

*Officers reports to the 2008 Annual Delegates Meeting enclosed*

Volume 11, No. 9

Oct. 2008

# THE WORK FORCE

## Marching for change



*Photo by David Galarza*

See Pages 8-9

## Photo of the Month



Jacqueline, 8, joins her dad, Michael Asencio, who works for the Westchester County Department of Environmental Facilities and is a member of the Westchester County Unit, at an afternoon demonstration to demand a contract after working without one for 1,000 days. As *The Work Force* went to press, CSEA and Westchester County had reached a tentative agreement.

### **ASU, ISU, OSU and DMNA Contracts Printed State Contracts to be mailed**

CSEA-represented state employees will soon be receiving their personal copy of the recently negotiated collective bargaining agreement with New York state.

The contracts will be mailed the week of Sept. 22. Keep in mind delivery times vary to different parts of the state, but we anticipate most contracts will be delivered to home addresses within two weeks.

Employees who have not received a contract by Oct. 10 should call CSEA Headquarters for one. Call toll-free 1-800-342-4146, ext. 1279.

# Wall Street meltdown fuels budget concerns

A meltdown on Wall Street sent shockwaves across New York as the state continues to confront bad economic news.

The latest crisis which included the collapse of Lehman Brothers, the acquisition of Merrill Lynch by Bank of America and a government bailout of insurance giant AIG, created new concerns about the impact across the state.

"New York is not alone in facing a huge economic disaster," said CSEA president Danny Donohue.

"We are seeing the result of the bankruptcy of the Bush era approach giving Big Business the OK to play fast and loose at your expense."

"Most of this mess was created by lack of regulatory oversight and irresponsible business practices that siphoned off profits, but were shaky schemes at best," Donohue said.

"Now we're looking at the ultimate in corporate welfare with bailouts because there are no better choices."

Wall Street generates a significant portion of state and local revenues. The loss of revenue combined with the

potential loss of jobs will likely deepen pressure on the state and localities to cut spending while demand for services increases.

CSEA is gearing up for challenging times ahead.

## **Pensions secure in state Retirement System**

The collapse of Lehman Brothers created some unfounded concerns about the New York State Retirement System when it was reported that the system held more than 5 million shares of Lehman Brothers' stock.

While the Retirement System will likely take a big loss on that stock, the impact was only a percentage of 1 percent of the fund's holdings.

State Comptroller Thomas DiNapoli has assured the public and members of the Retirement System that the fund and their pensions are safe and secure.



**DiNapoli**

## **Onondaga County workers OK contract**

SYRACUSE — The 3,300 members in CSEA's Onondaga County employees units voted by an overwhelming majority to approve a new five-year contract.

The offer was approved by a more than 7:1 ratio.

Highlights of the deal approved by the union members include:

- Percentage wage increases for each year of the agreement, retroactive to January 2008
- Switching the paid holiday of Election Day to the day after Thanksgiving;
- No changes to workers' health insurance contributions; and
- No contractual givebacks.

"In light of the difficult economic times we're facing throughout the state, this was a fair contract our negotiating team fought hard to get. We didn't get everything we negotiated for, and neither did the county," said CSEA Onondaga County Local President Phil Graham. "This contract is a good deal for taxpayers and for county workers."

Union members had been working under the terms of their previous contract which expired in December 2007. The tentative agreement must now go before the County Legislature for ratification.

— Mark M. Kotzin

# CSEA responds to OCFS safety concerns

JOHNSTOWN — In response to growing concerns about the safety of youth development aides at state Office of Children and Family Services facilities statewide, CSEA has stepped up efforts to ensure that workers voices are being heard loud and clear by OCFS officials.

- CSEA President Danny Donohue has been appointed to the Governors Task Force on Juvenile Justice.

- CSEA's longstanding concerns about staffing, excessive mandates and assaults continue to be a topic of discussion at Statewide Labor Management Committee and Sub-committee meetings.

- A Therapeutic Intervention Committee (formerly the Restraint Reduction Committee) has been established by OCFS and CSEA is playing a key role in discussions.

## Pilot program

Tryon is a pilot for this statewide effort. The committee's goals are to:

- Establish an incident review committee to look at all aspects of incidents including outcomes. "Our position is crystal clear, a crime committed at Tryon should be treated no differently than if it had been committed the on the street," said CSEA Capital Region President Kathy Garrison.

- Establish training. CSEA has long advocated for proper training and resources for staff that makes personal safety the highest priority.

- Establish a workplace violence plan.

CSEA's Occupational Safety and Health Department is working with Tryon Local President Mike Geraghty and Brookwood Local President Mark Davis in an effort to collect information from OCFS about incidents of assault, staffing levels and disciplines.

Davis will compile CSEA's request for key data for CSEA's Statewide Health and Safety Committee.

Geraghty is asking Tryon employees to be diligent in documenting all incidents of assaults and mandates to assist with the compilation of a workplace violence plan.

At CSEA's Annual Delegates Meeting, CSEA Capital Region leaders will be taking the opportunity to coordinate with legislators and CSEA leaders from OCFS facilities from around the state by asking them to share similar concerns and issues they have.

Concerns will also be directed toward elected officials who can put pressure on OCFS and to respond to concerns members have about facility downsizing or closures.

— Therese Assalian

## CSEA mourns OCFS worker's death

CSEA is saddened by the death of Tryon Youth Development Aide Charles Loftly, who died Aug. 26.

Loftly, 54, died of a stroke he suffered after an attack at Tryon.

An autopsy found no link between Loftly's injuries and subsequent coma and death, but Tryon employees point to the incident as proof that the state Office of Children and Family Services is not doing enough to protect workers from youths who have become aggressive and who have little if any consequences for their actions.

As described in the August issue of *The Work Force*, one of the youths involved in the attack on Loftly had assaulted another YDA a few weeks prior. The YDA involved called the police and was later verbally reprimanded by OCFS management for doing so.

That youth is currently being held at Fulton County jail pending charges. The other two youths involved in the incident were transferred to other OCFS youth facilities.

— Therese Assalian



Douglas Hayes, a Youth Developmental Aide 3, blames short staffing for the injuries he's received at the Office of Children and Family Services' Ella McQueen Residential Center.

## Workers struggle with OCFS' mixed message

BROOKLYN — Douglas Hayes got an unexpected and painful surprise last Christmas from some residents at the Ella McQueen Residential Center.

Hayes, a Youth Development Aide 3, was struck on the shoulder by a dumbbell, and also injured his left knee on a weight rack, during a fight between two teens in the fitness room the day after Christmas.

After several months on disability, Hayes returned to work in May still disturbed by the perennial short staffing and mandatory overtime issues that in many ways lead to incidents like the one he suffered.

"The message we are getting is, if we have to restrain a resident, we have failed," said Hayes, who has worked for the state Office of Children and Family Services and its previous incarnation for the past 14 years.

