

THE WORK FORCE

Brilliant past . . .



Years of progress

bright future

see Page 3

Photo of the Month



Photo by Mark M. Kotzin

Nancy Porter, a collections manager for the Onondaga County Zoo, feeds one of the zoo's new Humboldt penguins. Porter helped design a massive and intricate water treatment system that provides the penguins with a clean environment. See story, Page 8.

Health care job situations improve

CSEA has made progress in stabilizing jobs at two major medical centers that have faced or are facing financial difficulties.

Westchester Medical Center has stopped plans to outsource the hospital's Patient Accounts and Information Services departments. The move would have affected roughly 90 jobs.

CSEA members at the hospital waged a strong grassroots campaign against outsourcing earlier this year. Despite their strong push to outsource, hospital management had admitted there were no guarantees privatization would save money.

In Nassau County, CSEA members employed by Nassau Health Care Corporation will also enjoy greater job stability because of a new, strategic alliance between the Nassau hospital and the North Shore-Long Island Jewish Health System.

The North Shore network, the most extensive health care provider on Long Island, offers many specialized health care services. While Nassau Health Care Corporation and North Shore-Long Island Jewish Health System would remain separate organizations, the new alliance would coordinate health care services with Nassau Health Care Corporation.

CSEA declares impasse in state canal negotiations

ALBANY — CSEA, representing 500 workers who maintain and operate New York's canal system, has declared impasse in contract talks with the New York State Canal Corporation. The union is hoping the intervention of a neutral third party will be able to break the current stalemate and bring both sides to a fair agreement.

Despite the impasse, canal workers in mid-July worked around the clock to repair a leaking lock that had given way to 100 years of erosion. The crucial work on Lock 5 in Waterford got the canal reopened well ahead of what was feared would be a long closure,

stranding recreational boaters and halting commercial shipping.

"We canal employees are proud of the work we do every day in all kinds of conditions to maintain and operate the state's canal system. We deserve a fair contract," said CSEA Eastern Barge Canal Local President Walter Sprouse.

Canal management is refusing to address fundamental compensation disparities while demanding irrational changes to working conditions, said CSEA Deputy Director of Contract Administration Guy Dugas, the union's chief negotiator.

The Canal Corporation wants to eliminate eating and sleeping facilities onboard its vessels for maintenance workers who travel the canal system keeping it clear.

The canal system is divided into four floating plant areas covering approximately 80 miles each. Dugas said canal management no longer wants to provide bunks or kitchen facilities for workers unless they travel outside their floating plant limits.

"The vessels are already equipped

with these facilities and they're going to have to stay equipped for crews that travel outside their floating plant limit," Dugas said. "It's not like you can just un-equip them because someone happens to be traveling 79 miles away instead of 80."

Additionally, canal management wants to diminish lodging and meal allowances for workers who do travel outside of their floating plant limit. Dugas said the union has agreed to help contain expenses in this area but management refuses to budge from its "all or nothing" approach.

The Canal Corporation has also been

unwilling to address salary and longevity disparities between canal workers and

similar workers in

the Thruway Authority. Canal workers are paid less than Thruway workers in the same salary grade and in the same title in many instances.

"CSEA has been working in good faith trying to move these negotiations forward," CSEA President Danny Donohue said. "It really makes you question the Thruway Authority management's willingness or ability to get the job done."

The CSEA unit in the Thruway Authority also declared impasse recently, citing unreasonable management demands to diminish worker rights and working conditions. Additionally, Teamster members voted down a tentative agreement recently reached by the Teamsters and the Thruway Authority.

The canal employees have been working without a contract since June 30, 2003 when their previous four-year agreement expired.

— Ed Molitor

"CSEA has been working in good faith trying to move these negotiations forward."

ALERT

CSEA President Danny Donohue to meet Southern Region members Sept. 8

CSEA President Danny Donohue will visit the CSEA Southern Region on September 8 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 for an appointment and directions.

CSEA member's death under investigation

At press time it was learned John Rodriguez, a laborer with the Village of Ossining Department of Public Works in Westchester County, was killed after falling off the back of a village sanitation truck. His death occurred during the village's morning trash collection. CSEA and PESH are investigating.

CSEA marks 95 years of progress

Historic milestone inspiring

ALBANY — CSEA's history is marked with 95 years of tremendous accomplishment in often challenging times.

The union's history is also a story that has not been fully told — until now. This year, CSEA's 95th anniversary, the union is collecting, organizing and preserving materials and memories of events and personalities that have shaped CSEA's transformation from a small organization of state employees focused on civil service reform into New York's leading union.

The recognition of CSEA's 95 years of history is setting the stage for a true celebration as the union reaches 100 in 2010.

"A milestone like this provides a great opportunity to look back and look forward," CSEA President Danny Donohue said. "It will mean even more over the next five years as we fully tell the story of CSEA's first century."

Earlier this year, Donohue appointed all past recipients of CSEA's Mission Achievement and the Irene Carr Leadership awards to an honorary advisory committee on CSEA 100, as the project is called. The committee is just one of the many activities



Harry Albright, who served as CSEA counsel from the mid 1950s through the mid 1960s, recently participated in a video interview for the CSEA 100 history project. Albright, who went on to important posts in the public and private sectors including several roles working with Gov. and later Vice President Nelson Rockefeller, offered valuable insight about CSEA's activities before the Taylor Law provided for formal collective bargaining.

and projects the union is working on to commemorate its centennial.

"There is so much to be learned from our history — how we grew and changed, and how we fought to gain rights and benefits against stiff opposition," Donohue said. "Each one of us can take great pride and encouragement in being a part of an organization with such a strong record of accomplishment as we work to overcome the challenges of today. It was never easy"

Working with the Grenander Special Collections Library and the Center for Applied Historical Research at the University at Albany, CSEA has been conducting significant research to identify, index and prioritize important information about activities dating back to 1910. Much of the research and other CSEA materials are being preserved in archives at the Grenander Special Collection, housed on the University at Albany campus.

Plans are in motion to expand the collection's online CSEA resources, including numerous historic CSEA photos from various eras of the union's history.

Additionally, CSEA has been conducting video interviews with



Beulah Bailey Thull and Irene Carr were two prominent women in CSEA's history. Thull, right, the association's president in the early 1930s and the only woman to serve in the office, was a leading expert on tax policy. CSEA research recently discovered an exchange of letters between Thull and then Gov. Franklin D. Roosevelt about some comparison of tax issues between New York and other states. Irene Carr, left, who served as the union's statewide Secretary from the mid 1970s to the early 1990s, was a pioneer for women's rights in the union and a champion of issues such as pay equity and child care benefits. Carr, who passed away last year, recorded an interview about her years at CSEA in 1993.

dozens of individuals who have played a role in CSEA's activities over the past 50 years to gain their insight and perspectives on events that shaped the union.

"The interview project grew out of our 90th anniversary activities in 2000," Donohue said. "We realized that there were so many people with stories to tell and we needed to make sure that we collected them, not just for the 100th anniversary but also for future reference."

It is expected that the research and interviews will form the basis of a book and video documentary.

"We all get caught up in the daily grind and it's easy to lose sight of just how meaningful events and accomplishments are once they've passed," Donohue said. "This is a project that offers some perspective and inspiration.

It's important for CSEA members to know more about where we've come from. It's also important that we take this chance to be sure people outside our union learn more about how important CSEA has been in the history of New York and our continuing role."



Former State Comptroller and gubernatorial candidate Carl McCall recently presented his perspective on the historic COLA legislation for the New York State Retirement system enacted in 2000 as part of his interview for the CSEA 100 project.

Identifying and collecting information and materials about the events and personalities that shaped CSEA is an ongoing project.

Information from the earlier eras of CSEA history is particularly valuable. If you have any knowledge or insight that might be helpful in this process please contact CSEA Director of Communications Stephen Madarasz at 1-800 342-4146 ext. 1270.

For more about CSEA's history, visit www.csealocal100.org.

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IN TOUCH WITH THE WORK FORCE CSEA President Danny Donohue

Head to head, facts speak louder than words

A new study from the federal Office of Management and Budget is likely to have proponents of government privatization cringing.

OMB found that in a series of head to head competitions between government workers and the private sector, government workers demonstrated greater productivity and savings for the task at hand, 91 percent of the time! OMB also reported that this most recent study largely mirrored the results from the year before.

The results are even more impressive when you consider that OMB is a part of the Bush administration which has championed privatizing government services and has not been very interested in showing government workers much of a break.

Surely this study and others like it won't stop the shameless big business advocates from their relentless attacks on your wages, benefits and abilities. But this does provide some strong ammunition to help us fight back.

A recent victory at the Westchester Medical Center will also help. Management at the facility has decided against outsourcing the Patient Accounts and Information Services departments. There was no guarantee that the private contractor would save the facility any money. Medical Center officials decided not to outsource the departments after CSEA adamantly opposed the move through strong member solidarity, political action and a public campaign.

We must fight every day to show we add value to the jobs we do. Still it's good to know that coupled with some activism, the facts can make a difference.

P.S. I hope you will take the opportunity to read the lead story on Page 3 of this edition about the efforts to collect, organize and preserve CSEA's history in this, our 95th Anniversary year. Please look for the September edition of *The Work Force* which will provide even more interesting insight on this important project.



Grants, hard work lead to nursing careers

CSEA members in two regions took advantage of union-arranged grants to help further their careers, becoming licensed practical nurses, the second year the program has been offered.

The TANF Health Care Initiative grant is a collaboration between CSEA, the County Nursing Facilities of New York, and the Consortium for Worker Education, offering free training and paid release time.

CSEA'S WORK (Workers' Opportunities, Resources and Knowledge) Institute targets grants to improve the skills and livelihood of our members. These grants assist CSEA members in job retention and career advancement through selected programs and trainings.

Particular success

More than 10 years ago, Tamera Tarbell, a single mother of four children, decided to pursue a registered nursing degree. She had worked as a certified nursing assistant and licensed practical nurse at the Van Duyn Home and Hospital in Syracuse since she was in high school.

In 1994, she began taking pre-nursing courses evenings at the local community college. She noticed she was having difficulty with studying and had to repeat a chemistry course. She attributed her difficulties to family and work responsibilities. In 1997, she finished the needed courses to apply for RN school.

As she prepared to apply to nursing school, Tammy was shocked to find out she was diagnosed with

breast cancer. She had a mastectomy and chemotherapy. In June of 2002, after five years of being cancer free, Tammy applied to nursing school. She was accepted to a weekend RN program for working students, attending school Friday evenings, Saturdays and Sundays every other weekend as one of the first participants in the CSEA/CNFNY/TANF Health Worker Training Initiative.

As she pursued her program, Tammy became concerned after failing a nursing course, having always done well with clinical work. With her nursing program in jeopardy, Tammy was advised to get tested for learning difficulties. The tests revealed two learning disabilities and test anxiety. Now, she was allowed by law to have additional time to take tests.

In May, Tammy graduated from St. Joseph's School of Nursing as a registered nurse, and continues to work at Van Duyn.

Three LPNs at Van Duyn have already completed the two-year RN training program, and 13 more are continuing toward their degrees.

Orange County graduates

Three CSEA members working at Valley View Center for Health and Rehabilitation and Orange County's nursing facility also graduated from the program.

One of those three former clinical nursing assistants, Colleen Nestor, said the program is a boon to single mothers such as herself. She previously worked in banking, but found it both unchallenging and low paying. Nestor found her niche when she began working at Valley View as a CNA.

"I actually had started as a CNA," Nestor said. "During the



Pictured with grant coordinator Jorge Martinez are Orange County TANF students (left to right) Amy Knapp, Stephanie Thorpe and Colleen Nestor. All three are CSEA members employed at the Valley View Center for Health and Rehabilitation.

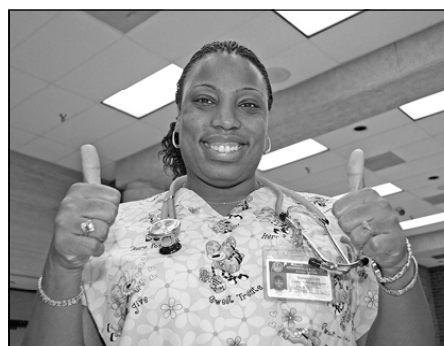
tour when I first worked there, I learned this program might be a good fit for me."

"What I love most about my job is taking care about the patients. I like when my patients like me, and they ask for me to come back."

While Nestor learned all areas of nursing during her clinical studies, she found her heart is with the area she focused on at Valley View.

"I love geriatric care," she said. "I didn't find the other areas as rewarding. Geriatrics is often taken for granted. These people deserve the best care they can get."

— Mark M. Kotzin and Jessica Stone



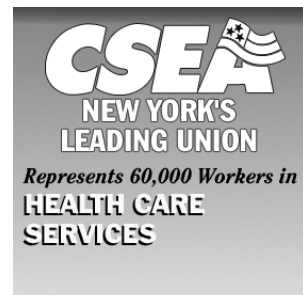
CSEA member Suneray Vire, a licensed practical nurse at the Van Duyn Home & Hospital in Syracuse is all smiles over the assistance she's gotten from the CSEA WORK Institute in advancing her career by participating in the RN training program, made possible through a federal TANF grant. Vire has completed one year of the program and expects to graduate and get her nursing degree in May 2006.



From left, Marjorie Metellus, Paulette Cadet, and Rosa Vega, all certified nursing assistants employed by Rockland County, discuss their experiences with the distance learning program offered through the CSEA's WORK Institute.



Tamera Tarbell



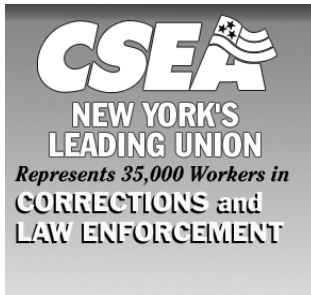
To find out more information about the WORK Institute including our TANF Health Worker Training Initiative, Civil Service Test Preparation Booklets and LEAP for Local Government and the Private Sector, visit the WORK Institute web site at http://www.csealocal1000.org/wi/work_institute_website.php.

CSEA Voices



"I think we have to be active because CSEA and AFSCME can do so much for us as members. For example, we have great benefits that our union won for us."

—Terri Mauer
Storeroom Clerk, New York State Veterans Home, Batavia, and an 18-year CSEA member, speaking at the recent AFSCME Eastern Region Women's Conference.



“These workers were placed in a tough situation and now they’re fighting as a union to make themselves whole.”

CSEA Voices



“I am attending the AFSCME Women’s Conference because many men, including myself, represent women. Conferences like these give us a broader view of the issues that concern women so we address the issues and better serve our members.”

— Michael Geraghty, Executive Vice President, Tryon School Local, speaking at the recent AFSCME Eastern Region Women’s Conference.

Hempstead responders ready for action

HEMPSTEAD — Town bay constable workers recently received high-level training giving them the skills to respond to chemical spills and other hazardous situations that could spell catastrophe in the town’s marine-rich environment.

The workers completed a “technician level” hands-on, intensive training program that took 40 hours to complete. The training was coordinated through CSEA and provided by AFSCME.

The training brings the CSEA members up to OSHA’s HAZWOPER (Hazardous Waste Operations and Emergency Response) standards. Earlier in the year, the workers were also trained by CSEA



Members of the Town of Hempstead Bay Constables Spill Containment Unit stand along with town officials and CSEA Town of Hempstead Local officers following successful training to help them respond and contain hazardous spills. The large inflated rubber bladder is used to plug sewer and drain lines to prevent spills from spreading.

staff in the First-On-Scene Responder training, which helps workers evaluate situations before taking action.

“While most members were wondering if HAZWOPER was a new fast food item, the local began investigating just how the program could

benefit the employees,” Town of Hempstead Local Executive Vice President Charles Sellitto said. “We determined that the training was not only mandated under OSHA standards, but that hundreds of our workers were deficient in obtaining, or

maintaining, updated HAZWOPER training and certification that was necessary to fulfill the requirements of their jobs.”

More than 200 CSEA members benefited from the program, Sellitto said.

Police officers form new CSEA bargaining unit

LAKESIDE — The Public Employment Board recently recognized nine Lakewood village police officers as a new CSEA bargaining unit.

The officers approached CSEA for help in organizing a union after village officials offered them a substandard health insurance package.

Lakewood police officers organized with the union on the urging of CSEA members employed as police officers in nearby Ellicott, which has long worked closely with village police.

