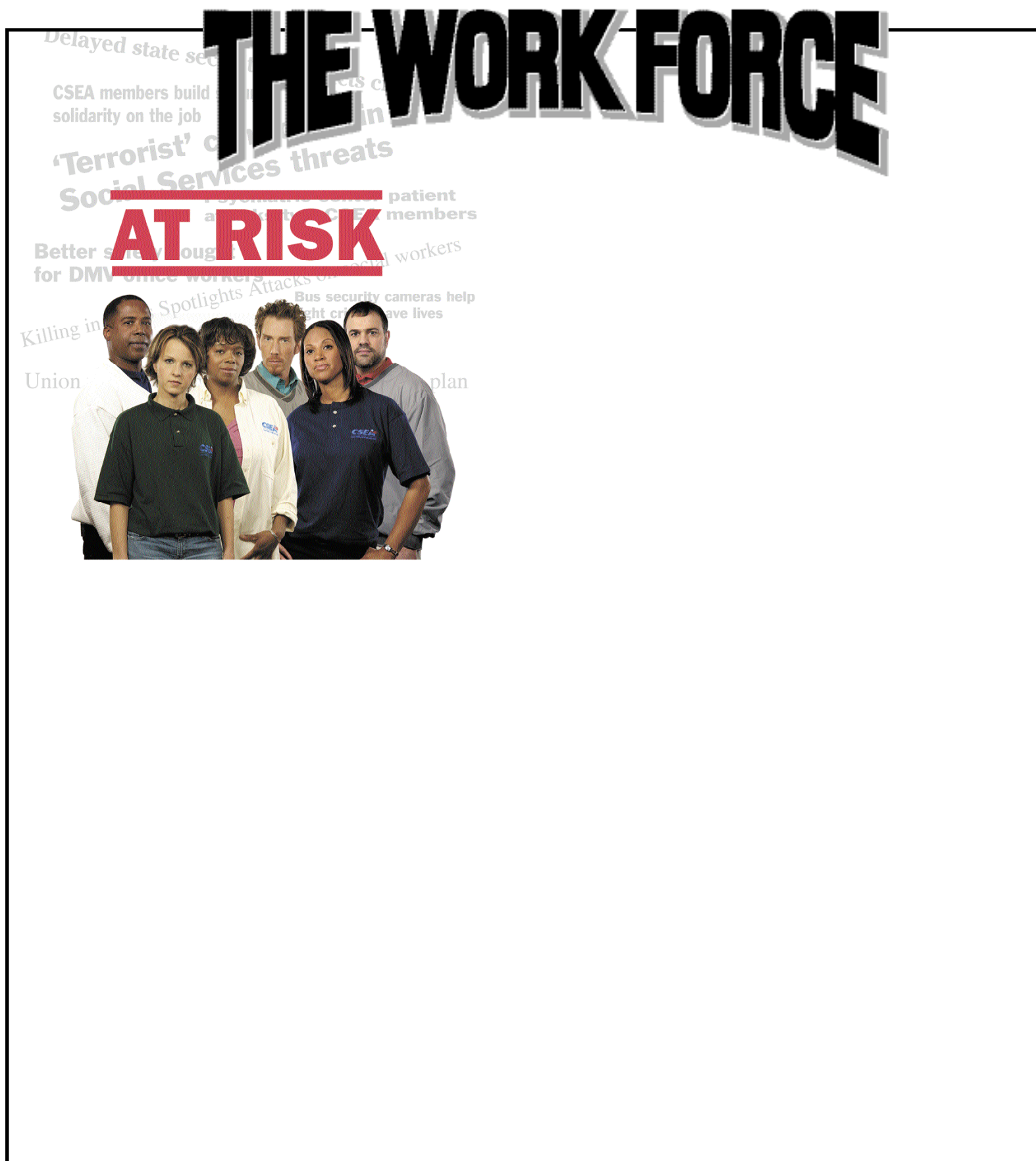


CSEA fighting back over Pataki budget vetoes — see Page 3

Volume 9 No. 5

May 2006



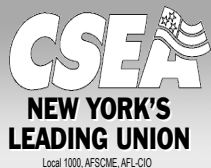
CSEA presses for Worksite Security Act — See Page 3

Photo of the Month



Photo by Rachel Langert

CSEA members working at the Baldwin Library are fed up and they're not going to take it any more. That was the message the workers sent during a recent demonstration to let the community know that they are severely underpaid and have been working without a contract for too long. Over the last year, Baldwin library workers have been wearing black to protest their dissatisfaction with contract negotiations and decided to take their anger to the streets.



ALERT



CSEA President **Danny Donohue** to meet Central and Western Region members in June.

On **June 21**, President Donohue will be at the Ramada Geneva Lakefront Hotel, 41 Lakefront Drive, Geneva. Please call the region office at (716) 691-5430 or 1-866-568-7734 for an appointment and directions.

On **June 23**, President Donohue will be at the Central Region Office, 6595 Kirkville Road, East Syracuse. Please call the region office at (315) 433-0050 or 1-800-559-7975 for an appointment and directions.

Donohue will meet with union members on both days from 1 to 7 p.m.

CSEA: Spitzer for governor

ALBANY — CSEA is backing Eliot Spitzer in his campaign to be the next governor of New York.

“Eliot Spitzer has stood up for the hardworking men and women of this state,” CSEA President Danny Donohue said. “There are many challenges ahead for New York and Eliot Spitzer is the best candidate to lead us forward. He will not back away from tough decisions and will do what is best for all New Yorkers”

“I am honored to receive the support of the CSEA members,” Spitzer said. “New York relies on their hard work every day and their active support is important to this campaign. I look forward to working closely with them and

Danny Donohue to bring true reform to this state.”

“Good labor-management relations do not mean seeing eye to eye on every issue,” Donohue said. “But they must be based on trust and respect as both sides work to address issues and produce positive results. CSEA is confident that trust and respect will be strong between Eliot Spitzer and the state work force and will set the tone for labor-management relations across the state and nationally.”

Donohue stressed that CSEA’s endorsement is not given lightly and that members across CSEA’s statewide network will work enthusiastically to elect Spitzer.

Onondaga County Local reaches tentative accord

SYRACUSE — CSEA has reached a tentative agreement with Onondaga County covering the union’s 3,500 county employees.

The tentative contract comes after CSEA members turned up the heat on county leaders through a successful contract campaign that increased communication and member involvement in the process.

The Onondaga County units have been working without a contract since December 2004, and began pressuring the county after going to impasse.

The local held a county-wide support rally before its first mediation session, and held other public activities. Members received regular “contract blast” updates as events warranted.

More funding sought to aid Westchester Medical Center

VALHALLA — Bipartisan legislation supported by CSEA would provide a much-needed funding infusion to Westchester Medical Center.

State Sen. Nick Spano and Assemblyman Richard Brodsky announced an agreement that would provide an increase of \$25 million in aid per year for the medical center for the next three years, and includes the previously announced commitment of a total of \$85 million in aid from Westchester County over the next

three years.

Spano and Brodsky both thanked CSEA for its support at a recent news conference, while new hospital CEO Michael Israel paid tribute to the CSEA workers at the hospital, saying they have been instrumental in the hospital’s transition to a financially healthy institution.

CSEA represents more than 1,400 workers at the medical center.

CSEA leading the fight

Secure Worksites Now!

ALBANY — CSEA is pushing hard to enact a law that would establish comprehensive security standards for public work sites across the state.

The union is strongly backing passage of the Worksite Security Act, a law that would require public employers with more than 20 employees to assess risk and develop an action plan to prevent potential workplace violence. The legislation would also establish a complaint procedure for workers to call attention to the potential for violence.

CSEA has launched a statewide advertising campaign focusing on work site security to draw public and legislative attention to the issue.

“Every day, too many workers are unnecessarily put in harm’s way,” President Danny Donohue said. “New York has the opportunity to lead the nation by making the Worksite Security Act the law — it will reduce risks and protect people.”

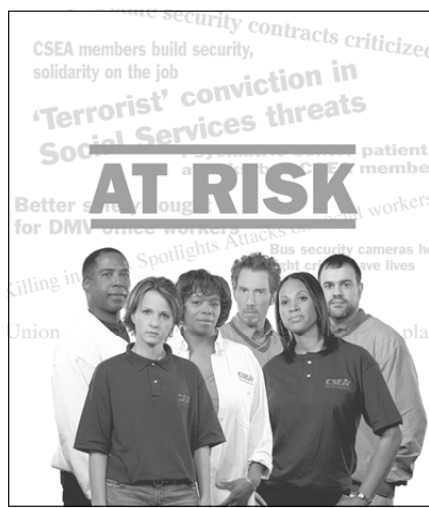
Previous approval

Gov. George Pataki vetoed a CSEA-backed Worksite Security bill last year despite overwhelming approval by the state Assembly and Senate, the latest evidence of his administration’s lack of priority on increasing work site security.

The union is working closely with Sen. Nicholas Spano (R-Yonkers) and Assemblywoman Susan John (D-Rochester) on passing a revised work site security law.

“Workplace violence is an increasingly visible element in today’s workplaces,” Spano said. “This bill would require employers to evaluate the potential risks that exist within their workplaces, and implement programs to prevent violence. These procedures will ensure that employees are working in a safe environment — a right of every employee.”

“Workplace violence is an ever increasing problem in today’s society,” John said. “As chair of the Committee on Labor, I am pleased to stand by the members



of CSEA and all workers fighting to eliminate violence. Our current economy places more and more pressure on employees, which is leading to a greater number of violent episodes. For the protection of all hard-working families, this legislation is the first line of defense for their safety.”

CSEA has led the fight for more secure public work sites since 1992, when an angry client walked into the Schuylar County

This special *Work Force* edition highlights CSEA’s decades-long history of fighting for safe and secure work sites to protect workers on the job and the public. Inside you’ll find a copy of *The Canary*, CSEA’s quarterly occupational safety and health newsletter. The edition also focuses on stories related to how a statewide Worksite Security Standard would benefit workers and the public, and where CSEA members rise above dangerous situations to do their jobs.

Department of Social Services in Watkins Glen and murdered four CSEA members employed there.

After the murders, CSEA worked with localities across the state to assess work site risks and develop appropriate, cost-effective plans to protect workers and the public from potential violence. The union soon realized the state needed baseline standards to ensure adequate security at all public work sites, and CSEA took the lead

in fighting for these standards.

The law is crucial because workplace violence incidents are increasing across the United States and public employees are particularly at risk. While public employees make up 18 percent of the U.S. work force, they total 31 percent of all workplace violence victims.

Donohue vowed that CSEA will continue to fight until all of New York’s work sites are safer places to work.

“Work site security is a CSEA priority and we will not rest until we achieve standards ensuring people can feel safe in their work sites,” he said. “Injuries and deaths related to workplace violence should not be tolerated any more than any other kinds of on-the-job death and injury. If our members aren’t secure in public work sites, then neither is the public.”

— Janice Marra

Budget vetoes ‘show contempt’

ALBANY — CSEA is slamming Gov. George Pataki’s state budget vetoes.

“Governor Pataki apparently wants to leave office as he came in — out of touch with the needs of working New Yorkers,” CSEA President Danny Donohue said. “Twelve years ago, the governor came into office with a slash-and-burn ideology that did not square with the responsibility of leading New York. Either the governor has not learned, or he is now being misguided by ambition to make decisions that are not in the interest of New Yorkers.”

CSEA had achieved several major victories, including dramatic state aid increases for public nursing homes, in the Senate and Assembly’s state budget agreement reached in time for the state’s April 1 budget deadline. CSEA’s grassroots member efforts had made a big difference.

Nearly all of CSEA’s gains are now at risk due to the governor’s 202 budget vetoes. Pataki also claims some of the changes to his proposal are unconstitutional, setting up the possibility of overrides and court challenges.

“We worked from the grassroots level to the halls of the Capitol to create understanding and support and Senate Majority Leader Bruno and Assembly Speaker Silver recognized early on how important

public health care is and they stood strong to address it,” Donohue said.

The legislature’s funding agreement provided tremendous help in addressing these inequities. The agreement between the Senate and Assembly provides significant funding increases leading up to \$100 million on an annualized basis, starting in 2009. The money is targeted for improved quality of care in public nursing homes for staff development, updated technology and improved operations. CSEA worked with other unions and organizations, including the New York State Association of Counties, over the past two years to build consensus on the enacted reforms.

“The Senate and the Assembly have acted responsibly to put forth a budget that addresses serious deficiencies in a wide range of areas, particularly in public health care,” Donohue said. “The governor’s sweeping vetoes across all areas simply show contempt for real people and our democratic process.”

CSEA members need to help continue the fight by calling their state legislators at 1-877-255-9417 and urging them to stand firm against the governor’s actions.

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IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue

Workplace security affects us all

Every day in New York, too many workers are unnecessarily put in harm's way. CSEA is leading the charge for legislation that will make work sites much more secure for employees and the public.

The U.S. Department of Justice estimates that 1 million people are assaulted while at work each year. The Department of Justice also reports that government employees have a higher rate of violence than private sector workers.

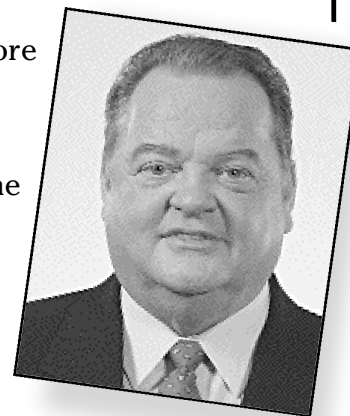
CSEA members know that whether we're working with violent offenders on parole or probation, angry and frustrated social services clients or unpredictable individuals in open public buildings, public employees are in harm's way every day.

That's why CSEA is supporting the Worksite Security Act (S.6441; A.9691) in the New York State Legislature. This law would reduce the risks of violence in the workplace and help protect people. The legislation would require public employers with more than 20 employees to assess risk and develop a plan of action to prevent potential workplace violence. The bill would also establish a complaint procedure for workers to call attention to the potential for violence.

Injuries and deaths related to workplace violence cannot be tolerated any more than any other kind of on-the-job death or injury. As with other workplace hazards, such as asbestos or noise, it is the employer's responsibility to take reasonable measures to minimize the risks.

Preventing workplace violence is one of CSEA's top priorities and we will not rest until every job site across the state becomes a safer place to work.

If public work sites aren't secure, neither is the public. Secure work sites now!



Danny

Therapy aides say violence rising

BRENTWOOD — Evelyn Wilson looks around a lot and is careful about locking doors.

That's because she is at work. It's the kind of place where staff makes sure to be alert.

The large, sunny-looking community residence with 24 clients is the place where she was robbed of her sense of security through several violent assaults inflicted by residents.

"When you come to the job, you're always afraid. You have to expect the unexpected. You just have to pray you walk back out again," said Wilson, a mental health therapy aide for Pilgrim State Psychiatric Center.

During 18 years of state service, Wilson worked the wards at Pilgrim and was mandated to work at the community residence six years ago. She helps clients master everyday living skills such



Pilgrim State Psychiatric Center Mental Health Therapy Aide Evelyn Wilson at work. Wilson has faced several on-the-job assaults.

as cooking, showering and taking medications.

Attacked on the job

Wilson almost lost her job after her first workplace assault.

"I was walking out the door and a resident was agitated about something so he shoved me," she said. "I screamed and fell and another staffer ran to help me. The resident claimed I hit him, and I had to be removed from here for three days, but it wasn't true."

Wilson didn't see the second assault coming. "At snack time, I was putting away the snacks when a client, who's diabetic, came over

to me and wanted a snack," she said. "When I told him snack time was over, he just started punching me. I hurt my ribs, my shoulder and my head when I fell. A resident saw it and screamed, and a female resident jumped him and they actually fell out the front door."

At first, the police didn't want to press charges. Wilson finally got a restraining order against the client, who was moved to another residence — next door to the residence where Wilson works.