"Some of these residents have some real issues, criminal issues," said Hayes.

Indeed, many of the residents at Ella McQueen are in the Community Reintegration Program (CRP), which is for residents who

haven't done well in other OCFS programs.

He's heard some talk about the so-called "sanctuary model," which centers on a new mindset for staff; a more therapeutic environment focused on staff building relationship with the resident. "If that's the answer, give it to me," he said.

Yet it's going to take more than proposals and programs to alleviate many of the concerns Hayes and his co-workers share.

"You have a lot of people who have no idea what's going on in the front line and who are making the decisions with no first-hand knowledge," he said.

With a little more than a dozen employees, Hayes said he often has mandatory overtime once or twice per week while others often work more.

Despite all this, Hayes shared the main reason why he and his co-workers remain committed to their jobs.

"I'd like to see the kids get help, so they can learn how to be productive citizens," said Hayes. "But because all we can do is the bare minimum, the kids suffer and the staff suffers."

— David Galarza

# THE WORK FORCE

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## It's up to you to learn the facts and act

**I**t really does matter who we elect to political office.

It also makes all the difference in the world that we continue to hold them accountable once they're in place. That's why CSEA preaches activism. The only way democracy works is when we stay involved and keep making our voices heard.

CSEA activists made a huge difference this past summer when Gov. David Paterson called a special session of the legislature to act on mid-year budget cuts. CSEA members were loud, strong and decisive and some better choices were made that avoided layoffs and lessened the impact on local government and school aid.

We're not facing a good situation going forward, especially in light of the recent Wall Street meltdown, but it would have been much, much worse without our action. There's a simple message here to all concerned: Now is the time to get involved. Let your elected officials hear you now and keep after them about the right priorities.

CSEA is taking nothing for granted at any level of our government. We are preparing for a very serious budget situation in New York come January when lawmakers return for a new session.

Between now and then a lot may happen. Don't think the presidential election won't have a lot of impact. It will, and the stakes are enormous for you and your family.

No one should have any doubt about where CSEA stands, or our full support for our endorsed candidate, Sen. Barack Obama. It's not about "politics;" it's about the issues. Take a good, hard look at each candidate's positions on the issues that matter to you and it should be very clear why we've made the choice we have.

Ignore the sideshow. If you're concerned about the economy, health care and even national security, you should make sure you learn the facts about where each candidate stands and then vote!



# CSEA members, awareness key to cervical cancer fight

BUFFALO — CSEA is helping lead the way along the road to women's health.

The Western Region Women's Committee recently hosted its first "train the trainer" session on human papillomavirus (HPV), cervical cancer and other issues.

HPV is a leading cause of cervical cancer, a disease that medical experts say is almost completely preventable with regular screenings. But many women are unaware that cervical cancer can be prevented.

CSEA members are now working to change that by educating other union members about HPV and cervical cancer.

"We are proud to be the pilot for this new training," said CSEA Western Region President Flo Tripi. "Members of the Women's Committee and participants in this

workshop will be able to provide training for groups throughout the region."

## Reaching out

The workshop, presented by the Coalition of Labor Union Women's Carolyn Jacobson, provided the first step of the journey and the tools to move forward.

"This is the beginning of a path that will help us educate the women in our units and locals. The road doesn't stop here," said region Women's Committee co-chairwoman Rose Conti.

Many of the workshop participants have been affected by cancer. Some have a family history of the disease; others want to help their friends and relations.

"This workshop will provide us with the tools we need to educate the people we work with and the people we care about," said Bonnie Peters, a CSEA

## Learn more about fighting cancer

For more information about the Cervical Cancer Prevention Works project, visit [www.cluw.org/cervcancer.html](http://www.cluw.org/cervcancer.html). Materials are available in English and Spanish.

For more information about Tamika and Friends, visit [www.tamikaandfriends.org](http://www.tamikaandfriends.org).

To learn more about fighting cervical and other forms of cancer, visit the American Cancer Society website at [www.cancer.org](http://www.cancer.org).



member employed by the Chautauqua County Department of Social Services.

## Unions have key role

Women tend to be the health gatekeepers in the family, said Jacobson, director of CLUW's Cervical Cancer Prevention Works project. For that reason, it is important that women stay as current on health issues as possible.

Focus groups among union members show that members prefer to receive their information from their union, rather than their employer or health insurance provider, she said. That means unions like CSEA can play an important role in helping members be proactive about their health.

"Unions have an amazing opportunity and responsibility to provide information to their members, particularly their women members," Jacobson said. "The issue of women's health is a wonderful way to pull

together women, and also men who care about the women in their lives."

"This is not only a women's issue," Tripi said. "The men in CSEA have daughters, wives, sisters, mothers. Men need to know about this so they can care for the ones they love."

## Other efforts

Western Region members aren't alone in helping fight cervical cancer. CSEA members in the Metropolitan Region have for the past two years participated in the "Beat the Clock" walk for HPV prevention and cervical cancer awareness.

The walk is organized by Tamika and Friends, a nonprofit group dedicated to fighting cervical cancer. Tamika and Friends was founded by AFSCME member and cervical cancer survivor Tamika Felder.

— Lynn Miller



**"This is not only a women's issue."**

**CSEA Voices**



**"I have a family history of cancer. I have two granddaughters going through problems now and two daughters and I have had problems in the past. That makes five of us. It really hits home. It is important to catch cancer as early as possible so you can be treated."**

**— Barbara Biniecki, Buffalo-Niagara Frontier Retirees Local and Western Region Women's Committee member, on why she attended the region's train the trainer session on women's health issues. (See above for more.)**

## Proud new nurses



Finger Lakes DDSO workers Elisabeth Brundage, Jennifer Knorr and Mary Abrams recently graduated from a licensed practical nursing program provided to them through the NYS-CSEA Partnership. The program included a distance learning LPN Skills Refresher course provided to students through the CSEA WORK Institute. Statewide, eighteen CSEA members participated in the recent program, with other workers coming from the Central and Southern regions.



# CSEA member helps get “Law Day” on the books

**“I hope Law Day helps some of them realize that the choices they make now can affect the rest of their lives.”**

**CSEA** *Voices*



**“I** have a lot of nieces and I want them to be around for a very long time. If I can learn about the HPV vaccine, cervical cancer and other women’s issues, I can spread the word.”

—Marsha Jajkowski, Wende Correctional Facility Local, on why she attended the Western Region’s train the trainer session on women’s health issues. (See page 5 for more.)

BUFFALO — A group of students throughout Buffalo has a better understanding of the legal process, thanks partially to the efforts of CSEA member Cindy O’Bara.

For the last five years, O’Bara has worked to organize “Law Day” in the courts. The annual event gives the public, particularly students, the opportunity to learn how the courts work. For her efforts, O’Bara recently received the “Outstanding Educational Efforts Award” from the state Unified Court System.

