

Photo by Mark M. Kotzin

CSEA Convention canceled

At press time, CSEA President Danny Donohue announced that an imminent strike by the hotel workers union left CSEA no choice but to cancel its Annual Delegates Meeting scheduled for Sept. 20-24 in Washington, D.C.

Local 25 of UNITE HERE which represents the hotel service and housekeeping workers at the Marriott Wardman Park Hotel, where CSEA was scheduled to meet, informed CSEA that a strike was imminent following a breakdown in contract talks with several national hotel chains.

CSEA will provide further information about how the business of the annual delegates meeting will eventually be conducted as soon as possible.

Photo of the Month



CSEA member Bob Quackenbush, a seasonal employee with the state Canal Authority and a deckhand on the tugboat Urger, polishes brass prior to the recent Tugboat Roundup in Waterford. The Urger is the state Canal System's flagship, built in 1901 as a fishing tug on Lake Michigan.

Tom Byrne, CSEA activist

COMMACK — CSEA is mourning the death of Tom Byrne, one of the longest serving CSEA local officers and a longtime community activist.

President of Long Island State Employees Local for 22 years, Byrne, 61, died on Sept. 11 of pancreatic cancer. He also suffered from diabetes.

A DMV license examiner, he was a local officer for 24 years before his retirement in 2001.

"Tom Byrne was not only the very example of a CSEA leader, he was also a friend," said CSEA President Danny Donohue. "Tom's passing is a sad day for our union."

CSEA President Danny Donohue to visit Southern Region

CSEA President Danny Donohue will visit the CSEA Southern Region office on Wednesday Oct. 13 to meet with members.

The meetings will be held in the region office at 568 State Route 52, Beacon.

Donohue will meet with union members from 1 to 7 p.m. Please call the Southern Region office at (845) 831-1000 or (800) 757-CSEA for an appointment and directions.

Pilgrim Psychiatric protests OT policy

BRENTWOOD — Carrying signs reading, 'Enough is enough!' and 'Show some respect!' members of the Pilgrim State Psychiatric Center Local recently demonstrated outside the facility to call attention to their plight.

Pilgrim's direct caregivers, or Mental Hygiene Therapy Aides, are repeatedly being forced to work double shifts, some as many as 17 times a month. Not only is the facility understaffed, but state mental health officials and Pilgrim administrators have turned a deaf ear to the employees numerous pleas for help.

"It's high time the state gave these people some relief," said CSEA Long Island Region President Nick LaMorte. "These are people who are educated, dedicated and compassionate. They do a difficult job well. They deserve better than this," he said.

"This is an abuse of power," said CSEA Pilgrim State Psychiatric Center President Dora Wilson. "Right now the

state is maintaining this facility entirely on mandatory overtime. That's not only an outrage and a hazard to the employees, but to the public and the people we serve as well," she said.

While the workers recognize the clients need care 24 hours a day, they say the state is only supposed to mandate overtime in emergency situations, and neither the state nor the facility have declared any applicable emergency.

"We have devoted our lives to providing quality, compassionate care to the mentally ill. But how are we supposed to help the clients when we aren't even being accorded the dignity of being able to care for ourselves and our families?" said Wilson.

"We have to get some help. If we don't, somebody will get hurt and that's what we're trying to avoid," said Wilson.

— Rachel Langert

Monroe Co. members fighting budget plan

ROCHESTER — CSEA Monroe County members took to the streets prior to a recent meeting of the county Legislature to voice their displeasure over a proposal to change the county budget submission deadline to after Election Day.

Lawmakers did not act on the measure but the union remains concerned about the issue.

CSEA Monroe County Unit President Jim Volpone said the proposal limits community input on the budget process and eliminates county legislators' accountability to the taxpayers.

"Taxpayers should have the right to know where lawmakers stand on the budget before they cast their votes on Election Day," Volpone said.

County workers have been working without a contract since Dec. 31, 2003 and are frustrated by severe staffing shortages with no relief in sight. 700 county jobs have been eliminated during the past two years and a recently released report by the Monroe County Budget Advisory Team recommends cutting 500 more. CSEA has released its own report in response.

CSEA delivers on Primary Day

CSEA's power at the polls resulted in a string of Primary Day victories that, according to President Danny Donohue, reinforce the union's ability to get out the vote.

In major races, state Senators Caesar Trunzo (3rd Senate District) and Nancy Lorraine Hoffman (49th SD) took their party's nod as did Assemblyman Sam Hoyt (144th AD). State Sen. Dean Skelos (9th SD) captured the Independence Party line.

A longtime CSEA ally, Fran Pordum, also gained his party's nomination in the 146th Assembly District.

CSEA's efforts also delivered a big win for Rep. Sherwood Boehlert in the 24th Congressional District. In two hotly contested open seats, Brian Higgins came out on top in the 27th CD while John Kuhl took the 29th CD.

Go to the CSEA Website at www.csealocal1000.org for more results.

Labor Day more important than ever

From one end of New York to the other, CSEA members were on the march this Labor Day, fighting the good fight for working people.

Whether it was registering new voters, stumping in support of the union's endorsed presidential candidate John Kerry and his running mate, John Edwards, or rallying for fair contracts and in support of public health care, CSEA members were energized.

CSEA members' voices were heard.

"The rights of working people are under attack today," said CSEA President Danny Donohue. "Under the Bush administration we've seen the loss of 1.7 million jobs, erosion of health insurance coverage along with higher prices, gutting of

worker safety and health protections and a National Labor Relations Board that's hell-bent on benefiting employers at the expense of workers."

"It's clear that we need John Kerry in the White House and I am proud of all the CSEA members who are standing up to make that happen," said Donohue, who spent his Labor Day weekend greeting visitors to the State Fair in Syracuse and joining CSEA's contingent in the annual Labor Day Parade.

Kerry has been unwavering in his strong plans to let America be America again and restore our economy.

CSEA members have helped deliver that message in parades, rallies, and one-on-one labor to labor education efforts.



CSEA President Danny Donohue and Western Region President Flo Tripi lead marchers in the Rochester Labor Day Parade. Below, CSEA members in Rochester Labor Day Parade.

CSEA members have also been determined in their non-partisan voter registration efforts.

"We still live in a democratic society where everyone's vote matters," Donohue said. "But the strength of our democracy depends on each person exercising that right to vote."

"The rights of working people are under attack today."

More labor event photos on Page 15



At left, Capital Region President Kathy Garrison signs up a new voter at the Capital Region Labor Hip Hop festival, a program to bring the union message to a broader community.



"I think because of the county's economic condition we may have a long tough contract fight. But we're all united at the college to fight for what we deserve."
Pat Burdick, Secretary, Monroe County Community College



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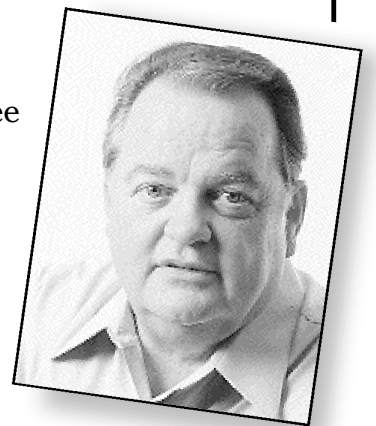
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IN TOUCH WITH THE WORK FORCE CSEA President Danny Donohue

Pension critics want to erode your rights and benefits

You've probably heard a lot in the media recently about how the "overly generous" public employee pension systems are bankrupting New York taxpayers. You shouldn't believe everything you hear without learning the facts.



There's been a lot of whining from local elected officials along with a frontal media assault led by reactionary, business-backed interests. A lot of what's being said is not new and CSEA has addressed it on numerous occasions in the last two years. But the business interests continue to hammer away, making it clear that it's their intent to erode your pension rights and benefits.

What's at issue are the costs for the state and localities to fund your pension benefits — the formula that your employers must now follow to ensure the future ability to meet the obligations of the pension system.

Throughout the stock market boom of the 1990s, the pension fund did so well that state and local government made only token payments to the fund at the same time you and your co-workers contributed 3 percent of your salary toward pension. When the boom went bust, in part due to corporate accounting scandals such as Enron, Tyco and World-Com, the pension fund lost a bundle.

It led to some legislative reform to ensure responsible payments to protect the integrity of the pension fund in good times and bad — but it does mean that public employers have to pay up.

The business interests would like fundamental reform of the pension system at your expense. Think about their misguided logic: Public employers skipped payments for a dozen years and corporate crooks defrauded stockholders and taxpayers but you should pay the price.

CSEA isn't about to let that happen and those advocating pension reform at the expense of workers ought to be ashamed of themselves.

Danny

Westchester members fight dental clinic closing

WHITE PLAINS — About 1,600 underinsured children in Westchester County will soon find it very difficult to get dental care.

Westchester County will close its two children's dental clinics in White Plains and Yonkers at the end of September, leaving a gaping hole for low- and middle-income families who have no or little access to either Medicaid programs or dental insurance.

The county, which had also tried to eliminate the clinics in the county budget passed last fall, cited declining enrollment and expanding state insurance programs covering dental services as the reasons for the closures. One county official recently claimed 560 patients used the clinics in 2003.

Fighting back

But CSEA members employed in the clinics are fighting to save the public dental services, noting there is a strong need for the clinics in Westchester County.

"The county is claiming that we only serve about 560 people, yet we sent out about 1,600 notices to patients (informing them of the closure)," Beth Lorenzen, a dental hygienist at the clinics and an eight-year CSEA member, said. "That doesn't count the 1,700 kids in the Yonkers schools who we served during the 2003-04 school year alone. Westchester County is considered to be one of

the 10 wealthiest counties in the United States. How can this county not afford to provide these services?"

Five CSEA positions, including Lorenzen's, will be eliminated in the cuts. After the clinics close, the workers will temporarily travel to area school districts to provide dental sealant until Dec. 31, when the county's Health Department will cut off funding for the positions. Westchester County is planning to continue the sealant program, using employees from a temp agency in lieu of the county workers.

County 'temps'

"The county is taking out full-time, experienced union employees and giving our jobs to temps," Lorenzen said. "Between October 1 and December 31, they are taking away our office. Where do we report? Where do we even sterilize our equipment?"

Lorenzen has worked with concerned parents of clinic patients to save the program through activities such as organizing a recent demonstration in front of the Yonkers clinic, speaking out publicly about the need for the facilities and encouraging children to write to county officials to urge them to keep the clinics open. CSEA will also meet soon with county officials to discuss the issue.

"I am trying to save a valuable program for our children who need it,"



Dental Hygienist Beth Lorenzen at work in one of two Westchester County children's dental clinics the county is proposing to close.

she said.

Lorenzen added that she fears the closures will force many families to do without dental care for their children because the families will lack other options to access care.

"The state has proposed, in the budget, to cut the dental and vision care benefits in Family Health Plus," Lorenzen said. "The major obstacle to getting oral health care is access."

The closures come just months after a new clinic opened at the county's 134 Court St. facility in White Plains. That clinic, which opened on April 5, is full of new, state-of-the-art dental equipment that cost the county thousands to purchase.

The equipment will

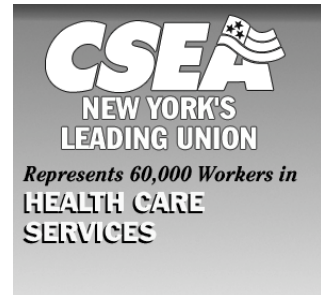
now likely be sold to an area health center – for \$1.

"The county built 134 Court St. with the premise of expanding the dental clinic," CSEA Westchester County Unit President Jack McPhillips said. "Now, they're basically going to give the equipment away. It's a waste of taxpayer money and it borderlines on fraud."

Lorenzen said the county's ability to offer its eligible residents dental services has been a "feather in its cap" throughout the program's 30-year tenure.

"Everybody's losing in this, especially the kids," she said. "I don't even know what (the county) is thinking."