The new police unit, now part of the Chautauque County Local, is addressing the health issue in arbitration and negotiating its first contract. “Health insurance is a great issue to organize a union around because it concerns everyone,” said CSEA Labor Relations Specialist Penny Gleason, who helped organize the new unit. “These workers were placed in a tough situation and now they’re fighting as a union to make themselves whole.”

Committee inspects facilities



CSEA Convention Committee members, from left, Chair and Long Island Region representative Robert Rauff, Vice Chair and Central Region representative Bob Timpano, Long Island Region representative Laura Gallagher and Capital Region representative Netha DeGroff inspect convention facilities at the Buffalo Convention Center, where the union will hold its Annual Delegates’ Meeting Sept. 26 - 30. Other committee members not shown are Metropolitan Region representative Leila Hoskins, Southern Region representative P.T. Thomas and Western Region representative Pamela Watson.

Genesee County activists fight for fair contract

BATAVIA — CSEA Genesee County Unit activists are fighting for a fair contract that would keep more of their paychecks in their wallets.

The unit's 300 members, who have worked without a contract since January, are at odds with management over a proposal that would require all employees to pay a percentage of their health insurance premiums. However, a proposed wage increase would not even begin to cover that cost.

"The county wants to make employees who have been here for 20 and 30 years pay for their health insurance," said

Chuck Venditte, unit president. "The problem with that is that you are going to end up behind. It is going to result in less take-home pay for most people."

CSEA members offered a possible solution to the health insurance problem, but county officials were unreceptive to the offer.

"We've offered to take no wage increase in exchange for leaving the health insurance alone but the county will not work with us," Venditte said. "People don't want to pay for the health insurance, and they shouldn't have to."

CSEA held a demonstration before a recent county legislature



Michele Petron, a DSS caseworker, joins the Genesee County protest.

meeting. Activists lined both sides of the "fork-in-the-road" intersection at which the county building is located.

Barb Galdun, a social welfare examiner, brought her daughter, Heather Armijo, to the protest. The two stood near the curb on Ellicott Street, the first two people passing motorists would see as they drove down the road.

"Supporting the union is the number one thing for me," Galdun said. "I believe in CSEA. The union has been wonderful to me. We have to have a new contract. What the county is offering is unacceptable."

Connie Moon, a mental health day treatment therapist, stood facing

Left, CSEA member Sharon Bork tells her feelings on the Genesee County situation.



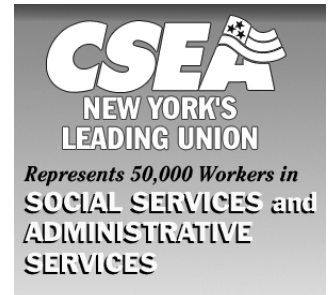
Main Street, waving a CSEA sign and shouting out in support of a fair contract.

"I want a fair contract," she said. "With what the county has offered, most of us would lose money. In 17 years, I have never paid for my health insurance. I can't afford to start paying it now."

Officials and community members attending the legislature meeting could hear the demonstration, including the blaring horns of passing tractor-trailers honking in support. Half the demonstrators quietly filed into the meeting, while those remaining on the street continued to rally support.

The county declared an impasse in negotiations in April. The issue will now go to fact-finding.

— Lynn Miller



"I believe in CSEA. The union has been wonderful to me. We have to have a new contract. What the county is offering is unacceptable."

CSEA *Voices*



"It's very important for us to meet union members from across the country. Women union members hold a lot of power and I support them."

—Lesley Senatus, caseworker, Rockland County, and six-year CSEA member, speaking at the recent AFSCME Eastern Region Women's Conference.



Zoo now a tuxedo junction

SYRACUSE — Five years, \$3.7 million, 50,000 gallons of water and uncountable amounts of effort from the CSEA members working at Onondaga County's Rosamond Gifford Zoo, have all added up to one amazing result: 18 happy, healthy Humboldt penguins swimming, splashing, and frolicking in the zoo's newest exhibit.

In late spring, the 18 penguins flew in to their new home (via airline — penguins don't fly) from several zoos across the country, and recently went on exhibit for all visitors to see. Zoo attendance has been way up, and everyone's been pleased with the

exhibit's success, perhaps no one more so than CSEA members Nancy Porter and Ted Fox.

Porter is the zoo's collection manager of herps (reptiles and amphibians) and aquariums. She's the expert who ensures the exhibit's water safely accommodates her new feathery friends. Fox, the zoo's bird collection manager, is in charge of the birds' health and well-being. For both, designing and planning the exhibit's habitat and water system was a huge challenge, the biggest they've ever faced.

"This is the most sophisticated system, from a technological perspective, that we've ever attempted here," Porter said. She makes sure water quality is properly maintained to avoid health risks, including algae, bacteria and other microorganisms. She helped design the ozone-filtration system, and supervised its construction. She even took dry-suit scuba diving lessons in preparation for doing routine underwater repair and maintenance work.

For Fox, the challenges were twofold; dealing with the habitat's construction, and keeping the birds healthy while acclimating them to their new environment. There were some interesting developments, like when the birds didn't want to venture outside at first (they got over it), and



Above, Zoo Bird Collection Manager Ted Fox pulls feathers from a molting Humboldt penguin.

Fox having to preen the feathers from the back of Carmen's head, a female penguin who is molting (shedding her feathers) and has no mate to do it for her. It's a job he's enjoyed.

"There was a lot of sacrifice made from all the areas of the zoo, but it was worth it. Seeing all the natural behaviors, which you don't see in many exhibits, that's really good. Not only are they acting great, they're interacting with the public. You couldn't be more successful than this exhibit has done," he said. "It gives you a sense of pride that we've pulled it off," Porter added.

— Mark M. Kotzin

"It gives you a sense of pride that we've pulled it off."

CSEA Voices



Onondaga County Zoo Collections Manager Nancy Porter stands before the cavernous water treatment area she helped design and maintains, which provides a clean environment for the zoo's new penguin exhibits.

Round-the-clock repairs keep roads open

BOLTON — CSEA members recently worked nonstop to help several Adirondack area communities recover from a series of devastating storms that triggered mudslides and flooding, which closed a 16-mile stretch of Interstate 87 and other area highways.

The storms came just weeks before the economically important Adirondack summer tourism season began.

The mudslides and flooding occurred after a major storm in early June that dumped about six inches of rain within several hours. In the days before the storm, the area had already received heavy rain.

Authorities declared a state of emergency in the Warren County towns of Bolton, Chester, Warrensburg and Horicon. Some residents were forced out of their homes, while others lived without water after the storm washed away large sections of roads and water mains.

In the storm's aftermath, the state activated its "Incident Management Assistance Team" to help the area cope with storm damage.

One member of that team is CSEA member Kevin Kraus, a State Emergency Management Office employee who worked out of the Bolton firehouse that doubled as command central. Kraus' team tasks included distributing bottled water and coordinating efforts between the town and the state Health Department to recertify the water supply.

"We come at the request of local governments to assist

with some of the command and control aspects," Kraus said.

Meanwhile, state and local government highway crews were working nonstop to get the roads open again for residents and tourists. The state Department of Transportation oversaw the cleanup of Interstate 87, and public works crews from the Warren County, Horicon, Bolton and Chester areas got the job done in their communities.

Ted Ackley, a heavy equipment operator for the Warren County Department of Public Works, was operating an excavator to repair a washout on a Bolton road.

The storm washed out a large chunk of the road, and Ackley and other workers were rebuilding the highway with rocks, gravel and asphalt.

Ackley said the frustrating part of the repair process is waiting for the materials from local plants. "They get 40 trucks in there at a time and it takes time in line to load them up and travel back to the site."

The entire cleanup could take weeks and cost millions. The state is seeking funding for federal disaster relief.

"It's going to take a bit of time but we're getting things pieced back together," Ackley said.

— Therese Assalian

"I believe that getting involved in the union helps us to be in a better position to make our voices heard and ensure job security and a fair wage."

— Betty Streeter, Welfare Examiner, Tompkins County, and 15-year CSEA member, speaking at the recent AFSCME Eastern Region Women's Conference.

Etching for safety, solidarity

AVOCA — Members of the Avoca Central School Unit have made their school a bit safer for the 680 students and 120 faculty and staff.

Thanks to the CSEA unit's 44 members, images of the school mascot, gold tigers, now adorn the glass doors of the auditorium and gymnasium.

The recently etched metallic mascots attract attention, which has already helped reduce a potentially dangerous situation.

One afternoon, a bus driver watched as students entered the auditorium and gymnasium area. As they moved through the building, many of the kids did not realize the doors were closed. As a result, many of the children walked into the glass.

"People would walk right into the window," said Michael Fetherston, president of the unit. "One of our bus drivers said 'We should do

something about this.'"

With the approval of the membership and the district superintendent, the unit purchased the four tigers. They opted not to contract for professional installation because they wanted to complete the project themselves, Fetherston said.

Installation, however, did not come without obstacles.

"When we set up to do it, we decided we would start at 4 p.m.," Fetherston said.

The crew struggled with the etchings when the paper backing proved difficult to remove. It took all night, but the

CSEA members overcame the challenge.

"We got just two of them put up by 10 p.m. that night," he said. "By then, we

knew what we needed to do. The next two etchings took about 10 minutes each to install."

Response to the tigers has been positive,



CSEA members employed at the Avoca Central Schools worked hard to place etchings of the school's mascot, the gold tigers, on the glass doors of the auditorium and gymnasium to make the area safer for students. An image of the gold tigers mascot is shown below on this page.

Fetherston said.

"Everyone is very impressed with them," he said. "It really adds a lot to the area and it has helped build a better relationship between the unit and the district."

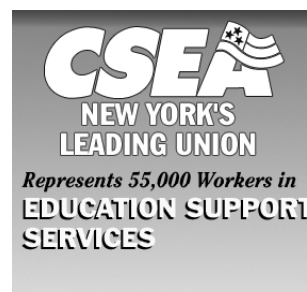
The unit's next initiative will be to buy an electronic sign for the front of the school building. Brainstorming and planning is currently taking place for a variety of fund-raisers.

"We want to do things to give back to the district," Fetherston said.

"We don't want people to think that all we do is take, because that is not the case. We want to give back to the district and we are trying to do something good."

The Avoca Central School Unit includes cleaners, bus drivers, bus attendants, cafeteria workers, mechanics, secretaries, teacher aides and teacher assistants.

— Lynn Miller



"We want to give back to the district and we are trying to do something good."

CSEA Voices



"For too many years, women haven't been paid well and had no power. Getting involved in our union is allowing us to change things to improve our job opportunities. If we don't make these changes, it won't get done. Only a woman can speak for a woman."

— Julie Sandoval, Developmental Assistant/Day Treatment, Hudson Valley Developmental Disabilities Services Office and 18-year CSEA member, speaking at the recent AFSCME Eastern Region Women's Conference.

Save on summer fun with CSEA

You deserve a break from work and high entertainment costs!

Through Working Advantage, union members can use Union Plus Entertainment Discounts for their summer fun, including theme park and movie ticket discounts.

You can **save on tickets at theme parks across the country**, including these great theme parks: Adventure Island, Busch Gardens, Medieval Times,

Paramount's Kings Dominion, SeaWorld, Six Flags and Universal Orlando Resort.

You can also save on seeing newly released summer movies through discounted movie tickets! Participating theater chains include Loews, Regal and Clearview Cinemas.

Order your tickets today by logging into the Member Benefits entertainment discounts page on CSEA's web site at

http://www.csealocal1000.org/mem_bens/entertainment_discounts. You can also visit Working Advantage's web site at

<http://www.workingadvantage.com> for more information. You can also order tickets by calling Union Plus Entertainment Discounts at **(800) 565-3712**, Monday through Friday, 9 a.m. to 6 p.m.

IMPORTANT: To receive the Union Plus discount,



union members **must** reference the Union Privilege Member ID number of **744387769** when calling or ordering theme park or movie tickets.

INSIDE THE WORK FORCE

CSEA members making houses into homes

WASSAIC — CSEA members working in direct care at the state Office of Mental Retardation and Developmental Disabilities know that having a disability is no reason not to enjoy life.

Since consumers often need a little extra help, whether it's shooting basketball hoops or decorating for a holiday, it is their hardworking caretakers who give them a hand.

The staff members' help doesn't end with their work shifts.

"Not a week goes by that we don't hear of someone who used their own money and time to buy holiday decorations for the

house, or someone who spent extra time helping a client prepare for a visit with family," said Debbie Downey, president of the Taconic Developmental Disabilities Services Office Local, which includes residences in Dutchess, Ulster, Putnam, Columbia and Greene counties. "Our members go above and beyond to make sure the consumers live like everyone else."

Mallory residence

The Mallory Individualized Residential Alternative, located near many of eastern Dutchess County's pastoral horse farms, resembles many private homes.

Two of Mallory's five consumers sit on green-colored couches. A stack of board games sits beside a television.

Mallory is just one of the hundreds of residential facilities the state has established over the past two decades that provides a home atmosphere.

The residences, often located in residential neighborhoods, have replaced institution settings as the bases for consumer care. Direct care workers, who staff the residences 24 hours a day, go the extra mile to turn these houses into homes.

"I like Roy," said one Mallory consumer about his daytime developmental aide. "We're going to Lake George."

Roy Sherman, the aide, is one of many state workers whose dedication to the job doesn't stop at the end of his shift. Thanks to Sherman, that consumer will get to enjoy a vacation this year. The man was supposed to attend a camp in the Catskills for adults with developmental disabilities this summer, but his plans fell through and Sherman couldn't bear for his friend to be disappointed.

"He usually goes to camp, but he doesn't fit the criteria anymore because he needs too much supervision," Sherman said. "From the time he left camp last year, almost every day he



Roy Sherman of the Mallory home reviews consumers' cash accounts. The consumers each have money of their own for their personal use.

said, 'I'm going to camp next August.' It wouldn't be fair for him not to be able to get out and enjoy himself."

Replacing camp will be a two-night stay in Lake George, where Sherman and his co-workers have taken consumers before. The consumer will enjoy many of the Adirondack village's most popular attractions that draw thousands of tourists each summer.

"We're going to the movies, on a boat ride and to the rodeo," the consumer said.

Other Mallory workers also dedicate their spare time to

consumers. Another aide, who enjoys crafts in her spare time, shares her hobby with residents. Every holiday, residents decorate their home with their handiwork. The consumers' pride and enjoyment is a repayment for workers' efforts.

"In this house, we have the chance to do things with the residents that they wouldn't be able to do in a facility," Sherman said. "They get the chance to do what they enjoy, whether it's going for coffee or ice cream or to the movies. Seeing the smiles on their faces as they're having fun is our reward."

Wiltwyck residence

Many Taconic workers consider the Wiltwyck Individualized Residential Alternative to be the agency's busiest residence. Located in a historic Kingston neighborhood, Wiltwyck is home to 12 consumers and is the largest house in Taconic's area.

The direct care aides working at Wiltwyck run the house with ease. About 13 aides alternate eight-hour shifts caring for some of the region's more demanding cases, including several respite cases at a time.

"In my experience, it's the hardest house to work in," said Elsie Thawe, a developmental aide who has worked the last four years at Wiltwyck.

Despite the challenges, CSEA

members work hard to make Wiltwyck a home. Just like at Mallory, photos line the walls at Wiltwyck, including one with the home's consumers decked out in formal wear. The residents recently participated in an annual fashion show, Thawe explained, and have dressed up to attend some local dances.

In one case, former Wiltwyck house manager Shaune Snyder said, aides learned that a female consumer badly wanted to attend a local Valentine's Day dance. With their own money, workers bought her a gown at a consignment shop, along with makeup, nail polish, and even a camera for the special day.

"They really made the dance such a special event for the consumer," Snyder said.

Bringing fun into their

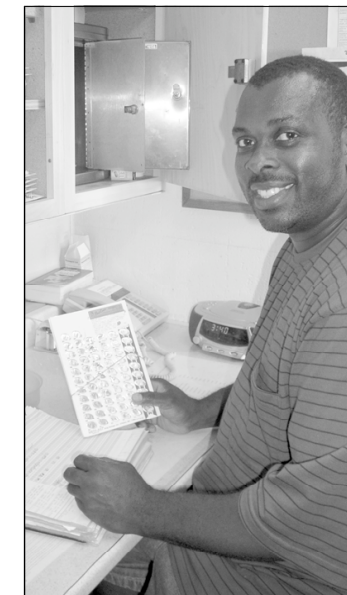
consumers' lives is just part of the job, Thawe said. She said the consumers look forward to the day programs they attend, many of which include employment.

