

Save money with special CSEA member benefits, pages 6-8

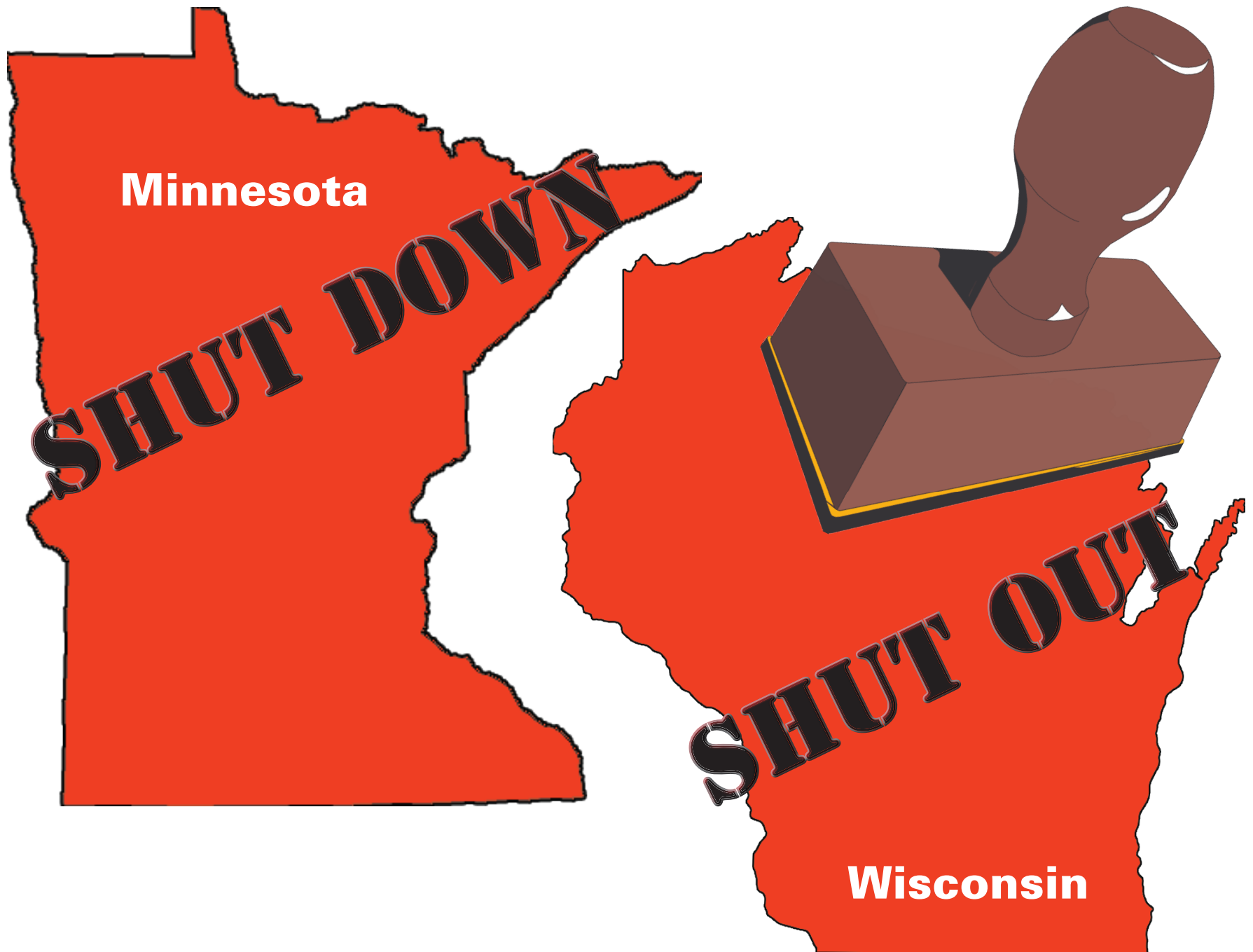
# THE Work Force

August 2011

Vol. 14 No. 8

## Polarized politics: *Why you should care*

*See Page 3.*



## Photo of the Month



Photo by Jessica Ladlee

CSEA member Elizabeth Borden, a licensed practical nurse at the Rockland County Summit Park Hospital and Nursing Care Center, takes part in an advertising production for CSEA's new advertising campaign, debuting in August. Borden is one of four members photographed and filmed during a shoot at the Hilton Garden Inn in Newburgh. CSEA members in other parts of the state also participated in the campaign. Also pictured is Syracuse-based commercial photographer Ron Trinca. Members were also filmed at their work sites.

