

The Work Force

September 2012

Vol. 15 No. 8

Protecting our most vulnerable citizens

See Pages 10, 15



Photo of the Month



Photo by Sue Trottier

The CSEA Monroe County Town of Webster Unit sent a message of safety along with showing its pride in equipment at the Webster Fireman's Parade this summer. Learn more about CSEA's Don't Zone Out campaign on Page 16.

CSEA hails injunction upholding contracts

CENTRAL ISLIP — CSEA is hailing a federal court blocking an attempt by Nassau County Executive Edward Mangano to unilaterally reopen union contracts. The lawsuit, filed by CSEA in June, protects the rights and benefits of 6,000 CSEA-represented Nassau County employees, but also has broad national implications for labor-management relations.

U.S. District Judge Arthur Spatt granted an injunction against a recent Nassau County law that would give the county executive the authority to unilaterally reopen contracts, modify health benefits and furlough employees to provide fiscal savings.

The judge upheld CSEA's contention that the law would violate the contracts

clause of the U.S. Constitution and render agreements meaningless.

"This ruling should send a strong message that politicians can't just ignore contracts because it's more convenient than acting in good faith," said CSEA President Danny Donohue, who was the plaintiff in the union lawsuit, along with Nassau County Local President Jerry Laricchiuta.

"There are many ways that labor and management can find common ground and work together if there is a willingness to seek solutions," Donohue said. "Unfortunately, too often today's polarized politics are about scapegoating public workers and quick fixes that poison working relationships."

Tentative Rockland contract aims for job security

NEW CITY — Rockland County Unit members are scheduled to vote this month on a three-year contract deal that includes a no-layoff clause for the life of the contract.

CSEA won no-layoff language in exchange for deferred pay for a total of 10 workdays across 2012 and 2013, provisions CSEA leaders say will keep union members working while giving Rockland leaders time to rebuild county finances.

The past year has included threats of massive layoffs because of the county's precarious financial situation and lowered bond status, but CSEA lobbying cut the layoffs down to approximately 100.

"Layoffs have been members' top concern, so we consider this language a huge win for CSEA," said Southern Region President Billy Riccaldo. "The bottom line is that no worker should

have lost his or her job this year because the budget crisis in Rockland is no fault of the county work force.

CSEA has always been willing to provide the county executive with ideas for savings, but we've maintained all along that the budget cannot be balanced on the backs of the workers. This proposed contract includes some sacrifice on our part, but those sacrifices are worthwhile to keep people working."

CSEA reached the agreement after months of challenging negotiations, during which time state legislators failed to deliver on home rule legislation for a miniscule sales tax increase that could have provided badly needed additional revenue into the county coffers.

"We've said all along that meaningful savings could be achieved while preserving vital services and we feel this tentative contract does just that," said Rockland County Unit President P.T. Thomas.

— Jessica Ladlee

As this edition went to press, the CSEA Monroe County Local had reached a tentative contract agreement. More information will be in the October Work Force.

Help pass the Safe Patient Handling bill

CSEA is urging members to write letters to their Assembly members, to get them to tell Assembly Speaker Sheldon Silver to bring the Safe Patient Handling Bill to the Assembly floor for a vote.

This bill has been around for years and passed the Assembly overwhelmingly in 2011. To address employer concerns, several compromises were made and a new bill was introduced during the last week of the session (A10715A). This bill passed overwhelmingly in the Senate.

The introduction of this new bill was not a surprise and had been under discussions for several months.

It has been proven over and over that enactment of this law will reduce worker and patient injuries, and save money for health care facilities. CSEA has the support of many employers in addition to patient advocacy groups, health and safety advocates and labor unions.

To download a sample letter and get Silver's address, visit <http://www.csealocal1000.org/osh.php>.

2012 CSEA scholarships

The MetLife, Thomas McDonough, Irving Flamenbaum and Pearl Carroll statewide scholarship recipients are listed on CSEA's website. Visit http://www.csealocal1000.org/scholarship_winners.php to read the full list of recipients.



Vendor gets sweetheart deal after political contribution

All you need are some dollars and a dream

CSEA is confronting the Cuomo administration over plans to let a politically connected vendor benefit at taxpayer expense while undercutting a stable, dedicated work force.

The administration recently announced it would outsource the work of lottery marketing representatives to the private company GTECH. Coincidentally, GTECH, which already does millions of dollars in business with the New York State Lottery, recently made a large contribution to the governor's campaign fund.

State employees currently doing this work are handling workloads nearly double what they should be and the administration purposely hasn't filled authorized, revenue-generating positions.

Busting the union

"No matter how much money this agency and its professional work force generates for New York, the administration seems determined to privatize, cut costs and bust the union at Lottery," said Lottery Marketing Representative John O'Brien. "We've fought and won the right to continue to do our jobs before and we will continue to fight any and all attempts at privatization and union busting."

Thanks to the efforts of O'Brien, Taxation and Finance Local President Pat Metzger and state Sen. Eric Adams, Lottery workers recently scored a victory when management reversed a decision to outsource their promotional events.

Many workers who cover these promotional events feared the proposed

"The ultimate plan is to bust the union and squeeze out civil service employees and slowly privatize so that millions can be made by the privileged few."

change signaled a trend to outsource other Lottery jobs. The promotional assignments mostly involved booths at activities like street fairs and sporting events throughout New York City.

In a letter to Lottery staff announcing the alleged "pilot" GTECH program, outgoing Lottery Director Gordon Medenica states, "As most of you know, the New York City Sales Office has been severely understaffed for a couple of years now ... 'Best Practices' in the lottery industry call for a "retailer-to-rep-ratio" of about 125 to 135 retailers per rep. In New York City, this ratio has ballooned to over 220 to 1, which means retailers are not receiving the kind of attention we need to maximize sales."

In the same letter, Medenica admits that, "Two years ago, we received initial authorization for 50 additional personnel as part of the Lottery's budget, but we were not able to actually hire people. This year we again received authorization for 50 additional people, but were only able to fill about 17 positions."

"We have 200 eligible candidates on a civil service list who have passed both written and verbal exams, just waiting

to be hired," said Lottery Marketing Representative Mary Annabi. "The state Lottery has been granted permission to hire, but no Lottery marketing representatives have been hired."

The GTECH program initially calls for the hiring of 10 to 20 people and is scheduled to run for 12 to 24 months, Mendenica said.

"This (contract) was put through the governor's office with smoke and mirrors," said Lottery Marketing Representative John Montelbano. "These employees are on GTECH's payroll, but the Lottery is paying them and offering them an override incentive program that is far more generous than ours."

Worker rights concerns

However, it is not clear what rights and benefits the outside employees will receive and indications are that their pay will be based on commission sales.

Montelbano and his co-workers also warned about outsourcing jobs to people who have not taken any civil service tests and yet will have access to extremely sensitive state information and files.

"The ultimate plan is to bust the union and squeeze out civil service employees and slowly privatize so that millions can be made by the privileged few," said Montelbano.

The New York State Lottery has had 12 straight years of profits and sales increases with sales of over \$7.5 billion a year, Montelbano said.

— David Galarza

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IN TOUCH WITH THE Work Force

CSEA President Danny Donohue

The strength of America is in our shared community, not the rugged individual's survival of the fittest

It's time to get real about the importance of community and collective action in all our lives. There's a popular myth about rugged individualism in America — but no one really does make it entirely on their own. Our nation's greatness comes from people working together, in spite of their differences, to build community and share prosperity.

We're all better off in America with good public education that gives everyone an equal chance to learn, grow and reach their potential.

We all need good roads and bridges, available public utilities, water, sewer and other infrastructure in our lives.

We all need reliable and professional public safety to protect our communities against natural and human threats.

Our well-being depends on public health standards being established and maintained and access to affordable, quality health care services and professionals for everyone.