When the consumers come home, it's all about relaxation. Crafts line the dining room table and sports are broadcast on television. Many of the consumers also go out for local activities, including a recent carnival.

Thawe said it's all about providing as normal an environment as possible for the consumers.

"They're people just like you and me and they deserve the same things we enjoy," she said.

— Jessica Stone



Wade Ashe of the Wiltwyck home prepares medications for the home's clients.



John Kennedy does a load of wash at the Jamesville home.



Developmental aide Cindy Hatcher helps consumer Marion prepare dinner at a group home in Jamesville.

More than 16,000 CSEA members help provide quality care and a feeling of home to consumers in group homes.

Better safety sought for DMV office workers

COMMACK — CSEA is urging New York state to improve security at Department of Motor Vehicle offices on Long Island and around the state following a rash of incidents where workers and the public were endangered.

“While DMV offices are designed to be customer-friendly they should also be designed with the workers’ safety in mind,” said CSEA Long Island Region President Nick LaMorte.

“The design allows individuals who need anger management to lash out at employees with ease, and that is unacceptable. If the employees aren’t safe, then neither is the public.”

“The way these offices are set up now, they are a hazard,” said George Kalamaras, president of the local, which represents 300 workers at 10 DMV offices in Nassau and Suffolk counties.

CSEA members in other regions are also working to ensure DMV workers’ security on the job. In the Metropolitan Region earlier this year, President George Boncoraglio and New York City State Employees Local members demanded DMV officials step up security measures at their offices after an armed robbery at a Brooklyn office.

“The state has taken precautions at many buildings where elected officials work, but my members and the public we serve deserve no less. When we go to work, our families shouldn’t have to worry about whether we’re coming home in one piece,” he said.

Kalamaras cited numerous recent incidents where DMV workers were threatened or endangered by customers.

“In Medford, there was a fight between two customers and one of them had a young child” Kalamaras said.

“One of our people took the child behind the counter to protect him. One of the customers in the dispute became very irate and threatening to my members, actually jumped over the counter and demanded to get his child back. No one was hurt, but what if he had a weapon? It could easily have gotten out of control.”

“In Amityville DMV, an irate

customer picked up and smashed a keyboard on the counter. No one was hurt that time, but what about the next? He could have smashed the keyboard in somebody’s face,” Kalamaras said.

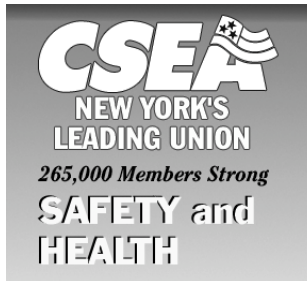
Last year, in the Huntington DMV, a customer tried to get back in after closing. “He banged on the door to get it open and had a confrontation with a CSEA member who was ordered to turn people away,” the local president said. “She

wasn’t hurt, but she was shoved around. She wasn’t even supposed to be doing security duty.”

“Our members should be able to do their jobs and go home safely to their families,” LaMorte said. “They are clerks. This isn’t supposed to be hazardous duty. The state needs to take precautions before something terrible happens.”

Kalamaras said he has been filing grievances for his members, calling attention to the dangers of the DMV offices, but state officials have not bothered to respond. To better protect workers and the public, CSEA is calling for the following changes:

- More on-site security staff that customers can see on the premises;
- Changes in the way that the booths



Long Island State Employees Local President George Kalamaras stands outside a Department of Motor Vehicles office on Long Island. CSEA is urging stronger protections for DMV workers.

are set up, to limit public access to the employees behind the counter;

- Installation of panic hardware especially designed for emergency exits. If doors are locked and there are still employees inside, they will have a hard time getting out with the deadbolt locks now in place.

— Rachel Langert

Stay informed about what state government is doing through

INSIDE ALBANY

CSEA is a longtime, major underwriter of this award-winning public television program. See the times below for the 2005 broadcast schedule in your area.



Saturday

Binghamton	WSKG	2:30 pm
NYC	WNET	1:30 pm
Rochester	WXXI	5:30 pm

Sunday

Albany	WMHT	12:30 pm
		11:30 pm
Buffalo	WNED	10:00 am
Long Island	WLIW	7:00 am
Plattsburgh	WCFE	9:00 am
Syracuse	WCNY	1:00 pm
Watertown	WPBS	7:00 am

Monday

Long Island	WLIW	12:00 noon
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Fitness and relaxation the right balance

GUILDERLAND — Capital Region retiree Doreen McClintock has found a way to turn her loves of physical fitness and teaching into a business that's helping others.

McClintock is teaching yoga to Albany area residents and some of her students are CSEA members and retirees who want to get or stay in shape.

The journey to teaching yoga was a natural progression for McClintock, who has always been actively involved in fitness. In the 1980s, she taught aerobics classes at the state Governor's Office of Employee Relations, Department of Labor and Division of Military and Naval Affairs.

McClintock retired in 2003 with 39 years of service at the state Department of Civil Service's employee benefits division. She also served as an officer of the CSEA Department of Civil Service Local for 12 years.

"I knew I wanted to do something for work after I retired, but wasn't sure what to do," McClintock said.

She soon got her answer after attending a yoga class. "From that

first class, I knew this was something I wanted to teach."

In February 2004, McClintock went to the Kripalu Yoga Center for Yoga and Health in Massachusetts for an intensive, 30-day certification program in yoga instruction.

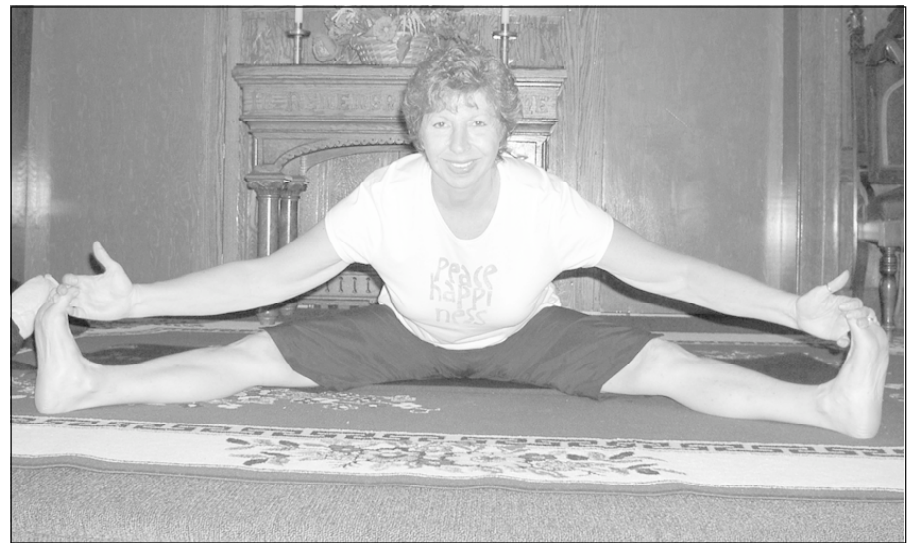
By that summer, McClintock was teaching five yoga classes per week in a Guilderland church. McClintock adds her own personal style to her classes, mixing it up with Pilates. She also gives her classes an additional dose of relaxation with

aromatherapy and stone therapy.

"My specialty is relaxation," said McClintock. She helps make her classes more serene and interesting by lighting candles, raffling door prizes and giving her students handouts on diet and exercise techniques.

McClintock is especially sensitive to the varied needs of her students, who range in age from 18 to 72 years old.

"Some are very fit and others have limitations, but safety is the most important thing," McClintock said. She encourages students to exercise at their own pace and uses



CSEA retiree Doreen McClintock demonstrates one of the many yoga poses she teaches to students of all ages.

props like pillows, towels and chairs to boost comfort and prevent injuries.

McClintock finds teaching very rewarding and is proud to help other people achieve fitness. She believes yoga can benefit everyone and has seen great strides in her students, even those who thought they wouldn't be able to do yoga.

"There's so many components to yoga that you don't get in other exercise programs," she said. "If you can breathe, you can do yoga."

— Therese Assalian



Want to try yoga?

Capital Region members wanting more information about McClintock's yoga classes should visit the Capital Region page on CSEA's web site at www.csealocal1000.org/r4/region4.php.

State legislative session ends with victories for CSEA

ALBANY — The 2005 New York state legislative session closed with several victories for CSEA, but the union continues to fight for a permanent funding source for the state's struggling public nursing homes.

Aid for public nursing homes

State lawmakers initially agreed to spend \$80 million to aid upstate private sector nursing homes, but CSEA's efforts led lawmakers to include public nursing homes in the plan.

Gov. George Pataki and the legislature could not agree on the overall state aid by the session's June 23 end, but lawmakers are expected to return later this year to work on the plan.

CSEA legislative victories

CSEA also successfully fought for several pieces of legislation that will increase union members' work site safety and protect workers' jobs and benefits.

Pataki recently signed the following bill into law:

Employee Safety in Highway Work Zones:

This bill creates a mandatory \$50 surcharge for violating speed limits in highway construction or maintenance work areas. Surcharges will be deposited in the Highway Construction and Maintenance Safety Education Fund for public service announcements, education and awareness about safe driving in work areas.

The following bills are among those that were passed by the state Assembly and Senate and are awaiting action by Pataki. For more information on bills, visit the political action page at CSEA's web site at www.csealocal1000.org.

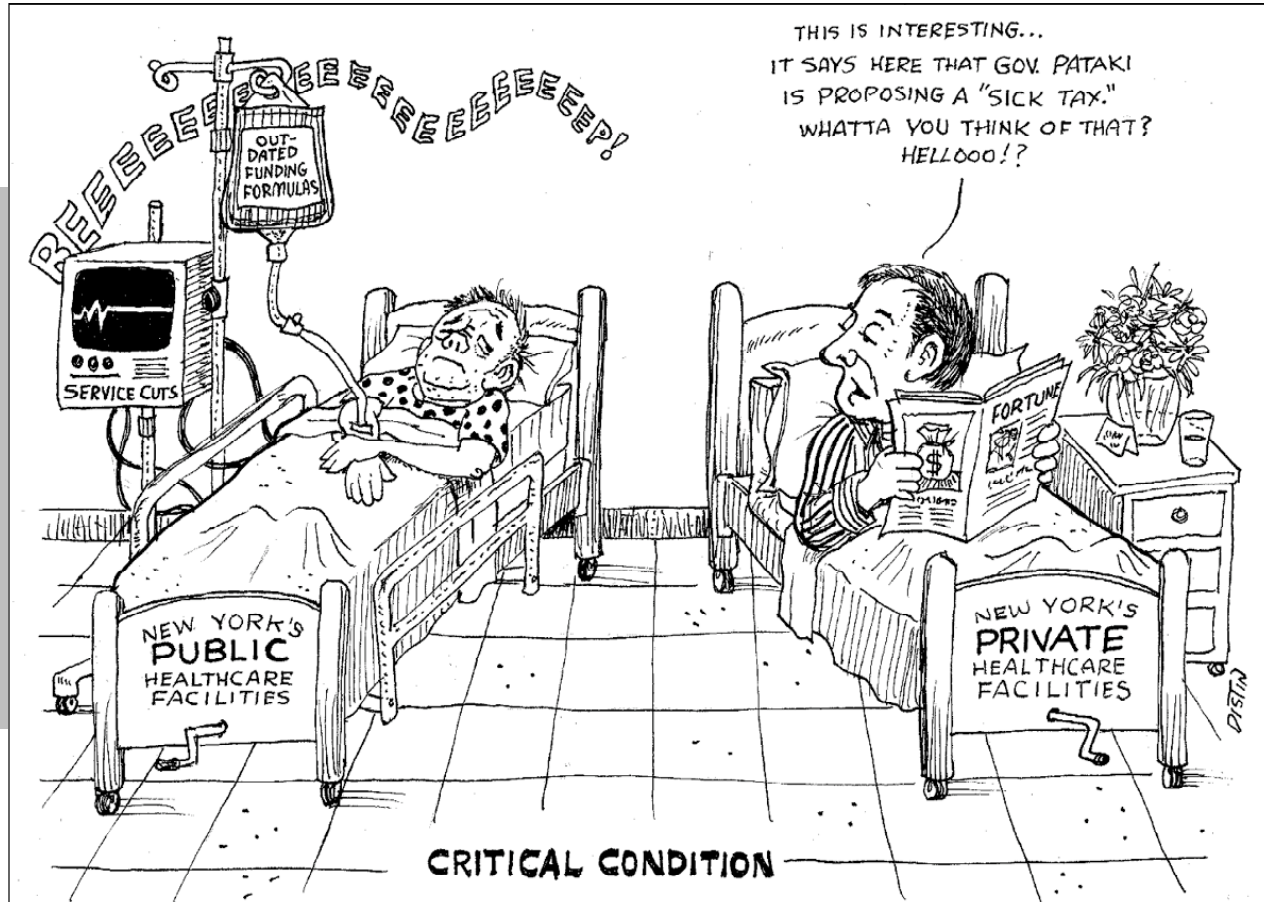
CSEA Work Site Violence Protection

This CSEA driven bill would require public employers with more than 20 workers to assess their work sites for potential areas for violence, notify workers of potential threats and work with employees and employee organizations to develop corrective actions. This bill also creates a complaint procedure for employees and a follow-up

procedure with the state Department of Labor if employers fail to comply. Additionally, the bill includes language protecting workers who file complaints from retaliatory actions.

Disclosure of State Contracting Out Information

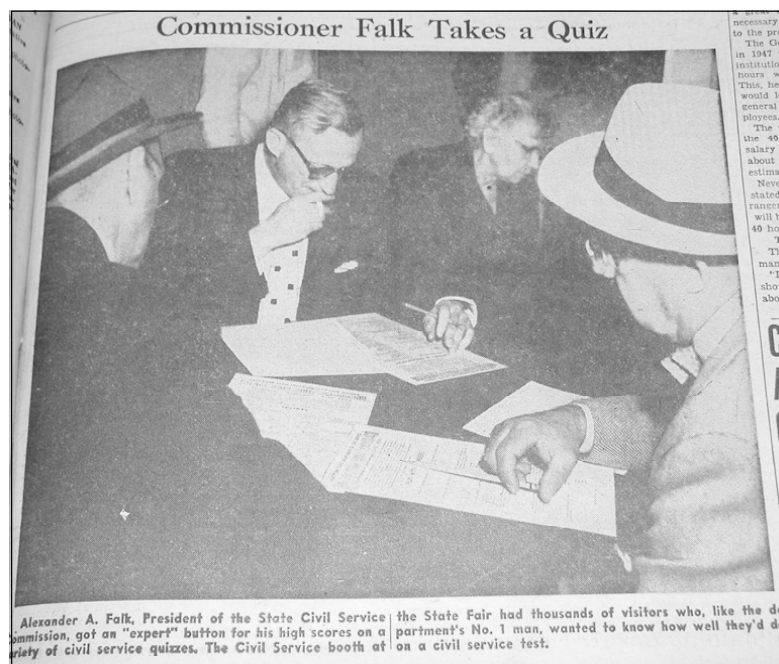
This bill requires the state Department of Civil Service to maintain records on the number of employees the state contracts with to perform various services, types of services contracted out and whether such contracts are for services substantially similar to existing state government jobs.



Editor's note: Cartoonist Ralph Distin recently won an award from the International Labor Communications Association for the cartoon "Critical Condition," which portrays the state's health care funding issues. The cartoon originally ran in *The Work Force's* July 2004 issue and is featured again above as this month's cartoon.



50 years ago ... At the New York State Fair



At the New York State Fair in 1955, state Civil Service Commission President Alexander A. Falk took a series of civil service quizzes at the Civil Service booth at the fair, as shown in this photo in the Oct. 4, 1955, issue of the *Civil Service Leader*. Thousands of fair attendees also took the quizzes to determine how well they would do on actual exams. Falk, by the way, got an "expert" button for his high scores.

Also in 1955 ...

- * The Soviet Union and seven Eastern European countries sign the Warsaw Pact, a mutual defense treaty.
- * Rosa Parks refuses to sit at the back of a bus, breaking Alabama's segregated seating law. Martin Luther King Jr. leads a 381-day boycott of the Montgomery bus system, resulting in desegregated bus service beginning the following year.
- * AFL and CIO merge to become the AFL-CIO.
- * 70 mm film is introduced with *Oklahoma!*
- * Actor James Dean dies in a car crash at age 26.
- * Walt Disney opens Disneyland in Anaheim, Calif.
- * *Gunslinger* debuts on CBS and would go on to be TV's longest-running Western series.

