

THE Work Force

January 2012

Vol. 15 No. 1

Bad medicine, bad management



Photo by Pat Arnou

WMC CEO puts jobs, world class care at risk. Page 3

A special message from CSEA President Danny Donohue

Look to the future with confidence and faith in our solidarity



As 2012 arrives, the state of our union is strong and CSEA remains committed to a Better New York for all!



The start of CSEA's second century over the past year ranks among the most dramatic and challenging times in our union's long history. Hurricanes, floods and tornados affected thousands of CSEA members on the job and in our communities.

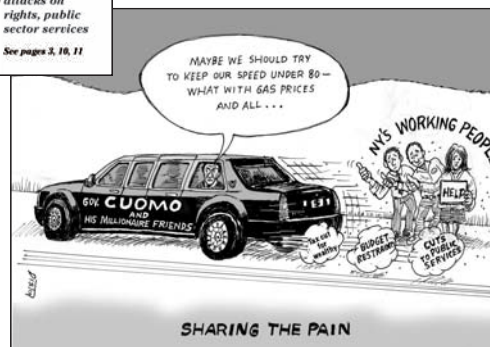
A misguided war on public workers raged across the country leading to a strong middle class backlash, while members of the Occupy Wall Street movement set up camp on behalf of the 99 percent of Americans left behind by the economy.

CSEA also helped mark the 10th anniversary of 9/11 and the centennial of the tragic Triangle Shirtwaist Fire, both events that are seared into our nation's history.

2011 was also a year when CSEA had to adjust to another governor named Cuomo. It was a dynamic adjustment with ups and downs over a difficult state budget, agreement on a five-year state contract, a controversial property tax cap and, at year's end, positive movement on progressive income tax reform.

Throughout all the trial and turmoil of the year gone by, CSEA never lost its focus on doing what is right for members and all New Yorkers. That focus and resolve is just part of the reason why our union is still here and stronger than ever at the start of our 102nd year.

Most importantly, it's why CSEA can look to the future with confidence and faith in our solidarity: CSEA members are always at their best in difficult and challenging times.



Special Message: State of our union 2012

Proposed cuts hurt public health care access

VALHALLA — Hudson Valley residents lost access to vital public health care services in 2011 when several county executives ordered the shutdown of county health clinics at the same time Westchester Medical Center CEO Michael Israel made abrupt cuts.

Now Israel, who was paid \$1.24 million according to the facility's last public report, has announced he will cut even deeper in 2012. Israel announced just before this edition went to press that he will cut 250 jobs, including 105 CSEA workers.

"With these cuts, Michael Israel is putting every resident of the Hudson Valley in jeopardy," said Southern Region President Billy Riccaldo. "He is gutting the work force that runs the area's only burn center, the top trauma center, and the highest level neonatal intensive care unit. He's cutting the safety net services that are needed more than ever in this economy. Israel is playing games with people's lives."

This fall, Israel went to employees and threatened 350 layoffs if CSEA did not reopen its contract and agree to significant cuts. The contract does not expire until Dec. 31, 2012.

CSEA to Astorino: Enough with the lies!

WHITE PLAINS — CSEA has a loud and clear message for Westchester County Executive Rob Astorino: stop lying to residents and the media about CSEA's role in the 2012 county budget.

Union officials held a news conference recently to set the record straight about statements Astorino has made regarding CSEA and the budget process in recent weeks, namely Astorino's claims that CSEA rejected a proposal that would save county jobs. Astorino has called for 210 CSEA layoffs in his proposed 2012 budget.

The county legislature later restored nearly all of the jobs Astorino targeted.

"We're grateful to the legislators for working through the night to adopt a budget that keeps most of our members providing the services that keep this county running," said Westchester County Unit President Karen Pecora.

"It's not so easy for our members to go to work each day knowing that the county executive has poisoned the general public on the value of the work they do, but our members continue to do the best they can and serve the people of this county," Pecora said.

"It takes a tremendous amount of arrogance for Astorino to go on a national television program and lie about something that impacts so many lives," said CSEA Southern Region President Billy

"Israel has incredible nerve," said Westchester County Local President John Staino. "He wants our members to agree to huge givebacks without any sort of no-layoff clause. Maybe Israel can't relate because he's pulling in over a million in salary alone, but our members can't afford to gamble on concessions when the hospital CEO has said layoffs are a given."