— Janice Marra



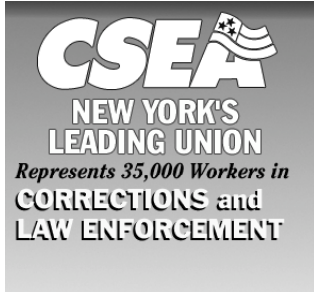
"Westchester County is considered to be one of the 10 wealthiest counties in the United States. How can this county not afford to provide these services?"

CSEA Voices



"I love the fair. I come every year. It just seems a nice way to spend some time at the fair meeting CSEA members and talking to people. I volunteered a couple of years ago and I really enjoy it."

—Deirdre Service with her daughter Allison, Oneida City Police Department, interviewed at the State Fair



SHARP EYES AT BUTLER — CSEA mail and supply clerk Merry Williams, working at the Butler Prison, received a commendation recently after helping thwart an intricate plot to smuggle contraband into the prison. Williams brought a suspicious piece of inmate mail to the attention of her supervisor who alerted authorities. The inmate and a civilian outside the prison consequently were charged.

CSEA Voices



“The best part is seeing all the people from different areas who come to visit the State Fair who are somewhat amazed at the material that’s here for them, and it’s free.”

— Joyce Cross, New York State Department of Economic Development, interviewed at the New York State Fair.

UCS tuition benefits available

The Tuition Benefit Program provides educational benefits to CSEA-represented and non-represented, non-judicial employees of the Unified Court System, enabling them to achieve greater career mobility and promotional opportunities, improve job skills, and to prepare for future state work force needs through three components:

- Tuition Vouchers
- Tuition Reimbursement
- Credit By Examination Fee Reimbursement

Eligible employees of the Unified Court System can apply for tuition vouchers that pay for tuition at participating schools listed in the catalog.

Tuition reimbursement provides authorized tuition payments to students upon successful completion of course work at accredited schools that do not accept vouchers. Credit by examination fee reimbursement provides reimbursement for any number of CLEP, DANTEs, TECEP and Excelsior College exams in addition to your other tuition benefits.

Eligibility

You are eligible if you are a CSEA-represented employee of the Unified Court System; OR a non-represented, non-judicial UCS employee (bargaining units 86, 88 and CT) who is working at least 50 percent and who is receiving a

paycheck when applying.

Employees of UCS who are otherwise eligible, but are on approved non-disciplinary leave without pay or are receiving Workers’ Compensation benefits may also, with proper documentation, apply.

Documentation must specify the reason for the leave, as well as the starting and ending dates.

The documentation must be signed by the appropriate administrative authority and attached to the application form.

Per diem employees and student interns are not eligible.

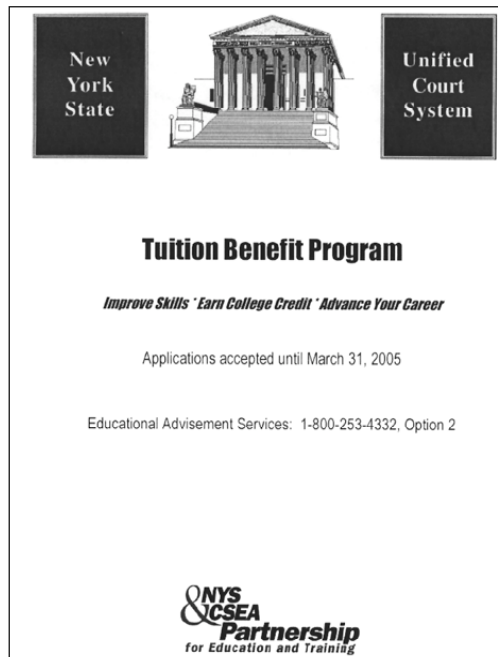
Selecting a School

Tuition voucher schools participating in the Tuition Voucher Program are listed in

the catalog. These schools have agreed to accept vouchers in lieu of payment from the student and will bill the Partnership directly for the course.

Please note that some schools have different school codes assigned to them for graduate, undergraduate and non-credit courses and are listed separately. Some schools may have multiple campuses, but only selected campuses accept vouchers.

You can download a copy of the catalog at http://www.csealocal1000.org/ca/ucs_cat_04.pdf or call the Partnership for Education and Training at 1-800-253-4332.



CSEA-UCS pay increase, bonus schedule set

ALBANY — The Office of the State Comptroller has established a TENTATIVE schedule of payments of increases in the new CSEA-UCS contract.

This schedule is subject to change based on the amount of work, the computer system, and other factors.

- The \$800 bonus should be paid to eligible employees in

the paycheck of Sept. 22

- The retroactive increases in the Longevity Bonus for those eligible should be paid in the check of Oct. 6

- The retroactive 2.5 percent and increases in location pay (including the new “Mid-Hudson” pay) should be in the paycheck of Oct. 20.

Please remember that the comptroller might have to change the schedule if they run into difficulties.

The comptroller is doing all the court employees at the same time (not just CSEA-represented employees), except for the one union that has not yet reached agreement with UCS on a new contract.

Safety issues plague Mt. Vernon library

MOUNT VERNON — CSEA members at the Mount Vernon Public Library are fearing for their health as they work in a 100-year-old building plagued with asbestos, mold and a leaky roof.

The union is fighting to fix these potential hazards that threaten the library, its books and its employees.

An environmental consulting firm initially found asbestos while examining the library's deteriorating roof last month. But CSEA Occupational Safety & Health staff, during a recent inspection, found more asbestos in three locations, including near a trap door by a bathroom predominantly used by children.

Soon after the asbestos was discovered, library officials informed employees that the library would remain open during the abatement process.

"It's been an issue whether it's been safe," CSEA Mount Vernon Library Unit President Gary Newman said. "The library gave the workers one day's notice of the abatement, and they were upset and frightened to come to work."

While the library stayed open for two days of the abatement, the building closed for several days earlier this month — because of leaking caused by heavy rain. Signs posted throughout the library urge the public, during inclement weather, to call the library ahead of time to check whether the building is open.

"The water is pouring down the walls," Newman said. "It's soaking books, and we have a half million books that we can lose. Water is also pouring out of light fixtures and getting into power boxes."

Mold is beginning to grow. The library's fiction section is closed to the public, and bookshelves there are covered with plastic sheeting.

"We needed to have a new roof put on the library years ago," Newman said. "But it wasn't done. Things got worse and worse until it was determined that the roof wouldn't survive the winter unless it was fixed."

Liquidation Bureau reaches tentative pact

MANHATTAN — CSEA members at the New York State Insurance Liquidation Bureau have ratified a contract agreement similar to an agreement ratified by CSEA state workers an Unified Court System workers.

"I think it's very fair to the employee," said Phil Cannon, president of the CSEA Liquidation Bureau Local. "There are no givebacks and it has raises every

year and a step in salary grades at the end of the contract which everybody wanted."

The contract will also provide domestic partner benefits and PEOPLE dues check off.

Additionally, workers can trade up to three vacation days to reduce their health insurance premiums.

The added step on the salary scale was a major concern for

workers, some who have not seen raises for years. "I'd like to congratulate the negotiating team for their diligent and tireless work on behalf of this contract," said CSEA Metropolitan Region President George Boncoraglio.

"Our members are certainly worthy of the raises and other benefits provided by this agreement."

— David Galarza



Mount Vernon Public Library Unit President Gary Newman, left, and 20-year CSEA member Jesse Vanlew, the library's head of maintenance, examine damage leaking water has done to a now-closed fiction room.

The city has approved bonds to replace the roof, but no work was done on the building until recently. Despite the building's deteriorating condition, city officials want to keep the library open.

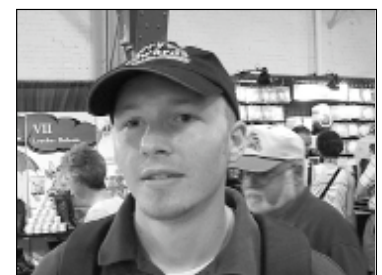
"The greatest danger to library staff right now are the (potential) reactions to mold and other substances," Newman said. "The library should have been shut down, yet it stayed open. Right now, the only people that the library staff trusts are from CSEA."

— Janice Marra



"The water is pouring down the walls. It's soaking books, and we have a half million books that we can lose. Water is also pouring out of light fixtures and getting into power boxes."

CSEA Voices



"This is my first experience with the union. I'm very happy. I wish I could get more involved. I'm happy with the way we've been treated by the court system. I've never been happier with a job in my life."

— Arthur Smith, Ithaca City Court, interviewed at the New York State Fair.



Sch'dy County DPW's new digs are no dungeon

"Just being able to roll the jacks and the creepers under the truck without getting stuck is a big help."

ROTTERDAM — About 100 feet apart but a world of difference; that's how Schenectady County Highway Department employees describe the new and improved public works facility.

Though completed earlier this year, their new workplace is still getting rave reviews.

The old building constructed in the 1930s was in need of serious repair. One of the boilers had rotted. The ceilings were only 12 feet high, making it difficult to raise a truck. The exhaust

system was inadequate and the concrete floors were crumbling. Those are just a few of the problems that plagued the old garage and county workers.

County officials determined it would cost more to rehab the garage than to build a new one. The new structure, made of sheathed steel, was designed with comment from CSEA members.

Now, each mechanic has their own station and two bays. Mechanic Keith Hudson says the double bays are great but the simple fact that the floors are smooth makes a big difference when doing a repair. "Just being able to roll the jacks and the creepers under the truck without getting stuck is a big help," said Hudson who is also looking forward to the heated floors this winter.

Team Leader Chris Smith points out that a "more modern facility makes the job easier." Smith and Hudson especially like the air and oil drops in each bay that provide quick access to hydraulic oil, grease, anti-freeze and compressed air. No

At left, Brian Pelletier uses a drop-down hood to capture dangerous gases as a welds he piece of equipment.



A look inside the new Schenectady County DPW garage, which offers CSEA members the latest in equipment and loads of more space.

more running back and forth with a cart to the oil tanks in the corner.

The supply room is another area that has fared better in the move. A new computer program aids inventory and ordering. The old system consisting of handwritten notes and logs led to some confusion.

"You'd be looking for something one day and find it the next," said stockroom attendant Frank Attanasio, who noted that workers found many parts during the garage move.

Improvements to the exhaust system are most evident in the welder's area where a giant flexible arm with suction on the end hangs from the ceiling ready to vacuum up any fumes. Brian Pelletier describes the new conditions and increased productivity as "100 percent better."

Unit President John Genter said the old garage "was an

antique." "It was due, especially for winter" he said. The new system of storing trucks in the old garage will increase response time during winter storms, primarily because the trucks were previously stored in such cramped quarters that it took longer to get them out and on the road, Genter said. And that makes a difference when you are responsible for 313 lane miles.

Another positive side effect of the improvements and increased efficiency is the improved morale of the employees, noted Smith, who summarizes the changes with this bottom-line assessment: "It's like going from the dungeon to the ballroom."

— **Therese Assalian**

CSEA Voices



"I'm here today to show support and solidarity with CSEA, all the unions in Monroe County and unions in general throughout the country. People need to get involved; they need to be here. It's critical, it's important, it's your livelihood, it's your future."

— **Pat Wolff, Monroe County Community College Unit president, on why she participated in the Rochester Labor Day Parade**



CSEA fights SUNY title changes

BUFFALO — CSEA continues to push for legislation to prevent the union from losing job titles to its counterpart, the United University Professions, on SUNY campuses across the state.

The issue has come to a head at SUNY Buffalo and on other campuses where CSEA has seen an erosion of up to 10 job titles per campus in a year.

“It’s a difficult issue for us because while UUP isn’t out-and-out raiding our job titles, they don’t seem to be doing much to prevent our members from entering into their bargaining unit under newly created job titles,” said Western Region President Flo Tripi.

Most of the titles taken from the CSEA unit at SUNY Buffalo and put into what are known as “U-grade” positions are operational and clerical jobs.

Typically what happens is a new position is created that includes work done by CSEA members, but also includes work requiring different skill sets, for instance, work in a biology lab.

The positions will take

workers currently in the Civil Service system out of the protections their Civil Service job title provides and place

them in the U-grade position, where they may be promised a performance-based salary.