Women's conference empowers CSEA members to build union solidarity

NEW ORLEANS — CSEA activists recently attended the AFSCME Eastern Regional Women's Conference in the Big Easy to learn more about how to win hard fights against anti-worker proposals set by President George W. Bush's administration.

CSEA and other AFSCME affiliate members learned the latest facts on Bush administration proposals that would harm workers and especially working women, including Social Security privatization and Medicaid cuts. A panel discussion addressed the impact privatizing Social Security would have on women, and union members packed workshops on Social Security and health care cuts.

Social Security insecure

The proposal to allow workers to invest Social Security savings into risky private accounts would slash benefits significantly, even if workers don't opt for the accounts. The Bush administration's plan would economically devastate many women who rely on Social Security.

Women total 58 percent of Social Security beneficiaries age 65 or older and more than 40 percent of these recipients rely on the program for at least 90 percent of their income. Because women tend to earn lower wages than men and are more likely to leave the job market to care for family, they are also more likely to be poor without Social Security.

An unhealthy proposal

Union members are also fighting for the future of Medicaid. Bush is proposing to cut



Stanford

and shift about \$60 billion of the program's costs to the states over the next 10 years. The cuts threaten health care coverage for uninsured people and further burden already financially struggling states and public hospitals and nursing homes, including Westchester Medical Center, Nassau University Medical Center and Mt. View Nursing Home.

About 66 percent of all Medicaid recipients are workers who can't afford or have no access to health insurance. Twenty five million children also benefited from Medicaid in 2003.

Women also rely heavily on Medicaid benefits, totaling about 70 percent of all recipients age 14 or older. Elderly women also depend on Medicaid, the largest source of funding for nursing home residents.

Women have power to stop attacks

The Bush administration's attacks on labor threaten CSEA members' retirement, benefits and jobs, and the anti-labor policies are trickling down to the states. Governors in Indiana and Missouri have already taken away state workers' collective bargaining rights, and other states could follow their lead.

CSEA and AFSCME members are fighting against these attacks. CSEA President Danny Donohue is a member of AFSCME's 21st Century Committee, a panel studying ways to strengthen the union against attacks on labor. Executive Vice President Mary Sullivan chairs



From left, Audra McDonald, Nancy Davidson and Alan H. Ramsey, all members of CSEA's Health Research Institute Local, learn about how to fight for retirement security in one of the conference's most popular workshop. All are employed in institute offices in the Albany area.

the committee's political action subcommittee.

Women will be a major voice in the battle. Women total about 70 percent of CSEA's membership and 56 percent of AFSCME's members, and women fill a significant percentage of the unions' leadership positions. With an increasing number of women entering the work force, many

union women want to ensure that their voice continues to grow.

"Women have a lot of power," CSEA Women's Committee Chair Jacqueline Stanford said. "We have a powerful voice and more women need to realize that. This conference really empowers women to go out and use our voices."

— Janice Marra



From left, Buffalo State Employees Local President Thomas Rogalski and CSEA Women's Committee Metropolitan Region representative Carlotta Williams admire a tote bag depicting Rosie the Riveter.

Right, Binghamton City School District Unit members, from left, Michael Garner, Sandra Cecelin, Jon Strobe and Theresa Palmer attend an AFSCME Women's Conference workshop on Social Security and retiree benefits.



Summary of June 30 CSEA Board of Directors meeting

Editor's note: The Work Force publishes a summary of actions taken by CSEA's Board of Directors. The summary is prepared by CSEA Statewide Secretary Barbara Reeves for union members.



ALBANY — CSEA's statewide Board of Directors met on June 30. In official business, the board:

- Authorized Local 834 to pay down mortgage principal to \$100,000 and reduce mortgage term to four years at a 4.5 percent interest rate;
- Authorized a five-year lease for office space at 450 Main Street, Middletown, for Local 836;
- Authorized Local 860 to lease office space at its building at 595 West Hartsdale Ave., White Plains to the Westchester-Putnam AFL-CIO Central Labor Council and to Pearl Carroll & Associates;
- Updated the Financial Standards Code;
- Reclassified various staff

- positions, including Legal Department Secretary I (M/C Grade 2 to Legal Department Program Assistant, M/C Grade 2/3), Director of Occupational Safety and Health (M/C Grade 7 to M/C Grade 7A), Travel Coordinator (M/C Grade 4 to M/C Grade 5), and Administrator of Central Files (M/C Grade 5 to M/C Grade 5A);
- Created part-time positions of Travel Assistant (M/C Grade 2/3) and Central Files Office Services Specialist (HSU Grade 5/6/7); and
- Added to the Metropolitan Region Political Action

Committee Lois Menyweather, Neil Kirby, Jason Corley, Douglas Murphy, Alva Heron, Sarah Smith and Mark Komar.

Questions concerning the summary should be directed to CSEA Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Ave., Albany, N.Y. 12210, 1-800-342-4146 or (518) 257-1253.

Defensive driving courses offered to CSEA members and families

CSEA is offering six-hour defensive driving courses to all members and their families for \$19 per person. New York Safety Program instructors will teach the courses over the next several

months in the Long Island, Metropolitan, Southern, Capital and Western regions. Successful completion of the course can lead to a 10 percent discount on annual collision and liability insurance

premiums and/or a four-point reduction on driving violations over the past 18 months.

Course dates, times and locations are listed below. To register or for more information, call the New York

Safety Program at (800) 942-6874.

In the Western Region, register by calling the CSEA Western Region office at (716) 691-6555 or the Rochester satellite office at (585) 241-1700.

Class Date	(Part 2)	Day(s)	Start/End Times	Region	Location	Address	City	County	Registration
8/6/2005		Saturday	9 a.m. - 3 p.m.	1	CSEA/Suffolk	3 Garett Place	Commack	Suffolk	800-942-6874
8/17/2005	8/18/2005	Wed & Thur	5:30 p.m. - 8:30 p.m.	1	CSEA/Suffolk	3 Garett Place	Commack	Suffolk	800-942-6874
9/14/2005	9/15/2005	Wed & Thur	5:30 p.m. - 8:30 p.m.	1	CSEA/Suffolk	3 Garett Place	Commack	Suffolk	800-942-6874
9/24/2005		Saturday	5:30 p.m. - 8:30 p.m.	1	CSEA/Suffolk	3 Garett Place	Commack	Suffolk	800-942-6874
11/9/2005	11/10/2005	Wed & Thur	5:30 p.m. - 8:30 p.m.	1	CSEA/Suffolk	3 Garett Place	Commack	Suffolk	800-942-6874
11/19/2005		Saturday	9 a.m. - 3 p.m.	1	CSEA/Suffolk	3 Garett Place	Commack	Suffolk	800-942-6874
12/10/2005		Saturday	9 a.m. - 3 p.m.	1	CSEA/Suffolk	3 Garett Place	Commack	Suffolk	800-942-6874
12/14/2005	12/15/2005	Wed & Thur	5:30 p.m. - 8:30 p.m.	1	CSEA/Suffolk	3 Garett Place	Commack	Suffolk	800-942-6874
8/13/2005		Saturday	9 a.m. - 3 p.m.	2	CSEA/Creedmore Psy. Ctr	80-45 Winchester Blvd.	Queens Village	Queens	800-942-6874
9/10/2005		Saturday	9 a.m. - 3 p.m.	2	CSEA/Creedmore Psy. Ctr	80-45 Winchester Blvd.	Queens Village	Queens	800-942-6874
10/22/2005		Saturday	9 a.m. - 3 p.m.	2	CSEA/Creedmore Psy. Ctr	80-45 Winchester Blvd.	Queens Village	Queens	800-942-6874
11/12/2005		Saturday	9 a.m. - 3 p.m.	2	CSEA/Creedmore Psy. Ctr	80-45 Winchester Blvd.	Queens Village	Queens	800-942-6874
8/20/2005		Saturday	9 a.m. - 3:30 p.m.	3	CSEA/Local 860	595 West Hartsdale Avenue	White Plains	Westchester	800-942-6874
8/23/2005	8/24/2005	Tues & Wed	6 p.m. - 9 p.m.	3	CSEA/Local 860	595 West Hartsdale Avenue	White Plains	Westchester	800-942-6874
9/10/2005		Saturday	9 a.m. - 3:30 p.m.	3	CSEA/Local 860	595 West Hartsdale Avenue	White Plains	Westchester	800-942-6874
9/20/2005	9/21/2005	Tues & Wed	6 p.m. - 9 p.m.	3	CSEA/Local 860	595 West Hartsdale Avenue	White Plains	Westchester	800-942-6874
10/08/2005		Saturday	9 a.m. - 3 p.m.	3	CSEA/Local 860	595 West Hartsdale Avenue	White Plains	Westchester	800-942-6874
10/18/2005	10/19/2005	Tues & Wed	6 p.m. - 9 p.m.	3	CSEA/Local 860	595 West Hartsdale Avenue	White Plains	Westchester	800-942-6874
11/19/2005		Saturday	9 a.m. - 3 p.m.	3	CSEA/Local 860	595 West Hartsdale Avenue	White Plains	Westchester	800-942-6874
11/29/2005	11/30/2005	Tues & Wed	6 p.m. - 9 p.m.	3	CSEA/Local 860	595 West Hartsdale Avenue	White Plains	Westchester	800-942-6874
12/7/2005	12/8/2005	Wed & Thur	6 p.m. - 9 p.m.	3	CSEA/Local 860	595 West Hartsdale Avenue	White Plains	Westchester	800-942-6874
8/6/2005		Saturday	9 a.m. - 3 p.m.	4	CSEA/Latham	1 Lear Jet Lane Suite 2	Latham	Albany	800-942-6874
8/16/2005	8/17/2005	Tues & Wed	5:30 p.m. - 8:30 p.m.	4	CSEA/Latham	1 Lear Jet Lane Suite 2	Latham	Albany	800-942-6874
8/27/2005		Saturday	9 a.m. - 3 p.m.	4	CSEA/Latham	1 Lear Jet Lane Suite 2	Latham	Albany	800-942-6874
9/10/2005		Saturday	9 a.m. - 3 p.m.	4	CSEA/Latham	1 Lear Jet Lane Suite 2	Latham	Albany	800-942-6874
9/20/2005	9/21/2005	Tues & Wed	5:30 p.m. - 8:30 p.m.	4	CSEA/Latham	1 Lear Jet Lane Suite 2	Latham	Albany	800-942-6874
10/1/2005		Saturday	9 a.m. - 3 p.m.	4	CSEA/Latham	1 Lear Jet Lane Suite 2	Latham	Albany	800-942-6874
10/11/2005	10/12/2005	Tues & Wed	5:30 p.m. - 8:30 p.m.	4	CSEA/Latham	1 Lear Jet Lane Suite 2	Latham	Albany	800-942-6874
10/22/2005		Saturday	9 a.m. - 3 p.m.	4	CSEA/Latham	1 Lear Jet Lane Suite 2	Latham	Albany	800-942-6874
11/5/2005		Saturday	9 a.m. - 3 p.m.	4	CSEA/Latham	1 Lear Jet Lane Suite 2	Latham	Albany	800-942-6874
11/19/2005		Saturday	9 a.m. - 3 p.m.	4	CSEA/Latham	1 Lear Jet Lane Suite 2	Latham	Albany	800-942-6874
11/29/2005	11/30/2005	Tues & Wed	5:30 p.m. - 8:30 p.m.	4	CSEA/Latham	1 Lear Jet Lane Suite 2	Latham	Albany	800-942-6874
12/10/2005		Saturday	9 a.m. - 3 p.m.	4	CSEA/Latham	1 Lear Jet Lane Suite 2	Latham	Albany	800-942-6874
12/13/2005	12/14/2005	Tues & Wed	5:30 p.m. - 8:30 p.m.	4	CSEA/Latham	1 Lear Jet Lane Suite 2	Latham	Albany	800-942-6874
8/6/2005		Saturday	9 a.m. - 3 p.m.	6	CSEA	120 Pineview Drive	Amherst	Erie	716-691-6555
8/16/2005	8/17/2005	Tues & Wed	6 p.m. - 9 p.m.	6	CSEA	120 Pineview Drive	Amherst	Erie	716-691-6555
8/16/2005	8/17/2005	Tues & Wed	6 p.m. - 9 p.m.	6	CSEA	1111 Elmwood Avenue	Rochester	Monroe	585-241-1700
8/27/2005		Saturday	9 a.m. - 3 p.m.	6	CSEA	1111 Elmwood Avenue	Rochester	Monroe	585-241-1700

“Achieve Solutions” for New York Empire Plan enrollees

July 1 marked the start of *Achieve Solutions*, a new online service from ValueOptions, the Empire Plan’s mental health and substance abuse provider. New York state Empire Plan enrollees who would like to read up on facts about a specific behavioral health or substance abuse condition and/or access online tools can do so under the “for members” section of the web site.

With more than 200 topics and 4,000 articles, *Achieve Solutions* is a password protected, confidential online resource organized so you can quickly find what you’re looking for. Just roll your mouse over the center button in the left column and choose from a list of topics.



If you don’t immediately find what you’re looking for, just click the “Topics: A to Z” button to see all the topics listed on the site. Once you locate and select your topic, a collection of issue specific articles, news summaries, quizzes, frequently asked questions and resource

links will be at your fingertips. If you would like to learn more about the Empire Plan’s *Achieve Solutions* web site, please contact ValueOptions at 1-877-7NYSHIP (1-877-769-7447) or on the New York State Department of Civil Service web site at www.cs.state.ny.us.

Meningitis vaccine retroactively covered from May 25

The July *Work Force* reported that the Empire Plan’s vaccination and immunization benefit was being enhanced to include the meningitis vaccine for dependent children and full-time dependent students.

The New York State Insurance Department has clarified this coverage is effective May 25, 2005. United HealthCare (UHC), the Empire Plan’s medical/surgical benefits provider, is implementing this coverage retroactively from that date. United is reviewing records of claims previously received and

reconsidering any meningitis vaccine claims received after May 25.

Enrollees who received the meningitis vaccination after May 25 and are unsure if the claim was submitted to United HealthCare should contact their doctor’s office.

If you would like to learn more about the Empire Plan’s vaccination and immunization benefit, including the meningitis vaccine, please contact United HealthCare at 1-877-7NYSHIP (1-877-769-7447).

Bon Secours hospital network reaches agreement with Empire Blue Cross Blue Shield

After several months of negotiations, Bon Secours Charity Health System announced June 29 that it had successfully negotiated a new three-year contract with Empire Blue Cross Blue Shield.

New York state Empire Plan enrollees receiving care at any one of the three Bon Secours Charity Health System hospitals will see no disruption to their “in-network” health benefit coverage at those facilities.

The hospitals, all in the Southern Region, are Bon Secours Community Hospital in Port Jervis, Good Samaritan Hospital in Suffern and St. Anthony Community Hospital in Warwick.

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September 4th 1:30 PM
Opening Day *Pregame recognition for CSEA members 1:00 PM*

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Leading Edge

EAST MEADOW — John Veneroni works in the surgery department and in the operating rooms at Nassau University Medical Center, and regularly sees the critical need for blood for trauma patients and those undergoing life-saving operations.

NUMC is somewhat unique in that it has a hospital-based blood donor service and outpatient transfusion service. On occasion, donors leaving after donations encounter patients receiving transfusions, who often thank the donors.

Veneroni assists the physicians in the operating rooms by setting up all the equipment needed for the surgeries. He has type O+ blood, allowing several different blood types to receive his blood.

He and his wife, Sandra, have three adult sons. Recently, *Work Force* Editor Lou Hmieleski spoke with Veneroni about his blood donation. Veneroni has contributed more than 10 gallons over the past 15 years.

WF: How did you come to give your first pint of blood?

JV: As a volunteer fireman, we would have blood drives and I would donate. Then I found out I could donate here and it was one of those things, I just went down, gave blood and a short time later, I got a letter from one of the doctors saying I had a very important blood type — CMV negative — which is given to infants and newborns because it does not contain cytomegalovirus.

WF: How does it feel to be a human pin cushion?

JV: I guess I'm used to it now.

WF: Being O+, your blood can go to several different recipients. Do you ever think about to whom your blood is going?