"Another time, a female client came to my car as I was getting

See "Therapy," Page 13

"When you come to the job, you're always afraid. You have to expect the unexpected. You just have to pray you walk back out again."

Union's response eases memory of attack

BROOKLYN — Five years ago during a brutal, sexual assault by a consumer in their ward, Maureen Richardson vividly recalled how she and a co-worker "were fighting for our lives."

Today, Richardson and Barbara Simpson praised CSEA and the Brooklyn DDSO Local for coming to their defense and for demanding improved workplace safety improvements throughout the facility.

"Everybody came together," said Simpson, who tried to help Richardson only to become a victim herself during the attack. "Everybody understood that if it happened to us it can also happen to them."

Richardson and Simpson, Developmental Disability Secure Treatment Assistants, still work

the night shift together, but will likely never forget the early morning hours of March 18, 2001, when a consumer grabbed Richardson from behind and started tearing at her clothes.

"We felt scared, we didn't know if the other consumers were going to try and join in," said Richardson, explaining there are 12 men in each ward.

Desperate struggle

Simpson immediately tried to pull the consumer from Richardson but was soon overpowered. They both tried desperately and repeatedly to alert security with their security pendants, to no avail. Instead, they struggled with the consumer for an hour and a half until help finally arrived.

"That pendant was our lifeline," said Richardson. And it didn't work.

Immediately upon learning of the attack and other safety incidents involving the malfunctioning pendant system and inadequate safety protocols, CSEA Metropolitan Region President George Boncoraglio and CSEA developed a swift and effective response to the security crisis.

"I turned on the television and there it was," said Simpson about a well-attended rally and press conference in front of the facility. "I was surprised it happened as fast as it did. The union really helped us out with this."

The incident hit the city's major newspapers and newscasts and

See Union's, Page 13

CSEA Voices



"We should always feel like we're working in a safe, healthy environment. That will also mean that our clients are just as safe and healthy."

— LaToya Ming, Habilitation Specialist, Quality Services for the Autism Community



“(The county) has gone too far and too fast without considering the needs of the employees.”

CSEA Voices



“Employers have a responsibility to make sure all work sites are safe. There are too many accidents and deaths.”

— Michael McGinn, Essex County Unit President and construction equipment mechanic, Essex County Department of Public Works

Jail workers express security concerns

PLATTSBURGH — CSEA members in the Clinton County Jail Unit are united in their efforts to improve workplace safety, despite jail management’s pressure tactics to keep workers from speaking out.

Jail employees have expressed a lack of confidence in the sheriff and his administration on the heels of unchecked growth at the jail they say focuses too heavily on revenue enhancement while ignoring employee safety.

The county wants to increase revenue by housing state and federal inmates. A jail expansion project is nearly complete, and new inmates are arriving daily from outside Clinton County.

Employees say growth at the jail has made working conditions unsafe because proper planning and training have not accompanied the expansion.

The workers are most concerned about the minimum staffing levels

and lack of training that corrections officers say is putting them at risk. The officers, along with CSEA Sheriff’s Department Unit members and civilian employees from the CSEA Clinton County General Unit, have all come together on this issue to sound the alarm about dangerous working conditions.

“There is strength in numbers,” Capital Region President Kathy Garrison said. She credits employees for standing up for their rights despite attempts by the sheriff and his administration to either ignore or block their concerns and complaints.

“(The county) has gone too far and too fast without considering the needs of the employees,” Clinton County Local President Joe Musso said.

Musso said new inmates arriving at the jail are more hardened than the typical county inmate. “Some of these people have committed serious crimes and are



Clinton County Local President Joe Musso, center, discusses union issues with jail employees.

very dangerous,” he said.

The work site security legislation CSEA currently is pushing for would help address these issues by making the employer more accountable, and providing state Department of Labor investigative procedures and whistle blower protections.

The jail expansion was implemented without input from CSEA’s bargaining units employed at the jail. Impact negotiations between the union and the county are under way, and the jail

administration has been slow to respond to information requests.

CSEA wants to review communications between the jail and the state Commission on Corrections, but the union has not received the requested materials.

On top of that, employees are currently sifting through an updated, dizzying, 28-page “Standard of Conduct” that regulates everything from mandatory salutes to personal conduct and family life. “Rather than trying to dictate how employees should lead

See “Jail,” Page 12

Prison medical workers maintain constant awareness

ALDEN — Every morning, Ken Gawel and Ray Morgan pass through a series of gates, listening and waiting as one rattles closed, lock clicking before the next rattles open as they move through the labyrinth of passageways leading to their work stations.

Gawel and Morgan work as hospital clinical assistants at Wende Correctional Facility, a maximum-security prison. There, the two CSEA members provide direct

care to ill inmates from across the state.

Civilian safety is serious business in the prison’s regional medical center, where Gawel and Morgan spend their days.

“We are in direct contact with the inmates,” Gawel said. “As civilian employees, we are always escorted by a corrections



Gawel

officer. No movement takes place unless an officer is with us.”

Every day, Gawel will check infirm inmates’ blood pressure, pulse and other vital statistics. He provides this care with a corrections officer at his side. While Gawel keeps track of hospitalized inmates’ conditions, Morgan works to make sure the medical center has its needed supplies. Items are cataloged and monitored. Some items are watched very carefully.

“That is very important,” Morgan said. “Every tool has to be accounted for every step of the way. We constantly count them to make sure nothing is missing: every scalpel, every set of nail clippers — anything that can be used as a weapon. Some tools are disposable; others have to be signed in and out.”

If inmates fight, all movement in the prison will stop and CSEA

See “Prison,” Page 12

CSEA members guard against disorder in the court

GLEN COVE — Sometimes order in the court is easier to demand than to achieve.

That's where CSEA members such as Brian Young, Richard Gallo and Kevin Ray step in. They are New York state court officers assigned to Glen Cove City Court.

"We had one guy waving a knife outside and we had to take him down and wrestle the knife away," said Ray, a 15-year employee and president of the Long Island Judiciary Employees Local. "Another time, two girls went crazy in the court. They just started beating each other up and we had to break it up to restore order."

Glen Cove is not a large city court, and typical cases on the docket include parking violations, DWI, petit larceny and traffic



From left, New York state court officers Richard Gallo, Kevin Ray and Brian Young maintain law and order in Glen Cove City Court.

violations. The court handles a little bit of everything, especially on Tuesdays, when as many as 10 inmates can be brought in by the Nassau County Sheriff's Department.

The metal detector can sometimes be a source of conflict with defendants and family

members, who are already angry about having to come to court. Last year, one man lost his cool when the metal detector kept going off.

"He started coming back at me, yelling and screaming," Gallo said.

Young stepped in to help Gallo restrain the man.

"I grabbed him and had to throw him up against the wall; he resisted arrest," Young said. "We struggled and he took a bite out of my hand, and the guy has hepatitis C. It turned into a melee. He was charged with assaulting an officer." No one was seriously hurt in the incident.

Although many of the defendants with criminal backgrounds are brought in wearing leg irons, the court officers can't afford to let down their guard, even with the general public.

The court officers work as a team, with Ray standing near the judge and other officers with their backs to the gallery. They serve as each other's eyes and ears.

See "Officers," Page 8



"There is no personal protection equipment provided to a social services worker. They're out there with their wits and their guile."

CSEA Voices



"Our county took measures last year to install metal detectors, but the components of the Worksite Security Act would allow departments such as mine the chance to evaluate whether additional security measures should be taken. We can't be too careful."

— **Lizabeth Piraino, Dutchess County Local president and administrative services coordinator, Dutchess County Department of Social Services.**

Social services workers face daily dangers

WHITE PLAINS — Jack McPhillips raises his eyebrows when asked about the dangers encountered by caseworkers with the Westchester County Department of Social Services.

"How much time do you have?" said McPhillips, president of both the Westchester County Local and Westchester County Unit.

The workers charged with protecting the children in one of the state's most populous counties have a big job as it is, with many forced to make the decision daily to

remove children from a potentially dangerous home.

What McPhillips said the workers don't need is the added stress of worrying about their own safety as they carry out their jobs.

"These caseworkers go out alone every day, not knowing what kind of a situation they are going into," he said.

Members of the unit's executive board are familiar with the inner workings of the department. McPhillips started his career with the county working several years in that department. Noel de la Cruz, the unit's

2nd vice president, works in the department as an eligibility examiner.

One of McPhillips' and other unit officers' top priorities is improving worker safety, inside and outside the office.

Caseworkers who make home visits are unarmed. Those equipped with cell phones pay for the phones themselves, McPhillips said. The county does not provide any other pager or personal alarm device. When caseworkers know they are going into a hostile home situation, the county provides a security worker to accompany them, but this is not the

case with every visit.

"There is no personal protection equipment provided to a social services worker," said McPhillips. "They're out there with their wits and their guile."

McPhillips and other local and unit officers support CSEA's "Secure Worksites Now" campaign. They would also like to see the workers provided with cellular phones and sent to home visits in pairs, rather than alone.

The unit is also pushing for safety improvement within the county's Social

See "Social," Page 8



“We can control access for every building and every employee who works here.”

CSEA Voices



“Working with the public can be very rewarding, but there are instances when our safety becomes threatened. I know this all too well from my own experience. We all want to feel safe and secure in our workplace, and I believe every county needs to take action to make sure a supportive system is in place to protect workers. I am very proud to say Madison County did everything it could to ensure my safety.”

— Robin Streeter, caseworker, Madison County Department of Social Services.

Locksmith key to Rockland Psychiatric Center security

ORANGEBURG — Keeping the grounds of the expansive Rockland Psychiatric Center safe and secure is the responsibility of a large security team, whose members cover the center’s grounds daily.

Pedro Cintron is part of that team.

A 20-year employee, he is Rockland Psychiatric Center’s only locksmith. His duties often take him to neighboring center in the Bronx and Manhattan. His daily activities demonstrate that good security requires many components.

“In a way, I function as part of the hospital’s security team,” said Cintron, who has extensive training in locksmithing and earned a certification in his trade. “More so since we’ve been using computers and electronics to control the locks here.”

He said the job isn’t just about making keys or changing locks. The high-

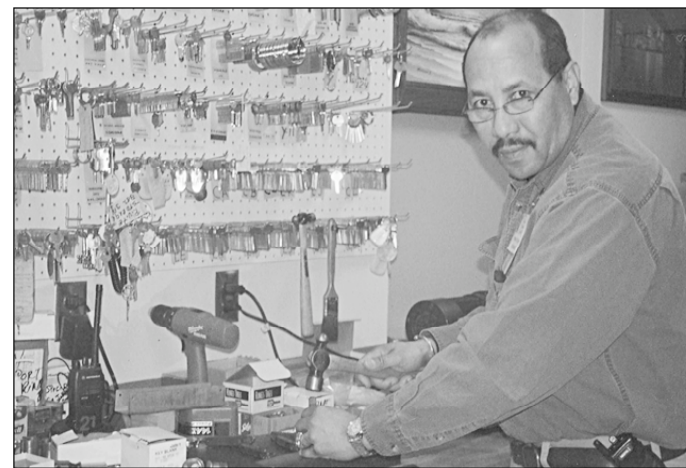
risk population served by the psychiatric center requires a sophisticated system. Employees entrusted with keys must go through Cintron, who uses a special software program to log what employees have access to with their keys.

“From this office,” he said, pointing to a shop filled with walls of keys, “we can control access for every building and every employee who works here.”

That’s a far cry from the days when Cintron first worked at the center. Back then, he kept five-inch-by-seven-inch index cards to log what employee had what key.

Now, things have progressed, and the advancements implemented benefit the safety of both the patients and staff.

“Another measure we took is that on the locks on the medicine cabinets, workers with access have



Pedro Cintron works in the locksmith shop at Rockland Psychiatric Center.

to have a pin code,” Cintron said.

He said to keep the center as safe as possible, all workers have to be willing to help. For his part, Cintron is required to hold workers responsible if they lose or misplace keys, a policy he said has reduced losses and thus reduced the chance outsiders could gain access illegally.

He may not drive a

patrol car or carry a badge, but Cintron is very proud of the contribution he makes toward the overall safety at Rockland Psychiatric Center.

“I enjoy my job because of the challenge that comes on a daily basis,” he said. “There’s something new every day. I enjoy when I can go home and say I’ve done my job well.”

— Jessica Stone

Officers guard against disorder in the court

Continued from Page 7

“People will conceal weapons in all kinds of items, including belt buckles, pens; even in their hair,” Young said. “Recently, a couple was kissing in the courtroom. The judge ordered them to stop. The woman got up in my face and the guy started going behind me, but (Gallo) got a hold of him. Who knows what he was going to do?”

Many people may think the court officers are there to protect only the judges, but courthouses can be targets for potential violence. The court officers are

protecting everyone who enters the courts, including staff, defendants and the general public.

They are first responders who undergo extensive training with firearms, cardiopulmonary resuscitation and using defibrillators.

“We always try to minimize the chances of anything bad happening, but you never know,” Ray said. “You just don’t know what’s going to happen, but when it happens you have to be prepared, and we are.”

— Rachel Langert

Social services workers

Continued from Page 7

Services offices. De la Cruz said while most of the department’s offices have a Plexiglas barrier to provide a buffer between office staff and customers, the White Plains office does not.

“That’s not good enough,” he said. “They need that extra protection. Even in the Yonkers office, where there is Plexiglas, customers still spit at the glass. An office in White Plains got a barrier put in when workers expressed safety concerns, so we don’t understand why Social Services hasn’t gotten it.”

McPhillips said he and other unit officers will continue to push for safety improvements through an



active safety and health committee that has won safety improvements by reporting violations to the state Public Employee Safety and Health Bureau.

Meetings with county officials led to the county ordering a safety assessment of the Department of Social Services, but those results have yet to be provided to CSEA.

— Jessica Stone

School monitors protect students while keeping themselves safe

NEWBURGH — Safety is a concern for CSEA members working in many job titles, but when it's your job to protect vulnerable children, how easy is it to keep yourself out of harm's way?

In the Newburgh Enlarged City School District in Orange County, school monitors employed by the district are charged with protecting students from preschool through high school, in 15 different school buildings. With a diverse student population from neighborhoods varying from upper class to inner city, Newburgh's security monitors keep the peace while keeping themselves safe.

Training for safety

"Safety is the number one focus of the Newburgh Enlarged City School District," said Superintendent of Schools Annette M. Saturnelli.

That goes for students

and staff. The challenges of school security in an urban setting, which includes gang recruitment at increasingly younger ages, has moved district officials to take larger steps, including hiring a retired Newburgh police lieutenant to supervise the school security force.

For monitors such as Joyce Quinn, president of the CSEA Newburgh School District Unit, the commitment to safety has meant increased training.

"We have all the mandatory state trainings, so we have to take more than 24 hours of training when we start the job," said Quinn, a senior school monitor at North Junior High School who supervises other monitors there. "We've also been to de-escalation courses, where we learn to stop fights. We've taken courses on how to defuse a verbal situation; how to

recognize gang activity and how to keep ourselves safe overall."

Quinn credited the many trainings offered by CSEA's Occupational Safety and Health Department staff as helpful to those members who have attended them. Some workshops have been pertinent to her job.

"Things can get out of hand real quickly in the schools, so it's good to take those classes and workshops to learn," she said. "I've learned over my years in CSEA that it helps me to deal with my co-workers, staff and my own family."

Security measures

The district has boosted other methods of security as a way of helping the security staff, including the latest addition of video surveillance in the high school and the three junior high schools. Thanks to grant money, a city police officer is stationed as a school

resource officer with the monitors at the high school and a New York state trooper is stationed at one junior high.

Quinn credited Saturnelli's administration for the decision to expand the number of school monitors working in the district. Now, every elementary school has a full-time monitor, and a larger number of security staff work in the junior high schools and high school, with the total number of monitors at around 70. Still, Quinn sees the need for more.

