

THE WORK FORCE

Imagine a Governor Who
Cares More About Tax Breaks For The
Rich....

*Than About
Seniors
In Need of Health
Care.*



It could cost You and Your community.

The Pataki budget: Wrong again

See Page 3

Photo of the Month



Photo by Stephen Madarasz

State AFL-CIO President Denis Hughes announces the labor body's endorsement of state Comptroller Alan Hevesi for reelection. Hevesi is fourth from left. CSEA joined in the endorsement.

Scholarship deadlines nearing

April 15 is the deadline for graduating high school seniors who are sons or daughters of CSEA-represented employees to apply for scholarships offered through CSEA. A single application covers three scholarships. Applications are available from local and unit presidents, CSEA Headquarters, region or satellite offices, or may be downloaded from the Member Benefits section at CSEA's web site at www.csealocal1000.org.

CBTU to hold annual convention

ALBANY — The Coalition of Black Trade unionists will hold its 35th international convention May 24-29 in Orlando, Fla.

The convention theme will be "CBTU at 35: Continuing the Fight for a New Economic Order."

The event will include general sessions and workshops as well as the national women's, retirees' and youth conferences.

For additional information, contact Portia Given at (518) 257-1210, (800) 342-4146 or given@cseainc.org.

New Thruway contract signed



From left, CSEA President Danny Donohue joins CSEA Thruway Authority Local President Nick Chiesa and CSEA Labor Relations Specialist Mike Sheldon in signing the local's new contract. Behind Sheldon is Thruway Executive Director Mike Fleischer.

Comptroller backs CSEA's NYSHIP suit

ALBANY — State Comptroller Alan Hevesi recently issued an opinion supporting CSEA's position that the Pataki administration was illegally forcing employees and retirees covered under the state health insurance program to contribute toward the cost of Medicare Part B premiums for retired public employees.

The comptroller also said the state Civil Service Department attempted to clear the way for the illegal action.

"As we see it, the Pataki administration is taking money that is not theirs to take and it will harm our members and many others," CSEA President Danny Donohue said. "We are pleased the comptroller agrees with our assessment and expect the courts will as well."

CSEA filed a lawsuit in state Supreme Court in Albany last November when the Pataki administration proposed diverting \$135 million from the Empire Plan's Rate Stabilization Fund to pay Medicare Part B premiums.

The union charged the action would wipe out the reserve fund resulting in higher premiums for plan participants. In response to the union's lawsuit, the

administration scrapped that proposal, but on Jan. 1, began charging employees and retirees directly for Medicare Part B premiums for the first time in 40 years.

CSEA amended its lawsuit claiming the new action violated state civil service law rules and regulations, which require employers to pay 100 percent of the cost of Medicare Part B premiums. Nothing in the law, rules or regulations allowed the state or other public employers to pass on the costs to employees or retirees.

On Jan. 4, the state Civil Service Department, realizing its own rules prohibited the administration's action, tried to amend the rules to pave the way for the employee contributions.

Similar lawsuits filed by other public employee unions in New York have been consolidated with the CSEA suit. The opinion from the Comptroller's Office supports the unions' position.

CSEA has also filed contract grievances with the Governor's Office of Employee Relations.

— Ed Molitor

Dutchess County members fight for contract fairness

POUGHKEEPSIE — Members of the Dutchess County Unit are kicking their contract fight up a notch, with CSEA leaders firing back after the county declared impasse and said the union wasn't doing its part.

In reality, the CSEA negotiating team agreed in negotiations to several contract points that would save the county significant money, Dutchess County Unit President Lizabeth Piraino said.

"Fair contract negotiations contain a certain amount of give and take, but the county seems to have trouble with the giving part," she said.

Piraino noted that a meeting with a mediator was set for March.

The county unit has been without a contract since Dec. 31, 2004. Contract proposals from the county included health insurance concessions, some of which CSEA agreed to accept. The county's demands came despite extensive media coverage of a county

surplus.

The major sticking point now is the county's demand that new hires pay an increased percentage of health insurance costs. CSEA members currently pay 15 percent; the county wants new hires to pay 20 percent. Meanwhile, management employees contribute nothing toward premiums for their health insurance. The county's position is that if CSEA does not accept all of the health insurance concessions, then there would be no deal.

"Our members are outraged that, given the county's healthy financial surplus, we are being asked to dig even deeper to pay for our health insurance while those making the top salaries pay nothing," Piraino said.

The county unit is expected to begin a contract campaign to draw public attention to the protracted negotiations.

— Jessica Stone

CSEA slams Pataki's budget

ALBANY — "The governor will be gone after next year. But the deficit he will leave us, as well as the unfinished business of a deteriorating health care system and public education system, will be with all of us for years."

That was CSEA President Danny Donohue's assessment of Gov. George E. Pataki's 2006-07 executive budget proposal.

Testifying before state lawmakers on behalf of CSEA's 265,000 members, Donohue pointed out they are doing more with less help following years of state budget deficits. He said New York must learn from the mistakes of the past when budget surpluses were squandered away in the form of tax cuts that led to those deficits.

Donohue said Pataki's proposed tax cuts for the wealthy will require devastating cuts to health care, education, infrastructure and many other critical services.

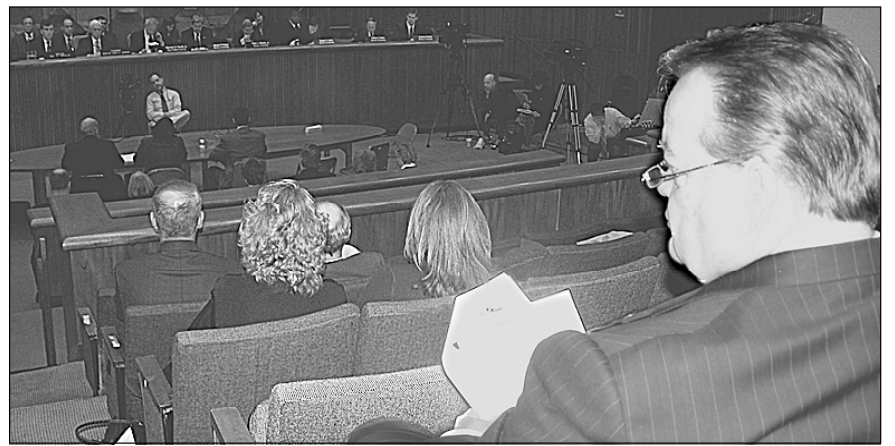
"At a time when nursing homes and public hospitals are already facing closure and severe service cuts, when it takes a court order

to realize we are not adequately funding our schools, when businesses line up and tell us our colleges are not producing at a high enough standard compared to other nations, when our roads and bridges are deteriorating, how can we justify implementing tax cuts that will only further all of these problems?" Donohue said.

Donohue said Pataki's proposal to cut more than \$1.3 billion in health care funding will not only directly affect the 65,000 CSEA members who work in health care facilities, it will hurt every New Yorker and their families who depend on quality health care being available where they live. (See President's column - Page 4)

Donohue also blasted the governor's education plan, which he said does not do enough for public schools and shortchanges the majority of children in the state.

Pataki is calling for an additional 150 charter schools in upstate New York and an unlimited number in New York City. Donohue said the state must



CSEA President Danny Donohue prepares to testify before state lawmakers about the damaging effects Gov. George Pataki's proposed budget would have on New York's future.

not continue to deprive public schools of state revenue to fund charter schools when so many of the charter schools have failed to improve public education.

"The governor and his supporters say we can't fix the public schools by throwing more money at them, so apparently they think taking money away will somehow help," he said.

Donohue also criticized Pataki's interest in revamping

public employee pensions, likening the governor to private corporations that no longer want to pay their employees for their years of service. He also told lawmakers the union opposes the governor's early retirement incentive which he said will be costly, with little benefit to CSEA members who keep the state running.

— Ed Molitor

Statewide public health care relief sought

Reforming the funding formula and securing the future of public health care across New York is CSEA's top legislative priority this year.

Public nursing homes and large public hospitals are at serious risk.

At Erie County Medical Center, Executive Michael Young reached an agreement with Erie County Executive Joel Giambra to settle a lawsuit against the County. For the last two years, Giambra has ignored state law, and refused to pay ECMC its much-needed county subsidy. Despite a ruling by Supreme Court

Justice Joseph Makowski in support of full subsidy to the health care network, Young opted to avoid trial and settle the suit with Giambra. But CSEA believes the settlement shortchanges the facility.

Despite a grassroots lobbying effort by CSEA against the settlement, county lawmakers approved the measure.

CSEA is considering legal action to have the settlement overturned in court.

Nassau University Medical Center

CSEA has been fighting feverishly to protect the jobs of Nassau University Medical Center doctors.

Nassau Health Care Corp. recently laid off eight doctors as part of the corporation's \$32 million budget-slashing plan.

Over the past four years, 941 Nassau University Medical Center employees have lost their jobs, forcing the remaining workers to face challenges in providing quality health care. Overall staffing has gone from 5,000 workers to 3,000 workers since 2001.

Nassau Local President Jerry Laricchiuta said he blames Daniel E. Kane, CEO of Nassau Health Care Corp, for causing the problems.



CSEA members from the Van Duyn Nursing Home have been active for months fighting proposals to close the Onondaga County facility, which faces funding pressures similar to those of other public health care centers across the state.

The union has tried to open more dialogue with Kane, but with the latest rash of layoffs, things have hit a standstill.

Westchester Medical Center

Westchester Medical Center's finances have improved significantly from last year. CSEA fought for and helped win \$57 million in additional funding for the medical center last fall.

CSEA is holding a statewide Lobby Day for public nursing homes and health care facilities on Tuesday, March 14 and needs your participation! Contact your political action coordinator at your region office to sign up.

See region office phone numbers, Page 4.

THE WORK FORCE

ISSN 1522-1091

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

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

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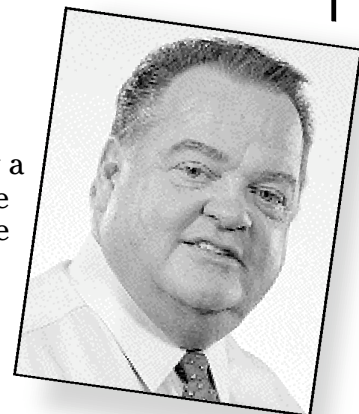
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IN TOUCH WITH THE WORK FORCE CSEA President Danny Donohue

Pataki, Bush health care cuts will hit you like a Mack truck

CSEA members, like all New Yorkers, have been hit by a double whammy over the past month. The first came when Gov. George Pataki proposed his state budget. The second came when President George W. Bush proposed his federal budget. Both budgets have the same impact on health care funding: It's like being hit by a Mack truck.



CSEA members working in health care have known for some time what it means to work under stress. Inadequate funding, understaffing, lots of make shift measures to keep helping people in need. The problem is real for all health care facilities but public facilities take the brunt of it. That's why CSEA has been campaigning for more than a year to enact real reform that will begin to address the crisis.

The governor's budget proposal is crafty when it comes to health care funding. He proposes many changes that sound good at first but when you get to the bottom line, they really hammer health care facilities.

The president's proposals are far more heavy-handed. The Bush budget is simply a radical cutback on health care funding, including Medicare for the elderly. The impact on New York in the first year alone is estimated at \$1.2 billion and it could get worse. That's without considering the effect on access to care, overcrowding of facilities and higher health insurance premiums.

It must also be pointed out that both Pataki and Bush are proposing these devastating cuts in health care at the same time they are both pursuing more tax breaks for the wealthiest of the wealthy. It's just wrong!

You and every other CSEA member will feel the pain if these proposals are enacted. CSEA will be fighting every step of the way for a more responsible approach — **you need to get involved now and let your state legislators and congressional representatives know that these proposals are unacceptable.** Otherwise, get ready to pay through the nose for health care that's not as good as what you have now.

Onondaga County members rally for contract, health care

SYRACUSE — CSEA members working for Onondaga County recently took to the streets and turned up the heat in their struggle for a fair contract, and to save the county's nursing home.

They've been working under an expired contract since December 2004. Prior to their first mediation session, more than 700 county workers rallied outside their workplaces across the county to support the services they provide and the value they provide to taxpayers.

CSEA Onondaga County Local President Phil Graham said the union members are asking for a fair wage increase.

"We've got members working to help our area seniors get assistance to pay their heating bills, when many of our own members can't afford to pay their own gas bills, thanks to the county's unfair wage offer," Graham said. "We're just looking for a fair cost of living increase that allows our members to meet their basic needs and shows them some respect."

CSEA is continuing efforts to pressure the county to offer a fair contract, and has put into place a



CSEA members in Onondaga County demonstrate in support of their contract fight and to urge the county legislature to preserve funding for the Van Duyn Nursing Home.

strategic campaign to gain visibility and public support. Updates are being posted on the local's website. The local reported progress in negotiations following the large rally.

CSEA has been running a strong campaign to save Onondaga County's nursing home, the Van Duyn Home & Hospital. Under the slogan "Don't cut our safety net," workers have distributed lawn signs, posters, fliers and window

stickers. They have been lobbying elected officials to try to reform the outdated and unfair Medicaid reimbursement methodology before the nursing home falls victim to the current funding crisis that's already seen several public nursing homes sold to private operators. (See related story, Page 3.)

— Mark M. Kotzin



CSEA has been running a strong campaign to save Onondaga County's nursing home, the Van Duyn Home & Hospital under the slogan "Don't cut our safety net."



