

Officers reports to the delegates of the 2007 Annual Delegates Meeting enclosed



Labor parades held across the state – see Page 3

Photo of the Month



Photo by Mark Kotzint

Carol Rogers, a park naturalist for the Niagara Region Interpretive Programs Office at Fort Niagara State Park in Niagara Falls, shows off some of her (stuffed) furry friends to fairgoers at the recent New York State Fair in Syracuse. (More pictures from the fair, Page 3.)

Save the date for CSEA Day with Syracuse football!

Come see exciting NCAA Division I football on CSEA Day Saturday, Nov. 24 vs. Cincinnati. There will be a **CSEA member ticket discount** for CSEA Day only. More details will be coming soon on the CSEA Central Region web page at: <http://www.csealocal1000.org/r5/region5.php> and in the November *Work Force*.



ALERT



CSEA President Danny Donohue to meet Metropolitan Region members on Nov. 28

CSEA President Danny Donohue will visit the CSEA Metropolitan Region on Nov. 28 to meet with members. The meetings will be held at the new Metropolitan Region office, 125 Maiden Lane (5th floor), Manhattan.

Donohue will meet with union members from 1 to 7 p.m. Please call the Metropolitan Region office at (212) 406-2156 for an appointment and directions.

CSEA offers state medical cost fix

TROY — CSEA has made a dramatic attempt to move contract negotiations along.

Given Gov. Eliot Spitzer's insistence on spending less money on employee health insurance, the union presented a creative proposal that would save the state hundreds of millions of dollars each year, without shifting costs to our members or diminishing benefits, in the form of increases in premiums, co-payments and other costs.

"Governor Spitzer has been eloquent in public advocating for health insurance coverage of families, and criticizing employers for failing to provide affordable

coverage. Agreeing to CSEA's proposal would meet one of his most important goals. Whether he has the will to fend off pressure from the insurance industry will most likely shape how the state responds to our proposal," CSEA President Danny Donohue said.

State negotiators have promised to review CSEA's ideas and respond.

CSEA and the state have also exchanged a number of proposals in several other areas, such as attendance and leave, compensatory time, sick leave and vacation proposals.

Visit www.csealocal1000.org for updates.

Melvin takes AFL-CIO post

ALBANY — CSEA President Danny Donohue praised the selection of



Melvin

more than 20 years, as a local

Terry Melvin as secretary-treasurer of the 2.5 million member New York State AFL-CIO.

"Terry Melvin has been a driving force in CSEA for

president and later as my executive assistant and I know he will be a great asset to all working people under the umbrella of the AFL-CIO," Donohue said.

"Terry's enthusiasm, zeal and commitment is unmatched," Donohue said. "He is a man of firsts; the first person from the CSEA ranks to hold such an important position in the state federation and also the first African-American to do so."

Melvin succeeds Paul F. Cole who retired in March 2006. For more information, go to www.nysaflcio.org.

Local government leave time won for breast/prostate cancer screening

CSEA members working in local government now have expanded leave time to get screening for breast and prostate cancer.

The new law, pushed for by CSEA, allows four hours of annual, excused leave for all municipal and school district employees to receive breast and prostate cancer screening. This

includes employees of cities, towns and villages. The leave cannot be charged against an employee's accrued sick, vacation or other leave to which they may be entitled.

This builds on similar laws that granted this same health care screening for state and county employees.

CSEA marches for labor

CSEA members across the state marked Labor Day 2007 with parades, picnics and other special events.

Labor Day parades were held in Buffalo, Rochester, Syracuse and Massena. CSEA members in Binghamton and Ithaca participated in community picnics. In Manhattan, a ceremony was held to honor working people and Sept. 11, 2001, responders.

"It's more critical now than ever that labor make its voice heard and make people aware of the sacrifices union members have made over the last hundred years so that workers today are treated with fairness and respect on the job," CSEA President Danny Donohue said.

Also, CSEA concluded its 17th annual booth at the 12-day New York State Fair in Syracuse. Throughout the fair's run, more than 70 CSEA volunteers said hello to 3,026 members who signed the union's guest log and booth volunteers registered 232 people to vote.

CSEA booth volunteers also gave out 15,000 shopping bags, and thousands of pens and school excuse note pads.

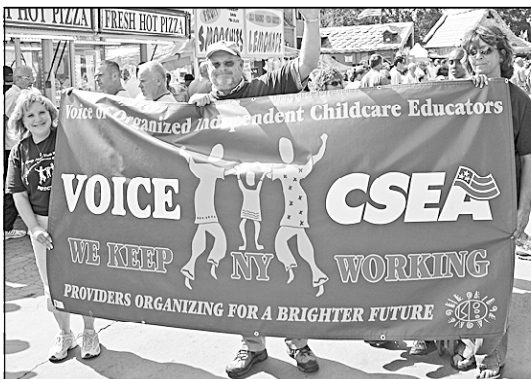
— *Photos by Stephen Madarasz, Mark Kotzin, Lynn Miller and Albert T. McCracken Jr.*



CSEA members, some from the Erie County Local, march in the Buffalo Labor Day Parade.



CSEA members, officers, activists and their guests take part in the Labor Day parade held at the New York State Fair in Syracuse.



Representatives from CSEA's VOICE (Voice of Organized Independent Childcare Educators) membership march in Syracuse.



CSEA President Danny Donohue leads marchers in the Rochester parade.



HRI Local President Deb Hanna, State Employees Local representative Marie Rogers, and LRS John Labriel join a Labor Day Rally at the World Trade Center.



U.S. Sen. Hillary Clinton signs autographs for CSEA members and activists at the CSEA booth during the New York State Fair. The union has endorsed Clinton in her bid for president.

THE WORK FORCE

ISSN 1522-1091

Official publication of
CSEA Local 1000, AFSCME, AFL-CIO
143 Washington Ave.
Albany, NY 12210-2303
Danny Donohue, President

STEPHEN A. MADARASZ
Communications Director & Publisher
STANLEY HORNAK
Deputy Director of Communications

LOU HMIELESKI
Executive Editor

JANICE MARRA
Associate Editor

CATHLEEN FEBRAIO
Graphic Production Specialist

JANICE M. KUCSKAR
Graphic Production Specialist

BETH McINTYRE
Communications Assistant

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**

Readers:

Send any comments, complaints, suggestions or ideas to:
Publisher, *The Work Force*, 143 Washington Avenue,
Albany, NY 12210-2303.

COMMUNICATIONS ASSOCIATES

RICHARD IMPAGLIAZZO	Long Island Region (631) 462-0030
DAVID GALARZA	Metropolitan Region (212) 406-2156
JESSICA LADLEE	Southern Region (845) 831-1000
THERESE ASSALIAN	Capital Region (518) 785-4400
MARK M. KOTZIN	Central Region (315) 433-0050
LYNN MILLER	Western Region (716) 691-6555
ED MOLITOR	Headquarters (518) 257-1272
JILL ASENCIO	(518) 257-1276

The Publications Committee

Jane D'Amico
Annie Campbell
Ellen Lennon
Doreen Gilbert
Mary Jo Tubbs



IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue

Labor, management working together to benefit worker safety

Worker safety has always been one of CSEA's highest priorities and management deserves recognition and credit when it works with us to achieve the goal of safer workplaces.

CSEA recently joined with the state Department of Correctional Services in an initiative to issue new personal protection devices to nearly 10,000 civilian workers in the state's correctional system.

Corrections workers currently have similar personal protection devices, but the new equipment should be even more effective. (*See story, Page 6*).

Better technology is good, and improved worksite security is excellent. CSEA pushed and finally won a statewide worksite security law for public employees last year.

Fighting that good fight was important, but nothing beats continued vigilance.

No work site can ever be completely safe and secure. We must always work to identify and address risks in advance and regularly reassess them.

We must use the best available procedures and technology but we must never let down our guard.



Danny

Mogavero honored with Webster Memorial Mission Achievement Award

SYRACUSE — As CSEA retiree activist Sam Mogavero talks about the honor of being presented with CSEA's 2007 Donald Webster Memorial Mission Achievement Award, he has to pause to wipe away tears.

Don Webster was a great friend of his, he said.

Mogavero, 89, retired in 1980 after more than 23 years as a building custodian for the Lake Shore Central School District in Erie County. Now, he continues his union activism as vice president of the Buffalo-Niagara Frontier Retirees Local.

At the union's annual Retiree Delegates Meeting in Syracuse, CSEA



CSEA President Danny Donohue, left, and Retiree Division Chair Charles Peritore, right, congratulate Sam Mogavero on being honored with the Donald Webster Memorial Mission Achievement Award.

President Danny Donohue presented Mogavero with the award. "Sam is what the association is all about," Donohue said. "There would never be a CSEA without people like Sam."

Mogavero said he'll never forget serving as chair of CSEA's Local Government Division during the presidency of Ted Wenzl in the 1970s. He also fondly reminisced about serving on the

committee to restructure CSEA's Constitution and Bylaws.

Mogavero said he is surprised and overwhelmed to be chosen as the recipient of the award and even more honored due to his friendship with Webster.

"Don was a great man, a tremendous man, and we established a great friendship. It definitely makes it (the award) more meaningful to me. It was a great gift to receive, and I'll cherish it the rest of my life."

— Mark M. Kotzin



"There would never be a CSEA without people like Sam."

CSEA *Voices*



"CSEA members should get involved with PEOPLE because it gives us a voice. It helps us to be strong and it helps us make sure working men and women are protected. We need to make sure our message gets out and that politicians listen to us. Through PEOPLE, we can make that happen."

— Sue Balsano, Western New York Developmental Disabilities Services Office Local, on her support of the PEOPLE program, which 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.

HIGHWAY HEROES — Brookhaven Highway Unit members Anthony Gazzola, John Redding and Anthony Grieco Jr. were honored at the recent Suffolk County Local executive board and membership meeting for saving a child's life. When a woman ran out of a home near their work site screaming that a toddler was choking and could not breathe, Gazzola, Redding and Grieco rushed to the scene to perform cardiopulmonary resuscitation, stabilizing the child's condition before emergency medical technicians arrived. "These three men are heroes in every sense of the word,"



said Bill Walsh, Suffolk Local president. "We are all very proud of them." ...

TROY CONTRACT — City of Troy workers

recently overwhelmingly ratified a new, five-year contract that runs through Dec. 31, 2011, and includes retroactive pay to Jan. 1, 2007. Other highlights include raises in each year, no change in health insurance premium contributions and the addition of the CanaRX benefit for no-cost co-payments on prescription maintenance drugs. The Troy City Council is expected to soon vote on the contract.

Thinking about retiring soon? Join the CSEA Retirees to keep fighting for your rights and benefits! To learn more, visit CSEA's website at www.csealocal1000.org click on "retiree benefits" under the "Your CSEA benefits" menu on the left-hand side.

Spitzer vetoes CSEA-backed "U-grade" bill; vows to address issue

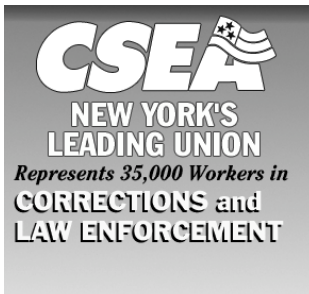
Gov. Eliot Spitzer vetoed the CSEA-supported "U-grade" bill (S.3054A), which would have prevented the State University of New York from reclassifying civil service titles to unclassified positions.

While CSEA is disappointed with the governor's veto, Spitzer said he would work with the union on addressing the issue.

CSEA SUNY local

presidents have been for years facing the "u-grade" issue, in which SUNY takes classified civil service positions and either upgrades them to unclassified titles or fails to fill vacant positions.

Instead, SUNY officials create unclassified positions that are similar to the classified jobs, robbing CSEA members of potential promotional opportunities.



New security alarms protect state prison employees

“This will save lives by improving the safety and security of civilian employees who work with inmates.”

CSEA *Voices*



“PEOPLE helps us to build a stronger union and have a greater voice.”

— Bobby Bridda, Programmer Analyst, NYS Insurance Liquidation Bureau, on his support of the PEOPLE program, which 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.

ALBANY — Nearly 10,000 civilian employees who work at medium- and maximum-security correctional facilities across New York state will be receiving new personal alarms that can pinpoint their exact location in the event of an emergency.

“This will save lives by improving the safety and security of civilian employees who work with inmates,” CSEA President Danny Donohue said.

“Work site security is one of CSEA’s highest priorities and we are pleased that we were able to achieve this important advance through labor-management cooperation,” Donohue said.

Joint Agreement
State Department of Correctional Services Commissioner Brian Fischer signed a Memorandum of Understanding with CSEA and the Public Employees Federation to launch the program, which is set to begin at Elmira, Auburn and Gowanda correctional facilities and scheduled

to result in personal alarm upgrades at 56 facilities over the next three years.

When an employee calls for help in an emergency, a signal is sent to a central console, which shows graphically the location of the caller and direction of travel, allowing staff to be dispatched to the precise trouble spot.

Push for years
DOCS/CSEA Statewide Labor-Management Chair Patricia Casler, who signed the agreement for CSEA, said her committee had been pushing for the alarms for years. Casler, president of the CSEA Auburn Correctional Facility Local, said the new alarm system is personally important to her.

One year ago, a CSEA member at Auburn was attacked by an inmate who, Casler said, had every intention of killing the woman. Luckily, another CSEA member happened to be in the area and was able to save the woman’s life by pulling the inmate off of her.

Casler said the



Department of Corrections/CSEA Statewide Labor-Management chair Patricia Casler, outside Auburn Correctional Facility, holds a new personal alarm for civilian corrections workers that will be distributed statewide. CSEA, the Public Employee Federation and Correctional Services Commissioner Brian Fischer all signed a memorandum of understanding for the new devices.

current alarm system would not have helped because the worker was en route to her work station and the alarm system does not track employees from place to place.

Tracking system
“Right now, if you’re assigned to an area, that’s where the alarm goes off. If you’re en route to the area or leaving the area it’s still going to go off where you officially work,” Casler said. “Without the

tracking system, they’re pretty ineffective.”

The new alarms will be provided to teachers, nurses, secretaries, mechanics, maintenance workers and others in administration and support, health and program services. Employees who have contact with inmates will be required to wear the alarms.

— Ed Molitor

Herkimer workers mobilize for fair contract

HERKIMER — After more than a year and a half of working under an expired contract, 425 CSEA members employed by Herkimer County are fighting for a contract with a wage increase at least equal to what county managers got for 2006.

The workers recently rejected the county's offer of a "stipend" for 2006 that wouldn't have been added to their base pay, because they knew managers had gotten percentage raises added to their base salaries. For the first time in the history of Herkimer County contracts, the members rejected the deal they considered "unfair."

They met with CSEA leaders and staff and were told that the only way they could get a better, more fair, contract offer was by "mobilizing," taking action together

and becoming visible in the community to build pressure on county leaders.

Recently, CSEA members demonstrated outside the union's first meeting with management and a state-appointed mediator. Workers are also posting signs on their lawns and cars, and hanging posters around town to let the public know they're not going to back down.

CSEA also developed a brochure workers are distributing to the public, asking community members to call county leaders and demand a better contract. The workers say they're going to stick together until county officials offer a fair contract.

"Our members deserve a contract that treats them with respect and treats them on a level playing field with what other county



CSEA member Diana Gannon, a home health aide for the Herkimer County Public Health Department, demonstrates outside the Herkimer County Office Building.

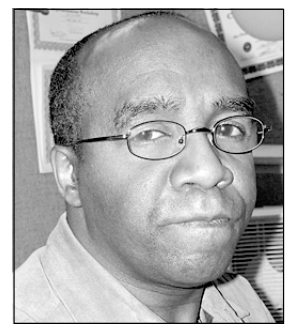
workers were given for their raises," said Herkimer County Unit President Joan Grose.

— Mark M. Kotzin



"Our members deserve a contract that treats them with respect."

CSEA *Voices*



"It's an effective tool for the Union members to get better political action in our favor. The power is in the purse and in our donations to PEOPLE."

—David Norris, Senior Claims Examiner, state Insurance Liquidation Bureau, on his support of the PEOPLE program, which 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.

Mount Vernon Library workers: anti-union behavior not on the reading list

MOUNT VERNON — CSEA members working for the Mount Vernon Public Library are fighting for the return of fairness and respect on the job, following months of anti-union behavior from management.

Unit President Gary Newman said the library's interim director has instituted policies that either violate the union's contract or contribute to a hostile working environment.

"She has cut herself off from the library staff," Newman said of the interim director, Opal Brown Lindsay. "It's literally an act of insubordination to initiate a conversation with her without first making an

appointment. Workers are afraid to tell her what she needs to know in order to do her job."

Newman said the anti-union animus has affected his ability to do his job as head of the library's Research Department, because Lindsay refuses to discuss department matters with him.

"With previous directors, we always managed to maintain a professional level and separate my positions as

department head and union president," Newman said.