# Yonkers school contract saves 368 CSEA jobs

YONKERS — Yonkers School District Unit members recently approved a one-year contract extension that saved the jobs of 368 CSEA members.

An overwhelming majority of members voted in favor of an additional year with no wage increase in exchange for a yearlong guarantee of no layoffs, said Unit President Bobbie DiBattista.

"My members showed they are a strong union and took care of their co-workers by passing this agreement," said DiBattista. "People are thrilled. These are workers who live in Yonkers and depend on the money they make working for the district. We're proud that we were able to save every single job."

Earlier in the year, district officials

announced a proposed budget that included 368 layoffs, including the jobs of more than 200 bus monitors.

As one of the state's Big Five school districts, which are funded through the districts' cities, the unique funding structure for the Yonkers schools has been a major contributor to the district's pattern of financial woes.

"I'd like to congratulate Bobbie and her membership on a deal that preserves jobs for working class Yonkers residents and prevents further cuts in services that would harm students," said Southern Region President Billy Riccaldo.

— Jessica Ladlee

## CSEA honors workers during Probation, Parole and Community Supervision Week

ALBANY — CSEA President Danny Donohue recognized union members across the state who work in probation services by declaring July 17 - 23 "Probation, Parole and Community Supervision Week."

"On behalf of the 300,000 CSEA members who work in every kind of job in every part of the state, I am pleased to recognize our members who work as probation professionals," Donohue said. "Probation, Parole and Community Supervision Week is meant to honor

a segment of the work force that deserves great respect."

Donohue said crime rates have increased in recent years due to the poor economy, causing an increase in the number of cases probation professionals must handle to keep the public secure.

"When the economy is at its worst is when the public needs government services the most," Donohue said. "Their dedication to their jobs and to the public makes our communities safer for all of us."

## State contract ratification ballots mailed

Ratification ballots for the tentative state contract have been mailed. State Executive Branch members will also be receiving a 12-page Contract Notice with proposed changes in contract language. **If you do not receive your ballot by Aug. 5, call 1-800-342-4146, ext. 1279 or 518-257-1279 for a replacement.** The deadline to return ballots is Aug. 12 at 5 p.m.

### YOU NEED YOUR CSEA ID NUMBER TO PARTICIPATE IN THE YEAR 2012 ELECTIONS (Statewide, Region, Board of Directors and AFSCME Delegates)

Your 10-digit CSEA ID Number was assigned to you in 2010 and is printed on your CSEA/AFSCME membership card. It is the only number you need when conducting CSEA business. This includes Union election-related business – running as a candidate, signing candidates' nominating petitions, etc.

If you are unsure of your ID Number, you may contact your region office to request your CSEA ID Number. The numbers to CSEA's region offices are:

<b>Long Island Region:</b>	(631) 462-0030
<b>Metropolitan Region:</b>	(212) 406-2156
<b>Southern Region:</b>	(800) 757-CSEA (2732)
<b>Capital Region:</b>	(800) 874-7344
<b>Central Region:</b>	(800) 559-7975
<b>Western Region:</b>	(866) 568-7734

If you have lost your card, you may request a replacement card by calling CSEA toll free at 1-800-342-4146 and asking for the Membership Department.

# Minnesota, Wisconsin frontlines in war on public services

As tough as things are for public employees in New York, consider the situation in Minnesota and Wisconsin this summer.

More than 22,000 state workers in Minnesota were put out of work for more than three weeks earlier this month in the longest state government shutdown in U.S. history. The crisis erupted because extremist state legislators refused to find common ground with Democratic Gov. Mark Dayton on a state budget compromise. Resolution was found only when Dayton moved to stop a bad situation from becoming worse.

In addition to the closure of all but the most basic public services, Minnesota's economy virtually ground to a halt. Among other things, state parks and highway rest areas were shut down at the busiest vacation time of the year.

It is expected to take weeks

to bring the state operations back to some level of normalcy.

It was the latest, and one of the harshest, examples of polarized politics tearing apart the social fabric of America.

## Wisconsin battle

Similar political polarization in Wisconsin is facing voter backlash. A series of recall elections are under way stemming from Gov. Scott Walker's move to end collective bargaining for public employees.

The recall elections are a result of a public outcry that began in February as Walker stripped public employees of their collective bargaining rights, claiming the move was needed to balance the state budget and close a \$137 million deficit.