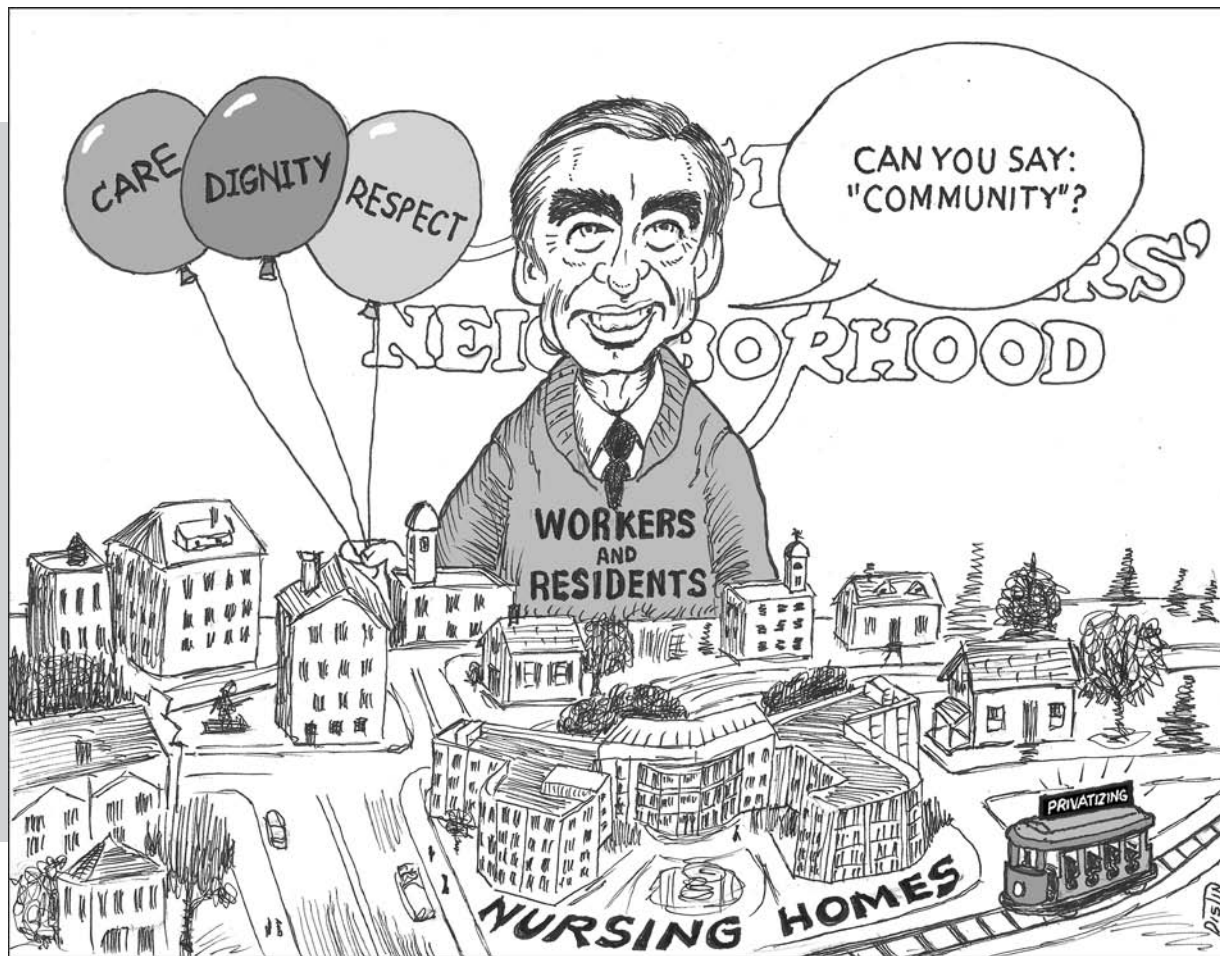
These are community services and resources that help make us better people and a better nation because of concern for the public good that also benefits the individual. It is government's role to help make them happen and — contrary to the political rhetoric — it works, every day, in millions of ways. CSEA members know because we take enormous pride in the role we play delivering these kinds of services and meeting community needs, 24/7. Yet, too often in today's political debate, the value of this reality is either ignored or dismissed.

A healthy public sector is just as important to our economic well-being as a vibrant private sector — sometimes, even more so. The public sector not only provides the talent, resources and structure for private business to operate, but also sets the standards and expectations of good citizenship.

When it works, America is greater than the sum of its parts. But making it work requires all of us to respect other people and other viewpoints, even when we don't agree with them. However — pay attention to this — both sides have a responsibility to seek common ground. That's a lesson that is too often lost in our polarized politics today. People who just bash government and aren't willing to recognize the necessity of compromise and collective action, harm our democracy.



Danny



Five reasons why privatizing public services produces failure

U.S. Senate candidate Elizabeth Warren's statement on the value of public services for the benefit of all has been widely quoted. It bears repeating: "There is nobody in this country who got rich on his own. Nobody. You built a factory out there — good for you!

But I want to be clear. You moved your goods to market on the roads the rest of us paid for. You hired workers the rest of us paid to educate. You were safe in your factory because of police forces and fire forces that the rest of us paid for. You didn't have to worry that marauding bands would come and seize everything at your factory, and hire someone to protect against this, because of the work the rest of us did. Now look, you built a factory and it turned into something terrific, or

a great idea — God bless. Keep a big hunk of it.

But part of the underlying social contract is you take a hunk of that and pay forward for the next kid who comes along."

Warren succinctly sums up what nearly every public employee feels when faced with privatization, and gives us good reason to be suspect when privateers arrive in our communities and claim they can do better for less. They can't, because eventually they have to turn a profit, which means they need to charge more for the services they provide, or cut back on services. Either way, taxpayers lose.

"Private initiatives generally produce mediocre or substandard results while experiencing the usual travails

of unregulated capitalism — higher prices, limited services, and lower wages for all but a few 'entrepreneurs'," stated a recent article in Nation of Change. The article, "Five Ways Privatization Degrades America," provides five common sense reasons why selling public services to the highest bidder is wrong.

1. We spend lifetimes developing community assets, then give them away to a corporation for lifetimes to come. Simply put, once it's gone, it's gone.

2. Insanity is repeating the same mistake over and over and expecting different results. Private prisons, charter schools and private health care have not produced any better results than those services in the public sector, and in many instances,

have produced worse results.

3. Facts about privatization are hidden from the public. Public accountability is often lost in private operations.

4. Privatizers have suggested that teachers and union members are communists. OK, all you communists out there, raise your hands. No one?

5. Privatization often creates an "incentive to fail." Profit-driven services ultimately benefit few at the expense of many. Otherwise, there would be no profit.

Read the full article at: <http://www.nationofchange.org/five-ways-privatization-degrades-america-1344864526>

Speaking out for child care

Hundreds of people confront Suffolk County officials on recent subsidy cuts

HAUPPAUGE — VOICE/CSEA providers recently confronted Suffolk County Executive Steven Bellone head-on by bringing together more than 250 union members and leaders, child care providers, parents, community members and more than 75 kids in a rally to urge Suffolk County officials to work with them to address the current child care crisis and protect child care subsidies for working families.

On July 13, more than 1,200 children and families lost child care subsidies and the ability to pay for child care, forcing many to choose between working and staying home to take care of their kids.

Cuts force tough choices

Since January, with three separate rounds of cuts, the

county reduced eligibility for the child subsidy program from 185 percent to 100 percent of the Federal Poverty Level — the lowest percentage in the state.

“This is unacceptable,” said Darcel Leone, a group family child care provider in Lake Ronkonkoma. “County Executive Bellone can do the right thing and restore subsidies back to 185 percent of the federal poverty level.”

“We must keep parents earning and children learning to turn this economy around, not send working parents straight to the unemployment line and onto welfare rolls,” said Long Island Region President Nick LaMorte.

“Research shows families are less likely to advance and get out of poverty when the cards are stacked against them and that investing in child care leads to

“I work part time as a home health aide taking care of traumatic brain injured clients. I am a full-time nursing student at (SUNY) Farmingdale. I lost my child care subsidy last Friday. Without a child care subsidy, I will have \$75 left from my paycheck each week. Do the math. Gas to get to work costs \$40 a week. What is left for living expenses and raising my daughter? Without a child care subsidy, I can't afford to work and raise my daughter. County Executive Bellone, RESTORE CHILD CARE SUBSIDIES so I can keep working, raise my daughter and finish my nursing degree.”

— Aisha Stith, a parent from CSEA/VOICE member Genodis Paulino's daycare. Stith is shown in photo speaking at the podium.



VOICE/CSEA members and community members rally to fight recent subsidy cuts.

economic stability and growth for our communities,” said VOICE/CSEA activist and Family Child Care Provider Damaris Samolinksi.

A lasting impact

Losing child care subsidies and access to quality child care has both an immediate and lasting economic and social impact on our communities.

With little to no access to regulated care, children often end up in illegal or underground, unsafe care. They lose access to food and nutrition programs and educational opportunities.

“These early years are the most critical for a child,” LaMorte said. “What happens before kindergarten shapes and influences our future work force. The ripple effect of these cuts is being seen throughout our community.”

“Reductions in parent eligibility impact those of us who care for children receiving subsidies as well: registered family, licensed group, and informal child care providers; daycare centers and school age programs. When parents can't afford regulated child care, good providers and programs that employ community members have to lay off workers and even

close, making our already bad local economy even worse,” said Trudy Trujillo, a VOICE/CSEA member and group family child care provider in Central Islip.

Employers and other local businesses also suffer when their employees don't have reliable child care and less money is spent in the local economy.

Working for solution

Luis Montes, an assistant to Bellone, read a statement at the rally on behalf the county executive, which noted that county officials are willing to work with CSEA to find a solution. As this edition was going to press, county officials were meeting with the union.

Since the rally, a lawsuit was filed by the Empire Justice Center and the National Center for Law and Economic Justice. A federal judge subsequently ordered the county to restore all families until a fair procedure of notification could be followed. This is a victory, although temporary, that will serve to hold families over until a permanent solution is found.