"Cuts will only hurt the families and residents. If more homes close the privates will have to be cared for by family at home and they may not be able to provide the care needed."

— Mark Kingsley, registered nurse, Maplewood Manor in Saratoga County, on the state of public health care.

Almost time to retire?

Your local may pay the first year of CSEA retiree dues, which is only \$12!

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

- Access to insurance plans at CSEA's low group rates.



- Travel discounts.
- A discounted consumer items buying service.
- Discounted dental and vision care programs.
- A personal legal services referral network.
- Receive *The Work Force* for \$5 a year.

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

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

For more information, visit www.csealocal1000.org and select "retirees" from the "Member Benefits" menu item.



“We are the heart and soul of the sheriff’s department and we don’t get the glory but without us this jail would cease to function.”

CSEA Voices



“We treat our residents as family. Any cuts in funding would be detrimental to their care. Up until the last few years, we’ve been self supporting, but with any additional cuts to finances, the issue of privatizing could possibly come up again. We ask our legislators to think of our residents first, and vote ‘no’ on budget cuts to health care.”

— Terri Debiaw, 22-year CSEA member and Senior Account Clerk Typist, Cayuga County Nursing Home, on the state of public health care.

Nassau County jail workers shine despite challenges

MINEOLA — Many people who are unfamiliar with jails may think of them as places where inmates are simply shackled or locked behind iron gates.

One visit to the Nassau County Correctional Center can blow that image to pieces.

The 116 CSEA members who work in this maximum-security facility that houses about 1,500 inmates look danger in the face every day.

Unlike many outsiders’ images of inmates locked up in their cells, many of the inmates here walk freely within the jail. The inmates may be locked up, away from the outside world, but jail employees are locked up with them.

“They (inmates) watch you at all times, and you’re always walking a tightrope,” said CSEA Nassau County Local President Jerry Laricchiuta, who is also the president of the Sheriff’s Support Unit. “When you’re trained to work in the jail it’s a lot more than you just can’t leave keys around. It’s in everything you do; it’s your attitude, your actions; how you dress and how you speak.”

Table for 1,800, anyone?

CSEA members work alongside low-risk inmates, supervising their work in departments including buildings and grounds, automotive repair, and the

kitchen, where jail employees and inmates prepare and serve 6,100 meals per day.

“Fifty percent of the time you spend worrying about the food, and the rest of the time you worry about security,” Kitchen Supervisor Dave Rodenburg said. “Knives have to be in their proper places, or chained to counters. All utensils are also accounted for.”

He said jail officials frequently change employee work hours. Because the jail operates 24 hours a day, seven days a week, the hours can make family life tough.

Cook Lou DiNucci, who was stirring a 4-foot tall stew pot, said he loves the job. “I don’t mind the work or the inmates. If you’re straight with them, they’re straight with you,” he said.

Difficult conditions

“Violence could break out at any time. Disease is rampant, including HIV, hepatitis B, tuberculosis,” Laricchiuta said. “We’ve had our members come down with these diseases. It’s a very dangerous place to work.”

CSEA members who work as maintenance mechanics cut grass, repair potholes, weld iron gates, and ‘inmate proof’ the auto fleet. Tom Pugliese and Anthony Abrami maintain and secure fleet vehicles for departments that include corrections, probation, family court, and



Unit Executive Vice President Mike Gerrato and Charlie Urick make sure Correctional Center Maintenance Mechanic and Unit 2nd Vice President Patrick Starke gets lunch.

the sheriff’s department.

“We have to make sure every nut, bolt and screw is picked up and put away when we’re done, because they could be used to pick handcuffs,” Abrami said.

As in any large facility, nothing works without the clerks. Every inmate generates a stack of paperwork for issues including court activity, medical records, special dietary restrictions and workers’ time and attendance.

Skilled workers

The jail has its own plumbers, carpenters and air conditioning, heating and ventilation repair workers. Maintenance Mechanic Ed Melin fabricates and welds anything metal. “My work keeps people from getting out who aren’t supposed to be out and helps protect officers from inmate abuse.”

Kathy Spreckles keeps track of all the repairs and maintenance in the sprawling facility. “I deal with a lot of unhappy people. Lights go out, floors are slippery. There were four people working here with me; now it’s just me.”

Her lament is part of a county-wide epidemic: out-of-title work.

“It’s a systemic problem that we’re working on,” Laricchiuta said. “The members are doing two and sometimes three jobs. This administration has let so many people leave through attrition that we’ve lost around 40 members that way in this unit over the last four

years, and they’re just not being replaced. We’re working to get the administration to promote and fill the positions accordingly.”

“The members at the jail exemplify the best spirit of public service,” said Long Island Region President Nick LaMorte. “Every day they endure trying conditions and a heavy work load to provide essential services. They are truly unsung heroes.”

Despite the stressful conditions, tense atmosphere, increasing demands and the crazy hours, Laricchiuta said CSEA members employed at the Nassau County Correctional Center make up “the finest group of professionals, and I’m proud to be one of them.”

“We are the heart and soul of the sheriff’s department and we don’t get the glory, but without us this jail would cease to function,” Laricchiuta said.

— Rachel Langert



Maintenance Mechanic Ed Melin builds and repairs the gates, grates and any other metal security fixtures used at the jail. Above, Melin is cutting with a torch.



Kathy Spreckles, a clerk typist and the unit’s recording secretary, takes complaints and maintenance requests.

Lotto rep a game ambassador

BROOKLYN — Sarah Ying feels like she hit the jackpot with her job.

Darting around Brooklyn one afternoon, this proud member of the state Department of Taxation and Finance Local said she enjoyed being a New York State Lottery marketing representative.

"Sometimes, I feel like I gained 200 friends," said Ying.

That's because Ying has been the main link between scores of small business owners, known as agents, who sell lottery products and the lottery agency for the past 10 years.

"We make sure that everything runs smoothly," said Ying. By "everything" she means such things as making sure the phone lines attached to every lottery machine are working properly, the advertising and displays for the games are correct and current and stocking other materials. She also takes great pains to explain how each game works.

"Today is Mega (millions) day, so we have to make sure that all the agents have the jackpot posted correctly," said Ying. The jackpot on this particular Friday was \$102 million.

"We are extremely fortunate to have such dedicated workers and union members like Ying at the Department of Taxation and Finance," said Metropolitan Region President George Boncoraglio.

A day in the life

Hopping around her territory in her state-issued minivan, Ying has become adept at finding parking even in the most congested business districts.

At Rainbow World in Brooklyn's Chinatown, store owner Joann Cheuck oversees an impressive and extremely busy lottery location with two lottery machines and a wall filled with colorful scratch off games.

"She's a very good helper," Cheuck said about Ying in between customers. "Whenever we have a problem we know that we can call her."

While lottery agents earn 6 percent of their lottery income, more importantly "the lottery brings in the traffic to help their core business," said Ying.

Wearing the black lottery jacket she was recently awarded for her stellar performance as a representative, Ying ruffled through several files and boxes in the rear of the van grabbing tape, scissors, signs, forms and other items she'll need for her next agent.

"This is my office," said Ying. She spends the bulk of her time in the field, usually visiting an agent twice a month. Lottery representatives generally serve about 200 agents throughout a particular region.

"This is the biggest region," said Ying. "It's very busy and has the largest number of representatives."

"Ying and our members in the lottery division make important contributions to our union and the New York State Lottery every day," said Taxation and Finance local president Pat Metzger.



Lottery Marketing Representative Sarah Ying, left, visits with Lottery agents in Brooklyn as part of her busy rounds checking Lottery outlets.

At the Card Curio in Bensonhurst, owners Andy Vora and his wife Dipta, are handling an infinite line of lottery customers varying from senior citizens to a woman in a full-length fur.

"This is Friday night traffic," said Ying. "Sometimes I have to stand here 10 to 15 minutes before I get a chance to speak with them."

Much business

Agents average more than \$20,000 in weekly business in Ying's region. She's greeted throughout this territory with warm smiles from her agents and usually peppered with questions from members of the public. She has a standard answer for the two questions most often asked.

"Yes, I know Yolanda Vega and I have pictures to prove it," said Ying. And, when asked to predict the winning lottery numbers, "I tell people of course I'll know — tomorrow."

Aware that her job and her agency are responsible for generating countless millionaires, she said, "It's rewarding to know that the revenue goes to education."

She cites the Leaders of Tomorrow scholarship program as one example. "Most of us volunteer as ushers every year at the award dinner," said Ying. "It is gratifying to meet the students, the recipients of our work and their proud parents."

Among her more memorable moments, however, was getting dressed like King Kong and walking with 50 other representatives all over midtown Manhattan to promote the "King Kong" scratch off game.

"Even tourists were taking pictures of us," said Ying.

— David Galarza



Among her more memorable moments, however, was getting dressed like King Kong and walking with 50 other representatives all over midtown Manhattan to promote the "King Kong" scratch off game.



"We're already hurting for staffing as it is, and Pataki's budget proposal could hurt us worse, cutting staffing and impacting the quality of care we deliver. Mandating is bad right now and this could make it worse."

— Teddy Watkins, maintenance worker, Golden Hill Health Care Center, Ulster County, on the state of public health care.



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Turning trash into electricity sparks CSEA members, town

Colonie estimates revenues from the plant to come in around \$250,000 per year and possibly grow to \$400,000 annually.

COLONIE — CSEA members working at the Colonie town landfill are helping turn trash into cash.

CSEA members in Colonie's Unit B, which includes laborers, mechanics and equipment operators, and Unit C, which covers foremen, highway workers, water and sewer workers and fleet service workers, played a key role in preparations for a new gas-to-energy plant going online soon.

Methane is a natural by-product of organic decomposition and certain levels of methane, like those found in smaller landfills, pose few problems. Larger landfills must find a way to curtail emissions from landfill gas.

the gas to the plant. The work involves fusing 12-inch pipe to lengths between 400 feet and 500 feet. This intricate network of pipes now deliver the gas to the header facility. Once at the facility giant blowers suck in the gas which is purified. From there, the gas heads to motors that fire the shaft that spins the generator to create electricity. The landfill gas acts as fuel.

Union members also maintain the pipe network, conduct repairs as needed and do essential monitoring work. CSEA Colonie Unit B President Bert Plew said CSEA members at the landfill work under very tough conditions every day. "It's not easy," he said.

"The work of the crew here allows for this type



Colonie Unit B members James Hildenbrandt, left, and Bill Alund fuse pipes to create the network of gas pipes under the Colonie landfill.

of project to move forward," said Joseph Stockbridge, director of the town's environmental services department who has been overseeing the initiative. "The work they do has an impact."

New revenue source

Town officials estimate the plant will produce more than 4 1/2 megawatts, enough electricity to power 3,000 homes. Colonie also estimates revenues from the plant to come in around \$250,000 per year and possibly grow to

\$400,000 annually. The town makes money by selling the electricity, selling reduction emission credits on the open market and through other tax credits.

"We're proud of the role our members play in the creation of this new revenue source for the town," said CSEA Colonie Unit C President Larry Washburn.

— Therese Assalian

CSEA Voices



Gas to electricity

The town first studied the concept of converting methane to electricity in the 1980s. After some starts and stops, town officials chose a private firm to build the plant to produce electricity.

That gas-to energy plant is now a reality and was expected to start producing electricity in February.

CSEA members have laid miles of pipe under the landfill which carry

"For the last four years our lives here at Mount View have been in limbo. We've devoted our lives to caring for people. It is hard to keep a fresh face and smile for our residents who are afraid they might not have a place to live. The politicians look at these people as 'throwaway,' but they are our G.I. Joes and Rosie the Riveters. They deserve the best health care. "

— Heidi Muck, physical therapy assistant, Mount View Nursing Home in Niagara County, on the state of public health care.



A day at the zoo!

CSEA members at the Buffalo Zoo are playing a role in a series of capital projects at the facility. The renovations will include an upgraded barn for three elephants, including the one in the photo at left pictured with zoo Local President Kelly Amrhein. Amrhein is a zoo animal handler specializing in the care of elephants and rhinoceroses.

Read more about the Buffalo Zoo in The Work Force soon!

Yonkers schools workers united in fighting for fair contract

YONKERS — CSEA members in the Yonkers Public Schools Unit are standing firm to win a fair contract after district officials recently declared impasse.

In fact, the district's unwillingness to negotiate a fair agreement with CSEA is motivating more than 1,800 unit members to fight even harder for the contract they have worked without for three years. The major negotiations sticking points include health insurance and fair wages to give long needed financial parity to unit members.

District workers have faced layoffs in recent years because of the schools' fiscal crisis which had resulted in multi-million dollar deficits.

CSEA members employed at the

district have particularly suffered from cuts, forcing many unit members to live paycheck to paycheck. CSEA's intervention with local and state officials has helped lessen the impact on workers with last-minute, short-term fiscal bail outs, but the union is fighting for a long-term solution to the ongoing fiscal crisis.

Because Yonkers is one of the state's "Big Five" school districts, the city of Yonkers funnels state funding into the district.

CSEA recently demonstrated its pull when members stormed a meeting of the Yonkers Public Schools' Board of Trustees, filling the seldom-filled auditorium at Saunders Technical and Trades High School.

With nearly 1,000 members

participating, the demonstration was one of the largest in CSEA Westchester Local 860's history. Unit President Bobbie DiBattista said the demonstration won't be the last time Yonkers officials will hear from CSEA.