The employees who jump to the U-grade positions lose permanency in their job titles but many of them initially get pay increases or see the potential for more pay down the road, taking their chances by leaving their Civil Service title, said Contract Administration Specialist Bob Dillon.

This past year, CSEA sponsored statewide legislation that would prohibit the SUNY system from mixing Civil Service

job titles with other positions.

The measure passed in the state Senate but died in the Assembly.

CSEA has had some success in

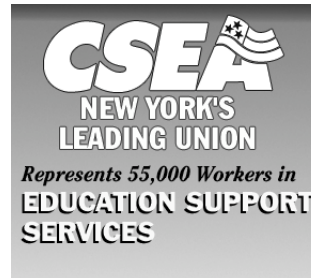
fighting some cases involving CSEA positions moving to U-grade positions, and has had several conferences with the Public Employee Relations Board regarding some cases.

“This situation is a clear example of why our members need to be registered to

vote and vote for

state legislators CSEA endorses. The more friends we have in the Assembly, the more pressure we can apply to getting legislation passed to end this practice,” Tripi said.

“It’s a difficult issue for us because while UUP isn’t out-and-out raiding our job titles, they don’t seem to be doing much to prevent our members from entering into their bargaining unit under newly created job titles.”



“This situation is a clear example of why our members need to be registered to vote and vote for state legislators CSEA endorses.”

CSEA Voices



“We’re gearing up for another rough winter this year, getting the plows and the hoppers and the trucks ready. In this area, winter comes around October.”

— Tom Ryan, North Syracuse DOT, interviewed at the New York State Fair

Operation Adopt a Soldier

WILTON — The CSEA staff at Mt. McGregor Correctional Facility are hosting a project to help bring mail and kind words to service men and women currently serving across the globe, including in the United States.

The staff asks that you write letters, send a card or a note to those serving their country.

To download a list of service people who would like to receive mail, complete with addresses, visit the CSEA web site at www.csealocal1000.org/r4/region4.php

You can also contact Mt. McGregor Local President Cliff Seguin Jr. at (518) 587-3960, ext. 3801.



INSIDE THE WORK FORCE

State Fair fares well with CSEA

SYRACUSE — Every year during the 12-day run of the New York State Fair, New York state has numerous booths promoting services provided by the state and many of its programs.

A little-known secret is that many of the people working in these booths are in fact CSEA members, ready with a smile to greet the fair-going public. Still other CSEA members work in various other capacities — from ticket takers to tram drivers, they're all over, behind the scenes, helping make the fair the great event it always is.

And, of course, you can always find CSEA members working at the union's booth, registering people to vote and handing out promotional items to fairgoers.



Above left, CSEA member Tony Woods, a bus driver for the Baldwinsville School District, takes a break from the bus during the fair, and instead drives a tram full of fairgoers throughout the fairgrounds. Above right, Donna Dyer is the Business Manager for the Conservationist Magazine, a Department of Environmental Conservation publication that her office publishes and she sells at the Fair as an educational tool to the public. She's pictured holding a 47-pound Chinook salmon caught in 1991 in the Salmon River that makes up part of her display. "I like the interaction with the people. I like to listen. They all tell stories. It's nice."



He's not a CSEA member, but Steve Long, alias Commander Peachy Keen, was granted honorary membership as he donned this extra, extra large CSEA T-shirt to fit his extra, extra large frame as part of CSEA's celebration of Labor Day at the State Fair in Syracuse. Long walks around the Fair's Chevrolet Court during the day.



Betty Nagy works for the State DOT in Syracuse. At the Fair, she stands in front of a full-size snowplow replica, handing out mousepads to passersby. "It's been fun. I like talking to the people and hearing their questions. They also have really great ideas. It's a lot of fun."



CSEA President Danny Donohue joins members Deirdre Service (at left) and Pat Jabonaski (right) who worked as volunteers handing out CSEA promotional items and registering voters at the union's booth in the Verizon Center of Progress Building. Also working with them is Service's daughter Allison (far left)

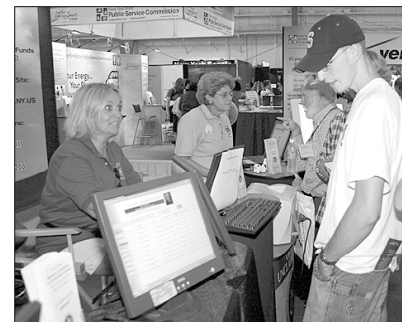


At right, David Gower, left, who works in the Syracuse State Canal division, and Robert Kossowski, who works for the Canal Corp.'s Buffalo division, demonstrate to fairgoers how a canal lock functions, changing water levels to allow boats passage.

At far right, CSEA members Mike Maxim and Valerie Rossman demonstrate skiing techniques at Belleayre Mountain's display at the Fair. Maxim normally works as a carpenter and Rossman as group sales director. Not pictured is CSEA member and Events Coordinator Lori Knapp who was announcing their demonstration to fairgoers.



Hazel Johnston works for the Department of Economic Development, in the I Love New York Tourism Office. At the Fair, she works outside the Verizon Center of Progress Building working 12-hour shifts handing out I Love NY bags and pins. This is her second year working at the Fair. "I enjoy it every year, seeing all the different people. You get to meet people from all different areas, and they all tell me they love New York."



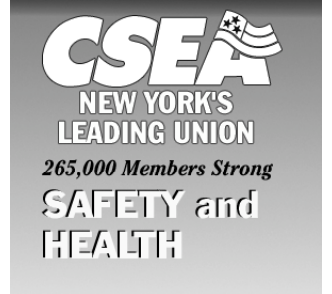
CSEA members Mary Yattaw, left and Janet O'Brien, right, both work for the State Comptroller's Office in Albany. At the State Fair, they both help fairgoers check a database that tells them if the state is holding any unclaimed funds that belong to them.



At left, Cinda Pierce, a parks worker III, works as a receptionist at the New York State Parks and Recreation Office in Jamesville. At the Fair, she works at the mini State Park, handing out information and giveaways to fairgoers. She even helped kids build houses for bluebirds one day. "I enjoy working here at the fair. I'm a people person. I really enjoy helping people out when they have questions. I enjoy working with the kids." At right, State Department of Motor Vehicles workers Leslie Kassel, left and Tywanne Reese, right, who both work at the DMV's North Syracuse office, are mobbed by fairgoers as they give out pins and stickers.

Photos and text by Mark M. Kotzin

Help put the brakes on fatalities



Imagine a day with zero traffic fatalities.

Traffic crashes cause an average of 116 fatalities every day — that's one death every 13 minutes. After a steady 20-year decline in the number of traffic fatalities, that number rose in 2002 with 43,005 people dying on our nation's roadways. Imagine a day with zero traffic fatalities and Put the Brakes on Fatalities!

The fourth annual Put The Brakes On Fatalities Day will occur on Oct. 10 to encourage the public to take a greater stand in keeping themselves and their loved ones from becoming one of those statistics.

Improved traffic safety directly affects CSEA members working in and around roadways, whether it's mowing, maintenance or plowing in the winter.

Every day, CSEA members working hard to keep our roads safe face innumerable dangers from unsafe motorists.

By helping to raise driving safety awareness, you can help to

protect CSEA members.

The goal is to unite the country in achieving one full day of zero traffic deaths by encouraging safer behavior and actions and by promoting safer roadways.

Driving defensively, obeying the posted speed limits, slowing down in bad weather and in special construction and school zones and not drinking and driving are just a few examples

of how drivers can reduce their chances of being in a crash. Other important safety practices include buckling up every time on every trip, using appropriate child safety seats, wearing a helmet when cycling or skating and crossing the street in crosswalks.



What you need to know about discrimination law

Editor's Note: This is the first in a series of articles appearing regularly to provide valuable information regarding important areas of protection available through the CSEA Legal Assistance Program (LAP). The Legal Assistance Program covers employment and labor issues involving disciplinaries, contract grievances and arbitrations, court litigation and agency proceedings. Get more information about legal services in the LAP by calling CSEA Headquarters at 1-800-342-4146, extension 1443, or by visiting www.csealocal1000.org, and clicking on the legal programs and services menu item.

This article provides an overview of the various laws that provide protection against discrimination in the workplace. In future articles, some of these specific laws will be dealt with in more detail.

Federal, state and local civil rights laws, as well as some collective bargaining agreements, prohibit employers from discriminating against employees in the terms and conditions of their employment.

In other words, employers cannot fire, discipline, or treat employees or groups of employees differently regarding compensation and benefits when the reason for that differing treatment is an employee's membership in one of the groups protected under the law. In addition, employers are prohibited from

discriminating against employees based on various protected activities and conduct by employees, including: a) union activism or support; b) opposition to unlawful discriminatory practices; c) complaints to federal or state authorities about health and safety problems; and d) participation in certain political or leisure activities.

Under federal law, it is unlawful for an employer or a labor union to discriminate based on a member's **race, color, religion, sex, age, national origin, or disability** or to cause an employer to discriminate against an individual. The Americans with Disabilities Act requires employers to reasonably accommodate disabled employees in certain circumstances.

The First Amendment to the U.S. Constitution prohibits public employers from retaliating against employees for speaking out on issues of public concern and/or for engaging in partisan political activity while off-duty.

New York's anti-discrimination laws provide broader protections against employment discrimination. Under New York state law, it is unlawful for an



employer to discriminate against an employee or a member based on **race, sex, color, national origin, religion, disability, marital status, age, genetic predisposition, sexual orientation, military record, arrest record or prior criminal accusation.**

As a labor union, CSEA is committed to fighting all forms of illegal discrimination. CSEA officials and activists must continue to be vigilant in the fight against such discrimination. Locals and units should consider sponsoring training for members regarding discrimination issues.

With the exception of charges relating to retaliation for union activity, before CSEA will consider commencing court litigation or administrative claims regarding alleged discrimination, the CSEA labor relations specialist must file a request for legal assistance. To assist CSEA, members and activists interested in having CSEA represent them in a discrimination case may be requested to fill out a discrimination questionnaire.

All requests for legal assistance are reviewed by the CSEA Legal Department and, where appropriate, by the CSEA Standing Legal Committee, before any proposed litigation is approved. If legal assistance is approved, CSEA will provide representation and pay the costs of the litigation.



DCAAccount contribution returns in January 2005

The DCAAccount Employer Contribution will be reinstated for the 2005 Plan Year, providing up to \$600 for employees in eligible bargaining units who enroll in the DCAAccount.

The employer contribution is based on salary and is available to State Executive Branch employees represented by CSEA. Employees of Roswell Park Cancer Institute are also eligible for the Employer Contribution.

The Flex Spending Account (FSA) is a valuable employee benefit that puts money in your pocket by helping you save on health care costs and the dependent care expenses you incur to be employed. The FSA benefit includes two programs to help you keep more of your paycheck.

The employer contribution will return in

2005 and can help cover summer day camp, nursery school, child care center, or adult day care costs.

The program also consists of the Health Care Spending Account (HCSAccount), established in 2001, which helps you save money spent on health care services for your family that are not reimbursed by your health insurance plan.

The Health Care Spending Account, like the Dependent Care Advantage Account, lets you contribute pre-tax dollars through automatic payroll deductions into your reimbursement account. You can also be reimbursed for eligible health care expenses without waiting for the cash to accumulate in your account.

Enrolling in the Flex Spending Account is easy. You can apply for enrollment in either the DCAAccount or the HCSAccount or both through a completely paperless process.

Submit your application online at www.flexspend.state.ny.us, or call 1-800-358-7202 and a customer service representative will take

your application.

The Flex Spending Account offers other customer-friendly services such as direct deposit of authorized reimbursements into your bank account. You can reduce claims processing time by faxing reimbursement request forms to the FSA administrator.



Support for the troops from CSEA



Above left, CSEA Central NY DDSO Local activist Ron Witt receives a flag that was flown over Iraq from Sgt. 1st Class Hank Miglianti from the Rome, N.Y., Army National Guard, who was on leave from his current tour of duty at a forward operating base near Balad, Iraq. Miglianti, whose wife is a Local member, brought the flag back to express the gratitude of the troops who the Local sent supplies.