"We're talking with the administration now about adding more [monitors]," she said. "Right now, the monitors at the elementary schools are alone and have to rely on the principal for backup." When it comes to keeping themselves and their students safe, though, Quinn said one of the most important tools is a good relationship with the students themselves.

"Many of us are active in the community and around the youths and know what is going on on a day-to-day basis," she said. "The best thing as a security guard is to establish a good rapport and relationship with the kids, so sometimes they'll let you know if something is going to go down."

— Jessica Stone



"Right now, the monitors at the elementary schools are alone and have to rely on the principal for backup."

CSEA Voices



"Workers in correctional institutions and those who work alone could face a higher risk of being the victim of workplace violence. CSEA members in the prison medical unit where I work take many steps to stay safe: we receive extensive training and have a corrections officer at our sides when we provide medical care to the inmates. Our safety and security are a top priority."

— Ken Gawel,
hospital clinical assistant,
Wende Correctional Center.
(For more, see Page 6.)

Stay informed about what state government is doing through

INSIDE ALBANY

CSEA is a longtime, major underwriter of this award-winning public television program. See the times below for the 2006 broadcast schedule in your area.



Saturday		
Binghamton	WSKG	2:30 p.m.
NYC	WNET	1:00 p.m.
Rochester	WXXI	3:00 p.m.
Sunday		
Albany	WMHT	12:00 noon 11:30 p.m.
Buffalo	WNED	10:00 a.m.
Long Island	WLIW	6:30 a.m.
NYC	WNET	6:00 a.m.
Plattsburgh	WCFE	9:00 a.m.
Syracuse	WCNY	2:00 p.m.
Watertown	WPBS	7:00 a.m.
Monday		
Long Island	WLIW	7:00 p.m.

INSIDE

THE WORK FORCE

Yellow signs, red tape show need for security standard



Chenango County Local President Jerry Sayles, who works for the county's Highway Department, points to the sign on the door, one of the only security measures the county has been willing to provide.

NORWICH — CSEA member Marc Yerton remembers the day more than 20 years ago when a couple walked into the Chenango County Office Building and took a group of workers hostage in a day-long siege.

"I was here in the early 1980s when two people entered the building with guns and Molotov cocktails and took 22 people hostage," said Yerton, a probation supervisor and 26-year employee.

The takeover didn't result in any increased building security. "Nothing happened after that," he said. "The county didn't change its policies at all." CSEA Chenango County Local President Jerry Sayles, a county Highway Department employee, said the building has at least six unlocked, unguarded entrances.

The only sign of security at these entrances is literally a yellow sign on the doors noting that weapons are prohibited in the building. Other than a metal detector and deputy in the family court area, Sayles said, "it's pretty much wide open." Sayles said the union has tried to get the county to increase security at the building and other county facilities, but county officials have been unwilling to act.

"In our labor-management meetings, we've asked for increased security, but they've been unwilling to do more," Sayles said. "Our fear is that somebody could walk in with a weapon and not be stopped or even slowed down. Somebody could be hurt or killed."

Labor-management discussions

Yerton also participated in the labor-management discussions regarding security. As a part-time U.S. military member who expresses knowledge of security practices, Yerton doesn't pull any punches when he blames county officials for the building's lack of security.

"In labor-management we suggested securing the doors, but (management's) response was 'it won't

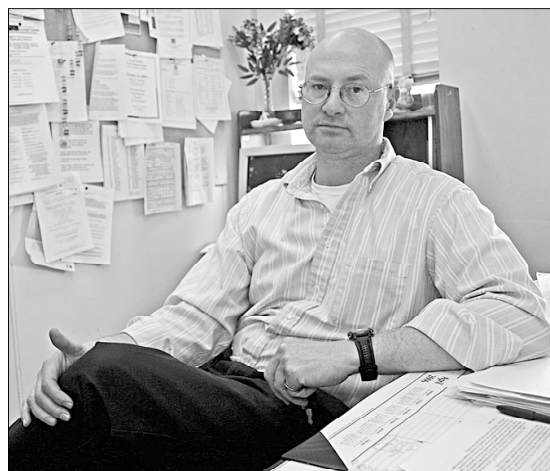
happen again,'" he said. "It's not just probation; it's motor vehicles, social services — any department can have a disturbed person come in and everybody is at risk. They don't care; that's the bottom line. They can replace me if I'm dead."

Cutting through the red tape

Yerton said people regularly joke about his office's only security measure — a piece of red tape on the floor that probationers and other visitors to his office are supposed to stay behind. He said the signs on the building's outside doors that prohibit weapons are equally ineffective.

"It's a joke, the same as our red tape," he said. "It's the only measure we have — a piece of tape on the floor. We take care of each other — that's the only real security we have."

Yerton said he's been personally threatened in the



Chenango County Probation Supervisor Marc Yerton in his office.

potentially dangerous weapons from people entering the building. He said the lack of security causes anxiety for his co-workers.

"This lack of security causes more stress on us, the stress of having a threat and no security to prevent it," he said.

Sayles and Yerton welcome CSEA's push for a statewide work site security standard that could force Chenango County to take more precautionary measures.

"If the county is mandated by law, I think that's the only way any action will be taken," Yerton said. "Otherwise, I think that every 20 years, the county is willing to take an acceptable risk with a serious security incident occurring."

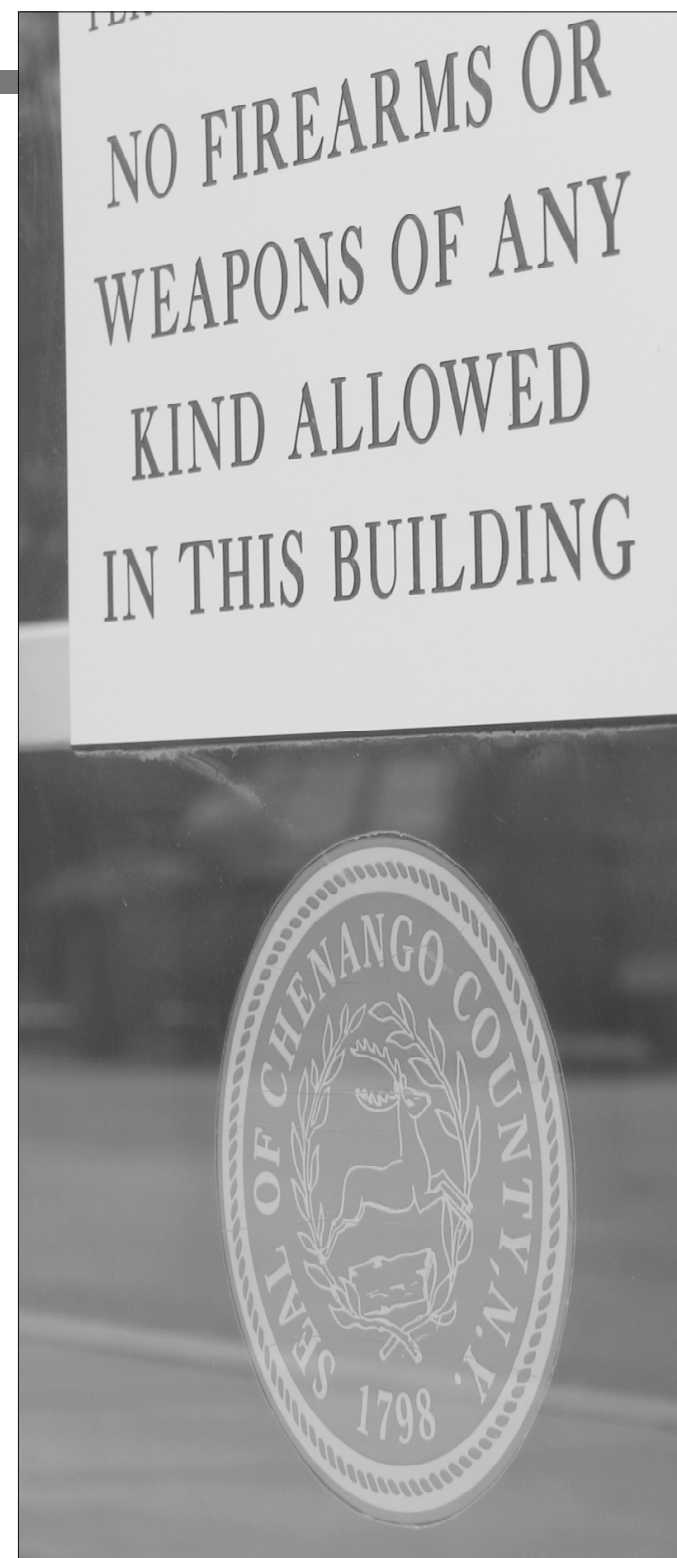
"It would be an advantage as far as peace of mind and for the safety of all concerned, both that of the employees and the public," Sayles said.

CSEA Central Region President Jim Moore said Chenango County desperately needs to change its attitude about work site security.

"In this day and age, we live in a 'post' world — post-Schuyler County, post-Oklahoma City and post-Sept. 11, which all serve as poignant reminders of what happens when we ignore security concerns," he said. "Chenango County can't afford to continue their small-town 'it won't happen here' mentality. That's just what they thought in Watkins Glen until four of our workers were killed. We all have a responsibility to honor their legacy and make sure that doesn't happen again."

— Mark M. Kotzin

Signs on the outer doors of the Chenango County Office building offer little deterrence to anyone wanting to bring in weapons.



Observe Workers' Memorial Day on April 28

ALBANY — CSEA will mark Workers' Memorial Day April 28 by remembering workers who have died or been injured on the job, including nine union members who died on the job during the past year.

Fight for the Living!

The day will also highlight the need for improved work site safety, including the urgent need for a state work site security standard.

Workers' Memorial Day gives CSEA members an opportunity to remember those killed on the job and fight for improved work site safety, and the union urges all members to participate in Workers' Memorial Day events.

Visit CSEA's web site at www.csealocal1000.org or contact your local or unit president for details on events in your area.

Listed here are the CSEA members who died on the job during the past year:

Margarite Loperfido, 47, a Manhattan Psychiatric Center therapy aide, collapsed and died while performing admission interviews.

John Rodriguez, 24, an Ossining Department of Public Works employee, was killed while riding on the back of a garbage pick-up truck and fell off on a residential street.

Andrew Rock, 54, a mechanic at Clinton Correctional Facility, died from cardiac arrest after having been stung by a bee while working at a maintenance garage located at Lyon Mountain.

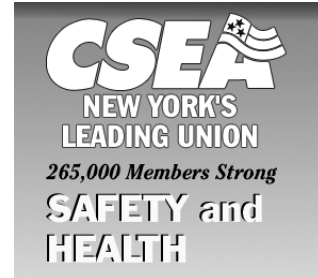
Eric Loiselle, 31, an Essex County Deputy Sheriff, was struck on the Northway. A tractor-trailer struck his vehicle creating a chain reaction resulting in the deputy being run over by the passenger car.

Michael Sallee, 37, a Miller Place High School maintenance mechanic, was electrocuted while working on a lighting system in the boys' locker room.

Helen Smith, 67, a cleaner at the Dundee Central School District, fell off a loading dock while disposing trash.

Linda Curtis, 47, a Warren County Department of Public Works employee, was struck by a privately owned contractor dump truck while flagging in a work zone.

George Green, 52, a state Department of Transportation



employee, was struck by a falling pine tree during a powerful windstorm in Saratoga Springs, which crushed the cab of his truck.

Patrick Mapleson, 66, a state Department of Transportation employee on Long Island, was struck by a concrete truck that had entered the work zone while he was patching holes on the road.

Prison medical workers maintain constant awareness

Continued from Page 6

members like Morgan must stay where they are until the imminent danger is eliminated.

"I always have to remember where I am — in a maximum-security prison — but I've never felt threatened," Morgan said. "Security is a priority. Inmates do get into quarrels, but corrections officers break it up. The inmates usually keep it between themselves — one of them owes another two Oreos or something like that. I just go along with security and do what they ask me to do; they are here to protect me."

In other areas of the prison, CSEA members also keep security in mind. Clerical workers, for example, are armed with personal alarms they can sound in event of a threat. These workers remain at their job station for the majority of their shifts, leaving only for their break periods. In fact, once they arrive for work, the civilian employees cannot leave the prison until their shifts are complete.

"We are confined at the facility," Gawel said. "We can order in for lunch, but we can't go out."

CSEA members and the prison's other civilian employees are also required to take 40 hours of training



Morgan

annually. Topics can range from cultural diversity to how to safely work with chemical agents. Knowledge gained helps the workers remain alert to possible danger, as well as

providing human relations skills for their interaction with co-workers.

"Our union members working in facilities such as these have the skills, training and protection to keep them safe. Not everyone has that. That's why it's so important that we get statewide legislation to protect all public employees on the job," said Western Region President Flo Tripi.

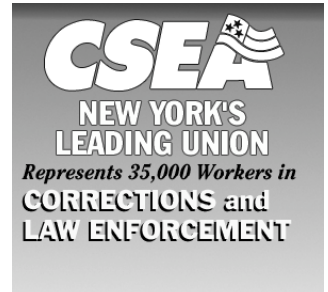
"We'll learn how to always keep our eyes and ears open, and how to be aware of changes in inmates' attitudes," Gawel said. "One of the things we all had to learn to adjust to is walking through the gates. One has to close before the next opens. Psychologically, that can be hard. Some people have quit because of that; you're totally confined."

To deal with the psychological challenges of working in a prison, CSEA members and other civilian

employees at Wende have built their own "support system," leaning on each other to get through the day.

"Humor and interaction with our co-workers is very important," Gawel said. "It's that way in any job, but here especially. We don't socialize with the inmates. We can't."

— Lynn Miller



Jail workers express security concerns

Continued from Page 6

with a flurry of disciplines and counseling letters.

A gag order is in place, and employees are told that they are undermining security by speaking publicly. On top of that, employees are currently sifting through an updated, dizzying, 28-page "Standard of Conduct" that regulates everything from mandatory salutes to personal conduct and family life.

In the interim, jail employees continue to do the job even with the threat of safety and job security hanging over their heads.

"This group has managed to hold the line in the most difficult of circumstances," CSEA Labor

Relations Specialist Jon Premo said.

Union Labor Relations Specialist Ken Lushia said employees are documenting incidents and filing grievances.

"There are currently 12 grievances related to staffing shortages in various stages," he said. "A recent arbitration win over failure to pay holiday pay has helped bolster morale and employees are becoming more involved in political action. They are united in their efforts to fight for their rights to a safe workplace."

— Therese Assalian

Union's response praised

Continued from Page 5
 drew involvement of high-ranking elected officials, including a mayoral contender. Combined with the unity and mobilization by CSEA members and activists, the center's administration, initially unresponsive, soon realized it needed to act.

"The action we took at Brooklyn DDSO to protect our members should serve as an example to other locals in the region and the state of good and effective teamwork," said Metropolitan Region President George Boncoraglio. "Every case is unique, but we should never be shy about using every tool at our disposal to protect our members."

Workers at Brooklyn DDSO now have a "personal body alarm" that alerts security if there is a problem anywhere in the facility.

"We had many meetings at psychiatric and other facilities to evaluate and obtain the best security system we could find,"

said DDSO Local President Denise Berkley. She credited the good working relationship that existed between the region staff and the local for the campaign's effectiveness.

"We had great access to the region political action coordinator, communications associate, labor relations specialist, region president, director and OSH specialist," said Berkley. "All of these components were necessary in order to improve the safety and well-being of our members."

In addition to the pendant system, a phone has been installed in the ward and workers are allowed to keep their cell phones as long as they are on vibrate mode. Exit doors have also been modified to allow for access during emergencies.

"I think everybody feels much safer now," said Simpson. "They did a beautiful job. They stepped up and made sure that we had backup."

Richardson, who required



From left, Barbara Simpson, Brooklyn DDSO Local President Denise Berkley and Maureen Richardson. Simpson and Richardson 'fought for their lives' in an attack five years ago.

surgery to her left knee and suffered damage to her spinal cord, back and neck, continues to love her job and care for her consumers.