"It is unfortunate that the school district does not recognize the need to resolve this contract stalemate in a fair and equitable manner," DiBattista said. "The employees of this district deserve better. The administration and the mayor, it appears, are not looking to resolve, but looking instead to delay. We will stay strong, we will be united and we will receive a fair settlement that benefits the members and residents of the city."

— Jessica Stone



"I was just very glad to find somebody alive in there. I would like to think that anybody who comes on a situation like this would just help."

CSEA Voices



"I feel budget cuts would interfere with residents' care. There wouldn't be enough staff to perform all the needed duties. They could not have the money for supplies and programs they need for rehab and recreation, so they could just be sitting around in the home without these programs. We'll have even higher levels of short staffing if the cuts go through."

— Carol Low, supervising licensed practical nurse, Long Island State Veterans Home, on the state of public health care.

'Guardian angel' bus driver saves woman's life

PORT LEYDON — After 60-year-old Michal Pedersen's car skidded off a snowy road and launched upside down into an icy pond, she thought she would die.

After about 15 minutes partially submerged in the icy water, with her foot caught in the steering wheel, Pedersen mentally said her goodbyes and waited for death.

Instead, she was greeted by CSEA member Shawn Marie Chesebro.

A call for help

Chesebro, a bus driver for the Webb Union Free School District and a CSEA Herkimer County Local member, was driving on a remote stretch of road in Lyonsdale when she noticed tire tracks on the road that weren't there a half hour earlier.

When she looked over the side of a five-foot embankment, Chesebro saw two passenger-side tires sticking out of an ice-covered pond.

"It was very obvious that there must have been somebody in the car," she said. She had also noticed there were no signs of anyone having left the vehicle.

She tried getting a signal on her bus radio and cell phone, but neither worked. She pulled her bus into a nearby driveway, blew the horn consistently and banged on the front door of the house, but no one answered.

"That's when I knew it was just up



CSEA member Shawn Marie Chesebro, left, with Michal Pedersen, whose life she helped save.

to me," Chesebro said.

She jumped into the icy, chest-deep water. She tried to use ice to break the car's rear window.

When someone left the nearby house, Chesebro yelled to call 911.

A passing motorist brought over a tire iron, which Chesebro used to smash the rear window and found a nearly submerged hand reaching for her.

She grabbed the hand, and suddenly half of Pedersen's face appeared, mouthing the words "thank you." Chesebro realized Pedersen couldn't get out the rear window, and Chesebro used the tire iron to break a side window.

The unidentified motorist then

helped Chesebro pull Pedersen out of the car. They dragged Pedersen to the side of the road, and covered her with their bodies to help provide warmth until the ambulance arrived.

Pedersen was treated and released for hypothermia and was later readmitted with internal injuries, but is now home and doing well.

Her 'guardian angel'

Pedersen calls Chesebro her 'guardian angel' and the two have become friends.

"I was 20 minutes earlier than usual, which isn't like me. Apparently, I was supposed to be there," Chesebro said. "For me, it's no big deal, I was just very glad to find somebody alive in there. I would like to think that anybody who comes on a situation like this would just help, like I did."

For her lifesaving efforts, Chesebro was given a certificate of recognition from the New York State Police.

Chesebro is also an advanced certified diver. Before the incident, she had signed up to receive training in ambulance driving from her local fire department. She said it's her way of giving back to her community.

"I remind everybody not to take for granted what their volunteer fire departments do and your school bus drivers aren't just school bus drivers," she said.

— Mark M. Kotzin

INSIDE

THE WORK FORCE

For more on the campaign visit
www.csealocal1000.org

CSEA Campaign for quality care gaining momentum

ALBANY — CSEA is gaining statewide momentum in its campaign for improvements in quality care throughout the developmental disabilities system. Senate Majority Leader Joseph Bruno was among the numerous state and local elected officials from both political parties who have rallied to the cause in recent weeks during public events on Long Island, in New York City, White Plains, Syracuse, Rochester and Albany.

The Quality Care campaign is necessary because of an epidemic in turnover rates — up to 40 percent annually — among front line employees of many not-for-profit agencies that threaten the long-term quality standards of services and care.

“The big issue is maintaining the quality of care throughout the entire system because the individuals with developmental disabilities deserve it,” said CSEA President Danny Donohue. “But quality care begins with making sure the people who care for the individuals are treated with fairness and respect.”

New York’s system of care for individuals with developmental disabilities is generally viewed as a model for the nation and CSEA’s relationship with the Office of Mental Retardation and Developmental Disabilities is highly regarded as a model for cooperative labor relations. The seriousness of the employee turnover problem in the not-for-profit agencies, which generally do not have union representation, has raised multiple concerns for the future. Not-for-profit agencies provide an increasingly higher percentage of the overall services to individuals with developmental disabilities in New York. Most of the agencies also receive up to 95 percent of their operating budgets from public funds. Millions of taxpayer dollars are at stake because of high turnover.

CSEA is advocating for the passage of the Quality Care Act in the New York state legislature which would require not-for-profit agencies receiving at least 50 percent of their operating funding in public money to better account for their spending priorities and provide baseline standards for employee pay and benefits.

“Fair pay, decent benefits, adequate training, reasonable working conditions and a voice in the work site cannot be disregarded as important factors in recruiting and retaining a qualified, capable and engaged workforce”, Donohue said. “These factors are at the heart of maintaining quality care standards.”

CSEA welcomes 1,200 Lifespire members

MANHATTAN — Workers at Lifespire, a human service agency in New York City that provides services to developmentally disabled individuals, are the newest members of CSEA.

Their victory marks the largest ever private sector organizing win for CSEA.

“CSEA is committed to advocating for the needs of workers throughout the developmental disabilities system,” said CSEA President Danny Donohue.

“The quality of care depends on workers being treated with fairness and respect. Lifespire’s management recognized the wisdom of remaining neutral while their employees chose to join CSEA. Now we can all work toward making things better for everyone.”

“I want to welcome and congratulate our new brothers and sisters from Lifespire for waging a dignified and victorious battle on behalf of their consumers and their fellow



State lawmakers, including Sen. Majority Leader Joe Bruno, Sens. Neil Breslin, Nicholas Spano and George Maziarz, Assembly Minority Leader James Tedisco and Assemblymen Robert Reilly, John McEneny and Roy McDonald turned out in force to support CSEA’s Campaign for Quality Care at an Albany news conference.



workers,” said CSEA Metropolitan Region President George Boncoraglio.

“With CSEA there is strength and power that comes from a statewide organization with a proven record,” said Norma de Guzman, a senior developmental aide and a leader in bringing the union to Lifespire. “It’s not just for us, it’s also for the consumers we are servicing.” (Read profile of de Guzman on Page 18.)

De Guzman and some 1,200 Lifespire co-workers join a union that has a long

history advocating for workers who provide services to individuals with developmental disabilities and as an advocate for the system.

“I hope to work with and bring together all Lifespire employees so that we can begin to make the changes that are needed at our facilities,” said Helen Hane, a Developmental Aide.

The campaign to bring a union to Lifespire was preceded by several months of innovative and comprehensive organizing throughout New York City, building support from community groups and elected officials.

“Now we have a union that will make them see us, hear us and understand us. Now they have to deal with us as people,” said Marion Frampton, a Lifespire residential habilitation specialist.

The Lifespire activists are now turning their attention to negotiating their first contract.

— David Galarza



CSEA President Danny Donohue talks about the campaign at a news conference in Syracuse with Assemblywoman Joan Christensen and Assemblyman Bill Magnarelli.



As CSEA Western Region President Flo Tripi speaks, supporters in Rochester included Assemblyman Joseph D. Morelle and state Sen. Michael F. Nozzolio.



Supporters in White Plains included Westchester County Legislator Clinton Young, state Sen. Thomas Morahan, Assemblyman Ken Zebrowski, Assemblyman Adam Bradley, Assemblywoman Amy Paulin, county Legislator Jose Alvarado, and Assemblyman George Latimer. CSEA Southern Region President Diane Hewitt is also pictured with Donohue.



State Sen. Frank Padavan speaks at a Campaign for Quality Care news conference in New York City. Numerous other legislators, city council members and activists also participated.



Lawmakers, including Assemblymen Charles Lavine and Tom DiNapoli; state Sen. John Flanagan and Assemblymen Harvey Weisenberg and Marc Alessi, showed their support in Mineola.

Asbestos-related illness came from washing clothes

Innocent chore proves dangerous

OSWEGO — Deborah Haws never thought the simple act of washing her husband's work clothes could end up making her seriously ill.

Yet that's what she said she believes caused her to develop a rare form of asbestos-related cancer that has put her out of work and made daily living a painful struggle. Her experience is a cautionary tale to others who may be in similar situations.

Deborah's husband is CSEA member Charlie Haws, a grounds supervisor at SUNY Oswego. In the 1980s, Charlie was exposed to airborne asbestos fibers as a campus laborer and equipment operator, along with other power plant workers, when taking down ceilings and dismantling boilers. Less was known then about the dangers of asbestos, and he never thought twice about bringing his work clothes home to be washed.

Covered in dust

"He would come home wearing the same clothes that he worked in," Deborah said. "He'd be covered in a black soot. I also remember him running his hands through his hair real quick and the dust would all fly out. When he'd take his clothes off, I'd pick them up and shake them to make sure there was nothing in the pockets before I put them in the washing machine, and the whitish gray dust would fly. Two or three different times I remember itching real bad from it. I thought it was fiberglass."

"Back then, we never had a chance to shower or wash our clothes at work," Charlie said.

"At the time, it wasn't a concern at all. I honestly never knew (it was asbestos). It never occurred to me that I was exposed by doing laundry," she said.

When the college later realized the workers had been exposed, it

set up an annual program testing the 12 exposed power plant workers, including Charlie Haws, as required by law. Every year since then, he's gone for lung function tests and x-rays of his lungs, which to date have remained clear. No one thought to look beyond the lungs of those who were directly exposed.

Last year, Deborah ended up in the emergency room. A CAT scan revealed a mass in her abdomen, which was surgically removed, tested and found to be mesothelioma, a somewhat rare form

of abdominal cancer found to have a direct causal link to exposure to airborne asbestos fibers. Because Deborah never worked in an environment where she was exposed to asbestos, her surgeon narrowed the cause to her washing Charlie's work clothes.

"There's no doubt in my mind that her exposure came from me bringing it home from the college," Charlie said.

Following her diagnosis, Charlie and Deborah came to CSEA seeking guidance. SUNY Oswego Local President Joe Miceli referred them to Occupational Safety and Health Specialist Lynnet Witherell who has since worked with them along with Miceli, Local Safety and Health Committee Chair Dan Hoefer and Labor Relations Specialist Chris Jamison.

More testing sought

"This was a revelation to us, having asbestos affect family members like this," said Miceli. "We want to expand the follow-up testing for our workers most likely affected and we're asking for the testing for other household members."

On their behalf, the union has written the college's Environmental Safety and Health



Deborah Haws and her husband, CSEA member Charlie Haws, look over the couple's growing medical bills. Deborah Haws is suffering from mesothelioma, which the couple believes she contracted from washing her husband's clothes when he worked on asbestos abatement at SUNY Oswego.

Director, requesting that SUNY Oswego expand its asbestos screening program. The union wants the workers previously identified as exposed to get additional abdominal scans to catch any possibility of this type of cancer. CSEA also asked to increase the pool of workers tested, to include other workers believed to have been exposed, and that family members be offered the same testing to avoid any more cases like Deborah's from slipping through the cracks.

"Even my surgeon has highly recommended that my children get tested," Deborah said. "Their insurance won't pick up the cost. I think the college should pay for it, and I really think my husband should have a CAT scan every year."

She's glad that the union is going to bat for the increased testing.

"I hope they do get it. I think it's important and I really think spouses should be tested too, not wait for something else to happen."

In the meantime, she's taken her case to a New York City law firm specializing in asbestos litigation, and is currently pursuing a lawsuit against the asbestos manufacturers. Since her diagnosis, she's had numerous CAT scans and her abdominal pain continues. She also suffers almost constant nausea, anemia, a swelling of the left side of her body, and is being treated for high blood pressure.

She said it's not only hurting physically, but financially. The co-payments on her medication alone are more than \$100 a month, not to mention co-payments for each doctor visit, and the many diagnostic procedures she has had to undergo.

"I can't work anymore. Meanwhile, my disability has run out and I'm waiting for Social Security disability. We're back to a one-income family, and it's not easy. I'm in debt and we're getting further and further behind. Why

See Asbestos, Page 13

Asbestos work hazard brought home in clothes

Continued from Page 12

should I have to pay for it? It just doesn't seem fair, you know?"

Charlie said they're not pursuing their legal actions to become "lawsuit millionaires."

"The only thing I'm asking from the state is to help my wife, help us out with the medical expenses. I just want to make her as comfortable as possible. I just want her taken care of," he said. "I feel guilty that I brought this home to her."

Basically homebound, Deborah said she is unable to enjoy her life the ways she did before. She'd give almost anything to have her old life back.

"You know, at this point, I feel cheated. I just have a feeling that I'm not going to be around as long as I should be. I don't enjoy doing things I used to. I don't get out like I used to and if I do I get so tired, it's just not worth it. It's getting me down. I just want to feel better. I'm so sick of feeling awful. I want to go back to how I used to feel."