"We appreciate the support from the community and we thank everyone for their support. We really, really appreciate what the people back home are doing for us," Miglianti said.



Witt, who retired with 22 years from the National Guard Unit in Rome, started the Local's efforts to get supplies sent to the troops. Along the way he picked up support from Price Chopper, the City of Rome and Adirondack Bank, and ended up sending more than 1,140 pounds of supplies so far.

Above right, Sgt. Rudy Seabron, Specialist Mike Pezulla, Sgt. Bill Miller and Specialist Shaun Olson, all from the 3rd Platoon, Company D, 2/108th Infantry, 27th Brigade of the New York Army National Guard based in Rome, display some of the items that CSEA Local collected and sent overseas to support them.

Stressed out? LifeWorks can help.

So many of us feel stressed out so much of the time that we've forgotten how to relax. But high stress levels can damage your family life, your job performance, and even your physical health. That's why LifeWorks is offering a helpful new audio recording, Managing Stress. Available in either audio tape or CD format, this 56-minute recording explains ways to reduce stress levels, including:

- Relaxation techniques
- Nutrition
- Exercise
- Positive thinking
- Expressing emotions

You can also go to

www.lifeworks.com to read or download Life Articles such as Getting Organized, Taking Care of Yourself, and Ten Ways to Bounce Back.

If you or someone you know is having a hard time handling any type of stress, call to speak with a trained LifeWorks consultant. It's free, confidential, and you can call anytime.

LifeWorks is available to assist you through stressful times. Here's how to contact LifeWorks:

800-362-9874; TTY/TDD: 800-346-9188; or on the Web at www.lifeworks.com; User ID: nys; Password: 2670.

LifeWorks is available 24 hours a day, 365 days a year. It's free and confidential!



50 years ago ...

CSEA made gains on the federal, state and local levels for the union's growing membership, which topped 60,000 on Sept. 30.

CSEA won an amendment in Federal Tax Law providing an important exemption that benefited thousands of institutional employees. The union also initiated a campaign to enact a 40-hour maximum work week for institutional employees.



CSEA secured a "freeze-in" of emergency pay into the basic salary rates of state workers along with legislating a longevity increment for state employees at the salary grade maximum for five years.

CSEA representatives also assisted numerous local government units in campaigns for improved salaries, work hours and employment conditions.

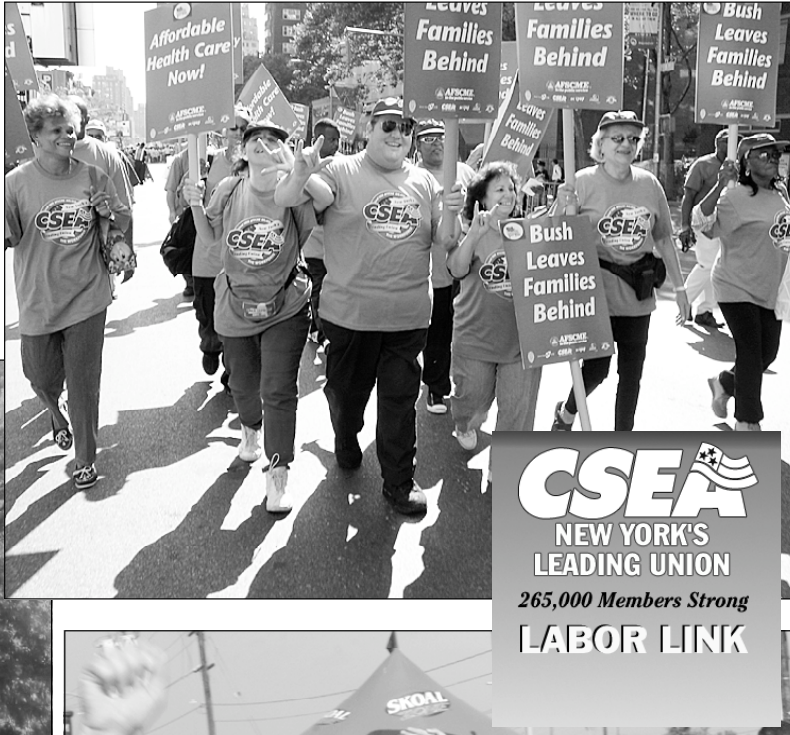
CSEA also arranged and helped facilitate a payroll deduction system for Blue Cross/Blue Shield health insurance coverage for 50,000 state employees.

Also in 1954 ...

- * The United States Senate votes 67 to 22 to condemn Joseph McCarthy for "conduct that tends to bring the Senate into dishonor and disrepute."
- * President Dwight Eisenhower warns against United States intervention in Vietnam
- * Roger Bannister runs the first four minute mile
- * The first nuclear-powered submarine, the USS Nautilus, is launched in Groton, Connecticut
- * In Memphis, Tennessee, WHBQ becomes the first radio station to air an Elvis Presley record.
- * Volume 1, Issue 1 of Sports Illustrated is published.
- * Stop signs are changed from black-on-yellow to white-on-red
- * "On the Waterfront" won an Oscar for Best Picture

Marching to protect labor's freedoms

Across New York, CSEA members took time to take part in labor events and parades around Labor Day weekend. Here are a few images from those events.



At left, Metropolitan Region President George Boncoraglio leads marchers at a Sept. 1 labor rally in New York City. Below left, a marcher in the Rochester Labor Parade calls for fair treatment. Below right scenes from the Syracuse Labor Parade.



Officers' training set

CSEA has arranged to conduct mandated training programs for the Local and Unit Secretaries and Treasurers as follows:

- Oct. 5, 2004:** Lake Placid Hilton, 1 Mirror Lake Drive, Lake Placid
 - Oct. 7, 2004:** Holiday Inn Turf, 250 Wolf Road, Albany
 - Oct. 27, 2004:** Western Region 6 Office, 120 Pineview Drive, Amherst
 - Oct. 28, 2004:** Rochester Holiday Inn, 1111 Jefferson Road, Rochester
 - Nov. 2, 2004:** Smithtown Sheraton, 110 Vanderbilt Motor Parkway, Smithtown
 - Nov. 3, 2004:** Metropolitan Region 2 Office, 40 Fulton Street, New York City
 - Nov. 8, 2004:** Holiday Inn Fishkill, 542 Rt. 9, Fishkill
 - Nov. 15, 2004:** Holiday Inn Syracuse, 441 Electronics Parkway, Liverpool
- Registration and a light dinner will be provided at 5:30 p.m. The training program will begin at 6:30 p.m. and will run approximately hours. If you have any questions please call 1-800-342-4146, ext. 1256 or 1257.

Clarification: In a Page 3 photo caption in the September 2004 Work Force, Rose Conti of the Western Region was omitted as a Democratic National Convention delegate.



What's In It For You?

The EBF Turns 25!

The CSEA Employee Benefit Fund celebrates its 25th anniversary this year! The EBF has been

providing benefits to local government CSEA units for more than two decades and has grown to expand its offering to help fit the diverse needs of counties, cities, towns, villages and school districts throughout New York state. If you haven't taken a second to see what's in it for you at the EBF, then now is the time to look again.

Annual Physical Benefit
Reimburses up to \$95 for the out-of-pocket cost of a routine annual physical once every year. The current cost begins at 21 cents per month, per person.

Maternity Benefit
Provides a \$200 benefit upon the birth of a child to either the covered member or the member's spouse. This starts at 51 cents per month, per person.

Hearing Aid Benefit
Offers up to \$450 per ear once every three years toward the cost of a hearing aid. Currently starting at 81 cents per month, per person.

Legal Reimbursement Benefit
Provides financial help meeting legal expenses. Members may choose any attorney and reimbursement is sent directly to the member for covered services up to \$1,000 per calendar year. Beginning at \$1.56 per month, per person.

Vision Plans
The Fund offers three benefit levels (Silver, Gold, Platinum) and the choice of either an annual or bi-annual benefit. Riders can also be added that would expand the covered services to include things such as anti-reflective coating, photo-chromic ("transition") lenses, or even a second pair of glasses for the member!

Dental Plans
The Fund offers four benefit levels (Sunrise, Horizon, Equinox,



Dutchess) with varying annual maximums and separate orthodontic maximums for children or adults.

Both the Dental and Vision Plans have a list of participating providers that accept

the plan as payment in full for covered services and reimburse according to the fee schedule for members who choose non-participating providers for their services.

All EBF benefits and plans, along with their costs, are only available through contract negotiations. They have to be negotiated into your collective bargaining agreements for the Fund to provide them to you.

Should any of these EBF benefits be negotiated, all members are covered free of charge for the Workplace Security Plan, which provides a monetary benefit to members who suffer from trauma associated with an assault or hostage situation occurring while performing their job duties.

The EBF has a staff of Senior Benefits Specialists who are available to meet with local government units to discuss the above plans. They are available for membership meetings, information days, health fairs, and for negotiations with your employer.

Below are the EBF regional Senior Benefits Specialists, along with their contact information:

Region 1 Linda Sclafani
(631) 462-5224
lindasclafani@aol.com

Region 3 Carisa Haberl
(800) 323-2732 x813
chaberl@cseabf.org

Region 4 Kim Bailey
(800) 323-2732 x818
kbailey@cseabf.org

Region 5 Meghan Pastiglione
(800) 323-2732 x860
mpastiglione@cseabf.org

Region 6 Mike Wagner
(800) 323-2732 x808
mwagner@cseabf.org

An Ever Better Future

Page 16 THE WORK FORCE October 2004

Protecting Your Benefits

Health Benefits Department

The Empire Plan Introduces Two New Programs Effective Oct. 1, 2004

The following information applies to CSEA represented state employees who are enrolled in and have primary coverage through the New York State Empire Plan Health Insurance Program

The Empire Plan's Basic Medical Provider Discount Program:

Beginning Oct. 1, 2004, the Empire Plan includes a new program to reduce your out-of-pocket costs when you use a non-participating provider. This new program, The Empire Plan Basic Medical Provider Discount Program, offers discounts from certain physicians and other providers who are not part of The Empire Plan participating provider network. These providers are part of the MultiPlan group, a nationwide provider organization contracted with United HealthCare.

Providers in the Basic Medical Provider Discount Program accept a discounted fee for covered services. Empire Plan enrollees will not be billed for charges over the discounted fee. Deductibles and coinsurance representative of your Basic Medical benefits for non-network services will still be applied to these discounted fees. However, you're 20 percent coinsurance is based on the discounted fee, not the reasonable and customary charges as under the Basic Medical Program. So, you again save on costs. Plus, you have no claims to file. The provider will submit claims for you and United HealthCare will pay the provider directly. Your Explanation of Benefits, which details claims

payments, will show the discount applied to billed charges.

To find a provider in The Empire Plan Basic Medical Provider Discount Program, ask if the provider is a member of MultiPlan or call 1-877-7-NYSHIP (1-877-769-7447) toll free, choose United HealthCare and ask a representative for help. Enrollees can also visit the New York State Department of Civil Service web site at www.cs.state.ny.us. Click on Employee Benefits, then on Empire Plan Providers.

The Empire Plan's Center of Excellence for Cancer Program:

Effective Oct. 1, 2004, the Empire Plan is introducing their newest Centers of Excellence Program. This new program is designed specifically for Empire Plan enrollees and/or their covered dependents diagnosed with cancer.

The Center of Excellence for Cancer Program provides paid-in-full coverage for cancer-related expenses received through a nationwide network known as Cancer Resource Services (CRS). To participate in this voluntary program, effective Oct. 1, 2004, you must call the Empire Plan toll free at 1-877-7-NYSHIP (1-877-769-7447). Press or say "1" for United HealthCare and then press or say "5" to connect to a Cancer Resource Services nurse consultant. Or, call the CRS toll-free number, 1-866-936-6002. Nurses are available from 8 a.m. to 8 p.m., Monday through Friday excluding holidays. You can find more information about Cancer Resource Services online at www.urncrs.com, the CRS Web site.

