



# THE Work Force

April 2010

Vol. 13 No. 4

## Under attack: good jobs, benefits and services

See pages 3, 6, 10 and 11.



Photo by Mark M. Koizin

1910-2010

New York's Leading Union

## Photo of the Month



Photo by Jessica Ladlee

Village of Cornwall-on-Hudson Unit member Ed Hembree has a camera's flash reflect off his safety vest while he works to clear a fire hydrant after a late-February blizzard. The efforts of CSEA members across the lower parts of the state made it possible for utility crews to rectify the massive power outages that occurred. *More about storm cleanup efforts around the state, Page 9.*

# CSEA settlement huge victory for retirees

CSEA has won a settlement on behalf of 1,600 retired Westchester County employees that freezes their prescription drug costs for life for themselves and their dependents.

"This is a huge victory for our retirees," said CSEA President Danny Donohue. "They live on fixed incomes and never expected they would be forced to pay more for their health care."

Under the terms of the class action settlement, prescription co-payments are forever frozen for class members and their dependents. Various other co-payments and deductibles are also frozen forever.

The county will also pay each class member or surviving dependent \$700, and the county will also pay CSEA attorney fees and litigation expenses in the

amount of \$65,000. The costs of the immediate payouts are approximately \$1.1 million.

The settlement stems from a suit CSEA filed in 2004 claiming the county improperly diminished the health insurance benefits of workers who retired between January 1993 and May 2004.

CSEA argued that the 1993 through 2004 contracts, unlike other CSEA contracts with the county, prohibited the county from changing those retirees' benefits.

As a side agreement, the county agreed that other CSEA unit retirees, who previously had no clear contractual or legal protection, were entitled to at least the insurance level of active employees.

— Ed Molitor

## National health care signed into law

Union members across the United States helped make the difference in getting the historic health care reform measure signed into law.

"This legislation is a giant step in the right direction toward affordable, quality health care for all working families," said CSEA President Danny Donohue. "The legislation isn't perfect and there still is work to do, but this is an

important step for America."

Union members across the country made more than 4 million phone calls to lawmakers to urge the legislation's passage, according to the AFL-CIO.

*Read more about the plan's immediate and future details on page 6.*

From the Office of President Danny Donohue



### CSEA President Danny Donohue to meet Western Region members May 12

CSEA President Danny Donohue will visit the CSEA Western Region on Tuesday, May 12 to meet with members.

The meetings will be held at the Western Region office, 120 Pineview Drive, Amherst. Donohue will meet with union members from 1 to 7 p.m. Please call the Western Region office at (716) 691-6555 or 1-866-568-7734 for an appointment and directions.

### New CSEA/AFSCME membership cards will protect your identity

CSEA members have spoken!

Because you asked, Social Security numbers are being replaced by CSEA ID numbers for CSEA business. In January, you should have received your 2010 CSEA/AFSCME membership card with a new CSEA ID NUMBER. You will no longer have to use your Social Security number to identify yourself as a CSEA member.

KEEP THE CARD IN A SAFE PLACE SO YOUR CSEA ID NUMBER IS AVAILABLE WHEN YOU NEED IT.

# Governor, Senate unrealistic, out of touch

ALBANY — CSEA continued its fight for public services in New York as the April 1 budget deadline neared.

As The Work Force went to press, the budget situation and other factors that would have a direct impact on CSEA members across the state remained up in the air. There was little expectation of an on-time budget.

Here is a breakdown of some of the issues that in some cases, CSEA members are fighting against, and in others, union members should be prepared to fight:

## Senate Democrats irresponsible

The state Senate majority has proposed additional massive cuts to state operations that have already seen \$2 billion in cuts in the past 18 months. The cuts could add up to 8,000 layoffs, and would severely undermine most agencies.

The state work force is already doing more with less and cuts already made to state agencies have created staff shortages, mandatory overtime problems, an over-reliance on temporary workers and safety issues.

Senate Democrats are refusing to consider several revenue raisers while putting forth projections that don't add up.

Paterson continued to call for state employees to help fill a \$250 million gap in the budget. (See *President's column, page 4.*)

## Education

Gov. David Paterson is proposing an overall school aid cut of \$1.6 billion, which would be progressively based on a local school district's wealth and student need. The governor has also proposed a \$2.3 million cut in library aid. Combined with the anticipated reductions in state aid to localities, these proposals would have a



**CSEA members on Long Island rally against Gov. David Paterson's proposal to close dozens of state parks and historic sites across the state.**

devastating effect on counties, cities and towns.

The Senate proposal would go along with the governor's deep cuts to education and localities.

## Proposed state park closures

The governor's proposal to close dozens of state parks and historic sites across the state is simply a bad idea and is meeting with resistance from the public. Funding for parks would be cut by \$28 million — a 40 percent budget cut over the past two years.

New York's state parks attract out-of-state tourists and generate up to \$2 billion in economic activity for private businesses and supports 20,000 jobs. The state enjoys \$5 in benefits for every \$1 it invests in its parks.

What's worse is that New York's parks provide an invaluable resource for working families who might otherwise not have the means to take a vacation or a daylong trip. Closing parks during the worst economic recession since the Great Depression is irresponsible.

## Temporary workers

CSEA is pushing to end the Paterson administration's exploitation of temporary workers and undermining of state workers. The union is urging state agencies to provide realistic assessments regarding their real work force needs. If temporary workers are needed, the state should create worker pools to draw from, rather than using private contractors to supply the bodies. Workers from the pool work force would then be deployed to agencies as needed.

Aside from the temporary workers not having the on-the-job protections and benefits of CSEA members, more than \$62 million in tax dollars are being used to hire temporary workers through employment agencies. Nearly every state agency is hiring such workers despite a state hiring freeze that is potential workers from gainful employment in a bad economy.

*See Pages 4, 6, 8, 9, 10-11  
for related stories.*

Visit [www.csealocal1000.org](http://www.csealocal1000.org)  
for updates on the budget situation.

# THE WORK FORCE

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# IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue

## Senate Democrats take aim at you!

As bad as Gov. David Paterson's proposed state budget is, the New York state Senate Democrats have a plan that's even worse. The Senate Democrats' proposal really sticks it to state employees and throws schools and localities under a bus, too!

Contrary to popular belief, state agencies account for less than a 10th of the New York state's budget. Over the past 18 months, nearly \$2 billion has been cut from state operations including a hiring freeze and an erosion in resources to do the job properly. But the Senate Democrats' proposal could lead to 8,000 state employee layoffs!

Meanwhile, shortchanging school districts and local governments, as the Senate Democrats and governor want to do, will force drastic measures all across the state.

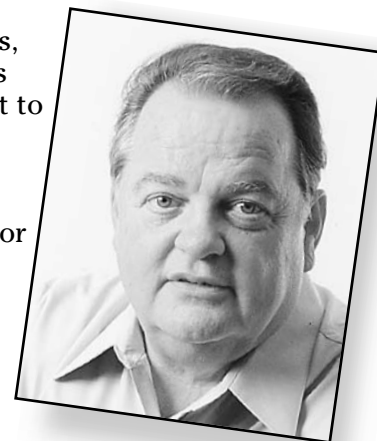
What's worse, the Senate Democrats' are being recklessly irresponsible by putting forward revenue figures that don't even add up! It all suggests that they not only can't count but don't have any real understanding of the public services they are putting at risk.

CSEA has no tolerance for politicians who take cheap shots at dedicated public employees. It's not right and New Yorkers deserve better.

CSEA members know better than anyone that these are tough times. We're already doing more with less and it's harder to get essential work done, whether it's maintaining our roads and bridges; operating our parks; ensuring care for individuals with developmental disabilities; upholding public safety or providing a quality of life in hundreds of different ways.