JV: I don't ask but the staff tell me they call it 'baby blood' — I guess that's their slang term for it.

WF: Ever had a "bad stick" that made you wonder about coming back?

JV: I can only remember one bad stick — it was one of

those things. It's the bevel of the needle — if it's not facing in the right direction, the needle lays up against the vein and I can feel it vibrating, almost humming. You move it away from the wall of the vein and the blood flows more freely.

WF: You have also played the role of Dracula in helping coordinate blood drives in your community, through the Carle Place Fire Department. Any challenges over the years in getting people to donate?

JV: For the blood drive, it's always a challenge because some people don't want to give blood. They think it hurts, some are afraid they'll catch something, some people say they are too busy. For every person who doesn't give blood, there's an excuse for not giving. I'm able to give right here (at NUMC). I can just walk down and say, 'I'll be back in a few minutes.'

WF: Any times of the year that are lean in getting donors?

JV: It's usually the summer, because people are on vacation and busy, and around the holidays for the same reason.

WF: When you do find time for yourself, are there any hobbies or activities you like?

JV: I like to go fishing in the summertime — that's really the extent of my hobbies. I like freshwater fishing. I used to do a lot of fishing in the (Long Island) Sound. I'd rather go fishing than play golf. You don't have to be successful when fishing and still have a good time.

WF: What advice would you give someone who may be sitting on the fence in their decision to donate blood, or who may be squeamish about needles and such?

JV: I'd tell them what they probably already know — it doesn't hurt that much, does not take up that much time, and you're doing something nice for somebody even though you never meet them.



John Veneroni, Clinical Technician in the Nassau University Medical Center Surgery Department, donates his 80th pint of blood in the NUMC Blood Donor Center in January. Drawing the blood is registered nurse Janet St. John, coordinator of the Blood Donor Center. Veneroni has been donating for the last 15 years.

What is CMV?

Cytomegalovirus (CMV) is a common virus carried by more than half of the population. Most people who have the virus never know it and for the average healthy person, CMV does not cause a problem. However, for patients whose immune systems are not functioning properly (premature babies, cancer patients and others who cannot fight infection), CMV can be very serious. Testing for CMV is not required, but some donated units are tested for evidence of the virus when it is necessary to provide blood from donors who have not had CMV.

Celebrate Labor Day with CSEA with parades, other events

CSEA will participate in Labor Day events across the state. Additional events will be added as more details become available. Check your region page regularly at CSEA's web site at www.csealocal1000.org for more details.

The Work Force will publish more details in the next edition as they become known.

Long Island, Metropolitan and Southern regions: New York City Labor Day Parade, Sept. 10. All members from these regions are urged to march with CSEA. Further details were unavailable at press time. For more information, contact your region office (listed on Page 4).

Southern Region: Fishkill: The Hudson Area Labor Federation will hold a Union Day at the Hudson Valley Renegades ball game Sept. 3. Visit the federation web site at www.unionvoice.org/hudsonvalley_aficio/home.html for more information.

Capital Region: Albany: The Capital District Labor Day Parade will be held Sept. 17. Further details were unavailable at press time. For more information, contact the Capital Region office (listed on Page 4).

Central Region: Binghamton: The Broome-Tioga Federation of Labor/Central New York Area Labor Federation will hold its Labor Day celebration Sept. 1 at the Ross Park Zoo in Binghamton. For more information, call Ken Smith at (607) 237-6517.

Massena: Labor Day Parade, Sept. 5. CSEA members should meet at 10 a.m. at the corner of Willow Street and Liberty Avenue. Parade begins at 11 a.m. CSEA t-shirts will be provided to members who march. There will be a free picnic at Springs Park following the parade.

Ithaca: Midstate Central Labor Council/ Central New York Area Labor Federation annual picnic, Sept. 5 at Stewart Park in Ithaca from 11 a.m. to 3 p.m. Bring a side dish to pass. For more information, call

Brian Goddell at (607) 257-7199.

Syracuse: The Central New York Labor Federation will observe Labor Day Sept. 5 with festivities at the New York State Fairgrounds in Syracuse, including a Blessing of the Workers at the fair's Indian Village at 10 a.m. At 10:30 a.m., CSEA members should assemble near Gate 6 for the parade (look for the CSEA banner), which will begin at 11 a.m. Free t-shirts will be given to the first 250 members who participate. At 11:30 a.m. there will be a rally at Chevrolet Court, followed by a luncheon and awards ceremony at the Empire Room at 12:30 p.m. Tickets for the luncheon are \$15 and can be purchased by calling the federation at (315) 422-3363, ext. 11. Local or unit presidents can order free fair admission tickets and parking passes for those participating in the parade by calling Communications Associate Mark Kotzin at the Central Region office at (315) 433-0050.

Western Region: Rochester: Labor Day Parade, Sept. 5. People who wish to march in parade are asked to line up from 9 a.m. to 10 a.m. off East Avenue. No more details were available at press time. Contact Stephanie at the Rochester Labor Federation at (585) 263-2650.

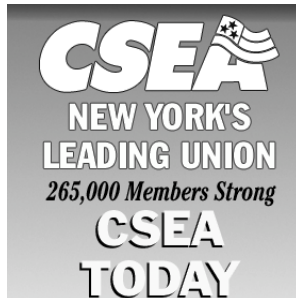
Buffalo: Labor Day Parade, Sept. 5. There will be a Labor Day Mass at 9 a.m. and the parade begins at noon. Meet at Stevenson & Abbott Roads in South Buffalo, near the Irish Center. The parade will be followed by a picnic at Cazenovia Park. Activities for kids include a splash pad and bounce houses. For more information, contact Mary Martino at (716) 887-2623.

Niagara Falls: The Niagara Falls Labor Council will hold a Mass on Sept. 4 and a picnic on Sept. 5. More details will be available on the CSEA Western Region web page.

Steuben County: The Steuben County Labor Council is planning a Labor Day event. Further details will be available on the CSEA Western Region web page.

PEOPLE PERSON — The PEOPLE recruiter of the month of June is Gloria Smith of the Upstate Medical Center Local in the Central Region. She recruited 10 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 ... **SOUTHOLD GETS CONTRACT —** CSEA members in the Southold Unit ratified a tentative contract with the town after more than two years without an agreement. The union reached the agreement with the town after a very long, difficult and public contract campaign ... **FIRST CONTRACT —** The Southern Westchester BOCES Unit has overwhelmingly ratified its first contract after two years of difficult, hostile negotiations. When workers organized a union with CSEA in 2002, their pay was based on merit, with about 150 workers earning various salaries. The two main highlights of the contract are an incremental salary schedule and binding arbitration ... **FAIR CONTRACT FIGHT —** CSEA members employed at the Geneva



City School District recently marched to the district's business offices to demand a fair contract from school officials. Western Region President Flo Tripi and other region activists joined Geneva unit members in the

march to show solidarity. The unit has been working without a contract for about a year and negotiations are at an impasse. Main contract issues include health insurance and wages ... **SENECA COUNTY LOCAL SCHOLARSHIPS —** The Seneca County Local recently awarded \$500 scholarships to Matthew Horton and Matthew Sparrow. Horton, of Seneca Falls, will attend the College of Charleston in Charleston, S.C. this fall. His mother, Sue Horton, is a CSEA member employed as a senior clerk in the Seneca County Probation Department. Sparrow, of Romulus, will attend ITT Technical Institute in Liverpool. His mother, Denise Sparrow, is a CSEA member and senior typist in the Romulus School District's guidance and special education offices. The local awards two annual scholarships to the children of CSEA members who are graduating high school seniors and will attend college in the fall.

Grooming for a home run



Onondaga County Parks Department employee and CSEA member John Klamm tends to the baseball diamond at the Alliance Bank Stadium, home of the Syracuse SkyChiefs, the AAA affiliate of the Toronto Blue Jays. CSEA members employed at the parks department maintain the stadium, and the union is a team sponsor.

CSEA members save \$4.00 off admission on Sept. 3 and 4, 2005 during CSEA Weekend.



It's FUN UNLIMITED!

AUGUST 25 - SEPTEMBER 5, 2005
SYRACUSE, NEW YORK

Clip one coupon at right for each CSEA member and family member and bring coupon(s) to any fair gate for a half-price admission on **Saturday and Sunday, Sept. 3 and 4, 2005, only.**

The New York State Fair is at the Empire Expo Center located off Exit 7 of I-690, 3 miles west of Syracuse. Hours of operation are 10 a.m. to 10 p.m. daily.

Reproduced coupons will not be accepted.

Additional coupons will be available at your CSEA region office.

Saturday, Sept. 3 and Sunday, Sept. 4, 2005, is CSEA WEEKEND at the New York State Fair in Syracuse. CSEA members and their family members will receive \$4.00 off admission that weekend, compliments of CSEA and the New York State Fair.

CSEA will maintain a booth in the Center of Progress Building on the fairgrounds throughout the entire fair, so stop by and visit the CSEA booth at any time. The coupons for \$4.00 off admission however, are only good during CSEA Weekend, Saturday and Sunday, Sept. 3 and 4, 2005.

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CSEA member admission \$6.00*

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Local 1000 AFSCME, AFL-CIO
Danny Donohue, President

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CSEA members and family members each get one admission for \$6.00 when purchased at any gate with coupon. One coupon per person. *Adult admission. Children 12 and under admitted free.

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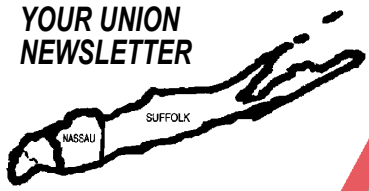
Coupon is valid for CSEA weekend only - Saturday and Sunday Sept. 3 and 4, 2005.

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SAVE \$4.00

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Message from CSEA Local 830 President Jerry Laricchiuta



Our New President Pledges: “Four Years of Fighting for CSEA Members”

Greetings to all CSEA Local 830 members. I am writing my first newsletter column to you as the new Local 830 President and I can tell you, it is a great honor. I fully understand the privilege I was given in being elected to this position. I am grateful for the trust and confidence, and my team and I are fully prepared to work hard for the next four years. As I have stated many times since the ballots were counted: “We asked our members to elect us and you did your job. Now it’s time to do ours.” We will, and this I assure you.

I would like to commend our Local Election Committee, especially Chairwoman Susan Graham and Co-chairman Stephen Cohen. Both Sue and Steve worked extremely hard during a very difficult election to help CSEA preserve integrity and honor. The entire process was handled with the utmost professional care and together along with the entire election committee they made all of CSEA proud. Thank you Sue, Steve and the entire committee.

During the campaign, my slate and I made many stops to talk to our members. I discovered a great deal about the day-to-day problems we all face as county workers. I made some promises on the campaign trail and I intend to keep them. As my new team and I settle down into our new positions, we are learning just how monumental the task at hand is. Our union is large, diverse and in need of a major tune-up. That’s why you elected us and I am very mindful of that.

Today, we find our union still fighting to secure what I like to refer to as our ‘right to work.’ That might seem like a simple statement, but in reality it encompasses a great deal of work and anguish on our side. Over the past few years it has become apparent that CSEA positions were frequently subcontracted out. In many cases this is a direct result of the attrition of employees by the Suozzi administration. Although Mr. Suozzi likes to tout that he has reduced the county work force to the lowest levels in many years, what he doesn’t tell the public is that in their place he uses private contactors at exorbitant cost, as well as out-of-title union workers to perform duties they should not be doing. In many instances, we see members of other unions performing our jobs at higher pay rates than what the county would have to pay our members.

It’s a big problem in Nassau County, and I will spend a great deal of time working on it. If you take a look at our Recreation and Parks Unit, you will see what amounts to the execution of a union work force. At one time Nassau County was known for having the most pristine and beautiful parks in New York state. At that time we had 1,200 full-time workers in our Rec & Parks Unit. Today, we have barely 200 full-time workers and it shows. Although the county claims to be

revitalizing the parks system, a closer look shows a department in desperate need of full-time maintenance and repair. Hiring private contractors to perform Band-Aid work is a terrible practice and our parks are a testament to that. As I write this column, I wonder why our county administration wants to give away nine county parks in North Hempstead. I know one of the reasons is because we no longer have the staff to properly maintain them. That in itself tells the story.

There is a lot of work ahead and I want to start working right away. I will try to work closely with the county executive to get so many of our deserving members the promotions they have been waiting for. As I have stated already, I believe the county needs to begin to hire more workers in various departments.

As Mr. Suozzi has stated, he tackled the financial problems he inherited four years ago and now he can concentrate on the other areas in his plans. That’s true, and we believe the county is in much better fiscal health than it was four years ago. Now I will urge the County Executive to look closely at the various departments that need more employees and begin the hiring process.

Please see Message continued on Page 3

Message continued from Page 1

We will also be looking into the real estate consolidation plan as it unfolds. As you know, we have many concerns about parking, safety, work space and working conditions at the 60 Charles Lindbergh Blvd. location for Social

Long Island Region
President Nick
LaMorte
congratulates new
Nassau County Local
President Jerry
Laricchiuta.



Services. We also need to find a resolution regarding the CB operators' vertical upgrade, which I thought was a done deal when it was passed in the legislature recently. It appears that there are some language problems with the initial agreement and as of this writing the CB operators have not received their raise.

We also have many issues at the Public Benefit Corporation. In a recent meeting with CEO Kane of NUMC, we asked about the newly announced affiliation with North Shore University Hospital. I want to make sure that this affiliation in no way bears a negative effect on my members. History has shown that CSEA members are often the first to be sub-contracted and I have told the administration that we will not tolerate this practice. I also am hopeful that we may be able to alleviate some of the pressing issues between the nurses, doctors and other health care providers at both NUMC and A. Holly Patterson.

As we move forward into the summer and fall I expect to become more comfortable with my new position. I plan on visiting all the departments in our Local before the end of the year. We are planning our annual picnic as we speak as well as our Installation of Officers Dinner in the fall and our annual holiday party in December. As I promised, we need to appoint new committee chairs and we are looking for our members to get involved in working on these committees as well. To add on to this, I am going to fulfill another pledge I made which will call for three new committees. We will have a new COMMUNITY OUTREACH COMMITTEE, which will use its resources to get our message out each week to the Nassau County residents. A new LAW ENFORCEMENT COMMITTEE and a CRIMINAL JUSTICE COMMITTEE will be formed to better deal with some of the issues our peace officers deal with as well as those civilians who work in law enforcement agencies.

I most of all want to thank our members for coming out and voting in this last election. You have made us stronger by using and exercising your legal right to vote. With your record-breaking voter turnout, you sent a strong message to many people. What you also inadvertently did was to tell us all that you are all alive and well, and very strong and determined when need be. You're a force to be reckoned with and that translates into strength. Be proud of yourself and know that your new union leadership is there for you.

Yours in unionism,
Jerry Laricchiuta
 CSEA Local 830 president

Laricchiuta and Slate Sweep to Victory

Congratulations to our new CSEA Local 830 President Jerry Laricchiuta and his entire slate for a sweeping victory in our union elections. After a long and sometimes heated campaign, Laricchiuta was declared the winner on June 13 when the American Arbitration Association, under the watchful eye of the Local Election Committee, counted more than 4,300 ballots. Every member on Jerry's slate won so we now have a completely new Nassau Local 830 Executive Officers Board.

"It was a lot of work and a lot of fun getting around to see and speak with so many of our members during the campaign," Laricchiuta said. He also wanted to "tip his hat" to his opponent and wish her well in her endeavors.

When asked about the entire election process, Laricchiuta wanted the members to be thankful for the hard work that the Local Election Committee did. Both Susan Graham (District Attorney's Office) and Stephen Cohen (Medical Examiner's Office) did a tremendous job as co-chairs of this

very special committee.

"I think Susan, Steve and the entire committee made our union look good and because of this hard work this tough election went off in a most professional manner," Laricchiuta said.