— Jill Asencio

Union members fight attempts to downsize, cut critical services

BROOKLYN — CSEA members are determined to save hundreds of union jobs and critical health care services in central Brooklyn.

Hundreds of workers represented by CSEA, the Public Employees Federation and United University Professions recently demonstrated alongside CSEA Statewide Secretary Denise Berkley, Metropolitan Region President Lester Crockett and SUNY Downstate President Althea Green near the entrance to Downstate Medical Center in Brooklyn.

“Across this great state and across this great city, we must all join together to protect and preserve important institutions like SUNY Downstate that not only provide jobs but help to save and improve the lives of thousands,” said Berkley.

The three unions represent nearly 5,000 workers at SUNY Downstate.

CSEA and other union members called for a stop to another round of unexpected job reductions that would drastically cut vital health care services and devastate Central Brooklyn’s already fragile economy. Dozens of employees have already received layoff notices, and more work force reductions are imminent.

“SUNY Downstate is a vital health care institution in the heart of Brooklyn,” Crockett said. “We join our brothers and sisters in UUP and PEF in fighting to protect our jobs and all the important services its well-trained and professional staff provides. They are already doing

“We must all join together to protect and preserve important institutions like SUNY Downstate that not only provide jobs but help to save and improve the lives of thousands.”

**— CSEA Statewide Secretary
Denise Berkley**



SUNY Downstate President Althea Green, center, with bullhorn, tells the governor to save jobs and critical services at the central Brooklyn hospital.

much more with less and additional cuts in jobs and services will be devastating to this mostly African American and Caribbean, working class community.”

The unions are urging Gov. Andrew Cuomo, SUNY Chancellor Nancy Zimpher, SUNY Board of Trustees Chairman H. Carl McCall and state Health Commissioner Nirav Shah to stop any and all additional job cuts at SUNY Downstate.

Union members are urged to send electronic letters to the governor and other elected officials through a newly created website at <http://savejobsatsunydownstate.org>.

“We need everyone involved in this

effort,” said SUNY Downstate Local President Althea Green. “The community, local houses of worship, schools, senior centers, businesses will all be negatively impacted by the downsizing and ultimately, if the state has its way, the closing of SUNY Downstate.”

Downstate is a major academic medical center for health education, research, and patient care — and is the only public teaching hospital in Brooklyn. It serves Brooklyn’s 2.5 million residents, as well as patients from Staten Island and Queens.

— David Galarza

**Tell the governor to save jobs and services at SUNY Downstate:
<http://savejobsatsunydownstate.org>**

CSEA Labor Day events

CSEA members will celebrate Labor Day throughout September with parades, picnics and other events to honor workers. Please join an event near you to support workers. On this page are listings for Labor Day events. Visit www.csealocal1000.org for updates on events or for more information.

Long Island, Metropolitan and Southern regions

Manhattan:

• **Sept. 8:** New York City Central Labor Council Labor Parade — the nation's largest Labor Day event: of, by and for working people. CSEA members should meet on West 46th Street between 5th and 6th Avenues at 10 a.m. sharp. CSEA members, families and friends are welcome. Members planning to march should contact their region communications specialist for more information: Long Island Region: (631) 462-0030; Metropolitan Region: (212) 406-2156; Southern Region: (845) 831-1000.

Capital Region

Albany:

• **Sept. 7:** Michael L. Burns Capital District Labor Parade and Picnic. Parade participants will line up at 5 p.m. The parade will start at 6 p.m. The parade will begin outside the New York State Capitol near Lafayette Park and continue down State Street to the Corning Preserve amphitheater. A cookout and carnival will follow the parade. For more information, contact the CSEA Capital Region office at (518) 782-4400.

CSEA shows solidarity for union workers

CSEA Executive Vice President Mary E. Sullivan, holding sign, joins CSEA Capital Region activists, including Department of Law Local Vice President Kathleen Roman-Rider, far left; Department of



Law Local President Patty Kaufman, second from left, and Department of Law Local activist Rhonda Quackenbush, front row, center, recently demonstrate in Albany in support of the Communications Workers of America in their fight for a fair contract with Verizon. They were joined by other CSEA Department of Law Local activists, CSEA Capital Region activists, union staff and community members. Verizon has failed to negotiate a fair contract with its work force, while raking in huge profits and paying lavish salaries to their corporate executives. The company is also drawing up a monopoly deal with cable companies to overturn consumer protections that have helped safeguard the industry from corporate greed.



CSEA Monroe County Local members and their supporters march in the 2011 Rochester Labor Day Parade. Photo by Ove Overmyer.

Central Region

Syracuse:

• **Sept. 3:** Labor Solidarity March, New York State Fairgrounds. Assemble at 10 a.m. between Fair Gates 4 and 5. March begins at 10:30 a.m. Free admission and parking tickets to the New York State Fair (valid that day only) are available for members and their families on a first-come, first-served basis through the Central Region Office at (800) 559-7975.

Massena:

• **Sept. 3:** Solidarity Day Parade and picnic. CSEA members will line up at Willow Street in Massena, by Coaches Corner Restaurant at 10 a.m. Parade

starts at 11 a.m. and will end at Springs Park. Events, a free picnic lunch and drawings to follow. All CSEA members and their families are welcome. Contact Amy Simmons at (315) 486-8123.

Ithaca:

• **Sept. 3:** Labor-Community Picnic, 11 a.m. - 3 p.m., Stewart Park, Large Pavilion, Ithaca. Everyone is welcome to enjoy the free food and music. Union and community members are welcome as volunteers. Please contact Field Coordinator Bonnie Wilson by email at bonnie@cnylabor.org or (607) 372-3153 or the TCWC at (607) 269-0409.

Western Region

Buffalo

• **Sept. 3:** Buffalo Labor Day Parade. CSEA members interested in marching in the parade should meet at the Buffalo Irish Center at Abbott and Stevenson at 11 a.m., parade at noon. Contact the Western Region Office at (716) 691-6555 for more information.

Rochester:

• **Sept. 3:** Rochester Labor Day Parade. CSEA members interested in marching in the parade should meet at East and Strathallen at 10 a.m., parade starts at 11 a.m. For more information, visit http://rochesterlabor.org/parade_info.html.

CSEA's 2012 candidate endorsements

CSEA's statewide congressional endorsements

CSEA has made endorsements in several congressional elections. The Union is still in the process of making limited endorsements in Senate and Assembly races. Those endorsements will be printed in the October Work Force.

U.S. Senate: Kirsten Gillibrand

1st Congressional District: Timothy Bishop (*CSEA Priority Race**)

2nd Congressional District: No Endorsement

3rd Congressional District: Steve Israel

4th Congressional District: Carolyn McCarthy

5th Congressional District: Gregory Meeks

6th Congressional District: Grace Meng

7th Congressional District: Nydia Velazquez

8th Congressional District: Hakeem Jefferies

9th Congressional District: Yvette Clarke

10th Congressional District: Jerrold Nadler

11th Congressional District: No Endorsement

12th Congressional District: Carolyn Maloney

13th Congressional District: Charles Rangel

14th Congressional District: Joe Crowley

15th Congressional District: Jose Serrano

16th Congressional District: Eliot Engel

17th Congressional District: Nita Lowey

18th Congressional District: Sean Patrick Maloney (*CSEA Priority Race**)

19th Congressional District: Julian Schreibman (*CSEA Priority Race**)

20th Congressional District: Paul Tonko

21st Congressional District: Bill Owens

22nd Congressional District: No Endorsement

23rd Congressional District: Nate Shinagawa

24th Congressional District: Dan Maffei (*CSEA Priority Race**)

25th Congressional District: Louise Slaughter (*CSEA Priority Race**)

26th Congressional District: Brian Higgins

27th Congressional District: Kathy Hochul (*CSEA Priority Race**)

Not sure of your congressional district?

Visit:

<http://nymap.elections.state.ny.us/nysboe/>
to look up your House Representative.

**CSEA Priority Races are areas where turnout for our endorsed candidates is crucial to protecting workers' rights and the middle class.*



Voter registration, General Election dates announced

This year's elections include the state Assembly, Senate, congressional races and a presidential election. CSEA members need to support candidates who support unions and working families.

• State Senate and Assembly Primary Election Day:
Thursday, Sept. 13.

If you are not a registered voter, your voter registration must be mailed (postmarked) by **Aug. 17**, and received by the Board of Elections by **Aug. 24** to vote in Primary Election.

• General Election Day: **Tuesday, Nov. 6**

To be eligible to vote in the General Election, your registration form must be postmarked by **Oct. 12**, and received by the Board of Elections by **Oct. 17**.

Download a voter registration form at:
<http://www.csealocal1000.org/pdfs/voteform.pdf>

Protecting our most vulnerable residents

Fast-tracking the sale of many of New York's county nursing homes has become a lucrative business for a handful of private companies and consultants looking to make a buck.

As more counties jump on the nursing home privatization bandwagon, CSEA activists are seeing the same companies in county after county. The result in many cases is pricy contracts later shown to be a large waste of taxpayer money.