We won't apologize for the work we do, and let me remind all elected officials that we pay taxes and spend our hard-earned money in our home communities. Massive layoffs of public workers will only further weaken our economy.

Let's be clear: The Senate Democrats' approach won't solve New York's fiscal problems and will cost you a lot more in the long run.



*Danny*



# Ogdensburg workers fight to save prison

OGDENSBURG — Since the first days after Gov. David Paterson announced his plans to close Ogdensburg Correctional Facility, CSEA-represented workers have banded together to keep the governor's plan from becoming reality.

They've worked with literally everyone who holds a stake in their community, including other workers and their unions, local businesses, community and civic leaders and elected officials at all levels.

CSEA members also posted signs in their cars, their homes and local businesses, placed ads and editorials in the local newspaper and held a demonstration outside Ogdensburg City Hall that shut down the block. Prison workers have held weekly lobbying visits with their state legislators, and traveled by the busload to the state Capitol in Albany to make sure their voices were heard.

Their message was simple: it's about jobs, and an entire rural economy supported by them. At the recent demonstration, CSEA Central Region President Colleen Wheaton made the case that in

such a high-unemployment area, New York's North Country cannot afford to lose the prison as an economic engine.

"We need to continue to make the case to our elected leaders that we cannot have economic recovery in New York state without people working and paying their taxes," she said. "Closing this facility makes no sense."

An enthusiastic rally outside the state Capitol in late March also helped keep hope alive. Scores of state legislators participated, as did CSEA Statewide Treasurer Joe McMullen.

CSEA Ogdensburg Correctional Facility Local President Mark Lashua said everyone in the community has joined together in the fight.

"We've all been working together to fight this closure, because it affects everyone in our community," he said. "There's not one family in Ogdensburg and our surrounding area that wouldn't be negatively impacted by this facility closing."

— Mark M. Kotzin



CSEA members demonstrate outside Ogdensburg City Hall against the state correctional facility's proposed closure.

## Facts on the new national health care law

**P**resident Barack Obama has signed legislation that is the most sweeping health care policy enacted since the 1960s. Below is an explanation of the legislation's major provisions. CSEA fought long and hard to make access to health care a right. If you have any questions, contact the CSEA Legislative and Political Action Department at (800) 342-4146, or visit [www.csealocal1000.org](http://www.csealocal1000.org).

*(Effective dates are in parentheses)*

### Coverage

More than 32 million Americans would gain health insurance under this law.

The uninsured and self-employed would be able to purchase insurance through state-based exchanges with subsidies available to individuals and families with income between the 133 percent and 400 percent of poverty level. *(Health exchanges go into effect in 2014)*

### Individual Responsibility

Almost everyone is required to be insured or else pay a fine. There is an exemption for low-income individuals. *(Begins in 2014)*

### Employer Responsibility

Technically, there is no employer mandate. Employers with more than 50 employees must provide health insurance or pay a fine of \$2,000 per worker each year if any worker receives federal subsidies to purchase health insurance.

Fines applied to entire number of employees minus some allowances. *(Begins in 2014)*

### Benefits Tax

There will be a 40 percent excise tax on health plans that cost in excess of \$10,200 (individual) or \$27,500 (family). This total does not include dental or vision coverage. *(Begins in 2018)*

### How it is paid for

Increase Medicare payroll tax rate by 0.9 percent for individuals earning more than \$200,000 and families earning more than \$250,000 plus a 2.9 percent assessment on unearned investment income for individuals earning more than \$200,000 and families earning more than \$250,000. *(Begins in 2013)*

### Part D Donut Hole

Fills donut hole gradually and in 2020 the hole will be completely filled. Seniors who hit the donut hole by 2010 will receive a \$250 rebate.

### Medicaid

Expand coverage up to 133 percent of the federal poverty level.

For states such as New York that already cover this population, the federal government will phase in payments to the state starting in 2014 and will pay 90 percent of the cost of insuring them in 2019 and after.

### Affordability

Exchange subsidies limit premium contribution from 2 percent to 9.8 percent of

income based on FPL percentage.

Employees offered coverage at work will be eligible for the insurance exchange if premium contribution exceeds 9.8 percent of income

### Rate Review

A new Federal Insurance Rate Authority is created to oversee and assist states in examining proposed insurance rate increases by insurance companies.

Insurance companies would be required to lower premiums or pay rebates to policy holders if rate increases are unreasonable and unjustified.

### Insurance Market Reforms

- Insurers are prohibited from denying coverage to people with pre-existing conditions *(six months after enactment for newborns, 2014 for everyone else)*
- Higher premiums for women would be banned. *(six months after enactment)*
- Insurers would be forbidden from placing lifetime dollar limits on policies. *(six months after enactment)*
- Parents would be able to keep children on their policies up to age 26. *(six months after enactment)*
- Require large insurers to spend 85 percent of premium payments on care. Failure to do this would require a rebate to policyholders. *(six months from enactment)*

# CSEA leading the way in child care funding fight

CSEA is leading the way nationally to improve access to quality child care for thousands of families by getting involved in mobilizing federal funding for families in need.

CSEA's many meetings and tireless efforts with U.S. Sen. Kirsten Gillibrand and U.S. Rep. Paul Tonko have influenced important connections in Washington, D.C., that will help place child care in mind as a national priority in budget decisions.

Timing is critical due to dramatic funding

cuts in some localities across the state.

More federal funding would relieve the state budget and hopefully eliminate the temptation to leverage "lack of federal funding" as an excuse for fiscally conservative counties to not handle subsidy programs responsibly.

Statewide, VOICE/CSEA has been a driving force in an advocacy campaign called, "Families Earning, Children Learning,"

connecting directly with members of Congress through phone calls, letters and e-mails.

In a letter to Congress, CSEA President

*The Child Care and Development Block Grant funds subsidy programs for millions of people across the country and would bring about \$48.3 million to New York alone, directly helping working families.*

## Erie County Executive Collins attacks working families

BUFFALO — Erie County Executive Chris Collins is at it again.

CSEA members employed by Erie County haven't had a contract since Dec. 31, 2006, and once again, the union is going head to head with Collins, who has been undermining CSEA members and working families since taking office.

While speaking about child care subsidies that he considered unsustainable, Collins and the county's Social Services Department opted to drop some 40 percent of eligible children while aware of the risk that some working-poor parents will quit their jobs and turn to public assistance because they will be better off; publicly stating that welfare is cheaper for the



**VOICE/CSEA joined with Voice-Buffalo, a coalition of faith-based organizations and the YWCAs of Erie County recently to a rally to protest drastic cuts in child care. More than 150 providers, parents and community members attended the rally.**

state and county rather than helping families work.

More than 900 families with 1,500 children are affected by these subsidy cuts.

In early March, Collins boasted in *The Buffalo*

*News* about Erie County's \$44 million surplus. The newspaper reported, "it was clear that Erie County officials never had their backs to the wall financially in 2009."



**Niagara County VOICE/CSEA child educator Cathey Sandman stands with U.S. Sen. Kirsten Gillibrand after Sandman testified in Washington, D.C., on the need for increased child care funding.**

Danny Donohue wrote, "Currently, only one in seven eligible children receives child care assistance through this program. Federal investment in these programs will ensure that New York's youngest children get the strong start they need and that parents can access affordable child care in order to work and support their families."

If the increases are approved, the effect would be far-reaching and powerful in New York state.

The Child Care and Development Block Grant funds subsidy programs for millions of people across the country and would bring about \$48.3 million to New York alone, directly helping working families.

— Jill Asencio

## Helping children

CSEA is fighting for congress to make child care a priority with the following proposals:

- \$1 billion increase for Child Care and Development Block Grant (CCDBG);
- Improvements in funding for the Child and Adult Care Food Program (CACFP) and
- \$989 million increase for the Head Start/Early Head Start.