Unit leadership filed a grievance following a June memo from Lindsay restricting the length of time compensation time may be held before it is used. The edict violates several areas of the contract, including past practice. Her memo included a note that she could grant extensions on the new 30-day comp time limit, at her discretion.

Perhaps the boldest move on Lindsay's part, Newman said, was her



Newman

attempt to call her own CSEA executive board meeting, summoning Newman and his fellow officers to her office with the threat that a particular library employee could face termination if the union leadership did not appear. An improper practice charge, alleging anti-union animus, was filed in response.

While Lindsay's tactics are apparently aimed to lower morale, Newman said, workers' anger has served to bolster solidarity. A union meeting called to discuss recent issues received overwhelming attendance.

— Jessica Ladlee



“While the renovation of the gristmill is a laudable goal, the health and safety of our CSEA members is the primary concern.”

CSEA Voices



“I believe that being active in PEOPLE helps to build our union and makes a political statement that fuels our union’s political agenda. The PEOPLE program is helping to fight the privatization of our Social Security. With this in mind, I continue to encourage all CSEA members to become PEOPLE members. ”

— Charles Guidarelli, Westchester County Local, PEOPLE recruiter of the month of August who recruited 43 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.

Gristmill renovation project raises safety and health concerns

CSEA is concerned about potential safety and health risks facing the four-member maintenance crew assigned to the gristmill renovation project at Connetquot River State Park Preserve.

The state Office of Parks, Recreation and Historic Preservation’s Long Island Region recently initiated an effort to restore a 150-year-old gristmill located on the banks of the Connetquot River. But the project has placed the CSEA members assigned to work on it in a potentially hazardous situation.

Concerns about safety

The tenuous circumstances were created when the structure was lifted to ease replacing its foundation. The gristmill is supported solely by four I-beams grounded in a marshy area cordoned off from the river by sandbags. River water invariably seeps into the area overnight and work can proceed only after it is pumped out each morning by crew

supervisor Steve Mikle.

The project is also hampered by space limitations, which make for cramped quarters and prevent the use of modern equipment that could make the job easier for the workers.

Instead, the work requires the exclusive use of shovels, saws, crowbars, gas-powered water pumps and brute force, which has slowed the pace considerably.

Workers at risk

Mikle and the other crew members, Richard Fuhrman, Larry Sims and Joe Castiglione, work each day with the large structure looming above them. The crew must also frequently attend to a loud water pump on a nearby bridge with a railing on only one side. Work could not proceed without the constant

operation of this pump since the area beneath the structure would quickly flood.

So, the four men risk slipping into the river each time they walk out onto the bridge or wade into the water to tend the pump. The varying depths and rapid



Steve Mikle pumps out water in a marshy area near the gristmill he is helping renovate.

current of the Connetquot River further increase the potential for catastrophe.

CSEA is also concerned about the potentially lengthy amount of time the workers will be exposed to the project. Replacing the foundation is only the first step in the renovation process. After that, concrete peers must be constructed to support the foundation walls. The structure itself will be refurbished and reattached to the new foundation.

Union will monitor

“We intend to monitor the situation closely,” said Paul D’Aleo, president of the Long Island State Parks and Recreation Local. “While the renovation of the gristmill is a

laudable goal, the health and safety of our CSEA members is the primary concern.”

CSEA Occupational Safety and Health Specialist Jeff Hyman is also monitoring the situation and is working to ensure all safety and health regulations pertinent to this type of work are observed.

“We need to be proactive in a matter such as this to avoid unnecessary injury or tragedy,” he said. “People do not come to work to get hurt or killed on the job. It’s my responsibility to inform people of their rights regarding occupational safety and health so that they can effectively relate any concerns they may have to their employers.”

— Richard Impagliazzo

Planning for 2008 health care expenses?

Consider the Health Care Spending Account

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

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

Before participating in the HCSAccount program, you should carefully consider what your eligible expenses might be.

Reviewing your expenses from previous years can help.

Once you have estimated the amount of your expenses, you may then determine how much to contribute to your HCSAccount. Under federal law, any money that you put into your HCSAccount must be used for expenses incurred during the plan year in which it was contributed.

For 2008, the maximum annual contribution allowed by the program is \$4,000, and the



minimum annual contribution is \$100.

The Health Care Spending Account open enrollment period for the 2008

plan year begins Sept. 24, 2007, and continues through Nov. 16, 2007. The program's plan year will operate from Jan. 1 through Dec. 31, 2008.

To learn more ...

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

Visit the CSEA Employee Benefit Fund website

Have you visited the Employee Benefit Fund's website lately? There are a lot of things you can accomplish from our website that can save you time and phone calls.

Take a moment to navigate through our website, and see some of the great features we have to offer.

Our website is an informational tool used to guide our members about their benefits with the CSEA EBF. There are many things that you can learn about us through our website, and you may only be a few clicks away from answering your questions. Please visit us at www.cseaebf.com.

Here are some of the many features EBF offers on its website:

EBF forms:

The following are some of the forms that can be downloaded through our website:

- Student Proof
- Prescription co-payment reimbursement form (state employees)
- Prescription/Physician co-payment reimbursement form (Unified Court System Employees)
- Vision Care Reimbursement
- Remove dependent

Provider search:

You can search for dental and vision providers on our panel. Changes are made to the website as soon as new providers come on or off our panel.



Plan summaries:

You can download plan booklets pertaining to your benefits. State, Unified Court System, Olympic Regional Development Authority and state Liquidation Bureau employees should click on "Plan Brochures"

under the Library menu and then choose the brochure you need.

Local government employees should click on "Plan Brochures," and then select from Dental, Misc., or Vision options under Document Library.

Retiree Dental Program:

Retirees have a section on the website that explains the dental program available. This program is for retirees who were previously covered by an EBF dental plan with continued dental coverage from the date of retirement.

Application for coverage must be made no later than 90 days from the date of retirement, end of COBRA or termination of another dental plan. For local government retirees, a Memorandum of Agreement must be signed by your employer before benefits are available. Please check with EBF to see if you are eligible to participate.

Contact us:

Under the "Benefits Specialists" heading, you will find the e-mail addresses of each marketing

representative, as well as the marketing director and marketing coordinator. Always feel free to e-mail any questions or concerns you may have regarding your benefits with EBF.

Links:

There are two links on the front page of our website: CSEA (the union's website at www.csealocal1000.org), and Davis Vision.

On the Davis Vision link, you can access your eligibility date with CSEA EBF for vision benefits. You can also call us to check your eligibility at (800) 323-2732, ext. 880.

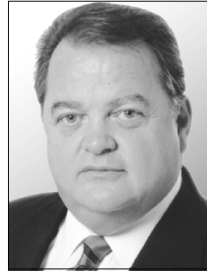
HIPAA:

When you call EBF to inquire about a dependent spouse or domestic partner, please be aware that due to the Health Insurance Portability and Accountability Act, we cannot provide information unless we have a signed HIPAA Authorization Form. You can download the form from our website by clicking HIPAA Statement, and then click HIPAA Authorization Form at the bottom of the statement.

Our website is an informational tool used to guide our members about their benefits with the CSEA EBF. There are many things that you can learn about us through our website, and you may only be a few clicks away from answering your questions.

Visit the EBF website at www.cseaebf.com

2007 Officers Reports to the delegates of the 97th Annual Delegates Meeting



DANNY DONOHUE, CSEA STATEWIDE PRESIDENT

“There has been a lot of change, major events and dynamic activities throughout our first century – as you would expect for New York’s leading union. Certainly the events and activities of the past year demand significant attention as we write our history. More than ever before we must Fight to Win.”

Three short years from now, CSEA will reach the milestone of our 100th anniversary. There has been a lot of change, major events and dynamic activities throughout our first century — as you would expect for New York’s leading union. Certainly the events and activities of the past year demand significant attention as we write our history. More than ever before we must **Fight to Win**.

Dealing with the New Spitzer Administration

The election of Eliot Spitzer as Governor of New York in November 2006, with CSEA’s help, was a watershed moment for our state. The early months of his administration have been dramatic in many ways.

When Governor Spitzer was taking office, I stated that while CSEA was an early and strong supporter, we would not hesitate to vigorously challenge the new administration when we disagreed. CSEA was taking nothing for granted. It was an approach based on decades of experience dealing with a wide range of elected officials.

On the positive side we have seen fair and responsible compromise on a number of issues and perhaps the best New York State budget in more than a generation. The Governor also signed an Executive order granting family child care providers the right to form a union — a long-sought CSEA goal.

But the Spitzer Administration has also left many issues unresolved with little to no progress, and we are in continuing negotiations over a state contract.

Governor Spitzer has enormous challenges ahead for his administration. CSEA remains committed to helping where we can to address those challenges in the best interest of our members.

CSEA Organizing Victories

As previously mentioned, the Governor’s Executive order on union organizing was an enormous CSEA victory. More than 7,000 licensed family childcare providers have become a part of CSEA under the VOICE/CSEA (Voice of Organized Independent Childcare Educators) banner. CSEA/VOICE is now preparing a strategy to best address the needs of these providers.

Another 15,000 license-exempt child care providers are also coming together with CSEA under the CCPT - NY (Child Care Providers Together - NY) banner.

In both cases, these providers have long suffered a wide range of unfair and often arbitrary requirements and working circumstances because they lacked the clear consistent advocacy and solidarity that many other workers too often take for granted.

Both these groups have recognized the value of being part of New York’s leading union and the advocacy strength that it provides. We are proud to stand with them; and CSEA, in turn, will be stronger for their membership and perspective.

Advancing Our Quality Care Campaign

CSEA has also continued to advance an agenda of improvement for developmental disabilities services across New York. There continues to be a strong need for addressing quality care standards and consistency of oversight of all programs and facilities providing care. CSEA is talking to workers at not-for-profit facilities across the state; and it

is clear that the lack of consistent oversight, accountability and unfair wage and benefit disparities are a threat to the entire OMRDD system.

CSEA’s decades of advocacy and commitment to building a better system of care along with our labor relations expertise are enormously valuable assets in the developmental disabilities field. Workers at the not-for-profit agencies, QSAC (Quality Services for the Autism Community) and Lifespire, have learned this firsthand through their CSEA membership, contracts and positive labor-management relations. Other not-for-profit agency workers are on the verge of joining CSEA and continuing the momentum for quality care and better working conditions.

Fighting to Win on Worksite Security

Earlier this year, the first in the nation Worksite Security Act took effect in New York. It was a great achievement for CSEA, which had spent years working to make it a reality.

The law requires public employers to regularly assess the risks in their work sites and address them. CSEA sought stronger work site security following the 1992 murders of four CSEA social services workers in Watkins Glen. Their tragic loss should be a stark reminder of why we all need to take work site security seriously. The ultimate success of the Worksite Security law depends on CSEA members being aware and holding management accountable.

“Governor Spitzer has enormous challenges ahead for his administration. CSEA remains committed to helping where we can to address those challenges in the best interest of our members.”

Commission on the Future of Health Care Facilities in the 21st Century (Berger Commission)

The recommendations of the Commission on the Future of Health Care Facilities in the 21st Century, often referred to as the Berger Commission, created a statewide furor when they were made public last December. Their recommended changes for merging or downsizing a number of CSEA represented public health care facilities were shortsighted and ill conceived. The recommendations were presented to state lawmakers as an all or nothing proposition with millions of dollars in federal funds hanging in the balance if lawmakers rejected the recommendations. We fought back and have made important progress in improving several of these situations. There is still important work to be done, and we still have a lawsuit under way to try to protect CSEA members. We will continue the fight for as long as it takes to win.

Fighting for Strong Contracts

Beyond the continuing negotiations on a new state contract, CSEA members in Westchester County have been waging a courageous battle for a new contract against a stubborn administration. They have demonstrated a textbook approach to mobilizing the membership and have had spirited and highly visible demonstrations and public events. Their fight can only lead to victory.

CSEA members in Niagara County proudly and overwhelmingly ratified a new contract after an extended contract fight that dragged on for far too long. They stood together and it produced results.

CSEA President’s report continued on page 14.



MARY E. SULLIVAN CSEA EXECUTIVE VICE PRESIDENT

“Like it or not, politics and politicians have a major impact on the livelihood and well being of all working people and our families.”

Although some may think so, politics is NOT a dirty word. It is just the means to an end.

Like it or not, politics and politicians have a major impact on the livelihood and well being of all working people and our families.

Politicians can have a positive impact upon the collective bargaining process and

have the final say on the contracts that affect our terms and conditions of employment. They pass budgets that impact our jobs and the services we provide. They affect programs like unemployment insurance, workers’ compensation and Social Security, which help workers who are laid off, injured or retired.

In fact, our most basic worker rights, the eight-hour day, the five-day week and the minimum wage, are all the result of legislation, proposed by organized labor and adopted by politicians who supported them.

The truth is, politics is merely a means to an end. For us as CSEA members, and for working people in general, the end we are seeking is positive legislation.

That means legislation that supports our members needs such as ensuring that they continue to have good contracts, that they work in safe and healthy environments, that they have health care and that their children have access to free, quality public schools.

All of these things that impact on our daily lives are achieved through legislation whether it be in a village, a town, a city, a county, the state or the federal government.

Politics is a tool union members can use to bring about legislation that benefits us on and off the job.

CSEA is involved with endorsing and supporting candidates for election because those are the people who vote on the legislation that we need.

When CSEA endorses a candidate, it is not necessarily the person we are supporting; it is their position

on the issues that matter to our members. We do not have to like politicians; but we do have to be in tune with their position on our issues, support those who are with us and defeat those who are not.

In order to achieve our goal of positive legislation, we cannot simply rely on politicians alone. We also have to be involved in the process.

In CSEA, politics means action. We all need to do our part if we want to ensure that the right candidates are elected so that our legislative goals can be achieved.

Volunteer to serve on your Unit or Local Political Action Committee, attend county, town, village and school board legislative meetings.

Help register new voters, work on phone banks, hand out leaflets on behalf of our endorsed candidates. Talk about the issues that face all of us with your co-workers and get them involved too.

Contact your county legislator, your

CSEA Executive Vice President’s report continued on page 14.

Officers’ reports continued on page 12.



BARBARA REEVES STATEWIDE SECRETARY

“The question I want to put to you, my union brothers and sisters, is do we still believe in a “better tomorrow.”

“It’s the America
n Way:

Money Talks, the rest of us walk” was a comment I heard recently on one of the TV morning shows. It really got me thinking.

The remark was made during a story about the special access people with money — or connections — get to avoid waiting in lines at airports.

On the very same day, I heard an announcement in the Capital District that Albany International, a corporation with century-old local roots, was giving 225 employees pink slips. The company says it can no longer be competitive and needs to ship the jobs overseas. It really got me thinking even

more: what’s happening to the promise of America?

I am by nature an optimist and believe in our way of life. I think if you work hard you reap the rewards you earn. I am reminded of a comment Alexis De Tocqueville made in his landmark study of *Democracy in America*: He said way back in 1835 that for Americans “what appears to them today to be good, may be superseded by something better tomorrow.”

The question I want to put to you, my union brothers and sisters, is do we still believe in a “better tomorrow.”

We are the wealthiest and most powerful nation on earth, yet too many children go to bed

continued on page 15



JOSEPH MCMULLEN STATEWIDE TREASURER

“Just when you think you have heard every question, a dozen new questions come up.”

Hello to
all of
my Sisters

and Brothers of CSEA! What a difference a year can make in a person’s life.

Last year at the Annual Delegates Meeting I was Chair of the State Executive Committee and Chair of the SUNY Labor/Management Committee. Now, here I am as Statewide Treasurer of CSEA. I still feel like me, but the duties have certainly changed. I have met more members in the past few months than I would have ever thought possible. We have a GREAT group of members out there. My new travel song is “On The Road Again.”

I have talked to many of you about particular questions in

your Units or Locals. Just when you think you have heard every question, a dozen new questions come up. It is a continual learning adventure and I love it. Keep those e-mails and questions coming.

As your new Statewide Treasurer, my goal is to make sure our union is fiscally responsible and that we spend our money wisely. I have been working hard at learning all of the details and responsibilities of my new position to make sure that I meet that goal. If it were not for my Assistant Connie Bonacquisti and her invaluable ability to know what I need — many times even before I ask — I am not sure where I would be.

continued on page 15



NICK LaMORTE LONG ISLAND REGION PRESIDENT



Greetings
Brothers
and Sisters:
So much
has
happened in
the Long
Island
Region since
we last met,
and it is

difficult to know where to begin as I address you today. I suppose it would be best to detail these events in a reasonably accurate chronological order, so here goes.

We were gratified to learn that Bill Walsh, Suffolk Local 852 President, was named Chair of

the Statewide Legislative and Political Action Committee. As I said at the time, Bill’s selection was no surprise to those politically active in CSEA. He is a natural for the job, a non-partisan who favors only those political candidates who are pro-labor. His wit and political sense match his keen common sense on every issue.