Further, there is no guarantee that the private operators have the same commitment to quality of care that the publicly operated facilities and employees maintain. As with any business, the bottom

line and making a profit are the driving interests in operating the nursing homes.

CSEA's main concern is the communities' most vulnerable residents are the ones who could be caught receiving less adequate care than they had under publicly operated nursing homes.

To better coordinate the union's approach to this growing statewide issue, CSEA will convene a nursing home summit in the near future.

"This is one of the most challenging issues facing New Yorkers today, and how we respond is a measure of our humanity," said CSEA President Danny Donohue.

Select few reaping privatization benefits

It's laughable that they are called in as consultants, because they continually report the same thing, for tens of thousands of dollars. Here are the main players in privatization attempts across the state.

- **Marcus & Millichap:** This Chicago-based brokerage firm has developed a new niche market — facilitating the sale of county nursing homes.
- **Harris Beach, PLLC:** Law firm Harris Beach has a well-known reputation as a union-buster. The firm introduced a surprise plan in Ulster County to unload the Golden Hill Health Care Center to a local development corporation that is expected to sell that facility this fall. Harris Beach is apparently replicating that scheme in Saratoga and Lewis counties.
- **Centers for Specialty Care:** Based in New York City, this owner of nursing homes is rapidly growing its upstate business by picking up county nursing homes on the cheap.
- **Centers for Governmental Research:** This Rochester-based independent municipal research group has been the primary source of feasibility studies conducted on county nursing homes. CGR appears to be the only neutral organization with a role in this recent privatization trend.

— Jessica Ladlee



Above left, Demonstrators in Chautauqua County receive direction from Bonnie Peters, left, at the start of a recent event in Mayville. The legislature is considering two bids for the sale or lease of the nursing home. CSEA has been working hard to educate officials and the public on the issue. Above right, Joana Parsons, a licensed practical nurse at the Ontario County Health Facility, rallies in front of the county court house before a recent board of supervisors meeting. The county is weighing giving the facility and \$10 million to a private hospital.



Workers at the Chemung County Nursing Facility, concerned that their quality of care would diminish if a private, for-profit operator takes over the facility, recently launched a preemptive strike against privatization — a public campaign to promote the value of the loving care they provide. At near right, CSEA Chemung County Unit Shop Steward Nikia Wells signs a petition to keep the County Nursing Facility public while her nephew, Nehemiah Mack, watches. At far right, Chemung County Nursing Facility worker Taylor Lance adjusts the wheelchair for resident Barbara Warner. A Facebook page, www.facebook.com/keepCCNFcaring, has been created as part of the campaign.



Maplewood Manor Employee of the Year, Michelle Cleveland, a ward clerk at the Saratoga County nursing home, assists a resident during a silent auction. CSEA is fighting to keep the facility public and protect the county's most vulnerable residents.

Workers make their case for community-based care

Saratoga County officials are considering the fate of county nursing home Maplewood Manor, and that has residents and employees concerned about the future of public nursing care in their county.

Maplewood Manor has a long history of care in Saratoga County and a current operating budget of \$28 million. The county Board of Supervisors has paid consulting firm Harris Beach \$50,000 to study the nursing home's finances and operations, and then lay out options for the facility's future.

The report, not surprisingly, states the nursing home's cost to the county is "no longer sustainable" and the county should consider its options for selling the home.

But that hasn't stopped Maplewood Manor employees from galvanizing around the issue. A committee of several employees, working in concert with local and unit leadership, has been working to promote the mission of public care.

Orange County fight

Steve Alviene and Bob Comani, directors of CSEA's local government and private sector divisions respectively, testified recently about the pitfalls of public nursing home privatization before a special Orange County Legislature committee tasked with investigating the finances of the Orange County-owned Valley View Center for Nursing Care and Rehabilitation.

Alviene and Comani appeared before the committee to give their account of the transition that took place when Fulton County sold its county nursing home to the Centers for Specialty Care, a company that has submitted a bid to purchase Valley View.

During their own earlier testimony, representatives from that private company were quick to praise their working relationship with CSEA in negotiating a contract for the new private sector local. However, Comani pointed out that the company offered a much lower wage for new workers and dramatically higher benefit costs, which has led to significant turnover since the April 2012 transition.

Previous witnesses included numerous CSEA-represented Valley View employees, upper level Valley View managers, a nursing home administrator from a neighboring facility who said he could turn the facility's finances around while keeping it county-owned, and private auditors and accountants who have worked on Valley View finances. Republican Orange County Executive Ed Diana, several of his appointees, and principals from the private company contracted as Valley View's administrators refused to comply with administrative subpoenas issued by the committee.

— Therese Assalian and Jessica Ladlee

Proposed amendments to CSEA's Constitution and By-Laws

The Committee has, amongst its functions, the duty to review proposals and make recommendations to the Delegates regarding amendments to the CSEA Constitution and By-Laws. Committee recommendations are presented to the Delegates, together with the reasons for the recommendations. This report addresses proposals submitted for the 2012 ADM. (New language is underlined; deleted language is in [brackets].)

THE FOLLOWING ITEMS ARE BEING PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE STATEWIDE CONSTITUTION. PRESENTATION TO THE DELEGATES AT THIS MEETING CONSTITUTES A FIRST READING OF THESE AMENDMENTS.

Proposal 1

The following Constitution proposal was submitted by Statewide Executive Vice President Mary E. Sullivan:

ARTICLE III – Membership

Section 1. MEMBERS.

(a) Persons who are employed in the Civil Service of the State of New York or any political subdivision thereof or any public authority, public benefit corporation or similar autonomous public agency in a bargaining unit for which the Association has been recognized or certified as the collective bargaining agent pursuant to law shall be eligible for membership.

(b) The President, subject to the approval of the Board of Directors, may issue Local charters or authorize the enlargement of the jurisdiction of existing local charters to include other appropriate groups of workers not specifically enumerated in this Article, whose employment while not in the public sector is of such a type and nature that it is the same or similar to work traditionally performed by public sector workers. Workers within such jurisdictions shall be eligible for the types of membership defined in this Article.

(c) Any person who is elected to serve on a full-time salaried basis in an international office in any CSEA affiliated international union, who at the time of his/her election was a member in good standing of the Association, shall maintain his/her membership in the Association, while serving in said office, upon continued payment of membership dues to the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO.

REST OF ARTICLE REMAINS THE SAME.

EXPLANATION: This proposal creates a new

category of membership in the Constitution by permitting a current member, who is elected to international office on a full-time salaried basis, to maintain membership as long as membership dues continue to be paid.

This proposal was submitted with an explanation that was based on facts which existed at the time the proposal was made. However, although the AFSCME election is over, the underlying rationale for the proposal remains relevant. It would be an honor for CSEA to have one of its members rise to high office in one of our International affiliates. And it would be a disservice to CSEA and the affected member if CSEA membership could not be continued solely because such higher office is achieved. However, under the current constitutional language, one who attains higher affiliate office outside CSEA does not necessarily remain a CSEA member.

We are persuaded that any member who may in the future ascend to a full-time salaried international office in a CSEA-affiliated organization should be able to continue membership in CSEA.

FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE, I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A “YES” VOTE.

Proposal 2

The following Constitution proposal was submitted as housekeeping by the Constitution and By-Laws Committee:

ARTICLE VI - State Division

Section 1. STATE EXECUTIVE COMMITTEE. The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Teachers' Retirement System shall be deemed a State Department. Each State Department with more than 3,000 members as of **[September 1] June 1** of the year preceding the election shall, for the term of office beginning the following March, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. REST OF SECTION REMAINS THE SAME.

Section 2. TEXT REMAINS THE SAME.

ARTICLE VII - Local Government Division

Section 1. LOCAL GOVERNMENT EXECUTIVE

COMMITTEE. The power and authority to transact business relating to employees of the political subdivisions of the state shall, except as otherwise provided herein, be vested in a Local Government Executive Committee which shall consist of the officers of the Association and one representative from the Local Government County Locals of each county having 100 or more members as of the preceding **[September 1] June 1**, and one Local Government Educational Local representative from each CSEA Region elected by the Local Government Educational Local members within each Region. One additional member of the Local Government Executive Committee shall be elected by the members of the Local Government Executive Committee to represent Local Government County Locals which have membership of less than 100 on the preceding **[September 1] June 1**. In addition to the foregoing, Local Government County Local(s) of any county having more than 10,000 members as of **[September 1] June 1** in the year preceding an election shall, for the term of office beginning the following March, be entitled to one additional representative. REST OF ARTICLE REMAINS THE SAME.

EXPLANATION: The Constitution and By-Laws Committee submits this proposal as a matter of housekeeping to reflect the organization's longstanding practice to calculate the number of board representatives designated to the State Departments and Local Government County and Educational Locals, using June 1st rather than September 1st.