# Libraries a lifeblood in hard times

**“Libraries are part of our safety net.”**



**Rochester Public Library and Unit Secretary Kate Meddaugh works on Science and History display.** Photo by Ove Overmyer.

ROCHESTER — During a recession, families are often forced to make changes, tighten their belts and make cuts.

But as people scale back, the public library becomes even more important. Libraries become the place to go for everything from job search assistance to borrowing a movie for Friday night.

“What if your neighborhood library suddenly closed its doors?” asked Ove Overmyer, president of CSEA’s Monroe County Library Unit. “It could happen sooner than you think.”

Although library use has increased greatly during the economic downturn, libraries are in trouble if yet another funding cut takes place, Overmyer said. A proposal in the state budget would whack funding by 18 percent, a significant amount.



**Rochester Public Library Security Guard Antoinette Davis patrols the Central Library of Rochester and Monroe County.** Photo by Ove Overmyer.

“Libraries are part of our safety net. They are essential to lifelong learning, jobs and opportunity, quality of life and community empowerment,” he said. “To cut funding to an American institution that has a huge return on investment to local communities is fiscally and

ethically misguided.”

In many communities, the public library is the only source of a public-access computer. Without appropriate library funding, a large portion of the population may be shut out of many opportunities.

“Throughout New York state, libraries are seeing a tremendous increase in use

by people engaged in job searches, applying for jobs online and acquiring job search skills such as resume writing and effective interviewing,” Overmyer said. “Seventy five percent of all job listings are now online and at least 60 percent of prospective employers only accept online job applications. If it weren’t for New York’s libraries, more than 330,000 unemployed people throughout the state would not be able to apply for jobs online.”

Overmyer urges members to help save libraries. “Contact your state legislator today,” he said. “The future of our libraries and our economy is dependent on whether you decide to take direct action. Make your move today.”

— Lynn Miller

## 2009-10 Polar Plunge season a success



**Dutchess Educational Local 2nd Vice President Guy Bilyou dries off after taking the Polar Plunge in Fishkill.**

CSEA members from the Southern and Long Island regions closed out the 2009-10 Polar Plunge season in style to benefit the Special Olympics.

As reported in the March Work Force, Southern Region members, as Team CSEA Region 3” plunged into Fishkill’s Sharpe Reservation Feb. 20.

The Long Island Region “Bathing Beauties” took the year’s last plunge on March 13 at North Hempstead Beach Park in Port Washington amid torrential rains and wind gusts. The team included members of the Oyster Bay and Nassau Educational locals.

“The Polar Plunge is one of the largest statewide fundraising efforts to benefit the Special Olympics and we’re glad to be a part of it,” said Oyster Bay Local President Bob Rauff, who participated in the plunge. “We want to aid their mission while demonstrating the CSEA commitment to quality care for people with developmental disabilities and dedication to community involvement.”

In addition to raising money for the Special Olympics, CSEA members had another incentive to be “Freezin’ for a Reason:” the Polar Cap Award.

President Danny Donohue



**Members of the Long Island Region “Bathing Beauties” show their union pride amid torrential rains and strong winds at the North Hempstead Beach Park Polar Plunge on March 13.**

will present the award to the region that achieves the best participation and fundraising results for this

season’s Polar Plunge events. He will make the presentation at the Spring Workshop in May.



# CSEA members respond to devastating storms

## **Snow springs Greene County members into action**

CAIRO — CSEA members in Greene County helped county residents cope when a late February snowstorm found them measuring snowfall totals in feet, not inches.

In most parts of the county, 4- to 5-foot totals were the norm, with some higher elevations topping out over 7 feet.

With the snow came widespread power outages, an avalanche that forced road closures, car accidents, collapsed houses, lost animals and medical emergencies that kept the county's 911 dispatchers busy with three times the call volume.

## **Long Island workers face severe wind damage**

CSEA members from the Town of Oyster Bay Local rose to the challenge in the aftermath of a powerful storm that battered Long Island with gale force winds and torrential rains.

South Shore communities such as Massapequa and Farmingdale were affected severely, with many large trees uprooted, power lines downed and streets littered with debris.

"We had to differentiate electrical wires from cable and phone lines before removing the tree limbs that dislodged them," said Highway Crew Foreman and Local 1st Vice President Gene Fallica. "The power authority was unable to respond in every instance, so we relied on the expertise of our town electricians."

Veteran highway crew workers likened the damage to that produced by hurricanes Gloria (1985) and Bob (1991), noting that the severity was not as widespread and similar only in specific areas. Still, CSEA members had the situation under control within 72 hours.

South Shore highway department supervisor Steve Kelly reported that crews worked in varying shifts from 14 to 24 hours for three days following the storm and union workers from other departments also contributed to the considerable effort. "It was all hands on deck," he said.

Similarly impressive efforts were undertaken

When a state of emergency was declared, CSEA members employed by Greene County sprang into action helping to turn the county's emergency services building into a command center. There, state and county efforts worked with utility companies and the American Red Cross to respond to the storm. The building housed a shelter where some people stayed for up to three days.

CSEA members employed at the county's Department of Aging and Social Services also helped staff the operations center.

"County staff handled all these events professionally, thoroughly and with compassion," said Greene County Local President and 911 Senior Dispatcher George Greiner.

— Therese Assalian



**Greene County 911 Dispatcher Jim DePerna at work in the Communications Center of the county's Emergency Services Building. The county's dispatchers were key in helping county residents after a winter storm dumped more than 4 feet of snow on the county.**



**Town of Oyster Bay Highway Foreman Electrician John Schuerlein was one of the CSEA members who had a critical role in helping get Long Island back in order after a fierce storm. Schuerlein helped highway crews identify downed power lines during cleanup operations.**

by CSEA members in municipalities all over Long Island.

— Richard Impagliazzo



*Photo by Jessica Ladlee*

**CSEA members across the Hudson Valley worked round-the-clock during the late February blizzard, keeping roads clear despite heavy snow, massive power outages, downed utility lines and fallen tree limbs. Eastern Orange County was one of the hardest hit areas in the Southern Region. Through their efficient work, CSEA members showed the importance of the public services they provide. Pictured here, Village of Cornwall-on-Hudson Unit member Larry Lawless uses a backhoe to clear snow from village fire hydrants. While village residents suffered widespread power outages and downed trees, the CSEA work force did an excellent job keeping the roads clear, enabling utility crews to restore power.**

# Under attack: good jobs, good benefits and good services

If you think your rights, benefits and work as a CSEA member are increasingly under attack these days, you're right.

Some of it is the economic crisis and the intense pressure of public sector budgets. But there is also a focused campaign supported by some of the world's largest corporations, wealthiest, and most politically conservative individuals, intended to scale back what unions have spent decades trying to achieve on behalf of working people.

For decades, unions representing workers in manufacturing and other private-sector industry have faced relentless attacks.

Now, public sector unions are the single-minded focus of these corporate-backed policy think tanks like the Manhattan Institute and its front organization, The Empire Center for New

York State Policy.

The Empire Center is the same organization that has posted the salary of every public sector worker in New York state on the Internet for all to see. It is the same organization that has spent years running down public sector workers and has been relentless in their media bombardment. The center's central premise is that wages and benefits in the public sector are far too generous and should be better aligned with the private sector.

Their solution? Diminish pensions, break contracts, and blame the unions.

## Race to the bottom

What's really happening is that corporate America wants to force public sector workers into the "race to the bottom." For years, public sector workers were compensated for lower-than-average wages by negotiating for good benefits.

Public sector workers like you didn't get rich, but could count on a decent living and retiring with security. Over the last decade, private sector workers have seen most of their defined-benefit pensions – where the benefits are guaranteed – replaced with defined-contribution plans, such as the 401(k), where the only guarantee is the amount of money that is invested in the plan and the benefit is subject to how well the investment does. Under the defined contribution approach, many private sector workers saw their retirement benefits consumed in the recent financial collapse.