As for her prognosis, the future remains uncertain.

"I'm on a lot of medication, I see at least one doctor a week, at minimum. At some point, if the pain gets too bad, they'll go back

in and see what they can do for me. Right now it seems to be under control, so it's like a wait and see kind of thing."

One thing does seem clear to Deborah. Others shouldn't have to go through what she is going through.

"Any other employees (who have to go through this), God help them. That's all I can say. I think the state should do more."

It's a sentiment CSEA strongly shares, and the union remains hopeful that the college will agree to their increased testing requests, at minimum.

"Years ago, asbestos was thought to be a great product, but medical findings showed differently and the asbestos standard was born. Now, more than 20 years later, new medical findings indicate even more health issues related to exposure than we previously knew of," Witherell said. "The original standard hasn't caught up with current knowledge. We're making an effort to influence changes for the workers and their families who may have been exposed. We hope the college will comply for their sakes, so that more people won't have to suffer what the Haws' are facing."

CSEA Central Region President Jim Moore agreed, saying he hopes the state would

empathize with workers and their family members who are suffering due to occupational exposures.

"Perhaps through their empathy, they'll institute the changes in testing we've asked for, so that early detection from now on may prevent any severe illness or drastic consequences for other workers and their family members."

— Mark M. Kotzin

ELECTION NOTICE 2006 AFSCME Delegates Election

The Board of Directors approved election schedule is as follows:

Feb. 11/Saturday: Region Nomination Meetings/11 a.m.
Feb. 13/Monday: Receipt of Original Nomination Forms
Feb. 24/Friday: Voter Eligibility List Date
March 6/Monday: Declination Deadline Available
March 8/Wednesday: Local/Unit President Labels Available
March 13/Monday: Inspection of Voter List Period Begins (30 days before election)
April 11/Tuesday: Ballots Mailed
April 18/Tuesday: Replacement Ballots Available
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*
August 7-11: AFSCME Convention, Chicago, Ill.

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

ELECTION NOTICE 2006 Special Mid-Term Election for Statewide Board of Directors

Ten (10) seats are unfilled on the CSEA Statewide Board of Directors. Those seats are STATE: Civil Service; COUNTIES: Chenango, Essex, Franklin, Oneida, Ontario, Rensselaer, Schoharie, Tompkins; and LOCAL GOVERNMENT EDUCATIONAL: Central. The Board of Directors approved election schedule to fill these seats is as follows:

Feb. 21/Tuesday: Start of Petitioning Period
Feb. 28/Tuesday: Local/Unit President Labels Available
March 10/Friday: Deadline for Receipt of Petitions/5 p.m. at CSEA Headquarters
March 10/Friday: Deadline for Review of Invalid Signatures
March 17/Friday: Deadline for Declination/Name Confirmation
March 21/Tuesday: Drawing for Position on ballot
April 11/Tuesday: Ballots Mailed
April 18/Tuesday: Replacement Ballots Available
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*
July 1/Saturday: Term begins (through June 30, 2008)

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

Spring Skills for Success courses offered

This spring, CSEA-represented New York state employees have opportunities to take *Skills for Success* training courses offered by the New York State & CSEA Partnership for Education and Training (Partnership). *Skills for Success* courses

are designed to help employees prepare for the challenges and demands of current and future jobs.

The *Skills for Success* courses are scheduled statewide from early March through late May. The training is available free to employees or their agencies. Reimbursement

for employee travel, lodging, meals, and parking expenses is at the discretion of agencies. All courses are held during the day at conveniently located training sites.

CSEA-represented state employees are eligible to participate in courses if they are a member of the Administrative Services Unit (ASU),

Institutional Services Unit (ISU), Operational Services Unit (OSU), or the Division of Military and Naval Affairs (DMNA) bargaining units.

Choose from 16 job related and personal development courses under the following topic headings:

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

Employees may take any of the courses offered, not just courses that typically reflect the work they do. Supervisory approval is needed for employees to directly apply for these courses. Applications should be sent as soon as possible and not later than four weeks before the start of a class.

The *Skills for Success* course catalog contains eligibility information, course descriptions, course schedules, training locations, and an application form. Catalogs and application forms are available from CSEA local presidents and agency personnel/training offices, or can be downloaded from www.nyscseapartnership.org. A catalog can be requested by calling 518-486-7814 or for areas outside the Capital Region call 800-253-4332, or e-mailing learning@nyscseapartnership.org.





1965

41 years ago ...

In 1965, CSEA won a major health care staffing battle. CSEA President Joseph Feily questioned the ratio of ward service employees to patients in the mental hygiene field.

CSEA believed the ratio between staff and patients was insufficient for proper patient care in some state facilities, including Brooklyn and Buffalo state hospitals. After writing a letter to the acting state mental hygiene commissioner to address the union's concerns, Feily and other CSEA leaders met with representatives from the state Department of Mental Hygiene and Division of the Budget to resolve the issue. Within a week of the meeting, the state agreed to adopt CSEA's recommendations to increase staffing.

Later that year, Gov. Nelson Rockefeller announced that a new staffing program had been launched at the Brooklyn and Buffalo facilities. The following year, he proposed a new system of post-staffing at state hospitals and facilities for people with developmental disabilities that eventually replaced the ratio system and allowed workers to ensure that patients received at least basic services at all times. The post staffing formula for the state mental hygiene system was the first such program of its kind in the United States.



This headline about Gov. Nelson Rockefeller's proposals appeared in the Sept. 28, 1965, issue of the Civil Service Leader, once CSEA's official publication. CSEA President Joseph Feily led the union's fight to have the state significantly increase staffing at state health care facilities to allow workers to provide high quality care.

Also in 1965 ...

- * The first U.S. combat troops arrive in Vietnam.
- * Martin Luther King Jr. and more than 2,600 others arrested in Selma, Ala., during demonstrations against voter-registration rules.
- * Black nationalist leader Malcolm X shot to death at Harlem rally.
- * A power failure in an Ontario, Canada plant blacks out parts of eight northeastern U.S. states and two Canadian provinces.
- * *The Sound of Music* is released, becoming one of the top-grossing movie musicals in history.
- * *My Fair Lady* wins the Academy Award for Best Picture.
- * British Prime Minister Sir Winston Churchill dies at age 90.

Union gives Suffern workers morale boost

SUFFERN — What a difference a month has made for Suffern employees in Rockland County, who late last year were still fighting for recognition as a bargaining unit with CSEA.

A few weeks into a new year, the new CSEA unit has newly elected interim officers, plans for contract negotiations and increasing morale after two long years with anti-union village leadership.

“Everything is back to normal,” said CSEA Rockland Local President Billy Riccaldo, who was an active part of the organizing

effort. “The new mayor and the Village Board have put all previous terms and conditions of employment back in, so the workers are happy.”

The previous elected village administration made significant changes to long-standing working conditions. Most notably, Public Works employees were forced to rotate working weekends without the benefit of overtime pay.

The former mayor had also eliminated the use of personal days, complaining that employees were using them for leisure

activities such as hunting and fishing.

Those changes led a group of workers to spearhead an organizing campaign with CSEA. Political action on the part of those workers and other CSEA members led to the former mayor’s ouster in November.

“Now, the morale is great,” said Riccaldo. “The new mayor has an open door policy and has met with the employees.”



Contract negotiations are expected to begin shortly. Among the priorities to discuss in negotiations, Riccaldo said, would be the implementation of a labor-management

committee to ensure village workers are treated with the fairness and respect they were denied during the past few years.

— Jessica Stone

CSEA remembers Thull, other women in labor history

ALBANY — At a time when many women struggled for equal rights in American society, the labor movement included many women leaders. March is Women’s History Month, and CSEA is remembering a few of the many women whose leadership and solidarity affected the workplace for both genders. Many of their contributions are still relevant today.



Thull

fought against child labor. However, all of these women helped shape and advance the labor movement.

CSEA’s first trailblazer

Long before many women were even in the workplace, Beulah Bailey Thull blazed trails at

CSEA by becoming the association’s first woman president in 1934.

Thull, who was born Feb. 27, 1891, and lived in Troy, was a speechwriter for Gov. Franklin D. Roosevelt before being elected president of what was then known as the Association of State Civil Service Employees. During Thull’s one-year term, the first state employee credit union was

established and the association adopted the motto “We Serve.” Thull also oversaw the association winning for state workers 12 days per year of sick leave, cumulative to 150 days.

After leaving office in 1935, Thull became the first president of the Rensselaer County chapter of the New York League of Women Voters in 1939. She also established the Women’s Legislative Forum and wrote several books on local history.

Her achievements helped pave the way for later women members of CSEA, including former statewide Secretary Irene Carr, to become trailblazers in their own right. Thull died in October 1975 in Troy.

Other labor union women

In 1844, Lowell Mill factory workers in Massachusetts formed the Lowell Female Labor Reform Association to press for better pay and working conditions. Sarah Bagley was their first president.

Mary Kenney O’Sullivan organized bookbinders in Chicago and in 1892 she became the first salaried organizer of the American Federation of Labor.

Elizabeth Gurley Flynn began making speeches for the International Workers of the World around 1905 when she was 15, and soon became a full-time organizer for the Wobblies.

Rose Schneiderman, an organizer for the Ladies’ Waist and Dress Makers’ Union, helped mobilize the public for workplace protections following the Triangle Shirtwaist Factory Fire on March 25, 1911, in Manhattan that killed 148 people.

In 1960, Dolores Huerta, co-founded with Cesar Chavez, the National Farm Workers Association, the predecessor to the United Farm Workers of America. She organized migrant workers while raising her own 11 children.

— Janice Marra and Rachel Langert

Work for justice — join the 11th annual 40-Hour Fast

- Begins Wednesday, March 15 at 8 p.m.
- Ends Friday, March 17 at noon

Sponsored by the New York State Labor-Religion Coalition

Instead of ensuring Americans the necessities of life, the Bush administration has made policies that are making the rich even more wealthy, and the poor even poorer. While cutting taxes for the rich, the last federal budget made massive cuts in programs that help the poor, such as Medicaid and food stamps. About 37 million U.S. citizens live in poverty.

As working families, we have the power to take action and make some real changes in the way America does business. While standing in solidarity with the millions of Americans who struggle each day, we can — and should — demand that our federal, state and local governments make a change.

To sign up for the fast or for information on fast events in your area, call the state Labor-Religion Coalition at (518) 213-6000, ext. 6294 or visit the coalition’s website at www.labor-religion.org.



Fight age discrimination in the workplace

Editor's Note: This is the sixth article in a series of discrimination articles that have appeared in The Work Force, to provide valuable information regarding important areas of protection available through the CSEA Legal Assistance Program (LAP). The Legal Assistance Program covers employment and labor issues involving disciplinaries, contract grievances and arbitrations, court litigation and agency proceedings. Get more information about legal services in the LAP by calling CSEA headquarters at (800) 342-4146, ext. 1443, or by visiting www.csealocal1000.org, and clicking on the legal programs and services menu item.

This article provides an overview of age discrimination in the workplace.

Under the federal Age Discrimination in Employment Act (ADEA), it is illegal to discriminate against an employee because that employee is 40 years of age or older. The ADEA prohibits discrimination with respect to compensation, retirement, or other employer actions, which materially impacts an employee's employment (i.e. forced early retirement, age-based harassment). In addition, it prohibits employers from applying age-based classifications on employees in any manner that would deprive them of employment opportunities or otherwise negatively affect their employee status.

Under the ADEA, in certain narrow circumstances, an employer may act based on an

employee's age where the employer can demonstrate that age is a bona fide occupational qualification.

Moreover, the ADEA permits employers to use a seniority system as long as it is not a mask for discrimination. The seniority system must be based on the length of service as the primary criterion.

New York state law contains similar but more detailed protections against age discrimination. Unlike the ADEA, New York protects individuals 18 years of age or older from age discrimination.

As a labor union, CSEA remains committed to fighting unlawful discrimination.

Break in membership affects eligibility for union office, voting privileges

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

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

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

If you go on unpaid leave or for any other reason have a break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave

without pay status due to becoming disabled by accident, illness, maternity or paternity, you may be eligible for dues-free membership status for a period not to exceed one year. If you are called up for active military duty you may also apply for dues-free status.

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

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

CSEA eStore

Visit your Company Store at
<http://cseastore.sm-pm.com>
 or www.csealocal1000.org

All Products are Union-Made in the USA

In-Stock Items - Order in quantities as small as 1 item
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<p>CSE-130 Sweatshirt 50/50 8 oz. embroidered sweatshirt Navy</p> 	<p>\$18.30 [M-XL] \$18.85 [2X] \$19.50 [3X]</p>	<p>CSE-206 Deluxe Snowbrush Extendable snowbrush features a white imprint Black</p> 	<p>powered by Shipmates Printmates print, promote, distribute. 2 >> www.sm-pm.com</p> <p>518.370.1158 x212 Offers Expire 5/31/06</p>
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Black \$7.00

Procedure protects rights

AFSCME's constitution includes a rebate procedure to protect the rights of members who disagree with how the union spends money for partisan political or ideological purposes.

Article IX, Section 14 of the International Constitution, which establishes the procedure for dues rebates for members who object to AFSCME's partisan political or ideological expenditures, was amended at AFSCME's 33rd International Convention.

The amended language requires those persons who object to the expenditure of dues for political or ideological purposes submit their objection in writing to both the International Union and CSEA Local 1000 by certified mail between April 1 and April 17 (dates inclusive) each year for the prior year ending Dec. 31.