When the election cycle for the Board of Directors moved in the year 2000 to a February election with an office start date of March 1st, it became necessary to determine the number of board seats earlier than September 1st, to ensure that everything was in place for all written materials and notices for the upcoming election. June 1st has been utilized by the CSEA Internal Operations Department because it conducts an audit at or about that time to determine voting strength for its own Annual Delegates Meeting. It made sense both in terms of time and finances to use this date to determine the number of board seats since the membership audit was already being done at this time.

FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE, I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A “YES” VOTE.

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Proposed amendments to CSEA's Constitution and By-Laws

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Proposal 3

The following Constitution proposal was submitted by Sally MacDougal of Local 851:

ARTICLE X – Delegates

Section 1. DELEGATE STATUS. Members of each Local shall elect from their membership one or more delegates and/or alternates to represent the members of the Local at all meetings of the Association, except that the Local President, Vice Presidents in ranking order, Secretary and Treasurer, shall, by virtue of their offices, automatically be designated as delegates and/or alternate delegates. It is the responsibility of each Local to notify the Office of the Statewide Secretary of any change affecting the status of the delegate listing at the time of such change. Such delegate or delegates shall have one vote for each one hundred (100) members or fraction thereof in such Local, based upon the paid membership in the Association on the first day of June preceding the meeting. The number of votes each Local or Department is entitled to cast shall be determined by the Office of Statewide Secretary. All members of the Board of Directors who are not elected delegates shall have all the rights and privileges of delegates at meetings of the delegates except the right to vote.

Delegates unable to attend the Convention after being elected will be able to be replaced by appointment by the Local President with approval from the Local Executive Board provided the appointee is a CSEA member who attends trainings and shows an interest in matters related to CSEA.

When State and/or Local Government Division and/or Private Sector Division Delegates meet in official session, the motions passed with regard to items affecting solely their respective divisions and not the Association general policy shall be presented to the delegate body by the respective Chairpersons for informational purposes only.

Region officers not in the capacity of Local Delegates shall be delegates at all delegate meetings of the Association. They shall have all the rights and privileges of delegates at meetings except the right to vote, provided, however, that Region Presidents may vote at all meetings of the Association. Allowed expenses may be paid by the Region.

EXPLANATION: This proposal was submitted with the following justification:

“Delegates who are elected after 4 years may not be able to attend convention.”

The Committee does not support this proposal. The proposed amendment is unnecessary as Locals already have the ability to replace elected delegate positions where necessary. The CSEA Local Constitution, at Article IV, Section 7, provides that after having

appointed any existing alternate delegates, the Local President, with approval of a majority of the Local Executive Board, may fill vacant elected Delegate positions for the remainder of the term, provided that the person selected has been a member in good standing since June 1 of the preceding year.

FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE, I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A “NO” VOTE.

* * *

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE BY-LAWS. IF PASSED AT THIS MEETING, THESE AMENDMENTS WILL BECOME EFFECTIVE IMMEDIATELY.

Proposal 4

The following By-Laws proposal was submitted by Scott Gartland of Local 333:

ARTICLE IV – Finance

Section 1. TEXT REMAINS THE SAME.

Section 2. DUES AND SHOP FEES

(a) – (f) TEXT REMAINS THE SAME.

(g) Laid Off Member's Assistance Fund. A fund shall be created to assist members when they are first laid off. A committee shall be formed by appointment of the CSEA Statewide President to help establish guidelines in regards to the implementation, distribution and maintenance of this fund. This committee will bring all of its recommendations to the Statewide Executive Board for approval.

REST OF ARTICLE REMAINS THE SAME.

EXPLANATION: This proposal was submitted with the following justification:

“The hardest thing I have had to do as a Local President, has been guiding displaced members through the lay off process. During this process I felt frustrated with the lack of assistance I could provide them. These members were now facing an uncertain future and all I could do is explain just how bleak their situation was. Those experiences are what led me to write this proposed amendment to the CSEA By-Laws.

When members are laid off there tends to be a period of shock. Even though layoffs were being talked about, they generally never expect it will happen, and if it does, they do not expect it to happen to them. As the reality of the situation sets in, the initial shock is replaced with anxiety. How are they going to pay their bills? How do they maintain medical coverage? How long is it going to take to find a new job? Am I eligible for unemployment benefits, if so, how long will it take before I get my first check? How much of a benefit will I qualify for?

Imagine how you would feel if you were

notified tomorrow that you were being laid off. What would be your biggest concern? What would be your first step, and what kind of assistance would you expect from your union? Would you be satisfied with the assistance that is available now or do you agree with me that we must do more for our laid off members.

I do not know what the final function of this fund will be. It may be used to extend EBF [Employee Benefit Fund] benefits or help pay for medical benefits. It may be used as financial assistance to help bridge the gap from a member's last paycheck to their first unemployment check. The implementation and operation of this type of fund should not be based on the opinion of one person. That is why I have suggested a committee be formed to explore all of the options available and make suggestions to the Statewide Executive Board based on what is in the best interest of all of our members.

I feel, as union leaders, we did not do enough to prepare for a worst case scenario and our laid off members suffered because of it. We must do better than that, we must be better than that. It is easy to ride the wave when everything is going good. It is what you do when the wave crashes that truly defines you as a leader. It is time for us to show that we are the right people, in the right positions, at the right time and are ready to tackle the hard problems we are facing.

The most important step of any journey is the first one and our first step is the hardest. There will be many debates and decisions made along the way, but first our By-Laws must be amended to allow union funds to be used in this manner. We cannot continue to do the same things just because that is the way it has always been done. Now is the time to blaze new trails. Now is the time to come up with new solutions to old problems. I respectfully ask you to support this amendment and help create a better future for all our members.”

The Committee does not support this proposal. While the desire to assist our laid-off members is well meaning and easily understood, it is just not realistic at this time. The number of layoffs among our membership has increased substantially. As a result of this increase, the amount of dues income has decreased. It is therefore not fiscally feasible for CSEA to now begin providing financial assistance to displaced members. In addition to the cost of such assistance, administering this type of program would require additional personnel resources; a system for the initial approval and the monitoring of continued eligibility would be required. Moreover, available financial resources already exist for workers who are displaced as a

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Proposed amendments to CSEA's Constitution and By-Laws

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result of layoffs. The Committee believes that the role of the Union is more aligned with guiding and assisting its displaced members as to where and how to apply for these resources. This role can be achieved at all levels of the Union, Statewide, Region, Local and Unit, by both staff and activists, without further strain on diminishing resources.

FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE, I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A "NO" VOTE.

Proposal 5

The following By-Laws proposal was submitted by Colleen Wheaton, Region 5 President:

ARTICLE IV – Finance

Sections 1 – 2. TEXT REMAINS THE SAME.

Section 3. REFUND AND REIMBURSEMENT

(a) – (d) TEXT REMAINS THE SAME.

(e) REIMBURSEMENT OF DELEGATE EXPENSES.

(1) ANNUAL DELEGATE MEETING. All Locals shall receive reimbursement for the expense of one delegate to the annual meeting **[and Locals having more than 1,000 members shall receive reimbursement for the expense of one additional delegate for each additional 1,000 members or major fraction thereof.]** The maximum reimbursement for such delegate shall be for full group rate quotations if appropriate, or full lodging and meal expenses which shall not exceed the rate paid to State Board of Directors Committees for the duration of the meeting. Transportation expenses shall also be reimbursed.

(2) SPECIAL DELEGATE MEETINGS. All Locals shall receive reimbursement for the expenses of one delegate for attendance at any special delegate meeting **[and Locals having more than 1,000 members shall receive reimbursement for the expense of one additional delegate for each additional 1,000 members or major fraction thereof.]** The maximum reimbursement for such delegate shall be for full group rate quotations if appropriate, or full lodging and meal expense which shall not exceed the rate paid to State Board of Directors Committees for the duration of the meeting. Transportation expense shall also be reimbursed.

(3) RETIREE DIVISION ANNUAL MEETING. All Locals shall receive reimbursement for the expense of one delegate to the Retiree Division Annual Meeting **[and Locals having more than 1,000 members shall receive reimbursement for the expense of one additional delegate for each additional 1,000 members or major fraction thereof.]** The maximum reimbursement for such delegate shall be for full group rate quotation if

appropriate, or full lodging and meal expenses which shall not exceed the rate approved by the State Board of Directors.

EXPLANATION: This proposal was submitted with the following justification:

"This proposal would allow all Locals regardless of size to have equal status. There are some big Locals who only have the same amount of delegates that they are reimbursed for, and do not pay a dime to attend the annual Delegate Meeting. Whereby the smaller Locals, who have very small budgets, must pay for their additional delegates.

Example 1: A Local with 4 hundred members (4 votes) has 4 delegates and may have a budget of 25 thousand dollars for the year and three delegates are paid out of the Local fund, which leaves little left to send activists to the Statewide Workshop and other conferences, as well as spending money on Local meetings and operations.