In February, thousands of union members, including CSEA officers and activists, descended on the Capitol in

## New CSEA report details state-by-state attacks on public employee rights

CSEA has released a new report that identifies recent attempts to undermine public services and the rights of public workers on a state-by-state basis.

Highly publicized attacks on collective bargaining rights in Wisconsin, Ohio, and Michigan along with the state government shutdown in Minnesota received significant national attention, but some example of the war on public employees can be found in almost all 50 states, including New York.

"It's an age old political trick to scapegoat groups in a bad economy especially," said CSEA President Danny

Donohue "It's also a lot of nonsense to divide people and divert attention away from the real issues — namely creating jobs and having an economy that works for everyone."

"Polarizing politics are bad for our country and we have to have the courage to speak the truth and say it is wrong," Donohue said.

CSEA stood strong and repelled several legislative measures in recent months that tried to turn back the clock on public employees.

The union remains concerned about



Madison in protests that lasted for weeks and shut down the state legislature. A state Supreme Court eventually ruled in favor of Walker's anti-union law, but other legal challenges are pending.

During the following months, labor activists gathered

thousands of signatures on petitions to prompt mid-term recall elections.

It has turned state politics upside down and created a supercharged political environment throughout the state.

supporting our brothers and sisters in other states who are under withering attacks.

If the strength of working people erodes state by state, labor's strength will be diminished nationally and we will all face greater challenges than we've seen since the early decades of the 20th century.

**Download and read the report at:  
<http://www.csealocal1000.org>**

# THE WORK FORCE

ISSN 1522-1091

Official publication of  
CSEA Local 1000, AFSCME, AFL-CIO  
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Albany, NY 12210-2303  
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The Work Force (USPS 0445-010) is published monthly by The CSEA Publication Office: 143 Washington Ave., Albany, NY 12210. Periodical Mail Postage paid at Post Office, Albany, New York 12288, and additional mailing offices.

Postmaster: Send address changes to: CSEA, Attn: Membership Department, 143 Washington Ave., Albany, NY 12210. CSEA on-line: The CSEA website can be accessed at [www.csealocal1000.org](http://www.csealocal1000.org)

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# Work Force

IN TOUCH WITH THE

CSEA President Danny Donohue

## “Hell no” is not good-faith bargaining in politics or labor relations

We’ve heard a lot about how polarized politics have created a social meltdown in Wisconsin in recent months. We saw the overwhelming response of people across the country who clearly understood Wisconsin Gov. Scott Walker’s assault on collective bargaining rights was a direct attack on America’s middle class.



Wisconsin is now involved in a difficult and exhausting set of recall elections, but the forces of divisiveness still seem hell-bent on an agenda that tears people apart.

Now we also have the spectacle of a state government shutdown — the longest in U.S. history — in neighboring Minnesota this summer. More than 22,000 state employees were put out of work and the state’s economy ground to a halt because extremist legislators refused to find common ground with the governor for nearly three weeks.

A compromise has now taken shape, but the serious damage has already been done.

None of this is good. Strident politicians who put ideology before people undermine democracy. You can’t just say “hell no!” and expect to have a functioning society. Of course, it’s easier to create scapegoats, misrepresent facts and try to divide people than it is to bring people together.

It’s not a perfect world, but things get a whole lot worse when people lock into their positions, ignore other points of view and refuse to budge. Whether in politics or labor relations, people have to act in “good faith” to find meaningful solutions to our problems.

*Danny*

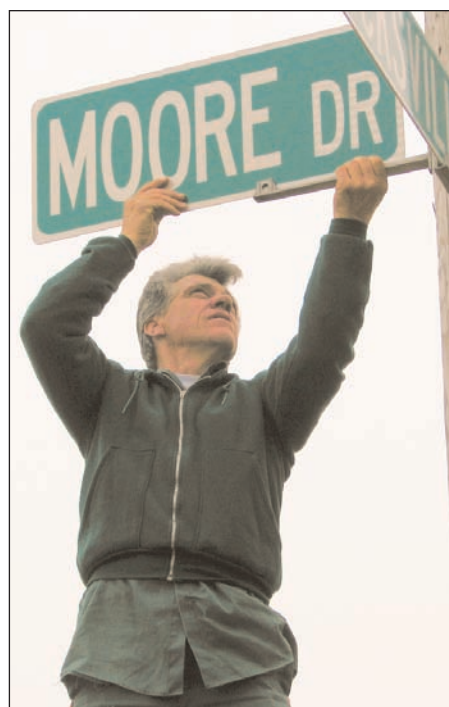
# Sign shop safely guides the way

OYSTER BAY — Imagine for a moment what would happen if there were no traffic signs on residential streets or main roads.