"The safety issue for staff

should always be a high priority," said Richardson. "We don't come to work to get hurt or be abused."

— David Galarza

Therapy aides: attacks rising

Continued from Page 5
 in," Wilson said. "She punched me and swung at me, and I threw my coat over her head and ran. It was very early in the morning and it scared me."

All too common

With an increasing number of criminal defendants housed at state psychiatric centers in recent years, Evelyn Wilson's experiences are not unique, said Manny Mangual, president of the CSEA Pilgrim Psychiatric Center Local.

"As a whole, the clientele is extremely aggressive and most have difficulty exhibiting remorse or understanding the inappropriateness of their behavior," he said. "It's rare to find a direct care staff member who can, throughout their employment history, make the claim that they have never been assaulted."

It isn't just the staff who can be

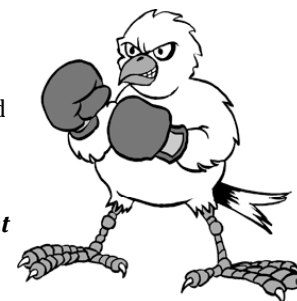
at risk. "We recently had a client living in a community residence who was determined by the state to be eligible to live virtually independently," said Mangual. "He brutally attacked and killed another client in the house. There was only one CSEA member assigned to work in the residence during that shift. The assignment of just one member to a residence that has at least 12 clients continues despite our vigorous and repeated protests that it is unsafe."

As a result, the job weighs heavily on many workers. "I go home many days so stressed out," Wilson said. "We get more abuse here than we ever would on the street; we get verbal, mental and physical abuse. We're like sitting ducks up in here. A client recently asked me, 'Evelyn, can you defend yourself?' I mean, what does that tell you?"

— Rachel Langert

Subscribe to The Canary!

The Canary is a quarterly newsletter that informs members of the latest safety and health regulations and trends, and provides valuable information for labor/management safety and health committees. To subscribe to *The Canary*, fill out the form on this page and return it to the address below. **Please clearly print the following information:**



CSEA Member's Local or Unit Name: _____

CSEA Member's Name: _____

CSEA Member's Address: _____

Phone Number: Work: () _____

Home: () _____

Last four digits of Social Security Number: _____

Please mail this form to the following address:

CSEA
Attn: Membership Department
143 Washington Ave.
Albany, N.Y. 12210

You can also fax this form to (518) 465-2382.



1938

68 years ago ...

In 1938, CSEA, then known as the Association of State Civil Service Employees, celebrated two major accomplishments that continue to affect members.

On July 1, 1938, the Feld-Hamilton Act of 1937 went into effect, giving association members a state salary plan that provided workers with minimum salaries and a defined salary schedule.

In 1938, the association also launched its group insurance program, a benefit that played a significant part in CSEA's growth and development and continues to serve members. The low cost group insurance was a strong incentive to join the association since the insurance premium discounts members received far exceeded annual membership dues. By the end of the 1930s, the program insured more than 23,000 members. The unmatched insurance program was a driving force for CSEA's growth in the 1950s and 1960s before the era of formal collective bargaining.

Since 1938, the CSEA insurance program has expanded to offer all kinds of insurance options from life to supplemental disability, critical illness, homeowners' and auto insurance. The program continues to offer superior coverage at highly competitive premium cost to this day.



Above, CSEA members work in an office during the 1930s. The association fought for seven years for the state to establish a salary structure that would ensure all employees would receive fair and consistent pay. Members also gained access to voluntary, supplemental insurance that would help them further protect themselves and their families.

Also in 1938 ...

- * German Nazis, led by Adolf Hitler, invade and annex Austria to the Third Reich.
- * President Franklin D. Roosevelt signs the Fair Labor Standards Act, establishing the minimum wage.
- * Orson Welles broadcasts his adaptation of H.G. Wells's "War of the Worlds," causing a nationwide panic as radio listeners believe aliens landed in New Jersey.
- * Roy Acuff joins the "Grand Ole Opry" and brings national recognition to the Nashville-based radio program.
- * Georg and Laszlo Biro invent the ballpoint pen.
- * A DuPont chemist invents Teflon by accident.
- * The New York Yankees defeat the Chicago Cubs in the World Series.

Crime Board specialists give hope, helping hand to victims

BROOKLYN — He was only 18 years old but in 24 hours he was set to enter the Fire Academy and start a new, exciting phase in his life. Then a robber's bullet pierced his spine and shattered his dreams.

Today he spends his days in a wheelchair. The victims and their relatives of painful, senseless crimes such as this are helped daily by crime victim specialists like Omayra Camacho at the state Crime Victims Board.

"He received compensation for the loss of earnings (because he had already been hired by the Fire Department)," said Camacho, a bilingual specialist and seven-year member of CSEA. "He then called me and began crying."

The New York State Crime Victims Board was created under Article 22 of the Executive Law to compensate innocent victims of crime for non-reimbursed out-of-pocket expenses.

Crime victims may be eligible for benefits and compensation if there is loss of financial support (if the deceased was the main provider), loss of earnings due to a disability, funeral costs, medical benefits, the loss of any essential personal property and assistance for counseling.

"They (the victims) have already been through so much," said Camacho. "When they receive some kind of compensation it's like acknowledging their pain and suffering."

"The work our members do at the Crime Victims Board and the support they provide to crime victims and their families is valuable and critical," said Vinnie Martusciello, president of the CSEA local representing

workers at the board. "They truly are our unsung heroes."

High profile cases

Indeed, some workers also describe the board as a low-profile agency that assists victims and families involved in high-profile criminal cases.

Take for instance the ruthless killing of an innocent young man in the Bronx several years ago that sent shock waves throughout New York City. The man died after a police officer placed him in an illegal chokehold.

Still, Crime Victim Specialist Bert Bernard knew his job wasn't to investigate the crime so much as to make sure the victim's family received the compensation they deserved.

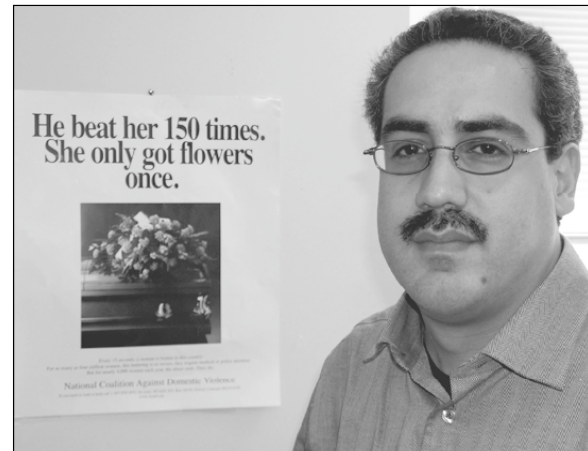
"It's a very important role that we play," said Bernard, a CSEA member for 18 years. "It's something that we're very proud of."

As a youth outreach coordinator for a non-profit in a crime-prone part of the city, Hector Perez was always frustrated by his inability to provide more than just a referral to the youths and teens whom he counseled and who were often victims of crime.

"I wanted to do more," said Perez, who joined the board five years ago. "Here, I feel like I'm doing just that. Now I have access to more resources than ever before."

Outreach efforts

Pooling such resources was behind the creation of the New York City Family Justice Center in Brooklyn.



Crime Victims Specialist Fabian Feliciano helps crime victims and their families through the state Crime Victims Board.

At least once a week, Crime Victims Specialist Fabian Feliciano joins representatives of several city and state agencies, community, and faith-based organizations in assisting victims of domestic violence.

"On a daily basis we're able to help victims of domestic violence," said Feliciano. "Last month, for instance, we were able to assist a domestic violence victim's move to another state because her perpetrator was coming out of prison."

While authorities at every level of government have been touting lower national and local crime figures, Jeffrey Bloomfield, a crime victims specialist for 25 years, suspects there is still a lot of crime that goes unreported.

"Often, victims are embarrassed, or feel humiliated if they've been conned," he said.

Some crime victims are also unaware they can get help despite their immigration status.

After a recent spate of killings and robberies of Chinese food deliverymen, bilingual Crime Victims Specialist Lisa Lee found herself fielding more calls from crime victims in the Asian community.

"Sometimes they are really surprised," she said. "Unfortunately a lot of Chinese, especially undocumented, don't know there is a state agency that can help them out so they stay in the shadows."

And, while the rebuilding effort continues in Lower Manhattan, some crime victims specialists still have ongoing cases with Sept. 11, 2001 victims.

"It's an experience I'll never forget," said Camacho, who went to a local armory the day after the attack to assist families. "It was very painful. I was writing a check for a lady and she started screaming and then she hugged me and told me that I looked like her daughter. She thanked God for giving her another opportunity to see her daughter."

— David Galarza



From left, Crime Victims Specialists Jeannette Cruz, Keisha Maxwell, Hector Perez, Jeffrey Bloomfield, Lisa Lee, Bert Bernard and Omayra Camacho. Through the Crime Victims Board, they provide support to crime victims and their families.

ELECTION NOTICE

2006 AFSCME Delegates Election

The AFSCME Convention is scheduled for Aug. 7-11, 2006, in Chicago.

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

May 1/Monday: Ballots Due/9 a.m.

May 1/Monday: Tally Commences/9:30 a.m.

June/July Edition(s): Results Printed in *The Work Force*

Aug. 7-11: AFSCME Convention, Chicago, Ill.

Ten (10) days after SEC certifies result, protest period closes.

No elections are necessary for the Long Island, Metropolitan, Southern and Central regions as the candidates were elected/unopposed as AFSCME delegates and as such, no balloting is required.

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

Proposed resolutions and proposed amendments to the CSEA Constitution & Bylaws for consideration by CSEA delegates to the union's 2006 Annual Delegates Meeting **must be submitted by May 15, 2006.**

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 Barbara Reeves, CSEA Headquarters, 143 Washington Ave., Albany, N.Y., 12210-2303.

The 2006 CSEA Annual Delegates Meeting will be held Sept. 25-29 in New York City.

What's In It For You?

Important questions about your EBF benefits

On this page is information CSEA members should have about the Employee Benefit Fund's dental and vision benefits, especially if members cover dependent children under one of the fund's plans.

Here are questions members should ask themselves if they have EBF dental and vision benefits and cover dependent children under their health care plans:

Does my child qualify as a dependent on my benefits?

EBF covers dependents who meet certain criteria. Dependent children include:

- Unmarried children, including step-children who permanently reside with you and legally adopted children under age 19.
- A legal child or ward under age 19 who permanently resides with you pursuant to a court order awarding legal guardianship to you.
- Any child or ward described above, regardless of age, who is incapable of self support by



reason of mental or physical disability, provided he or she became disabled before reaching age 19.

- Any child or ward described above under age 25 who is a full-time student (minimum of 12 undergraduate or six graduate credits) enrolled in a regionally accredited college or university working towards a bachelor's degree, master's degree or associate's degree.

The fund requires current proof of student status to be provided annually. Student proof forms can be downloaded from the EBF web site at www.cseaebf.com.

Have I enrolled my child on my benefits?

You can simply enroll your child by filling out and submitting an enrollment card to the fund. Enrollment cards can be ordered by calling EBF at (800) 323-2732. Ask to speak with someone in the enrollment department.

Is my child eligible to receive dental treatment?

If your child has never been to the dentist or if you are unsure of which dental program you belong to, please call EBF to check your eligibility. If you have already seen a dentist in the past and feel comfortable using your plan, please call your provider to schedule an appointment.

Is my child eligible to receive vision services?

CSEA EBF vision plans are available once every 12 months for children up to age 19, full time students to age 25 and disabled dependents. If you are unsure of which vision program you belong to or when your last date of service was, please contact EBF and ask to speak with someone in our enrollment department.

If there are any additional questions, concerns or comments, please contact EBF at (800) 323-2732.

For those who proudly served



U.S. Veteran Cap

Embroidered navy, brushed cotton cap features U.S. Veteran and CSEA logos.

Special price:
\$11.75

Order online at the CSEA e-store:
www.csealocal1000.org

All items are union made in the U.S.A.

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LEGAL SERVICES PROGRAM

KNOW YOUR RIGHTS!

This members-only benefit program provides attorney representation for **WORKERS' COMPENSATION; SOCIAL SECURITY DISABILITY; PERSONAL INJURY and PERSONAL LEGAL MATTERS** for members AND their dependents.

Quality legal representation at little or no out-of-pocket cost for injury/illness related matters. Also, representation is available at pre-negotiated, pre-published fees for other personal matters.

Call **1-800-342-4146**
and Follow Prompts for
CSEA Legal Services Program

An Ever Better Future

Protecting Your Benefits

Save money with the Empire Plan's home delivery program

Empire Plan enrollees can save time and money when ordering their prescriptions

by using the home delivery program for maintenance medications from the Caremark Mail Service Pharmacy.

The service is convenient and available at no extra cost to you.



incurred by the plan when prescriptions are filled at retail pharmacies.

- Pharmacists

at the Caremark Mail Service Pharmacy are available to speak with enrollees anytime; day or night.

- Enrollees can order refills at home, by phone, mail or online.

Benefits of home delivery

- Enrollees pay a lower co-payment for mail service prescriptions versus filling the same prescriptions at a retail pharmacy.
- Caremark will mail maintenance prescriptions to your home, allowing you to skip the trip to retail pharmacies.
- Enrollees don't have to pay for home delivery service — standard shipping of your prescriptions is free.
- Enrollees only need to order refills once every three months — you get up to a 90-day supply of your medication with each order.
- Enrollees can save the plan money by eliminating the dispensing fees that are normally

Here's how to begin

- Ask your doctor to write a prescription for up to a 90-day supply of your medication, plus refills for up to one year, if appropriate.
- Complete a mail service order form.
- If you don't have an order form, contact Caremark to request one by calling the toll-free number at (877) 769-7447 (NYSHIP).
- Once the order form is complete, mail the form and your prescription to Caremark. When your order is received, your prescription will be processed, filled and sent to you in seven to 10 business days.

Promoting Good Health

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.

Backup of sewers and drains

Will YOUR homeowner's insurance cover this?

Fall and spring tend to be our wettest seasons, making our homes most vulnerable to the backup of sewer or drain lines. While these events don't occur often, when they do, the problem can be a potential disaster. The standard homeowner's insurance policy does not provide coverage for the backup of sewers and drains or the breakdown of a sump pump.

Typically, heavy rains will trigger a backup. A storm sewer backs up into your home and usually comes in through a sump well, washtub or toilet in the basement. However, the damage can happen anywhere in your house.

Sump pump failure normally occurs from power outages or motor failure. Sump pumps run on electricity and so often the power is knocked out from bad storms. Of course, this is when you rely on the sump pump the most to pump out any excess water in the basement that the storm has caused.

The damage caused from these events can be expensive. Most damage will occur in the basement, which may contain such items as: washer, dryer, furnace, hot water tank and numerous personal items including precious family heirlooms. Water or sewage will usually destroy everything it comes into contact with. Since the damage you may incur from either of these problems will not be covered, you will be responsible to pay for the loss and the cleanup. For the thousands of dollars in damage, it is well worth purchasing the additional coverage with your homeowner's policy to cover such an event.

This coverage can often be purchased on its own, or with an endorsement that can expand, or increase the other coverage's on the policy. The cost typically runs between \$25 and \$50 annually. A price worth your peace of mind.

Call today to protect yourself from these damaging events.

Toll Free: 1-866-829-4982

If your homeowner's insurance is not currently with the CSEA Valuable Insurance Program, our representatives will review your current policy with you and offer you a quote from one of our nationally recognized companies. The advice is free and there is no obligation to purchase coverage.

Administered by:



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Leading Edge

SCHENECTADY — As a court officer in Schenectady Civil Court, Capital Region Judiciary Local President Colin Farley knows first-hand the devastation of domestic violence.

He also knows that help and hope come in a very small package — a cell phone.