Example 2: A Local with 12 thousand members (120 votes) has 12 delegates (larger Locals do not send all their voting strength) and may have a budget of over a million dollars, all 12 delegates are reimbursed and nothing comes out of their Local budget. When looking at the ratio of Local budgets vs. amount of delegates it would appear that larger Locals are getting a far larger advantage with this reimbursement. This would only affect 47 out of 393 Locals and around 27 of them would only lose one reimbursement. This proposal would make every Local equal with one delegate being reimbursed."

The Committee supports this proposal.

Under this proposal, all Locals would be reimbursed for only one delegate, and if a Local chooses to send more than one delegate, it would do so at its own expense. Locals receive rebates in proportion to the number of members represented by the Local. Thus, the larger the Local, the larger the rebate. At the same time, the larger the Local, the more delegates it can send to the Annual Delegates Meeting without cost to the Local. Smaller Locals, which have smaller treasuries, are required more often than larger Locals to incur expenses if they choose to send more than one delegate to the ADM. Thus, a greater financial burden is placed on Locals that have the least financial resources. The Committee believes this proposal rectifies this apparent inequity without affecting the voting strength of any Local at the ADM.

FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE, I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A "YES" VOTE.

Proposal 6

The following By-Laws proposal was

submitted by Jarvis Brown of Local 881 and Reuben Simmons of Local 814:

ARTICLE VI – Committees

Sections 1 – 3. TEXT REMAINS THE SAME.

Section 4. SPECIAL AND AD HOC COMMITTEES.

The Special Committees of the Association shall be as follows: 1) Audit; 2) Human Rights; 3) Memorial Scholarship Fund; 4) Memorial Plaque; 5) Committee on Minority Issues; 6) Local Government Social Services Committee; 7) Local Government Health Services Committee; 8) Local Government Probation Committee; 9) Local Government Schools Committee; 10) Local Government Public Safety Committee; 11) Local Government Municipal Services and Facilities Committee, **12) Next Wave**, and such other committees designated by the President of the Association. Members of these committees shall be appointed by the President of the Association for the duration of the President's term of office or until successor appointments have been made. Special Committees shall meet as required and review matters pertinent to the committee assignment and/or upon call of the Association President. The membership of these committees shall not be less than seven (7), nor more than eleven (11), and the makeup of such committees shall include representation from each Region and proportional representation for the Local Government Division on such committees that affect Local Government problems. The membership of the Region Political and Legislative Action Committee(s) shall not be less than seven (7).

REST OF ARTICLE REMAINS THE SAME.

EXPLANATION: This proposal was submitted with the following justification:

"We, the makers of this motion believe that if this proposal is passed and the rules and regulations are adopted into the Region, Local and Unit Constitution and By-Laws will hold the CSEA rank and file accountable for establishing a Next Wave Committee. The Region President will become responsible for directing his or her Local Presidents on selecting younger members to be involved in a Next Wave Committee within their Locals or Units. This change to the Constitution and By-Laws will ensure all Local and Unit Presidents are supporting and prompting younger members to participate on the Next Wave Committee initiative and to prepare them for future leadership roles in the union. Young members are eager to learn from our presidents, officers, and seasoned members. We are the future of CSEA and look to the presidents and officers for encouragement, support, and guidance."

The Committee does not support this proposal. The Committee believes that the Next

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Proposed amendments to CSEA's Constitution and By-Laws

Wave movement is essential today for the future well-being of CSEA. It was conceived for the purpose of grooming younger members into leadership positions. And this is important because currently there are a greater number of activists retiring than there are candidates to replace them.

The Next Wave initiative is working currently without the "special committee" designation. The Committee does not believe that, as the proposers suggest, creating a statewide Next Wave "special committee" will result in amendments to the subdivision constitutions requiring Next Wave committees at those levels of the Organization. Nor does it believe that, as the proposers suggest, creating a Next Wave "special committee" will ensure that all Local and Unit Presidents will support encouraging younger members to assume leadership positions. Such encouragement will come only through educating our Local and Unit Presidents that the future success of CSEA does indeed depend on recruiting younger members into leadership roles. Accordingly, the Committee does not believe that it is necessary at this time to create another Statewide special committee for this

purpose.

FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE, I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A "NO" VOTE.

* * *

Unfinished Business

The Committee received a proposal submitted by Statewide President Danny Donohue and Executive Vice President Mary E. Sullivan to restructure the CSEA Board of Directors. The proposal was based on the recommendations of an Ad Hoc Committee established to review the current structure, and make suggestions for the future structure of the Board. The Committee has requested that the Ad Hoc Committee be reconvened for further review of the matter, and we expect to have its recommendations in time to report this proposal out to the delegates next year.

* * *

All correspondence regarding proposed amendments to the Statewide Constitution or Statewide By-Laws received by the Committee as of the constitutional deadline of May 15, 2012,

have been reviewed. The Committee wishes to thank its officer liaison, staff advisors and coordinator for their guidance, attention and hard work.

The Committee also wishes to acknowledge and thank former Committee members Lester Crockett and Lori Nilsson for their service.

Lastly, we acknowledge and thank our former Co-staff Advisor, former General Counsel Nancy Hoffman for her guidance to the Committee during the 23 years prior to her retirement.

Respectfully submitted,

Casey Walpole, Chair, Region 5
Mary D'Antonio, Region 1
Alfred Lane, Region 2
Sabina Shapiro, Region 3
Pat Burns, Region 4
Kim Wallace-Russo, Region 4
Robbie Ellis, Region 6
Victor Coster, Retiree Representative
Denise Berkley, Officer Liaison
Steven A. Crain, Staff Advisor
Daren J. Rylewicz, Staff Advisor
Amee Camp, Staff Coordinator

Resolutions proposed for CSEA's Annual Delegates Meeting

Resolutions proposed for CSEA's Annual Delegates Meeting

PROPOSED RESOLUTIONS for consideration by delegates attending CSEA's 102nd Annual Delegates Meeting, Oct. 15 to 19 in Washington, D.C.:

Members wishing to see copies of any resolution should contact their delegate.

1. Resolution for Respect for Marriage Act (RMA)

Submitted by Neil Kirby- Delegate Local 010, Todd Smith - Delegate Local 842, Chantalise DeMarco Delegate - Local 855, Bess Watts - Delegate Local 828, Judy DiPaola - Delegate Local 335 and Rose Conti - Delegate Local 807

This resolution would have CSEA officially support "The Respect for Marriage Act (RMA)" which would repeal the federal "Defense of Marriage Act (DOMA)." The Respect for Marriage Act would return the federal government to its constitutional practice of honoring the lawful marriages celebrated in the states, as recognized by the states.

The Resolutions Committee recommends the resolution be adopted as amended.

2. Resolution for Gender Expression Non-Discrimination Act (GENDA)

Submitted by Neil Kirby- Delegate Local 010, Todd Smith - Delegate Local 842, Chantalise DeMarco Delegate - Local 855, Bess Watts -

Delegate Local 828, Judy DiPaola - Delegate Local 335 and Rose Conti - Delegate Local 807

CSEA delegates at the 2010 Annual Delegates Convention adopted a Constitutional Amendment adding gender identity and expression to our Constitution, Article 2 of the Purpose and Policy. The Gender Expression Non-Discrimination Act (GENDA) amends New York state's human rights law to include anti-discrimination protections based upon gender identity and expression. This resolution would commit CSEA to call upon the New York State Legislature and the governor to enact GENDA, banning discrimination against all citizens, however they express their gender identity.

The Resolutions Committee recommends the resolution be adopted as amended.

3. Resolution to Support and Maintain Unity Amongst Officers and Members

*Submitted by Shana Davis
Delegate - Local 690*

Gov. Andrew Cuomo has implemented the "Spending and Government Efficiency" (SAGE) Commission to modernize and right-size state government. The Sage Commission has been charged to create a comprehensive review of every state agency of state government and recommend structural and operational changes. The governor, with recommendation of the SAGE Commission, is consolidating and merging agencies for cost saving purposes; and while

CSEA continues to fight and create strategies to save jobs and prevent such consolidations and mergers.

CSEA locals and units are being consolidated and merged based on the actions of the governor and the SAGE Commission. This resolution urges that all CSEA members stand in support of their local and unit leadership during these transitions and changes. It further resolves that there will be no break in unity among CSEA members, as that could show weakness and empower our opponents to further cut jobs and services across the state.

The Resolutions Committee recommends this resolution be adopted as amended.

4. Member Participation in Organizing - 2011/2012

*Submitted by Nancy Ianson
Delegate - Local 830*

The resolution reaffirms CSEA's commitment to organizing the unorganized and honors locals, units and members who have participated in that mission, and encourages all members to build our union.

The Resolutions Committee recommends this resolution be adopted as submitted.

CSEA member killed in school bus accident

LOCUST VALLEY — Locust Valley School District Transportation Unit member Jorge Guevara, 45, died July 23 in a school bus accident while on the job.

Co-workers and loved ones are calling Guevara's last actions to save the lives of those on the bus heroic.

Guevara was transporting children from a day camp when an out-of-control cement truck failed to clear a railroad overpass and quickly approached the bus.