I must mention the Women’s Committee’s participation in the American Cancer Society’s Annual Making Strides Against Breast Cancer walk last fall at Jones Beach. Nearly 400 CSEA

continued on page 20



GEORGE BONCORAGLIO METROPOLITAN REGION PRESIDENT



Greetings
Brother
s and
Sisters,
Let me
begin by
saying that
there is an
air of
excitement
and of

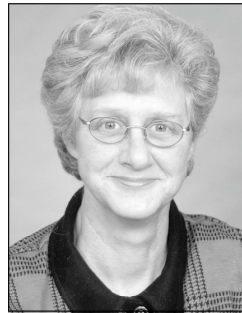
possibilities in the CSEA Metropolitan Region unlike anything I have experienced in a long time.

Perhaps it has something to do with the beautiful new region office. Our region

recently moved in lower Manhattan. If you have not seen it already, I would urge every member to schedule a visit to the region office at 125 Maiden Lane.

We also welcome our new Region Director, Gary Cannonier, formerly from the Southern Region and longtime CSEA activist out of the local New York Taxation and Finance Department. Gary has already hit the ground running. He has been attending information days throughout the region and is always looking forward to

continued on page 16



Greetings from the Southern Region! I am happy to be here with all of you in Lake Placid and it is my pleasure to

fill you in on the happenings in the Southern Region. We have seen plenty of activity over the past year, yet I am confident 2008 will be even more productive as we continue to focus on quality services for our existing members while organizing those workers in the Hudson Valley in need of a union.

Contract fights remain a challenge in the Southern Region. In Westchester County,

**DIANE HEWITT
SOUTHERN REGION
PRESIDENT**

our County Unit members are united in their fight for a fair contract. They have staged numerous contract rallies, received extensive media coverage and have kept the pressure on County Executive Andy Spano and his associates, getting the message out that a County in such healthy financial shape as Westchester has no excuse stalling on a fair contract. Tough negotiations are also in progress in the Counties of Orange, Ulster, Rockland and Putnam.

Speaking of Putnam County, our members in the County Unit successfully lobbied their State Legislators for a sales tax change expected to bring much needed money into the County coffers. County contract negotiations have been at a

continued on page 17



Greetings from Region 5. We hope that your year has been a successful and healthy one.

From what I have seen in my first five months as President, our Region has had a very busy and challenging year. My report will be a look at where we have been, where we are now and where we want to be.

When we gathered in New

**GINGER SHEFFEY
CENTRAL REGION
PRESIDENT**

York City last year, the Region was attempting to raise funds to help hundreds of our members in the Southern Tier whose homes were damaged by severe flooding. Their possessions had been ruined or washed away, their homes flooded or filled with dirt, many completely destroyed. Thanks to your generosity and that of our International Union, we were able to provide these members with several hundred dollars each. Better yet, we were able to show them that their CSEA family members care.

continued on page 18



Reflecting back on the past year in the Capital Region a few words come to mind: change, growth, action and

unity.

We have had our share of victories and a few disappointments, but most importantly the Region is energized and unified as we move toward 2008, a year that will surely be action-packed.

With the election of a new governor and new administration this year, there is change on the agenda in New York State. What this means for our state employees is not

**KATHY GARRISON
CAPITAL REGION
PRESIDENT**

altogether clear as we try to build momentum in the current contract negotiations. Many eyes are on the discussions, and one thing that is certain is our negotiating team is doing everything in their power to fight for a fair and decent contract.

On the local government side, there were some long overdue contract fights that came to conclusion this past year, most notably Rensselaer County 911. These hardworking members were without a contract for over three years and then kicked things into high gear with a stepped-up contract campaign that caught the attention of the county legislature and brought things to an end with a great contract.

A member from this same unit

continued on page 17



Brothers and Sisters: Another year has flown by! Here we are again at CSEA's Annual Delegates

Meeting in Lake Placid, a meeting with an appropriate theme: FIGHT TO WIN!

"Fight to Win" certainly describes our commitment as CSEA Union Representatives. Our lives continually revolve around these important words.

**FLO TRIPI
WESTERN REGION
PRESIDENT**

We fight for recognition in the workplace. We fight for fair contracts. We fight for safety for our members on the job. We fight management whenever or wherever we must. We fight elected officials who blame us for every fiscal problem within the state, county or local municipality. We fight every day to make our members' lives better, and in doing that we improve the lives of working families who are not yet organized. Yes, we fight to ensure that wrongs are righted and we are treated fairly. When we fight together, we win.

continued on page 19

CSEA members in the new private sector Lifespire – a New York City-based agency providing developmental disabilities services — also learned the importance of being part of CSEA and staying united. They reached agreement on their first-ever CSEA contract and are now enjoying the benefits that it provides.

CSEA Leads the Way on Clinton Presidential Endorsement

CSEA was proud to lead the way as one of the first major unions in the country to endorse Hillary Clinton in her historic campaign for President of the United States.

The CSEA endorsement came after extensive polling and other outreach to CSEA's rank and file and leadership ranks seeking input about the presidential candidates of both parties. Hillary Clinton has the overwhelming support of the vast majority of CSEA members, and we are proud to join with her. We will work hard to help elect her and it will be a better day for the American people.

CSEA Supports New State Comptroller Tom DiNapoli

CSEA was proud to support the New York State Legislature's selection of Tom DiNapoli as the new State Comptroller. Lawmakers made the right choice for all the right reasons. There is no position of responsibility in New York State government more important to CSEA than State Comptroller. As the sole trustee of the public employee retirement system, the Comptroller must be an individual who will make the right decisions to protect those

funds and maintain the integrity of the fund in the short and long term.

CSEA has enormous confidence in Tom DiNapoli's integrity and abilities. He is an individual of excellent qualification and character. CSEA has worked with him on many state and local issues over a long and distinguished career. CSEA was pleased to host Comptroller DiNapoli at our recent spring workshop in Rochester.

Addressing the Health Care Cost Crisis

Without doubt, the rising cost of health care is one of the most significant challenges Americans face today. Most CSEA members have decent health insurance coverage; but as prices rise, we see few

“CSEA is well prepared for the challenges that the new year will bring. We have a proud history and a strong future. We must build on the foundation of all that has come before; but we must not hesitate to change, grow and take new approaches to get the job done for our members We are New York's leading union and when we fight, we win!”

alternatives being offered except for management to pay up or shift costs onto workers. There are no easy solutions, but we cannot continue to simply accept business as usual. It is time for some bold changes.

CSEA has been working on this issue in a number of ways. We are also working in coalition with other unions and businesses through the Business and Labor Coalition of New York (BALCONY). We

assemblyperson or congressperson and let them know when you support a bill that benefits working people or when you oppose proposed legislation that may be harmful to us. LET YOUR VOICE BE HEARD!

One of the easiest ways you can do your part is by participating in PEOPLE... Public Employees Organized to Promote Legislative Equality. Contributing to the

“I would like to point out that there are two P's in PEOPLE. Neither one stands for politician.”

PEOPLE program strengthens our legislative clout from the schoolhouse to the White House and everywhere in between.

While some CSEA members may be reluctant to contribute to PEOPLE because they do not like to give money to politicians, I would like to point out that there are two P's in PEOPLE. Neither one stands for politician.

helped support a daylong BALCONY conference on health care reform in Albany last spring, and plans are being

generated enormous increased traffic while making access to information easier than ever. Included in the overhaul was the launch of a new e-learning center to provide resources and guidance in preparing to take promotional exams. It is available to you 24-7 with all the help you might need at a nominal charge.

CSEA has also recently equipped most of its region offices with video-conferencing equipment that will open a whole new opportunity for statewide meetings, training programs and other benefits.

Fight to Win

CSEA is well prepared for the challenges that the new year will bring. We have a proud history and a strong future. We must build on the foundation of all that has come before; but we must not hesitate to change, grow and take new approaches to get the job done for our members

We are New York's leading union and when we fight, we win!

hungry. More than 47 million Americans are uninsured, which is an all-time high. Health care reform is a captive of our political system, which thrives on money.

Nearly half of all full-time private sector workers get no paid sick leave. For many of them, the cost of an illness could be the loss of their job. Yet an overwhelming majority of Americans

favor paid sick days for full-time workers. One poll showed that 95 percent of workers find it "unacceptable" for employers to deny sick days to workers.

According to a study by Northeastern University, the top five Wall Street firms awarded an estimated \$36 billion to \$44 billion worth of bonuses at the end of 2006, with the bulk of the money going to the 1,000 or so highest-paid managers.

Ordinary men and women are working harder, labor productivity rose an impressive 18 percent between 2000 and 2006, and top corporate executives are reaping the benefits.

The revenue divide is growing.

Money flows to the top priorities, and those priorities have little to do with some of the fundamental issues we face – disparities between rich and

poor, between whites and people of color, between the right to organize and unbridled capitalism.

What's happening to those of us who play by the rules and work hard? The Bush economy is squeezing us in all directions.

Well, it is time to fight back. Government policy to make the rich richer must be reversed.

And a key component of that policy is union busting.

Fighting back means supporting the Employee Free Choice Act.

The Employee Free Choice Act, supported by a bipartisan coalition in Congress, would enable working people to bargain for better wages, benefits and working conditions by restoring workers' freedom to choose for themselves whether to join a union. It would:

- Establish stronger penalties for violation of employee rights when workers seek to form a union and during first-contract negotiations.
- Provide mediation and arbitration for first-contract disputes.
- Allow employees to form unions by signing cards authorizing union representation.

"The Employee Free Choice Act, supported by a bipartisan coalition in Congress, would enable working people to bargain for better wages, benefits and working conditions by restoring workers' freedom to choose for themselves whether to join a union."

I am working closely with Dave Stack, CSEA's Director of Internal Operations, and Cathy Bruno, the Director of CSEA's Finance Department, on coming up-to-speed with my duties as Treasurer and appreciate their expertise on CSEA's fiscal operations.

We are in the process of conducting new Treasurers' training sessions throughout the state.

I appreciate everyone's patience as I work with the new Treasurers first. I am working with Peggy Lou

Zakrzewski from Education and Training, as well as Dave Knutti from Internal Operations. Both of them have so much knowledge, and it is such a pleasure to work with them.

With suggestions from the Finance and Internal Operations Departments, especially Mary Coulson, we are in the process of reworking the Treasurer Training Handbook and Budget forms.

During her tenure, Maureen

took on numerous projects to raise funds for so many worthy causes.

In my short period in office, I have been focusing on CSEA's finances and orienting myself to the duties of Statewide Treasurer.

I look forward to taking on projects around the union soon. In the meantime, I also

want to remind you to "Buy Union."

I have to be a proud grandparent and let you all know my wife and I now have a second grandchild, Tanner John

Greiner, born July 26. His older sister, Adrianna, is really helping her mom and dad take care of her little brother. See me later for pictures.

In addition, thanks to my family for understanding my new time commitments to CSEA.

In closing, I would like to say again how much I am enjoying my new position and looking forward to working with all of you. Have a great Convention.

"I look forward to taking on projects around the union soon. In the meantime, I also want to remind you to 'Buy Union.'"

The bill would level the playing field when workers want to form a union and would go a long way toward making our economy more equitable.

Fighting back means public funding of campaigns to end the stranglehold the insurance industry has on universal and affordable health care.

Fighting back means registering to vote.

Fighting back means supporting Hillary Clinton for President. Here's what she had to say when receiving the CSEA endorsement: "When I'm president, America's working families will again have an advocate in the White House."

meeting more members, listening to concerns, and asking how we can provide a better service.

In addition to the offices for our staff, we also have ample space for meetings in our large and small conference rooms and we are looking forward to continuing our committee meetings and planning some new events and programs in the weeks and months ahead.

I am sure that our members will make full use of our resources and begin planning such terrific events like the recent Women's and Education Committees' trip to Washington, DC to join women and men from all over the United States in honor of cervical cancer survivors and to urge all women to take action in their own lives to prevent this cancer. Committee Chairs Joe Aravena and Jackie Stanford did an incredible job and our members all proudly displayed the generosity and spirit of our region.

Members of our Safety and Health Committee were given a prestigious award from the New York Committee for Occupational Safety and Health (NYCOSH) for their continuing efforts to improve the overall safety and health conditions at their Lower Manhattan worksite.

Concerned that the air was still not safe to breathe at 90 Church Street, a building next to Ground Zero that was hit by the landing gear from one of the two airliners hijacked that struck the World Trade Center on September 11, CSEA members from the Department of Health, the Public Service Commission and HRI joined scores of workers from other unions to form the 90 Church St. Labor Coalition.

Congratulations once again to the following members and staff:

HRI President Deb Hanna, Public Service Commission President Renee Jackson, Department of Health Representative Marie Rogers, Region 2 Safety and Health Committee Co-chair Frank Cosentino, former CSEA OSH Specialist Komilla John, CSEA Industrial Hygienist Mark Stipano, and HRI activist Mark Hammer.

Kudos also to Bronx Psychiatric Loca President Abraham Benjamin and activists at the facility who led State Assemblyman and Chair of the Mental Health Committee Peter Rivera and State Office of Mental Health Director Lloyd Sederer, M.D. on a groundbreaking tour through several wards at the Bronx Psychiatric Center in order to expose unsafe working conditions members have complained about for years.

Bronx Psychiatric Center has among the highest accident and injury reports in the state OMH system. Most are direct assaults on staff. They are now working to address many of the issues highlighted during the tour.

On a creative note, we have a member at South Beach, Steve L. James, who helped invent a product that will soon revolutionize the apparel industry (at least in OMH, OMRDD and DOCS facilities).

After years of helplessly watching consumers use whatever means at their disposal to hold their pants up, often unsuccessfully, Steve teamed up with some co-workers and developed the Mini-Belt, a product that will allow for a kinder, safer way for consumers to keep their pants and dignity in place. We wish Steven and his co-workers continued success.

By the time you read this statement, we may have a new Local with some 400 members. In late July, we negotiated yet

another card check neutrality agreement with the Guild for Exceptional Children, Inc. (GEC) a non-profit provider of direct and indirect services for developmentally delayed or disabled persons in Brooklyn.

Our organizing department and staff have been doing a phenomenal job at targeting and mounting successful campaigns throughout the city and state and I want to congratulate them for their efforts on behalf of working men and women seeking dignity and respect at the workplace.

Once again, many of our friends in political office played a key role in negotiating this agreement including City Council Member Vincent Gentile, Assembly Member D. Janele Hyer-Spencer and State Senator Martin Golden.

They say that all politics is local and the support from these local elected officials illustrates that phrase and should truly compel our members to get involved in the election process whether it is voting for new officers at their union, voting for a civil court judge in their borough and, of course, voting for the next President of the United States (IT'S ABOUT TIME!).

A few weeks ago we promised to support and work to elect a presidential candidate that will stand with, and not against, working families in this country. A presidential candidate who will strive to get our brave men and women out of Iraq and out of harms way. A candidate who will prioritize and focus attention on those issues and policies that have made America strong and a nation to be respected and admired around the world.

That candidate is our current U.S. Senator, Hillary Clinton. She

has been a longtime friend to CSEA and we will do everything we can, not only in New York but also in battleground states across the country, to ensure that we make her the first woman to occupy the White House.

Our domestic agenda has been ignored, maligned and mismanaged far too long. We cannot wait another decade to address the problems associated with global warming, healthcare, poverty, education, housing and, of course, jobs.

With Hillary Clinton as President, I can see the beginning of a new day in this country. A day that will allow us to forget the darkness we faced these last seven years. A day that will make us grateful for the opportunity to exercise a simple civic duty that far too many still take for granted: the voting process.

Brothers and sisters, if we do not participate in the voting process, as public servants whose livelihoods are directly affected by those in office, what kind of example are we setting for others? How can we complain about the system not working?

Finally, I want to thank all the officers, activists and rank and file members of our region for all the wonderful, selfless and dedicated work they do throughout the year whether it is at our Regional Education and Women's Committee Workshop or coordinating and attending our fabulous Information Days. The work you do inside your union and inside your communities shows the world that unionism is alive and well and ready to tackle a new day, every day.

SOUTHERN REGION PRESIDENT *continued from page 13*

standstill allegedly due to the County's fiscal woes. Once again, CSEA members have shown they are team players who will get the job done. I am optimistic that their efforts on the sales tax front will help them toward a new contract.

Many fair and equitable contracts have been settled by negotiating teams in the Region with the assistance of their fine staff Labor Relations Specialists. They include, just to name a handful: the Town of Putnam Valley, the Town of Shawangunk, and the Town of Edgemont School District. In addition, Dutchess County approved its most recent contract right around the time of last year's Convention.

On the political front, our members' activism led to the election of many pro-labor candidates this past fall. CSEA was instrumental in the re-election of State Sen. Vincent Leibel (R-Patterson), in addition to participating in the campaigns of new Congressman John Hall (D-Dover Plains) and Assemblyman Mike Spano (D-Yonkers). Active members and CSEA retirees logged many hours

in phone banks, doing literature drops and campaigning on Election Day. We are excited, as well, to participate in the upcoming presidential elections. It is time for us to get someone in the White House who will be respectful of workers' rights! We must undo the damage that has occurred over the past eight years!