As private-sector workers, particularly those without a union, have lost ground in earnings and benefits over the past decade, many public sector workers now not only have better

**At left, Newark Schools bus mechanic Nate Amos works on one of the school district's buses, helping ensure the safety of schoolchildren.**



**Genesee County Nursing Home Certified Nursing Assistant Yvette Bundy cares for resident Everett A. Johnson. CSEA members like Bundy provide quality care in public nursing homes across the state.**

benefits, in some cases, they make more money. That's bad news to corporate-backed interests like the Empire Center, because it won't be long before private sector workers go back to joining unions to get what public sector workers have.

At the same time, municipalities are looking to sell off and contract out more public services, with the idea of raising cash to cover deficits. The danger here is that as Americans lose control of public services, they also lose control of the democracy that governs such public institutions. It's a challenge CSEA has weathered before but today's danger is very real and made worse by a number of related factors.

## The big lie

The Empire Center has spent years on the attack against public worker benefits and has built some momentum particularly as the

economic meltdown has undermined millions of working people. Ironically, many of those financially supporting the Empire Center's PR blitz are the same people whose unbridled greed helped cause the meltdown.

What often makes the Empire Center's message so misleading is a tendency for the media to present their point of view as if the center was a "good government watchdog" rather than the ultimate special interest that it is.

Unfortunately, there is too much of a receptive audience for scapegoating and quick fixes in these difficult times. Most recently, *Governing Magazine*, which is read by government and elected officials across the country, ran an article that attacked public sector unions and employee benefits based largely on information from the Manhattan Institute. The article's conclusions were



**Above, City of Newburgh Unit members Alfred Bevier, left, and Jim Humphrey remove fallen tree branches from a city neighborhood. The Newburgh area was among the hardest hit by a blizzard that hit lower New York in late February. Recent budget cuts in Newburgh resulted in more than a dozen job cuts in the city's Department of Public Works.**

**At right, Yan Kushelman, a surgical technologist at SUNY Downstate Medical Center, provides medical surgeons with the proper instruments needed during an operation. CSEA members earn their pay and benefits performing essential work.**

predictable: government budget shortfalls are being caused by greedy public sector unions who want too much for their members. It's a simplistic and dangerously misguided argument, but it's chilling to consider that this is the perspective that many elected officials are buying into without trying to really understand the facts.

Across New York, CSEA has come up against numerous politicians in recent time who are driving agendas and trying to build political careers based on attacking their own employees. They flaunt their contempt and wear their disregard for public workers as a badge of honor.

These politicians are either knowingly or unwittingly driving a wedge between working people by promoting anger and resentment

between workers who have rights and benefits and those who have lost them. CSEA does not apologize for standing strong for our members and the services we deliver, but we also believe that all working people need to stand together for fairness and respect and should not fall into the trap of being played off against each other.

CSEA has never been better or stronger at any point in our history than we are today, but so are our opponents. No matter how strong we stand in any fight, the only way we can succeed in the long run is by having members who understand what's going on and get involved. The job you save just may be your own.



Since 1910



# County workers fight for contract

**“It’s time for the county to bring honesty and credibility back to the bargaining process.”**

ROCHESTER — Members of the CSEA Monroe County Local and Federation of Social Workers members recently demonstrated in front of the county office building to protest the county’s apparent lack of interest in negotiating fair contracts with its workers.

“CSEA and the Federation of Social Workers are tired of being treated like second-class citizens by this county administration,” CSEA Western Region President Flo Tripi said.

Members of CSEA’s Monroe County General Employee Unit and Part-



**CSEA Monroe County Part-Time Unit members Jaime Kennedy-Peer, front and Linda Holzapple demonstrate for a fair contract.**

Time Employee Unit, as well as members of the

Federation of Social Workers, have been

working without contracts for more than a year.

“It’s time for the county to get off the dime and negotiate our contract so that we can support our families and continue our good services to the community,” Tripi said. “It’s time for the county to bring honesty and credibility back to the bargaining process and it is time for the county to give recognition to those who deserve it, the dedicated, hardworking employees who only ask to be treated with dignity at work.”

— Lynn Miller

## Statewide Conference on Occupational Safety and Health

The 2010 CSEA Statewide Conference on Occupational Safety and Health will be held April 30 - May 2 in Lake Placid.

This year’s conference theme is “CSEA at 100: Better. Stronger. Safer.” as a nod to the many workplace safety and health advances CSEA has led the way in achieving in the union’s history. The conference logo is below.

While much progress has been made, there is still much more to do. One sad sign of that will be the conference’s Workers’ Memorial Day observation for our brothers and sisters who have passed away or been injured at work.

Visit the conference page at CSEA’s website at [www.csealocal1000.org/osh\\_conference\\_2010.php](http://www.csealocal1000.org/osh_conference_2010.php) to see a conference agenda, download conference forms and other materials and much more!

## Activist’s son hailed as hero

BRONX — What was supposed to be a normal transfer between trains turned into a life-saving experience for the son of a CSEA activist.

Douglas Murphy Jr., son of state Department of Taxation and Finance Local activist Douglas Murphy, was going home by train after work. He was on a Bronx train platform when he noticed two teenagers playing roughly.

“They were playing around so much that they bumped a lady onto the train tracks,” said Murphy Jr.

Murphy Jr. jumped into the tracks. “The lady was unconscious, so I tried to wake her up,” he said.

He lifted her up to the platform when he noticed the lights of a rapidly approaching train. Six seconds after hoisting himself off the tracks, the train raced by.

As emergency workers arrived, Murphy Jr. wrapped

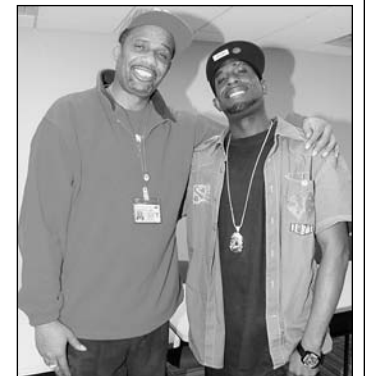
his jacket around the 88-year-old woman. “I stayed with her until the ambulance arrived,” he said.

Two days later, Murphy Jr. visited the woman in the hospital. “She told me, ‘I can’t ever forget you. You’re my angel,’” he said.

The woman was expected to make a full recovery. Her son told him he was part of the family now. “I told him that he would’ve done the same for me, too,” said Murphy Jr. “That could’ve been my mother.”

It wasn’t until he placed the woman on the platform that Murphy Jr. thought about his actions. “I started thinking that I could’ve died,” he said.

Word of his heroic deed spread quickly. He was featured on several local newscasts. Then came the call from Ellen DeGeneres, who flew Murphy Jr. and his fiancée to Beverly Hills, interviewed him on her show and surprised him



**State Department of Taxation and Finance Local activist Douglas Murphy, left, with his son, Douglas Murphy Jr.**

with courtside tickets to a Los Angeles Lakers basketball game and a trip to the Bahamas.

“I always watch TV, but never thought that this was how I would get my 15 minutes of fame,” said Murphy Jr.

His father, Douglas Murphy, gushed as his son retold the story. “I am very proud of my son,” said Murphy. “We are all very appreciative of his good instincts.”

— David Galarza

**CSEA at 100:  
BETTER.  
STRONGER.  
SAFER.**



## REMINDER TO PRIVATE SECTOR LOCAL PRESIDENTS: ELECTION NOTICE

The term of office for current Private Sector Local officers will expire on June 30, 2010. Elections for office must be conducted and completed before the new term begins on July 1, 2010.

A letter was sent by the Statewide Election Committee (SEC) on September 21, 2009 to each Private Sector Local President requiring each Local Executive Board to select an election committee and chairperson prior to October 15, 2009.