“Law Day gives students a unique opportunity to learn about the court system not by reading a textbook, but through career exploration and a positive first-hand experience,” said CSEA Western Region President Flo Tripi. “I commend Cindy O’Bara for going the extra mile and for helping to make the annual Law Day event a reality.”

### Learning a lesson

Law Day draws students from throughout the area. The event puts them shoulder-to-shoulder with some of the most influential people in the court system.

“Every year we have Law Day to expose



**Cindy O’Bara, shown here at her office, has been recognized for her efforts in organizing “Law Day” in the state’s 8th Judicial District.**

students from the suburbs and the city to a host of public officials, judges and people from the district attorney’s office,” O’Bara said. “It’s held in a town hall format and the students get to interact with the panelists and ask questions.”

The event is popular among schools in the area. It has grown from a lunch hour event to a full-day affair, complete with tours of the courthouse before the session and a luncheon afterward.

“We get a lot of good reports from the students and the teachers,” O’Bara said. “I hope Law Day helps some of them realize that the choices they make now can affect the rest of

Planning Law Day is “all in a day’s work” for O’Bara. She never expected to receive an award.

“I feel very honored to be picked,” O’Bara said. “Just to have my name submitted by Judge Troutman is an honor.”

O’Bara learned she earned the award after the judge summoned the entire staff to the courtroom. There, the judge made the announcement.

“I did not expect it at all,” O’Bara said. “My face turned so red.”

She traveled to Albany for the awards ceremony with the judge and several others.

“That was very nice,” she said. “I took my daughter and some of the court staff was also able to come with me.”

Before becoming Judge Troutman’s secretary, O’Bara she worked for two decades as a secretary and legal assistant in the state attorney general’s office.

O’Bara and her husband have two children, ages 10 and 13. O’Bara enjoys sewing, making wall hangings and being active.

“I have a wave runner I like to go on,” she said. “We kayak, play volleyball; anything the kids want to do.”

— Lynn Miller

# Team gives “nods” to worker for outstanding service

AUBURN — People at Auburn Community Baseball, the principal owner of the Auburn Doubledays minor league baseball team, wanted to honor CSEA member Rich Wild in a unique way.

By all accounts, Wild, a recreation maintenance worker for the city, has done an impeccable job maintaining the grass and playing field at the city-owned Falcon Park, the team’s stadium.

Wild announced earlier this year it would be his last full season keeping the field groomed before retiring next year after 33 years with the city, 14 of which he has worked at the ballpark.

He had already been named “Person of the Year” by the Doubledays Booster



**Auburn recreation maintenance worker Rich Wild shows off his bobblehead likeness.**

Club in 2004, and received the prestigious “Golden Rake” when he was voted Groundskeeper of the Year by the National Baseball Association’s New York-Penn League in

1999, but team officials didn’t want to just honor Wild, they wanted to immortalize him.

Now, with CSEA’s help, they’ve done just that. Team management approached CSEA Auburn Unit President Tom Gabak with the idea of turning Wild’s likeness into a “bobblehead” figure they could give away at one of the games.

“Rich does an outstanding job here and he deserved the recognition,” Gabak said. He helped arrange the union’s sponsorship for the promotional giveaway.

Now, there are 1,000

seven-inch tall Rich Wilds on mantels and shelves throughout Central New York. The resemblance is uncanny, right down to his toothy grin and his “Git-R-Done” hat. The only thing missing is a recording of his throaty laugh.

For his part, Wild was surprised, but pleased, when he found out about the recognition.

“It’s nice to be recognized by the union. I’m happy about it,” he said. “I get a lot of recognition from the fans and that gives me a boost.”

— Mark M. Kotzin



**“Rich does an outstanding job here and he deserved the recognition.”**

**CSEA** Voices



**“Several members of the support staff and I have young daughters. The new HPV vaccine is somewhat controversial. As a person who had to go the extra mile to make sure I am healthy, I believe education is important. Every woman should know that prevention is important.”**

— Kris DeMaria-Reese, Buffalo State Employees Local, on why she attended the Western Region’s train the trainer session on women’s health issues. (See page 5 for more.)



**CSEA Auburn Unit President Tom Gabak, left, hands Rich Wild his bobblehead likeness.**

# INSIDE THE WORK FORCE

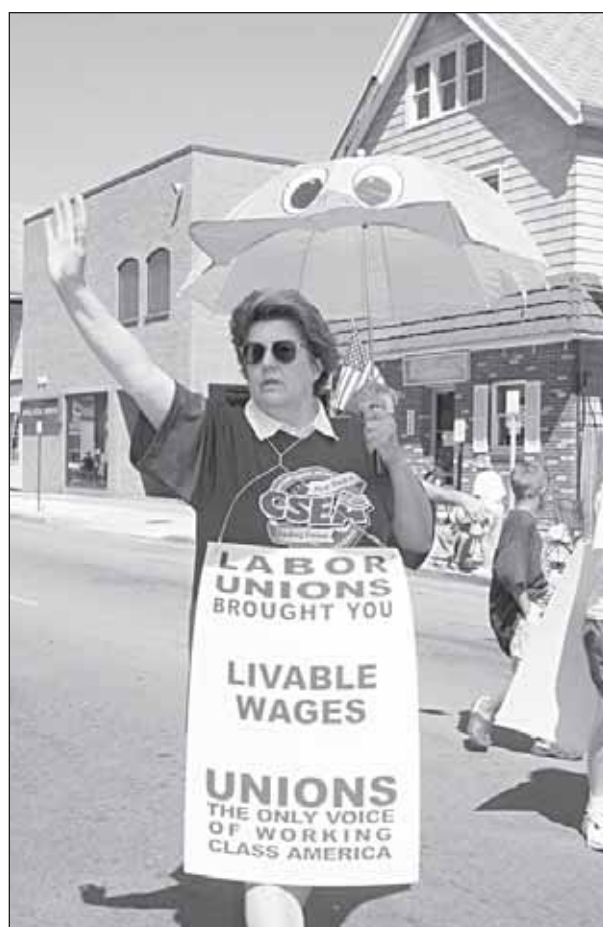
## Marching for labor and for change

CSEA members across the state turned out and marched in several Labor Day-related events. Union members and their families and friends marched for change this year, getting out the word to support Sen. Barack Obama for president. (See related story, Page 11)  
*"It's more important than ever for our*

*members and the labor movement to recognize who will stand with us, who will fight for our causes, and who will work to reunite our country. That's Barack Obama, and we need to put him in the White House," CSEA President Danny Donohue said.*



At left, Erie County Local 815 Section President Gary Ghosen and grandson Tyler Urban. At right, a union activist shows why unions matter to working people.



Long Island Region activist Rich Acevedo fires up the crowd at the New York City Labor Parade.



At left, a contingent of CSEA marchers representing the CSEA St. Lawrence County Local, prepares to step off in the Massena Labor Day Parade. Local President Betty Thomas holds the banner at left.