To learn more about the new Basic Medical Provider Discount and/or Center of Excellence for Cancer Programs call The Empire Plan toll free at 1-877-7-NYSHIP (1-877-769-7447). Additional information will also be provided in the next edition of The Empire Plan Report.

Promoting Good Health

CSEA state and federal endorsements

ALBANY — CSEA's actively sought endorsement of candidates for elected office is not given lightly. For state legislative and congressional seats, the endorsements are made by the union's statewide Political Action Committee following interviews of the candidates and input from the region political action committees.

The decisions are made following extensive review of the candidates' record of advocacy on behalf of working people and careful consideration and judgement. CSEA supports candidates who stand with us, not political parties.

It should be noted that CSEA refused to endorse any members of the state Assembly who did not stand with the union and other lawmakers in last year's state budget veto overrides.

CSEA urges you to consider the union's endorsements and be sure to vote on Tues., Nov. 2. If you have any questions about the union's endorsement of specific candidates, please contact the political action coordinator in your CSEA region office — phone numbers are listed on page 4 of this edition.

ASSEMBLY

LONG ISLAND REGION

AD 1 No Endorsement
AD 2 No Endorsement
AD 3 Patricia Eddington
AD 4 Steven Englebright
AD 5 Ginny Fields
AD 6 Philip Ramos
AD 7 Tony Giordano
AD 8 No Endorsement
AD 9 No Endorsement
AD 10 No Endorsement
AD 11 Robert Sweeney
AD 12 Joseph Saladino
AD 13 David Sidikman
AD 14 No Endorsement
AD 15 No Endorsement
AD 16 Thomas DiNapoli
AD 17 No Endorsement
AD 18 Earlene Hooper
AD 19 No Endorsement
AD 20 Harvey Weisenberg
AD 21 No Endorsement

METRO REGION

AD 22 Barry Grodenchik
AD 23 Audrey Pheffer
AD 24 Mark Weprin
AD 25 Brian McLaughlin
AD 26 Ann Margaret Carrozza
AD 27 Nettie Mayersohn
AD 28 Michael Cohen
AD 29 William Scarborough
AD 30 Margaret Markey
AD 31 Michelle Titus
AD 32 Vivian Cook
AD 33 Barbara Clark
AD 34 Ivan Lafayette
AD 35 Jeffrion Aubry
AD 36 Mike Gianaris
AD 37 Catherine Nolan
AD 38 Anthony Seminerio

AD 39 Jose Peralta
AD 40 Diane Gordon
AD 41 Helene Weinstein
AD 42 Rhoda Jacobs
AD 43 Clarence Norman, Jr.
AD 44 James Brennan
AD 45 Steven Cymbrowitz
AD 46 Adele Cohen
AD 47 William Colton
AD 48 Dov Hikind
AD 49 Peter Abbate
AD 50 Joseph Lentol
AD 51 Felix Ortiz
AD 52 Joan Millman
AD 53 Vito Lopez
AD 54 Darryl Towns
AD 55 William Boyland, Jr.
AD 56 Annette Robinson
AD 57 Roger Green
AD 58 Nick Perry
AD 59 Frank Seddio
AD 60 No Endorsement
AD 61 John Lavelle
AD 62 No Endorsement
AD 63 Michael Cusick
AD 64 Sheldon Silver
AD 65 Alexander Grannis
AD 66 Deborah Glick
AD 67 Scott Stringer
AD 68 Adam Clayton Powell IV
AD 69 Daniel O'Donnell
AD 70 Keith Wright
AD 71 Herman D. Farrell, Jr.
AD 72 Adriano Espaillat
AD 73 Jonathan Bing
AD 74 Steve Sanders
AD 75 Richard Gottfried
AD 76 Peter Rivera
AD 77 Aurelia Greene
AD 78 Jose Rivera
AD 79 Michael Benjamin
AD 80 Naomi Rivera
AD 81 Jeffrey Dinowitz
AD 82 No Endorsement
AD 83 Carl Heastie
AD 84 Carmen Arroyo
AD 85 Ruben Diaz, Jr.
AD 86 Luis Diaz
AD 87 James Gary Pretlow

SOUTHERN REGION

AD 87 James Gary Pretlow
AD 88 Amy Paulin
AD 89 Adam Bradley
AD 90 Sandra Galef
AD 91 George Lattimer
AD 92 Richard Brodsky
AD 93 Louis Masiello
AD 94 Alex Gromack
AD 95 Ryan Karben
AD 96 Dennis Tracey
AD 97 Bonnie Kraham
AD 98 Aileen Gunther
AD 99 No Endorsement
AD 100 No Endorsement
AD 101 Kevin Cahill
AD 102 Joel Miller
AD 103 No Endorsement

CAPITAL REGION

AD 104 John McEneny
AD 105 Paul Tonko
AD 106 Ron Canestrari
AD 107 See Central Region
AD 108 Pat Casale
AD 109 Bob Reilly
AD 110 No Endorsement
AD 111 See Central Region
AD 112 No Endorsement
AD 113 No Endorsement
AD 114 No Endorsement

CENTRAL REGION

AD 107 No Endorsement
AD 111 Bill Magee
AD 115 No Endorsement
AD 116 RoAnn Destito
AD 117 No Endorsement
AD 118 Darrel Aubertine
AD 119 Joan Christensen
AD 120 Bill Magnarelli
AD 121 No Endorsement
AD 122 No Endorsement
AD 123 No Endorsement
AD 124 No Endorsement
AD 125 Barbara Lifton
AD 126 No Endorsement
AD 127 Kevin Neary

WESTERN REGION

AD 128 No endorsement
AD 129 Ellen Polimeni
AD 130 Christine Salzberg
AD 131 Susan John
AD 132 Joseph Morelle
AD 133 David Gantt
AD 134 No Endorsement
AD 135 David Koon
AD 136 No Endorsement
AD 137 Jim Hare
AD 138 No Endorsement
AD 139 No endorsement
AD 140 No endorsement
AD 141 Crystal Peoples
AD 142 Jeff Bono
AD 143 Paul Tokasz
AD 144 Sam Hoyt
AD 145 Mark Schroeder
AD 146 Francis Pordum
AD 147 No Endorsement
AD 148 No Endorsement
AD 149 No Endorsement
AD 150 William Parment

STATE SENATE

LONG ISLAND REGION

SD 1 Kenneth LaValle
SD 2 John Flanagan
SD 3 Caesar Trunzo
SD 4 Owen Johnson
SD 5 Carl Marcellino
SD 6 Kemp Hannon
SD 7 Michael Balboni
SD 8 Charles Fuschillo
SD 9 Dean Skelos

METRO REGION

SD 10 Ada Smith
SD 11 Frank Padavan
SD 12 George Onorato
SD 13 John Sabini
SD 14 Malcolm Smith
SD 15 Serphin Maltese
SD 16 Toby Ann Stavisky
SD 17 Martin Malave Dilan
SD 18 Velmanette Montgomery
SD 19 John Sampson
SD 20 Carl Andrews
SD 21 Kevin Parker
SD 22 Martin Golden
SD 23 Diane Savino
SD 24 John Marchi
SD 25 Martin Connor
SD 26 Liz Krueger
SD 27 Carl Kruger
SD 28 Olga Mendez
SD 29 Thomas Duane
SD 30 David Paterson
SD 31 Eric Schneiderman
SD 32 Ruben Diaz
SD 33 Efrain Gonzalez, Jr.
SD 34 No Endorsement

SOUTHERN REGION

SD 34 No Endorsement
SD 35 Nick Spano
SD 36 Ruth Hassell-Thompson
SD 37 Suzi Oppenheimer
SD 38 Thomas Morahan
SD 39 William Larkin
SD 40 Vincent Leibell
SD 41 Stephen Saland
SD 42 John Bonacic

CAPITAL REGION

SD 43 Joe Bruno
SD 44 Hugh Farley
SD 45 Betty Little
SD 46 Neil Breslin

CENTRAL REGION

SD 47 Ray Meier
SD 48 Jim Wright
SD 49 Nancy Lorraine Hoffmann
SD 50 John DeFrancisco
SD 51 Jim Seward
SD 52 Tom Libous

WESTERN REGION

SD 53 Dan Cleveland
SD 54 Michael Nozzolio
SD 55 James Alesi
SD 56 Joseph Robach
SD 57 Patricia McGee
SD 58 Bill Stachowski
SD 59 Dale Volker
SD 60 Byron Brown
SD 61 No Endorsement
SD 62 No Endorsement

CONGRESSIONAL ENDORSEMENTS

DISTRICT	NAME
CD 1	Tim Bishop
CD 2	Steve Israel
CD 3	Peter King
CD 4	Carolyn McCarthy
CD 5	Gary Ackerman
CD 6	Gregory Meeks
CD 7	Joseph Crowley
CD 8	Jerrold Nadler
CD 9	Anthony Weiner
CD 10	Edolphus Towns
CD 11	Major Owens
CD 12	Nydia Velazquez
CD 13	Frank Barbaro
CD 14	Carolyn Maloney
CD 15	Charles Rangel
CD 16	Jose Serrano
CD 17	Eliot Engel
CD 18	Nita Lowey
CD 19	No Endorsement
CD 20	No Endorsement
CD 21	Michael McNulty
CD 22	Maurice Hinchey
CD 23	John McHugh
CD 24	Sherwood Boehlert
CD 25	No Endorsement
CD 26	No Endorsement
CD 27	Brian Higgins
CD 28	Louise Slaughter
CD 29	Randy Kuhl



Leading Edge



MATTITUCK — In the winter you can find Joe Blados welding equipment such as snowplows or trimming trees for the Town of Southold Highway Department. But it's in his off time during the other three seasons that Capt. Joe Blados sets sail.

This licensed charter boat captain cruises Long Island Sound in a 21-foot boat that can carry four passengers comfortably. Although the day appears picture perfect, he leaves nothing to chance, always carrying the appropriate safety equipment, and making a thorough check of the weather and tides before heading out.

About 10 years ago, Blados hit on a fly design for saltwater fly fishing that has caught many striped bass and bluefish for his customers.

The *Work Force's* Rachel Langert recently spent some time on the water with Blados, learning about how he came to be one of Long Island's most popular fly fishing guides.

RL: Why do you fish?

JB: I think it's in my blood. When I was young I kind of had a baptism by salt water. One half of my family were farmers, the other half commercial fishermen, so those were the choices. We're surrounded by water here. You can go out here and eat crow very easily. Things just change so fast on the water. Everyday I go out on the water I learn something else.



WF: But you didn't become a bayman like your dad?

JB: I kind of lucked out. I was drafted in '69, but I ended up as a marine engineer. Unfortunately, later on when they were handing everything over to the Vietnamese, I was sent to *Kansas* for the rest of my tour. And you know there ain't no bloody water in Kansas!

WF: What happened after you came home?

JB: After the war, four or five of us guys at Southold got opportunities because of the CETA (United States Comprehensive Employment and Training Act of 1973) program. They hired me as a full-time welder, and I've been there over 26 years now. (Smiles.) I had a ponytail down to my butt and I was riding a Harley. I thought I was a badass! But I got my act together after I met my wife.

WF: So you've been on the water for just about your whole life. And you do the charter thing, taking people out to fish. So how did you become an inventor?

JB: I used to take these sheet foam cylinders and hollow them out with a drill (to make the fly body). I was making so much dust in the house that my wife said — you've got to come up with a better way! (laughs) So I designed a crease fly and one of the biggest companies in the world picked it up — so I get royalties on it. We supply all the fly fishing shops with my kits.

WF: And what is a crease fly?

JB: It's an imitation of bait designed for almost any kind of fish, freshwater or saltwater.

WF: How does it feel to be a successful inventor?