Farley launched the Lifeline Program, a cell phone collection drive to benefit domestic violence victims across the Capital Region.

He knew the program could save lives, and more than 150 phones have been collected and distributed to domestic violence victims.

Because of his efforts to help Capital Region residents, Farley will be honored by the Red Cross of Northeastern New York as a Hometown Hero. Nine other area residents will also be honored at the May 5 awards ceremony in Albany.



The Work Force's Therese Assalian, who wrote an article on Farley's efforts to expand the Lifeline Program in the November 2005 issue, recently spoke with him.

WF: Tell me about your job.

CF: The job of a court officer is to establish security and maintain decorum in the courtroom. We are sensitive to the fact that people coming to family court are possibly losing money or losing their child or are in some other highly charged situation. It's already very emotional and we don't want to add to that, so we do our best to be polite and courteous and put people at ease.

WF: What sparked this collection effort?

CF: I was at work one day in Schenectady City Court and there was an incident at the courthouse in which a domestic violence victim needed a phone but couldn't

get one. The advocate from the district attorney's office directed her to a local shelter, but (shelter workers) were out. She returned to the courthouse and I had to tell her to go to Kmart and buy a Trac phone. In many cases of domestic violence, the abuser maintains financial control over the victim. In this case, the victim's mother happened to have \$20 on her to get the phone. I didn't think that was right that she had to go to a store and spend money.

WF: Was it difficult to coordinate the collection drive?

CF: Not really. I got a lot of help. First, 3rd Judicial District Administrative Judge George Ceresia and 4th Judicial District Administrative Judge Vito Caruso were very encouraging and helpful in getting the drive off the ground by giving permission to have the boxes placed in the courthouses. The (state) Office of Court Administration has been very supportive. I also got help from CSEA with the printing of the posters and fliers to promote the drive. Finally, my fellow officers and members of the Capital Region Judiciary Local have been essential. This is really a group effort.

WF: What happens to the phones after they are donated?

CF: The phones and chargers are taken to local advocacy programs. The phones are re-conditioned, charged and then given to the clients to use in emergencies to dial 911.

WF: Is the drive still going on?

CF: Yes, people can still donate at any family courthouse throughout the 3rd and 4th judicial districts, which cover all counties throughout CSEA's Capital Region.

WF: When will the collection efforts end?

CF: I don't have an end date in mind. There is a real need out there for these phones, and I believe that one call can save a life. The need for phones remains as long as domestic violence exists.



Saving lives with cell phones



Capital District Judiciary Local President Colin Farley stands in front of a domestic violence prevention bulletin board at the Schenectady Civil Court. Farley launched the Lifeline Program, which donates cell phones to domestic violence victims, to allow them to reach emergency help.

Editor's Note: In addition to the Capital Region, the 3rd Judicial District also covers Sullivan and Ulster counties in the Southern Region, and the 4th Judicial District also covers Franklin and St. Lawrence counties in the Central Region.

The governor's pitching pension changes that could hit us hard

Strike Back!

Save Your Pension

Join PEOPLE Today



Public employee pensions and benefits have been increasingly under attack lately, first from big business groups and now from our own governor.

Gov. George Pataki wants to create a new retirement plan with a new Tier 5. He also wants to switch your pension from a defined benefit plan to a defined contribution plan. That means you pay more in with no guarantee of getting more out.

PEOPLE (Public Employees Organized to Promote Legislative Equality) is CSEA's voice in Washington, Albany and in your community. Join PEOPLE and help defeat this and other proposals that hurt working people.

• PAYROLL DEDUCTION APPLICATION •

Name _____
Last First Middle
 Address _____ Apt. # / Floor _____
 City _____ State _____ ZIP _____
 Social Security No. _____
 Work Phone () _____ Home Phone () _____
 Job Title _____ Region _____ Local _____
 Employer _____

Total amount deducted per year in equal installments:

\$100 (MVP)* \$75 (Local 1000) \$50 (VIP)** \$_____ Other

If PEOPLE payroll deduction is not available, enclosed is my personal check, money order or credit card contribution in the amount of: \$_____.

VISA MASTERCARD Expiration Date _____
 ACCOUNT NUMBER _____

SIGNATURE _____ DATE _____
 circle size: X-Small / S / M / L / XL / XXL / 3XL / 4XL

Jacket Received Pin Received Keychain Received

* You receive the VIP Lapel Pin, Local 1000 Key Chain, plus a special gift - a custom designed light-weight green MVP jacket with a gold embroidered logo for you to wear with pride.
 ** You receive a practical white windbreaker and a VIP Lapel Pin. These gifts carry the symbol of PEOPLE, honoring your action to protect your retirement security.

Please mail completed application to: CSEA PEOPLE, 143 Washington Avenue, Albany, New York 12210

NOTE: In accordance with federal law, the PEOPLE committee will accept contributions only from members of AFSCME, executive or administrative personnel and their families. Contributions or gifts to AFSCME PEOPLE are not deductible as charitable contributions for federal income tax purposes.

PEOPLE PERSON — The PEOPLE recruiter of the month of March is Patricia Metzger of the state Department of Taxation and Finance Local in the Metropolitan Region. She recruited 17 new

PEOPLE members. 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 ...

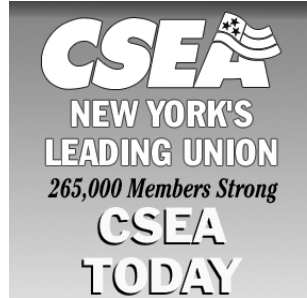
MAJORITY STATUS — Part-time workers in Cattaraugus County have reached majority status and have delivered a letter to county officials asking for union recognition. If the county refuses to recognize the unit, papers will be filed with PERB. The bargaining unit could potentially have as many as 250 members ...

CLEANING OUT CONTRACTING OUT — CSEA is working with the University at Buffalo to end the contracting out of cleaning services at the school. As contracts with private companies expire, they will not be renewed and state workers represented by CSEA will fill the positions.

The local will potentially grow by as many as 200 people during the next three years ... **PUTNAM FIGHT CONTINUES** — Members of the Putnam County Unit plan to pursue legal action now that the Putnam County Legislature approved a dramatic increase in retiree health insurance premiums that will affect current employees upon their retirement. CSEA has argued that such increases require negotiations with the union. While current Putnam County retirees are subject to cost-of-living increases under the newly approved retiree plan, it is the future retirees who will pay in double digit percentages of health premiums while living on a modest retiree pension ...

NEW CONTRACT — CSEA members in the Gananda Schools Unit in Wayne County have overwhelmingly ratified a new contract. The agreement is fully retroactive, giving members almost two full years of back pay ... **LEAFLETING FOR FAIRNESS** — CSEA members at the Alfred University College of Ceramics recently handed out leaflets before a lecture by Ralph Nader. The leaflets urged those attending the event to call the university president to tell him to stop turning down state funding for the workers' salaries and to negotiate a fair contract. Workers at the College of Ceramics won the right to organize, but the university's president refuses to negotiate a fair contract ... **DISPATCHER HONORED** — Onondaga County Local member Robert Zacholl was recently honored as the county's 2005 Department of Emergency Communications Employee of the Year. Zacholl, a dispatcher, was honored for his work calming a Syracuse mother whose car was stolen with her baby inside the vehicle. Through talking with the woman, he was able to provide details to police, who then found the infant unharmed. Zacholl also saved the life of a Hastings man trapped in a fire while serving as assistant chief of the Brewerton Volunteer Fire Department ...

WORKERS FIND MISSING WOMAN — CSEA members Kandi Phillips-Daley and Patricia Hoch, mental hygiene therapy aides at the Mohawk Valley Psychiatric Center, recently helped a 74-year-old woman with Alzheimer's disease return home after she went missing earlier that day. Phillip-Daley and Hoch were leaving work at 11:30 p.m. that night when they saw an elderly woman who seemed to need help. When Phillips-Daley and Hoch stopped to talk with her, they realized something wasn't right. The CSEA members notified authorities, who returned the woman home.



AT RISK

- * **FACT:** Violence is a substantial contributor to death and injury on the job.
- * **FACT:** Homicide is the leading cause of death for women in the workplace.
- * **FACT:** The U.S. Department of Justice estimates that 1 million people are assaulted while at work each year.

Every day in New York, too many workers are unnecessarily put in harm's way.

Although many people think workplace violence is random and unpredictable, there are a number of common factors that increase a worker's risk of violence. That means there are lots of ways to lower the risks by assessing the workplace and the way the work is done.

The CSEA-supported Worksite Security Act (S. 6441; A.9691) in the New York State Legislature would reduce risks and help protect people.

New York has the opportunity to lead the nation in work site security and it's the right thing to do.

If public work sites aren't secure, neither is the public.

CSEA
New York's
Leading Union
Local 1000 AFSCME, AFL-CIO
Danny Donohue, President
www.csealocal1000.org

Secure Work Sites NOW.

*Nat'l. Institute of Occupational Safety and Health

Space is limited!
Reserve your tickets NOW!!

**CSEA Region 2 Social Committee
Foxwoods Casino &
New England Lobster Feast**

Sept. 17 – 18, 2006
2 Days / 4 Meals



Group Package Includes:

- Motorcoach Transportation
- Lunch & Casino Bonus at Foxwoods **
- Overnight at Best western Hotel Mystic
- New England Lobster Dinner
- Breakfast at the Hotel
- Newport Harbor Luncheon Cruise
- Free Time in Newport, Rhode Island
- Baggage Handling & Taxes
- Includes Drivers Gratuity

**Bonuses are set by the casino and are subject to change without notice. Prime Rib substitute is available for dinner.

Double Rates Per Person: \$250
Single Rates Per Person: \$300
Triple Rates Per Person: \$200

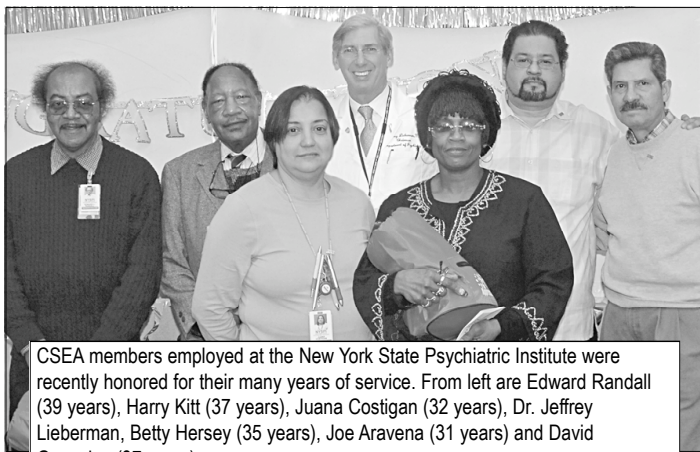


	Double	Single	Triple
1 st Payment Due: April 28 th	\$100	\$100	\$75
2 nd Payment Due: May 26 th	\$100	\$100	\$75
3 rd Payment Due: June 30 th	\$50	\$100	\$50

**For Reservations, Call:
Linda Williams 718-361-8920 ext. 3210
Shirley Craig 718-588-2673**



Members from Arthur Kill, Bay View, and Queensboro correctional facilities recently completed a Partnership course on reading blueprints. Check out an upcoming issue of *The Work Force* for the complete story.



CSEA members employed at the New York State Psychiatric Institute were recently honored for their many years of service. From left are Edward Randall (39 years), Harry Kitt (37 years), Juana Costigan (32 years), Dr. Jeffrey Lieberman, Betty Hersey (35 years), Joe Aravena (31 years) and David Gonzalez (37 years).

THE WORK FORCE
MAY 2006
Vol. 11 No. 1



UNION SKYLINER



NEWS

CSEA • Local 1000 American Federation of State, County & Municipal Employees, AFL-CIO

A Message From Metropolitan Region President

GEORGE A. BONCORAGLIO



Dear Brother and Sisters,

Early this month I will have the pleasure of spending a few days with several hundred members from across the region at our Women's and Education Committees Annual Workshop in Lake George.

If you're planning to go, I would urge you to take very good notes and collect as much information as possible from the many sessions and workshops scheduled. And please, share all of this information with those who could not attend. It doesn't do us any good to keep this information to ourselves.

You've all heard that knowledge is power. How can we grow and get stronger and wiser as a union if our members are not up to speed with the latest information on grievance representation, political action, member benefits, or communications?

I also hope attendees will return to their respective locals hell bent on working on local political campaigns and causes that will help us elect politicians who will help us pass the kinds of laws we need to help our members and our families; legislation such as the Worksite Security Act which would reduce risks and help protect people. Last year Gov.

George Pataki vetoed this legislation. Well, you already know that Pataki is going to be evicted from Albany in a few months. But will that mean the next governor will simply sign off on this legislation? We can't take anything for granted.

We must organize our members, our families and our communities to pass this law so that we can make all our job sites safer.

During information days and site visits, I am often told about certain unsafe conditions that exist at various job sites. It doesn't matter if you work at the DMV, Manhattan Psychiatric, Roberto Clemente State Park or Maritime College; if you work in an unsafe environment the odds are that your clients are in an unsafe environment, too.

As the state's leading union, we have never shied away from a battle with the powers that be. We've opposed and successfully fought against the closure of facilities, the downsizing of staff and the dumping of patients. Now we have to let this lame duck governor and this legislature know that a secure work site is not an option, it's a right!

Brothers and sisters, it's important to get involved at every level of government. Now is the time to develop relationships with these elected officials.

Now we have to let this lame duck governor and this legislature know that a secure work site is not an option, it's a right!

Message continued on Page 4

Mensaje del Presidente Regional Metropolitano

GEORGE A. BONCORAGLIO

Hermano y Hermanas queridos,

Este mes tendré el placer de pasar algunos días con mas de dos cientos miembros de nuestra region a través de nuestro taller regional anual de los Comités de Mujeres y de Educación en el Lago George.

Si usted está planeando ir, le impulsaría tomar notas muy buenas y recoger tanta información como sea posible de las muchas sesiones y talleres programados. Y por favor, comparta toda esta información con los miembros que no pueden asistir. No nos hace ningún bien guardar esta información. Usted han oído el refran que con el conocimiento viene la energía. ¿Cómo podemos crecer y hacernos más fuertes y más sabios como una unión si nuestros miembros no están al mismo nivel con la información más última sobre la representación del agravio, la acción política, ventajas del miembro, o comunicaciones?

También espero que los asistentes vuelvan a sus uniones respectivas y motivados para las campañas y las causas políticas locales que nos ayudarán a elegir a los políticos que nos ayudarán a pasar las clases de leyes que necesitamos para ayudar a nuestros miembros y a nuestras familias.

Legislación como el acto de la seguridad en el hogar del trabajo, una obra que reduciría riesgos y ayudaría a proteger a la gente. Gov. Pataki rechazo

Ahora estamos en la época de desarrollar relaciones con estos funcionarios elegidos.

el año pasado esta legislación. Bueno, usted sabe ya que Pataki va a ser desahuciado de Albany en algunos meses. ¿Pero, eso no quiere decir que el gobernador siguiente firme simplemente a esta legislación? No podemos tomar cualquier cosa para concedido.

Debemos organizar a nuestros miembros, a nuestras familias y a nuestras comunidades para aprobar esta ley de modo que puede hacer todos nuestros sitios del trabajo más seguros.

Durante jornadas informativas y visitas a sus agencias siempre me hablan a menudo de ciertas condiciones inseguras que existan en los varios sitios del trabajo. No importa si usted trabaja en el DMV o Manhattan Psychiatric, Roberto Clemente State Park o la Universidad Marítimo, si usted trabaja en un ambiente inseguro las probabilidades es que sus clientes están en un ambiente inseguro también.

Como la unión principal del estado, nunca hemos arrojado lejos de una batalla con los jefes. Hemos opuesto y hemos luchado con éxito contra asuntos como el encierro de instalaciones o el descargar de pacientes. ¡Ahora tenemos

Message continuacion en Pagina 4

Message

continued from Page 1

Remember, with contract negotiations looming, we may have to call on some of these politicians for assistance. Once again, we can't leave anything to chance.