According to media reports, Guevara was faced with three split-second choices. Two options, to drive straight or swerve to the left, would have likely resulted in many more

injuries and deaths on the bus.

He chose the third option: swerve to the right, which resulted in the truck striking the left front of the bus.

Guevara was pronounced dead at the scene. Bus monitor and unit member Louis Kragouras was also injured in the crash, but is recovering. The children suffered minor injuries.

Guevara, who was employed by the school district for about six years, leaves a wife and five children between 2 and 17 years old. Media reports note that he died one day before his daughter's 12th birthday.

CSEA is investigating the accident.

Don't Zone Out in work or school zones

As the school year starts and highway construction season continues, do your part to keep everyone safe on the roads!



Always remember:

- Be alert while you're driving;
- Obey speed limits in work and school zones;
- Do not use your cell phone while driving and hang up if someone calls you while they're driving;
- Do not read or send text messages while you drive;
- Move over for amber lights (road workers) as well as emergency lights and
- Sign up for CSEA's Don't Zone Out pledge today at www.csealocal1000.org!

MEMBERS ONLY INFORMATION

LOCAL 1000 **CSEA** AFSCME, AFL-CIO

Legal Services Program

Workers' Compensation and Social Security Disability	Personal Legal Matters	Personal Injury Matters	Taking Care of Business/Elder Law	Veterans Disability Benefits
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This members-only benefit program provides attorney representation for Workers' Compensation, Social Security Disability, Personal Injury, Veterans

Know Your Rights!

Disability Benefits and Personal Legal matters including Taking Care of Business for members and their dependents. Quality legal representation at little or no out-of-pocket cost for injury/illness related matters; quality legal representation at pre-negotiated/discounted fees for other personal matters.

The Injury Related Program is administered by the firm of FINE, OLIN & ANDERMAN, LLP through its statewide network of offices. Personal Legal Services are provided by a closed network of specially selected attorneys dedicated to quality service for CSEA members.



1-800-342-4146

Call during normal business hours, 8 a.m. – 5 p.m., Mon.–Fri., and follow the menu instructions for the Legal Services Program

CSEA Headquarters, 143 Washington Ave., Albany, NY 12210
Web site: www.csealocal1000.org (through the CSEA members-only portal)

Danny Donohue, President

Summary of July Board of Directors meetings

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 Denise Berkley for union members.



ALBANY – CSEA's statewide Board of Directors met on July 12, 2012. In official business the board:

- Approved the following nominees for the Employee Benefit Fund: Mary Sullivan, Nick LaMorte and Billy Riccaldo;

- Approved the nomination of Danny Donohue to the vacancy in the Office of International Vice President for the Civil Service Employees Association Legislative District;

- Created a permanent Charter for Local 773, Fulton County Center for Care and Rehabilitation (Capital Region);

- Approved changing the name of Local 666, from New York State Insurance Department to New York State Division of Financial

Services (Capital Region);

- Dissolved the following locals due to closures:

Local 562 Division for Youth (Buffalo Area), Local 410 Hudson River Psychiatric Center, Local 709 First Student at Watkins Glen;

- Approved the Standing Legal Committee Report as printed;

- Approved the appointment of Althea Green to the Metropolitan Region Political Action Committee;

- Approved the appointments of Joyce Howard, John Jacob III and John "Jack" McGarril to the Southern Region Political Action Committee;

- Approved the appointment of Kim Garrett to the Capital Region Political Action Committee and

- Approved the appointment of Casey Walpole to the Central Region Political Action Committee.

Questions concerning the summary should be directed to Statewide Secretary Denise Berkley, CSEA Headquarters, 143 Washington Ave., Albany, NY 12210 (800) 342-4146 or (518) 257-1253.

Important bylaws notice for all Local and Unit Presidents

The 2013 Elections for Local and Unit Officers are soon approaching.

If you currently have elected Officers beyond what is provided for in the Local/Unit Constitution (President, Vice President, Secretary, Treasurer), you must have bylaws that reflect those additional positions.

Without proper bylaws reflecting any additional Officer positions, those positions will not be eligible for election nor will they be recognized by CSEA.

Proper bylaws for this purpose must be submitted, approved and be on file with the Statewide Secretary prior to Feb. 1, 2013.

If you have any questions regarding this Notice, please contact the Office of the Statewide Secretary at 1-800-342-4146, ext. 1257.

Stay up-to-date with your region

Be sure to stay up to date between Work Force editions by checking your region's web page and Facebook page. Members in the Central and Western regions can also follow their regions on Twitter.

Long Island Region:

<http://www.csealocal1000.org/r1>
<http://www.facebook.com/csealongisland>

Metropolitan Region:

<http://www.csealocal1000.org/r2>
<http://www.facebook.com/csearegion2>

Southern Region:

<http://www.csealocal1000.org/r3>
<http://www.facebook.com/csearegion3>

Capital Region:

<http://www.csealocal1000.org/r4>
<http://www.facebook.com/csearegion4>

Central Region:

<http://www.csealocal1000.org/r5>
<http://www.facebook.com/csearegion5>
http://twitter.com/#!/CSEA_Region5

Western Region:

<http://www.csealocal1000.org/r6>
<http://www.facebook.com/cseawesternregion6>
<http://twitter.com/#!/@csearegion6>



Emergency repair another important public service

COMMACK — This summer's extremely high temperatures didn't cool down the dedication of Long Island state Department of Transportation workers when it came to emergency highway repairs.

It's just another example of the high level of public services CSEA members provide.

A truck recently hit a Long Island Expressway overpass bridge over Crooked Hill Road in Commack, damaging it and snarling already heavy Long Island traffic.

Despite an oppressive heat wave, CSEA-represented Department of Transportation workers expertly completed emergency repairs over a week.

General Foreman Pat Ryan and Supervisor Dave Seaman directed crew members Al Young, Sam Ghabra, Yusut Izci, Philip Gaches and Mike Cangiano in the five-day effort, during which they made

extensive structural repairs.

These CSEA members wore bulky respirator suits to remove paint and then applied their welding skills to fix the overpass and make it safe for motorists.

These public workers made the repairs quickly, efficiently and for far less expense than many private contractors would do.

But overpass reconstructions are not the only tasks Department of Transportation workers on Long Island or across the state are responsible for throughout the year.

Some of their other jobs include snow removal, pothole repair, paving roads at scheduled intervals, clearing drains and catch basins, picking up brush and rubbish, removing tree limbs when safety concerns arise and making the necessary repairs on their vehicles and other pieces of equipment.



CSEA Long Island state Department of Transportation Local members Mike Cangiano, Philip Gaches and Yusut Izci were among those who made emergency repairs to a local overpass.



CSEA Long Island state Department of Transportation Local members Al Young (left) and Sam Ghabra make repairs to a Long Island Expressway overpass.

State transportation workers, along with local government highway workers, provide some of New York's most important public

services in keeping the state's roadways safe.

— Rich Impagliazzo

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Almost time to retire?

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



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

- Access to insurance plans at CSEA's low group rates.
- Travel discounts.
- A discounted consumer items buying service.
- Discounted dental and vision care programs.
- A personal legal services referral network.
- The Retiree News quarterly.

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

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

For more information, visit www.csealocal1000.org and select "CSEA Retiree Members" from the "For CSEA Members" menu.

TEAM

INTEGRITY • COMMITMENT • EXCELLENCE • TEAMWORK



Take advantage of your CSEA membership for up to a 40% discount for all 2012 Syracuse University Football Home Games at the Carrier Dome in Syracuse!

CSEA members will be entitled to the following discount tickets, dependent on seating area:

\$21 (regularly \$29), **\$24** (regularly \$40), and **\$27** (regularly \$45).

Order your discount tickets online at:

www.carrierdome.com/tickets/group_tickets.aspx

Click on the CSEA logo and select the game you want to attend - Use special offer code: **SUCSEA12** (no spaces) - Create a NEW ACCOUNT (even if you have an account already) - Follow the steps to purchase and check out. There will be a processing and print at home fee.

SU Football Home Game Schedule:

SU vs Northwestern	September 1, 2012 - 12:00 PM
SU vs Stony Brook	September 15, 2012 - 4:00 PM **
SU vs Pittsburgh	October 5, 2012 - 7:00 PM
SU vs. Connecticut	October 19, 2012 - 8:00 PM
SU vs. Louisville	November 10, 2012 - Time TBA

**** Please join us for our special recognition on CSEA Game Day!**

Empire Plan enrollees: Diabetic care programs

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



The Empire Plan includes a program designed to assist enrollees diagnosed with diabetes and manage their condition in the most effective way possible. On this page, diabetes education centers and diabetic shoes are discussed.

Diabetes education centers

As many of us are aware, diabetes education can be an important part of a treatment plan for the disease.

Diabetes educators provide information on nutrition and lifestyle improvement that can help diabetics better manage their disease. The Empire Plan network includes diabetic education centers that are accredited by the American Diabetes Association's Education Recognition Program.