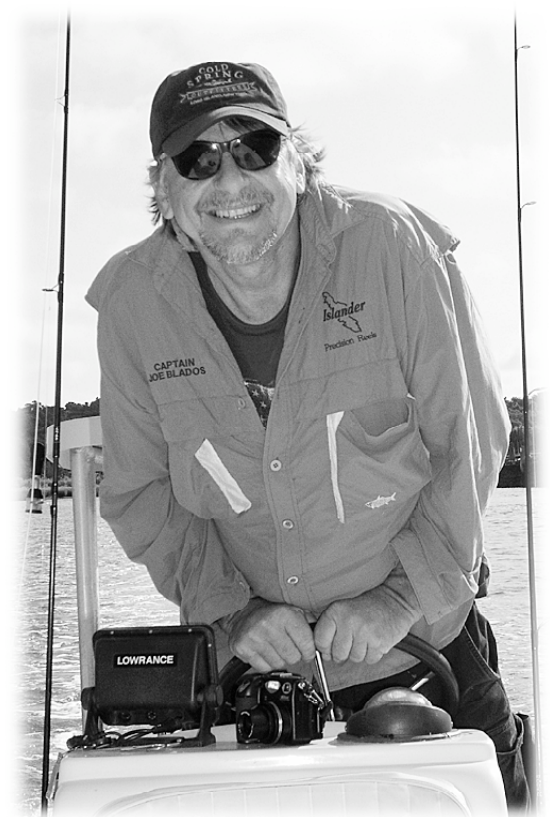
JB: I love it! I can sit on my butt and get money for it. It doesn't get any better than that.

WF: Has your creativity been developed in other ways as well?

JB: I do some artwork. I draw (on a computer) with the Photoshop digital pen and airbrush.

WF: Your drawings are great; very unique! Do you use photos?

JB: No, I just draw them. They just come out of my head. Everything is water related for me. That's why I stay here, because of the water.



Above, CSEA member Joe Blados at the helm of his boat. At left is a sample of Blados' artwork.

WF: How do you know where to get the fish?

JB: Look up. Watch the birds. Follow them. *They're* the best fishermen around!

WF: What does fishing do for you?


JB: It's therapy. It's something that's in my roots.

WF: It runs deep?

JB: Yeah, It runs really deep. When I'm on the water, I'm pursuing my passion.

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

KNOW YOUR RIGHTS!



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

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

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

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.

PEOPLE PERSON — The PEOPLE recruiter of the month for August is Walter Hollings III of the CSEA Oxford Veteran's Home in the Central Region. He recruited 27 new PEOPLE members. PEOPLE is CSEA and AFSCME's political action program. It is responsible for raising money and collecting voluntary contributions from the membership so CSEA can effectively promote our interests at the state and federal level ...

WOMEN FOR KERRY MARKS

MILESTONE — The Capital Region Women for Kerry chapter marked the 84th anniversary of women's right to vote by joining in the national Women's Equality Day on Aug. 26. CSEA Capital Region President Kathy Garrison joined with dozens of other activists in urging women to vote for John Kerry for president. More than half of eligible women voters between the ages of 18 and 34 did not vote in the 2000 presidential election, a figure Women for Kerry is working to change in 2004 ...

JUDICIARY LOCAL SCHOLARS — The CSEA Central Region Judiciary Local recently presented four scholarships to graduating high school seniors, all children of court employees represented by CSEA. The three \$1,000 recipients were Kristen Fortnam of

Westmoreland, Sean M. O'Kane of Oswego, and Emily Barner of Syracuse. Andrew J. Postiglione of New Hartford received the local's \$500 scholarship ...

LOOK FOR THE UNION LABEL IN CYBERSPACE — The union label has gone digital with a new web site offering shoppers an array of union-made gifts, from clothing to chocolates to computers, games and greeting cards. The web site,

www.shopunionmade.org, will help union members getting an early start on their holiday shopping and support companies that offer union-made products ...

WIN IN JOHNSTOWN — CSEA members in Johnstown succeeded in forcing city officials to pay longevity bonuses in an expired agreement. The city normally

CSEA
NEW YORK'S
LEADING UNION
265,000 Members Strong
**CSEA
TODAY**

pays longevity due in June each year in a lump sum. But after the contract expired in January 2004, the city refused to pay, arguing the benefit had expired. The city then gave the longevity payment to non-union

employees and police in order to pressure CSEA to reach an agreement. CSEA argued against the interpretation and the case was approved for arbitration. Meanwhile, Unit President Mike Hlozansky mobilized his unit. Through the membership's efforts and political action, the city reversed course and decided to pay the longevity. CSEA represents 25 city workers, primarily in the DPW and Water Department ...

MARCH FOR UNIONS! — CSEA is encouraging members to participate in the Capital Region Labor Parade, which has been rescheduled for Saturday, Oct. 2. CSEA members will meet in Washington Park. Call 518-785-4419 for more details.

For the latest on CSEA events, activities, and issues, visit www.csealocal1000.org.



ORANGE RUSH
Exclusive CSEA Membership Benefit

Take advantage of your CSEA membership to Catch the 'Cuse at reduced rates!

Rutgers - October 2nd

Adult: \$23 Youth (ages 18 and younger): \$12

Florida State - October 9th

Adult: \$50 Youth (ages 18 and younger): \$25
only upper level seating available

UCONN - October 30th

Adult: \$23 Youth (ages 18 and younger): \$10

Pittsburgh - November 6th

Adult: \$23 Youth (ages 18 and younger): \$12



FOOTBALL

Get your order form on the web at www.csealocal1000.org or by calling the CSEA Member Benefits Department at 1-800-342-4146.

If you don't vote, you lose!



John Kerry will fight for our future

- ✓ Create Jobs
- ✓ Protect Your Right to Organize a Union
- ✓ Protect Wages and Workplace Rights
- ✓ Protect Worker Safety
- ✓ Enforce Equal Pay
- ✓ Ensure Access to Affordable Health Care



On health care: *Children across our country don't have health care. We're the richest country on the face of the planet, the only industrialized nation in the world not to do it. I have a plan to cover all Americans. We're going to make it affordable and accessible.*

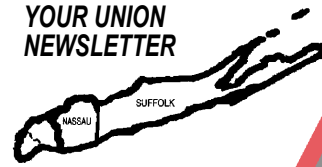
On Social Security: *As president, I will not raise Social Security taxes, raise the retirement age, cut benefits for people that rely on Social Security, or privatize Social Security. He will consider making sure that high-income beneficiaries don't get more out than they pay in.*

— JOHN KERRY



VOTE!

NOV. 2



Message from CSEA Local 830 President Jane D'Amico

Hefty Raises Proposed for Legislature; County Comes to Aid of NHCC

ON THE COUNTY SIDE

I was somewhat angered and disappointed when I heard of the recent pay raises proposed for all legislators and awarded to staff of the Nassau County Legislature. For staff members, the raises averaged 12 percent, and that's on top of the 7 percent raises they received last year. Compounded, that's 20 percent in raises in just two years. In real dollars, these raises averaged more than \$10,000 each. For legislators, raises approaching 90 percent were being considered as this edition of *The Express* went to press.

Don't get me wrong. I obviously believe that everyone deserves a pay raise each year, at the very least, to keep abreast with the cost of living. But 20 to 90 percent?

Whatever became of the county's fiscal problems ... you know, the problems they kept bringing up while they were negotiating a contract with CSEA and the police unions? We were asked to do our part to help the county out of the financial mess it was in — and we certainly did our part. The police even took a zero raise the first year of their new contract and 3.5 percent averaged over the remaining years. While our new contract provides for COLA raises each and every year, we received 2.8 percent this year with a projected raise of 3.5 percent for 2005, which combined is less than a third of the legislature's raises for staff and a fraction of those proposed for the legislators.

I fully understand the argument supporting the raises that the legislature put forth. They said they had to pay salaries commensurate with equivalent private sector jobs in order to attract and keep qualified people. The reason that argument sounds very familiar is because it's the identical point that has been argued by CSEA for years on behalf of its members. My questions: If the argument is valid for legislators and legislative staff, why isn't it valid for county employees in general? Are these a privileged class of employees who are exempt not only from Civil Service testing but also from budgetary restraints? And what about the non-existent attempts to hire full-time county employees when most departments are seriously understaffed.

I was pleasantly surprised to discover that some legislators were not only opposed to the raises proposed for themselves but said they would actively work to bring them more in line with the fiscal realities of Nassau County government. Our hat goes off to Legislators Joseph Scannell, David Dennenberg, Dave Mejias and Francis Becker and any others who have voiced opposition to the extreme wage hikes. We wish them well in this pursuit.

Meanwhile, Labor Day served as a reminder that it is time once again to focus on the revitalization of the county's labor force. All well and good for the county

...the fact remains that the lack of personnel in many areas of county government is working to the detriment of the public good.

executive to boast about the fact that Nassau has the smallest work force in more than 30 years. But the fact remains that the lack of personnel in many areas of county government is working to the detriment of the public good.

For instance, in the Department of Parks, Recreation & Museums, services are at an all time record low along with employee morale. A once proud, award-winning department — which was hailed as a reason to move to Nassau County — is a shell of its former self and is slowly heading toward complete oblivion with the tacit approval of the county administration.

In the woefully understaffed areas of public safety, it is only a matter of time before the lawbreakers must realize that there are simply not enough officers assigned to cover the immense ground required to keep the public and county-operated facilities safe. The list of departments with critically low staffing and where services are suffering goes on and on. Over the coming months, we will be working to bring the county to the realization that unless more jobs are added, the quality of life in Nassau will begin to decline and the community will be at risk.

ON THE NHCC SIDE

County Executive Suozzi deserves a pat on the back for his commitment to the Nassau Health Care Corp. as evidenced by the recent "bailout" package he helped structure, allowing the corporation to borrow \$300 million to refinance existing debt, for important capital projects and to settle contested legal disputes with the corporation.

Although Suozzi is not directly involved in the NHCC contract negotiations, because the county is not the employer, his influence in putting the corporation on sounder financial footing could help speed the

Please see Message continued on Page 2
bargaining process and lead to a contract resolution. This certainly would contribute to the stabilization process and can only be beneficial to our members, not only by securing a contract but by minimizing the potential for future massive layoffs and cuts in services.

The Work Force
CSEA Nassau County Local 830
EXPRESS

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 Tony Panzarella, Editor
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 JOSEPH WHITTAKER, Fire Marshal

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

Newberger Honored
 Former North Hempstead Town Supervisor May Newberger, left, accepts award from Local 830 President Jane D'Amico. Newberger was recognized by the CSEA Women's Committee for her outstanding work on behalf of issues of importance to women and families during her long career in state and local government.




John Kerry will fight for our future

- ✓ Create Jobs
- ✓ Protect Your Right to Organize a Union
- ✓ Protect Wages and Workplace Rights
- ✓ Protect Worker Safety
- ✓ Enforce Equal Pay
- ✓ Ensure Access to Affordable Health Care



“In America, a rising tide is supposed to lift all boats. But today, the middle class boat is taking on water. Like most Americans, I believe we can do better than 1.9 million lost private sector jobs, rising costs and shrinking incomes. I believe in the American economy and American workers.”

— JOHN KERRY

“Senator Kerry has a proven record of fighting for working families and a real plan to get this country back on track.”

— CSEA PRESIDENT DANNY DONOHUE



See the endorsements for Nassau County listed on page 4 and get out and

VOTE NOV. 2

Message Continued From Page 1

According to *Newsday*, the deal will give the county greater ability to monitor NHCC's finances, including audit power for county Comptroller Howard Weitzman. Weitzman had predicted that NHCC would run out of money this year without an influx of cash.

The agreement has bi-partisan support in the county Legislature. Newly appointed NHCC President and CEO Donald Kane also signed off on the refinancing plan, saying it will “give us some breathing room to meet our immediate obligations.”

I will, of course, keep you posted on further developments. But it is important, in the meantime, to keep our attention focused on our real goals. I urge you please not to become distracted and sidetracked by rumor and innuendo that do nothing but divide us and sap our energies from the important issues we must face. There are those who would prefer to destabilize our efforts for their own selfish purposes. With your

help and support, we will remain united and strong as we pursue a fair and equitable contract for our members.

Yours in solidarity,

Jane M. D'Amico, President
 CSEA Local 830

D'Amico Looks to Revive LI CLUW Chapter

Local 830 President Jane D'Amico is looking for women activists who would like to become involved in re-establishing the Long Island Chapter of the Coalition of Labor Union Women (CLUW). The chapter was formed under D'Amico's leadership in the 1990s but disbanded due to loss of membership through retirements and other factors.