Above left, CSEA members, including Central Region President Colleen Wheaton, front row, left, get fired up during the Syracuse Labor Day Parade. Below left, VOICE/CSEA members and their families take part in the Syracuse parade.



Southern Region President Billy Riccaldo, CSEA Statewide Secretary Denise Berkley, Long Island Region President Nick LaMorte, and Metropolitan Region President with activists from the Long Island and Metropolitan regions.



CSEA Western Region President Flo Tripi and statewide Treasurer Joe McMullen attend a news conference before the Rochester Labor Day Parade. Speakers at the event urged voters to vote for Presidential Candidate Barack Obama. (See Page 11)

*For more Labor Day photos, visit [www.csealocal1000.org](http://www.csealocal1000.org), and follow the link to this and other photo galleries in the Feature Photo area.*





This cartoon by CSEA cartoonist Ralph Distin originally ran in the October 2005 *Work Force*.



## 50 years ago ...

In October 1958, incumbent Gov. Averell Harriman and his challenger, Nelson Rockefeller, each addressed the CSEA Annual Delegates Meeting less than a month before Election Day.

In those days, CSEA did not make formal political endorsements but provided candidates the opportunity to make their case to the association's leaders and have their views on the important issues presented in the union's official newspaper, *The Civil Service Leader*.

Rockefeller won the 1958 election handily and was re-elected another three times before stepping down in 1973. During his tenure, CSEA and other public employees made tremendous strides, but also had a share of disagreements and confrontations with the administration.

The most significant stride for CSEA came in 1967 when Rockefeller commissioned and signed into law the Public Employees Fair Employment Act, which became known as the Taylor Law. It requires union recognition and formal collective bargaining for public employees in New York.



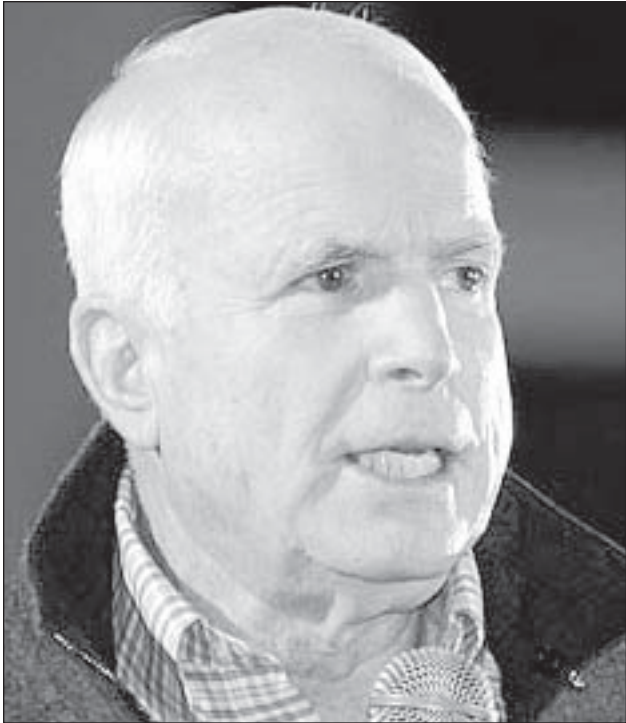
**Gubernatorial candidates incumbent Gov. Averill Harriman, left, and Nelson Rockefeller, right, each addressed CSEA's Annual Delegates Meeting shortly before the election, as shown in the Oct. 21, 1958, issue of *The Civil Service Leader*, then CSEA's official publication.**

## Also in 1958 ...

- \* Nikita Khrushchev becomes Premier of Soviet Union.
- \* The U.S. Supreme Court rules unanimously that Little Rock, Ark. schools must integrate.
- \* Congress formally creates the National Aeronautics and Space Administration (NASA) as advances in space travel are continually made by the United States and Soviet Union.
- \* Billboard debuts its Hot 100 chart. Ricky Nelson's "Poor Little Fool" boasts the first No. 1 record.
- \* Elvis Presley is inducted in the Army.
- \* Gerald Holtom designs the peace symbol.
- \* The New York Yankees defeat the Milwaukee Braves in the World Series.

## Why vote for Barack Obama?

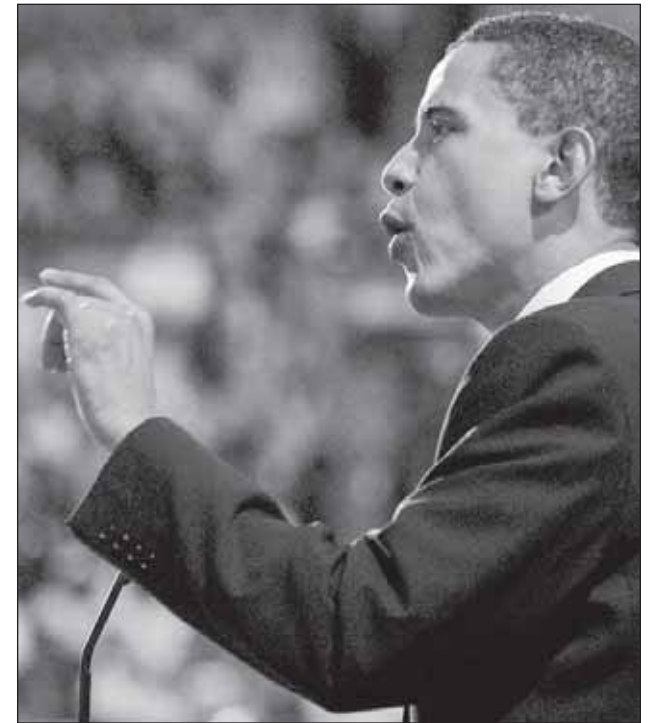
# Because your job, your family and retirement depend on it!



McCain

*“Take a hard look at the positions John has taken for the past 26 years, on the economy, on health care, on foreign policy, and you’ll see why I say that John McCain is just four more years of George Bush. On the issues that you talk about around the kitchen table, Mary’s college tuition, the cost of the MRI for mom, heating our home this winter — John McCain is profoundly out of touch.”*

— Sen. Joe Biden  
Democratic candidate  
for vice president



Obama

### **John McCain will:**

- Tax your health care benefits;
- Strip retiree health benefits;
- Offer two massive tax cuts for corporations, slashing tax rates from 35 percent to 25 percent, with 58 percent of the benefits going to the top 1 percent of taxpayers;
- Provide more tax breaks to oil companies;
- Privatize Social Security, casting your deserved retirement to Wall Street’s whims;
- Make it harder for workers to join unions;
- Slash federal occupational safety and health programs; and
- Gut the Family and Medical Leave Act.

### **Barack Obama will:**

- Provide health care to every American and lower the costs for health care;
- Protect Social Security, not cut benefits and not raise the retirement age;
- Support the middle class by increasing funding for education, Medicare and Medicaid;
- Strengthen renewable energy programs and make sure the wealthy pay their fair share, including the oil companies;
- Support the Employee Free Choice Act; and
- Fight against contracting out public employee jobs.