Finally, let me wish you all a safe and healthy summer season. I look forward to seeing and meeting you at events planned by our locals throughout the summer and I am excited about our region hosting this year's Annual Delegates Meeting

in September. Have a great summer.

In Solidarity,
George Boncoraglio

Message

continuacion de Pagina 1

que dejar a este gobernador y esta legislatura saber que seguridad en el hogar del trabajo no es una opción, es un derecho!

Hermanos y las hermanas, es importante hacer contacto con todos los niveles implicado del gobierno. Ahora estamos en la época de desarrollar relaciones con estos funcionarios elegidos. Recuerde, con las negociaciones del contrato en un futuro cercano, nosotros vamos a tener que invitar a algunos de estos políticos que nos ayude. Finalmente, déjeme desearle

a todos un verano segura y sano. Espero verlos pronto en alguna actividad de nuestra union. Tambien espero que todos en nuestra region esten alegre que todos los delegados de CSEA estaran con nosotros para nuestra conferencia en septiembre. Tenga un gran verano.

In Solidarity,
George Boncoraglio



From left, CSEA members Lorenzo Roman, Adriane (#1 Fan) Hudson, Maurice Robinson, Travis Blackett and Phillip Smalls and an unidentified HIP representative. The team from Brooklyn DDSO recently defeated teams of Wall Street brokers and other companies to win HIP's Night of Champions IV. They also met with basketball legend Earl "The Pearl" Monroe. Robinson walked away with the tournament's Most Valuable Player Award.



From left, Nora Miles, Charles Douglas, Lorraine Carlisle, Delores Dixon and Deb Blaney proudly display more than 400 pounds of food that was collected by CSEA members and other workers at Fulton Correctional Facility. The food was delivered to food pantries and homeless shelters throughout the city.



CSEA Metropolitan Region Education Committee Chair Joe Aravena is joined by other union members and staff in presenting New York state Assemblyman Peter Rivera a plaque for his many contributions to CSEA during the recent Black and Puerto Rican Legislative Conference in Albany.



From left, Alan Jennings, CBTU Long Island Chapter trustee and CSEA Metropolitan Region director; Rudy Bruce, CBTU Long Island Chapter president; Honoree George Boncoraglio, CSEA Metropolitan Region president; Dorothy Goosby, Hempstead council member; and Honoree John Kearse, CEO of the Economic Opportunity Commission of Nassau County. Boncoraglio was given CBTU Long Island's Leadership Award for his tireless pursuit of equality and diversity for all working people.



State Department of Taxation and Finance Local President Pat Metzger was presented with a certificate by Metropolitan Region President George Boncoraglio for recruiting the largest number of members to the PEOPLE program.



From left, Roy Lester, Jacqueline Stanford, Angelina Hodges, Clarissa Mitchell and State Insurance Fund Local President Lester Crockett hold an exhibit of illustrious African Americans during a recent program to celebrate African American History Month. The program included poetry, several musical selections and a welcome address by CSEA member Delphine Moultrie.



Leonita Wilson, Metropolitan Region 1st vice president and Chair of the Brotherhood Committee, joins PEF's Jennifer Faucher in presenting an award to New York state Assemblyman Michael Benjamin, who is joined by his wife, Kennedy Benjamin.



Anita Booker, Linda Williams, Public Service Commission Local President Rene Jackson, Jose Diaz, Tamika Goodwin and CSEA Metropolitan Region President George Boncoraglio.

CSEA
Metro Region 2

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Communications Associate

Metro Region Officers

George Boncoraglio
President

THE WORK FORCE
UNION SKYLINER NEWS
May 2006

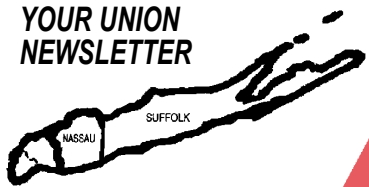
Lester Crockett
Executive Vice President

Leonita Wilson
1st Vice President

Linda Williams
2nd Vice President

Anita Booker
Secretary

Ramon Lucas
Treasurer



Message from CSEA Local 830 President Jerry Laricchiuta

CSEA Active in Many Different Areas

A friendly hello to all our members, and I hope this message finds you and your families safe, healthy and happy. It's been a busy month since the last newsletter. The tour and subsequent press conference we held at the Juvenile Detention Center, attended by nine county legislators and Region President Nick LaMorte was a big success. What we wanted was for the money to be released from within the capital plan earlier than the projected three years. As a result, the capital plan was tabled from the last legislative agenda, and we are hopeful that a bipartisan effort will now help us achieve that goal.

Let's face it, most county buildings are in dire need of repair, and some should even be closed. It's easy to point fingers, and I have refused to fall into the blame game. The Suozzi administration certainly did not create the problems of decades' long neglect of preventative maintenance within the county. That being said, however, I am quite tired of hearing the county executive speak of having the lowest work forces in decades. It shows and we can see that by the condition of our buildings, work sites, parks, treatment plants, roads and all other areas and major facilities in Nassau County where our members are required to do more with less. Our hardworking clerical staff now has to do the work of two or even three people because as their colleagues retired or left service, they were not replaced. It's a real problem that I have been stressing to both the county executive and the legislators. Oh yeah, now we have a hiring freeze!

The most disturbing thing for me to hear is when a department head testifies at the legislature that they need to outsource a job because they do not have enough staff to get the job done themselves. Instead, they request big dollars for approval so they can use a private company. Of course, this means that with every big task needed, they need to hire yet another private company. If they would take the time to really analyze this wasteful practice, they would soon learn that keeping most of these jobs in house saves them money over the long haul. I understand that every now and then there comes a job which requires certain skills and equipment that we do not have. That's where a private contractor should be used.

'We say NO WAY! Keep the wonderful volunteers who really make the place tick, and give the maintenance and operation of the facility back to the county workers.'

The epitome of poor planning and wasteful spending goes to the decision to privatize the operation over at the Cradle of Aviation Museum. First, Nassau County spends \$45 million to build a beautiful museum. Then, the county gives the entire operation over to a private, 'non-profit' company. The county allows the vendor a full, free ride for five years, after which they are supposed to pay Nassau County back a fee of \$2.5 million. The management team at the Cradle can't pay the \$2.5 million, so under the terms of the contract they should be in default. Not in Nassau County, however. Instead, museum management comes to the legislature to ask total forgiveness of the entire debt. Wait, we're not done. The private company also wants the county to forward an additional \$500,000 so they can make their payroll! What a deal that is. We say NO WAY! Keep the wonderful volunteers who really make the place tick, and give the maintenance and operation of the facility back to the county workers.

Touching briefly on the Nassau Health Care Corporation, I think the time has come to see some major changes in both the makeup of the board of directors and top administrators. Those of you who read *Newsday* or watched "News 12 Long Island" in early April will remember the mess when former CSEA Nassau Local President Rita Wallace sent in a notarized letter to the Nassau County Legislature to be read on the record. Rita's letter spoke of the board of directors, which acts as a rubber stamp for CEO Dan Kane and his top associates. It also touched on the unchecked manner in which contracts are doled out at the corporation. It appears that this entire issue of Mr. Kane and some of the current board members will come to a head on April 24. That day, the legislature will address the letter and ask people to speak up. I,

for one, will be there, and I urge any of our members who want to see the proceeding to show up. I believe we are at a crossroads at the health care corporation, and it is most important that the situation over there finally be put on the straight and narrow road to a healthy existence.

Well, it's been a busy month and I look forward to getting around this spring to see as many of my members as possible. Remember, your local office and the entire staff is here to serve you. If you have any questions or issues that need our attention, please call us at (516) 571-2919.

Yours in unionism,
Jerry Laricchiuta

WHAT'S INSIDE

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- **Press Conference at the Juvenile Detention Center**
- **New Parks Commissioner Welcomed**
- **CSEA Opposes Money for Cradle of Aviation**
- **Nassau Local 830 Works with Information Technology Department**

The
Work ForceCSEA Nassau County Local 830
EXPRESS

May 2006 • Vol. 1 No. 5

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JERRY LARICCHIUTA, PresidentRyan Mulholland, Editor
(516) 571-2919 Ext. #13

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 DIANE RUSS, Consumer Affairs
 EARL STROUGHTON, Nassau University Medical Center
 JOSEPH WHITTAKER, Fire Marshal's Office

We welcome reader suggestions: Please address your
 comments to Ryan Mulholland, Editor, Nassau County
 EXPRESS at CSEA Nassau Co. Local 830, 400 County
 Seat Dr., Mineola, NY 11501-4137.

Preventing Discrimination in the Workplace

Editor's note: This is part of a series of articles by CSEA's expert attorneys appearing regularly to provide valuable information to you and your family members regarding the important areas of protection available to you through the CSEA Legal Services Program [LSP]. The LSP covers many areas of law that affect us every day. Get more information about legal plans in the LSP by calling CSEA Headquarters at 1-800-342-4146, extension 1454, or by visiting www.csealocal1000.org, and clicking on the legal services menu item.

This article provides an overview of gender/sex discrimination in the workplace. In future articles, other areas of discrimination will also be dealt with in more detail.

Federal and state laws prohibit most private employers and all government employers from discriminating against employees based on gender, unless the employer can establish that gender is a bona fide occupational qualification ("BFOQ").

1. What Is A Bona Fide Occupational Qualification ("BFOQ")?

In certain narrow circumstances an employer is allowed to use gender-based classifications if the employer can demonstrate that, due to the nature of the job responsibilities, an employee's gender is a necessary qualification for that particular job. For example, it has been determined that, in certain limited circumstances, employees working in an institutional setting can be assigned to a particular institutional unit based on their gender in order to address the special privacy needs of the inmates, residents or clients.

2. Pregnancy Discrimination

It is illegal to fail to treat a pregnant employee in the same manner as other employees regarding salary and benefits. Employers cannot fire or treat a pregnant employee differently because of the pregnancy, unless it can be shown that she is unable to reasonably perform her job duties. Policies that deny employment benefits to pregnant employees are presumed to be illegal.*

3. Sexual Harassment

Federal and state law prohibitions against gender discrimination include a prohibition against sexual harassment. The United States Equal Employment Opportunity Commission ("EEOC") has issued regulations that provide the clearest definition of sexual harassment. Courts and arbitrators rely heavily upon the EEOC regulations. The EEOC regulations state:

Harassment on the basis of gender violates federal and state law. Unwelcome sexual advances, requests for sexual

favours, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- Such conduct has a purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

CSEA's Role In The Fight Against Sexual Harassment

Union activists are frequently the first people to whom fellow workers may speak about conduct that they believe constitutes sexual harassment. Under the law, unions have a responsibility to investigate and process grievances under a contractual sexual harassment provision and/or assist the individual with regard to the employer's sexual harassment complaint procedures.

Various CSEA locals and units have taken a proactive approach regarding sexual harassment by negotiating sexual harassment complaint procedures with their employer. In addition, CSEA regularly participates in training programs for locals and units regarding sexual harassment.

To assist locals and units, CSEA has prepared a separate booklet on sexual harassment for its members and activists. Copies of the booklet are available through the CSEA Legal Department.

* As a practical matter, the Family Medical Leave Act ("FMLA") grants far greater rights to pregnant employees than do federal and state prohibitions against gender discrimination.



CSEA Nassau Local 830 is in the process
 of revamping its website at
www.csea830.org

Our goal is to bring our members more information on our services and what's going on in the CSEA Community in as many ways as possible.



They Said It:

Quote of the Month

"Nassau needs to show some respect for our workers, and the people we serve, by fixing up the Juvenile Detention Center now."

— CSEA Long Island Region President Nick LaMorte, on the poor conditions CSEA members have to work under at the Juvenile Detention Center.

CSEA Puts on Two More Successful Information Fairs

CSEA Nassau Local 830 held two more successful information fairs on March 16 at the Department of Social Services Building, and March 28 at the A. Holly Patterson Extended Care Facility.

Members were treated to refreshments and free giveaways. They also had the opportunity to ask questions and get information from CSEA vendors, staff and officers, including Nassau Local President Jerry Laricchiuta.



Above, a packed crowd at the Department of Social Services Information Fair on March 16.



At right, CSEA Long Island Region Political Action Coordinator Gretchen Penn gives CSEA members information on various services.



Local 830 to Debut New Radio Show!

“Talkin’ Labor with Local 830”

Hosted by CSEA Local 830 President Jerry Laricchiuta



WEDNESDAYS AT 6:30 p.m. on WGBB 1240AM

Debut Episode will be Wednesday, April 19

April 19th: Nassau County Legislator Lisanne Altmann

April 26th: New Nassau County Parks, Recreation & Museums Commissioner Jose Lopez

May 3rd: CSEA Long Island Region President Nick LaMorte

TUNE IN EACH WEEK TO FIND OUT ALL THE LATEST IN CSEA NEWS THAT MATTERS THE MOST TO OUR MEMBERS!

Local 830's Unsung Heroes

Nassau Local 830 would like to take this opportunity to recognize some members of the local's staff who contribute in providing the maximum service and benefits to our members.

Tim Corr, Susan Cohen, Debra Buonagura and Felicia Staub are administrative assistants who don't appear in your monthly list of elected officials on the sidebar of Page 2 of the *Nassau County Express*. They are behind the scenes in the local office, but they are critical to the union's success in Nassau County.

Their duties include setting up information fairs and workshops for our members, maintaining health and safety in the workplace, serving our members at A. Holly Patterson Extended Care Facility and Nassau University Medical Center and much more.

“I can't be in more than one place at once, so I always need to rely on all members of our local staff to contribute. It's a team effort always, and without them, this office would cease to operate,” President Jerry Laricchiuta said of his administrative assistants.

All this to help better serve our 10,000 members.

CSEA Teams Up with County Legislators to Improve Aging Juvenile Detention Center

WESTBURY — Representatives from CSEA Nassau Local 830, the union's Long Island Region and the Nassau County Legislature toured the 50-year-old Nassau County Juvenile Detention Center March 28.

Nassau Local representatives previously toured the center on Feb. 27 as noted in the April *Express*. The local then called on the county legislature and CSEA region staff to join on this tour, to be followed by a press conference so the public could learn more about necessary improvements within the center.

The conditions were noticeably better on March 28 than they were just a month earlier, but the improvements are temporary solutions, such as painting the pipes in the basement to cover up the mold.

"That's just the band aid approach. That's been going on for 50 years," said CSEA Nassau Local 830 President Jerry Laricchiuta. "There needs to be a complete overhaul."

Center Director John Blatney stressed there were no immediate health and safety issues, but said, "This is not supposed to be Disneyland. It's a deterrent, but at the same time it should be clean and healthy."

News of the tour and press conference were broadcast March 28 on News 12 Long Island, along with articles in following days' issues of *Newsday*, the *Long Island Press*, and the *Westbury Times*.

Now that the public is aware of the urgency of this situation and the necessity for something to get done, CSEA is confident that changes will be made before 2008, the year \$1.4 million in the budget for the juvenile detention center goes into effect.



Above, left to right: County Legislators Jeffrey Toback and Denise Ford, CSEA Nassau Local 1st Vice President Ron Gurrieri, Legislator David Denenberg, CSEA Nassau Local 830 President Jerry Laricchiuta, CSEA Long Island Region President Nick LaMorte and Legislators David Mejias, Norma Gonsalves and Dennis Dunne after the press conference.



Above, CSEA Nassau Local 1st Vice President Ron Gurrieri speaks with Legislator Jeffrey Toback.



At right, Jerry Laricchiuta with a CSEA member in the juvenile detention center and Legislator Dennis Dunne.

Nassau Local 830 Fights Potential Health & Safety Hazards at Nassau County Data Center

BETHPAGE — The Nassau County's Department of Information Technology's Data Center at 99 Grumman Road in Bethpage has been undergoing some potential health and safety concerns, due to the influx of helicopter fumes because of a design problem to the air filter.