Confusion would ensue, leading to numerous accidents, injuries and even fatalities as motorists tried to determine speed, where to stop, or even which streets to take.

Persistent and efficient efforts of a dozen Oyster Bay Local members working in the Sign Bureau Division help to prevent pandemonium on the streets, imagined or otherwise.

Division Head Steve Kelly directs a team that includes Mike Vourkas, Wayne Rice and Anthony Marasuilo in the sign shop, Vinny Murphy, Terrance McDermott, Tom



**Oyster Bay sign shop worker Mike Kremler replaces a street sign.**

Licata, Michael Kremler and Joseph Amorini on the road crew and Peggy Avanzato, Kim Zervos and Betty Lewis in the processing office.

Kelly, Vourkas, Rice and Marasuilo design, develop and produce about 100 signs every month in the sign shop, relying on their knowledge of computer technology and ability in old-fashioned craftsmanship. Their inventory is mainly regulatory, warning and guide signs. Specialty signs are also created for street dedications or to provide public service information in town buildings and parks.

## Work appreciated

“We’ve received many flattering comments on the quality of our work from Supervisor Venditto and members of the town council,” said Vourkas. “It’s nice to know our work is appreciated and that town officials recognize its value.”

Members of the road crew install signs after production and are responsible for maintaining lines on town roads and parking lots, solid white markers in front of stop signs, and collecting money from parking meters. They are currently replacing existing stop signs with a more reflective type.

“We’re about halfway through the process and the goal is to enhance the visibility of the stop signs so that motorists can see them more easily,” said Murphy. “It’s no



**CSEA Oyster Bay Local member Wayne Rice creates a sign in the town’s sign shop.**

small task given that there are more than 5,000 stop signs all through the town.”

One particular assignment brought Murphy and Kremler to the corner of Hicksville Road and Moore Drive in Bethpage to replace an 8-inch “corner marker.”

A new town ordinance requires a 12-inch high marker on all side street signs that intersect with four lane highways such as Hicksville Road.

“This is necessary because motorists travel at higher speeds on main roads and a larger sign can be seen more easily,” explained Kremler. “We will also replace the sign brackets or screws on a job like this if conditions warrant.”

Avanzato, Zervos and Lewis are in the processing office to

field calls from residents about missing or damaged signs, check town records to verify such a sign does indeed belong in a given location, arrange for a road inspector to confirm the situation, process the work orders and forward them to the sign shop.

“Our people in the Sign Bureau Division are doing a great job with limited personnel,” said Oyster Bay Local President Bob Rauff. “This is another tangible illustration of precisely how CSEA members provide critical public services to town residents.”

— Rich Impagliazzo



**Coming in the September Work Force: a special insert dedicated to the 10th anniversary of the Sept. 11, 2001 attacks, including the loss of five CSEA members, a look back at the members who helped with relief efforts and how the attacks continue to affect us.**

# CSEA to honor workers at Labor Day events

**C**SEA members will mark Labor Day through parades and other events. On this page are details about several parades. More events and details will be listed at CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) as they become available.

## Long Island, Metropolitan and Southern regions:

**Manhattan:** Saturday, Sept. 10: New York City Central Labor Council Labor Parade, Manhattan. CSEA and AFSCME members will assemble at West 48th Street between 5th and 6th avenues, 11 a.m. March time at 1 p.m. Members, families and friends are welcome.

This year's march will be held on the eve of the 10th anniversary of the Sept. 11, 2001, attacks. CSEA will honor the victims and all workers at the parade. Members wishing to honor all of those lost in the Sept. 11 attacks are strongly encouraged to join in the parade.

Members planning to march should contact their region communications specialist for more details (*see Page 4 for contact information*).



**CSEA President Danny Donohue leads the union's parade delegation in Rochester in 2010.**

## Central Region:

**Massena:** Monday, Sept. 5: Labor Solidarity Parade, Massena. CSEA members should assemble at Willow Street in Massena, by Coaches Corner Restaurant at 10 a.m. The parade begins at 11 a.m. and will end at Springs Park with events, refreshments and drawings to follow. All CSEA members and their families are welcome. For more information, contact the CSEA Central Region office (*see Page 4*) or Amy Simmons at the Jefferson, Lewis and St. Lawrence Counties Central Trades and Labor Council at 315-486-8123.