If you have not selected an election committee, please do so immediately. Please refer to the SEC's September 21<sup>st</sup> letter for procedural requirements.

If you did not receive a copy of the September 21<sup>st</sup> letter, or have questions pertaining to it, please contact the SEC at 800-342-4146, ext. 1447.

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

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

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

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

If you go on unpaid leave or for any other reason have a break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without pay status due to becoming disabled by accident, illness, maternity or paternity, you may be eligible for dues-free membership status for a period not to exceed one year. If you are called up for active military duty you may also apply for dues-free status.

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

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

# ELECTION NOTICE 2010 AFSCME DELEGATES ELECTION

The AFSCME Convention is scheduled for June 28 – July 2, 2010, in Boston, MA. As a result of the Nomination meetings held on February 6, 2010, for each CSEA Region, the following candidates have been "Elected/Unopposed" as AFSCME Delegates, and as such, no balloting is required:

### LONG ISLAND REGION: (41 delegates)

#### Solidarity Slate:

Nick LaMorte  
Carol Guardiano  
John C. Shepherd  
Jerry Laricchiuta  
Carlos Speight  
Robert Rauff, Jr.  
Lee Reynolds  
Christine Urbanowicz  
Andre Sigmone  
Kevin Ray, Sr.  
Manny Mangual  
Rutha Bush  
Mary D'Antonio  
Bill Walsh  
Monica Berkowitz  
Maria Navarro  
Robert Murphy  
Debra Nappi-Gonzalez  
Maryann Phelps  
Ronald Gurrieri  
Kenneth Nicholson  
Debra Imperatore  
Marla Rowe  
Robert Arciello  
Nancy Ianson  
Stephen Cohen  
Kelvin Lewis  
Meg Shutka  
Matt Hattorff  
Pete Collins  
Tom Skabry  
Roger DeGroof  
Richard Acevedo  
Eileen Alcus  
Stephen Nocella  
A.J. Smith  
Alex Bard  
Jarvis Brown  
Daniel LoMonte  
Steve Abramson  
Michael Taylor

### METROPOLITAN REGION: (14 delegates)

#### Leadership Slate:

George Boncoraglio  
Lester Crockett  
Pat Metzger  
Linda Williams  
Carlota Williams  
Scott Lowman

Abraham Benjamin  
Renee Jackson  
Janet Ventrano-Torres  
Fitzroy Wilson  
Adriane Hudson  
Evans Quamina  
Alva Watson  
Samuel Koroma

### CENTRAL REGION: (41 delegates)

#### Leaders By Example Slate:

Colleen Wheaton  
Betty Thomas  
Jeff Colburn  
Casey Walpole  
Shane Barber  
Chantalise DeMarco  
Lori Nilsson  
Linda Stiefel  
Sheila Sears  
Beverly Centers  
Tammy Witteman  
David Lee  
Betty Jo Johnson  
Jeannette Engle  
Joe Miceli  
Deb Denney  
Theresa Palmer  
Karen Bright  
Ron Witt  
Cathy Barretta  
George Lawson  
Mary Linnertz  
Fred Gerloff  
Ellen Lennon  
Don Lynskey  
Patricia Kolota  
Pete Niznik  
Brenda Harwood  
Ken Greenleaf  
Barbara Carnrike  
King Davis  
Terry Stiefel  
Gordon Miller  
Bob Timpano  
Phil Graham  
Patricia Casler  
Joan Hand  
Carmen Church  
Elizabeth Daugherty  
David Burdick  
Joseph Palmisano

### WESTERN REGION: (40 delegates)

Ruby C. Mims,  
Independent Candidate

#### The Leadership Slate:

Florence "Flo" Tripi  
Hank Hoisington  
Joan Bender  
Bob Pyjas  
Yvonne Sirkin  
Mark Dotterweich  
Sheri Ambuske  
J. Seamus Barnes  
Delia Bertrand  
Paul Blujus  
Ron Castle, Jr.  
Rose Conti  
Dominic I. Cosimano  
Wayne Dorler  
Robert "Robbie" Ellis  
Terri Ferrara  
Timothy Finnigan

Ronald A. Gillespie  
Sharon Ivey  
Bruce Jamison  
Larry Kuebler  
Sean Ledwith  
Charles Parsons  
Robert Pazik  
Paul Peters  
Tom Rogalski  
Jerald H. Schlagenhauf  
Debi Sherk  
John V. Stading  
Denise Szymura  
Rose Teachman  
Mel Thomas  
Christina Tomasine  
Mary Jo Tubbs  
Kelly Volpe  
Bess Watts  
Don Williams, Jr.  
Cristal "Cris" Zaffuto  
Kathy Button

There will be elections for AFSCME Delegates in the Southern and Capital Regions pursuant to the Board of Directors approved election schedule, which is as follows:

## AFSCME DELEGATES ELECTION YEAR 2010

The approved schedule for the election is as follows:

<b>April 6 (Tues.)</b>	Ballots mailed
<b>April 13 (Tues.)</b>	Replacement ballots available *
<b>April 29 (Thurs.)</b>	Ballots due 9:00 a.m.; Tally commences 9:30 a.m.
<b>Ten (10) days following SEC Certification of Results</b>	End of Protest Period
<b>June/July</b>	Results published in <i>The Work Force</i> .
<b>June 28 - July 2</b>	AFSCME Convention (Boston, MA)
<b>* Call the SEC at 800-342-4146, x1447, to request a replacement ballot</b>	

A page from  
our history ...



Throughout 2010, The Work Force will be marking CSEA's 100th anniversary taking a look back at CSEA's history by reprinting pages of past and present publications.

Featured here is a reprint of a page from the April 17, 1989, edition of The Public Sector, then CSEA's official newspaper. This page was the first of a four-page insert that urged union members to participate in the first-ever Workers' Memorial Day. More about the history of Workers' Memorial Day, this year's observations, and most recent fallen brothers and sisters are detailed on page 5.

Workers Memorial Day

April 28, 1989

# Make April 28 a day of honor

More than 100,000 workers die each year from job-related injuries and diseases, almost twice the number of Americans killed during the Vietnam War.

Thousands of these were public employees and many were CSEA members, working in health care, highway maintenance, sewers, corrections and other fields — workers who do some of the most dangerous and unpleasant jobs that our society demands.

Now these individuals who have given so much will receive the honor and recognition they deserve, and you can help.

April 28 has been chosen by CSEA and other unions of the AFL-CIO as Workers Memorial Day — a day to remember those who have suffered and died in the workplace. The date is the 20th anniversary of the establishment of the Occupational Safety and Health Administration (OSHA).

From Long Island to Buffalo, CSEA locals are encouraged to observe the day by organizing or participating in events or actions such as wearing black armbands, conducting memorial services, observing moments of silence, planting trees or flowers in honor of departed brothers and sisters, dedicating memorials or other activities.

CSEA is a leader on safety and health issues and Workers Memorial Day is a chance to renew our commitment to protecting people.

CSEA has a supply of black armbands, lapel stickers and other materials available. If your local is planning an activity and needs these materials, please contact Janet Foley in the CSEA Health and Safety Department at (518) 434-0191 Ext. 465.



OBSERVE WORKERS MEMORIAL DAY APRIL 28

By Stephen Madarasz  
CSEA Communications Associate

## Your safety is CSEA's priority

When a ditch collapse at SUNY Morrisville nearly claimed the life of a CSEA member last month, CSEA's safety and health specialist was quickly on the scene. The school was cited for 10 different violations of law.

When potentially infectious waste washed up on Long Island beaches last summer, CSEA made sure workers had the necessary protective equipment before they went out to pick it up.

When the school bus garage in Mamaroneck was falling apart around the workers, CSEA kept after the state Labor Department about the unsafe conditions until management finally fixed the place up.