One of the disturbing trends during the Bush administration has been an increase throughout the country in outsourcing and privatization. We are mindful of this threat to replace quality public sector workers with profit-driven contractors, so we have been proactive in the Port Jervis City Schools, where our members in the district's Transportation Department appear to be under a constant threat of privatization. We have made many convincing arguments to public officials there about the merits of keeping school transportation public.

On a more personal note, our members have gone above and beyond this year supporting brothers and sisters in need. They opened their wallets

several times in support of CSEA members, first for a member in Putnam County burdened with expenses while taking her son for leukemia treatment. I am happy to report he is now in remission. We wanted to do whatever we could to lighten her load. Later in the year, we reached out in support of a brother from the New York State Bridge Authority Local, who lost his daughter tragically when his home was overtaken by fire. I am touched by the generosity of those who reached out to help.

Sadly, I must report that we had two deaths on the job this year. In Orange County, Dean Norris, a flagger from the Orange County Department of Public Works, died after he was struck by the car of an elderly driver. He left behind a young son. In Westchester County, William White, a member of the County's DPW, died on the job after suffering a massive heart attack. Our condolences go out to both families.

In closing, I would like to note the many changes we have had in the Region this past year. Gary Conley, who served as Executive Vice President, retired

from his job with the White Plains School District. We appreciate Gary's years of service to CSEA and wish him well in retirement. Dottie Lattin, our longtime Dutchess Education Local President, is also enjoying a well-deserved retirement. Thank you, Dottie, for your service to your Local and as Chair of the Southern Region Scholarship Committee.

On a statewide level, I must congratulate both Jim Moore and Maureen Malone on their retirements. Welcome to new Central Region President Ginger Sheffey and Statewide Treasurer Joe McMullen, who have stepped up to fill those vacancies.

I would like to also welcome Sean Egan, whom you all know from our Field and Member Services Department, who has stepped in as Acting Region Director. His knowledge of the Southern Region, dating back to his days as Ulster County Unit President, makes him an asset.

I wish you all an excellent year to come. Please stay safe on the job!

CAPITAL REGION PRESIDENT *continued from page 13*

was recently recognized for his efforts when one morning on the way to work he passed a house fully engulfed in flames. Without hesitation, he stopped, ran into the home and coaxed the older male resident to safety.

This past May, the Red Cross of Northeastern New York, at their annual Salute to Hometown Heroes event, honored members from the Montgomery County DPW. These hardworking members were singled out for their Herculean efforts in the wake of the devastating floods and subsequent damage that swept through that area in June

of 2006. This past June, I once again had the pleasure of attending the annual North Country Salute to Labor where Clinton County Local President Joe Musso was honored for his years of selfless devotion to CSEA members and his profound dedication to the labor movement.

I bring these examples up as a way of pointing out how many individual acts of bravery, heroism or just plain selflessness are carried out everyday by CSEA members around the Capital Region and state.

The Capital Region also has an

extremely active Community Outreach Committee. Our members are involved in countless not-for-profit activities that help raise funds for research, provide meals to less fortunate people, and help provide home maintenance for elderly people so that they are able to stay in their homes as long as possible. The chair of this committee has been so dedicated to these many causes since its inception in 2000 that I cannot possibly thank her enough. For those of you who know Vi Boyko, you know that her positive attitude and her

dedication are an inspiration to us all. At this time Vi is battling some health issues. I ask that you keep her in your prayers through this difficult time.

This year saw the culmination of a desire I have had for some time for a region-wide newsletter. Our newly appointed Communications Committee got up and running fast with two issues this past year so far.

I feel very strongly that the newsletter is playing a role in union building for region members who now have a

continued on page 18

greater sense of connectedness to their union brothers and sisters; be it a bus driver in Peru or a nurses aide in Greene County.

Five Capital Region members were among the graduates of the latest Leadership, Education and Development Program (LEAD). These activists are now better prepared to play a key role in addressing the issues that impact our members at work everyday, but also to address the issues confronting labor.

I am continually encouraged by the new faces that I see at region events. These activists are the future generation of labor leaders. We need to do everything we can to nurture and encourage rank and file members to step up, participate in trainings and take advantage of the many opportunities for networking that exist in CSEA so that they can eventually take over the reigns in their respective units and locals.

Capital Region members can also claim victory for their role in some key legislative victories that will positively impact workers such as the four-hour leave for breast/prostate cancer screening for municipal and school employees. State and county employees are already entitled to this leave.

A few others that bear mentioning: a law that prohibits privatization of state prisons and local/county jails and a law on state employee injury reporting that over time will help track and reduce injuries.

The last few years, I have written about the repeated attempts of a rogue "union" to steal our bargaining units. They were back to their old tricks again this past year. We defeated them in one election last fall, and by the time you read this, the results of another in Washington County will have been decided.

In Columbia County this past spring, several employees

seeking to join CSEA contacted the Region. In the early 1990's these employees were represented by CSEA but were convinced to choose another employee organization to represent them. They are currently represented by UPSEU.

After 15 years, these employees have reported that other than a few meetings for contract negotiations, local meetings are not held.

UPSEU has not held any function where the employees have an opportunity to get to know each other or to discuss issues that impact the workplace. In May, CSEA's Organizing Department and the Capital Region Director began holding meetings and asking these employees to sign cards.

The response was overwhelming, and CSEA was able to file for a representation election much sooner than expected. The amount of time activists, staff and the workers in Columbia County have invested in this campaign is truly remarkable. At the time I write this, it is still unclear what the results of this election will be, but it truly is rewarding to work on this offensive campaign against this union-busting organization.

The 4th Annual Capital Region Spring Conference was held this past March. Attendance records were set and conference attendees enjoyed a range of workshops from education, to health and safety, to wellness.

As I write this, we are preparing for our annual meeting in late August. Special thanks to all committee members for their hard work and the valuable role they play throughout the year with these important educational events.

Whatever challenges this region faces in the next year we will face together with a growing sense of connectedness and unity.

As 2006 drew to a close, Delaware County transferred ownership of our county nursing home to a private owner. Although we were able to bargain to give our employees rights to vacant positions in the county, it was a sad way to end the year. Nevertheless, we are currently working to organize these workers into a new Private Sector Local, and begin negotiating a new contract on their behalf.

We welcomed in the New Year but did not welcome the Berger Commission's recommendations to privatize and merge Onondaga County's Van Duyn Home & Hospital and to merge SUNY Upstate Medical University with Crouse Hospital. We recently heralded the news that there is an agreement between SUNY Upstate and Crouse Hospitals that will be sanctioned by the state and satisfy the Berger Commission's demands, while still keeping Upstate public and part of the SUNY system. We will continue to focus our attention on saving Van Duyn. CSEA remains committed to keeping Van Duyn county-owned and operated for our members and the community they serve.

With 200 separate contracts, someplace, somewhere, there is always a contract being negotiated in Region 5. I do want to recognize the victory in our contract campaign at Clarkson University. Their long campaign involved members, activists and staff along with strong community involvement. As a result of their President's hard work, Ed Collins was honored with the 2007 Mission Achievement Award for the Private Sector. Congratulations to Ed and all of his hardworking members.

Our Region Committees have had a very busy year: Our Veteran's Committee collected

phone cards to send to our troops and is presently collecting a variety of items to send care packages to our troops from the 222nd Military Police Unit of the N.Y. National Guard in Auburn.

Our Women's Committee created a personal medical journal to help keep track of pertinent medical information. A trip to the doctor's office is now made easier with this information right at hand.

Our Program and Education Committees planned two region conferences and provided attendees with a variety of programs, including Workplace Violence and Union Leadership Responsibilities.

Our Safety & Health Committee held a moving ceremony on Worker's Memorial Day to pay tribute to Region 5 members lost over the years.

We also welcome back our reinstated Schools Committee. They will be planning a training conference for our members who work in educational support settings. This committee will be a resource to our thousands of school district employees and deal with their specialized issues and concerns.

The Region is currently planning our first annual golf tournament for 2008. Money raised from this tournament will be used to help our members who have experienced financial hardship due to a tragedy.

There are usually a lot of jokes when someone reaches the age of 50, but when a Local turns 50 there are no jokes, just congratulations. So to Black River Valley State Employees Local 015, Troop C – NYS Police (Sidney) and St. Lawrence County Local 845, we say congratulations on becoming a Golden Local!

As always, OUR day, Labor

continued on page 19

This past year, Western Region 6 CSEA leaders have stood shoulder-to-shoulder fighting the good fight. We won contract battles, and we halted attempts at outsourcing our work. We elected School Board members who are sympathetic to our issues.

We continue to organize new members into our CSEA family. This year, we in Western Region 6 welcomed several new units, including the Campbell Savona School District, the Town of Portland, Town of Geneva, the Cattaraugus County Part-Time workers, the Town of Lakewood Police Department and the Town of Irondequoit Librarians. We have also welcomed court officers into our Judiciary Local. Organizing has been front and center in Region 6 both among local government and school workers and with the statewide VOICE and ARC Campaigns. We all know that Organizing is our future. We must continue this

fight every day if Labor is to win.

As usual, Region 6 is in a flurry of activity. I can only thank our Region Committees for their hard work and dedication. I want you to know about some of the activities that I believe have had meaningful impact upon our members.

Our Western Region Veterans Committee recently held a chicken barbecue for residents of the New York State Veterans home at Batavia. The committee planned this dinner – complete with entertainment – as a way to honor these wonderful men and women who have given so much. Their families and their community have abandoned some of these residents, but through this special event our Veterans Committee made sure these residents are not forgotten.

Our Western Region Women’s Committee held its biennial conference last spring to

address bullying both in the work place and in the community. The in-depth discussion and sessions on this topic were the first of their kind in CSEA. Members of the Women’s Committee helped design the module for the program and that program is now being utilized by CSEA’s Education and Training Department.

Our annual Jim Jayes Memorial Golf Tournament was incredibly successful. More than 165 golfers spent the afternoon having fun under the warm July sun while at the same time helping our region replenish our Robert L. Lattimer Sunshine Fund. This fund helps our members who are experiencing financial hardship due to a tragedy in their lives.

All of these events show the attitude of care and concern that is prominent in our Western Region. For each of the events I have described above, many more have also taken place. I take great pride in sharing with you our accomplishments, but it is also important to give credit to those creative and caring Western Region 6 Members who give so freely and unselfishly of themselves. Again, I would like to thank our committee members for sharing their time and talent within our region and the state. You help make the Western Region a fantastic place to be.

In addition to the region and the state, we also “Fight to Win” on a larger scale. Our work in the House of Labor continues. CSEA members and officers hold many leadership positions within the Area Labor Federations and the Central Labor Councils throughout the Western Region’s 14 counties. These members work hard to promote Labor’s message and move the House forward.

Terry Melvin, former CSEA

member and local officer from Region 6 and Executive Assistant to CSEA Statewide President Danny Donohue, recently left CSEA to become the Secretary Treasurer of the State AFL-CIO. We will miss seeing Terry on a regular basis – we are losing a good friend – but we wish him luck in his new position. We know he will continue to fight on behalf of CSEA and the Labor Movement. He will always remain a part of the Western Region family. Congratulations also go to former Statewide Treasurer Maureen Malone, who retired and has found a life after CSEA.

Brothers and Sisters, fight we must. We live in a world where it has become normal for management to try to lower the high work standards that we, and those before us, have fought so hard to attain. We live in a day and age when some feel that we should apologize for the salary and benefits that we negotiated over the years. We hear and read about those who are applauded for diminishing pension and retiree benefits. It seems as if the mindset in this country is to take away from the middle class. Just look at the statistics noting job loss. Good paying USA jobs are going to China and Third World countries. As Union members and citizens in this country, we should be enraged. We must regain control as the working class — the largest special interest group in this country. It is time to stand up and be counted. It is time to FIGHT BACK ... and FIGHT TO WIN!

I wish you all a productive Convention. Let us always remember that we are here to do the business of CSEA. Let us never forget our rank-and-file membership is the reason we are here. Have a great week and a safe trip home.

CENTRAL REGION PRESIDENT *continued from page 18*

Day, was celebrated across the Region. In Syracuse our members marched in the parade held at the New York State Fairgrounds; our North Country members proudly wore their CSEA T-shirts in the Solidarity Parade held in Massena; in the Ithaca area our members attended the 24th Annual Labor Day Picnic in recognition of the sacrifices and contributions working people make to their communities every single day; and our Southern Tier members celebrated with a day and picnic at the Ross Park Zoo in Binghamton.

As I have traveled across the Region these past five months to information days, membership meetings and other activities, I have listened as our members and activists have addressed several of the issues that we will

be dealing with at this Delegate’s Meeting. How many times do we hear, “How do I encourage my members to attend membership meetings?” “How do I encourage younger members to get involved?” “How do I do it all; there are not enough hours in the day.” The workshops chosen for this Delegates’ Meeting will educate all of us in trying to answer these hard questions.

I close my report with this thought. Let us take the lessons we have learned from the past; apply them in the present; and amend or revise them to meet the needs of the future by listening, observing, and educating the union’s leadership and membership. That is my personal mission statement.

Have a productive week and a safe trip home.

members completed the five-kilometer walk on the boardwalk raising more than \$25,000 for cancer research, advocacy, education, and patient services.

Let us see, what else is going on? Well, Jeff Hyman joined CSEA as our Occupational Safety and Health Specialist, serving not only our Region but also Regions 2 and 3. That is a large area to cover and quite a responsibility, but Jeff is up to the task. He has an extensive background in safety and health and is well qualified to tackle the many challenges facing CSEA members.

Congratulations also go out to members of the Elmont Library Unit of Nassau Municipal Employees Local 882, who successfully negotiated a four-year contract that increases salaries each year and improves longevity payments.

On another front, we continued our efforts to assist employees at AHRC Nassau; an organization that cares for developmentally disabled persons, with their efforts to unionize, which have been vehemently resisted by AHRC management.

To that end, we staged a press conference in front of the Nassau County Supreme Court Building in Mineola to inform the general public about the disturbing conditions and violations at Nassau AHRC that jeopardize the developmentally disabled individuals in their care and the staff who care for them. This effort has not yet reached a conclusion, but the fight is ongoing; and I am optimistic about a favorable conclusion.

As always, the Annual CSEA Long Island Region Leadership Conference brought together the Region's local presidents

and vice presidents for leadership and political action sessions. The Conference sought to explore methods to enhance voter turnout as it applies to CSEA members, which is the key to wielding political influence as an organization and as individuals.

When the Governor's Commission on Health Care facilities recommended widespread closures and other downsizing at many of the state's hospitals and nursing homes, we leapt into action. SUNY Stony Brook Local 614, in coordination with the Long Island Region, mounted a Day of Action to argue against the recommendation. We urged the state Assembly panel to defeat this plan when they convened to hear testimony on the Commission's recommendation, while hundreds of CSEA members simultaneously flooded the streets outside Stony Brook University Hospital to characterize the report as a recipe for health care disaster. The matter is still pending in the state Legislature but we will continue to stay on top of the situation and make our position known as conditions warrant.

I am also happy to report that several hundred CSEA members employed by the Town of Brookhaven successfully fought to fend off proposed cuts in their supplemental benefits. Members of three CSEA Brookhaven units — blue collar, white collar and highway — made their presence felt at a town hall board meeting. The town's plan to diminish package seven benefits, which are provided through the CSEA Employee Benefit Fund and include vision, dental, prescription co-payment reimbursement, maternity, hearing aide and legal

assistance spurred the large turnout.

Here are a few more success stories — the CSEA Sayville Library Unit of Local 852 won a three-year contract that provides for a 13 percent salary increase. The contract calls for a 4 percent boost the first year, 4 percent the second year and 5 percent in the final year. Eyeglass coverage was also raised and there were no givebacks in the agreement.

CSEA employees working for three separate Suffolk County towns recently ratified new contracts. Members in the Town of Shelter Island, who voted to join CSEA over the strenuous objections of management, won a four-year contract that provides for raises retroactive to 2005, salary adjustments for some titles, and increases in the next two years.

In the Town of Smithtown, CSEA members overwhelmingly ratified an agreement that was groundbreaking in a couple of ways. It was completed in record time, less than two months after the old contract expired, and CSEA negotiated directly with the town supervisor for the first time. Key provisions of the contract include wage increases over the next four years, 22 titles will be upgraded over the four-year period, affecting more than 60 people, and there is no change in the quality of health insurance.

The 249 CSEA members in East Hampton Town voted to ratify a five-year agreement with substantial wage increases and retention of 100 percent payment of medical insurance premiums by the town.

CSEA members in the Mount Sinai School District Non-Instructional Unit also ratified a new contract that allows for a 9

percent wage increase over three years as well as numerous enhancements such as additional money through step increases and an increase in night differential for custodians. Of course, we should not forget the West Islip Clerical Unit whose negotiations climaxed with a fair agreement that all sides were pleased with.