If you have a diabetes diagnosis, your visits to a network center for self-management counseling are covered and you pay only an office visit co-payment for each covered visit. Covered services at a non-network diabetes education center are considered under the Basic

Medical Program subject to deductible and coinsurance.

To find an Empire Plan-participating diabetes education center, call The Empire Plan toll free at 1-877-7-NYSHIP (1-877-769-7447) and press 1 for the medical program. Or, go to the New York State Department of Civil Service web site (www.cs.ny.gov), select benefit programs and then NYSHIP online to the home page. Select "find a provider" under United HealthCare. Choose the "search the provider" directory tab, then search for laboratories or other facilities, and then scroll down to click here to view a list of diabetes education centers.

Diabetic shoes

The Empire Plan also includes a diabetic shoe program for enrollees who have been diagnosed with diabetes.

Under this program, one pair of custom molded or depth shoes per calendar year are a covered expense under The Empire Plan if:

- You have a diagnosis of diabetes and diabetic foot disease;
- Diabetic shoes have been prescribed by your provider; and
- The shoes are fitted and furnished by a qualified pedorthist, orthotist, prosthetist or podiatrist. Shoes ordered by mail or online are not eligible for benefits.

When you use a Home Care Advocacy Program (HCAP)-approved provider for

medically necessary diabetic shoes, you receive a paid-in-full benefit up to an annual maximum benefit of \$500. To ensure that you receive the maximum benefit, you must make a pre-notification call to HCAP.

If you use a provider who is not HCAP-approved, benefits will be considered under the Basic Medical Program, subject to the annual deductible, with any remaining covered charges paid at 75 percent of the network allowance with a maximum annual benefit of \$500.

Call The Empire Plan toll free at 1-877- 7-NYSHIP (1-877-769-7447), choose the Medical Program and then the Benefits Management Program to make arrangements to receive benefits for medically necessary diabetic shoes through HCAP.

Make sure your college student's shots are up-to-date

Is your child off to college this fall? If you've made a checklist of items to pack and things to take care of before he or she goes, you may want to add just one more item – make sure their shots are up to date.

Growing research has found that some groups of college students may be at a higher risk of contracting bacterial meningitis, and that risk can be minimized by means of a quick injection.

As Empire Plan enrollees and their eligible dependents gear up for another fall semester, the CSEA Health Benefits Department would like to remind

enrollees that the Empire Plan's vaccination and immunization benefit was enhanced to include the meningitis vaccine for dependent children.

Enrollees who have questions about whether their child has received the meningitis vaccination 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, the Empire Plan's medical/surgical provider, at 1-877-7NYSHIP (1-877-769-7447).

New look, same great benefits

The CSEA Employee Benefit Fund (EBF) is always striving to achieve excellence in customer service to help CSEA members maximize their benefits. Over the past few years, the EBF has increasingly used technology to improve on these services.

New provider search tool

On Aug. 1, 2012, the EBF launched yet another great advancement with the development of a new online participating provider search tool.

“This is a great example of the CSEA Employee Benefit Fund’s continued commitment to better serving our members,” said CSEA President and EBF Board Chairman Danny Donohue. “Using technology to connect CSEA members with dental and vision providers saves time, effort and money while improving lives.”

With this new search tool, CSEA members can navigate the panel of participating providers, both dental and vision, with greater ease and more efficiency.

This new search tool can be found on the EBF website at www.cseaebf.com and can be accessed by clicking the “Provider Search” on the main menu.

Search options include an expanded location menu featuring new additions such as by zip code, to yield results within a specified radius of five, 10, 15, 20 or 50 miles from the member’s home.

Other location search options include by city, county or state. Search criteria can also be customized by provider name, specialty or simply alphabetically.

The search results are paginated for a faster response, include interactive mapping of each of the provider’s locations and, if available, direct links to the provider’s website.

Participating dental and vision panel updates are now featured so that members

This screen shot from the CSEA Employee Benefit Fund website shows the fund’s new Participating Provider Search tool. Members can search for participating dental and vision providers by zip code, city, county or state.

can view the most current list of recently added or terminated providers from the plans delineated by practice name, location and effective date.

More online tools

In recent years, the EBF has added several online tools to the website specifically created to provide solutions for member customer service needs.

Tools such as the “Benefit Search” are designed for members to easily find their negotiated plan(s) and conveniently download any applicable claim form required for reimbursement. Another tool is

the highly used “Look Up Your EBF ID #,” in which members can view, print, email and reorder EBF ID cards.

Members can also use Live Chat and have their questions answered instantly online without ever having to pick up the phone.

The EBF was established to serve the members not only by providing high quality benefits, but also by remaining dedicated to helping members fully use their hard-earned benefits.

The website is one of the best ways to demonstrate that commitment by making it easier than ever to interact with the fund. The new participating provider search tool is another great addition in the line of technological advances.

Check it out and remember, there’s more to come!

Visit the CSEA Employee Benefit Fund’s website at www.cseaebf.com or call EBF at (800) 323-2732.

CSEA negotiating Nassau University Medical Center contract

EAST MEADOW — CSEA and Nassau Health Care Corp. administrators are in “fervent” negotiations for a new agreement for workers at Nassau University Medical Center.

As The Work Force went to press, there was not yet an agreement on a new contract, though talks between the union and hospital administrators have been active over the past month. CSEA’s contract with the hospital expired Dec. 31, 2009.

At a recent general membership meeting at the hospital, CSEA Nassau

County Local President Jerry Laricchiuta and CSEA Nassau University Medical Center Unit President Ken Nicholson addressed members on the status of negotiations. “This is a different administration than negotiated your last contract,” Laricchiuta said.

Laricchiuta and Nicholson wouldn’t discuss specifics publicly as negotiations are still going on. They also made it clear that they could have signed a contract long ago if they accepted the draconian cuts proposed by the hospital administration.

— Ryan Mulholland

Munio is PEOPLE Recruiter for June

Lori Munio of the Broome Developmental Center Local in the Central Region is the PEOPLE Recruiter of the Month for June. She recruited 35 new PEOPLE members at the MVP level.



Munio

anymore because it didn’t exist. On top of that all, you got laid off! For the price of a cup of coffee each week you can join forces in the fight to keep all of these things in place.

Every single member has a voice and it deserves to be heard. PEOPLE is just another way of doing just that, getting our voices heard. As President Abraham Lincoln once said, ‘By the people, for the people.’ WE are the PEOPLE! Let your voices be heard.”

CSEA’s PEOPLE program protects and improves our jobs, benefits and pensions in Washington, Albany and in your community. Your support and participation in PEOPLE strengthens CSEA’s clout in the workplace, in the legislature, in your community and in the labor movement.

— Mark Kotzin



Nassau County Local President Jerry Laricchiuta, standing, far right, addresses Nassau University Medical Center workers during a recent membership meeting.

Low is PEOPLE Recruiter for July

Carol Low of the SUNY Stony Brook Local in the Long Island Region is the PEOPLE Recruiter of the Month for July. She recruited 29 new PEOPLE members at the MVP level.

“By joining PEOPLE, we help pro-labor candidates get their message out to voters and give them a better chance to get elected,” said Low. “We need legislators in Albany who share our commitment to organized labor and so we must do all we can to increase enrollment in PEOPLE.”

CSEA’s PEOPLE program protects and improves our jobs, benefits and pensions in Washington, Albany and in your community. Your support and participation in PEOPLE strengthens CSEA’s clout in the workplace, in the legislature, in your community and in the labor movement.

— Rich Impagliazzo



Low

THE Work Force

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An Important Message from CSEA

TWO VISIONS: ONE CHOICE FOR MIDDLE-CLASS FAMILIES



CSEA Recommends President Barack Obama

President

Barack Obama

- ✓ **Keeping Jobs in America:** Obama will eliminate tax breaks for companies that ship jobs overseas.
- ✓ **Protecting and Strengthen Our Retirement Security:** Obama will strengthen and protect the most successful bi-partisan program in America's history — Social Security.
- ✓ **Protect and Strengthen Access to Health Care:** Obama fought to make it illegal to deny health insurance due to pre-existing conditions, he made Medicare stronger, closed the prescription drug loophole that cost seniors thousands, and provided coverage for young people up to the age of 26.

Bain Capital CEO

Mitt Romney

- ✗ **Outsourcing American Jobs:** Romney has been called a "pioneer" of outsourcing as CEO of Bain Capital, and supports a tax plan to encourage companies to ship more jobs overseas.
- ✗ **Taking apart Social Security:** He supports raising the retirement age and allowing workers to invest in private accounts, the first steps to wholesale privatization of Social Security.
- ✗ **Eliminating Health Care Protections:** Romney will gut Medicare and has signed on to a plan to forever change the program. This new plan will cost seniors thousands of dollars more for their health care.

President Barack Obama — the clear choice for America's middle class.

Register and Vote Tuesday, Nov. 6. • See Page 9 CSEA's congressional endorsements.