Learn more and make other comparisons between the candidates at [www.aflcio.org](http://www.aflcio.org).

**State, local government and private sector CSEA members:**

# Skills for Success courses offered

This fall and spring, CSEA members employed by New York state, local government agencies and the private sector have opportunities to take *Skills for Success* training courses offered by the NYS & CSEA Partnership for Education and Training (Partnership).

Course participation by local government and private sector employees is sponsored by the CSEA WORK Institute.

*Skills for Success* courses are designed to help employees prepare for the challenges and demands of current and future jobs. More than 200 courses are scheduled statewide from Oct. 14, 2008, through June 11, 2009. The training is available at no cost to employees or agencies. All courses are held during the day at conveniently located training sites.

## Eligibility

Employees are eligible to participate in courses if they are:

- A CSEA-represented New York state employee in the Administrative Services Unit (ASU), Institutional Services Unit (ISU), Operational Services Unit (OSU), or the Division of Military and Naval Affairs (DMNA) bargaining units, OR
- CSEA-represented local government (county, city, town, village, or school

district) employee, OR

- CSEA-represented private sector employee

## Available courses



Choose from 33 job-related and personal development courses under the following topics:

- Adult Education Basics
- Clerical and Secretarial
- Educational Advisement
- Institutional and Direct Care
- Operations and Maintenance
- Work and Life

Employees may take any of the courses offered, not just courses that typically reflect the work they perform. Employees can directly apply for these courses. However, supervisory approval and signature are necessary to attend. Applications should be sent to the Partnership as soon as possible and not later than three weeks prior to the start of a class.

## For more information

A web catalog of the *Skills for Success* courses is available on the Partnership's website at [www.nyscseapartnership.org](http://www.nyscseapartnership.org). The catalog contains course descriptions, course schedules, training locations and an application form that can be downloaded




**SKILLS FOR SUCCESS COURSES**  
Fall 2008 & Spring 2009

October 14, 2008 through June 11, 2009

For CSEA-Represented Employees

Apply Today!



and printed.

For more information about *Skills for Success* courses, call (518) 486-7814 or, for areas outside the Capital Region, call (800) 253-4332, or e-mail at [learning@nyscseapartnership.org](mailto:learning@nyscseapartnership.org).

## What's In It For You?

# Unified Court System dental, legal benefits enhanced

Through successful contract negotiations, the CSEA Employee Benefit Fund's dental and legal benefits were enhanced for full time, active Unified Court System employees effective Sept. 1, 2008. New plan summary description books were mailed the week of Aug. 25.

## Dental

Fees have been enhanced in the areas of diagnostic (exams), preventative (cleanings), restorative

(fillings), crowns, root canals, prosthodontics and oral surgery. The annual cap remains at \$3,000 for regular dental work and a \$2,580 lifetime orthodontics maximum.

## Legal

Two areas of the Legal Services Benefit were also enhanced.

**Wills and Living Trusts:** The benefit allowance on wills and living



trusts has increased from \$35 to \$70. This benefit is available to the member and spouse or domestic partner, and includes the preparation and execution of a will or

living trust, but not both. Each member and spouse or domestic partner may use this benefit once every five years.

**Principal Residence Real Estate Closings:** Refinancing has been

added as part of the covered benefit. The benefit allowance is up to \$300 per calendar year, per sale, purchase or refinancing.

For more information on this benefit, please contact EBF at (800) 323-2732, and ask to speak with someone in the Marketing Department, or visit our website at [www.cseabf.com](http://www.cseabf.com).

## An Ever Better Future

# Planning for 2009 health care expenses

## Consider the Health Care Spending Account for expenses not covered

The Health Care Spending Account (HCSAccount) is a negotiated employee benefit that helps state employees pay for health care expenses with tax-free dollars.

This includes medical, hospital, laboratory, prescription drug, dental, vision, and hearing expenses that are not reimbursed by your insurance or other benefit plans.

### Review past expenses

Before participating in the HCSAccount program, you should carefully consider what your eligible expenses might be. Reviewing your expenses from previous years can help. Once you have estimated the amount of your expenses, you may then determine how much to contribute to your HCSAccount.

Under Federal law, any money that you put into your HCSAccount must be used for

expenses incurred during the plan year in which it was contributed. For the 2009 plan year, the maximum annual contribution allowed by the program is \$4,000 and the minimum annual contribution is \$100.

### Open enrollment

The Health Care Spending Account open enrollment period for the 2009 plan year begins Sept. 22, 2008, and continues through Nov. 14, 2008. The program's plan year will operate from Jan. 1 to Dec. 31, 2009.

If you would like to know more about the Health Care Spending Account program or would like an enrollment kit sent to your attention, you may contact the program's administrator, Fringe Benefits Management Company, at (800) 358-7202 or enroll online at [www.flexspend.state.ny.us](http://www.flexspend.state.ny.us).

## Health insurance choices for 2009: option transfer period coming soon

Once again, it's that time of year to start thinking about your health insurance options.

The NYSHIP Option Transfer period will be held after the 2009 health insurance premiums are approved.

During the option transfer period, CSEA-represented state enrollees will have the ability to change their health insurance plan for the 2009 plan year.

Members will be able to choose from the Empire Plan or one of the NYSHIP-approved health maintenance organizations (HMOs) in their region.

In the past, enrollees may have received from the Department of Civil Service a copy of "Choosing Your Health

**Health Benefits**



Plan."

If you found that information helpful you may want to request a

copy of the 2009 "Choices: guide from your health benefits administrator.

Members should review each of the options carefully to determine which health insurance plan will best meet their needs and the needs of their family.

Please watch for additional information in *The Work Force* as the option transfer period draws nearer. The Joint Committee on Health Benefits will publish additional information on health insurance premiums for the 2009 plan year in an effort to assist you in making the most informed choices for you and your families' health care needs in 2009.

## Almost time to retire?

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

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

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

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

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



*For more information, visit [www.csealocal1000.org](http://www.csealocal1000.org) and select "retirees" from the "Member Benefits" menu item.*

## Meet your leaders



### Tripi brings perspective to challenges

**Editor's Note:** Throughout this year, The Work Force is devoting the *Leading Edge* to interviews with CSEA's 10 statewide officers and region presidents. This month we feature Western Region President Flo Tripi who leads nearly 50,000 members in 14 counties in western New York.

A native of Rochester, Tripi has been an active member of CSEA for more than 30 years in many capacities, including president of the Monroe County Unit representing 3,000 members and on CSEA's Statewide Board of Directors before being elected region president in 2000.