## Western Region:

**Buffalo:** Monday, Sept. 5: Buffalo Labor Day Parade, noon. CSEA members wishing to march should meet the group at 11 a.m. at the Buffalo Irish Center at Abbott and Stevenson. The parade route runs down Abbott and Cazenovia.

**Rochester:** Monday, Sept. 5: The Rochester Labor Day parade begins at 11 a.m. and runs down East Avenue and Main Street. CSEA members and their families should meet at East and Strathallen by 10 a.m. The parade route is about 1.5 miles.

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

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

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

Only members "in good standing" can participate in these activities. To be in "good

standing," your dues cannot be delinquent.

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

not to exceed one year. If you are called up for active military duty you may also apply for dues-free status.

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

are considered to have had continuous membership status for all CSEA election purposes.

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

# CSEA's notice of nomination and election

**E**lections for the following positions will take place from January 18, 2012 – February 14, 2012.

## Statewide Officers:

President, Executive Vice President, Secretary, Treasurer

## Region Officers:

Region 1: President, Executive VP, 1st VP, 2nd VP, 3rd VP, 4th VP, Secretary, Treasurer

Region 2: President, Executive VP, 1st VP, 2nd VP, Secretary, Treasurer

Region 3: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Region 4: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Region 5: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Region 6: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

## Statewide Board of Directors:

The Statewide Board of Directors consists of representatives of the State Executive Committee and the Local Government Executive Committee. The Private Sector Executive Committee Board of Directors seat is automatically the Chair of the Private Sector Executive Committee.

## CSEA Election Schedule for Statewide Officers, Region Officers, Statewide Board of Directors

**Aug. 8, 2011:** Nominating petition request forms will be available from Local Presidents, CSEA Headquarters and CSEA Region offices. Petition request forms may be filled out and returned to CSEA Headquarters and/or CSEA Region offices.

**Aug. 31, 2011:** First day of the petitioning period. Nominating petitions will not be released until this day.

**Any CSEA member who is considering the possibility of running for office may obtain information about the election process by calling the Statewide Election Committee at CSEA Headquarters 1-800-342-4146 ext. 1447. Please check the CSEA bulletin boards at your workplace for more election details.**

**Sept. 30, 2011:** Deadline for nominating petitions to be received at CSEA Headquarters, Membership Department (5:00 p.m.)

**Oct. 24, 2011:** Deadline for review of invalid signatures.

**Nov. 7, 2011:** Deadline/declinations and name confirmation.

**Nov. 16, 2011:** Ballot position drawing; Local and Unit President labels available.

**Nov. 28, 2011:** Deadline for campaign literature submission for printing.

**Dec. 1, 2011:** Deadline for candidates who qualify for Statewide, Region or Board of Directors to submit for publication in *The Work Force* their picture, the entity they work for, and the CSEA office they are seeking.

**Dec. 19, 2011:** Voter lists inspection available.

**Jan. 18, 2012:** Ballots mailed.

**Jan. 25, 2012:** Replacement ballots available.

**Feb. 14, 2012:** Deadline for receipt of ballots (8:00 a.m.). Ballot count commences (9:00 a.m.)

**Election results** will be announced after the ballot count is complete and certified. Protest period ends 10 days following Statewide Election Committee's certification of results. Candidates will be notified by mail of the results. Election results will be published in the March 2012 edition of *The Work Force*.

## Individual or Slate Petitions

Persons seeking an office may petition individually or as part of a slate to appear on the ballot.

No person may be a candidate for Statewide and Region office during the same election year. No person may be a candidate for more than one Region office.

In Statewide elections, the slate must contain a candidate for each of the Statewide offices listed herein.

In Region elections, the slate must contain a candidate for each of the Region offices listed herein for the particular Region.

For the Board of Directors elections, slate petitioning is available in those departments or political subdivisions which, in accordance with the CSEA Constitution and Bylaws, are entitled to more than one Board seat. In such instances, to constitute a slate there must be a candidate for each of the

seats to which the department or political subdivision is entitled in that election.

## Voting Eligibility Date

Only CSEA members in good standing as of Dec. 1, 2011 will be eligible to vote in the election.

## Rules on Running for CSEA Statewide President, Executive Vice President, Secretary, Treasurer

To be eligible to seek Statewide office, a candidate must be at least 18 years of age, a member in good standing of CSEA since Jan. 1, 2011; shall not have been a member of a competing labor association or union since Jan. 1, 2011; shall not currently be serving a disciplinary penalty imposed by CSEA's Judicial Board; and must not have been the subject of a bonding claim by the Association or disqualified from being covered by the Association's surety bond.