"CLUW has a mission that is very pertinent to the lives of union women. A revived Long Island Chapter can be a force in determining whether goals such as pay equity will ever become a reality," D'Amico said.

The Coalition of Labor Union Women is America's only national organization for union women. Formed in 1974, CLUW is a non-partisan organization within the union movement.

The primary mission of CLUW is to unify all union women in a viable organization to determine common problems and concerns and to develop

action programs within the framework of unions to deal effectively with its objectives.

At its founding, CLUW adopted four basic goals of action: to promote affirmative action in the workplace; to strengthen the role of women in unions; to organize the unorganized women; and to increase the involvement of women in the political and legislative process.

These goals continue to be the cornerstone of CLUW's activities as members speak out for equal pay, child and elder care benefits, job security, safe workplaces, affordable health care, contraceptive equity, and protection from sexual harassment and violence at work.

With members from 60 international and national unions across the U.S. and Canada, CLUW has a strong network of more than 75 chapters. CLUW is endorsed by the AFL-CIO and its international and national unions. CLUW local chapters educate

members, keep them up-to-date on a variety of issues of concern to working families, and provide a support network for women in unions.

"We are looking for leaders and members," D'Amico said. "I am inviting all CSEA women to become active members of CLUW and an active voice for women in their workplace," D'Amico said.

CSEA women interested in restarting the once very active CLUW Long Island Chapter should call the CSEA office at 571-2919 and leave their names and phone numbers.

Recognizing Excellence



Karen Olivero, RN, Division of Hematology/Oncology at Nassau University Medical Center, proudly displays plaque she received as "Employee of the Month" in recognition of her efforts on behalf of her patients. Olivero was recognized for her exceptional ability and performance in her duties as a nurse at NUMC, as well as having showed great concern for her patients and their families.

CSEA Colleagues Help Member Celebrate U.S. Citizenship

When Olive Small came to the United States to live 1998, she had never heard about CSEA. There was no such union in her native land of Jamaica, where she worked for an American-based mining company.

Olive never would have guessed that six years later, she would be celebrating her newly-obtained American citizenship with her new found family of friends and colleagues at CSEA's Civil Service Unit. When Olive was sworn in as a U.S. citizen in September, her co-workers threw her a surprise party complete with red, white and blue cake and American flags.

Olive said she's very happy to be a citizen and to be working with such a "wonderful" group of people. "I really want to thank the CSEA members for making this such a memorable occasion," she said.

Olive, a Baldwin resident, became a CSEA member when she went to work for Nassau County in 2001 as a clerk in the Placement Division of the Civil Service Commission. She returns to Jamaica every two or three years to visit family and friends near her former home town of Ocho Rios.



A group of co-workers and union officers join with Olive Small to celebrate her newly gained U.S. citizenship. From left: Aida Granger, Local 830 President Jane D'Amico, Ed Drozd, Olive Small, CSEA Administrative Assistant Nydia Concepcion and Alfred LoPena.



Local Judges Also On Ballot

CSEA Endorses Candidates For State Senate and Assembly

When you go to the polls to vote on Nov. 2, CSEA urges you to pull the lever for the candidates below in your state Senate and state Assembly Districts. After careful consideration and personal interviews with all candidates, CSEA has concluded that these men and women most closely embrace the philosophy, causes and goals of our union and who most associate themselves with the aspirations of working men and women.

STATE ASSEMBLY

- AD 12 Joseph Saladino, (R)
- AD 13 David Sidikman, (D)
- AD 14 No Endorsement
- AD 15 No Endorsement
- AD 16 Thomas DiNapoli, (D)
- AD 17 No Endorsement
- AD 18 Earlene Hooper, (D)
- AD 19 No Endorsement
- AD 20 Harvey Weisenberg, (D)
- AD 21 No Endorsement

STATE SENATE

- SD 5 Carl Marcellino, (R)
- SD 6 Kemp Hannon, (R)
- SD 7 Michael Balboni, (R)
- SD 8 Charles Fuschillo, (R)
- SD 9 Dean Skelos, (R)

Quinn, Norman Janowitz, Gary Knobel
Nassau 4th District Court: Margaret Reilly
Nassau County Court: Donald Belfi, Daniel Palmieri, Daniel Cotter
Nassau County Family Court: Salvatore Pontillo

JUDGES

Justice of Supreme Court: Ruth Balkin

Nassau 2nd Dist.



How to Complete a Voter Registration Application

Filling out the voter registration application must be taken very seriously. Improperly completed applications can be rejected by the Board of Elections, thereby depriving you of your right to vote. New York state recently simplified its voter registration applications. Although they are now much easier to complete, the following points should be noted:

1. Type of application: Check the appropriate box. If you've never voted before, check "New Registration and Enrollment."
2. Citizenship: This section MUST be completed. If you are a U.S. citizen either by birth or naturalization, check "YES." You cannot legally register and vote if you are not a U.S. citizen.
3. Name: Fill your name in completely - last name, first name, middle initial.
4. Home address: Enter your complete HOME address.
5. Mailing Address: Complete this section ONLY if your mailing address is different than your home address.
6. Date of birth: Fill in completely - month, day, year of birth.
7. Descriptive information: Circle, as appropriate.

To register to vote in New York state you must:

- be a U.S. Citizen;
- be 18 years old by Dec. 31 of the year in which you file this form. You must be 18 years old by the date of the general, primary or other election in which you want to vote;
- live at your present address at least 30 days before an election;
- not be in jail or on parole for a felony conviction;
- not claim the right to vote elsewhere.

Oct. 8 Is Voter Registration Deadline; You Can't Vote Unless You're Registered

To vote, you must be registered. The last day to postmark a voter registration application this year is Friday, Oct. 8. It must be received by the Board of Elections no later than Oct. 13. If you call CSEA headquarters in Mineola (571-2919) we will be happy to get an application to you. You can also have a registration form sent to your home by calling the Board of Elections Hotline — 1-800-FOR-VOTE. The call is free.

Start Checking Now

Scholarships and Tuition Discounts Available to Children of CSEA Members

Any parent of a college student will tell you the same thing: "Don't wait until the last minute to investigate schools, scholarships and tuition discount programs." High school seniors who intend to move on to college next year, would do well to start the process rolling now in order to avoid later disappointment.

Jewel Weinstein, chair of the CSEA Education Committee, has put together a compendium of information to help CSEA members whose children will soon be preparing for college.

TUITION DISCOUNT PROGRAM FOR CSEA MEMBERS:

C.W. Post

The tuition discount program for Nassau County Employees provides a one-third discount off the cost of all undergraduate and graduate degree credit courses for full- and part-time students. Call the Financial Assistance Office at (516) 299-2338.

CSEA LOCAL 830 SCHOLARSHIPS:

Martin Luther King Scholarship

Deadline: Dec.16
 Amount: \$300
 Theme: Human Rights Activity
 Contact: Judy – 571-2919

Peggy Fitzpatrick Memorial Scholarship

Deadline: Oct. 30
 Amount: \$400
 Theme: Single parent attending Nassau Community College
 Contact: Barbara Vollmer – 572-7883

Private

Nassau County Federal Credit Union

Application and Information: Lisa Missner – 516-742-4900, Ext. 1408

CSEA STATEWIDE SCHOLARSHIPS

Irving Flaumenbaum Memorial Scholarship

Deadline: April 15
 Amount: \$1,000
 Criteria: High school senior; academic record; children of CSEA-represented employees; community involvement
 Contact: CSEA Local 830 – 516-571-2919

JLT & MetLife Scholarships (two)

Deadline: April 15
 Amount: \$2,500 each
 Criteria: Based on scholastic achievement. JLT award goes to student entering SUNY system.
 Contact: CSEA Local 830 – 516-571-2919

AFSCME AND AFL-CIO SCHOLARSHIPS

AFSCME Family Scholarship Program (10 awarded annually)

Deadline: Dec. 31
 Amount: \$2,000 each
 Criteria: High school senior enrolled in full-time four-year degree program. Essay – "What AFSCME has meant to our family."
 Contact: (202) 429-1250

Jerry Clark Memorial Scholarship

Deadline: July 1
 Amount: \$10,000
 Criteria: College sophomore majoring in political science
 Contact: (202) 429-1250

Union Plus Credit Card Scholarship

Deadline: Jan. 31
 Amount: A total of \$150,000 in scholarships awarded annually – from \$500 to \$4,000.
 Criteria: Members, spouses and children eligibility. Accredited college or community college, character, leadership, financial need.
 Contact: (202) 429-5066 or 1-800-238-2539

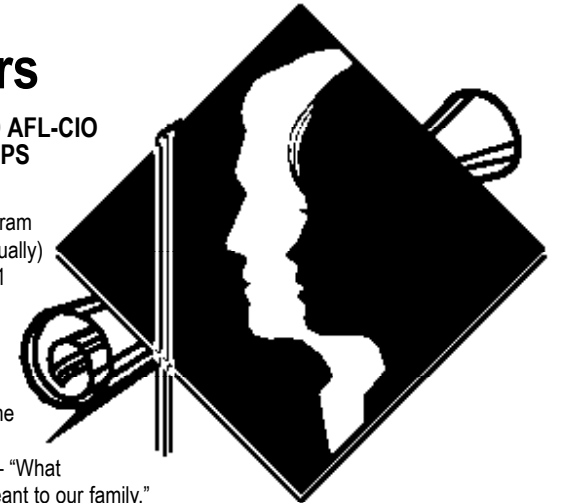
NYS AFL-CIO Scholarship

Deadline: Varies in May
 Amount: \$2,000 a year for four years (total \$8,000)
 Criteria: Labor relations or labor-related interest
 Contact: Gary Duesberg – (518) 436-8516

The AFL-CIO Department of Education publishes a "Guide to Union-Sponsored Scholarships, Awards and Financial Aid" to help union members and their families find ways to cover the costs of college and other post-secondary education. To receive a free copy of the guide, write to: AFL-CIO Education Department, 815 16th St., N.W., Washington, D.C. 20006.

AFSCME scholarship application requests can be made by e-mail to education@afscme.org or download from AFSCME's web site at www.afscme.org.

Local 830 scholarship applications can be obtained by mail or in person at the Local 830 office, 400 County Seat Drive, Mineola, NY 11501, or by calling (516) 571-2919.



Oct. 17 at Jones Beach **Still Time to Sign up for “Making Strides” Cancer Walk**

There's still time for CSEA members to sign up for the five-mile charity walk called “Making Strides Against Breast Cancer,” set once again this year for Sunday, Oct. 17 at Jones Beach.

Last year's CSEA team raised more than \$20,000 for this important cause. CSEA's Long Island Region has been designated once again a “Flagship Sponsor” of the event.

The walk starts and ends at Parking Field No. 5, proceeding along the Jones Beach Boardwalk and circling back to the starting point. Registration and “rolling” start will take place continuously from 9 to 11 a.m. at the CSEA tent.

According to the American Cancer Society, an estimated 2,000 Long Island women will be diagnosed with breast cancer this year. Funding raised through the walk will support scientific research into causes of breast cancer and other important programs and facilities for Long Island residents.

CSEA members, family and friends who wish to participate or who desire additional information can call 571-2919. Sponsorship packets are available through your unit representative or at the Local 830 office in Mineola.

All members of the CSEA team who submit a completed sponsor sheet with pledges totaling at least \$50 will receive a specially designed commemorative long-sleeve T-shirt containing both the event logo and the CSEA logo. T-shirts will be distributed while supplies last on a first come, first served basis when pledges are returned to the CSEA office in Mineola on Wednesday, Oct. 13, between 10 a.m. and 5:30 p.m. T-shirts will not be distributed on the day of the walk.



Tickets Still Available For CSEA Annual Picnic

If you're looking for a great day of family fun, food and games — at a price that's hard to beat — the annual CSEA Local 830 picnic is the perfect choice. Tickets are still available for the event, which will be held this year on Saturday, Oct. 2. The ticket price for bargaining unit members is just \$6. Family members and friends pay \$10. The price is \$5 per person for children ages 6 to 12. Children 5 and under are admitted free.



