA members and their families can use an online tax tool to prepare and file their taxes.

CSEA members are assured reputable, secure online tax service with Union Plus.

With this simple and easy-to-use service, the online tax preparation tool automatically calculates your taxes and helps minimize errors.

You can save information and start again later, so you don't have to complete your tax returns all at one time. Year-to-year information is also saved so you can import information from a prior year's return.

- You can file your federal returns for \$14.95 and your state returns for \$19.95, for a total cost of \$34.90.
- If your adjusted gross income is between \$12,000 and \$54,000, you can file both your federal and state income tax returns online for **\$19.95**. Your federal tax return is FREE if your adjusted gross income (AGI) is between \$12,000 and \$54,000.
- You are not charged until you either file or print your return.
- The Union Plus Online Tax Service costs less than services provided by tax preparers H&R Block® and Quicken®.

"I used this tax service tool and it was extremely easy and helpful to use. I recommend it to my fellow union members."

— Kelli Lam,
AFSCME member

Rapid refunds: Once ready to file, you can print the return and mail it directly to the IRS and your state authority, or file the return electronically. Refunds can be direct deposited to a checking or savings account or sent via a check.

To use the Union Plus Online Tax Service, visit its website at www.unionplus.org/taxes. You can also access the service by visiting CSEA's website at www.csealocal1000.org and clicking on the "Save Money" button in the left menu.

Compare & Save*

- H&R Block's TaxCut Standard — \$44.90
- Quicken's TurboTax Premier — \$79.90
- **Union Plus Online Tax Preparation Tool — \$34.90**

**Includes fees for one state tax return, one federal return and filing fees.*



Leading Edge

Editor's Note: Over the next 10 months, The Work Force will devote the *Leading Edge* to interviews with CSEA's 10 statewide officers and region presidents. This month we begin with Danny Donohue, who is entering his fifth term as statewide president.

Donohue, who was born and raised in Brooklyn, began his career as a truck driver at the former Central Islip Psychiatric Center on Long Island in the 1960s. In 1975 he won a write-in election for Local President. He was later elected 1st vice president of CSEA's Long Island Region and became region president following the untimely death of longtime Long Island leader Irving Flaumenbaum. Donohue was elected CSEA's statewide executive vice president in 1988 and president in 1994.

Donohue also serves as an AFSCME International Vice President and as a vice president of the New York State AFL-CIO, where he ensures CSEA's strong voice is heard throughout the labor movement on the state and national levels.

As CSEA president, Donohue has helped solidify CSEA's position as New York's leading union by encouraging activism in local, state and national politics while his advocacy of grassroots community networks has enhanced the union's presence and effectiveness. Under his leadership, CSEA's expertise in contract negotiations has set national standards. The union negotiates more than 1,100 contracts covering its members in the public and private sectors.

WF: You have often said in recent years that "CSEA has never been better or stronger but the challenges we face have never been greater." What do you mean by that?

Donohue: The main challenge that we face moving forward is getting more members involved in their union and keeping their attention on the goal. The goal is to have a productive labor movement that's fighting to

protect the rights of every worker – to make sure our members understand that these rights weren't just given to us, we had to fight to get them and fight even harder to keep them. Too many people seem to think that a benevolent administration or government or boss simply gave them the things that they have.

It was CSEA and the labor movement that fought for a five day workweek; for workers' compensation, health care benefits; pensions and promotional opportunities.

WF: You originally got involved in your local as a write-in candidate. What lessons can your experience offer to younger people in CSEA's ranks?

Donohue: I think what it really says is that you can make a difference. If good people want to get out and get involved, it can have an impact. In that local of 2,700 people, in the election before I ran, only 80 people bothered to vote. When I ran, almost 500 people voted. I'd love to say they loved me but the truth is a lot of them simply disliked the previous president. But rank and file members banded together and brought about change.

WF: What lessons did you learn when you became local president?

Donohue: The biggest shock to me was realizing that I didn't know what I was doing. I was scared to death because it dawned on me that I was responsible for protecting people's lives and livelihoods. It said to me that if I'm going to do the job, people are going to count on me. I have to learn it as best as I can and do the best damn job I can.

WF: Why should people get involved in CSEA?

Donohue: I think the main reason younger people should be involved in the union is that unless you're retiring tomorrow, it's your future. It's the rules you're going to play by ... it's the protection for your family and children. You can't wait for someone else to do it.

WF: Throughout your administration you've emphasized Representation, Political Action

Meet your leaders



Donohue has always kept in touch with CSEA members, face-to-face, throughout his career.



and Organizing. Are those still CSEA's priorities?

Donohue: More now than ever. Representation is key because it's about our contracts, benefits and what the union is all about as an advocate both on and off the job. It's about helping to make lives better for our members and their families.

With Political Action, CSEA members have a great ability to make a positive impact in their workplace and their communities by the right to fire the boss and elect new ones.

Organizing new workers makes us stronger and in fact, CSEA is not only the leading organizing union in New York state but we have a strong claim as the leading organizing union in the country including most of the International unions. CSEA can represent people better than anyone else and have positive impact on their lives. The more members we bring in, the better for all because there really is strength in numbers.

March CSEA calendar of events

Long Island Region:

- March 5-6: **Defensive Driving**, 5:30 - 8:30 p.m., Long Island Region Office, Commack
- March 8: **Polar Plunge for the Special Olympics**, Bar Beach, Port Washington. For more info, call (800) 342-4146, ext. 1276.
- March 22: **Defensive Driving**, 9 a.m. - 3 p.m., Long Island Region Office, Commack

Metropolitan Region:

- Check for upcoming events at the Metropolitan Region page at CSEA's website at www.csealocal1000.org.