When the AIDS crisis was causing public hysteria in the early 1980s, CSEA got its members the most accurate information available. That effort led to joint statewide AIDS training for public employees.

"Every time the telephone rings I never know what to expect," said CSEA Director of Occupational Safety and Health (OSH) Jim Corcoran. "It could be anything from a routine inquiry about job stress to someone's life on the line. We always have to be ready to respond."

Over the years CSEA's safety and health department has handled all kinds of situations from rabid dogs' heads in the interagency mail to toxic chemicals forcing building evacuations to infectious disease outbreaks.

It's a daily struggle, but persistence does pay off. CSEA has made great strides on safety and health issues in a very short period of time.

(Continued on Page 10)

April 17, 1989

THE PUBLIC SECTOR

9

Since 1910



# Animal shelter offers safe haven

**“We think of (the shelter) as a safe haven that offers security, nutrition and medical attention to abused or abandoned dogs and cats.”**

WANTAGH — CSEA members working at the Hempstead Animal Shelter in Wantagh are dedicated to giving innovative, compassionate care to homeless animals.

The shelter is capable of housing 90 dogs and 150 cats, and averages about 1,600 dog and cat adoptions each year.

“This is not a dog pound,” said Charles Milone, deputy commissioner of the Hempstead Department of General Services, who directs operations at the shelter. “We think of (the shelter) as a safe haven that offers security, nutrition and medical attention to abused or abandoned dogs and cats.”

Two adoption programs are offered every year exclusively to town

residents. Rabies vaccinations, spaying or neutering and microchipping are provided at no cost during both of these eight-week periods. Regular adoption fees are waived as well. The shelter also offers other adoption programs throughout the year.

“These programs are responsible for tripling the normal adoption rate,” said Hempstead Local President Charlie Sellitto. “The programs offer great savings for town residents and provide new homes for a lot of great animals.”

Another shelter program is the Humane Education and Pet Therapy Program, in which several dogs and cats visit adults in nursing homes, assisted living facilities and other programs, as well as



**Humane Education Instructor Gelsy Freese with Pomeranians Brandi, left, and Chanel, two of the dogs used in the Pet Therapy Program.**

children in schools and child care center.

“The children love to interact with our animals,” said Joanne Mirendo, a CSEA member who works on the program. “We show them how to safely approach a dog and give them a sense of what is required of a pet owner. We let them pet the dogs and try to make them understand that these animals are living creatures that need to eat, drink and go to the bathroom.”

At an assisted living center, the focus was on pet therapy.

“The mood in the room immediately brightened when the dogs interacted with people at the assisted living facility,” said Michelle Guiliano, a CSEA member who also works with the program. “Seniors in such a setting look forward to our visits and can’t wait for the dogs to sit by their side or on their lap.”

— Richard Impagliazzo

## Youth and unions: tapping a new source of activism

ITHACA — Younger union members across the United States need to take larger roles in their unions, and the unions need to recognize the power that a new generation of union members hold and tap into the possibilities they can bring to the union movement, according to a recent Cornell University study.

“Youth and Unions,” written by Marlena Fontes at Cornell’s School of Industrial and Labor Relations, studies the issues facing younger union members and how different unions are seeking to “organize and involve young workers and

members.”

CSEA and AFSCME have the Next Wave program to get younger members involved in the union.

The Cornell report outlines the cultural and behavioral differences between Generation X and Generation Y, and some of the challenges unions can face in trying to organize and mobilize generations that were raised with the Internet and in a working world where few people stay at the same job for more than five years.

More importantly, the

report recognizes the challenges all workers are facing right now and the sometimes-delicate balance unions need to strike between longer-term rank-and-file members and young members. “Many unions are struggling to balance the challenges of an outsourced economy, an economic crisis, and lack of significant pro-union legislation in decades,” the report states. “Workers and unions are struggling to protect the rights and wages that they already have.”

**Read the full report at:**  
<http://digitalcommons.ilr.cornell.edu/workingpapers/104>

**A**pril 23 is the deadline for graduating high school seniors who are the children of CSEA-represented employees to apply for scholarships offered through CSEA.

A single application covers the Irving Flaumenbaum Memorial Scholarship, the Pearl Carroll & Associates Scholarship and the MetLife Insurance Company Scholarship.

Applications will be available in early February from local and unit presidents, CSEA Headquarters, region or satellite offices, or may be downloaded from the Member Benefits section at CSEA’s website at [www.csealocal1000.org](http://www.csealocal1000.org).

## What's In It For You?

# Dental and vision plan comparisons: a free EBF service

Did you know the CSEA Employee Benefit Fund (EBF) offers a service that compares dental and vision benefits for CSEA local government and school district units?

This service may be used by unit officers and negotiating teams at any time during negotiations or mid-contract to make informed decisions about their programs and benefits.

This free service can help your unit evaluate various benefit programs before settling on a benefits provider. EBF senior benefits specialists can compare and highlight all of your dental and vision proposals, including EBF benefits and dental and vision benefits offered by other companies.

Our non-biased comparisons show the specific strengths and weaknesses of each plan reviewed in a simplified, easy to understand format. We take a look at the services each plan offers, review eligibility criteria, calculate premiums and assess employee contribution including deductibles and other types of cost sharing.

Because of our unique relationship with CSEA and our non-profit trust fund status, EBF may be able to offer comparable benefits at a lower price. Our competitive dental and vision programs offer many options to

**If you are on the executive board or the negotiating team for a CSEA local government or school district unit and want to take advantage of this service please call the CSEA Employee Benefit Fund Marketing Department at 1-800-323-2732 (1-800-EBF-CSEA) or visit us online at [www.cseabf.org](http://www.cseabf.org).**



suit the varying needs of local government and school district units across the state.

While we may include information about our benefits in the comparison, there is no obligation to choose one of our plans. Units do not have to contract with EBF or have an existing EBF benefit to use this service. Our goal is to provide you with as much information as possible so your members can enjoy the best benefits possible.

### Contact your region's EBF senior benefits specialist

Please contact the senior benefits specialist assigned to your area to find out more about what EBF can do for you.

**Long Island Region:**  
**Linda Sclafani:**  
(631) 462-5224  
[lsclafani@cseabf.org](mailto:lsclafani@cseabf.org)

**Southern Region:**  
**Carisa Haberl:**  
1-800-323-2732, ext. 813  
[chaberl@cseabf.org](mailto:chaberl@cseabf.org)

**Capital Region:**  
**Brian Pezze:**  
1-800-323-2732, ext. 860  
[bpezze@cseabf.org](mailto:bpezze@cseabf.org)

**Central Region:**  
**Chuck Guild:**  
1-800-323-2732, ext. 818  
[cguild@cseabf.org](mailto:cguild@cseabf.org)

**Western Region:**  
**Mike Wagner:**  
1-800-323-2732, ext. 808  
[mwagner@cseabf.org](mailto:mwagner@cseabf.org)



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### Quarterly Specials

**CSE-132**  
Short Sleeve T-Shirt

• features a white imprint

COLOR: royal blue

COST/SIZE:

\$7.95  
~~\$9.19~~ (M-XL)  
\$9.45  
~~\$10.69~~ (2X)  
\$10.70  
~~\$11.25~~ (3X)



**CSE-138**  
Long Sleeve T-Shirt

• features a white imprint

COLOR: black

COST/SIZE:

\$11.05  
~~\$12.19~~ (M-XL)  
\$12.25  
~~\$13.35~~ (2X)  
\$13.10  
~~\$14.25~~ (3X)



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### Westchester County Local offering scholarships

The Westchester County Local will award 12 \$1,000 scholarships to graduating high school seniors who are the children of active Westchester County Local members or agency fee payers.