Any CSEA member who meets the above criteria may become a candidate and have his or her name placed on the ballot for a specific Statewide office by obtaining on official nominating petition forms the printed name, signature, and 10-digit CSEA ID numbers of at least 1,000 CSEA members eligible to vote in the upcoming election.

Nominating petition signatures must be of CSEA dues-paying members who are not serving a Judicial Board suspension and who have no delinquent dues.

The terms will start March 1, 2012 and shall be for a single term ending Feb. 29, 2016.

## Rules on Running for Region Office

To be eligible to seek Region office, a candidate must be at least 18 years old; a CSEA member in good standing of the Region since Jan. 1, 2011; shall not have been a member of a competing labor association or union since Jan. 1, 2011; shall not currently be serving a disciplinary penalty imposed by CSEA's Judicial Board; and shall not have been the subject of a bonding claim by the Association or disqualified from being covered by the Association's surety bond.

Any CSEA member who meets the above criteria may become a candidate and have his or her name placed on the ballot for a specific Region office by obtaining on official nominating petition

forms the printed name, signature, and 10-digit CSEA ID numbers of at least 500 CSEA members eligible to vote in the upcoming election. All signatures must be from the Region where the person is seeking office.

Nominating petition signatures must be of CSEA dues-paying members who are not serving a Judicial Board suspension and who have no delinquent dues.

The terms will start March 1, 2012 and shall be for a single term ending Feb. 29, 2016.

## Rules on Running for Statewide Board of Directors

To be eligible to seek office, a candidate must be at least 18 years old; a CSEA member in good standing of the voting jurisdiction within the Division he or she seeks to represent, since Jan. 1, 2011; shall not have been a member of a competing labor association or union since Jan. 1, 2011; shall not currently be serving a disciplinary penalty imposed by CSEA's Judicial Board; and shall not have been the subject of a bonding claim by the Association or disqualified from being covered by the Association's surety bond.

Any CSEA member who meets the above criteria may become a candidate for a Board seat and have his or her name placed on the ballot by obtaining on official nominating petition forms the required number of printed names, signatures, and 10-digit CSEA ID numbers of CSEA members eligible to vote in the election.

Nominating petition signatures must be of CSEA dues-paying members who are not serving a Judicial Board suspension and who have no delinquent dues.

The terms will start March 1, 2012 and shall be for a single term ending Feb. 29, 2016.

## Election Oversight

The union's Statewide Election Committee will oversee the election process. The American Arbitration Association, an independent election agency approved by the union's Statewide Board of Directors, will conduct the balloting.

# THE Work Force

www.csealocal1000.org

Published by CSEA  
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CSEA • Local 1000 AFSCME • AFL-CIO

Come to the New York State Fair on Sept. 3 and 4, 2011, during CSEA Weekend when CSEA members save \$4.00 off admission.

*The State Fair – It's Still A Value*



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

Clip one coupon at right for each CSEA member and family member and bring coupon(s) to any fair gate to get \$4 off the price of admission on Saturday and Sunday, Sept. 3 and 4, 2011, only.

Saturday, Sept. 3 and Sunday, Sept. 4, 2011, is CSEA WEEKEND at the New York State Fair in Syracuse. CSEA members and their family members will receive \$4.00 off admission **THAT WEEKEND ONLY**, compliments of CSEA and the New York State Fair.

Find CSEA and view our centennial display during the entire fair at our booth location along the front wall to the left of the center doors in the Americraft Center of Progress Building. Stop by and visit the CSEA booth any day, 10 a.m. to 10 p.m.

SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE

**SAVE \$4.00**

**CSEA member admission \$6.00\***

**CSEA**  
Local 1000 AFSCME, AFL-CIO  
Danny Donohue, President

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

NAME \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
PHONE \_\_\_\_\_  
CSEA LOCAL \_\_\_\_\_

Coupon is valid for CSEA weekend only – Saturday and Sunday Sept. 3 and 4, 2011.

**SAVE \$4.00**

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Coupon is valid for CSEA weekend only – Saturday and Sunday Sept. 3 and 4, 2011.

**SAVE \$4.00**

SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE

The coupons for \$4.00 off admission are only good during CSEA weekend, Saturday and Sunday, Sept. 3 and 4, 2011.

Reproduced coupons will not be accepted. Additional coupons will be available at your CSEA region office.