The timing of the steps in the procedure is tied to the International's fiscal year. The procedure, including the requirements for submitting a proper rebate request, were modified by a constitutional amendment adopted by

the 1998 International Convention. As modified, those procedures and requirements are spelled out in Article IX, Section 14 of the International Constitution. THESE REQUIREMENTS WILL BE STRICTLY ENFORCED.

Here's how it works. Members who object to the expenditure of a portion of their dues for partisan political or ideological purposes and want to request a rebate must do so individually in writing between April 1 and April 17, 2006. That request must be timely filed by registered or certified mail with: the International Secretary-Treasurer and the CSEA Statewide Treasurer. The requests must contain the following information: name, Social Security number, home address and the AFSCME local to which dues were paid during the preceding year. This information must be typed or legibly printed. The individual request must be signed by the member and sent by the individual member to: William Lucy, International Secretary-Treasurer at AFSCME Headquarters, 1625 L St., N.W., Washington, D.C. 20036-5687; and

CSEA Statewide Treasurer, Empire State Plaza Station, P. O. Box 2611, Albany, N.Y. 12220-0611. Requests for more than one person may not be sent in the same envelope. Each request must be sent individually. Requests must be renewed in writing every year the member wishes a rebate.

Upon receipt by the International of a valid rebate request, an application for partisan political or ideological rebate will be sent to the objecting member. The objecting member will be required to complete and return the application in a timely manner. In accordance with the constitutional amendment adopted at the 1998 International Convention, the application will require the objecting member to identify those partisan, political or ideological activities to which objection is being made, and no rebate will be made to any member who fails to complete that portion of the application. In determining the amount of the rebate to be paid to any member, the International Union and each subordinate body shall have the option

of limiting the rebate to the member's pro-rata share of the expenses for those activities specifically identified in the application.

Upon receipt by CSEA of the valid, certified request, the constitutional maximum of 3 percent rebate will be processed. No phone calls or e-mail correspondence will be accepted.

Any member who is dissatisfied with the amount of the rebate paid by the International Union may object by filing a written appeal with the AFSCME Judicial Panel within 15 days after the rebate check has been received. Appeals should be sent to the Judicial Panel Chairperson at the AFSCME International Headquarters at the address listed above. The Judicial Panel will conduct a hearing and issue a written decision on such appeals, subject to an appeal to the full Judicial Panel. If dissatisfied with the Judicial Panel's ruling, a member can appeal to the next International Convention.

January 2006 CSEA Board of Directors summary



Editor's note: The Work Force publishes a summary of actions taken by CSEA's board of directors. The summary is prepared by CSEA

Statewide Secretary Barbara Reeves for union members.

ALBANY — CSEA's statewide board of directors met Jan.12. In official business, the board:

- Extended through Dec. 31, 2009, contract with Clarity Publishing Co. to print *The Work Force*;
- Appointed Virginia Sheffey, Joseph McMullen, Thomas Moylan and Kathleen Cahalan to the Staff Benefit Plan Committee;
- Designated the Niagara Falls Conference Center in Niagara Falls as location for the 2006 Spring Workshop, May 19 - 21, the Westchester Marriott for the 2006

Women's Conference, Nov. 17 - 19, and the Hyatt Wind Watch, Hauppauge for the 2008 Women's Conference, Nov. 7 - 9;

- Adopted schedule for 2006 AFSCME Delegates Election;
- Adopted schedule for the 2006 Statewide Board of Directors Special Midterm Election;
- Amended local and unit constitutions regarding election procedures for subdivisions with 150 or fewer members;
- Restated CSEA Flexible Benefit Plan and Summary;
- Authorized maximum miscellaneous allowances for 2006 CSEA events;
- Approved three-year lease for Local 010 at Suite 2109, 32 Court St., Brooklyn;
- Authorized equipment agreements for telephone service for Local 860 at 595 Hartsdale Ave., White Plains and for a copy machine for the Yonkers Public Schools Unit 860-9169 at 28 Wells Ave., Yonkers;
- Appointed George Lawson to the Directors' Committee, Doreen Gilbert and Angela Fiore to the

Directors' Personnel Committee, Tad Fundalinski and Paul Doran to the Directors' Committee to Study the Cost of Group Life Insurance and Mary Capano to the Directors' Charter Committee;

- Reclassified and funded Secretary 1, HSU Grade 5/6/7 to Secretary 1, HSU Grade 7/8;
- Created Local 756 for CSEA Food Service Employees at SUNY Purchase (Chartwells), Local 757 for CSEA Head Start Employees employed by the Joint Council for Economic Opportunity of Clinton and Franklin Counties, Inc., Local 760 for Hope House, Inc. and Local 752 for CSEA Facilities and Service Employees at Clarkson University;
- Dissolved Local 741 (Long Beach Medical Center), Local 725 (Pius XII Youth and Family Services/Chester Campus Institutional Unit) and Local 739 (East Williston School District);
- Changed name of Local 525 from Lockport Department of Transportation to Niagara Department of Transportation;
- Appointed Dorothy Kilmer, Mary Miguez, Karen Weaver, Carol

Newkirk, Miriam Strouse, Franco Zani, Brian Spellman, Ernest Fritz, Robert O'Neil and Lesly Senatus to the Southern Region Political Action Committee, Joseph McNally to the Capital Region Political Action Committee, Betty Thomas to the Central Region Political Action Committee and Edward Hand, Kevin Ray, Gary Steckler, Gary Kornova and Christopher Marshall to the Long Island Region Political Action Committee;

- Placed into administratorship Wallkill Correctional Facility Local 163, SUNY Alfred FSA Local 620, DOT-Rensselaer County Residency Unit 676-0683-31, Queensbury School District Unit 857-9013-00, Village of Penn Yan Unit 862-9302-00, Waterford-Halfmoon School District Unit 864-8465-00 and Riverhead School District Non-Instructional Unit 870-8792-00.

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

Deadline for 2005 Empire Plan claims is March 31

Empire Plan enrollees have until March 31, 90 days after the end of 2005, to submit medical expenses to the following providers:

- **United Health Care Service Corp.**
- **Empire BlueCross/Blue Shield**
- **ValueOptions**
- **Express Scripts**



benefits manager.

Enrollees can call the Empire Plan at 1-877-7NYSHIP (1-877-

769-7447) with questions or to get claim forms. When using the Empire Plan's toll-free telephone number, please pay extra attention to the choices offered by the automated system.

Network providers and pharmacies will submit claims directly to the appropriate insurance carrier on your behalf. If you have a non-network claim submission, make sure you complete the requested subscriber information on the claim forms, include the original billing or receipt, if requested, and sign the claim form.

As a reminder

On Jan. 1, Empire Blue Cross and Blue Shield began insuring and jointly administering the Empire Plan prescription drug program with Caremark, its pharmacy

Important prescription drug information for Empire Plan enrollees

Below is information that may be helpful the first time you use a Caremark/Empire Plan participating retail pharmacy to fill your prescription.

Bring the information in this box with you on your first visit to a participating retail pharmacy after Jan. 1, 2006.

- Empire BlueCross BlueShield and Caremark administer The Empire Plan Prescription Drug Program.

- Rx Group: **NYSTATE**
- Processor Control Number: **NYSTATE**
- Bank Identification Number: **004336**

For more information, call The Empire Plan at (877) NYSHIP (1-877-769-7447).

Leading Edges

Norma de Guzman knows a thing or two about being the boss.

After all, in her native Philippines she once managed more than a dozen employees in the wholesale apparel business her family started from scratch.

As a private citizen, she also knew her rights and those of her countrymen were under attack by the dictator Ferdinand Marcos.

To fight back, de Guzman became adept at organizing, first her family and then her friends to attend rallies and demonstrations aimed at toppling his regime.

The lessons and skills honed from both experiences would serve her well years later when she came to the United States and played a leading role in helping organize her co-workers at Lifespire, Inc. into a union with CSEA, (see story — page 10).

The Work Force's David Galarza recently spoke with de Guzman, a senior developmental aide who is now working with her colleagues on their first contract. Next month will mark her 14th year at Lifespire.

WF: Congratulations on your victory! Why was it so important to bring a union to Lifespire?

ND: We wanted to be respected and improve quality care for our consumers. Lifespire has a mission statement. In order for us to achieve those goals, to provide the necessary services, it was necessary for us to organize a union. With a union, there is power and there is strength.

WF: Now that you have a union at Lifespire, what do you hope to achieve?

ND: We want fairness and want to have a voice at

work. Of course, we want better salaries and benefits, but we also want to make sure everyone is treated equally. It's not just for us — it's also for the consumers we are servicing.

WF: You once managed a small work force in the Philippines. How would you describe yourself then?

ND: I was a fair employer. I usually paid more than the minimum wage and even if I couldn't afford it, I would pay my employees bonuses. It's a form of exploitation if you don't pay them right. I was living comfortably until (the economy soured) and we went bankrupt.

WF: After making your way to Oregon you finally settled in New York and landed a job at Lifespire. How do you feel about the work you are doing?

ND: I never imagined myself in this kind of job, but there is fulfillment. When (a client) says they like you or love you, it's so innocently said but you know that they are telling the truth. They're not pretentious. You get very attached to them. We have to change the perception that many people have about our clients. When we take them outside, some people are so judgmental. They don't have to be seen or treated that way. They need to be treated like human beings.

WF: Many politicians played a key role in negotiating the card check and neutrality agreement. Knowing that politicians weren't among your favorite people back in the Philippines, how do you feel about those who helped you and your fellow workers?

ND: The politicians helped us a lot. I remind my co-workers about this all the time. In order for them to get involved and stay involved, we have to show them that we aren't going to lay back and let them



Organizing leader inspires co-workers



Norma de Guzman speaks at an organizing rally for Lifespire workers, before their successful vote to join CSEA.

do all the work.

WF: You've spent many days, nights and weekends organizing this union and are now getting ready for the contract campaign. What keeps you going?

ND: You learn so many things. It enriches your knowledge about the history of labor, the legal process and guidelines that must be followed. I will continue to spread the goodness about having a union. It will make for a better workplace. Nothing is perfect, but I really feel a union will make things better, not worse. Some things have already started to change because we have a union. They'll get even better once we have a contract.

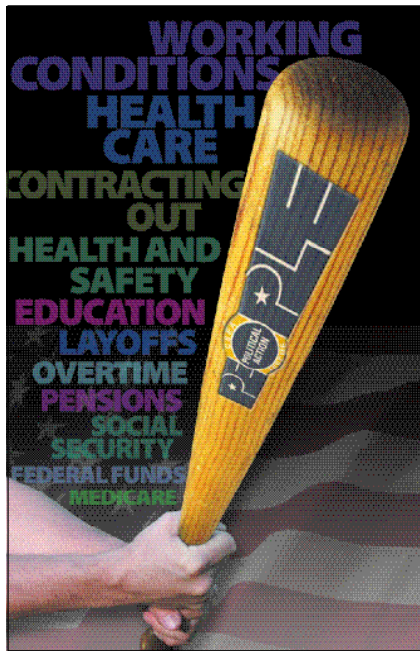
Learn more about CSEA's Campaign for Quality Care at www.csealocal1000.org.

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

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 January is Patricia Metzger of the State Taxation & Finance Local in the Metropolitan Region. She recruited 15 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 ...

ORLEANS COUNTY CONTRACT — Members of the Orleans County Unit recently ratified a new three-year contract. There are no changes to health insurance premium contributions. The contract also includes raises each year ...

CSEA RETIREES FIGHT BACK —

CSEA Dutchess-Putnam Retiree Local members, joined by members of the union's Putnam County Local, have won the first part of a battle to keep their retiree health benefits intact. A blue-ribbon panel created by the county spent months researching future retiree health insurance costs, with some members of the panel urging a huge hike in retiree out-of-pocket payments.

Outcry from retirees and county workers has resulted in the panel concluding that no changes should be made to the current

plan, a far cry from initial recommendations. The panel's decision will now have to go before the Putnam County Legislature ...

STATE AID SAVES SERVICES — CSEA members in Olean

recently faced layoffs resulting from a cash flow problem in the city. State Sen. Cathy Young was able to stop the layoff notices and help the cash-strapped city by negotiating the early release of the municipality's state aid.

CSEA unit leadership and activists have formed a committee that will work with the city to find ways to streamline operations without affecting jobs ...

MAKING A DIFFERENCE — State Sen. Michael F. Nozzolio recently recognized the CSEA Seneca County Local for its

"Making a Difference in Our Community" program. Recent projects include collecting children's winter clothing from CSEA members to donate to a local agency and collecting canned goods for a local food pantry. "The union's community service efforts showcase how CSEA members not only provide vital public services, but that we are also involved and active in our communities," Seneca County Local President Carmina Russo recently told a local newspaper.

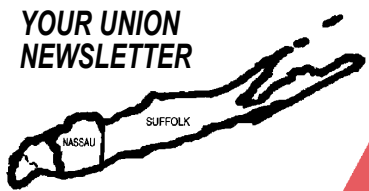
May 15 is deadline for submitting proposed resolutions, changes to CSEA's Constitution & Bylaws

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.



Message from CSEA Local 830 President Jerry Laricchiuta

CSEA Looking to Provide Warm Winter for All Members

Greetings to all! As I write this message the Pittsburgh Steelers have just won their fifth Super Bowl. They did it with the youngest and least experienced quarterback in NFL history. It is a lesson in teamwork, determination and grit. Congratulations to the Steelers for coming out on top despite the odds.