The local will also award the Grace Ann Aloisi Scholarship, a \$1,000, four-year renewable scholarship, to a graduating high school senior pursuing a degree in either labor relations, a labor-related field of study or public service. The scholarship is open to local members or agency fee payers. Scholarships will be renewed for a maximum of four years provided the student remains enrolled in the specific degree program (12 credits minimum) and maintains a 3.0 or higher grade point average.

For applications, call the local office at (914) 428-6452. The application deadline is April 15. Successful candidates will be notified by May 21.

### May 15 is deadline for submitting proposed resolutions, changes to CSEA's Constitution & Bylaws

Proposed resolutions and proposed amendments to the CSEA Constitution & By-Laws for consideration by CSEA delegates to the union's 2010 Annual Delegates Meeting **must be submitted by May 15, 2010.**

Proposed resolutions may be submitted **only** by a delegate and **must** be submitted on the proper forms. Forms for submitting resolutions are available from CSEA headquarters and region offices.

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

The 2010 CSEA Annual Delegates Meeting will be held Oct. 18-22 in Albany.

## Information on the Empire Plan Specialty Pharmacy Program

The Empire Plan will be implementing a Specialty

**Health Benefits**



new program should have received a letter from Medco

Pharmacy Program on April 1, 2010. The program will affect Empire Plan active and retired local government employees (county, city, town, school district, etc.), as well as CSEA retired state enrollees. **It is important to note that this program will not affect the prescription coverage of CSEA active state enrollees.**

Specialty medications are typically defined as high-cost prescription drugs that treat complex conditions and require special handling and administration.

Examples of specialty medications include those that treat cancer, rheumatoid arthritis and multiple sclerosis.

Under the new Specialty Pharmacy Program, most specialty drugs will ONLY be covered when dispensed by The Empire Plan's designated specialty pharmacy, Accredo, a subsidiary of Medco (not from a retail pharmacy).

A list of the medications included under the Specialty Pharmacy Program is posted online at [www.cs.state.ny.us](http://www.cs.state.ny.us). On the Department of Civil Service website's home page, select "Benefit Programs" from the left side menu. Select "NYSHIP Online" and, if prompted, choose your group, "The Empire Plan," then "Health Benefits."

Enrollees affected by this

describing how your prescription will be covered under The Empire Plan moving forward.

If an enrollee is currently using a retail pharmacy to receive their specialty medications, Accredo will work with the enrollee's physician in an effort to ensure that the enrollee's prescription is transferred to Accredo.

For more information about this program, call The Empire Plan toll free at 1-877-7-NYSHIP (1-877-769-7447). When prompted, choose option 4 — The Empire Plan Prescription Drug Program.

**Editor's Note: As noted above, this program will NOT affect the prescription coverage of CSEA active state enrollees. The Specialty Pharmacy Program will affect active and retired local government and retired state enrollees.**

MEMBERS ONLY INFORMATION

LOCAL 1000



AFSCME, AFL-CIO

### Legal Services Program

Workers' Compensation and Social Security Disability

Personal Legal Matters

Personal Injury Matters

Taking Care of Business & Elder Law

This members only benefit program provides attorney representation for Workers' Compensation, Social Security Disability, Personal

# Know Your Rights!

Injury 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.

Finding a CSEA Legal Services Program attorney is as simple as calling the CSEA toll-free number: [1-800-342-4146](tel:1-800-342-4146) and following the prompts for the Legal Services Program. Listen to the directions for accessing the Injury-Related Plans, or the Non-Injury Related Plans, which includes the Taking Care of Business Plan. Information is also available on the CSEA website at [www.csealocal1000.org](http://www.csealocal1000.org).



LOCAL 1000, AFSCME, AFL-CIO

1-800-342-4146



# Leading Edge

Since 1910  
**CSEA**  
New York's LEADING Union

## Strong community ties build strong union

Editor's note: During CSEA's centennial year, the Work Force's Leading Edge will profile union members who are helping to make the union stronger through their actions in the union, in their communities, or in other ways that reflect the spirit of solidarity in CSEA.

This month features a profile of Southern Region activist Reuben Simmons, who is working to raise CSEA's profile in his community.

BEACON – Whether he's working out in the gym, talking with friends, or coaching young Pop Warner football players, City of Beacon Unit President Reuben Simmons is getting the word out about the city's CSEA work force.

It's just one component of a more detailed plan Simmons has to build a stronger union.

After graduating from Catholic University in Washington, D.C., Simmons accepted a full-time laborer position with Beacon's Department of Public Works in 2008, having worked part time with the department during previous summers. With a knack for leadership acquired through years as a running back in high school and college football, Simmons soon had co-workers urging him to run for CSEA office.

"You had to have a year in good standing [as a CSEA member] to run for office and I just made it," said Simmons. "I was still pretty new on the job, but I felt like I could do it."

### Getting everyone on board

After taking the reins, Simmons was determined to make his bargaining unit a more influential force in Beacon. With support from his local officers

and CSEA staff, Simmons set that plan into motion, calling for more frequent membership meetings, arranging visits from CSEA's member benefits vendors and establishing committees focusing on safety and health, political action, and other issues. The key to success, he said, is getting all members on board.

"The only way you win is if you play as a team," said Simmons, who also serves as president of Beacon's Pop Warner football league, a program he played in as a child. "As a running back, I couldn't do anything if I didn't have my line there to block. At our meetings, I've told everyone we're not just city workers. We're union workers and we have to use our power."

Now Simmons and his co-workers are kicking CSEA's public profile up a notch in the community. He and his unit members have recognized the importance of frequent attendance at City Council meetings and regular communication with city elected officials. They've signed on as a CSEA unit to support local charity events. Simmons even hopes his group can have a presence this year at the city's popular Spirit of Beacon Day.

### Part of the community

"With Beacon being a small city, a lot of our members live, own homes and pay taxes here, so we need the public to see that we are a part of this community," said Simmons. "We need CSEA to have a public face in Beacon because the residents don't always see you as they go about their business. I want them to see that I'm not only the one coaching your son in Pop Warner, I'm also working for the city and plowing the roads so you can get to work."

With the unit headed into contract negotiations,



**City of Beacon Unit President Reuben Simmons sees the importance of building CSEA's reputation in the Beacon community. Simmons is pictured here working on cleanup efforts after a major storm passed through the area.**

Simmons hopes that showing the community the importance of its public work force will help them gain support. As he learns more every day as a new union officer, he recognizes that his unit has plenty of work ahead.

"Things don't change overnight, but we're going in the right direction," he said. "I feel like I'm not even close to being done."

— Jessica Ladlee

## Patterson is PEOPLE Recruiter of the Month

Michael Patterson of the Mohawk Valley Psychiatric Center Local in the Central Region is the PEOPLE Recruiter of the Month for February. He recruited 34 new PEOPLE members at the MVP level.

"I believe that we need these contributions from people in order to secure our pensions, our jobs and our health benefits," Patterson said. "It gives us lobbying clout and it's important for me to get our members, especially our younger members, involved and aware of what that clout means."

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.



Michael Patterson, left, hands CSEA PEOPLE Coordinator Cheryl Palmer 16 new PEOPLE membership applications as he arrives for CSEA/AFSCME Lobby Day in February.

## April CSEA calendar of events

### Statewide:

- April 28: **Workers Memorial Day.** Visit your region web page for information on events in your area.
- April 30-May 2: **CSEA Statewide Conference on Occupational Safety and Health,** Lake Placid. Visit the conference page on CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org).