**WF: How did you get involved in the union?**

**Tripi:** A woman I worked with in the Monroe County Health Department had to go pick her son up at college. She was in an auto accident and died, and the county refused to pay her benefits because they said she was on an unauthorized day off. She left five sons and a husband. I got really angry and I got on the phone and started calling everybody almost to the governor's office. Finally, I called CSEA and got a hold of somebody who told me exactly what I had to do and did some research for me and we ended up getting this lady's family her benefits.

After that, everyone started coming to me and asking questions. And it's almost like a fever; you start learning something and you want to know something else and it just mushrooms into the point where you want to be more and more involved.



At that point, the president of the unit was very threatened by me so he started cutting me off from everything. I couldn't go to anyplace; he wouldn't allow me to go for classes and so I ran against him and I beat him in 1981, and became unit president of Monroe County, which I was until I became region president.

**WF: How have you seen CSEA change over the years?**

**Tripi:** I've seen it become a much more sophisticated union. We've really gotten into issues that are not only parochial issues to CSEA, but things that are global that you need to really address. I see CSEA as a major force in this state. What CSEA has done for workers in this state is absolutely unnatural any other place.

**WF: You come out of local government where there's a very diverse work force and everybody sort of seems to have their individual interests — in my department, my particular profession. How do we serve the common good, but have everyone really feel that their interests are being served?**

**Tripi:** Over the years, we have become much more the "me, myself and I" society, where my issues and the issues that pertain to me and my department or my work career are more important than someone else's. I think crisis sometimes brings us together because people know that in order to fight the battle you have to go in together. If you're trying to do something in the probation department, you need social services, and you need health and you need maintenance workers coming together. When push comes to shove, people realize that if you don't stick together and you don't support each other that we're really not going to make it.

**WF: What are some of your thoughts about creating better understanding among members from different localities?**

**Tripi:** We have major cultural differences in our union. I mean cultural in a geographic sense because the culture of Long Island or New York City is much different than Western New York. But the issue of a living wage, the issue of health benefits, protecting the rights of workers, looking to make sure that the kinds of things we fought hard for that we continue to provide and continue to protect — those are the kinds of things that bring us all together.

**WF: What do you think CSEA needs to focus on to become an even better union in the 21st century?**

**Tripi:** Well, I think we need better communication with our members. A lot of our members don't feel connected to CSEA. Rights have been negotiated, rights have been protected and I think that people just have a tendency to believe they've always been there and there always going to be there and so I think we need to make the extra push to show what unionism and what CSEA is all about. I think that happens in some areas very well but some places we still need to work on it.

**WF: What is the significance of CSEA's approaching 100th anniversary?**

**Tripi:** Just reaching 100 is going to make people wake up and say, 'Hey, they've been around that long, and in order to be around 100 years you would have had to be successful.' I find myself getting rejuvenated when I talk to people who are excited about our union. Something that stands out about CSEA is that we take an interest in our people and we really look into what their needs are and we try to fulfill those needs. It's not just the contract, it's the personal things this union really goes out of its way to provide.

**WF: You're fairly well known throughout CSEA as a major baseball fan. Where does that come from?**

**Tripi:** From my dad, who always took me to baseball when I was a kid and we just continued. I had a very good relationship with my dad, not that I don't with my mom, but my dad and I were buddies so we did a lot of things together. One of the things we did was the baseball, and so I grew up with it and the Yankees just sort of came along with it right from the beginning.

**WF: Any favorite baseball moments?**

**Tripi:** Oh yeah, there's so many. My first grand slam home run that I watched was with Jim Rice at spring training in Florida. I had an opportunity to meet Don Mattingly and actually have a conversation with him, which was very exciting. I've met several players over the years but I think the highlight was Thurman Munson. My dad took a picture of me with Thurman Munson at spring training the year that (Munson) was killed.

## October CSEA calendar of events

### Long Island Region:

- Oct. 1-2: **Steward Workshop**, Registration: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Long Island Region Office, Commack
- Oct. 21-22: **Steward Workshop**, Registration: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Best Western East End, Riverhead
- Oct. 28-29: **Local Government/Private Sector Grievance Representation Workshop**, Registration: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Suffolk County Educational Employees Local Office, Medford

### Metropolitan Region:

- Oct. 1-2: **State Government Discipline and Interrogation Workshop**, Registration: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Metropolitan Region Office, Manhattan. **This training is open only to New York City State Employees Local members.**
- Oct. 28-29: **State Government Discipline and Interrogation Workshop**, Registration: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Metropolitan Region Office, Manhattan. **This training is open only to New York City State Employees Local members.**

### Southern Region:

- Oct. 6 & 14: **Contract Negotiations II: Negotiating Team Workshop**, Registration: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Westchester County Local Office, White Plains
- Oct. 11: **Labor/Management Committee Training**, Registration: 8:30 - 9 a.m., Workshop: 9 a.m. - noon, Southern Region Office, Beacon
- Oct. 11: **Defensive Driving**, 9 a.m. - 3 p.m., Westchester County Local Office, White Plains. Call (800) 942-6894 to register.
- Oct. 15-16: **Defensive Driving**, 6 - 9 p.m., Rockland County Local Office, New City. Call (800) 942-6894 to register.
- Oct. 22-23: **Defensive Driving**, 6 - 9 p.m., Westchester County Local Office, White Plains. Call (800) 942-6874 to register.

### Capital Region:

- Oct. 6-7: **Steward Workshop**, Registration: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Best Western Albany Airport Inn, Colonie
- Oct. 14-15: **Contract Negotiations I: Maximizing Our Leverage Workshop**, Registration: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Holiday Inn Express, Rensselaer

- Oct. 21-22: **Local Government/Private Sector Grievance Representation Workshop**, Registration: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Plattsburgh Satellite Office.
- Oct. 22: **Member Information Day**, 10 a.m. - 2 p.m., Empire State Plaza, Albany
- Oct. 29: **New York State Unified Court System State Government Grievance Representation Workshop**, Registration: 9:30 - 10 a.m., Workshop: 10 a.m. - 4 p.m., CSEA Headquarters, Albany. **This workshop is open to New York State Unified Court System locals only.**

### Central Region:

- Check for upcoming events at the Central Region page at CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org).

### Western Region:

- Oct. 1-2: **Contract Negotiations I: Maximizing Our Leverage Workshop**, Registration: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Western Region Office, Amherst
- Oct. 14-15: **Steward Workshop**, Registration: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Steuben County Local Office, Corning
- Oct. 21-22: **Local Government Discipline & Interrogation Workshop**, Registration: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Wayne County Local Office, Lyons
- Oct. 21-22: **Local Government Discipline & Interrogation Workshop**, Registration: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Western Region Office, Amherst
- Oct. 21-22: **Local Government/Private Sector Grievance Representation Workshop**, Registration: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Radisson Hotel Jamestown, Jamestown
- Oct. 25: **Local Government/Private Sector Grievance Representation Workshop**, Registration: 8:30 - 9 a.m., Workshop: 9 a.m. - 3 p.m., Livingston County Local Office, Mount Morris

*For more information on the listed events or to participate, 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 website.*

## Rustin named PEOPLE Recruiter of the Month

Barbara Rustin, president of the CSEA Metropolitan Region Retirees Local, is the PEOPLE Recruiter of the Month for August. She recruited eight new PEOPLE members. Rustin is dedicated to



fighting for working families. In this 2008 file photo, Rustin, far right, campaigns for candidates who support working families. 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.