Now, onto union business. Recently you may have read more bad news regarding the financial status of the Nassau Health Care Corporation (NHCC), which runs the Nassau University Medical Center, A. Holly Patterson Extended Care Facility and our eight health clinics. Once again, more than 3,000 hardworking members employed by the NHCC find themselves on shaky ground and worried about their future.

I have reached out several times to Nassau Health Care Corp. CEO Dan Kane and his labor relations team. Although Mr. Kane is certainly an intelligent person, I have come to the conclusion that a major change is needed and this change must come from the top. It is time for Dan Kane to step down and take several of the board members with him, including the pound-for-pound featherweight champion of all board members, Larry Gottlieb. It is time for someone to take over. We must have someone who is willing to work with their employees as well as the patients of this institution. It appears that most of the board members from the NHCC are not exercising their powers of checks and balances, but are instead being pulled by the nose by Dan Kane and Dr. Wallerstein.

I've said it before and will say it again: In my opinion these people appear hell-bent on farming out the services of the NHCC to other health care systems, specifically the North Shore-LIJ system.

I remain determined to serve and protect the hospital, and our members' jobs. I am concerned about the future of this great Nassau County

It appears that most of the board members from the NHCC are not exercising their powers of checks and balances, but are instead being pulled by the nose by Dan Kane and Dr. Wallerstein.

institution and I believe we must act now. Kane, Gottlieb, Wallerstein and other board members need to step down immediately!

I recently read a small editorial regarding the proposal for the county to take in additional waste sludge from Suffolk County at the Cedar Creek Water treatment plant. As of this writing, I am still waiting for the results of the recent PESH complaint/investigation at Cedar Creek.

We should not entertain taking on more sewage until the county fixes the current problems that plague this facility and which our members must face daily. The facility is understaffed, and our members are under-trained and still disrespected by some managers. We need a full-time rescue team in place as well as confined space training. We are also looking to have refresher training for all the staff at this facility.

Labor relations at this facility have improved, thanks to County Executive Tom Suozzi and Deputy County Executive Peter Gerbasi although we are still far from a solid working relationship at this facility. It still looks as though we will need to revisit the Cedar Creek plant. We must make sure our initial attempts to clean up and make this facility safer are implemented.

I want to congratulate one of our members, Crossing Guard Colleen Kiesow, for her act of bravery. Each day our crossing guards protect the most important part of our lives, our children. To read

and hear about Colleen's act of heroism, performed without regard for her own health and safety, makes us all proud.

I hope this mid-winter newsletter finds all of you in good health and safe. I am looking forward to getting around meeting you all as the year progresses.

In solidarity,

Jerry Laricchiuta

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The Work Force



March 2006 • Vol. 1 No. 3

A Monthly Publication of CSEA Nassau County Local 830
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NASSAU LOCAL 830

Executive Officers:

- JERRY LARICCHIUTA, President
- DIANE RUSS, Executive Vice President
- RON GURRIERI, 1st Vice President
- ROBERT CAULDWELL, 2nd Vice President
- DEBRA IMPERATORE, 3rd Vice President
- SCOTT MULHOLLAND, 4th Vice President
- TIM CARTER, 5th Vice President
- EARL STROUGHTON, 6th Vice President
- DEBBIE O'CONNELL, 7th Vice President
- BARBARA LANG, 8th Vice President
- ROBERT McLAUGHLIN, 9th Vice President
- JOHN ALOISIO, 10th Vice President
- PETER KIERNAN, 11th Vice President
- MATTHEW WEYER, Secretary
- BETH LUTTINGER, Treasurer

Unit Presidents/Executive Board:

- CHUCK ALBERS, Fire & Rescue Services
- JOHN ALOISIO III, Treasurer's Office
- ROB ARCIELLO, Deputy Sheriffs
- STANLEY BERGMAN, Comptroller's Office
- LISA SINAGRA-TIRPAK, Public Safety
- ROBERT CAMPO, Public Works Department
- RAY CANNELLA, Civil Service Commission
- TIM CARTER, Health Department
- ROBERT CAULDWELL, Social Services
- STEPHEN COHEN, Medical Examiner's Office
- CAROL CONTI, County Clerk
- CAROL CROSTON, Nassau Community College
- VIVIAN CROWLEY, General Services
- KENNETH DASH, SR., Board of Elections
- MARY DELMARE, Crossing Guards
- GINGER DUNLAP, C.B. Operators
- LES EASON, A. Holly Patterson
- ROBERT GILIBERTI, Senior Citizens Affairs
- SUSAN GRAHAM, County/District Attorney
- NANCY IANSON, Drug & Alcohol
- DEBRA IMPERATORE, Police Civilian
- RON KAHL, AMTs
- JERRY LARICCHIUTA, Sheriffs Support
- PILAR MILLER, Assessment Department
- JOHN RINALDO, Parks, Recreation & Museums
- MARLA ROWE, Probation Department
- 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.

Taking Care of Business: You, Your Family, and Your Life

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.

Providing for Disabled Family Members

How do you provide for a quality life for disabled family members without losing their government benefits?

Medicaid treats funding for chronically and severely disabled individuals differently, depending on the source and ownership of the funding.

An important legal planning tool called a Supplemental Needs Trust [SNT] allows a disabled individual to improve their quality of life while maintaining public benefits.

The SNT provides for needs not covered by government aid, such as private caregivers, vacations, entertainment, education and vocational programs. The public benefits cover basic needs such as food, clothing, shelter and health care.

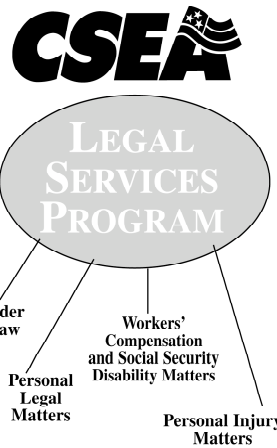
There are different kinds of SNTs. An SNT funded by a parent or grandparent is a Third Party SNT and can be made effective while the parent/grandparent is alive or created as part of a will. There is no "pay back" to the state or Medicaid lien upon the child's death. At the creation of the SNT, the parent/grandparent directs who

will inherit any remaining funding after the child has died.

A disabled individual under age 65 may fund his or her own SNT from money obtained from insurance settlements or judgments. This trust must be created by someone other than the intended beneficiary; it may also be created by a court. In this instance, though, there are "pay back" requirements to the state and Medicaid for the public benefits received by the trust beneficiary.

There are many ways to ensure a disabled family member continues to have a quality life while you are there to care for them, as well as after you die. Good advice and guidance from a knowledgeable elder law attorney and advance planning are the keys to ensuring this happens. Failure to plan or to consult with experts in this area could have serious consequences that could well make your loved one's life even more difficult.

To learn more details about providing for a disabled loved one, visit the Elder Law page at CSEA's website at www.csealocal1000.org/legal/elder_law.php.



President Laricchiuta Shows Support for Public Works Department

CSEA Local 830 President Jerry Laricchiuta recently visited the Nassau County Department of Public Works to show his appreciation for its more than 800 full-time employees. DPW serves the public by ensuring safety on county roadways, as well as preserving quality in the environment. They will certainly be prominent in keeping roads safe this winter during snow emergencies.

CSEA will continue to fight

hard to allow these workers to continue to serve our community as effectively and efficiently as possible.



They Said It:

Quote of the Month

"This bill will raise incomes, it will raise spirits, and it will raise interest in doing business with this county. It is a win-win situation for everyone involved."

— NASSAU COUNTY EXECUTIVE THOMAS SUOZZI
JAN. 16, OF THE LIVING WAGE LAW THAT THE
CSEA LOCAL 830 FOUGHT SO HARD TO HELP APPROVE

New District Attorney Kathleen Rice Visits CSEA Nassau Local Office

New Nassau County District Attorney Kathleen Rice and her staff visited the Nassau Local Office Jan. 12 for a meeting with Local President Jerry Laricchiuta.

The gathering was basically a lunch “meet and greet” to introduce themselves and help build a rapport between the union and Rice.

Rice said she is very excited about the opportunity to build a relationship with CSEA and work with members employed in her own office.

Rice has big plans for her first term. “We are looking forward to combating gang violence, illegal housing and public corruption,” Eric Phillips, Rice’s spokesman, said. “The most important thing is to reinstall an aggressive approach to enforcing the law.”

The adjustment to taking over the reins of a position that former District Attorney Denis Dillon held for 30 years will undoubtedly be difficult, but Rice is promoting a very proficient, professional atmosphere to make things easier. “She has been welcomed with open arms and warm words,” Phillips said.

Laricchiuta said he looks forward to working with Rice and he wished her luck in her new post.

CSEA Nassau Local President Jerry Laricchiuta greets Nassau County District Attorney Kathleen Rice.



Water Main Break Affects Many CSEA Nassau Local Members

UNIONDALE — A Jan. 10 water main break on Chester Street affected residents and CSEA members employed in the area, who were advised to not use the water until Hempstead town officials deemed it safe.

The break affected Nassau Local members employed at Nassau Community College and the Department of Social Services.

When he learned of the water main break, CSEA Nassau Local Vice President Scott Mulholland called Peter Clement at the Department of Social Services to help members cope with the situation.

Mulholland suggested the department supply bottled water and antibacterial wipes while tap water was unavailable. Local President Jerry Laricchiuta and his staff also visited Social Services to ensure things were going accordingly.

By noon on Jan. 11, town officials declared the water safe to use.

CSEA Nassau Local Continues to Fight for Nassau University Medical Center

MINEOLA — CSEA Nassau Local President Jerry Laricchiuta has been fighting feverishly to protect the jobs of Nassau University Medical Center doctors.

Nassau Health Care Corp. recently laid off eight doctors as part of the corporation’s \$32 million budget-slashing plan.

Over the past four years, 941 Nassau University Medical Center employees have lost their jobs, forcing the remaining workers to face challenges in providing quality health care. Overall staffing has gone from 5,000 workers to 3,000 workers since 2001.

Laricchiuta, during a recent television news interview in front of Nassau University Medical Center, said the union is fighting to resolve the difficult situation.

“I have doctors crying on the phone to me, saying they have three kids and they don’t know what they’re going to do,” he said. “It’s just not right.”

Laricchiuta blames Daniel E. Kane, CEO of Nassau Health Care Corp., for causing the problems. The union has tried to open more dialogue with Kane, but with the latest rash of layoffs, things have hit a standstill.

“I would call for (Kane) to step down,” Laricchiuta said. “If we don’t do something, we’re going to lose this place in two years.”

CSEA will continue to fight to save these jobs for our members and keep the level of health care from diminishing.



News 12’s Shari Einhorn interviews CSEA Nassau Local President Jerry Laricchiuta

CSEA Nassau Local Working to Protect Nassau County Crossing Guards

MINEOLA — CSEA Nassau Local President Jerry Laricchiuta recently met with Nassau County Crossing Guard Unit President Mary DelMare and Vice President Joan Gray to discuss the welfare of crossing guards in all eight precincts.

Laricchiuta, DelMare and Gray addressed several concerns among the guards, including understaffing and a lack of uniformity between the eight precincts on various topics.

Laricchiuta agreed with the guards' position that there needs to be uniformity within the guidelines of the precincts on issues including time clock procedures and seniority. He emphasized that safety is the No. 1 concern here. "We can't underestimate the importance of having experienced crossing guards to protect the children," he said.

"We need crossing guards desperately," DelMare said. "If we had enough, we wouldn't have police officers doing crossings."

The local will continue to work hard to preserve the crossing guard jobs, as well as defend the safety of all Nassau County children with sufficient staff and highly skilled workers.



From left to right, Nassau County Crossing Guards Unit Vice President Joan Gray, CSEA Nassau Local President Jerry Laricchiuta and Crossing Guards Unit President Mary DelMare.



Crossing Guard Recognized for Heroic Feat

NORTH MERRICK — Colleen Kiesow woke up on the morning of Jan. 25 as a 1st Precinct Nassau County crossing guard and aide at Park Avenue Elementary School in North Merrick.

She would go to bed that night also known as a hero.

Kiesow, a Bellmore native, works for the crossing guard at the corner of Uniondale Avenue and Braxton Street in Uniondale. She also works three hours a day at the school.

The Nassau County Local member protects the public, but her quick actions saved four lives.

At about 11:20 a.m., Kiesow was working outside during recess at school when fourth-grade student Bradley Kelly told her a nearby house had smoke coming out of a second-story window.

Coincidentally, the house was young Bradley's own home.

Kiesow promptly ordered all the children to go inside the school and ran for the burning house. She saved the four people who were inside at the time from the blaze.

The house's occupants, Fran Kelly, her brother, her daughter and 65-year-old Patricia Fritz, were not even aware of the blaze until Kiesow rushed into the house.

Fritz was taken to South Nassau Communities Hospital for smoke inhalation treatment, but the other three members of the Kelly family were unharmed.

Local authorities said without Kiesow's alertness and calm demeanor during the fire, the consequences of the fire might have been much worse.

CSEA Nassau Local officials commended Kiesow's heroic actions, saying she is a great asset to the children there.

Her quick thinking shows how CSEA members work for you.

Colleen Kiesow directs traffic at her crossing guard post on the intersection of Uniondale Avenue and Braxton Street in Uniondale.