### Long Island Region:

- April 10: **CSEA WORK Institute: NYS Beginning Clerical Worker Test Prep Workshop,** 8:30 a.m. - 3:30 p.m., CSEA Long Island Region office, Commack. Visit [www.csealearningcenter.org](http://www.csealearningcenter.org) or call 1-866-478-5548 to register.
- April 26-27: **Skills for Success: Writing Clinic,** Belmont Lake State Park\*
- April 27-28: **Local Government Discipline: Representing Members in Interrogations Workshop,** Sign-in: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Glen Cove Fire Department, Glen Cove

### Metropolitan Region:

- April 6-7: **CSEA WORK Institute: NYS Beginning Clerical Worker Test Prep Workshop,** 5:30 - 8:30 p.m., Room 8B, Adam Clayton Powell Jr. State Office Building, Manhattan. Visit [www.csealearningcenter.org](http://www.csealearningcenter.org) or call 1-866-478-5548 to register.
- April 19 & 26; May 3 & 10: **Skills for Success: Introduction to Spanish: Level 1,** CSEA Metropolitan Region office\*
- April 26-27: **Skills for Success: Plumbing Advanced,** Roberto Clemente State Park\*
- April 28-29: **Skills for Success: Writing Clinic,** CSEA Metropolitan Region office\*

### Southern Region:

- April 13-14: **Local Government Discipline: Representing Members in Interrogations Workshop,** Sign-in: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Westchester County Local Office, White Plains

### Capital Region:

- April 14: **Skills for Success: Air Conditioning and Refrigeration Basics,** Office of General Services\*
- April 17: **Local Government/Private Sector Grievance Representation Workshop,** Sign-in: 8:30 - 9 a.m.; Workshop: 9 a.m. - 3 p.m., Best Western Airport Inn, Albany
- April 21-22: **CSEA WORK Institute: NYS Beginning Clerical Worker Test Prep Workshop,** 5:30 - 8:30 p.m., Room 125, Empire State Plaza concourse, Albany. Visit [www.csealearningcenter.org](http://www.csealearningcenter.org) or call 1-866-478-5548 to register.
- April 23, 30; May 7 & 14: **Skills for Success: Introduction to Spanish: Level 2,** Department of Correctional Services Training Academy\*
- April 26: **Skills for Success: Change: How to Make it Work for You,** SUNY Plattsburgh\*
- April 27-28: **Skills for Success: Influencing with Confidence,** Department of Civil Service\*
- April 27-28: **Skills for Success: OSHA 10-Hour Construction,** Department of Correctional Services Training Academy\*
- April 28: **Skills for Success: Control of Hazardous Energy (Lockout/Tagout),** Department of Correctional Services Training Academy\*
- April 28: **Skills for Success: Hazard Communication & the NYS "Right-to-Know" Law,** Department of Correctional Services Training Academy\*
- April 29: **Skills for Success: Carpentry Basics,**

**NEW CONTRACT**  
— Members of the Buffalo Sewer

Authority unit approved a three-year agreement that contains wage increases annually, no givebacks and no change in cost of health insurance ...

**LIQUIDATION PACT** — The state Liquidation Bureau, based in the Metropolitan Region, overwhelmingly ratified a three-year contract. The agreement, effective April 1, 2010, includes wage increases in each year of the contract, a new merit pay benefit based on performance evaluations and an additional \$1,300 for tuition assistance, among other benefits ...

**CONTRACT IMPOSED** — The Genesee County Legislature voted last week to impose a contract on the CSEA General



**TODAY**

Employees Unit for the year 2009. The imposition

follows failed mediation and a fact-finding report that was unacceptable to CSEA. The major sticking point is the creation of a second wage tier for new hires ... **GETTING EDUCATED** — More than 700 CSEA members working for Suffolk County school districts and municipalities recently attended the first-ever 2010 Joint Membership Conference, which was jointly sponsored by the Suffolk Educational Local and Suffolk Municipal Employees Local. The one-day conference featured educational workshops that addressed union leadership skills and other issues the workers face on the job.

### SUNY Plattsburgh\*

- April 29: **Skills for Success: Fall Prevention and Protection,** Department of Correctional Services Training Academy\*

### Central Region:

- April 5 & 12: **Steward Workshop,** Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Holiday Inn, Ithaca
- April 6-7: **Skills for Success: Blueprint Reading Fundamentals,** Greater Binghamton Health Center\*
- April 6 & 13: **Local Government/Private Sector Grievance Representation Workshop,** Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., CSEA Binghamton Satellite Office, Binghamton
- April 8: **Skills for Success: Small Engine Basics,** Greater Binghamton Health Center\*
- April 12: **Skills for Success: Electricity Basics,** SUNY Cortland\*
- April 13-14: **Steward Workshop,** Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Onondaga County Local Office, East Syracuse
- April 14: **Sexual Harassment: What Union Officers & Activists Should Know Workshop,** Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Holiday Inn Oneonta, Cooperstown
- April 14-15: **CSEA WORK Institute: NYS Beginning Clerical Worker Test Prep Workshop,** 5:30 - 8:30 p.m., 18th floor, Binghamton State Office Building, Binghamton. Visit [www.csealearningcenter.org](http://www.csealearningcenter.org) or call 1-866-478-5548 to register.
- April 17: **Local Government Discipline: Representing Members in Interrogations Workshop,** Sign-in: 8:30 - 9 a.m., Workshop: 9 a.m. - 4 p.m., Hancock Central High School cafeteria, Hancock
- April 19-20: **Skills for Success: Influencing with Confidence,** Broome DDSO\*
- April 21: **Skills for Success: Change: How to Make it Work for You,** Broome DDSO\*
- April 21, 28; May 5 & 12: **Skills for Success:**

### Workplace Writing, SUNY Oswego\*

- April 24: **Local Government/Private Sector Grievance Representation Workshop,** Sign-in: 8:30 - 9 a.m.; Workshop: 9 a.m. - 3:30 p.m., Holiday Inn, Oneonta
- April 26-27: **Local Government/Private Sector Grievance Representation Workshop,** Sign-in: 8:30 - 9 a.m.; Workshop: 9 a.m. - noon, Holiday Inn, Auburn
- April 27: **Skills for Success: Change: How to Make it Work for You,** Central New York DDSO (Rome)\*
- April 28-29: **Skills for Success: Change: Electricity Advanced,** Mohawk Valley Psychiatric Center\*

### Western Region:

- April 20: **Skills for Success: Change: How to Make it Work for You,** Department of Transportation\*
- April 20-21: **Skills for Success: OSHA 10-Hour Construction,** Rochester Psychiatric Center\*
- April 21: **Skills for Success: Control of Hazardous Energy (Lockout/Tagout),** Rochester Psychiatric Center\*
- April 21: **Skills for Success: Hazard Communication & the NYS "Right-to-Know" Law,** Rochester Psychiatric Center\*
- April 27; May 4, 11 & 18: **Skills for Success: Introduction to Spanish: Level 2,** SUNY Buffalo\*

For more information, contact your region office (phone numbers are listed on Page 4) or visit your region page at CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org). Please note that additional events may be scheduled in your region, so check your region calendar page on the Web site.

# THE Work Force

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

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## IT'S TIME TO GET REAL ABOUT NEW YORK'S JUVENILE JUSTICE SYSTEM



There's no sugarcoating the seriousness of the situation in New York's juvenile justice facilities.

For years, the Office of Children and Family Services (OCFS) ignored the warnings and disregarded the need for reform.

Now there's an administration that thinks it can just wave a magic wand and make everything better. What's more, they've tried to create a fairy tale about youth in state care, the staff who work with them every day and the ability of

current community programs to adequately meet needs and protect everyone involved including the public.

*In reality, there are rarely any fairy tale endings.*

People have already been injured and killed because of OCFS irresponsibility.

OCFS needs to slow their reckless drive to empty juvenile justice facilities and get real about ill-prepared community programs.

What's more, employees at Annsville, Tryon Boys and Lansing non-secure deserve better than what the OCFS administration is doing. OCFS needs to work with CSEA and others to create a better system of juvenile justice for all the people of New York. It takes serious, clear thinking and a lot of hard work, not some juvenile hocus-pocus.

Since 1910

**CSEA** 

New York's LEADING Union