Sweeping to victory with Laricchiuta were:

Diane Russ, Executive Vice President
 Ron Gurrieri, 1st Vice President
 Robert Cauldwell, 2nd Vice President
 Debra Imperatore, 3rd Vice President
 Scott Mulholland, 4th Vice President
 Tim Carter, 5th Vice President
 Earl Stroughton, 6th Vice President
 Debbie O'Connell, 7th Vice President
 Barbara Lang, 8th Vice President
 Robert McLaughlin, 9th Vice President
 John Aloisio, 10th Vice President
 Peter Kiernan, 11th Vice President
 Beth Luttinger, Treasurer
 Mathew Weyer, Secretary



CSEA Long Island Region President Nick LaMorte, left, swears in the Nassau Local officers from left to right, Nassau County Local 830 President Jerry Laricchiuta, Executive Vice President Diane Russ, 3rd Vice President Debra Imperatore and Treasurer Beth Luttinger. Not pictured are: 1st Vice President Ron Gurrieri, 2nd Vice President Robert Cauldwell, 4th Vice President Scott Mulholland, 5th Vice President Tim Carter, 6th Vice President Earl Stroughton, 7th Vice President Debra O'Connell, 8th Vice President Barbara Lang, 9th Vice President Robert McLaughlin, 10th Vice President John Aloisio, 11th Vice President Peter Kiernan, Recording Secretary Matthew Weyer, Delegates Lynne Kramer, Douglas Mayer and Kelvin Lewis.

The
Work ForceCSEA Nassau County Local 830
EXPRESS

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JERRY LARRICHIUTA, PresidentTony Panzarella, Editor
(516) 571-2919 Ext. #13

www.csealocal830.org

CSEA Long Island Region Communications Associate Rachel
Langert (631) 462-0030**NASSAU LOCAL 830****Executive Officers:**JERRY LARRICHIUTA, President
DIANE RUSS, Executive Vice President
RON GURRIERI, 1st Vice President
ROBERT CAULDWELL, 2nd Vice President
DEBRA IMPERATORE, 3rd Vice President
SCOTT MULHOLLAND, 4th Vice President
TIM CARTER, 5th Vice President
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BETH LUTTINGER, Treasurer**Unit Presidents/Executive Board:**CHUCK ALBERS, Fire & Rescue Services
JOHN ALOISIO III, Treasurer's Office
ROB ARCIELLO, Deputy Sheriffs
STANLEY BERGMAN, Comptroller's Office
LISA SINAGRA-TURPAK, Public Safety
ROBERT CAMPO, Public Works Department
RAY CANNELLA, Civil Service Commission
TIM CARTER, Health Department
ROBERT CAULDWELL, Social Services
STEPHEN COHEN, Medical Examiner's Office
CAROL CONTI, County Clerk
CAROL CROSTON, Nassau Community College
VIVIAN CROWLEY, General Services
KENNETH DASH, SR., Board of Elections
MARY DELMARE, Crossing Guards
LES EASON, A. Holly Patterson
ROBERT GILBERTI, Senior Citizens Affairs
SUSAN GRAHAM, County/District Attorney
NANCY IANSON, Drug & Alcohol
DEBRA IMPERATORE, Police Civilian
RON KAHL, AMTs
JERRY LARRICHIUTA, Sheriffs Support
PILAR MILLER-LEWIS, Assessment Department
JOHN RINALDO, Parks, Recreation & Museums
MARLA ROWE, Probation Department
DIANE RUSS, Consumer Affairs
EARL STROUGHTON, Nassau University Medical Center
JOSEPH WHITTAKER, Fire Marshal's OfficeWe 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.

CSEA Elder Law Plan — for you and your family

Why Was the Plan Created?

You and your family have worked a long time to own your home, put away retirement money, and provide for children and aging parents. In the blink of an eye, your life savings, the family residence, and your children's inheritance can be threatened. Events such as illness or disability requiring long-term care can happen to you, your spouse, your child or your parent at any time.

As a CSEA member you are entitled to legal consultations, guidance, document preparation and, where needed, representation pertaining to estate planning and Medicaid eligibility. The events and circumstances in each person's life set the stage for decisions that have to be made.

This is where the experience and knowledge of attorneys who specialize in elder law, estate planning and Medicare/Medicaid eligibility becomes invaluable.

What Can the Plan Do for Me and My Family?

The CSEA Elder Law Plan attorneys will:

- Meet with you to review your present situation and make recommendations as to what you should do immediately.
- Prepare necessary legal documents such as Will, Power of Attorney, Health Care Proxy, Family Trust, Living Trust.
- Counsel you with respect to estate tax planning strategies, IRA and pension fund planning, guardianships, long-term care insurance options, asset protection in face of catastrophic illness.
- Represent you in the Medicare/Medicaid application process, probate and estate administration.

Why Should I Take Advantage of the Plan?

Whether you are over 50 or not, life's events can threaten your savings, your home, and your plans for the future at any time and without warning. As a CSEA member you have access

to quality legal advice and services at discounted fees. It is in your best interest to consider using this Plan now before something happens that you did not plan for.

Available services include:

- Low cost wills, powers of attorney, health care proxies tailored to protect family assets and homesteads
- Reduced fee trust agreements, deeds, Medicaid eligibility services
- Crisis related consultations
- Non-crisis related consultations and pre-crisis planning
- Ongoing annual trust services
- Information and publications
- Educational seminars

How Much Will it Cost?

All Elder Law Plan attorneys have agreed to discount their regular fees by 20 percent for CSEA members and their family. Fees vary depending on the geographic area of the participating attorney. Without the benefit of the CSEA Plan discount, these services would cost you much more.

Plan attorneys will provide you with quality services and expertise consistent with the other plans in the CSEA Legal Services Program.

Legal Assistance Program

Salary Discrimination in the Work Place Based on Gender is Illegal

Editor's Note: This is one in a series of discrimination 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 salary discrimination in the workplace. In future articles, other areas of discrimination will also be dealt with in more detail.

Salary Discrimination: The Equal Pay Act

Under the Equal Pay Act ("EPA"), it is illegal for an employer who is subject to the Fair Labor Standards Act ("FLSA") to pay different wages based on the gender of the employees who perform substantially equal work. It is also illegal for a union to encourage an employer to violate the EPA.

For an EPA claim to be successful it **must** be shown that the jobs are "substantially equal" and that they are located in the same work location. The jobs do not have to be identical. Whether the jobs are "substantially equal" will depend on the actual work performed rather than the duties listed in written job descriptions.

Unlike other discrimination laws, the EPA does not require proof that the employer intended to discriminate.

Employer Defenses to Equal Pay Act Cases

After an employee establishes that male and female employees are paid different wages for equal work, an employer must show that the salary difference is justified by either a merit system, a seniority system, a system that measures earnings by quantity or quality of production, or a differential based on any other factor other than gender.

Collective Bargaining Agreements and the Role of the Union

The fact that a contract contains unequal rates of pay for equal work of substantially similar jobs does not constitute a defense for either an employer or the union to an EPA claim.

Contracts that provide for unequal rates of pay in conflict with the EPA would be viewed by the courts as null and void. It is totally inappropriate for a CSEA local or unit to knowingly enter into or renew a contract that continues known wage

differences that violate the EPA.

Enforcement of the Equal Pay Act

The EPA can be enforced through a complaint with the U.S. Department of Labor ("U.S. DOL") or through a lawsuit in federal or state court.

Generally, EPA claims must be commenced within two (2) years of the date of the alleged offense. However, if it can be shown that the employer willfully violated the law, a three (3) year time frame is allowed. If successful, an employee can receive back wages for a maximum of two (2) years, or three (3) years in the case of a willful violation.

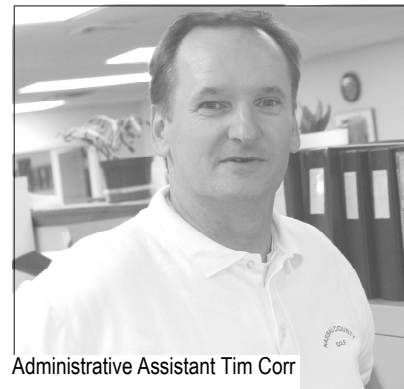
The New Team at Local 830



Office Secretary
Lucille Barbera



President Laricchiuta with office
manager Stephen Cohen



Administrative Assistant Tim Corr



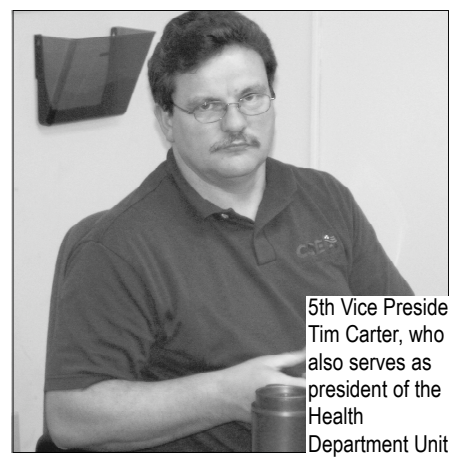
Administrative Assistant Kelvin Lewis



Newly elected Executive Vice
President Diane Russ, who was
also re-elected as president of
the consumer Affairs Unit.



President Laricchiuta
poses with Alice Groody, a
member of the office staff.



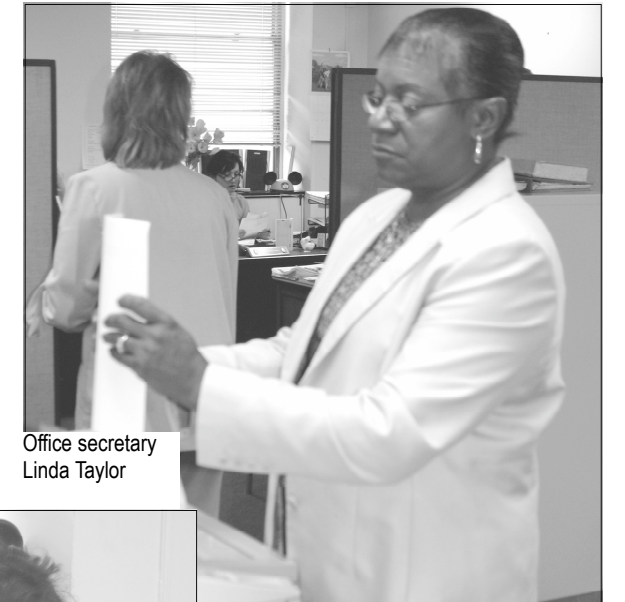
5th Vice President
Tim Carter, who
also serves as
president of the
Health
Department Unit



Vice President and
Administrative Assistant
Barbara Lang



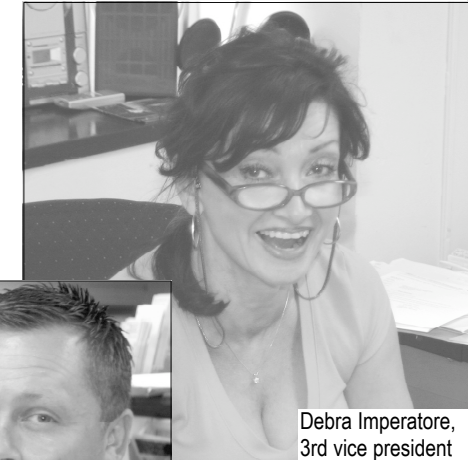
Newly elected Treasurer Beth Luttinger



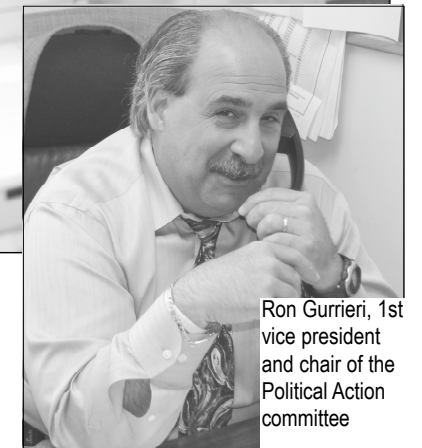
Office secretary
Linda Taylor



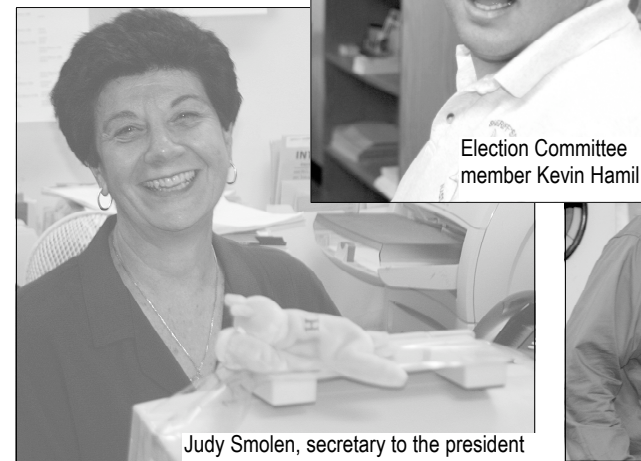
7th Vice President
Debbie O'Connell, who
will also serve as chair of
the Grievance Committee



Debra Imperatore,
3rd vice president
and police civilian
unit president



Ron Gurrieri, 1st
vice president
and chair of the
Political Action
committee



Election Committee
member Kevin Hamil



John Aloisio III, 10th vice
president and re-elected
president of the county
treasurer's office



4th Vice President and
Administrative Assistant
Scott Mulholland

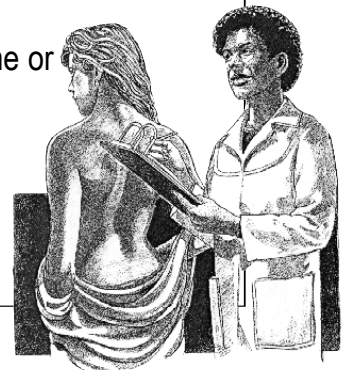
MAMMOGRAPHY SCREENING PROGRAM

Fact Sheet



The "Mammography Screening Program" is a benefit negotiated by CSEA for all Nassau County government employees, regardless of insurance carrier or coverage. This benefit allows you to go to the Nassau University Medical Center BREAST IMAGING CENTER on your work time and with no out-of-pocket cost to you. You will stay as long as it takes to get a proper diagnosis and you will meet personally with the doctor to discuss the results.

1. Call the NUMC Breast Imaging Center at (516) 572-5700 any weekday afternoon to schedule an appointment. Identify yourself as a county employee. Appointments for county employees will be held on Thursdays from 9 a.m. to 3:30 p.m.
2. When you call, you will reach the CSEA Mammography Program "Hotline" Voice Mail System. Please leave your name, daytime phone number and best time to be reached. A scheduler from the Breast Imaging Center will promptly return your phone call and schedule your examination.
3. Fill out a departmental time and leave slip; check "other," and write "mammography screening." Submit it to your supervisor.
4. Mammography screening will be given with no out of pocket expense to you. Your insurance company will be billed. If you have insurance, bring your insurance card with you, and an employee ID card if you have one. Also bring your prior mammographic films with you, if you have any.
5. A parking map is available upon request. Designated parking spaces on the map will be free of charge or you may park at your own expense in the paid parking lot. Inside NUMC, follow the rose-colored "Breast Imaging Center" signs.
6. Upon returning to work, you will be required to submit documentation to your Department. The documentation will be supplied by NUMC at the time of the examination.
7. You will be excused with authorization and will be granted leave without loss of time or pay for travel and examination.



Veterans Corner

“Children of the Fallen” Formed on Long Island

By Edward G. Aulman

Nassau County Veterans Service Agency

Leonard Wahl, father of Sgt. Gregory Wahl who died last year in Iraq and left a wife and young daughter, has started an organization to benefit the children of Long Island's killed in action from the war in Iraq and Afghanistan. Fifteen service people have died in Iraq from Nassau and Suffolk counties, several have left very young children. The group hosted a Memorial Dinner Dance in July.

Lynbrook Loses a Son

Jeffrey L. Wiener grew up in Lynbrook. He died May 7 in Iraq serving with the Marines as a Navy Corpsman. The volunteer firefighter was a “great guy” according to Mike Ciaramella, who worked with Wiener at the Nassau County Police Ambulance Bureau from 2000 to 2002. HM2 Wiener joined the Navy Reserve after leaving Nassau County and when he was activated he found himself fighting in the same country his brother, also a Marine, had served. Jeffrey Wiener leaves a wife, Maria Theresa, and two daughters; Theodora, 2, and Mikayla, 6. A fund has been set up for the family. Donations can be sent to Maria Theresa Wiener c/o Washington Mutual Bank, P.O. Box 65, Yapank, N.Y. 11980 Attn: Krisha E. Kurtz.

Veterans Benefits Book

It may not be the “anything you ever wanted to know about Veterans Affairs benefits” source book but the *Federal Benefits for Veterans and Dependents* is an excellent handbook and will answer most questions about veterans' benefits. The handbook can be downloaded free from the VA web site at <http://www.va.gov/opa/feature/>. In addition to health care and burial benefits, veterans may be eligible for programs providing home guaranties, educational assistance, training and rehabilitation, income assistance pensions, life insurance and compensation for service connected illnesses or disabilities. In some cases survivors may also be entitled to benefits.