Southern Region:

- March 4-5: **Local Government Discipline & Interrogation Workshop**, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Orange County Local Office, Middletown.
- March 5: **Inside the Time and Attendance Process Workshop**, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Southern Region Office, Beacon
- March 5-6: **Defensive Driving**, 5:30 - 8:30 p.m., Rockland County Local Office, New City
- March 8: **Defensive Driving**, 9 a.m. - 3 p.m., Rockland County Local Office, New City
- March 8: **10th Anniversary Polar Plunge for the Special Olympics**, Sharp Reservation, Fishkill. For more info, call (800) 342-4146, ext. 1276.
- March 11: **Working People's History Workshop**, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Ulster County Local Office, Kingston
- March 12-13: **Steward Workshop**, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Rockland County Local Office, New City
- March 25: **Conducting Successful**

Meetings Workshop, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Westchester Local Office, White Plains
March 26: Family Medical Leave Act Workshop, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., College Terrace Building, SUNY New Paltz, New Paltz

Capital Region:

- Check for upcoming events at the Capital Region page at CSEA's website at www.csealocal1000.org.

Central Region:

- March 1: **PowerPoint** (presented by the Syracuse Workforce Development Center), 9:30 a.m. - 2:30 p.m. Call 422-3363, ext. 14 to register.
- March 13 & 20: **Excel Level 2** (presented by the Syracuse Workforce Development Center), 5 - 8 p.m. Call 422-3363, ext. 14 to register.
- March 18 & 25: **PowerPoint Level 2** (presented by the Syracuse Workforce Development Center), 5 - 8 p.m. Call 422-3363, ext. 14 to register.
- March 29: **Discovering the Power of Google** (presented by the Syracuse Workforce Development Center), 9:30 a.m. - 2:30 p.m. Call 422-3363, ext. 14 to register.

Western Region:

- Check for upcoming events at the Capital Region page at CSEA's website at www.csealocal1000.org.

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. 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 & Bylaws

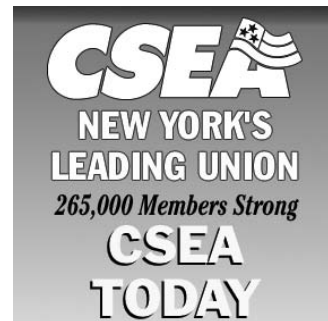
Proposed resolutions and proposed amendments to the CSEA Constitution & Bylaws for consideration by CSEA delegates to the union's 2008 Annual Delegates Meeting must be submitted by May 15, 2008.

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

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

The 2008 CSEA Annual Delegates Meeting will be held Sept. 22-26 in Washington, D.C.

ERIE FIGHTS ON — Regular membership meetings continue at the Erie County Medical Center, where employees are battling a plan to privatize the hospital and merge it with another hospital system. The merger idea stemmed from the 2006 Berger Commission recommendation. CSEA maintains the Berger requirements have been met and a hard asset merger of the two hospitals is not necessary. Hospital workers are contacting elected officials and writing letters to the editors of local newspapers to publicize their plight ... **WEBUTUCK PACT** — CSEA and Webutuck School District officials recently reached a tentative four-year agreement that includes raises in each year and other improvements. CSEA-represented workers at the Dutchess County school district had been working without a contract for more than 18 months ... **LAKELAND RATIFIES** — Members of the Lakeland School District Unit in Westchester County overwhelmingly ratified a new three-year contract that includes generous wage increases in each year of the contract, an increase in the number of sick days employees may accumulate and a new stipulation allowing retiring employees to cash in accumulated sick days to put towards health



insurance premiums ... **AT IMPASSE** — CSEA recently declared impasse in its negotiations with Nassau County, and the union has asked for a mediator to help reach a contract. Fair raises are among the sticking points in negotiations. The contract expired Dec. 31. "We feel that the hardworking CSEA membership deserves a fair, timely, and equitable contract," Nassau County Local President Jerry Laricchiuta said. "By bringing in a third party mediator, we believe that we will be on track toward ensuring that" ... **MRI WIN** — Lockport Memorial Hospital has won an MRI machine in the recent Siemens Medical "Win a MRI" contest. *The Work Force* ran an article about the contest in January and encouraged CSEA members to vote for the hospital from their home computers ... **MINISINK FIGHTS** — Members of the Minisink School District Unit recently held a successful demonstration in an effort to educate taxpayers about their contract fight. The 250-member unit has been working without a contract since June 30, 2006. The members received a positive response from district residents about their plight and the demonstration received extensive local media coverage.



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

All Products are Union-Made in the USA

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

First Quarter Specials

CSE-143
Micro Poplin Jacket

- 65% polyester / 35% soft cotton
- full zip jacket with drawstring & cordlock
- lightly lined with nylon
- self elastic cuffs and waistband
- features an embroidered logo

COST/SIZE:
\$42.05
~~\$40.00~~ (M-XL)
\$44.55
~~\$41.00~~ (2X)
\$45.95
~~\$42.00~~ (3X)
COLOR: black

CSE-209
Snow Brush

- heavy duty snowbrush with blade
- features a white imprint

\$2.15
COST: ~~\$2.66~~
COLOR: blue



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