Three CSEA Members Retire from Nassau County Civil Service Commission

Three CSEA members employed by the Nassau County Civil Service Commission retired last month after a combined 59 years of service. Lorraine Murphy, a 22-year employee, Rose Occhino, a 20-year worker, and Virginia Schneider, a 17-year employee, were presented with CSEA citations in appreciation for their job well done. "We are losing many valuable years of experience, but I wish them a happy retirement," said Karl Kampe, executive director of the Nassau County Civil Service Commission.



Pictured with from left, Nassau County Civil Service Commissioner James Demos, Rose Occhino, Lorraine Murphy, Executive Director Karl Kampe, Virginia Schneider and Nassau County Civil Service Commissioner Scott M. Davis.

Oath Given to New Police Communications Bureau Unit Officers



CSEA Nassau Local President Jerry Laricchiuta administered the oath of office Jan. 11 to the new officers of the Nassau County Police Communications Unit. Pictured here, from left to right, is Inspector James J. Callahan of the Communications Department, Treasurer Ellen O'Malley, Vice President Ann Yodis, President Ginger Dunlap and Laricchiuta.

2/2/06 Class action Grievance # 80-05

ATTENTION !!

All part time employees who served on jury duty between March 25, 2005 and Feb. 2, 2006 and would normally have been scheduled to work on these days, should have received their wages. Nassau County is responsible to pay up to \$40 a day for the 1st three days of Jury Duty. If you did not receive the proper payment **please send the attached cut off to CSEA immediately. CSEA must receive this form by March 7, 2006.**

If you have any questions please call CSEA at 516-571-2919 ext. 14 (Tim Corr)

Name: _____

Title: _____

Department: _____

Phone #(H): _____ Phone #(w): _____

Normal work days: _____ Normal work hours: _____

Dates served on Jury Duty: _____

Did you receive any jury duty payments: yes ___ no ___

If yes what days were you paid for: _____

Who paid you (Court or Nassau Cty.): _____

Mail this form and proof of Jury Duty to:
CSEA Local 830,
400 County Seat Drive, Mineola, NY 11501
Att: D. O'Connell.

Jerry Laricchiuta, President

Nassau Health Care Corporation Pay Tables

SALARY PLAN B EFFECTIVE JANUARY 1, 2006

GRADE	Step 1 1st Yr	hourly	Step 2 2nd Yr	hourly	Step 3 3rd Yr	hourly	Step 4 4th Yr	hourly	Step 5 5th Yr	hourly	Step 6, 7, 8 6th-8th Yr	hourly	Step 9 7th Yr	hourly
201	27,527	15,125	28,418	15,615	29,299	16,098	30,182	16,583	31,065	17,068	32,055	17,613	32,810	18,027
202	28,568	15,697	29,510	16,214	30,454	16,733	31,406	17,256	32,355	17,778	33,416	18,361	34,388	18,895
203	29,601	16,264	30,609	16,818	31,625	17,376	32,636	17,932	33,672	18,501	34,974	19,217	36,244	19,914
204	30,634	16,832	31,712	17,424	32,791	18,017	33,902	18,628	35,178	19,329	36,762	20,199	38,197	20,987
205	31,925	17,541	33,067	18,169	34,299	18,846	35,716	19,624	37,226	20,454	38,903	21,375	40,491	22,248
206	33,218	18,252	34,575	18,997	36,141	19,858	37,766	20,751	39,389	21,642	41,203	22,639	42,927	23,586
207	34,856	19,152	36,572	20,094	38,320	21,055	40,045	22,003	41,786	22,959	43,722	24,023	45,589	25,049
208	36,995	20,327	38,884	21,365	40,769	22,401	42,647	23,433	44,528	24,466	46,615	25,613	48,640	26,725
209	39,514	21,711	41,537	22,823	43,566	23,937	45,589	25,049	47,607	26,158	49,967	27,454	52,152	28,655
210	42,356	23,273	44,561	24,484	46,754	25,689	49,003	26,924	51,373	28,227	53,971	29,655	56,451	31,017
211	45,555	25,030	47,952	26,347	50,512	27,754	53,074	29,162	55,672	30,591	58,512	32,150	61,115	33,580
212	49,155	27,008	51,941	28,539	54,748	30,081	57,538	31,614	60,322	33,144	63,401	34,836	66,176	36,360
213	53,333	29,304	56,374	30,975	59,399	32,637	62,449	34,313	65,483	35,980	68,822	37,814	71,743	39,419
214	58,123	31,936	61,434	33,755	64,743	35,573	68,059	37,395	71,369	39,214	75,027	41,224	78,108	42,916
215	63,395	34,833	67,041	36,836	70,690	38,841	74,341	40,847	77,991	42,852	82,021	45,066	85,259	46,846
216	69,038	37,933	73,024	40,123	77,015	42,316	81,008	44,510	84,981	46,693	89,384	49,112	92,778	50,977
217	75,054	41,238	79,397	43,625	83,766	46,025	88,117	48,416	92,477	50,811	97,229	53,423	100,611	55,281
218	81,499	44,780	86,227	47,378	90,945	49,970	95,667	52,564	100,165	55,036	105,150	57,775	108,735	59,745
219	87,935	48,316	93,049	51,126	98,074	53,887	102,944	56,563	104,852	57,611	109,590	60,214	113,138	62,164
220	94,989	52,192	100,320	55,121	105,613	58,029	107,831	59,248	112,961	62,066	118,114	64,898	121,809	66,928
221	99,233	54,524	104,765	57,563	110,302	60,606	115,836	63,646	121,367	66,685	126,915	69,734	130,740	71,835
222	106,327	58,421	112,277	61,691	118,245	64,970	124,216	68,250	130,172	71,523	136,126	74,795	140,106	76,981
223	113,700	62,472	120,113	65,996	126,545	69,530	132,956	73,053	139,378	76,582	145,793	80,106	145,793	80,106
224	121,661	66,847	129,939	71,395	138,229	75,950	146,522	80,506	146,522	80,506	146,522	80,506	146,522	80,506
225	130,172	71,523	138,692	76,204	147,206	80,883	147,206	80,883	147,206	80,883	147,206	80,883	147,206	80,883
226	139,260	76,517	147,775	81,195	147,775	81,195	147,775	81,195	147,775	81,195	147,775	81,195	147,775	81,195
227	148,908	81,818	148,908	81,818	148,908	81,818	148,908	81,818	148,908	81,818	148,908	81,818	148,908	81,818

Nassau Local 830 Information Fair



- Ask Questions
- Get Member Benefits Information
- Meet President Jerry Laricchiuta

Tuesday, Feb. 21, 2006:

11:30 a.m.-2 p.m.
 Nassau Community College CCB
 Room 252 & 253
 1 Education Drive
 Garden City, NY 11530

Thursday, Feb. 23, 2006:

11 a.m.-2 p.m.
 Nassau University Medical Center
 Auditorium
 2201 Hempstead Tpke.
 East Meadow, N.Y. 11554

REFRESHMENTS WILL BE SERVED!

SALARY PLAN M EFFECTIVE JANUARY 1, 2006

GRADE	Step 1 hourly	Step 2 hourly	Step 3 hourly	Step 4 hourly	Step 5 hourly	Step 6 hourly	Step 7 hourly	Step 8 hourly	Step 9 hourly	Step 10 hourly	Step 11 hourly	Step 12 hourly	Step 13 hourly													
901	18,683	10,265	21,173	11,633	27,527	15,125	27,902	15,331	28,279	15,538	28,657	15,746	29,034	15,953	29,412	16,160	29,791	16,368	30,164	16,574	30,543	16,782	30,921	16,989	32,810	18,027
902	19,388	10,653	21,973	12,073	28,568	15,697	28,970	15,918	29,380	16,143	29,792	16,369	30,196	16,591	30,606	16,817	31,017	17,042	31,427	17,267	31,836	17,492	32,240	17,715	34,388	18,895
903	20,091	11,039	22,768	12,510	29,601	16,264	30,044	16,507	30,483	16,749	30,926	16,992	31,368	17,235	31,807	17,476	32,248	17,719	32,685	17,959	33,128	18,202	33,588	18,455	36,244	19,914
904	20,793	11,424	23,563	12,947	30,634	16,832	31,114	17,095	31,588	17,356	32,068	17,620	32,545	17,882	33,024	18,145	33,510	18,412	34,032	18,699	34,590	19,005	35,168	19,323	38,197	20,987
905	21,666	11,905	24,554	13,491	31,925	17,541	32,441	17,825	32,958	18,109	33,484	18,398	34,044	18,705	34,653	19,040	35,281	19,385	35,933	19,743	36,584	20,101	37,236	20,459	40,491	22,248
906	22,545	12,387	25,551	14,039	33,218	18,252	33,819	18,582	34,458	18,933	35,135	19,305	35,843	19,694	36,549	20,082	37,263	20,474	37,973	20,864	38,678	21,252	39,390	21,643	42,927	23,586
907	23,657	12,998	26,809	14,730	34,856	19,152	35,616	19,569	36,384	19,991	37,151	20,413	37,919	20,835	38,689	21,258	39,457	21,680	40,222	22,100	40,987	22,520	41,757	22,943	45,589	25,049
908	25,106	13,794	28,454	15,634	36,995	20,327	37,829	20,785	38,664	21,244	39,495	21,701	40,324	22,156	41,167	22,619	41,996	23,075	42,829	23,532	43,660	23,989	44,496	24,449	48,640	26,725
909	26,816	14,734	30,391	16,699	39,514	21,711	40,418	22,208	41,318	22,702	42,223	23,199	43,121	23,693	44,025	24,189	44,930	24,687	45,834	25,183	46,736	25,679	47,633	26,172	52,152	28,655
910	28,746	15,795	32,579	17,901	42,356	23,273	43,366	23,828	44,373	24,381	45,378	24,933	46,383	25,485	47,389	26,038	48,398	26,593	49,399	27,143	50,410	27,698	51,417	28,251	56,451	31,017
911	30,916	16,987	35,037	19,251	45,555	25,030	46,668	25,642	47,780	26,253	48,893	26,864	50,001	27,473	51,117	28,086	52,228	28,697	53,345	29,310	54,456	29,921	55,571	30,533	61,115	33,580
912	33,361	18,330	37,809	20,774	49,155	27,008	50,376	27,679	51,592	28,347	52,810	29,016	54,025	29,684	55,243	30,353	56,456	31,020	57,674	31,689	58,889	32,357	60,107	33,026	66,176	36,360
913	36,196	19,888	41,021	22,539	53,333	29,304	54,648	30,026	55,968	30,751	57,278	31,472	58,594	32,194	59,911	32,918	61,225	33,640	62,540	34,363	63,849	35,082	65,167	35,806	71,743	39,419
914	39,446	21,674	44,705	24,563	58,123	31,936	59,549	32,719	60,975	33,503	62,405	34,289	63,832	35,073	65,258	35,856	66,684	36,640	68,111	37,424	69,535	38,206	70,967	38,993	78,108	42,916
915	43,023	23,639	48,761	26,792	63,395	34,833	64,958	35,691	66,523	36,551	68,083	37,408	69,647	38,268	71,206	39,124	72,771	39,984	74,329	40,840	75,899	41,703	77,459	42,560	85,259	46,846
916	46,853	25,743	53,100	29,176	69,038	37,933	70,737	38,866	72,429	39,796	74,124	40,728	75,818	41,658	77,517	42,592	79,209	43,521	80,904	44,453	82,599	45,384	84,298	46,318	92,778	50,977
917	50,936	27,987	57,728	31,718	75,054	41,238	76,883	42,243	78,701	43,242	80,524	44,244	82,352	45,248	84,181	46,253	86,003	47,255	87,830	48,258	89,654	49,260	91,480	50,264	100,611	55,281
918	55,311	30,391	62,687	34,444	81,499	44,780	83,442	45,847	85,389	46,917	87,338	47,988	89,281	49,056	91,231	50,127	93,173	51,194	95,115	52,261	97,063	53,332	99,015	54,404	108,735	59,745
919	59,678	32,790	67,636	37,163	87,935	48,316	89,738	49,307	91,533	50,293	93,334	51,282	95,135	52,272	96,933	53,260	98,732	54,248	100,532	55,237	102,325	56,223	104,128	57,213	113,138	62,164
920	64,466	35,421	73,062	40,144	94,989	52,192	96,905	53,245	98,818	54,295	100,734	55,348	102,645	56,398	104,566	57,454	106,480	58,506	108,391	59,555	110,303	60,606	112,219	61,659	121,809	66,928
921	67,347	37,004	76,324	41,936	99,233	54,524	101,488	55,763	103,732	56,996	105,987	58,234	108,237	59,471	110,486	60,707	112,740	61,945	114,991	63,182	117,248	64,422	119,497	65,657	130,740	71,835
922	72,161	39,649	81,784	44,936	106,327	58,421	108,739	59,746	111,153	61,073	113,563	62,397	115,977	63,723	118,388	65,048	120,803	66,375	123,219	67,703	125,630	69,02				

Veteran's Corner

By Debbie O'Connell
Veterans Committee Chair

Parents of deployed service men or women should know about a 64 page manual available on the Internet at <http://www.ausa.org/pdfdocs/yoursoldier.pdf> named "Your Soldier, Your Army: A Parents Guide." This guide was written by Vicki Cody, wife of Army Vice Chief of Staff General Richard Cody, and a mother of two sons who have served in Iraq and Afghanistan.