CSEA Nassau Local 830 staff visited the center March 1 to discuss the situation with the employees. Nearly 100 CSEA members work at the center and they have reported 131 separate incidents of the fumes affecting the workers over the past year, according to a fume log kept by employee Steven Barry.

Since that visit, the state Public Employee Safety and Health Bureau (PESH) has visited the center twice to check on the air quality. Lisa Isaac of PESH was there for five hours March 27 taking air samples, with results of the test yet to be determined.

In late March, a new air filtering unit was built on the facility's

roof to alleviate the problem. Information Technology employee Robert Coyne said there has been just one incident in the two weeks since the new filtering system was installed, but it's still too early to tell if this will be a long-term solution.

Nassau Local 830 Administrative Assistant for Health and Safety Tim Corr has been requesting that physical exams also be done at 99 Grumman Road due to the inhalation of fumes to ensure that no workers have been hurt.

CSEA has been working hard in cooperation with employees of the department to try and alleviate this problem, and the union plans to keep up its work to create the most healthy and safe environment for our members.



State-of-the-art computer equipment within the Information Technology department at 99 Grumman Road.



CSEA Opposes Proposal on Cradle of Aviation Museum

MINEOLA — CSEA Nassau Local 830 Parks, Recreation and Museums Unit President John Rinaldo spoke before the Nassau County Legislature on March 20 to dispute the county's proposal of spending \$500,000 to save the troubled Cradle of Aviation Museum.

Without this money, museum officials say they will have to close within 60 days due to a \$2.5 million debt.

The main issue for CSEA is that the museum hired a private company to operate the facility instead of using county workers. "We need our CSEA workers who have been there the whole time to be working in this museum," Rinaldo said.

Nassau Local 830 President Jerry Laricchiuta said the county is now being asked to "forgive a \$2.5 million debt after you privatized our jobs." (For more, see Page 1.)

On April 6, county officials reached a deal with the museum for a bailout to keep the facility open as long as it meets financial goals. This decision still needs to be approved by the county legislature, but CSEA does not agree with it.

The museum has been lagging in attendance and overall performance this year, which is more reason for the county not to aid the facility. "There are other more constructive places in the county where this money can be used," said Laricchiuta. "The Cradle of Aviation Museum is not one of them."



John Rinaldo speaks in front of the legislature on March 20.

CSEA Appreciates Hard Work of 260 Members in County Parks, Recreation & Museums

CSEA Also Welcomes In New Commissioner Jose Lopez

WOODBURY — CSEA Nassau Local 830 welcomed in new Nassau County Parks, Recreation and Museums Commissioner Jose Lopez for a taping of the new radio show, "Talkin' Labor with Local 830."

Deputy Commissioner Richard Murphy was also at the taping along with CSEA Nassau Local Administrative Assistant Tim Corr, who together have nearly 70 years of experience between Nassau County and New York City parks.

Lopez has been working many early days and late nights to learn all necessary information to succeed in his new post, but said he hasn't been overwhelmed with the responsibility. He said he will need to lean on his deputy commissioner to get the job done.

"It would be ridiculous to change what Deputy Commissioner Murphy has done, but what I am looking to do is to make his job easier," Lopez said.

There are now 260 full-time workers in the Parks, Recreation and Museums department, who all work hard to conserve the grounds of parks such as Eisenhower and Cantiague.

However, back in the mid-1980s, the department had 1,200 full-time staff. Even with the reduced staff, the department is still maintaining the same amount of grounds as they were 20 years ago, which cries for hiring of more staff.

"The time is now to hire," Laricchiuta said. "The spring is the busiest time of year in the parks, and our county employees need more help in getting the grounds ready for the summer."

Other topics of conversation included the increased hiring of seasonal workers, the need for promotions and the abundance of out-of-title workers, but Lopez declined to comment in depth on any of those topics until he can completely assess the situation.

Overall, CSEA wishes Lopez luck in his newest post and hopes that he can aid in providing the maximum services and benefits to CSEA members in the county Parks, Recreation and Museums department.



Nassau Local President Jerry Laricchiuta greets Commissioner Jose Lopez before the taping of the radio show.

NASSAU HEALTH CARE CORPORATION PAGE

Excellence!

Nassau University Medical Center's Moira Felder, Registered Nurse, Receives C.W. Post Scholarship Award

Moira Felder, a registered nurse and medical/surgical clinical educator at Nassau University Medical Center, has been selected by Long Island University, C.W. Post campus, School of Health Professions and Nursing as this year's recipient of the Dr. Cornelia Harnett Memorial Scholarship Award for the highest academic achievement in the nursing program. The program acknowledged her academic achievement and her personification of qualities desired in a health professional.



Moira Felder

She is being recognized for her academic excellence and contributions to her school, community and hospital. Felder's election to the Phi Eta Society will also be recognized at an awards ceremony to be held on May 13 at C.W. Post. Phi Eta is an honor society founded at C.W. Post in 1959 that follows the qualifications and purposes of the Phi Beta Kappa National Honor Society. The society recognizes graduating seniors who excel in ability, general scholarship, character and conduct.

Felder, a Baldwin Harbor resident who has been working at the medical center since 1993, is presently in nursing staff development. She orients new employees and provides continuing education for existing employees. She will be obtaining her bachelor's in nursing this month. She is married to James and has four children, two boys and two girls.

Photos and captions courtesy of Nassau Health Care Corp. Director of Public Affairs Shelley Lotenberg.



Nassau University Medical Center officials and Social Work Department staff are joined in the photo by the C.W. Post students.

Nassau Health Care Corp. Social Work Department Honored

C.W. Post College School of Social Work has selected the Nassau Health Care Corp. to receive special recognition for excellence in the delivery of professional social work services. The health care corp.'s social workers were recognized at a March 27 special celebration by graduate students from C.W. Post and by several Health Care Corp. officials for their contributions in caring for the patients and nursing home residents.

A. Holly Patterson Extended Care Facility Celebrates St. Patrick's Day



Staff and residents of A. Holly Patterson Extended Care Facility celebrated St. Patrick's Day with an ice cream soda cart. Ice cream sodas were served on all units while disc jockey George set the spirits high with Irish music and trivia over the public announcement system. It was a fun event for all.

Women's Committee Scholarship Available

**CSEA NASSAU LOCAL 830
WOMEN'S COMMITTEE SCHOLARSHIP
Deadline: May 15, 2006
APPLICATION FORM**

ALL APPLICANTS MUST BE VERIFIED FOR RELATIONSHIP TO CURRENT CSEA LOCAL 830 BARGAINING UNIT MEMBER

Please Return Application and Supporting Documents to:
**CSEA Nassau Local
830 Women's Committee/Scholarship
400 County Seat Drive
Mineola, NY 11501**

For additional information, contact Sue Graham, chair of the CSEA Nassau Local 830 Women's Committee Scholarship Program at (516) 571-2552.

Eligibility Requirements

- a.) A student who is a child of, or in the legal custody of an active CSEA Local 830 bargaining unit member and who is either:
 - a graduating high school senior to be enrolled in an accredited two to four-year college or vocational school; or
 - a college student in good standing, enrolled in an accredited two to four-year college or vocational school.
- b.) A CSEA Local 830 bargaining unit member, in good standing, enrolled in an accredited two or four-year college or vocational school.

Student's Name: _____

Department/Location: _____

Address: _____

Address: _____

Phone: _____

Phone: _____

College Student Will Be/Is Attending: _____

On a separate piece of paper, please attach typed essay (250-500 words) to include:

- School Activities
- Community Involvement
- Career Goals

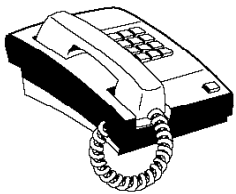
Parent or Guardian's Name if applicable or CSEA Member's Name (CSEA Bargaining Unit): _____

(Attach transcript from an accredited educational institution to application.)



Proud to Introduce our New Bilingual Administrative Assistant Ana O'Gorma

ANNA WILL BE IN LOCAL 830 HEADQUARTERS EACH WEDNESDAY FROM 9AM TO 5PM TO SERVE ALL OF OUR SPANISH SPEAKING MEMBERS!



Call 516-571-2919 to speak with Ana

THIS IS JUST ANOTHER WAY CSEA IS LOOKING TO SERVE OUR MEMBERS

WE WORK FOR OUR MEMBERS... AND OUR MEMBERS WORK FOR YOU!



Orgullosa de presentar a nuestra asistente administrativa bilingue Ana O'Gorma

Ana estara en las oficinas de CSEA Local 830 cada miercoles de las 9am a 5pm para servir a todos nuestros miembros de habla hispana



Llamar al telefono 516-571-2919 para poder hablar con Ana

Esta es una forma de CSEA de ayudar a nuestros miembros

Nosotros trabajamos para nuestros miembros y nuestros miembros trabajan para ud

A Message From Long Island Region President Nick LaMorte

Happy International Workers' Day; Celebrate Labor



Greetings brothers and sisters,

When was the last time you turned to someone and said, 'Happy May Day!' Probably never. That's ironic because International Worker's Day, as it came to be known, is a day to honor the struggles of all working people. It's celebrated in virtually every country except Canada, South Africa and here in the United States, despite the fact that events in this country inspired the commemoration.

May is such a significant month in labor history that President Clinton declared it Labor History Month in the 1990s. Here is a sampling of labor history events in May.

- 80,000 people flooded Michigan Avenue calling for the establishment of the eight-hour workday in 1886.
- Workers were killed or injured by police during a protest at the McCormick Reaper plant in 1886.
- The Pullman Strike began in 1894.
- The infamous Haymarket Square meeting was thrown into chaos when someone threw a bomb and police attacked on May 4, 1886. Two people were killed, many were wounded. No one knows who threw the bomb, but the incident was used as an excuse to harass labor activists; hundreds of people were arrested without charge. The eight most active were found guilty of conspiracy in the Haymarket incident by a kangaroo court: four men were hanged,

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one committed suicide in prison and the remaining three were pardoned in 1893. Only one of the Haymarket 8 was even at the rally — and he was a speaker. Instead of suppressing the movement, Haymarket became a touchstone for activists and spawned the formation of the militant Industrial Workers of the World.

- Labor leader Mary Harris "Mother" Jones, alternately declared the Most Dangerous Woman in America or the Miner's Angel, declared May 1 as her birthday.

- Numerous unions were founded including the Brotherhood of Sleeping Car Porters in 1926, the Transport workers union in 1937, the Typographical Union in 1952, and the American Federation of Teachers in 1916.

- The National Labor Relations Act was passed on May 15, 1935. It is the primary law governing relations between unions and private sector employers. It guarantees the right of most private

sector workers to form unions and bargain collectively with their employers — or not. And it has come under attack repeatedly by those who oppose unions.

As you can see, people like us, who have stood up for on-the-job rights and protections, have always been the subjects of scorn, derision, and even violent attack by those who feel threatened by labor's power. As a CSEA member you have the power of 265,000 members behind you; 50,000 right here on Long Island. Remember that the power you wield at the bargaining table, at demonstrations and in political activity was built upon the sacrifice and struggle of millions of workers. We should keep labor history alive because, as has been said, those who refuse to learn the lessons of history are doomed to repeat them.

Solidarity forever!

Nick LaMorte
Nick LaMorte, President
Long Island Region

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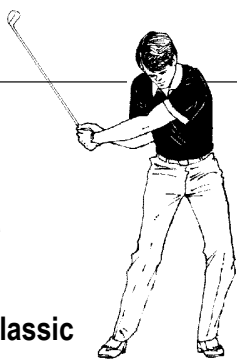


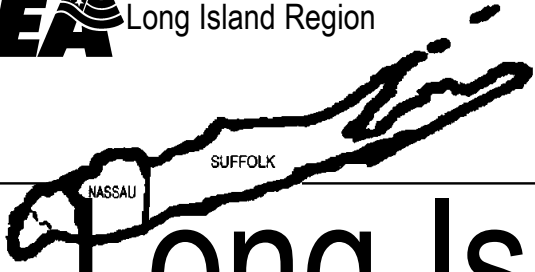
MARK THIS DATE

Monday, July 24, 2006
Eisenhower Park Red Course



Local 830 Annual Scholarship Classic





Long Island Reporter

Baldwin Library workers demand fairness



CSEA members and their families take part in a spirited protest for Baldwin Library Unit members who have been without a contract for almost two years. *Newsday* and several other papers sent staff to cover the event.

BALDWIN — Virtually every Baldwin Library worker represented by CSEA, along with union members from across the Long Island Region, turned out to demonstrate against the unit's lack of a fair contract.

The workers at Baldwin Library have been working without a contract for nearly two years.

Please see Baldwin continued on Page 3



Protest on Sunday, April 2, drew strong support for the library workers.

Baldwin Library cont'd from Page 1

They carried signs saying, "Fed up! Fair Contract Now!" and "We are bound together like a book; Together we will win." Some members even brought their families to demonstrate with them.

CSEA member Helen Schena demonstrated with her daughter Samantha by her side. "What affects my mom affects me, too," Samantha Schena said. "I just want to see that she gets the respect she deserves."

Unit President Kathy Whiteway said it was great to see such spirited participation not only by the members of the unit, but of other CSEA members who came out to support them. She thanked everyone for joining them at the demonstration.

Long Island Region President Nick LaMorte said the turnout at the gathering "showed the strength of the CSEA family, and Baldwin Library is an important part of that family."

He said he was proud to see so much support and he wanted to let the Baldwin Library Unit members know that the entire Long Island Region was behind them.

Nassau Municipal Local 882 President John Shepherd said the local's Baldwin Library Unit members' salaries are the lowest among library workers throughout the county, they have no retirement health benefits and no dental or optical coverage while they are working.

"If the library board does not negotiate fairly, CSEA will seek to change, through the political process, who sits on the library board," he said.

"There is strength in numbers and CSEA has the numbers."

— Rachel Langert



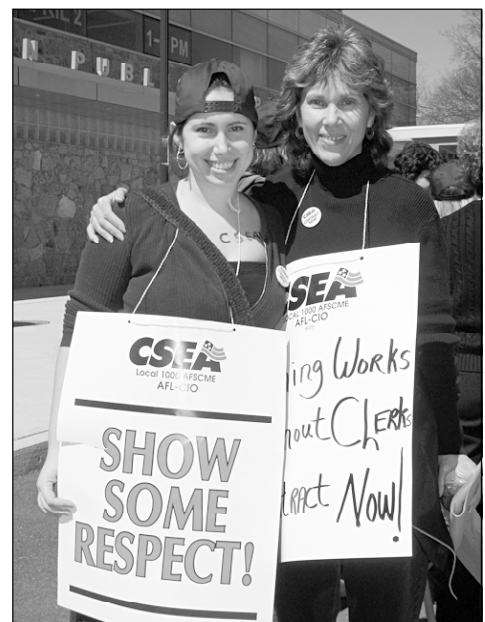
Baldwin Library workers were joined by many other CSEA members during a recent contract rally outside the library.



Region President Nick LaMorte told the rally that CSEA's Long Island Region strongly supports the Baldwin Library Unit in its fight for a contract. John Shepherd, president of Nassau Municipal Local 882, is at right.

**We Support Our
CSEA
Workforce
FAIR CONTRACT NOW!**

"There is strength in numbers and CSEA has the numbers."



Baldwin Library workers like Helen Schena were joined by supportive family members, such as her daughter Samantha.

PHOTO OF THE MONTH



Members of SUNY Old Westbury Local 618 are shown at their workplace, the college library. From left to right are Kathy Balson, Kelvin Thompson, Nancy Schiffer, Mamie Plersch, Jo-Ann Locascio and Local President Mary D'Antonio. Millie Marsicano and John Cavaliere are also members of the local's library staff unit.

Message from Long Island Region President
Nick LaMorte



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When was the last time you turned to someone and said, 'Happy May Day!' Probably never. That's ironic because International Workers' Day, as it came to be known, is a day to honor the struggles of all working people. It's celebrated in virtually every country except Canada, South Africa, and here in the United States, despite the fact that events in this country inspired the commemoration.