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

# Know Your Rights!

Finding a CSEA Legal Services Program attorney is as simple as calling the CSEA toll-free number: **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

# CSEA members, awareness key to cervical cancer fight

BUFFALO — CSEA is helping lead the way along the road to women's health.

The Western Region Women's Committee recently hosted its first "train the trainer" session on human papillomavirus (HPV), cervical cancer and other issues.

HPV is a leading cause of cervical cancer, a disease that medical experts say is almost completely preventable with regular screenings. But many women are unaware that cervical cancer can be prevented.

CSEA members are now working to change that by educating other union members about HPV and cervical cancer.

"We are proud to be the pilot for this new training," said CSEA Western Region President Flo Tripi. "Members of the Women's Committee and participants in this

workshop will be able to provide training for groups throughout the region."

## Reaching out

The workshop, presented by the Coalition of Labor Union Women's Carolyn Jacobson, provided the first step of the journey and the tools to move forward.

"This is the beginning of a path that will help us educate the women in our units and locals. The road doesn't stop here," said region Women's Committee co-chairwoman Rose Conti.

Many of the workshop participants have been affected by cancer. Some have a family history of the disease; others want to help their friends and relations.

"This workshop will provide us with the tools we need to educate the people we work with and the people we care about," said Bonnie Peters, a CSEA

## Learn more about fighting cancer

For more information about the Cervical Cancer Prevention Works project, visit [www.cluw.org/cervcancer.html](http://www.cluw.org/cervcancer.html). Materials are available in English and Spanish.



For more information about Tamika and Friends, visit [www.tamikaandfriends.org](http://www.tamikaandfriends.org).

To learn more about fighting cervical and other forms of cancer, visit the American Cancer Society website at [www.cancer.org](http://www.cancer.org).

member employed by the Chautauqua County Department of Social Services.

## Unions have key role

Women tend to be the health gatekeepers in the family, said Jacobson, director of CLUW's Cervical Cancer Prevention Works project. For that reason, it is important that women stay as current on health issues as possible.

Focus groups among union members show that members prefer to receive their information from their union, rather than their employer or health insurance provider, she said. That means unions like CSEA can play an important role in helping members be proactive about their health.

"Unions have an amazing opportunity and responsibility to provide information to their members, particularly their women members," Jacobson said. "The issue of women's health is a wonderful way to pull

together women, and also men who care about the women in their lives."

"This is not only a women's issue," Tripi said. "The men in CSEA have daughters, wives, sisters, mothers. Men need to know about this so they can care for the ones they love."

## Other efforts

Western Region members aren't alone in helping fight cervical cancer. CSEA members in the Metropolitan Region have for the past two years participated in the "Beat the Clock" walk for HPV prevention and cervical cancer awareness.

The walk is organized by Tamika and Friends, a nonprofit group dedicated to fighting cervical cancer. Tamika and Friends was founded by AFSCME member and cervical cancer survivor Tamika Felder.

— Lynn Miller



**"This is not only a women's issue."**

**CSEA Voices**



**"I have a family history of cancer. I have two granddaughters going through problems now and two daughters and I have had problems in the past. That makes five of us. It really hits home. It is important to catch cancer as early as possible so you can be treated."**

**— Barbara Biniecki, Buffalo-Niagara Frontier Retirees Local and Western Region Women's Committee member, on why she attended the region's train the trainer session on women's health issues. (See above for more.)**

## Proud new nurses



Finger Lakes DDSO workers Elisabeth Brundage, Jennifer Knorr and Mary Abrams recently graduated from a licensed practical nursing program provided to them through the NYS-CSEA Partnership. The program included a distance learning LPN Skills Refresher course provided to students through the CSEA WORK Institute. Statewide, eighteen CSEA members participated in the recent program, with other workers coming from the Central and Southern regions.



# CSEA member helps get “Law Day” on the books

**“I hope Law Day helps some of them realize that the choices they make now can affect the rest of their lives.”**

**CSEA** *Voices*



**“I** have a lot of nieces and I want them to be around for a very long time. If I can learn about the HPV vaccine, cervical cancer and other women’s issues, I can spread the word.”

—Marsha Jajkowski, Wende Correctional Facility Local, on why she attended the Western Region’s train the trainer session on women’s health issues. (See page 5 for more.)

BUFFALO — A group of students throughout Buffalo has a better understanding of the legal process, thanks partially to the efforts of CSEA member Cindy O’Bara.

For the last five years, O’Bara has worked to organize “Law Day” in the courts. The annual event gives the public, particularly students, the opportunity to learn how the courts work. For her efforts, O’Bara recently received the “Outstanding Educational Efforts Award” from the state Unified Court System.

“Law Day gives students a unique opportunity to learn about the court system not by reading a textbook, but through career exploration and a positive first-hand experience,” said CSEA Western Region President Flo Tripi. “I commend Cindy O’Bara for going the extra mile and for helping to make the annual Law Day event a reality.”

### Learning a lesson

Law Day draws students from throughout the area. The event puts them shoulder-to-shoulder with some of the most influential people in the court system.

“Every year we have Law Day to expose



**Cindy O’Bara, shown here at her office, has been recognized for her efforts in organizing “Law Day” in the state’s 8th Judicial District.**

students from the suburbs and the city to a host of public officials, judges and people from the district attorney’s office,” O’Bara said. “It’s held in a town hall format and the students get to interact with the panelists and ask questions.”

The event is popular among schools in the area. It has grown from a lunch hour event to a full-day affair, complete with tours of the courthouse before the session and a luncheon afterward.

“We get a lot of good reports from the students and the teachers,” O’Bara said. “I hope Law Day helps some of them realize that the choices they make now can affect the rest of

their lives. They need to realize if they get in trouble now, it can negatively impact their future.”

### Honor a surprise

O’Bara has worked as a judge’s secretary for six years. She works with Judge Shirley Troutman, who heads the Public Trust and Confidence Committee for the 8th Judicial District. Law Day falls under that committee’s jurisdiction.

“I really enjoy my job,” O’Bara said. “I take care of the phones, scheduling and the caseload. My judge likes to be well informed of anything on the agenda. She’s in court most of the day so I try to stay one step ahead of everything.”

Planning Law Day is “all in a day’s work” for O’Bara. She never expected to receive an award.

“I feel very honored to be picked,” O’Bara said. “Just to have my name submitted by Judge Troutman is an honor.”