“This is one of the nicest social events of the year for CSEA members and one that they can share with their families,” said CSEA President Jane D'Amico.

This year's picnic will be held again at Eisenhower Park — but at a different picnic area than past years. CSEA has reserved the following picnic areas off Parking Field No.5: Black Pine, Birch, Holly and Cherry. The event will run — rain or shine — from 11 a.m. to 6 p.m.

D'Amico pointed out that the day promises to be a memorable one, with games for adults and children; dancing to the music of DJ Joey; information booths, and raffles, prizes and giveaways. Food will include hamburgers, hot dogs, corn on the cob, barbecued chicken, potato salad, watermelon, soda and punch.

Tickets may be purchased at the CSEA Local 830 Office, 400 County Seat Drive, Mineola, or through the unit presidents. Persons wishing additional information may call 571-2919 during regular business hours.

Set for Oct. 23

Walk Planned to Help Neo-Natal Unit at Nassau University Medical Center

The Nassau University Medical Center CSEA Unit and the March of Dimes have teamed up to organize a walk to raise money for NUMC's Neonatal Intensive Care Unit. The joint effort will be a fund-raiser called “Working Together – Walking Together,” which is a walk around the NUMC campus, set for Saturday, Oct. 23, from 11 a.m. to 2 p.m. Registration begins 10:30 a.m.

Also involved in the event are the Town of Hempstead, various community organizations and East Meadow High School. Hempstead Town Supervisor Kate Murray is the honorary chairperson.

The focus of the event is the purchase of a machine called a “high frequency oscillatory ventilator.” The \$250,000 piece of equipment will help keep premature babies alive while giving them time to begin natural development.

Volunteers are needed to serve as team captains, to walk and raise funding and to sell bean bag bears, candy and cutouts. Friends and family are welcome.

For further information or to volunteer, call Karen Deasy at 496-2107; Jackie Baggett at 433-7019 or Barbara DeGrace at 572-6279.

Glory House

Local 830 President Jane D'Amico, center, stands behind a carload of baby items being donated to Glory House as part of a Women's Committee project. With D'Amico are, from left, Glory House Director Terena Williams, CSEA staffer Linda Taylor, Richard Breusch, Special Assistant to D'Amico and President of the Public Safety Unit, and CSEA Vice President Jewel Weinstein. Weinstein, an active member of the Women's Committee, donated many of the items on display. Glory House is a unique housing program



for women who are struggling to recover from addiction, mental illness, HIV/AIDS, domestic violence and poverty as it relates to homelessness. Under the leadership of Women's Committee Chair Sandee Horowitz and Project Director Alicia Sanchez, CSEA has “adopted” Glory House and is collecting a wide variety of items for use by its residents. For a list of items needed and information on how to make a donation, call Sanchez at 571-2919, Ext. 20, or email her at asanchez@nyc.rr.com.

Veterans Corner

Veteran Volunteers Needed to Photograph Parking Violators

By Edward G. Aulman
Nassau County Veterans Service Agency

Don Dryer, executive director, Nassau County Office of the Physically Challenged is looking for veterans to become parking enforcement volunteers. Candidates will be trained by the Nassau County Police Academy to photograph violators who park in handicapped spaces. For more information call Mike at 516-571-3113.

Homeless Veterans Stand Down

Freeport's New York National Guard Armory will be the location for this year's Homeless Veterans Stand Down. Monday, Nov. 22, homeless veterans will be offered new clothes, showers, turkey dinner, haircuts, medical screening, job counseling and other services from 25 county, state, federal and private agencies. Donations of goods and services and volunteers are welcome. Call the Veterans Service Agency.

Free BOCES Training for Veterans

Veterans of any age with a discharge other than dishonorable are entitled to free BOCES training under Section 3202 of the New York State Education Law. GI Bill education benefits expire 10 years after a veteran's discharge but this New York state benefit does not expire. The veteran must first visit his local high school and indicate a desire to enroll in BOCES. Contact the Veterans Service Agency if you have any difficulty enrolling.

No Brainer for the Governor

The New York State Senate and Assembly have agreed on the DiNapoli/Fuscillo bill A3796/S2331. This bill when signed by the governor will end a discrimination against Long Island veteran's buildings. A 1998 law required all power companies in New York state to charge residential rates to veterans buildings that use single-phase electric. LILCO was in the process of selling its

electric distribution to LIPA and, somehow, the 1998 law did not cover Long Island veterans. It has taken six years to correct this oversight. Now we need the governor to sign the bill.

New York State Access Pass

The New York State Office of Parks, Recreation & Historic Preservation has an "Access Pass" available to all wartime veterans who are rated 40 percent service connected. An "Access Pass" entitles the holder to free use of state parks, historic sites and recreational facilities. You can go online www.veterans.state.ny.us/accesspass.htm or call the Veterans Service Agency.

Supporting our Men and Women in Iraq

Unlike in previous wars, we are prohibited (for security reasons) from sending packages or mail addressed to "any service member." We can show our support by sending prepaid phone cards either to an individual at his or her deployed address or to "any service member." The Defense Department has authorized the Armed Forces Exchanges to sell prepaid phone cards to any individual or organization that wishes to purchase cards for troops who are deployed. Log on to any of the three Armed Forces Exchange web sites: Army and Air Force Exchange www.aafes.com/; the Navy Exchange www.navy-nex.com/; or the Marine Exchange www.usmc-mccs.org/. Click the "Help our Troops Call Home" link.



Fall Craft Workshop Planned By Women's Committee

A craft workshop focusing on the creation of a reverse decoupage leaf plate will be held for CSEA members on Wednesday, Oct. 20, under the sponsorship the Local 830 Women's Committee. Women and men are invited. Admission and all materials are free.



According to Sandee Horowitz, Women's Committee Chair, instructor Carol Brosnan will teach participants the intricacies of the art of decoupage while they create a piece of work that will add a special touch to an autumn table or make a perfect gift for a Thanksgiving host.

Because materials for the class must be ordered in advance, registration is a must. Early registration is also advised because class size is strictly limited and requests will be honored on a first-come, first-served basis. Horowitz is urging members who register to make every effort to attend because materials are costly and "no shows" will create a needless expense.

The workshop will run from 5 to 7:30 p.m. in the multi-purpose room of the CSEA office, 400 County Seat Drive, Mineola. Dinner will be served. To reserve a spot call Judy or Jewel at 571-2919.

Fraud Prevention Is Topic Of Nov. 9 Workshop

"Fraud Prevention — Protecting Your House and Property" will be the topic of discussion at a Nov. 9 workshop sponsored by the Local 830 Women's Committee. The program begins at 5 p.m. at the CSEA office in Mineola.

Guest speaker will be Deputy Commissioner James W. Reed of the Nassau County Office of Consumer Affairs.

The program will include discussions on how consumers can protect themselves from problems such as scams and frauds and unscrupulous home improvement contractors.

Admission to the workshop is free, but Sandee Horowitz, Women's Committee Chair, urges interested members to register early because space is limited and registration will be on a first-come, first-served basis.

The workshop will run from 5 to 6:30 p.m. at the CSEA Office, 400 County Seat Drive, Mineola, on the lower level of the south wing. Light refreshments will be served. To register please call Judy or Jewel at 571-2919.



Bergman Appointed Treasurer; Vitan Becomes a Vice President



Local 830 President Jane D'Amico, left, administers the oath of office to Local 830's new treasurer, Stanley Bergman, and new vice president, Kathleen Vitan.

Stan Bergman, who served for the past five months as acting treasurer of Local 830, has been appointed treasurer by President Jane D'Amico. The appointment won the unanimous approval of the Executive Board.

The opening for the treasurer spot came with the resignation of Kathleen Vitan, who served as the local's elected treasurer for nine years. D'Amico appointed Vitan to an open vice president position. Vitan received a standing ovation of the Executive Board in recognition of her many years of loyal service as treasurer.

"I'm delighted that the Executive Board so readily approved this very positive change. Stan has done a superb job in his short time as acting treasurer and I'm certain Kathy will be a very active and valuable vice president," D'Amico said.

Before his appointment as acting treasurer, Bergman served for three years as an administrative assistant to D'Amico. Bergman, who has been a CSEA activist for more than 13 years, is president of the Comptroller's Unit, where he is employed as a Field Auditor II.

A Message From Long Island Region President Nick LaMorte



Greetings Brothers and Sisters,

Now that the days are growing shorter, our thoughts should be turning to one of the most important rights of citizenship — the right to vote. I sincerely hope, whatever your political persuasion, that you are

registered to vote.

Your vote is your *voice*. If you don't use that vote, then you *just don't matter* to the people who make the laws, be they in Oceanside, Albany, or Washington, D.C. And as public employees, we cannot afford to sit silently by, and let Big Money and Big Business drown us out. Not if we want to survive.

This election is truly about the survival of unions in

this country, because we are the No. 1 target of the most blatantly anti-labor administration this country has seen in years.

This administration has weakened OSHA health and safety laws; undercut the Clean Air and Clean Water Acts; and has been relentless about taking overtime away from millions of American workers.

When Congress rebuffed the administration's overtime cuts, the U.S. Secretary of Labor issued a memorandum telling managers how they could avoid having to pay overtime!

This administration is pursuing tax cuts for the wealthy to the detriment of funding for our schools, our seniors, our housing, our state, city and county. And if our schools and our municipalities are starved for funding, guess whose jobs are going to be on the line? It's the jobs of public employees like you that will be at risk.

This administration is waging an all-out assault on working people in this country. That's why it's more critical than ever that you come out and help campaign, or do some phone banking for friends of working families, like John Kerry and John Edwards.

The conference room at the CSEA region office is going to be the Labor Election Action Headquarters, weekday evenings as well as weekends in October, straight through to Election Day. Stop by and give whatever time you can spare, even if it's only for an hour.

We really can't afford four more years of this administration! We need to pull together and show the kind of political muscle that I know we have.

Yours in unionism,

Nick LaMorte, President
Long Island Region

CSEA Plans Flu Vaccine For Empire Subscribers

CSEA Local 830 President Jane D'Amico has arranged for members who subscribe to the Empire Plan to get their flu shot this year for just the \$12 co-pay. The date was not set as of press time, but it will be in October at the CSEA office in Mineola. Pre-registration is required in person at the CSEA office. A flyer with date and time will be issued.

Members must bring the following:

- Copy of their Empire card
 - Completed claim form (form given at registration)
 - Check for \$12 payable to Dr. Muataz Jaber
- Vaccinations will be administered in the multi-purpose room at the CSEA office, 400 County Seat Drive, Mineola.

Members who have another insurance carrier should check their plan benefit for coverage.

CSEA Planning Trip to Atlantic City and Pennsylvania Dutch Country

There's still time to sign up for an exciting overnight trip to Atlantic City with CSEA Local 830. The trip, one of several planned this year, will also include Pennsylvania Dutch country. It's scheduled for Nov. 3-4.

According to CSEA President Jane D'Amico, the discounted travel is open to members, family and friends. Because space is limited, D'Amico suggests that interested persons make their reservations early.

The trip includes the following:

- Round Trip Transportation Via Motor Coach
- One Night's Lodging at Country Inn of Lancaster,

Penn.

- Breakfast and Lunch
- Show at "Dutch Apple" Dinner Theater — "Spirit of Christmas"
- Visit to Kitchen Kettle Village and/or Rockvale Outlets
- Six Hours at Atlantic City With Cash Bonus (TBA)
- Tax and Tip at Meals
- Fully Escorted/Baggage Handling

The cost of the trip is: Double-\$176; Single-\$196 and Triple-\$148. A deposit of \$50 is required to hold

the reservation with the balance due on Oct. 3. To offset CSEA's administrative costs, a small, non-refundable administrative fee of \$5, to be paid separately, has been added.

The CSEA travel program is completely self-supporting and is not subsidized with union dues.

For further information and reservations, contact Alice at 571-2919, Ext. 26, Tuesdays, Wednesdays and Thursdays, or Kay at 573-7565 Mondays and Fridays.