Hire a Hero

Plans are being made for the 2005 Stand Down

for Homeless Veterans. November 14 is the likely date. We are in search for a location at this time. The Auxiliary of the Nassau County American Legion has made a contribution that will fund this year's event. As part of the Stand Down, transportation will be provided to any veteran who wants to attend the Hire a Hero Job Fair at the Javits Center in New York City Nov. 3.

Nassau County Salutes Veterans

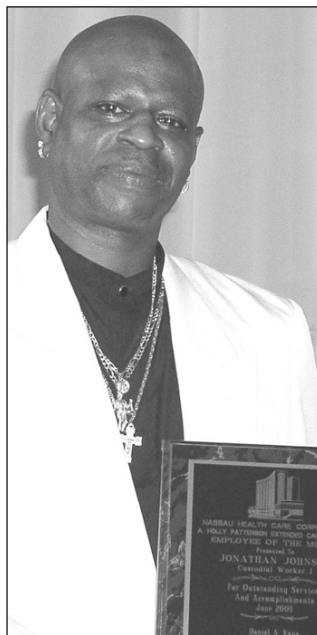
Five distinguished Nassau County residents will be recognized on Aug. 6 for their service to veterans. County Executive Thomas R. Suozzi will present the Distinguished Service to Veterans Award to: Herbert A. Friedman, Bellmore; Michael Guerriero, West Hempstead; Aaron Reiff, Port Washington; Joel Tuchfeld, North Merrick; and Raymond O'Connor, Seaford. The presentation of awards will precede a United Service Organization concert and featured performance by “The Return: The Ultimate Beatles Tribute Band.” This year's salute remembers the 30th anniversary of the end of the Vietnam War. Color Guards are welcome. The activities begin at 6:45 p.m.

VJ Day Remembered

The Cradle of Aviation Museum will celebrate the end of World War II by providing all veterans and guests with free admission to the museum on Aug. 14. A ceremony will take place at noon with a special plaque commemorating the role that Long Island residents played here and abroad to support the war effort. The plaque will be presented to Ed Aulman, director of the Veterans Service Agency for Nassau County and it will also be displayed on the Cradle of Aviation's Aerospace Honor Roll.

Displays of military artifacts and military history will also be part of the day's activities providing veterans and their families with an exciting day.

Employees of the Month



Antoinette Edouard, right, hospital aide at Nassau University Medical Center, and Jonathan Johnson, custodial worker at A. Holly Patterson Extended Care Facility, both of Roosevelt, were honored as the June “Employees of the Month” at their respective facilities. Edouard was recognized for being conscientious, trustworthy and reliable in her current role as an aide in the medical intensive care unit. Johnson was recognized for consistently arriving to work early, for his outgoing nature with the residents of the nursing home and for being conscientious in making sure the facility is always clean.



A Message From Long Island Region President Nick LaMorte



Greetings Brothers and Sisters,

Now that the political waters are calming down, and with so many newly elected officers taking the helm, especially at the local level,

I would like to ask that we all take a moment to reflect on this truth:

We are all one union. We are all CSEA.

It doesn't matter whether you have held elected office for one month, one decade, or if we've never held any office in the union. It doesn't matter whether we work in a library, a government office, or out of a boat or a truck, ***we face common challenges and we must face those challenges together.*** In the words of President Abe Lincoln: ***"A house divided against itself cannot stand."***

No matter who we are, we are all stronger when we stand united. That's why I'm so proud of the way that Jerry Laricchiuta and your new local officers have conducted themselves so far. They understand that all members of the local belong to this union, and that it is only by working together, in solidarity, that we can advance this union forward. They understand that our entire union can be defined by the way each member is served. As officers, we must realize that this is an awesome responsibility. I am confident that they are up to the challenges that lay ahead.

It is up to all officers, shop stewards and

representatives of this union to understand and make real CSEA's Mission Statement through the work they do every day:

As working men and women — every one and everywhere — we are our greatest resource.

We organize and represent workers to ensure our voice is heard, our place at the table is kept and the American dream is ours in the 21st century.

As a labor union, we hold these values as our working principles:

Honesty: We are honest with ourselves and each other.

Inclusiveness: Every group, every idea is welcomed.

Full Participation: We encourage and expect full participation in all union matters.

Respect: We respect each other and honor our differences.

Diversity: We celebrate our diversity and use it to strengthen us.

Open Communications: We listen and provide for open communication across all parts of our union and in all directions.

Accountability: We are accountable for our actions and decisions.

Fiscal Responsibility: We conduct our business in a fiscally sound manner.

As a labor union, we are committed to union democracy and we follow these values with integrity.

CSEA exists to serve our members. As long as we

It doesn't matter whether you have held elected office for one month, one decade, or if we've never held any office in the union. It doesn't matter whether we work in a library, a government office, or out of a boat or a truck, ***we face common challenges and we must face those challenges together.*** In the words of President Abe Lincoln:

"A house divided against itself cannot stand."

maintain that perspective, everything else should fall into place. So, Let's get to work!

In solidarity,


Nick LaMorte, President
Long Island Region

Advice From the State Comptroller

Update Your Beneficiary Designation

The New York State Comptroller's Office (OSC) is advising members of the NYS Retirement System to take steps to protect their beneficiaries.

"No one likes to think about dying, but if you were to become terminally ill, there are things you can do to protect your beneficiaries after your death," said Comptroller Alan Hevesi.

"While we understand that this is a difficult time for anyone going through it, and contacting us might not be high on a priority list, don't forget that we will play a critical role in the lives of your beneficiaries if you were to pass away," Hevesi said.

If you have not updated your beneficiary designation in a while, or are not sure who you have designated, OSC suggests that you check your most recent Member Annual Statement or contact OSC directly.

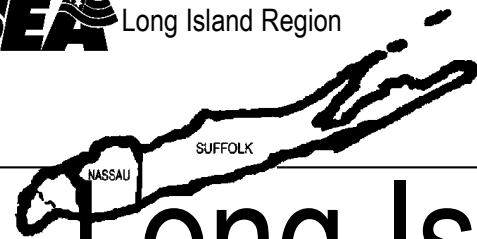
There are many reasons you might want to change your beneficiary, such as

marriage, birth of a child, divorce or separation or the death of the original designee. To do so, complete a Designation of Beneficiary form, available on the OSC website (www.osc.state.ny.us), or from your employer.

"Remember, the law requires us to pay any benefit due to the person listed on the Designation of Beneficiary form, even if you filled it out years ago," Hevesi said.

In addition to verifying your beneficiaries, Hevesi suggests that you contact OSC to find out other benefits to which you may be entitled or what other services OSC can provide for you. Hevesi said it is important that you designate power of attorney to someone, if necessary.

The bottom line is, the more informed and prepared you are, the better you can provide for your loved ones after you are gone.



Long Island Reporter



Suffolk Municipal President Bill Walsh swears in the unit presidents of the local.



AKE RONKONKOMA — Nearly 200 Suffolk Local and unit officers, guests, vendors and friends of the union gathered at Windows on the Lake for the installation of the officers who will lead the local and its three dozen units for the next four years.

Newly installed President Bill Walsh said that the job of the union was to serve its 3,000-plus members. "Our mission in putting this executive board together is to try to give our members everything they deserve," he said. "We will try to give our members 110 percent. We're going to reach out and touch every single member."



The officers of the Suffolk Municipal Local 852 are sworn in by Long Island Region President Nick LaMorte.

Installation

continued from Page 1

"That's our purpose, that's our goal and we'll achieve it."

Walsh has served as president of the Brookhaven Blue Collar unit and as an officer of the local since 1989. He is a member of the Long Island Region Political Action Committee and a former committee chairperson, and a past recipient of CSEA's Local Government Mission Achievement Award.

Long Island Region President Nick LaMorte, who installed the officers, said he was very pleased that the local had brought an experienced union leader to the forefront. "It's just great to see Bill in action," LaMorte said. "In Southold, where they were without a contract, Bill showed leadership, integrity and honesty. [See Southold contract story on Page 8.] He will be the cornerstone of a union that will serve every member."



Suffolk Municipal Local President Bill Walsh presented a thank you gift to 852 office manager Maureen Sullivan for all of her hard work.

In his talk, Walsh paid tribute to Executive Vice President Irv Bitman, who just stepped down from the local presidency, and extended the local's best wishes on his impending retirement from the Town of Huntington. Bitman, president of the Huntington unit, has been a CSEA activist for more than 20 years.

The local president presented a plaque to CSEA Labor Relations Specialist Stephanie Engster, who worked with several of the units, and is transferring to another CSEA region upstate.

Walsh presented flowers to Maureen Sullivan, the local's office secretary, saying, "Without Maureen Sullivan, this local doesn't exist."

He also announced the appointment of members to several Suffolk Local committees.

This is the first in a series of profiles that are being done to introduce you to the new local presidents in the Long Island Region.

Mangual To Lead CSEA Local

Manny Mangual has been elected to lead one of the locals in the CSEA Long Island Region. Mangual now represents about 900 members of the CSEA Pilgrim Psychiatric Center Local, which includes clerical, housekeeping, maintenance, food service, nursing and other CSEA-represented support staff at Pilgrim State.



Mangual has risen through the ranks at CSEA, holding numerous positions like Shop Steward, Delegate, 3rd Vice President and Executive Vice President since he started working for the state in the 1970's at Kings Park Psychiatric Center. He came to work as a Mental Hygiene Therapy Aide at Pilgrim in 1985. So he knows what challenges the workers encounter every day.

"MHTA's are responsible for the direct care of clients in their daily living routines," he said. "Their duties can include bathing, feeding and grooming, depending on the client's level of development. But the eventual goal is to help them become independent, contributing members of the community," said Mangual.

Mangual, the son of a garment worker and federal employee, said he believes firmly in union building, because it gives a voice and lends strength to individuals that they would not have otherwise, in determining the terms and conditions of their employment. "Democratic unions helped make this country great," said Mangual. "Union participation, like in CSEA, promotes equitable treatment and opportunities for any person to get ahead," he said.

"Manny doesn't hesitate to tell it like it is," said CSEA Long Island Region President Nicholas LaMorte. "He's a sharp, energetic guy who fights hard for our members. He has been a mentor, as one of our leaders in the internal local union training instruction program, called LUTI, where we help train the union leaders of the future. So I know that the CSEA members in Local 418 are in very good hands, and I look forward to working closely with him," said LaMorte.

Like most activists, Mangual remembers clearly what spurred him into union activism, shortly after he came to work at Pilgrim. "I had a grievance and I ended up having to represent myself. The then president felt that he had advised me enough for me to handle it on my own, but I didn't feel like I had the knowledge I needed to do the job. And I decided I never wanted to feel that way ever again," he said.

Despite all the training he has undergone, Mangual said, "The more I learn, the more I know I need to learn!"

So he wants to encourage CSEA members to learn all they can about how CSEA works, because an educated union member is a strong union member. "I believe that all members need to be responsible for educating themselves as to their contractual rights and their union. After all, this is the member's union, and their participation will only make us stronger," he said.

"I want the state to recognize that our members have valuable skills, and make important contributions to the community by offering certification programs and opportunities for advancement. As mental health care evolves, I want to make sure the members can evolve along with it, so that our people who already do an excellent job, can continue to provide essential services in the future," said Mangual. "As state employees, we are one of the state's finest resources. We just want respect on the job," he said.

PHOTO OF THE MONTH



Flaumenbaum scholar headed for Connecticut College

SOUTHAMPTON — Hayley Elizabeth Curtis, daughter of Gregg Curtis, a member of CSEA's Town of Southampton Unit, has been awarded an Irving Flaumenbaum Scholarship Award for college study.

Hayley, 18, plans to attend Connecticut College in New London, Conn., and major in liberal arts.

She was valedictorian of her class at Hampton Bays High School.

The union annually awards 18 \$1,000 scholarships to

Holding bouquet, Hayley Curtis walks to the podium to give this year's valedictory address at Hampton Bays High School.

graduating high school seniors who are the children of CSEA members in New York state. The awards honor the memory of Irving Flaumenbaum, who served as president of the Long Island Region and international vice president of the American Federation of State, County and Municipal Employees.

Gregg Curtis, an eight-year town employee, works in the parks department.

Curtis and Cheryl, his wife, are also the parents of two sons, Travis, 22, a Marine Corps corporal stationed in Iraq, and Connor, 13, a student at Hampton Bays Middle School.

Message from Long Island Region President
Nick LaMorte



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"A house divided against itself cannot stand."

No matter who we are, we are all stronger when we stand united. That's why it's so important that the newly elected reach out to those who did not win, because they do have a wealth of knowledge and experience to offer, which can help the officers serve our members. Our entire union can be defined *by the way each member is served.* As officers, we must realize that this is an awesome responsibility.

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CSEA exists to serve our members. As long as we maintain that perspective, everything else should fall into place. So, Let's get to work!

In solidarity,

Nick LaMorte, president
Long Island Region

Inside Reporter

Several Long Island elections certified

COMMACK

— CSEA's statewide Election Committee has certified the results of officer elections in 10 Long Island Region locals.

The elected officers will serve four-year terms that began July 1 and end June 30, 2009. Certified election results from other locals will be reported as they become available.

Long Island State Employees Local: President: George Kalamaras, Executive Vice President: Cynthia Turk, 1st Vice President: Gail Carroll, 2nd Vice President: Andre Sigmone, Recording Secretary: Joseph Payton and Treasurer: Sandra Richardson.

Long Island Judiciary Local: President: unfilled, 1st Vice President: Patrick Annunziata, Recording Secretary: Linda Luhrs and Treasurer: Dennis Downer.

Long Island Developmental Disabilities Service Office Local: President: Daryl Wilson, Executive Vice President: Veronica Oliver, 1st Vice President: Peter Marriott, 2nd Vice President: Edward Hand, 3rd Vice President: Michaela Jackson, Recording Secretary: Tyrone Rose and Treasurer: Gloria Cannon.

Long Island Department of Transportation Local: President: Bill Stodolski, 1st Vice President: Jill Mallon, Recording Secretary: Stacey Pagan and Treasurer: Lou Farino.

State University of New York at Stony Brook Local: President: Carlos Speight, Executive Vice President: Debbie Nappi-Gonzalez, 2nd Vice President: Joseph Longo, 3rd Vice President: Aldoray Cowell, 4th Vice President: Ramon Valdez, Recording Secretary: Jimmy McPherson, Treasurer: Louise Melious and Delegates: Martin Catapano, Keith Krejci and Richard Tuckosh.

State University of New York at Old Westbury Local: President: Mary D'Antonio, 1st Vice President: Laura Gallagher, 2nd Vice President: Tommy Noble and Secretary-Treasurer: Karen Carlen-Murray.

Nassau Local: President: Jerry Laricchiuta, Executive Vice President: Diane Russ, 1st Vice President: Ron Gurrieri, 2nd Vice President: Robert Cauldwell, 3rd Vice President: Debra Imperatore, 4th Vice President: Scott Mulholland, 5th Vice President: Timothy Carter, 6th Vice President: Earl Stroughton, 7th Vice President: Debra O'Connell, 8th Vice President: Barbara Lang, 9th Vice President: Robert McLaughlin, 10th Vice President: John Aloisio III, 11th Vice President: Peter Kiernan, Recording Secretary: Matthew Weyer, Treasurer: Beth Luttinger and Alternate Delegates: Lynne Kramer, Kelvin Lewis and Douglas Mayer.

Suffolk County Local: President: Bill Walsh, Executive Vice President: Irv Bitman, 1st Vice President: Pat Fisher, 2nd Vice President: Meg Shutka, 3rd Vice President: Matt Hattorff, 4th Vice President: Bill Parente, 5th Vice President: Dave Clark, 6th Vice President: Nick Zambelli, 7th Vice President: Richard Vacchio, Recording Secretary: Jeanne McCarthy, Corresponding Secretary: James McDowell and Treasurer: Debbie Trapp.

Oyster Bay Town Local: President: Augie Buckhardt, Executive Vice President; Bobby Rauff, 1st Vice President: John Andersen, 2nd Vice President: Alex Bard, 3rd Vice President: Rocco De'Rienzo, 4th Vice President: Bette James, 5th Vice President: Martin Edie, Recording Secretary: Barbara Huben and Treasurer: Pat Kabelka.