This is not to say we do not continue to face challenges. We are embroiled in contentious contract negotiations with the Village of Babylon, the East Williston School District and the Mattituck-Cutchogue School District. The Babylon sanitation workers are the lowest paid in Suffolk County and have been without a contract for three years. The East Williston Custodial Unit is also feeling the economic pinch of living on Long Island. Gas prices alone have tripled since their contract expired in 2004. Our people in Mattituck-Cutchogue School District Unit continue to push for a fair contract since their last one expired in June 2006. A key sticking point is the district officials' proposal to change from a self-insured plan to the Empire plan. However, we have effective plans in place in all three communities and are confident they will eventually bring these impasses to a conclusion.

At this point, I would like to sound a positive note. Members of the Copiague Full-Time Custodial Unit recently aided their community through two generous gifts. First, a pair of \$600 scholarships was presented to Sacajewana Idlett and Verlenis Espinal, outstanding recent graduates of Copiague High School. Second,

continued on page 21

\$300 was donated to the food pantry of the Miraculous Medal Roman Catholic Church in Wyandanch. Nearly all of the unit's 34 members contributed to the gifts. This was the second year the scholarships were awarded. They are named in honor of Bruce Williams, an active union member who passed on shortly before the inaugural presentation last year.

Another inspiring story involves Catherine Custance, a Long Island Region activist who has devoted years of service to union and women's causes. She was presented with the Irene Carr Leadership Award at the CSEA Women's Conference. This award was well deserved because Catherine gives of her time and talent whenever and wherever she is needed. She is a fine representative of CSEA and a passionate advocate for workplace safety and justice.

Mary D'Antonio, President of SUNY Old Westbury Local 618 and a member of the CSEA Board of Directors, also deserves recognition for her hard work, which culminated in her receiving the Mission Achievement Award for State Division Service. However, Catherine and Mary were not the only ones recognized for their efforts. In January, I received — there I go talking about myself again — a public service award from the Suffolk County Martin Luther King Jr. Commission for a demonstrated record of dedication to work rights, and in April I accepted an award for my commitment to Long Island, in this instance my support for the effort to raise \$30,000 for the United Way.

More recently, about 75 people representing a mix of administrators and union members from public,

academic and special libraries throughout Nassau and Suffolk counties filled the lower-level conference room at Lindenhurst Memorial Library to attend a panel discussion titled "Current Issues in Labor-Management Relations in Libraries," which was co-sponsored by the Lindenhurst Memorial Library and the Long Island Library Resource Council (LILRC). Panel members included Ernest R. Stolzer, a partner in the law firm of Bond, Schoeneck & King, Jennifer Grady, Director of the American Library Association's Allied Professional Association and myself. The panel fielded questions pertaining to current issues facing libraries and unions engaged in collective bargaining.

At one point, I was asked what I believed were the primary reasons collective bargaining sometimes fails to broker an agreement between management and labor. I told the audience that neither side should check their common sense at the door. Negotiations tend to break down when things get personal so both sides should make every effort to bargain in an honest, sincere and credible manner.

Members of Pilgrim Psychiatric Center Local 418 recently staged an informational rally in Commack. The rally, themed "Stop Employee Abuse," drew attention to problems in the workplace; specifically spur of the moment requests from management to work overtime and ongoing troubles with employee retention. Their contract stipulates that management is required to provide at least 60 minutes notice if they want an employee to work overtime. Unfortunately, this is not

happening in many instances and it is negatively affecting quality of life for employees.

Employee retention is also a problem at Pilgrim Psychiatric Center. They offer an educational training program for Mental Hygiene Therapy Aides not available at other state-operated psychiatric centers within their regional proximity. While they recognize the organizational value of this type of training, they have noticed a pattern of people from the Bronx, Brooklyn or Queens starting out at Pilgrim Psychiatric Center and then transferring to state facilities closer to their homes as soon as they are able. This leaves them shorthanded and they lose people they took the time to train to other facilities. It is apparent that attention must be focused on these situations so they can be discussed and addressed in a timely fashion. It is vital they not be allowed to fester since this could further erode employee morale and affect the quality of care provided to patients; that is why the informational rally was conducted.

Richard Impagliazzo recently joined the CSEA staff as Communications Associate in the Long Island Region. In this capacity, he will be responsible for facilitating communications to the general public and CSEA membership regarding the activities and accomplishments of CSEA and its various locals and units in Region One. Richard brings considerable experience in the fields of journalism, publishing, marketing, public relations and media relations to his new post.

The year was not without its tragedies, however. Earl Stroughton, a phlebotomist at Nassau University Medical

Center (NUMC) for almost 30 years and President of the CSEA unit there, died recently of a heart attack. He was 70 years old. Stroughton was considered the best phlebotomist at NUMC. A staunch union activist, Stroughton became Vice President of the CSEA unit in 1995, then Executive Vice President in 2001. In 2005, he was elected President of the unit; CSEA's largest in Nassau County. His wife of 30 years, Sumera, daughters Cassandra and Cassie, sons Earl Jr. and Rodney, as well as nine grandchildren and three great-grandchildren survive Stroughton. He will be greatly missed by family, friends and all in the CSEA family.

Henry Williams, a groundskeeper at the SUNY Farmingdale campus was tragically killed when the tractor he was operating plummeted from a 70-foot embankment. He was 63. While CSEA continues to mourn this horrific loss, the incident is under investigation by the organization's Occupational Safety and Health Department as well as the Suffolk County Police Department.

To sum it up, the last year has been an eventful time, a reminder that even though we accomplished so much, there is still more to do and many challenges to face. We can be confident as we face the coming year because we are not alone. Our union brothers and sisters support each of us. And that is a comforting thought, indeed.

NOTICE OF NOMINATION AND ELECTION 2008 AFSCME Convention Delegates

Delegate nominating meetings to be held Saturday, Oct. 6, 2007

CSEA REGION NOMINATING MEETINGS AFSCME Convention Delegates Election

**SATURDAY, Oct. 6, 2007
ALL MEETINGS WILL START AT 11 A.M.**

LONG ISLAND REGION 1 (41 delegates)
Region Office, 3 Garet Place, Commack

METROPOLITAN REGION 2 (14 delegates)
Region Office, 125 Maiden Lane, 5th Floor,
New York City

SOUTHERN REGION 3 (40 delegates)
Region Office, 568 State Route 52, Beacon

CAPITAL REGION 4 (36 delegates)
Best Western, 200 Wolf Road, Colonie

CENTRAL REGION 5 (40 delegates)
Region Office, 6595 Kirkville Road, East
Syracuse

WESTERN REGION 6 (40 delegates)
Region Office, 120 Pineview Drive,
Amherst

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

Meetings will be held in all CSEA Regions on Saturday, Oct. 6 to nominate candidates for the position of Delegate to the 2008 AFSCME Convention scheduled for July 27 – Aug. 1, 2008 in San Francisco, Calif. The date, time and location of Region nominating meetings are printed at left.

These Region nominating meetings kick off the AFSCME Delegate election process, which continues in accordance with the schedule of election, printed at right, approved by CSEA's Board of Directors.

CSEA members in each CSEA Region will elect Delegates from their Region. The number of Delegates to which each Region is entitled is based on Region membership strength, in accordance with the AFSCME and CSEA Constitutions.

Who is eligible?

Any member in good standing as of Oct. 6, 2007, will be entitled to be nominated as a Delegate to the AFSCME Convention. Any member in good standing as of Oct. 6, 2007, will be eligible to nominate Delegates. Any qualified CSEA member will be eligible to nominate as many candidates for Delegates as he or she desires, not to exceed the total number of Delegates to be elected from that Region. Nominees do not have to be at the nominating meeting.

Nominations may be made by slates of two or more individuals who will appear on the ballot as running together under a particular slate designation. The ballot will also allow slate candidates to be elected individually, separate from the slate.

Expenses for transportation, room and board at the AFSCME Convention will be paid by CSEA.

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

AFSCME DELEGATES ELECTION YEAR 2008

In addition to our own CSEA elections, the year 2008 also has an AFSCME Delegates election. The approved schedule for that election is as follows:

Oct. 6 (Sat.)	Region Nomination Meetings
Nov. 5, 2007	Deadline/declinations and name confirmation.
Nov. 14, 2007	Local and Unit President labels available.
Nov. 26, 2007	Deadline for campaign literature submission for printing.
Dec. 17, 2007	Voter lists inspection available.
Jan. 22 (Tues.)	Ballots mailed
Jan. 29 (Fri.)	Replacement ballots available
Feb. 13 (Wed.)	Ballots due 8 a.m.; Tally commences 9 a.m.
End of Protest Period	10 days following Statewide Election Committee certification of results.
March 2008	Results published in <i>The Work Force</i> .

Balloting for the AFSCME Delegates election will take place at the same time and as part of the CSEA elections for Statewide officers, Region officers and Board of Directors. Members are urged to carefully read the election information contained in *The Work Force* throughout the year 2008 election cycle as well as the instructions, which will accompany each ballot.

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

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

CSEA's notice of nomination and election

Elections for the following positions will take place from Jan. 22, 2008 – Feb. 13, 2008.

Statewide Officers:

President, Executive Vice President, Secretary, Treasurer

Region Officers:

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

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

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

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

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

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

Statewide Board of Directors:

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

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

Aug. 13, 2007: Nominating petition request forms are now available from Local Presidents, CSEA Headquarters and Region offices. Petition request forms may be filled out and returned

to CSEA Headquarters and/or Region offices.

Sept. 4, 2007: First day of the petitioning period.

Oct. 5, 2007: Deadline for nominating petitions to be received at CSEA Headquarters (5 p.m.)

Oct. 31, 2007: Deadline for candidates submissions (picture, employer and office being sought) to *The Work Force*.

Nov. 5, 2007: Deadline/declinations and name confirmation.

Nov. 14, 2007: Ballot position drawing; Local and Unit President labels available.

Nov. 26, 2007: Deadline for campaign literature submission for printing.

Dec. 17, 2007: Voter lists inspection available.

Jan. 22, 2008: Ballots mailed

Jan. 29, 2008: Replacement ballots available

Feb. 13, 2008: Deadline for receipt of ballots (8 a.m.). Ballot count commences (9 a.m.). Election results will be announced after the ballot count is complete and certified. Candidates will be notified by mail of the results.

End of Protest Period: 10 days following Statewide Election Committee certification of results.

March 2008: Results published in *The Work Force*.

Individual or Slate Petitions

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

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

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

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

For the Board of Directors elections, slate petitioning is available

in those departments or political subdivisions which, in accordance with the CSEA Constitution and Bylaws, are entitled to more than one Board seat. In such instances, to constitute a slate there must be a candidate for each of the seats to which the department or political subdivision is entitled in that election.

Voting Eligibility Date

Only CSEA members in good standing as of Dec. 1, 2007, will be eligible to vote in the election.

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

To be eligible to seek Statewide office, a candidate must be at least 18 years old; a CSEA member in good standing since Jan. 1, 2007; shall not have been a member of a competing labor association or union since Jan. 1, 2007; shall not currently be serving a disciplinary penalty imposed by CSEA's Judicial Board; and shall not have been the subject of a bonding claim by the Association or disqualified from being covered by the Association's surety bond.

Any CSEA member who meets the above criteria may become a candidate and have his or her name placed on the ballot for a specific Statewide office by obtaining on official nominating petition forms the printed name, signature, and the last four (4) digits of the Social Security number of at least 1,000 CSEA members eligible to vote in the upcoming election.

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

The terms will start March 1, 2008, and shall end Feb. 29, 2012.

Rules on Running for Region Office

To be eligible to seek Region office, a candidate must be at least 18 years old; a CSEA member in good standing of the Region since Jan. 1, 2007; shall not have been a member of a competing labor association or union since Jan. 1, 2007; shall not currently be serving a disciplinary penalty imposed by CSEA's Judicial Board; and shall not have been the subject of a bonding claim by the Association or disqualified from being covered by the Association's surety bond.

Any CSEA member who meets the above criteria may become a

candidate and have his or her name placed on the ballot by obtaining on official nominating petition forms the printed name, signature and last four (4) digits of the Social Security number of at least 500 CSEA members eligible to vote in the upcoming election. All signatures must be from the Region where the person is seeking office.

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

The terms will start March 1, 2008, and shall end Feb. 29, 2012.

Rules on Running for Statewide Board of Directors

To be eligible to seek office, a candidate must be at least 18 years old; a CSEA member in good standing of the department, county or educational local he or she seeks to represent, since Jan. 1, 2007; shall not have been a member of a competing labor association or union since Jan. 1, 2007; shall not currently be serving a disciplinary penalty imposed by CSEA's Judicial Board; and shall not have been the subject of a bonding claim by the Association or disqualified from being covered by the Association's surety bond.

Any CSEA member who meets the above criteria may become a candidate for a board seat and have his or her name placed on the ballot by obtaining on official nominating petition form the signatures and identifying information of at least 10 percent of the CSEA members in good standing eligible to vote in their election. The required number per seat is set forth in the posted notice of the board election at your worksite.

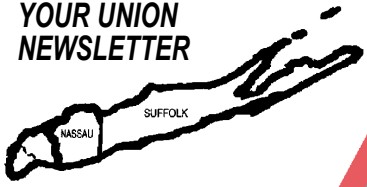
Nominating petition signatures must be of CSEA dues-paying members who are not serving a Judicial Board suspension and who have no delinquent dues.

The terms will start March 1, 2008, and shall end Feb. 29, 2012.

Election Oversight

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

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



EXPRESS



Message from CSEA Local 830 President Jerry Laricchiuta

As Weather Cools Down, Contract Talks Heat Up

As all of our members should know, our current contract expires on Dec. 31, 2007. I want to speak a little on this subject to quell some rumors and assure you all that our entire negotiating team is working very hard to ensure that we can present you with an acceptable contract. I had explained in an earlier *Express* article that the negotiating process is long and arduous. That remains a fact, but we are now coming into what I call the last phase of the process.

On Sept. 27, we will be sitting down once again with the county negotiators. Prior to this meeting, both sides met more or less to find out what the other side wanted. Well, we know what they want and the county knows what we want. The next step will charge both of us with the responsibility of negotiating in good faith. Basically, that means we have to both make a serious attempt at resolving any disputes and move toward a contract settlement.

I have ambitious plans of visiting many of the various work areas so that I can meet with as many of my members as possible. I want to be able to explain our position on various issues and let you all know what, if any, progress is being made. As far as I am concerned, the contract negotiations rank as our number one concern right now. We have all worked hard and some of us for many years as county workers. I know I believe in my heart that all county workers deserve the benefit package they have attained over the years. It is my job to make sure we retain them.

I have asked one of our union activists to study the practice of Nassau County giving civil service tests for both promotions and new hires. The objective of the study is to figure out how many members have actually been taken off the

... it is our members who come in direct contact with the patients in both facilities. In order for our members to take pride in the institution, management must take pride in them.]

promotional list after taking the appropriate tests. This study was the result of you (our members) writing, calling and e-mailing my staff and me at the local. We have heard stories about members who have taken as many as four civil service tests without being considered for a promotion. In some instances, I am told that not a single person was promoted. The study is winding down and we will report back to you once we compile the numbers.

As for promotions for our membership, Nassau County is way behind the eight ball. It is a significant issue for all of us who work for the county. As a union representative, it is likely the most frustrating part of my job. The union cannot order the county to promote somebody. What we can do is file an out-of-title grievance, and even then the county is not compelled to promote the grievant even if they win. In most cases an arbitrator will order the county to cease and desist using the employee in an out-of-title capacity. In some cases, they have awarded a monetary award for some of the out-of-title work. There are a very few cases where the county simply would be required to cease and desist, because they would not be able to get the job done without that employee performing the out-of-title work. That is one way we have been successful in getting employees promotions. We are also awaiting the result of the title review study. Will this help us out of this tough situation? Only time will tell, but I have my doubts.

Let's hear it once again for our proud members at

NUMC. Recent census polls show that beds at the hospital are beginning to fill up. As I have stated before, the union and management from the Nassau Health Care Corp. have been working together in order to make the corporation stronger and better. CEO Art Gianelli has been openly working with me to solve several key problems between labor and management. These

Please see Message Cont'd on Page 2

WHAT'S INSIDE

October 2007 Express

Pages 4 and 5

- **County Clerk Employee Saves the Day**
- **CSEA Members Help Build Sept. 11 Memorial**
- **CSEA Attends Labor Picnic**

Page 6

- **NUMC Physicians Save a Life**

The Work Force **CSEA Nassau County Local 830 EXPRESS**

October 2007 • Vol. 12 No. 9

A Monthly Publication of CSEA Nassau County Local 830
JERRY LARICCHIUTA, President

Ryan Mulholland, Editor
(516) 571-2919 Ext. #13
www.csealocal830.org

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
 BARBARA LANG, 6th Vice President
 ROBERT McLAUGHLIN, 7th Vice President
 JOHN ALOISIO, 8th Vice President
 RAY CANNELLA, 9th Vice President
 MARLA ROWE, 10th Vice President
 ROBERT ARCIELLO, 11th Vice President
 SUSAN COHEN, Secretary
 DEBBIE O'CONNELL, 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
 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
 ROBERT CONTI, Police Communications Operators
 ALICE BARRON, A. Holly Patterson
 KATHLEEN FOSTER, Senior Citizens Affairs
 ROSE SACCHETTI, County/District Attorney
 NANCY IANSON, Drug & Alcohol
 DEBRA IMPERATORE, Police Civilian
 ROBERT JOHNSON, Health Department
 LARRY LOISELLE, AMTs
 KEN HAMEL, Sheriffs Support
 PILAR MILLER, Assessment Department
 JOHN RINALDO, Parks, Recreation & Museums
 MARLA ROWE, Probation Department
 DIANE RUSS, Consumer Affairs
 ROBERT McLAUGHLIN, Nassau University Medical Center
 RUDY WATSON, BMU/Fleet Services
 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.