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- Labor leader Mary Harris "Mother" Jones, alternately declared the Most Dangerous Woman in America or the Miner's

New Local 330 grievance rep not afraid of change

HEMPSTEAD — Justice in the work place is why Bob Schneider of Judiciary Local 330 has become the newest of the union's grievance representatives.

"I just see a lot of things going on that shouldn't be going on," said Schneider, who maintains computer service for 200 users in the District Courthouse at 99 Main St. and keeps more than 300 central processing units, printers, switches and video equipment operating. "Either people are afraid or they think things can't change. I'd like to try to make small things change."

Raised in Smithtown, he always was playing with computers as a kid and is basically self-taught. He started as a driver-messenger for Family Court and volunteered to help out with computers when they were introduced into the court system. He has taken only one formal course. "The rest was pretty much picking up through the Internet and trial and error," he said.

He has worked with computer operations for nine years, and is now a principal PC analyst.

He and Elizabeth, his wife, a clerk at Family Court on Old Country Road, live in North Babylon with their two children, William, 11, and Kaitlynn, 18 months.

Schneider is one of the eight Local 330 members who keep all the computers in Nassau's courts — Supreme Court, County Court, the Matrimonial Center, Surrogate's Court, Family Court, city courts in Glen Cove, Long Beach and Great Neck and District Court — up and running with judge's decisions, lawyer's filings, notices, court calendars and much other information vital to the administration of justice in the county. (Another group of Local 330 members fulfills the same task in Suffolk's court system.)

Most of what the District Court handles are misdemeanor arrests, including driving

while intoxicated charges, civil actions and traffic violations. "This is one of the busiest courts, with in-and-out everyday people," said Schneider.

Did he ever think of becoming a lawyer? With a laugh he answered, "No, I left that to my brother."

A member of the local for nine years, he has taken part in two grievance rep training workshops on Long Island and will be attending a three-day training session in Niagara Falls later this month.

He volunteered to become a grievance rep after getting tired of seeing managers pressuring local members. "Just the powers-to-be pulling little things off," he said. "The boss wants people to move computers from court to court using our own vehicles. I'm not a delivery man. I want to be treated as a professional, which we are here."

Adding Schneider to its grievance reps will increase the local's ability to serve its members, said President Kevin Ray Sr. Treasurer Dennis Downer and Barbara Maniscalco, a former executive vice president, are also grievance reps for the local. "Bob is more than willing to take any training, he's a smart guy and he wants to be involved," said Ray. "He will be an asset to the local."

Ray went on to point out the importance of the grievance rep to union members. "At times, people don't know what their rights under the contract are and management tries to get around them," he said. "If you don't have a grievance rep, management will keep doing what they want to do. That's what we're here for."

Now Schneider is joining them in a vital union function, securing justice in the workplace. "I'm going to try my best," he said.

Bob Schneider is Local 330's fourth grievance rep.



Inside Reporter

Oyster Bay Local 881 members handle the nuts and bolts of property improvements by residents

OYSTER BAY — When Oyster Bay town residents decide to make improvements to their home or business property, much of the process is in the hands of CSEA Oyster Bay Local 881 members.

If permit seekers have a question when they come into the Planning and Development Department office in Town Hall North in the Village of Oyster Bay, Joann Guido is there to help. "I'm the cashier and also an information center," she said.

Clerk-typist Lisa Fagiola takes calls from residents and makes appointments for the town's eight building inspectors and four plumbing inspectors to visit building sites. (Electrical inspections are done by a national electrical testing organization.)



Building inspectors look over the plans. "Basically, when the application comes in — a dormer, roof, decks — the Zoning Department makes sure it meets the requirements of the zoning code, such as side yards," said Joe Cangro.

The proposed project then goes to one of the six plan examiners. "Most of the work is on existing homes," said

Danny Hass, a civil engineer who checks about 25 proposals each week. "It could be a cellar entrance, a bay window, a skylight, a two-story addition — the whole gamut."

When the project is approved, Ginny Barretto checks that all fees to the town have been paid and insurance will be in force and issues the permit. "This is the last step," she said. "The permittee can either pick it up or we will mail it out."

If a permit request is rejected, the applicant can seek a variation from the five-member Zoning Board of Appeals. Before the board acts, the request must be advertised in newspapers and the applicant has to inform neighbors of the request 10 days before the hearing. "The board usually meets twice a month, sometimes more," said Mary Ann Dealy. The caseload at meetings, which are held in the evening, ordinarily ranges from 30 to 40 cases.

Mother-daughter apartments in the town need special permits and must be renewed every three years. Among her duties, Ingrid Rumito sends notes to permit holders, reminding them the time has come to reapply.

After the project is completed and building inspectors approved the work, the Certificate of Occupancy Department issues a certificate of occupancy for the project. The department also provides information, such as surveys, to homeowners and attorneys about properties. There are about 100,000 separate parcels in the town.

"We try to help each step of the way," said Elaine Bode, a 16-year employee of the department.

Clockwise from top left: employees of the Zoning Board of Appeals are, from left, Dorothy Ettlinger, Mary Ann Dealy and Ingrid Rumito; Jim Nicollet, an architectural drafter, holds several patents in power supply design; Lisa Fagiola has worked in the Planning and Development Department for six years; Architect Altgracia Duran, a planning drafter, has worked for the town for four years.



Clockwise from top, Hicksville resident Anthony Edelman and Margaret, his daughter, left, are shown with Local 881 members Sue Gerber, center, Kim Rauff and Joann Guido, right; CSEA members in the Certificate of Occupancy Department are, from left, Patrick Kehoe, Debbie Ostermeier, who is retiring after 15 years with the Town of Oyster Bay, Lisa Lando and Elaine Bode; Ginny Barretto is starting her 27th year in the Building Division, "a fixture in this department," co-worker Lisa Fagiola said; Mary Ann Stark, who has seen many changes during her 33 years of town service, is shown with Jim McCaffrey, executive secretary of the Zoning Board of Appeals; Planning and Development Commissioner Jack Libert, left, chats with Bob Rauff, executive vice president of Town of Oyster Bay Local 881; Lynn Warner, left, and Joanna Hess work in the office of Deputy Commissioner Leslie Maccarone; Danny Haas is one of the six plan examiners employed by the town.



Message from Long Island Region President Nick LaMorte continued from page 2

Angel, declared May 1 as her birthday.

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bargain collectively with their employers — or not. It has come under attack repeatedly by those who oppose unions.

As you can see, people like us, who have stood up for on-the-job rights and protections, have always been the subjects of scorn, derision, and even violent attack by those who feel threatened by labor's power. As a CSEA member you have the power of 265,000 members behind you; 50,000 right here on Long Island. Remember that the power you wield at the bargaining table,

at demonstrations and in political activity was built upon the sacrifice and struggle of millions of workers. We should keep labor history alive because, as has been said, those who refuse to learn the lessons of history are doomed to repeat them.

Solidarity forever!

Nick LaMorte, president

Long Island Region

CSEA fights contracting out at University Hospital

STONY BROOK — Dozens of members demonstrated to demand that SUNY Stony Brook management stop throwing taxpayer money away on outside contractors for construction projects at University Hospital. The theme was Stop Contracting Out — Use CSEA Workers.

Wearing T-shirts reading “CSEA workers save tax money,” workers protested at the south entrance of SUNY Stony Brook campus to call public attention to the situation.

“State officials are always claiming New York doesn’t have any money, but the state isn’t properly utilizing its greatest resource — the people who already work here,” said CSEA SUNY Stony Brook Local President Carlos Speight. University Hospital already has a crew of its own highly qualified carpenters, plumbers and electricians to handle projects in-house.

“In our job descriptions, under civil service, at a grade 12, our state workers in the hospital construction department are equal to any outside tradesman, so there is no excuse for this,” said Debbie Nappi-Gonzalez, CSEA SUNY Stony Brook Local executive vice president.

“We can do the jobs cheaper. We can save the state more than \$2 million dollars a year just by having state employees do the work instead of private outside contractors,” said Speight. “It’s demeaning for our people, who for 18 years have been doing renovations inside the hospital, and now management is just giving our work away to outsiders,” said Speight.

“In addition, the state is purchasing tools and equipment for the outside contractors to do the work, and they’re disappearing with the goods,” said Nappi-Gonzalez. “That leaves my workers without the proper tools and the state is out the money. It just doesn’t make sense to allow those highly skilled overpaid workers to steal your tax dollars.”

Citing two recent examples, Speight detailed the disparity between the cost of using in-house CSEA workers or outside contractors.

During a recent project at the hospital blood bank using outside contractors cost the state \$954,974. If they had used in-house CSEA workers, they could have saved \$442,589. Another project at the hospital pharmacy, using outside

contractors cost the state \$1.8 million. If they had used in-house CSEA workers, they could have saved \$918,267.

“If hospital management is making sweetheart deals and privatizing our work at a public institution, I’m here to put the hospital on notice that this has to stop,” said CSEA Long Island Region President Nick LaMorte. “We can do the work, but not if management keeps giving it away.”

— Rachel Langert

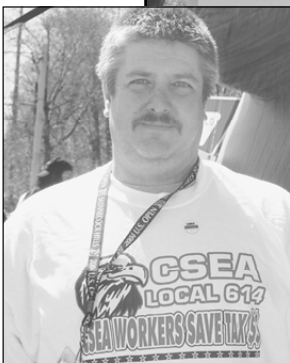


Proudly working union — Part of the in-house construction crew at University Hospital on the SUNY Stony Brook Campus, from left to right, are CSEA members Pete Roggemann, Roy Clarkson, Bruce Hennborn, Claude Corpening, Victor Perez, Toya Banks, Doug Taylor, John Trainor and Bob Healy.

Suffolk Municipal Local 852 President Bill Walsh, left, and Judiciary Local 330 President Kevin Ray Sr., center, join SUNY Stony Brook Local 614 President Carlos Speight at the demonstration. “You have to help your union brothers and sisters,” said President Daryl Wilson of LIDDSO Local 430, who also took part.



Shop steward Bob Healy, a carpenter, said the hospital management has taken work that CSEA skilled crafts workers have been doing and farming it out to higher-cost workers. “We can do two jobs for the cost of their one,” said Healy, an 18-year Stony Brook employee.



Dozens of members of SUNY Stony Brook Local 614 demonstrated on Nichols Road for several hours. Many passing motorists honked in support of the CSEA members.



Around the Region

Calendar of Upcoming Events: May 2006



- | | |
|--|--|
| 1 - Human Rights Committee Meeting — 5:30 p.m. | 15 - Women's Committee Meeting — 5:30 p.m. |
| 3 - Veterans Committee Meeting — 6 p.m. | 16 - Health and Safety Committee Meeting — 5 p.m. |
| 4 - LIDC Local 430 General Membership Meeting — 2 - 6 p.m. | 17 - Executive Board Meeting — 5:30 p.m. |
| 6 - Civil Service Test Prep Workshop — 8 a.m. - 4 p.m. | 20 - Defensive Driving — 9 a.m. - 3 p.m. |
| 8 - Membership Committee Meeting — 5:30 p.m. | 22 - PEOPLE Committee Meeting — 5 p.m. |
| 10 - Suffolk Retirees Local 920 General Membership Meeting — 10:30 a.m. - 3 p.m. | 23 - Local 330 General Membership Meeting — 4 - 8 p.m. |
| 15 - Education & Training Committee Meeting — 6 p.m. | 25 - Local 430 Shop Steward Training — 4 - 8 p.m. |
| | 30 - Political Action Committee Meeting — 5:30 p.m. |

At right, at an annual ceremony retiree Gottfried Mahler, a World War II veteran and member of the Veterans Committee, decorates the grave of Anthony P. LaMorte Sr., father of Long Island Region President Nick LaMorte, at Calverton National Cemetery.



Below, Veterans Committee member Steve Abramson of Nassau Municipal Local 882 takes part in the committee's annual grave-decorating ceremonies at Calverton National Cemetery.



COMMACK — The Long Island Region Veterans Committee is seeking the names of all deceased veterans who were CSEA members or relatives of CSEA members and are buried at Calverton National Cemetery.

The committee plans to decorate the graves of these veterans for Memorial Day.

Maryann Phelps, the committee chairperson, can be reached at (516) 971-4629.

Workers helping workers

Everyone needs someone to talk to sometime.

And for thousands of CSEA members every day, that person is an EAP counselor.

EAP stands for Employee Assistance Program, which was developed to give state workers a peer network they could access for help during difficult times.

"At EAP we say sometimes you need somewhere to go when you don't know where to go," said Long Island Developmental Center Local member and EAP Coordinator Lizette Marrero.

After about 21 years of state service as a direct care aide, Marrero was asked to join the EAP committee.

"It's all about helping people, just getting them in the right direction, helping them find the resources that they need," said Marrero. "That may mean helping them get



Long Island Developmental Center Local member Lizette Marrero wearing her EAP coordinator's hat.

child care, elder care, access to food drives, or transportation. Sometimes it's helping them find a safe house, or a group like AA or AlAnon," she said.

The program is confidential, so workers don't have to be afraid that seeking help will come back to haunt them.

"I see around 30 to 40 people a month. sometimes they just need to sit and vent, or they're having a particularly bad day and they just need to get it off their chest. Sometimes it's related to their stress on the job," said Marrero.

She says often by the time people come to her, they're at their breaking point. They frequently have difficulty getting time off because of low staffing levels, due to downsizing and attrition. Marrero says often people in state service are doing the jobs of two or three people in combination with their own.

But Marrero says members should remember that the best time to come in is before the problem gets out of control. They might be pleasantly surprised to find out that help is only a phone call away.

EAP Coordinator Lizette Marrero can be reached at 493-1889. Walk-ins are welcome but she recommends calling first for an appointment. She will also be at the CSEA Health Fair at the Sagamore Children's Center on May 24 from 10 a.m. to 2 p.m.

For the EAP person in your area, speak to your CSEA officers.

— Rachel Langert

Village of Greenport Unit slates negotiating team

GREENPORT — The Village of Greenport Unit of Suffolk Municipal Local 852 has named its negotiating team for contract renewal talks with the village that are expected to get under way soon.

The unit's three-year agreement will expire on May 31.

Members of the committee are Local President Wendell Mealy, who represents the road department; Rosemarie Cagliuso, office employees; Richard Walkden, sewer department; James Fogarty, lighting department, and Alfonso McMoore, water department.

CSEA Labor Relations Specialist Stanley Frere is assisting the committee.

The unit's other officers are Robert Marchica, vice president; Kathleen Berezny, secretary, and Janet Stapels, treasurer.

The unit represents 20 employees of the North Fork village.

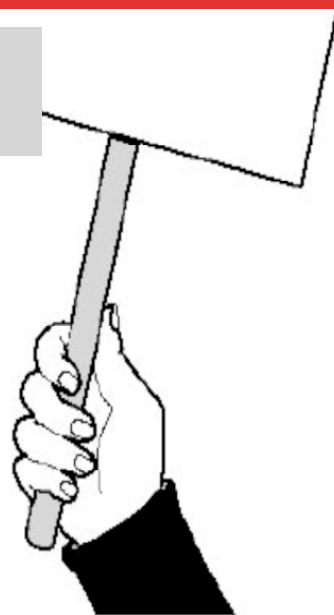
Rally for Safety On the Job!

Wednesday, May 3, 2006
12 Noon at the State Capitol in Albany

Transportation Provided!

Call PAC Coordinator Gretchen Penn
(631) 462-0030 to reserve your seat

CALL NOW!



CSEA bus pick-up schedule:

LIE Exit 63 Park & Ride: @6:30 am **SHARP!**

LI Region office @ 6:45 am

Sears, Hicksville @ 7:15 am

Don't miss it!



*Long Island Region
Nick LaMorte, President*

Because your safety
is no accident!