Nassau County Municipals Local: President: John Shepherd, Executive Vice President: Kathy DiBari, 1st Vice President: Eleanor Arnost, 2nd Vice President: Steve Cuomo, 3rd Vice President: Dan LoMonte, Recording Secretary: Madeline Home, Treasurer: Michael Delasant and Delegate: Gary Kornova.

Oyster Bay Local elections

JERICHO— The new slate of Oyster Bay Town Local officers was sworn in by Region President Nick LaMorte at a ceremony at the Milleridge Inn on July 16.



The officers of LIDC Local 430 prepare for a meeting at the Long Island Region office. From left to right, Pete Marriott, 1st vice president, Michaela Jackson, 3rd vice president, Ronnie Oliver, executive vice president; Darryl Wilson, president; Gloria Cannon, treasurer; Eddie Hand, 2nd vice president, Tyrone Rose, secretary.

The officers of Pilgrim Psychiatric Local were sworn in by CSEA Long Island Region



President Nick LaMorte. From left to right, Carol Guardiano, treasurer, Louie Giordano, secretary, Dink Smith, 1st vice president, Catherine Custance, executive vice president, Manny Mangual, president. Not pictured, Herman Williams, 2nd vice president. The officers of the CSEA State Employees Local 016 at their first meeting of the new term. From left to right, in front, sitting: Treasurer Sandy Richardson, 1st Vice President Gail



Attending the installment on behalf of the Longwood Public Library unit are, left to right, Debbie Antolini, Dianne Roberts, Rose Walls and Kitty Grinnell.

The officers are President Augie Buckhardt, Executive Vice President Bobby Rauff, First Vice President John Andersen, Second Vice President Alex Bard, Third Vice President Rocco De'Rienzo, Fourth Vice President Bette James, Fifth Vice President Martin Edie, Treasurer Pat Kabelka and Recording Secretary Barbara Huben.

Among those attending the installation were three Oyster Bay Town Council members, Anthony Macagnone, Mary McCaffrey and Chris Coshignano.



Region President Nick LaMorte, left, swears in the officers of Oyster Bay Town Local, President Augie Buckhardt, Executive Vice President Bobby Rauff, First Vice President John Andersen, 2nd Vice President Alex Bard, 3rd Vice President Rocco De'Rienzo, 5th Vice President Martin Edie, 4th Vice President Bette James, Treasurer Pat Kabelka and Recording Secretary Barbara Huben.



After the swearing-in ceremony, LaMorte, left, chats with Buckhardt, Rauff and Andersen.



Carroll. Standing in rear, Secretary Joe Payton, 2nd Vice President Andre Sigmone, Executive Vice President Cynthia Turk and President George Kalamaras.



Representing the Smithtown Unit at the installation are Kelly Brown, left, president, and Joe Cannone, right, 1st vice president. With them is Labor Relations Specialist Jimmy Wall.



The officers of the Town of Hempstead 880 being sworn into office. From left to right: Delegate Michael B. James; Treasurer Robert Murphy; Recording Secretary Anne Marie Howe; 4th Vice President A.J. Smith; 3rd Vice President Claudette Harrison; 2nd Vice President Joe Arena; 1st Vice President Gary Steckler; Executive Vice President Charlie Sellitto; and President Bill Flanagan.

SUNY Old Westbury holds annual picnic and officer installation

OLD WESTBURY — Friday, July 15, was a little too warm and a little too humid. It was not your great summer day, but it was still good enough for the 100 members of the SUNY Old Westbury local and their families to enjoy the union's annual picnic on the campus.

The picnic had everything a picnic should have. There was lots to eat — burgers, hot dogs, corn on the cob, salads, cans of soda from ice-filled buckets and watermelon for dessert. A disk jockey spun records. Retirees brought children and grandchildren, and sat talking with people they had worked with for years. For the kids, there were sack races and hula hoops to twirl, a chance to run around on the grass and water pistols to shoot off.

Region President Nick LaMorte mixed business briefly with pleasure when he installed the local's officers: President Mary D'Antonio, First Vice President Laura Gallagher, Second Vice President Tommy Noble and Secretary-Treasurer Karen Carlen-Murray.

Then it was back to the picnic.

Clockwise from top right, two-year-old Liliana Fucci watches as her aunt, Laura Gallagher, standing, third from right, and other SUNY Old Westbury local officers are sworn in by Region President Nick LaMorte, left. Erin, 7, Gallagher's daughter, also watches the swearing-in of President Mary D'Antonio, Second Vice President Tommy Noble and Secretary-Treasurer Karen Carlen-Murray; local members who work in the college's Maintenance Department enjoy picnic fare. From center foreground, clockwise around table, are Nick Mangra, Napoleon Farfan, Bill Kimmins, Tommy Noble, Scott Fisher, Frazier Hughes, Ed Sperling and Joe Scutifero. With them, standing, is Mary D'Antonio, president of the local; the Long Island Region PEOPLE Committee, chaired by Rutha Bush of LIDDSO Local 430, left, was busy signing up people for CSEA's voluntary political action fundraising campaign. Victor Watson was one of the SUNY Old Westbury local members who joined during the picnic; The picnic gave retirees a good reason to come back to the campus and chat with old friends. Enjoying the picnic are, from left, Millie Marsicano, who works in the library and has 15 years of service at the college; Lucille Schettino, who worked in the Music Department and retired after 19 years; Joan Fisher, Admissions, retired after 22 years at SUNY Old Westbury, and Marilyn Zaiff, who retired and then returned to the campus to work part-time in the Registrar's Office.



Summer Recreation

'Tough town' has tougher union

CENTRAL ISLIP — It's a tough town.

That's what one member of the Central Islip Public Library board told the CSEA unit when the board refused to provide the step increases called for in the library's contract with the union.

"We thought we were going to get what they agreed to," said Grace Perez, president of the unit, which is a part of Suffolk Municipals Local.

Instead, at the beginning of the third year, the directors disregarded the contractual steps in the agreement and gave across-the-board increases to the 50 unit members.

"It's a tough town," one director told the union, "and you have to take what you can get."

At the beginning of the contract's fourth year, the directors again disregarded the agreement and gave

across-the-board increases.

The union responded by taking the library to court. Paul Levitt, CSEA Suffolk regional attorney, is representing the library unit. A hearing in State Supreme Court is scheduled for late July.

"It is a tough town," said Perez. "We're fighting back."

Jackie Scannella, vice president of the unit, said that everyone in the unit is sticking together in fighting to uphold the contract. Members include librarians, principal, senior and library clerks and maintenance employees, full- and part-time.

The unit's other officers are Debbie Ambrico, secretary, and Diane Pedraza, treasurer. Ken Brotherton is the



Above, leaders of the Central Islip Library Unit of Suffolk Municipals Local are, left to right, Diane Pedraza, Jackie Scannella, Debbie Ambrico and President Grace Perez.

CSEA labor relations specialist who works with the unit.

Around the Region

Calendar of Upcoming Events: August 2005

3 - NYS Partnership Meeting with State Local Presidents Only — 6 p.m.

6 - Defensive Driving — 9 a.m. - 3 p.m.

9 - PEOPLE Committee Meeting — 5 p.m.

15 - Women's Committee Meeting — 5:30 p.m.

17 - Defensive Driving — 5:30 p.m. - 8:30 p.m.

18 - Defensive Driving — 5:30 p.m. - 8:30 p.m.

DOG DAYS

25 - Local 430 Shop Steward Meeting — 5:30 p.m. — Ronnie Oliver 495-1802

30 - Political Action Committee Meeting — 5:30 p.m.

City of Long Beach unit Training for on-the-job safety and health hazards saves city \$\$

LONG BEACH — Eight members of CSEA's City of Long Beach unit recently took a 10-hour training program that increased their knowledge of on-the-job safety and health hazards.

Subjects covered in the course included electrical safety, personal protective equipment, excavation and trenches, flammable/combustible liquids, blood borne pathogens and the state's Public Employees Safety and Health (PESH) regulations.

Conducting the class sessions were David Guiliano, CSEA occupational safety and health trainer/coordinator, and Komilla John, the CSEA occupational safety and health specialist who serves the Long Island Region.

The union members work in the city's water purification, water transmission and sewer departments.

The program was set up through an agreement by the city and the union and financed by a state Department of Labor grant, which saved the city money. "Since the city improved the existing medical plan, we figured we could save the city

some money and bring the training here," said Colleen Silvia, president of the CSEA unit that represents 200 employees of the city. "We want to thank Charles Theofan, the city manager, and Garrett Rooney, the assistant city manager, for providing comp time and released time and the use of the facilities."

The next occupational health and safety class is planned for January 2006, and Silvia said she expects the class to be larger.

Above, looking over manual for the course are, left to right, Michael Abramson of the sewer department and Mike Longin and Dennis Johnson of water transmission.

William Ryan, right, takes notes during OSHA class. At rear are Ron Ebright, left, and Billy Notholt.

Suffolk Co-op Library Service Local plans for negotiations

BELLPORT — Negotiators for the 70 members of Suffolk Co-operative Library Service Local have presented the union's proposal on a contract reopener to the library management.

"The management will review the proposal and get back to us," said James Baletta, president of the local and one of the negotiators. "The library has a board meeting on July 20. A few days after, we should have some feedback as to their reaction."

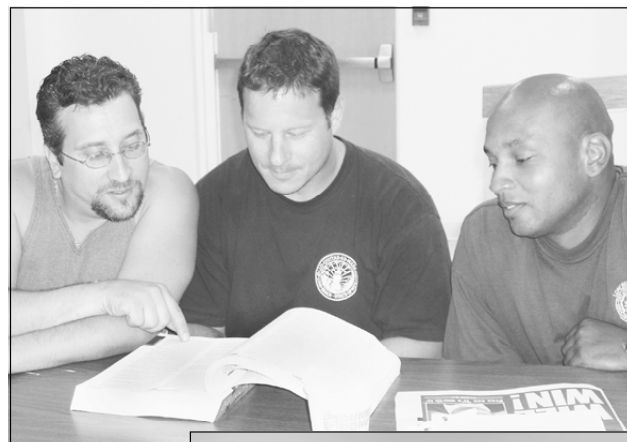
Bargaining for the union members also are Treasurer John Richardson, Vice President Eileen Milewski and Recording Secretary Terese McCormick.

The reopener is part of the local's contract with the library, which runs until Dec. 31, 2007.

Local members include librarians, clerical and maintenance workers, technicians, drivers and Internet specialists. They provide a number of essential coordinating services to 56 public libraries in Suffolk County and library users throughout the county.



Above, CSEA members taking the class are, seated, left to right, Ron Ebright, Billy Notholt, Tyrone Lyons, Rodney Hirschfeld, William Ryan, Michael Abramson, Dennis Johnson and Mike Longin. Standing at rear, left to right, are Colleen Silvia, president of the City of Long Beach unit, David Guiliano, OSHA trainer/coordinator at CSEA headquarters in Albany, and Komilla John, Long Island Region occupational safety and health specialist.



Above, looking over manual for the course are, left to right, Michael Abramson of the sewer department and Mike Longin and Dennis Johnson of water transmission.



William Ryan, right, takes notes during OSHA class. At rear are Ron Ebright, left, and Billy Notholt.

Southold wins strong contract



CSEA members from the towns of Riverhead, Brookhaven, Smithtown and Huntington, the villages of Greenport and Lake Grove and the Southold School District were among fellow unionists who demonstrated in support of the Southold members. Bill Walsh, kneeling, fifth from left, is president of Suffolk Municipals Local.

SOUTHOLD — After a difficult and very public campaign that stretched for more than two years, the 160 members of the CSEA Town of Southold Unit have ratified a new five-year contract by a better than 2:1 ratio.

During the 30 months they worked without a contract, members held numerous demonstrations, addressed the town board, and contacted local media with press releases, paid advertisements and letters to the editor to gain community support.

"The hard work of public employees in Southold was recognized by the public, who showed support for the membership and helped us get a fair and equitable contract," said Tom Skabry, one of the negotiators and a unit vice president. "And with the help of (Long Island Region President) Nick LaMorte and Bill Walsh, president of our local, we were able to muster our brothers and sisters from other CSEA units."

After the long battle, the unit gained a greater sense of solidarity. "The past is past and now we're moving forward together," Skabry said.

The contract provides a 10 percent across-the-board wage increase retroactive to Jan. 1, 2005, a 3.5 percent boost in 2006 and 3.75 percent raise in 2007. The agreement expires Dec. 31, 2007.

The town has agreed to fully pay the Employee Benefit Fund costs for dental and optical coverage, up from the prior 70 percent/30 percent split.

A key sticking point, aside from wages, was health insurance. The town wanted the unit to move from the current self-insured plan to mirror any future changes in the Empire Plan, thereby relieving the town of the responsibility to negotiate with the union over future health insurance changes and drastically increasing members' possible medical costs.

In a compromise, the members agreed to mirror the Empire Plan but with cost containment safeguards and a cap in place to protect the workers. Any other changes must be negotiated through a labor/management committee that was established to monitor and discuss future health insurance changes. The town board and the unit's executive board must approve any such changes.

The negotiators were Mike Caprise, unit president; Robert Harney, Christine Stulsky, Brian Weingart and Skabry.

The unit represents all town employees except elected officials, managerial employees, seasonal workers and police officers. Members of the unit are highway, buildings and grounds, solid waste, police communications and clerical workers, nutritionists, town planners and bay constables. Four members of the highway department maintain the roads on Fishers Island, which is in Block Island Sound, 10 miles from the easternmost tip of the North Fork.

In its recent election, the Southold members elected Harney as president, Christine Fogarty as secretary and Claire Glew as treasurer. Skabry was re-elected vice president.



Tom Skabry

APPROVED

North Hempstead ratifies contract

MANHASSET — Members of the Town of North Hempstead Unit of Nassau Municipals Local recently ratified the terms of a five-year agreement with the town.

The pact provides a 3 percent increase retroactive to Jan. 1 of this year, 3 percent more next Jan. 1, 2 percent on Jan. 1, 2007, 2 percent July 1, 2007, 2 percent on Jan. 1, 2008, 2 percent that July 1, 2.5 percent on Jan. 1, 2009 and a final 2.5 percent July 1 of that year.

With steps and compounding, President Dan LoMonte estimated the value of the pact at 25 to 27 percent over the term of the contract.

The agreement extends health care coverage to domestic partners of employees, similar to that provided by Nassau County for its employees.

"We revised the grievance procedure to make it more user-friendly," said LoMonte, "and we got rid of mediation and went to advisory arbitration."

He said that one extremely important gain in the agreement guarantees retiring members fully-paid health insurance for retirement. The retirees' spouse or domestic partner will have part of the cost of the coverage paid after the retiree's death.

The unit represents 300 members who provide essential services to residents of some of the wealthiest communities in Nassau County. Members maintain the town's highways, parks, beaches and golf courses, staff the town's offices, serve as bay constables, enforce town codes, review building plans and work with senior citizens.

Negotiating for the unit members were Sandra Lavenziano, Kevin Williams, Anne Zwirlein, Barry Diaferia and LoMonte. CSEA Labor Relations Specialist Jim DellaRocca assisted the bargaining team.

The town's negotiators were Rick Finkel, the town attorney, Helene Beckerman and Chris Senior, deputy supervisor.

Negotiations started in March of last year and went well despite some problems with language. "We never had a bad session, always positive," said LoMonte. "Both sides were very well prepared and it just took a while to get general consensus, as it often does."

He said that the union is still negotiating with the town on schedules of parks department workers. "It's an ongoing problem we're trying to resolve," said the unit president. "We hope to make some progress on it."

Oyster Bay slates blood drive

OYSTER BAY — The Town of Oyster Bay Local is participating in the community's next blood drive, which will take place on Thursday, Aug. 18.

Collections will be made at four sites. The hours are 7:30 a.m. to 11:30 a.m. at the Sanitation Division, from 9 a.m. to 2:30 p.m. at Town Hall North in Oyster Bay, from 11:30 a.m. to 3:30 p.m. at the Department of Public Works' war room on Miller Place and 10 a.m. to 3:30 p.m. at Town Hall South in Massapequa.

Donations traditionally trickle off during the summer, and donors are needed to help replenish depleted supplies.

Donna Antetomaso chairs the union participation. Town Council Member Joe Muscarella and Maryann Hughes, his secretary, are in overall charge of the blood collection. More information is available by calling Hughes at (516) 624-6304.