Upcoming Events

- **Monday, Sept. 24 & Wednesday, Sept. 26: Lou Stober's "First-Time Home Buyer Seminar"**
 Noon -1 p.m. & 1 p.m. - 2 p.m.
 CSEA Local 830 office
 400 County Seat Dr., Mineola
 Pizza will be served
 Call Sue at (516) 571-2919
 to RSVP by Sept. 21
- **Tuesday, Oct. 23: CSEA Local 830 Information Fair**
 11:30 a.m. - 2 p.m.
 CSEA Local 830 Office
 400 County Seat Dr., Mineola
 Lunch will be served
- **Wednesday, Oct. 24: Nassau University Medical Center Information Fair**
 11:30 a.m. - 2 p.m.
 Nassau University Medical Center Auditorium
 2201 Hempstead Turnpike, East Meadow
 Lunch will be served

This Month in Labor History

Oct. 1, 1940
 The Fair Labor Standards Act went into effect, banning child labor and setting the 40-hour workweek.

Message Cont'd From Page 1

in the problems go way back to the days of Rich Turan and Dan Kane, two former CEOs who did not have a good relationship with the union.

The Gianelli team fully understands that in order to get NUMC and A. Holly Patterson back on the right track toward becoming the best in health care, they must have the proactive support of the employees. After all, it is our members who come in direct contact with the patients in both facilities. In order for our members to take pride

in the

institution, management must take pride in them. Personally, I feel as though we are witnessing the greatest change in the growth of our great hospital and elder care center. In the not so distant future, we will be recognizing both facilities as being the leaders in their respective fields. I say that because I can see

the change in our members who work there. They believe in the hospital and they believe in themselves. That is where the change had to start. Keep up the great work.

Yours in solidarity,
Jerry Laricchiuta
 Nassau County Local President

ATTENTION CSEA MEMBERS!

Join the Long Island Region - Local 830 Walk Team!
 Making Strides Against Breast Cancer
WALK



Sunday, Oct. 21, 2007
 Jones Beach State Park - Field #5
 Look for CSEA tent
 9 a.m. - 11 a.m. Rain or Shine

Please Return Sponsor Sheet with Pledge Money:
 Oct. 16-Oct. 19: 8 a.m.-4 p.m.
 Nassau University Medical Center
 CSEA Office, Room 104
 See Debbie or Lynne

OR

Tuesday, Oct. 16 & Thursday, Oct. 18, 8 a.m.-4 p.m.
 A. Holly Patterson Extended Care Facility, CSEA Office
 See Felicia

OR

Oct. 16-Oct. 19: 8 a.m.-5 p.m.
 CSEA Local 830 Office
 400 County Seat Dr., Mineola



Free Commemorative T-shirts will be given on the above dates to sponsors whose pledges total \$50 or more!
 LIMITED SUPPLY - FIRST COME FIRST SERVED!
 FOR SPONSOR SHEETS AND MORE INFORMATION
 CALL FELICIA AT 516-571-2919, EXT. 15

They Said It:

Quote of the Month

"CSEA is a wonderful organization. I was just told you have 3,000 members here, which speaks volumes of the great work of both CSEA and NUMC."

— U.S. Sen. Charles Schumer, at a Sept. 4 press conference at Nassau University Medical Center

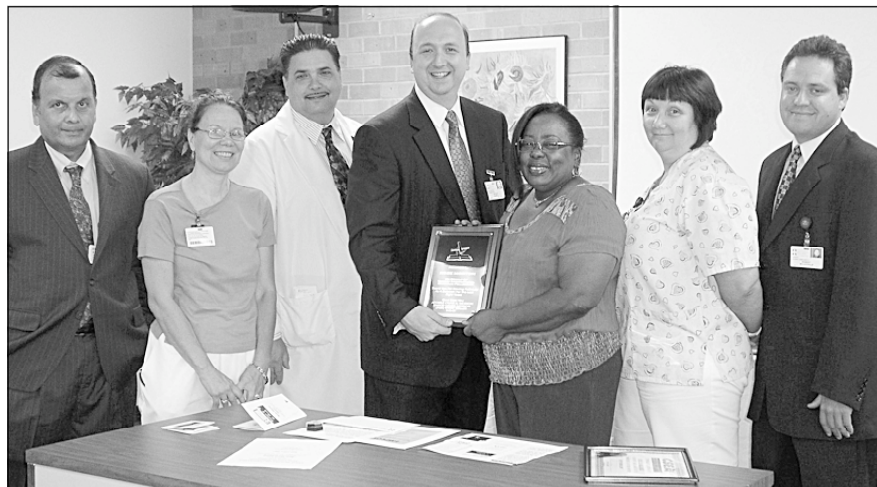
SAVE THE DATE!
 2007 Annual CSEA Local 830 Holiday Party
 Wednesday, Dec. 19, 2007
 7 p.m. - midnight
 Crest Hollow Country Club,
 Woodbury
 Details on Pricing and Tickets
 in Next Month's Express



NUMC September 2007 Employee of the Month

At a reception held at the Nassau University Medical Center, Rose Marie James, a patient care assistant, was honored as the September 2007 Employee of the Month. James has been an employee at NUMC since 1988 in the psychiatry and behavioral health department and is one of the most valued team members. She has a nurturing spirit that she extends not only to the patients, but to the staff as well, with an unwavering dedication.

From left are, Nyapati Rao, M.D., chair of psychiatry department; Ronnie Liguori, R.N., nurse manager; William Torio, R.N., assistant director of nursing; Arthur Gianelli, president/CEO, Nassau Health Care Corp.; Rose Marie James, patient care assistant; Geraldine Wilkins, R.N., nurse manager and Rob McLaughlin, CSEA Nassau University Medical Center Unit president.



CSEA830.ORG

Reaches a new high of 50,000 hits in August, with more than 500 members now signed up!

Find out how everyone is connecting with CSEA by logging onto WWW.CSEA830.ORG!

AND...GAINING!

Members only access takes just three easy steps.

Sign up today to be kept up to date on what your union's doing for you!



BE PART OF PLANNING LOCAL 830'S PICNIC, TENTATIVELY SCHEDULED FOR SPRING 2008

You would take part in regular meetings to help in planning a picnic, including location, pricing, food, activities and other details.



If you are interested please call 571-2919, and contact Steve Cohen (ext. 21) or Debbie O'Connell (ext. 18).

The 2008 Entertainment Books Are Here!



- **Up to 50 Percent Off on Dining Out**
- **Up to 70 Percent Off on Travel**
- **Big Savings on Shopping, Services and Entertainment!**

THERE IS A LIMITED SUPPLY so to purchase a book, stop by the Local 830 Office at 400 County Seat Drive in Mineola, or contact Steve Cohen at 571-2919, ext. 21.

ONLY \$20

CSEA Member at County Clerk's Office Saves The Day

MINEOLA — Aug. 10 started off just like any other day in CSEA member Theresa Roussel's 11-year career at the Nassau County Clerk's Office.

By the end of the day, she would gain some notoriety that she surely could not have expected.

A situation arose that day when a man who frequently comes into the County Clerk office on the first floor of 240 Old Country Road in Mineola, came in again, but this time with a colleague. The man is in the midst of a foreclosure action and has a history of being uncooperative toward workers.

Roussel, an attorney assistant 2 and supervisor of the office's document room, said she realized this time things seemed suspicious since it was the first time he came in with another person.

While the man's accomplice tried to create a diversion by calling over an employee claiming the copy machine was not working, the man threw his Supreme Court file in his bag and proceeded for the exit.

Without hesitation, Roussel picked up the phone to call security and ran around the counter to confront the man until security was able to corral him right before the front door. The man was not charged, but Roussel kept an important file from being stolen.

At the time of the incident, Nassau County Legislator Jeffrey Toback from the 7th Legislative District was present and witnessed the great work of Roussel.

"Theresa Roussel went above and beyond the call of duty to protect and preserve a Supreme Court file," Toback said in a letter to County Clerk Maureen O'Connell, copied to CSEA Local 830 President Jerry Laricchiuta and County Executive Tom Suozzi.

Roussel, a Mineola resident, said it's not uncommon to have someone mistakenly take a court file thinking they're allowed to do so, but having someone create a plan to steal one is another story.

On her job each day, Roussel deals with subpoenas, mail, and addressing legal questions, but tracking down thieves is obviously not in her job description.

That was no problem for Roussel, though. She's always there to go the extra mile and do the right thing.



Theresa Roussel

Department of Public Works Helps Out with Opening of Sept. 11 Memorial

EAST MEADOW — The construction of the Sept. 11 Memorial at Eisenhower Park, which honors the 344 Nassau County residents who lost their lives on September 11, 2001, has been an ongoing process for more than two years.

Though volunteers were responsible for the actual building of the memorial, the Sept. 9 opening of it would not have been possible without the CSEA members from the Department of Public Works' Facilities Management, which oversees 850 buildings, preserves and museums in Nassau County.

Three full-time workers and a part-time employee of Facilities Management were in charge of a major overhaul of the stairwell leading from the parking lot at Field 6, down to the memorial.

"This has been a mess for about 20 years, and was actually closed for almost five years. There was about two inches of bluestone on it," Facilities Management employee Dominic Palazzo said.

Within about three weeks dating from the week of Aug. 13 to the week of Sept. 4, right before the memorial's opening, Facilities Management was working hard to cement the

new stairwell, put up new rails, and clean the area around the exterior of the stairs.

CSEA members from the Parks, Recreation and Museums Department also worked together by working around the structure of the memorial itself, keeping up with landscaping and conditioning benches.

"Once the cement truck gets here, it's showtime," Facilities Management's Jim Murray says, as the workers are expected to pour the cement at a pace of six minutes a yard, which is not a simple task.

Deputy Superintendent Peter Andriano, who has been with the county for 20 years, was thrilled that his workers got to partake in this process. "Our guys certainly want more involvement in these contracts," he said. "This isn't just all that we do. After this we will be going over to Bay Park to start a new project, as well as at 100 County Seat Drive."

Palazzo said that nearly 150 yards of new concrete was put in last year at the Nassau County Supreme Court building. Much of that task was done by the likes of the crew who completed the Sept. 11 Memorial project, which



includes full-time workers Dave Welsh, Jim Murray, and Palazzo, along with part-time worker Antonio Strangio.

Many county workers and community members attended the opening of the memorial on Sept. 9 to test out those new stairs, rails, and other minor changes. "We're very excited about this and look forward to the opportunity to do more projects," Andriano said. "And we justify that by all our productivity."

Above, Nassau County's Sept. 11 Memorial Below, workers pour the cement into the new stairwell.

Below left, from left, Antonio Strangio, Jim Welsh, Jim Murray, Dominic Palazzo



CSEA Takes Part in 5th Annual Nassau County Labor Picnic

EAST MEADOW — Sept. 9 was a busy day at Eisenhower Park with the opening of the Nassau County Sept. 11 Memorial and the always exciting 5th Annual Nassau County Labor Picnic.

It was a fun filled day with a full menu of hot dogs, hamburgers, barbecue chicken, watermelon, corn on the cob, salad, water and soda, as well as plenty of games, rides, prizes and entertainment.

"CSEA is always proud to attend the picnic as it breeds the camaraderie and togetherness of the Long Island labor movement," said Local 830 President Jerry Laricchiuta.

Various government officials also attended, including Nassau County Legislator Wayne Wink, Assemblywoman Michelle Schimel, and Nassau County Democratic Chairman Jay Jacobs, who all stopped by the CSEA tent to say hello and offer support.



Above, Long Island Federation of Labor President John Durso flanked on the left by Jerry Laricchiuta.

Below, the Stage at the Picnic.



UPDATE ON KIDNEY FOR ALICE STORY

A Special Thank You

If you have been reading the past few editions of the *Nassau Express*, you have undoubtedly read of the story of Alice Dillon, the daughter of Susan Dillon, a CSEA member from the Nassau County Parks Administration Building.

Alice has been in need of a kidney transplant since July 2006. By July 2007 a donor was found, and finally on Sept. 5, 2007, the surgical procedure took place.

As of Sept. 8, all tests following the surgery showed everything was working properly, she was finally on a regular diet (no longer a dialysis diet) and drinking as many fluids as she wants. She was expected to arrive home no later than Sept. 10.

The Dillon family and CSEA would like to thank everyone who supported Susan, Alice and their friends and family during this difficult time.

A special thanks goes out to the donor whose selfless display of gratitude made this successful surgery possible.

Local 830 Attends Schumer Press Conference at Nassau University Medical Center

MINEOLA — U.S. Sen. Charles Schumer held a press conference at Nassau University Medical Center Sept. 4 regarding a new Medicare rule that threatens to affect local rehabilitation units.

The rule, which would be set to take effect next year, would require that 75 percent (up from 65 percent) of patients admitted to rehabilitation units in Long Island hospitals and across the nation must have at least one of 13 pre-determined medical conditions, such as stroke, spinal cord injury, or fracture of a femur. If this were to happen, one of every four rehabilitation centers would be affected.

“We need to stop this in its tracks,” Schumer said. “Most rehab centers won’t be able to fill quotas, and centers will struggle to stay financially afloat.”

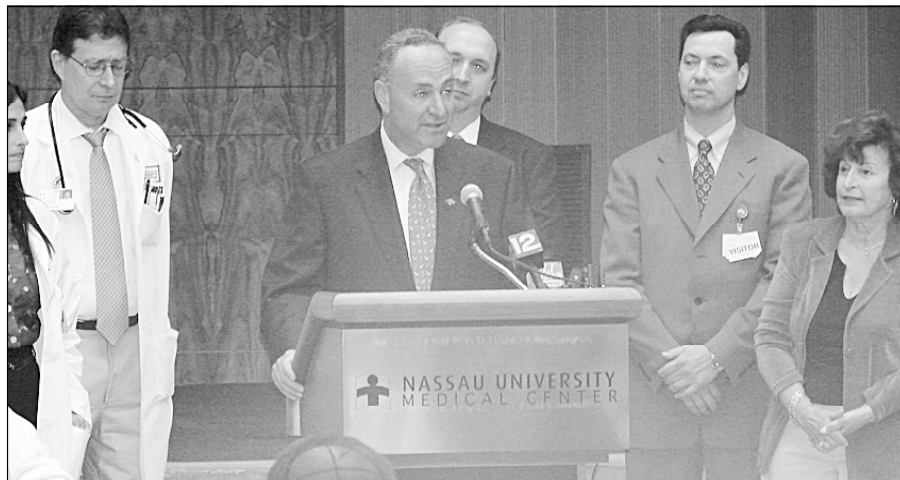
He said this federal rule could

“endanger lives” and “cost hospitals millions.” As for the effect on NUMC, officials say more than 50 patients would be turned away, and the hospital would lose \$1 million each year the rule is implemented.

CSEA Local 830 President Jerry Laricchiuta hopes to stop it in its tracks as well.

“We are always saying how we are so proud of the fact that our members here at NUMC work so hard, and do so well in serving Nassau County residents,” he said. “Now, this measure that could hurt NUMC financially, and structurally could do a lot in hindering that. We have worked endlessly to secure financial health for the hospital, along with CEO Art Gianelli, so we will fight as hard as we can to make sure this rule does not go through.”

Schumer thanked Laricchiuta for his great work and representation of the



CSEA work force.

“CSEA is a wonderful organization,” Schumer said. “I was told you have 3,000 members here (Nassau Health Care Corp.), which speaks volumes of the great work of CSEA and NUMC.”

Above, Sen. Schumer addresses the crowd. At right, Jerry Laricchiuta with U.S. Sen. Charles Schumer.



Former Patient Thanks NUMC Physicians for Saving Her Life



Former Nassau University Medical Center patient Krista Lecinski, whose life was saved by the diligent and expert diagnosis of NUMC physicians who discovered that she had Wilson’s Disease and required a liver transplant, came back to visit and expressed her appreciation to them for saving her life. A luncheon was held in Lecinski’s honor to provide her with the opportunity to meet the many physicians who took care of her in the intensive care unit and who arranged for her to be transferred to obtain the liver transplant that saved her life.