O’Bara learned she earned the award after the judge summoned the entire staff to the courtroom. There, the judge made the announcement.

“I did not expect it at all,” O’Bara said. “My face turned so red.”

She traveled to Albany for the awards ceremony with the judge and several others.

“That was very nice,” she said. “I took my daughter and some of the court staff was also able to come with me.”

Before becoming Judge Troutman’s secretary, O’Bara she worked for two decades as a secretary and legal assistant in the state attorney general’s office.

O’Bara and her husband have two children, ages 10 and 13. O’Bara enjoys sewing, making wall hangings and being active.

“I have a wave runner I like to go on,” she said. “We kayak, play volleyball; anything the kids want to do.”

— Lynn Miller



# Team gives “nods” to worker for outstanding service

AUBURN — People at Auburn Community Baseball, the principal owner of the Auburn Doubledays minor league baseball team, wanted to honor CSEA member Rich Wild in a unique way.

By all accounts, Wild, a recreation maintenance worker for the city, has done an impeccable job maintaining the grass and playing field at the city-owned Falcon Park, the team’s stadium.

Wild announced earlier this year it would be his last full season keeping the field groomed before retiring next year after 33 years with the city, 14 of which he has worked at the ballpark.

He had already been named “Person of the Year” by the Doubledays Booster



**Auburn recreation maintenance worker Rich Wild shows off his bobblehead likeness.**

Club in 2004, and received the prestigious “Golden Rake” when he was voted Groundskeeper of the Year by the National Baseball Association’s New York-Penn League in

1999, but team officials didn’t want to just honor Wild, they wanted to immortalize him.

Now, with CSEA’s help, they’ve done just that. Team management approached CSEA Auburn Unit President Tom Gabak with the idea of turning Wild’s likeness into a “bobblehead” figure they could give away at one of the games.

“Rich does an outstanding job here and he deserved the recognition,” Gabak said. He helped arrange the union’s sponsorship for the promotional giveaway.

Now, there are 1,000

seven-inch tall Rich Wilds on mantels and shelves throughout Central New York. The resemblance is uncanny, right down to his toothy grin and his “Git-R-Done” hat. The only thing missing is a recording of his throaty laugh.

For his part, Wild was surprised, but pleased, when he found out about the recognition.

“It’s nice to be recognized by the union. I’m happy about it,” he said. “I get a lot of recognition from the fans and that gives me a boost.”

— Mark M. Kotzin

**CSEA**  
NEW YORK'S  
LEADING UNION  
Represents 30,000 Workers in  
WASTE MANAGEMENT,  
MAINTENANCE and  
INFRASTRUCTURES

**“Rich does an outstanding job here and he deserved the recognition.”**

**CSEA** Voices



**“Several members of the support staff and I have young daughters. The new HPV vaccine is somewhat controversial. As a person who had to go the extra mile to make sure I am healthy, I believe education is important. Every woman should know that prevention is important.”**

— Kris DeMaria-Reese, Buffalo State Employees Local, on why she attended the Western Region’s train the trainer session on women’s health issues. (See page 5 for more.)



**CSEA Auburn Unit President Tom Gabak, left, hands Rich Wild his bobblehead likeness.**

## **Hurricanes hit hard**

# **Please help provide relief**

### ***The need is real and enormous.***

Hurricane season has done its damage to the Gulf Coast region and Caribbean. Hundreds of thousands had to flee their homes and seek shelter, food and other care in Red Cross emergency facilities. Scores of disaster volunteers and other professionals have responded, many of them CSEA members. The damage is in the hundreds of millions of dollars and the final toll has not yet been taken.

**Make your contribution by calling  
1-800-RED-CROSS or call your  
local chapter listed below.**



## **Red Cross Chapters in New York State**

**Adirondack-Saratoga 518-792-6545**

<http://www.redcrossadirondacksaratoga.org/>

**Allegany County 585-593-1531**

<http://www.redcross-acc.org/index.html>

**American Red Cross In The Finger Lakes**

**315-568-9436** <http://www.redcrossfingerlakes.org/>

**American Red Cross of The Mohawk Valley**

**315-733-4666** <http://www.utredcross.org/>

**Cayuga County 315-252-9596**

<http://unitedwayofcayugacounty.org/redcross/>

**Chautauqua County 716-664-5115**

<http://www.chautauquaarc.org/index.htm>

**Clara Barton 585-335-3500**

**Cortland County 607-753-1182**

<http://cortland.redcross.org/>

**Delaware (SDA)**

**Dutchess County 845-471-0202**

<http://dutchesscounty.redcross.org/>

**Genesee County 585-343-6098**

*None Listed*

**Greater Buffalo 716-878-2160**

<http://www.buffaloredcross.org/>

**Greater New York 212-875-2001**

<http://www.nyredcross.org/>

**Greater Rochester 585-241-4422**

<http://www.rochesterredcross.org/>

**Greater Steuben 607-936-3766**

<http://www.gs-arc.org/>

**Madison-Oneida 315-363-2900**

<http://www.madisononeidaredcross.org/>

**Nassau County 516-747-3500**

<http://www.nassauredcross.org/>

**Niagara County 716-731-4030**

<http://niagarafalls.redcross.org/>

**North Country 518-561-7280**

<http://chapters.redcross.org/ny/northcountry/>

**Northeastern New York 518-458-8111**

<http://www.redcrossnyny.org/>

**Northern Livingston County 585-243-7029**

<http://www.redcrossnorth.org/>

**Northern New York 315-782-4410**

<http://www.redcrossnny.com/>

**NY-Penn Blood Service Region**

**585-760-5555**

<http://www.donatebloodnow.org/>

**Onondaga-Oswego 315-234-2211**

<http://www.syrarc.org/>

*CSEA is doing its part to help with a \$10,000 contribution to the Red Cross Disaster Relief Fund. Won't you please help too? Make your contribution today through your local Red Cross Chapter. Your help will truly make a difference.*

**Orleans County 585-798-3170**

<http://orleans.redcross.org/>

**Rome Area 315-336-0030**

<http://romearea.redcross.org/>

**Southern Tier 607-785-7207**

<http://www.southerntierredcross.org/>

**Suffolk County 631-924-6700**

<http://suffolkcounty.redcross.org/>

**Sullivan Trail 607-734-3317**

<http://www.redcrosselmira.org/main.htm>

**Tompkins County 607-273-1900**

<http://www.tompkins-redcross.org/>

**Ulster County 845-338-7020**

<http://www.ulsterredcross.org/index.asp>

**Wayne County 331-3783**

<http://www.waynecountyredcross.org/>

**West Ontario 585-394-2260**

<http://www.RochesterRedCross.org>

**Westchester County 914-946-6500**

<http://www.westchestercounty.redcross.org/>

**Wyoming County 585-786-0540**

<http://www.geocities.com/wycoarc/>

**Yates County 315-536-6841**

<http://www.yatesredcross.org/>