Northport Veterans Hospital has a wish list. Please call guest services at 631-261-4400 ext. 5823, at the VA Hospital in Northport to find out further what patients might enjoy. Some items on the wish list are slipper socks, toothbrushes, bar soaps, shaving cream, hats, gloves, combs and hairbrushes.

The Veterans Committee will meet in February to discuss a spring event. We will sponsor either a local veterans shelter or try to bring cheer to a local unit that has been activated. We will keep the members informed.

TO ALL MEMBERS: If anyone in your department has been activated or if you know of any members who have been activated, please let us know. Please call Debbie O'Connell at 571-2919 ext. 22 so we can let our fellow veterans and their families know we are here to assist them, if needed.



NUMC Employee of the Month

At a reception held at Nassau University Medical Center, Iris Nieves, a registered nurse in the Oncology Division, was honored as the February Employee of the Month. Ms. Nieves is a dedicated, compassionate and skilled nurse who devotes a great deal of her time to helping patients with cancer. In addition, she volunteers her time to help cancer organizations in Nassau County.



Nassau Health Care Corporation Pay Table

SALARY PLAN M1 EFFECTIVE JANUARY 1, 2006																										
GRADE	Step 1 hourly	Step 2 hourly	Step 3 hourly	Step 4 hourly	Step 5 hourly	Step 6 hourly	Step 7 hourly	Step 8 hourly	Step 9 hourly	Step 10 hourly	Step 11 hourly	Step 12 hourly	Step 13 hourly	Step 14 hourly	Step 15 hourly	Step 16 hourly	Step 17 hourly	Step 18 hourly	Step 19 hourly	Step 20 hourly	Step 21 hourly	Step 22 hourly	Step 23 hourly			
501	7,782	9,771	20,152	11,073	26,200	14,396	26,558	14,592	26,917	14,789	27,276	14,987	27,635	15,184	27,994	15,382	28,355	15,580	28,710	15,775	29,071	15,973	29,431	16,171	31,229	17,159
502	8,454	10,140	20,914	11,491	27,191	14,940	27,574	15,151	27,965	15,365	28,356	15,580	28,741	15,792	29,132	16,006	29,522	16,221	29,912	16,435	30,302	16,649	30,687	16,861	32,731	17,984
503	9,123	10,507	21,670	11,907	28,175	15,481	28,596	15,712	29,014	15,942	29,436	16,174	29,856	16,405	30,274	16,634	30,694	16,865	31,110	17,093	31,531	17,325	31,969	17,566	34,498	18,955
504	9,791	10,874	22,428	12,323	29,158	16,021	29,614	16,272	30,066	16,520	30,522	16,771	30,976	17,020	31,433	17,271	31,895	17,525	32,392	17,798	32,923	18,090	33,474	18,392	36,356	19,976
505	10,459	11,331	23,186	12,739	30,141	16,561	30,638	16,827	31,130	17,072	31,622	17,321	32,114	17,568	32,606	17,854	33,100	18,099	33,625	18,388	34,144	18,687	34,633	18,986	38,000	21,176
506	11,127	11,790	23,944	13,155	31,124	17,101	31,621	17,365	32,124	17,623	32,587	17,884	33,051	18,138	33,514	18,396	33,978	18,653	34,463	18,918	34,952	19,223	35,441	19,528	39,000	22,450
507	11,795	12,372	24,702	13,571	32,107	17,641	32,604	17,903	33,087	18,163	33,570	18,421	34,053	18,678	34,536	18,935	35,019	19,191	35,502	19,448	35,985	19,704	36,468	19,961	40,000	23,842
508	12,463	13,130	25,460	14,011	33,090	18,181	33,587	18,441	34,070	18,699	34,553	18,955	35,036	19,212	35,519	19,468	36,002	19,723	36,485	19,978	36,968	20,233	37,451	20,488	41,000	25,438
509	13,131	14,024	26,218	14,451	34,073	18,721	34,570	19,000	35,053	19,256	35,536	19,511	36,019	19,766	36,502	19,999	36,985	20,252	37,468	20,513	37,951	20,767	38,414	21,000	42,000	27,274
510	13,799	15,034	26,976	14,891	35,056	19,261	35,553	19,539	35,996	19,793	36,479	20,047	36,962	20,299	37,442	20,541	37,905	20,792	38,368	21,044	38,831	21,296	39,284	21,548	43,000	29,523
511	14,467	16,168	27,734	15,331	36,039	19,801	36,536	20,078	36,979	20,320	37,462	20,589	37,945	20,830	38,425	21,071	38,888	21,311	39,348	21,551	39,811	21,792	40,274	22,000	44,000	31,961
512	15,135	17,447	28,492	15,771	37,022	20,341	37,513	20,617	37,956	20,861	38,449	21,102	38,932	21,342	39,415	21,582	39,878	21,821	40,331	22,090	40,794	22,231	41,250	22,471	45,000	34,608
513	15,803	18,930	29,250	16,211	38,005	20,881	38,490	21,156	38,933	21,397	39,426	21,637	39,909	21,877	40,392	22,122	40,845	22,261	41,301	22,500	41,764	22,739	42,683	23,000	46,000	37,520
514	16,471	20,629	30,008	16,651	38,988	21,421	39,467	21,701	39,880	22,138	40,363	22,378	40,846	22,617	41,329	22,856	41,789	23,094	42,242	23,231	42,705	23,469	43,623	23,900	47,000	40,848
515	17,139	22,500	30,766	17,091	39,971	21,961	40,446	22,241	40,889	22,578	41,352	22,817	41,835	23,056	42,312	23,294	42,757	23,491	43,160	23,629	43,623	23,867	44,541	24,300	48,000	44,588
516	17,807	24,503	31,524	17,531	40,954	22,501	41,425	22,781	41,868	23,118	42,311	23,450	42,794	23,688	43,247	23,926	43,690	24,161	44,093	24,330	44,596	24,800	45,500	25,100	49,000	48,520
517	18,475	26,638	32,282	17,971	41,937	23,041	42,404	23,321	42,847	23,658	43,290	23,997	43,733	24,236	44,183	24,474	44,626	24,709	45,069	24,878	45,571	25,117	46,400	25,500	50,000	52,617
518	19,143	28,926	33,040	18,411	42,920	23,581	43,383	23,801	43,790	24,174	44,233	24,517	44,676	24,860	45,126	25,104	45,569	25,347	46,012	25,580	46,495	25,963	47,300	26,000	51,000	56,866
519	19,811	31,210	33,798	18,851	43,903	24,121	44,362	24,341	44,799	24,658	45,176	24,956	45,619	25,199	46,069	25,441	46,512	25,683	47,005	25,922	47,488	26,346	48,600	26,500	52,000	59,168
520	20,479	33,714	34,556	19,291	44,886	24,661	45,341	24,881	45,820	25,197	46,153	25,496	46,636	25,739	47,070	26,183	47,463	26,425	48,000	26,667	48,483	26,910	49,400	27,000	53,000	63,703
521	21,147	35,221	35,314	19,731	45,869	25,201	46,320	25,421	46,799	25,736	47,146	26,035	47,629	26,278	48,002	26,520	48,445	26,761	49,000	27,109	49,483	27,352	50,300	27,500	54,000	68,374
522	21,815	37,739	36,072	20,171	46,852	25,741	47,299	25,961	47,778	26,276	48,091	26,575	48,574	26,817	49,019	27,060	49,462	27,299	50,000	27,549	50,483	27,792	51,700	28,000	55,000	73,272
523	22,483	40,355	36,830	20,611	47,835	26,281	48,278	26,501	48,757	26,806	49,220	27,105	49,699	27,347	50,142	27,588	50,625	27,829	51,200	28,088	51,617	28,331	52,900	28,500	56,000	78,246
524	23,151	43,181	37,588	21,051	48,818	26,821	49,261	27,041	49,740	27,346	50,193	27,645	50,672	27,887	51,136	28,028	51,619	28,269	52,200	28,568	52,617	28,810	54,100	29,000	57,000	83,220
525	23,819	46,202	38,346	21,491	49,801	27,361	50,240	27,581	50,719	27,886	51,172	28,185	51,651	28,427	52,115	28,668	52,601	28,909	53,200	29,307	53,617	29,549	55,000	29,800	58,000	88,200
526	24,487	49,427	39,104	21,931	50,784	27,901	51,219	28,121	51,698	28,426	52,151	28,725	52,630	28,967	53,093	29,109	53,576	29,350	54,200	29,706	54,617	29,948	56,000	30,200	59,000	93,174
527	25,155	52,850	39,862	22,371	51,767	28,441	52,198	28,661	52,677	28,966	53,130	29,225	53,609	29,467	54,072	29,608	54,555	29,849	55,200	30,304	55,617	30,546	57,000	30,800	60,000	98,148

A Message From Long Island Region President Nick LaMorte

Heroines of Labor History Should not be Forgotten



Brothers and Sisters,
Because March is Women's History Month, I thought it would be a good time to pay tribute to some of the unsung heroes (or heroines) of the American labor movement.

In 1844, Lowell Mill factory workers in Massachusetts formed the Lowell Female Labor Reform Association to press for better pay and working conditions. Sarah Bagley was their first president.

In 1864, Kate Mullany of Troy, N.Y. founded the Collar Laundry Union, then led a strike of 200 women, protesting pitifully low wages and unsafe working conditions. They won a wage increase of 25 cents. In 1868, she was appointed assistant secretary of the National Labor Union, the first female to hold a national labor union position.

Lucy Parsons organized and led thousands of workers in large street protests all over America. After the Haymarket affair in 1886, when eight anarchists including her husband were jailed or hung for their beliefs, Parsons emerged as a powerful orator and activist.

Mary Kenney O'Sullivan organized bookbinders in Chicago, and in 1892 she became the first salaried organizer of the American Federation of Labor.

Elizabeth Gurley Flynn began making speeches for the International Workers of the World (IWW) around 1905 when she was 15, and shortly after became a full time union organizer for the Wobblies.

Rose Schneiderman was an organizer for the Ladies' Waist and Dress Makers' Union and served as president of the Women's Trade Union League. She helped mobilize the public for on-the-job protections following the Triangle Shirtwaist Factory Fire on March 25, 1911, in Manhattan. Because they were locked into a sweatshop on the 10th and 11th floors when the fire broke out, 148 women and

children died in that disaster.

One woman who watched that building burn was Frances Perkins. It led her to a life of advocating for workers, and under President Franklin D. Roosevelt she became Secretary of Labor in the 1930s.

Long before many women were even in the workplace, Beulah Bailey Thull blazed trails at CSEA by becoming the association's first woman president in 1934.

Thull, who lived in Troy, was a speechwriter for then Gov. Franklin D. Roosevelt before being elected president of what was then known as the Association of State Civil Service Employees.

During Thull's term, the first state employee credit union was established and the association adopted the motto "We Serve."

Thull also oversaw another important worker achievement — the association won for state workers 12 days per year of sick leave, cumulative to 150 days.

After leaving the association presidency in 1935, Thull continued to fight for women's and workers' rights. She became the first president of the Rensselaer County chapter of the New York League of Women Voters in 1939. She also established the Women's Legislative Forum and wrote several books on Rensselaer County local history.

Her achievements in the association helped pave the way for CSEA women members, including Irene Carr, to become trailblazers in their own right in their union.

Thull died in October 1975, in Troy. To date, she remains the only woman ever elected CSEA president.

Margaret Haley became an organizer with the American Federation of Teachers in 1916, after leading a successful campaign to create pensions for

teachers in Illinois.

In 1960, Dolores Huerta, co-founded with Cesar Chavez, the National Farm Workers Association, the predecessor to the United Farm Workers of America. She organized migrant workers while raising her own 11 children.

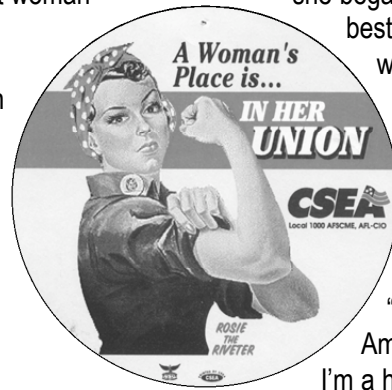
Mary Harris, or "Mother," Jones was over 50 when she began her labor career. Mother Jones was best known for her work organizing mine workers, which earned her the nickname "the Miner's Angel." She even led a parade of children to protest the evils of child labor. Mother Jones mobilized people with fiery speeches and by the time she died in 1930 at the age of 100, she had become known as "the Most Dangerous Woman in America." She once said, "I'm not a lady, I'm a hellraiser."

So I say, here's to the labor agitators — or hellraisers.

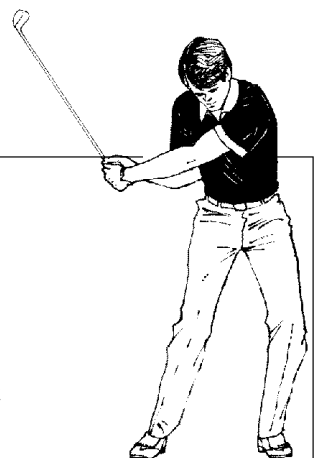
We're all better off because of them.

In solidarity,

Nick LaMorte, president
Long Island Region



Nick LaMorte



Monday, July 24, 2006

Eisenhower Park Red Course

CSEA Local 830 Annual Scholarship Classic