From left, Gulvahid Shaikh, M.D., Kenny Chantasi, D.O.; Sandeep Mehrishi, M.D.; Paul Mustacchia, M.D.; patient Krista Lecinski; Nausheer Khan-Bitni, M.D.; Thomas Manis, M.D. and Steve Walerstein, M.D., senior vice president for medical affairs and medical director.

Veterans Corner

By the CSEA Veterans Committee

Nassau County will become the first New York state county to partner with the state in contacting 4,500 Nassau veterans who served after Sept. 11, 2001, to alert them to all the benefits they are entitled to. This was announced on Sept. 5.

The county plans on doing this with multiple mailings. However, if veterans do not register for lifelong medical benefits within two years of being discharged, they could lose those benefits according to Nassau County Executive Tom Suozzi.

The county website (www.nassaucountyny.gov) has a new page devoted to our newest veterans. The web page includes information about veterans' scholarships, job training and referral, counseling and health care services, veterans' loan programs and many other benefits that veterans are entitled to.

The POW/MIA Candlelight Vigil took place on Sept. 15 at Eisenhower Park's Veterans Plaza and was a great success. Many veterans' organizations attended and were recognized.

Quick Hits

CA Grievance #103-00 was resolved via a settlement of agreement with Nassau County and CSEA on July 12, 2006. Nassau County has been training human resources officers in each department now on how to implement the settlement of agreement. The county has been working on the settlement but the process has been difficult and time consuming. CSEA has been communicating and trying to help Nassau County to finalize this settlement. On July 31, 2007, CSEA did a legal assistance request for legal approval to allow our attorneys to go into court and declare a breach of contract lawsuit. Nassau County has been retraining human resources personnel and allowing overtime in order to implement this settlement.

The Nassau County Probation Department's Administration and Criminal Division will be making the move from 101 County Seat Drive to 400 County Seat Drive. This change is expected to

start taking place in late September with the implementation of new trailers adjacent to the building. This change is expected to start taking place with construction in late September with the implementation of new modules adjacent to the building. Probation department administration will be in the 400 County Seat Drive building itself with the probationers and officers inhabiting the modules.

The Nassau County Fire Marshals' 25-year bill has been passed and signed by Gov. Eliot Spitzer. This now certifies that all Nassau County fire marshals are eligible to retire after 25 years of service, regardless of age.

Nassau County Legislator Dave Mejias introduced legislation Sept. 5 that would limit smoking to outside of 50 feet of county buildings. CSEA Local 830 officials attended the legislative hearings that day to propose that this legislation go back to committees to be amended, which eventually happened.

This Month From "Talkin' Labor with Local 830"



Representatives from the State Senate, Assembly and Nassau County Legislature visited the Local 830 studios to be a guest on "Talkin' Labor with Local 830," this month.

New State Assemblywoman Michelle Schimel joined host Jerry Laricchiuta for an in-depth conversation about life in her new position, and her initiatives towards labor.

State Sen. Craig Johnson, who also took office this year, discussed his new role during his visit. Nassau County Legislators Joe Scannell and Rich Nicoletto also appeared on the show this past month.

All of these shows are available in their entirety online at www.csea830.org.



Top photo, Michelle Schimel; above, Craig Johnson; right, Joe Scannell



ATTENTION!!!

Important Information on Diversity Training:

Diversity Training takes place all year long and MUST be taken SERIOUSLY.

The same work rules apply at Diversity Training as they do in the workplace

NOTE: Members have been disciplined for what their department determined as inappropriate behavior during the training course

This is not meant to scare anyone, but rather to inform you of the importance of Diversity Training and of the repercussions of not adhering to the course's rules.



A Message From Long Island Region President Nick LaMorte

Apprenticeship Agreement a Win-Win

A recent proposal by Oyster Bay Town Councilman Anthony Macagnone to expand the scope of a requirement for private work contractors to have apprenticeship agreements was unanimously approved by the Town Council. However, it wasn't as easy as you might think considering that the proposal met with a degree of opposition in the days preceding the vote.

Recognizing the resistance, Councilman Macagnone proactively reached out to solicit the support of CSEA and I was happy to write a letter at his request to Town Supervisor John Venditto. But before we go any further, let me provide some background.

The Town of Oyster Bay was the first town in Nassau County to require contractors and sub-contractors doing business with the town to have

apprenticeship agreements. I thought this requirement laudable, considering it provides an opportunity for men and women to learn a skilled occupation through on-the-job training and classroom instruction.

So it seemed logical to take this requirement to the next level and require building permit applicants for commercial buildings 100,000 square feet or larger to provide proof that any general contractor, contractor, or sub-contractor for the project has apprenticeship agreements appropriate for the type and scope of work being performed.

This was win-win proposition. First, apprenticeship programs benefit both the apprentice and the employer. Why? Apprentices become skilled, motivated craft workers who possess the latest technological skills to fill the critical need for skilled workers created by retirements and the prevalence of a reduced work force.

Second, employers who sponsor apprenticeship programs report reduced turnover and improved morale because employees see that they value trained workers and are willing to make an investment in their education.

And, of course, the proposal would enhance public safety by ensuring that trained, skilled craftsmen and women will be working on construction projects, which would guarantee that building and safety codes are strictly and consistently applied.

As it turned out, the support of CSEA helped persuade Supervisor Venditto to endorse Councilman Macagnone's proposal, which led to the unanimous approval of the Town Council. This is one more example of how we can influence the political process and further proof of why we should do so at every opportunity.

It is important to share success stories such as this with other towns, villages and

school districts we represent to encourage similar action. CSEA is a major player in the Long Island labor movement. We have the voice and power to get things done for our working and retired members.

As the November elections approach I urge you to vote for the candidates endorsed by CSEA. It is important to support people like Supervisor Venditto and the Oyster Bay Town Council because they stand with labor and will not desert us in troubled times.

Yours in solidarity,

Nick LaMorte, president
Long Island Region

**2nd Annual
"Members Helping Members"**



After a hugely successful first year, CSEA Local 830 is again looking to adopt members' families this holiday season. CSEA will again be providing food, clothing, toys and other items to families in need.

IF YOU ARE A CSEA LOCAL 830 MEMBER GOING THROUGH A DIFFICULT TIME, OR KNOW OF A MEMBER WHO IS FACING DIFFICULTIES, PLEASE FILL OUT THE FORM AT RIGHT, PUT IT IN A SEALED ENVELOPE MARKED "MEMBERS HELPING MEMBERS," AND RETURN IT BY OCT. 26, 2007, TO YOUR UNIT PRESIDENT OR TO THE CSEA LOCAL 830 OFFICE AT 400 COUNTY SEAT DRIVE IN MINEOLA.

ALL INFORMATION RECEIVED WILL REMAIN CONFIDENTIAL!

NAME (Of Member Needing Assistance) _____

ADDRESS _____

PHONE # (Daytime) _____ (Cell) _____

COUNTY DEPT _____ JOB TITLE _____

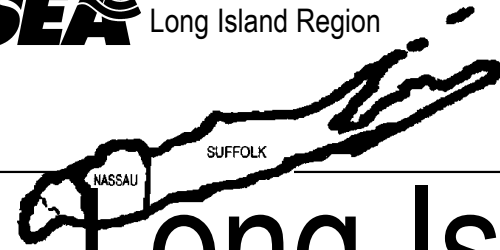
NAMES, AGES, SIZES OF FAMILY MEMBERS _____

BRIEF DESCRIPTION OF CIRCUMSTANCES _____

ASSISTANCE REQUESTED/ITEMS NEEDED _____

SUBMITTED BY (If request is for a co-worker): _____

PHONE # (Daytime) _____ (Cell) _____



Long Island Reporter



▲ Local 881 Executive Vice President Alex Bard talks with members of Bette James' family, who were honored guests at the picnic. All proceeds from the picnic are going to a scholarship fund that will honor James, a beloved longtime leader of the local.



◀ A young picnicker has her arm painted at the Local 881 picnic.



Hundreds of members and their guests turned out for the picnics held by SUNY Stony Brook Local 614 and Town of Oyster Bay Local 881.

Both had great weather and both used its employer's grounds. Local 614 had its picnic on the Stony Brook campus on Aug. 4, while Local 881 used Marjorie Post Park in Massapequa on Sept. 8.

"We had 450 people show; friends, family and invited guests from other locals," said Debbie Nappi-Gonzalez, Local 614's executive vice president. "We did it local and kept it right on campus — the catering was through the dietary department here."

There were games for kids and games for adults, raffles, dancing and a disc jockey, Rick Delgado, son of CSEA member Diane Delgado.

She said members had a very good time at the picnic. "We had no complaints,

Please see Picnics continued on Page 3



◀ Jaime Hirtzel enjoys a bag of popcorn with her mom, Christine. Other treats at the Oyster Bay picnic included Italian ices and cotton candy.



▲ Youngsters line up for cotton candy at the Local 614 picnic. Nearly 500 CSEA members, family and friends enjoy the picnic at the Town of Oyster Bay's Marjorie Post Park.

Picnics Cont'd from Page 1

except for the heat," said Nappi-Gonzalez.

A similar number of Local 881 members, their families and guests showed up at the local's picnic, which benefited from a sunny early September day.

It turned damp for new President Bobby Rauff (see story on Page 2), who got dunked every time a picnicker tossed a baseball that hit a lever that ducked him into a tubful of water. Several others also took their turn in the tank. The proceeds and all other monies collected at the picnic are going toward the Bette James Memorial Scholarship Fund, which honors the memory of James, the local's 2nd vice president who died in February.

There was also cotton candy and popcorn, dancing, games for the kids and plenty to eat.



Above, Local 614's Executive Board, with President Carlos Speight at left, and Social Committee members worked all day long to make their picnic a big success.



Above left, tents kept the sun off Local 614 picnickers on a very hot day. Above right, Local 614 President Carlos Speight, left, welcomes Long Island Region President Nick LaMorte to the picnic. The Local 614 photos on these pages are among 400 taken by Executive Board members at the picnic.



Above, when a baseball hits the lever at lower right, the seat that Local 881 President Bobby Rauff is on gives way and dumps him into the water.

At right, Long Island Region President Nick LaMorte, second from right, is on the food line at Local 881's picnic.



Left, 'CSEA workers save tax dollars,' proclaims the T-shirt worn by Albert Cassara, Local 614's chief shop steward at the hospital.



Above, Ramon Valdez, left, 4th vice president of SUNY Stony Brook Local 614, and AldoRay Cowell, 3rd vice president, sell raffle tickets to picnic attendees.

Left, tables for the Local 881 picnickers are in a shady grove of tall trees at Marjorie Post Park in Massapequa.

PHOTO OF THE MONTH



Anthony Gazzola, second from left, John Redding, third from left, and Anthony Grieco, Jr., fourth from left, of the Brookhaven Highway Unit of Suffolk Local 852, were honored by the local for performing cardiopulmonary resuscitation on a toddler and saving his life. Local President Bill Walsh, second from right, presented plaques to the three at a recent Executive Board and general membership meeting. "These three are heroes in every sense of the word," he said. "Their actions saved the life of a child and we are all very proud of them." Also in the photo are Mike Giglio, left, the local's sergeant-at-arms, and Jim McDowell, right, the local's corresponding secretary, both members of the Brookhaven Highway Unit.

Message from Long Island Region President Nick LaMorte



A recent proposal by Oyster Bay Town Councilman Anthony Macagnone to expand the scope of a requirement for private work contractors to have apprenticeship agreements was unanimously approved by the Town Council. However, it wasn't as easy as you might think, considering that the proposal met with a degree of opposition in the days preceding the vote.

Recognizing the resistance, Councilman Macagnone proactively reached out to solicit the support of CSEA and I was happy to write a letter at his request to Town Supervisor John Venditto. But before we go any further, let me provide some background.

The Town of Oyster Bay was the first town in Nassau County to require contractors and sub-contractors doing business with the town to have apprenticeship agreements. I thought this requirement laudable, considering it provides an opportunity for men and women to learn a skilled occupation through on-the-job training and classroom instruction.

So it seemed logical to take this requirement to the next level and require building permit applicants for commercial buildings 100,000 square feet or larger to provide proof that any general contractor, contractor, or sub-contractor for the project has apprenticeship agreements appropriate for the type and scope of work being performed.

This was a win-win proposition. First, apprenticeship programs benefit both the

apprentice and the employer. Why? Apprentices become skilled, motivated craft workers who possess the latest technological skills to fill the critical need for skilled workers created by retirements and the prevalence of a reduced work force. Second, employers who sponsor apprenticeship programs report reduced turnover and improved morale because employees see that they value trained workers and are willing to make an investment in their education.

And, of course, the proposal would enhance public safety by ensuring that trained, skilled craftsmen and women will be working on construction projects, which would guarantee that building and safety codes are strictly and consistently applied.

As it turned out, the support of CSEA helped persuade Supervisor Venditto to endorse Councilman Macagnone's proposal, which led to the unanimous approval of the Town Council. This is one more example of how we can influence the political process and further proof of why we should do so at every opportunity.

It is important to share success stories such as this with other towns, villages and school districts we represent to encourage similar action. CSEA is a major player in the Long Island labor movement. We have the voice and power to get things done for our working and retired members.

As the November elections approach, I urge

you to vote for the candidates endorsed by CSEA. It is important to support people like Supervisor Venditto and the Oyster Bay Town Council because they stand with labor and will not desert us in troubled times.

Yours in solidarity,

Nick LaMorte, president
Long Island Region

Nick LaMorte

Annual Making Strides Against Breast Cancer Walk Oct. 21

COMMACK — The Women's Committee is moving ahead on plans for CSEA's participation in the annual Making Strides Against Breast Cancer walk at Jones Beach, which will take place this year on Sunday, Oct. 21.

CSEA contributors and vendors have raised more than \$30,000 for the American Cancer Society-sponsored walk each of the past 11 years.

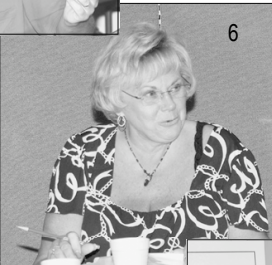
"Together, we can make this the best year yet," said Bobbi Eisgrau, committee chair.

Information about the walk and sponsor sheets are available by calling her at the Long Island Region office at (631) 462-0030.



Inside Reporter

Long Island Region Executive Board and Delegates Meeting



COMMACK — Forty Long Island Region and local officers met to discuss the Constitution and By-Laws changes that have been submitted for consideration to the 2007 Annual Delegates Meeting. The ADM was to be held in Lake Placid from Sept. 17-21, as this issue was going to press.

The leaders' meeting, held at the region office on Sept. 8, was also a meeting of the region's executive board. Each year, Region President Nick LaMorte invites all local delegates to participate at the region executive board's Constitution and By-laws Committee report.

At the executive board meeting, LaMorte warned attendees about inferior insurance claims by AFLAC and said that CSEA has much superior coverage available. An educational campaign to spread the word is in the offering. All locals and units can call the region to schedule a meeting.

During the report of the Constitution and By-laws Committee, there was discussion of several

proposals submitted to the ADM. Among them were rebates to units from their local, changes to the CSEA's Judicial Board procedures and penalties, and a proposal that would make retired members eligible to vote for the four statewide union officers.

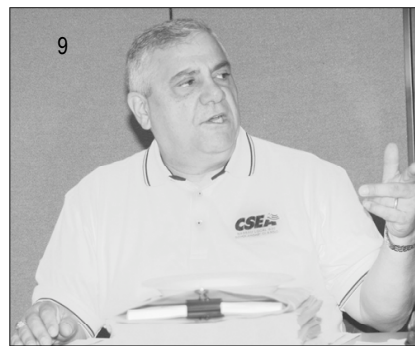
At the end of the discussion, LaMorte said he was pleased with the substance and tone of the debate. "We've had a healthy discussion," he said.

LaMorte recommended four members for appointment to region committees — Pete Collins of Local 852 to the Political Action Committee, Louise Melious of Local 614 and Dennis Downer of Local 330 to the Audit Committee, and Robert Schneider of Local 330 to the Education and Training Committee. The nominations were approved by the Executive Board.

1. Nick LaMorte leads a discussion of proposed changes to CSEA's Constitution and By-Laws at the meeting. Seated with him are region officers Lee Reynolds, secretary; Carol Guardiano, executive vice president, and Christine Urbanowicz, treasurer.

2. Charlotte Cornell, recording secretary of the CSEA Long Island Developmental Disabilities Services Office Local, speaks. At left is Daryl Wilson, the local's president.

3. Nine-year-old Erin Gallagher hands out fliers from the region's Social Committee to Meg Shutka, left, and Pat Fisher of Suffolk Local 852. Erin is the daughter of Laura Gallagher, executive vice president of SUNY Old Westbury Local 618.



8. Listening to Long Island Region President Nick LaMorte, back to the camera, are, from left, Kevin Ray, Stan Bergman, Meg Shutka, Pat Fisher, Mickey Jackson, Daryl Wilson, Charlotte Cornell and Carlos Speight.

9. Nick LaMorte, Long Island Region president

10. Kevin Ray, president of Judiciary Local 330

11. Matt Hattorff and Dave Clark of Suffolk Local 852

12. Monica Berkowitz, president of Nassau Education Local 865

13. In discussion before the meeting starts are, from left, Suffolk Local 852 officers Matt Hattorff, Pat Fisher, Dave Clark and Meg Shutka.



Tuckahoe School District



Attending a recent lunch and learn session of the Tuckahoe Unit of Suffolk Education Local 870 are, from left, Marlo Wilkin; Cliff Simpson; Kevin Robinson, unit secretary-treasurer; Nancy Roumeliotis and Ed Johnson, vice president. Long Island Region President Nick LaMorte attended along with Rachel Langert, the unit's labor relations specialist. The other members of the unit are Gene Romano, MaryAnn Souzzi and President Mike Mampreyan.

Local 614 scholarships honor former president

STONY BROOK — SUNY Stony Brook Local 614 has presented \$1,000 awards for college study to three young people, a member who plans to study for a degree here on the campus where she works, and two children of members.

At the same time, the local named the awards for Phil Santella, a former president who serves as the office manager for the union.

The award winners are Marie Ross, a member who works as a clinical assistant at the university's medical center, Ryan Colichio, the son of Denis Colichio, and Jack Murphy, son of Brian Murphy.

Ryan Colichio plans to attend the State University of New York at Purchase and Jack Murphy will be going to SUNY Cortland.

The awards were presented during a recent luncheon at Bliss Restaurant in East Setauket by Local President Carlos Speight.

"We think the scholarships are like family helping each other," said Speight. "Everyone has the same plight. College is expensive. We know every little bit helps."

Santella served as local president from 1990 to 1994, when he retired from state service. He has worked part-time for the local since, managing the office, overseeing

the paper flow, setting up Executive Board meetings and agenda and preparing for grievance hearings.

"He uses his knowledge as a past president to help members over the phone," said Speight.

Starting at Stony Brook in 1972, Santella worked in the Maintenance Department as a painter. He became involved in the union in 1979 as a shop steward and was elected vice president in 1987.

He and Dorothy, his wife, have been married for 52 years. They have four children and nine grandchildren.

The Executive Board surprised him when it told him the scholarships would carry his name. "When I heard about it, I felt very proud, especially since honors like this are usually given out post-mortem," he said. "I said, 'I hope you're not hurrying me along.'"

Santella said he is pleased his name will be attached to the union's aid for members and their children continuing their education. "It's really nice to see young kids, really smart and bright kids, getting a little extra help," he said.



At the scholarship presentation, left to right, are Local 614 President Carlos Speight, Diane Murphy, mother of winner Jack Murphy, Marie Ross and Ryan Colichio.

Two Farmingdale members win award

FARMINGDALE — Farmingdale State College Local 606 members Denise Botiglione and Robin Dunn are among State University of New York students who were recently presented with the Chancellors Award for Student Excellence at a ceremony at SUNY headquarters in Albany.

Both graduated with an associate's degree in the spring term and are now enrolled for a bachelor's degree.

Botiglione, a six-year employee, is a secretary in the Electrical and Computer Engineering Technology Department. Dunn, a secretary in the Management of Technology Department, has worked for the state for seven years.

Tom Dowdney, local president, said several other members also take courses at Farmingdale State after they finish their day's work.

Dr. Hubert Keen, the college's president, invited CSEA members who hold associate's and bachelor's degrees to march in the academic procession when he was inaugurated in May.

Members who marched are Anna

Brewer, Cheryl Buch, Regina Caputo, Diane Ellis, Gary Fischer, Mary Ann Goldrick, Amy Kaplan, Jayne Massimino, Marie Mazzarella, Linda Renie, Barbara Sarringer, Peggy Sullivan, Nina Von Deesten, Kathy Voltz and Patty Wagner.

"I believe Dr. Keen realizes and appreciates the contributions of our union's workers and their effect on the successful operation of this institution," said Dowdney.



Robin Dunn, left, and Denise Botiglione are honored for academic achievement at Farmingdale State College.

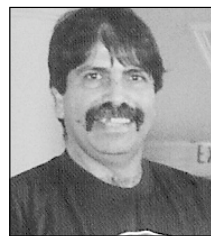
Rolling Thunder Road Runners barbecue

Volunteers Wanted for event

COMMACK — CSEA members are being asked to help the Rolling Thunder Road Runners put on its barbecue, which will take place at the Long Island Region Office at 5 p.m. on Saturday, Oct. 6.

At 9 a.m. the next morning, group members will compete in the third annual USA Track & Field Five Kilometer Cross Country Disability Championship Meet at Sunken Meadow State Park in Kings Park.

The Rolling Thunder Road Runners, a group for young people with physical or developmental disabilities, was



organized 10 years ago by Steve Cuomo, president of the Village of Floral Park Unit of Nassau Municipal Local 882. He began the group to help Steven, his son, who has cerebral palsy and is developmentally disabled. "I wanted him to be pushed and

mainstreamed, so he ran on his high school track team and he's been running ever since," said Cuomo.

The group has grown from 15 members to nearly 150. Rolling Thunder runners have competed in the New York City and Long Island marathons and dozens of other marathons and half-marathons.

Several of the runners are the children of CSEA members, and the Long Island Region is a major sponsor of the group. "CSEA is proud to be associated with a group that does so much for people with special challenges," said Region President Nick LaMorte.

Those who would like to help at the barbecue or attend, participate in Rolling Thunder activities or contribute to the group can call Cuomo at (631) 399-5564 or the Long Island Region Office at (631) 462-0030.

For more information about the Rolling Thunder Road Runners, visit the club's website at www.rtsnp.org.

Around the Region

Calendar of Upcoming Events: October 2007

- | | |
|---|---|
| 1 – Human Rights Committee — 5:30 p.m. | 16 – Safety and Health Committee — 5:30 p.m. |
| 6 – AFSCME Delegates Nominating Meeting — 11 a.m. | 19 – Women's Committee — 5:30 p.m. |
| 8 – Region Office Closed — Columbus Day | 22 – Women's Committee — 5:30 p.m. |
| 9 – Education & Training Committee — 5:30 p.m. | 24 – Veterans Committee — 5:30 p.m. |
| 9 – PEOPLE Committee — 5 p.m. | 25 – Local 430 Shop Steward meeting — 5:30-7 p.m. |
| 10 – Local 920 General Membership Meeting — 11 a.m.-3:30 p.m. | 29 – Member Action Team Committee — 5:30 p.m. |
| 15 – Women's Committee — 5:30 p.m. | 30 – Political Action Committee — 5:30 p.m. |

Local 881 member a bird watcher, photographer

OYSTER BAY — Dan Sweeney got his early love for the outdoors from his father when he was a boy in Hicksville.



Sweeney

"My father liked camping," said Sweeney. "The family went camping upstate. I did a lot of fishing with my father in a boat."

But instead of becoming an enthusiastic fisherman or a hunter, Sweeney became a birder and carries a camera to photograph birds.

An equipment operator in the Town of Oyster Bay's Highway Department, the Local 881 member works from 6 a.m. to 2 p.m. "I'm finished at 2 p.m., go home, take my photo gear and binoculars, and put them in my car and go," he said.

Sweeney usually goes birding several times a week. When the birds are migrating, in the spring and fall, he goes every day, weather permitting. "It's good to be outdoors. It's healthy. I'll walk five miles, be out there for eight hours. A nice, clean thing to do."

He and Margarita, his wife, have brought up their children, Jessica, 21, and Daniel, 11, to love the outdoors. "On weekends, one will say, 'Dad, can we go on a hike somewhere?'" Sweeney said.

His equipment includes a digital camera, a 500 millimeter lens, which enables the photographer to take photos from a distance, and his tripod. "I try to get as close as possible," he said, "but you don't want to get too close to the bird. I'll click away. I'll click 100 pictures of the bird."

He's printed 2,000 of his bird photos, which are all around the Sweeneys' home in East Meadow, and mounted in albums. Another 5,000 are on disk.

He doesn't always get the shots he wants. "Sometimes they're too far away or move too quick and I don't get a usable image," he said. "The hard part of photographing birds is they don't cooperate as you want them to."

He is a big fan of sometimes just stopping, sitting down quietly and waiting. "If you sit back and take it in, that's the good stuff," he said. "You stop — birds come out, a raccoon pops out."

He goes birding at Sunken Meadow, Wildwood State Park, Connetquot River, Heckscher, Caumsett, Jamaica Bay and his favorite spot, West End Beach at Jones Beach. "The number one place I go is Jones Beach," he said.

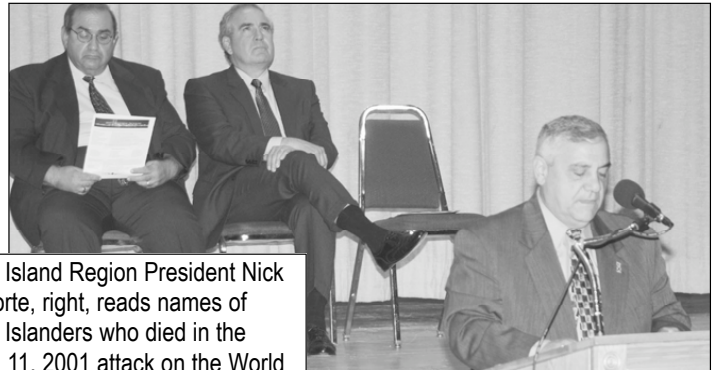
It was there this past winter he had a rare experience for a birder. Smith's Longspur, a bird that had been seen in New York state only once before, was spotted there, a long way from its usual winter home in the western U.S. "People came from Connecticut, New Jersey, Massachusetts and Maryland to see that bird," he said. "One of the best parts of birding is seeing birds you don't ordinarily see."

He estimated he has seen 200 different kinds of birds. Unlike many birders, he doesn't keep a list of every kind of bird he's ever seen. That's not important to him.

What is important is to go out and enjoy nature, look at birds and take special pleasure in seeing a bird whose kind he hasn't seen before. "There are so many species I haven't seen," he said.



Farmingdale Sept. 11 monument dedicated



Long Island Region President Nick LaMorte, right, reads names of Long Islanders who died in the Sept. 11, 2001 attack on the World Trade Center. Seated behind him are Frank Petrone, supervisor of the Town of Huntington, and Robert De Silva.

FARMINGDALE — A somber and moving service honoring the 450 Long Islanders killed on Sept. 11, 2001, and commemorating the sixth anniversary of the attack, was held at Farmingdale State College Sept. 6.

The program also honored the loved ones of those killed and those who responded to the disaster, some of whom now face severe health problems.

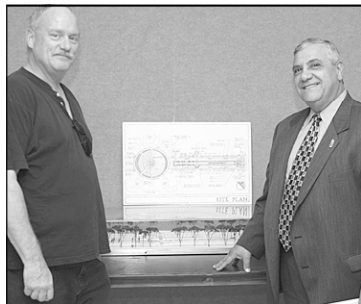
The program was sponsored by the Long Island Sept. 11 Memorial Committee, which has prepared plans for a permanent memorial on the campus. Its goal is to keep all Long Islanders aware of the tragic events of that day.

A highlight of the program was the reading of the names of those who died in the attack.

The readers included the widow of one victim and "the best friend since childhood" of another, as well as judges, state legislators, assistant district attorneys and other public officials, a retired member of the New York Fire Department, supporters of the Memorial Committee and union leaders.

CSEA Long Island Region President Nick LaMorte read a group of names that included that of Steve Pollicino, son of Nick Pollicino, a longtime CSEA activist and president of Nassau Retirees Local 919 at the time of the attack. Jane Pollicino, the widow of Steve Pollicino, was present at the ceremony.

Robert De Silva, a retired New York City firefighter and a co-founder of the Memorial Committee, serves as the committee's president.



Jane Pollicino, widow of Steve Pollicino, who was killed in the Sept. 11, 2001, attack at the World Trade Center, chats with Long Island Region President Nick LaMorte after the ceremony.

Tom Dowdney, left, president of Farmingdale State College Local 606, and Long Island Region President Nick LaMorte are shown with a model and plan for the Sept. 11 memorial on the Farmingdale campus.

Locals name new officers

Local 881 names new president

OYSTER BAY — With the retirement of Augie Buckhardt from his job with the Town of Oyster Bay and as president of Local 881 in late August, Bobby Rauff, formerly the local's executive vice president, stepped into the top office.

The local's other officers are Alex Bard, executive vice president, Gene Fallica, 1st vice president; Dan Hess, 2nd vice president; Josephine Matchia, 3rd vice president; Jon Klein, treasurer and Barbara Huben, recording secretary.

"We've got a good team here," said Rauff.

Employed by the town since 1976, Rauff became an assistant shop steward and served on the local's Election Committee before winning election as 2nd vice president in 1998, 1st vice president in 2002 and executive vice president in 2006. At the Long Island Region, he chairs the Education & Training Committee, and serves on the Constitution & By-laws and Political Action committees and the Members Activists Team.

At the statewide level, Rauff is chair of the Convention Committee, a member of the Political Action, Resolutions and Education & Training committees and serves as a federal political action liaison to U.S. Rep. Peter King.

He was recently elected a vice president of the Long Island



Augie Buckhardt, center, who recently retired as president of Local 881, is flanked by Executive Vice President Alex Bard, left, and President Bobby Rauff.

Federation of Labor, the AFL-CIO central labor body for Nassau and Suffolk counties.

"I had a big mouth going through the ranks," Rauff said. "I guess it was all about making sure people had the right to talk, to have their say, to read the contract. My father was a drill instructor in the Marine Corps. He taught us we should always speak up for

what we believed in."

He and Viola, his wife, are the parents of a daughter, Harley Ann, 14, and a son, Robert, 13.

Buckhardt retired after more than 37 years in the town's Sanitation Department. During his 10 years as president, he negotiated three excellent agreements with the town, including the first four-year contracts.

He and Rosalie, his wife of 35 years, are the parents of a daughter, Cynthia, a veterinary technician.

Asked how retirement would change her husband's life, Rosalie said, "He will go upstate and enjoy his cabin as often as possible."

She added that he would also not get up at 3 a.m.

Rauff said Buckhardt had created strong working relationships with Supervisor John Venditto and town officials that opened the avenue for the union to play a more important role in improving services to residents.

"He reshaped the union," said Rauff. "He made the union the best it could be. We wish only the best for Augie in retirement."

Local 870 names new president, treasurer

MEDFORD — Harry Ader is the new president of Suffolk Education Local 870 and Christine Urbanowicz is the new treasurer.

They were recently sworn in by Long Island Region President Nick LaMorte.

"Harry and Christine are the right people for the right job at the right time," said LaMorte. "I have every confidence in their abilities. Local 870 is in good hands."

The other officers of the local are Chris Marshall, 1st vice president; Aldo Zucaro, 2nd vice president; Al Saar, who is retiring at the end of September, 3rd vice president, and Maria Navarro, secretary.

"As president of Local 870, I open my doors to all my unit members and welcome your comments, suggestions and visits," Ader said.

The head custodian at Coram Elementary School, Ader has been employed in the Longwood School District for 29 years. He served as a shop steward, grievance representative and unit officer before being elected to local office. He assumed the presidency in July.

He serves on the region's Political Action, Education & Training and Health and Safety committees, and on several school district committees, including the Longwood District Shared Decision Making Team, Budget Advisory and Health & Safety committees.

His wife, Ann Marie, a former officer of the local, works for Eastern Suffolk BOCES. He is the father of two children and stepfather of two.

This month Urbanowicz was honored for completing 25 years of service with the Longwood School District, where she is a senior clerk-typist. A graduate of CSEA's LEAD (Leadership Education and Development) program, she serves as the Long Island Region's treasurer and on its Women's, Education & Training and Membership committees.

She and Stanley, her husband, a retired member of Laborers Local 1298, are the parents of two children, Matthew, a member of the United Auto Workers, and Veronica, a medical assistant.

The Suffolk Education Local is composed of 6,500 members in 72 school districts in the county.



Harry Ader, left, and Christine Urbanowicz being sworn in by Region President Nick LaMorte.

Local 865 Executive Board meeting

EAST MEADOW — The executive board of Nassau Educational Local 865 passed the budget for the coming year at their Sept. 10 meeting at the union's office.

Monica Berkowitz is president of the local, which has 6,000 members employed in 68 school districts.

Long Island Region President Nick LaMorte, a guest at the meeting, discussed items that were to be submitted to the Annual Delegates Meeting — rebates, changes to Judicial Board procedures and making retired members eligible to vote for CSEA statewide officers.

Richard Acevedo of the Port Washington Unit invited all local members to a parade and barbecue the unit is holding on Oct. 6. More information is available from the local's website, <http://www.csealocal865.org>.



Top photo, Long Island Region President Nick LaMorte, rear row, fifth from right, joins members of Local 865 Executive Board at their meeting. President Monica Berkowitz is standing sixth from right. Bottom left, Nancy Dies of the North Merrick Unit looks over the proposed budget for Local 865. Bottom right, members pledge allegiance to the flag at the beginning of the meeting.