Since taking the reins as CEO, Israel has established a pattern of cutting essential services that do not serve as revenue generators for the hospital. In one of his first acts as CEO, he closed the hospital nursing home, the Taylor Care Center, with only a few weeks' notice. Most recently, Israel closed a mobile crisis unit in the Behavioral Health Center that sent hospital workers into the community with first responders to triage residents in mental health crisis situations.

"This administration is placing patients last on their priority list," said Westchester Medical Center Unit President Peter Piazza. "These layoffs will have serious adverse effects on the quality of patient care. Proper patient care is contingent upon the appropriate complement of



CSEA member Lukas Herbert, who works as a planner for the Westchester County Planning Department, spoke at a county budget hearing about the impacts layoffs would have on his department. Herbert is pictured with his son, Henry.

Riccaldo.

Riccaldo was referring to Astorino's recent appearance on the Fox Business Channel program "Power and Money," where Astorino said CSEA rejected his "Jobs for Savings"



Westchester Medical Center Unit activist Tony Mennite holds a sign explaining the top-heavy management at the hospital.

professional health care providers and ancillary staff."

United members and hospital nurses recently rallied outside the hospital to draw attention to Israel's dangerous proposal. CSEA has also called on state elected officials to intervene, citing the impact layoffs will have on patient care.

— Jessica Ladlee

proposal and instead chose to accept layoffs. That statement is untrue, Riccaldo said.

"As it stands, our negotiating committee has met 15 times with the county and we've yet to see this proposal. How can Astorino say we've rejected his plan when he's never directed his labor negotiators to present it to us?"

It's especially disingenuous for Astorino to continue his lie about "Jobs for Savings" because many residents are unfamiliar with public sector contract negotiations and the county budget process, noted CSEA Westchester County Local President John Staino.

"He's pitting the public against the county work force by lying about the budget process," said Staino. "Most people aren't familiar enough with the negotiations process to know that the only way CSEA could consider any proposal is if it were brought to the table. Astorino has gone to the media, to community groups, and even on a conference call with county residents, but he's never bothered to submit the proposal in the only venue where it could actually be considered."

The CSEA Westchester County Unit represents 3,300 full-time Westchester County employees.

— Jessica Ladlee

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Give Governor Cuomo, legislators credit for doing the right thing

CSEA has long made it clear that we will not hesitate to call out elected officials when we disagree with them.

We have also said that we will offer praise when they do the right thing. With that in mind, Gov. Andrew Cuomo and the leaders and members of the state Senate and Assembly deserve a lot of credit for their recent actions.

Governor Cuomo and the lawmakers acted in the best interest of all New Yorkers. They took proactive steps to deal with the state's continuing economic difficulties and budget shortfall, ahead of schedule. They did it in a way that will stimulate the economy, keep people working and help put more people to work.

They also reformed the state's income tax structure in a way that will give most New Yorkers a break but will ensure fairness, with those who can most afford it paying a higher rate.

Most importantly, they worked together to build bipartisan consensus and do what needed to be done.

It's a good result, but it also represents a bigger idea that government can work. That's important, especially considering the recent history of Albany gridlock.

There are still many challenges ahead of us but we can take a lot of encouragement from seeing our elected officials standing up for New Yorkers.





See story,
Page 6

New York State Employees well paid, but still a bargain

State employees in New York are the second highest paid in the nation according to a recent report by the Center for Governmental Research, based on U.S. Census data.

But, contrary to popular myth, the report found that the per capita cost of the state work force ranked 26th out of the 50 states.

New York taxpayers pay \$826 each, per year, for the entire state work force, from the governor on down.

That includes all the services they provide, from maintaining our roads and bridges, caring for the sick and less fortunate, making sure our food and drinking water is safe, educating our SUNY students, helping us get our drivers' license renewed and keeping our parks clean and enjoyable.

By comparison, the cost of such services to first-ranked Alaska residents is \$2,225 per person, according to the report.

**“ORDA
management
continues to
show zero
respect for
workers.”**



Aaron Fish, a general mechanic and CSEA member employed at Gore Mountain, repairs a snow groomer.

Authority's disrespect sends contract talks downhill

CSEA represented Olympic Regional Development Authority workers can't be blamed for feeling like they are living in a parallel universe.

On one side, they operate and maintain the renowned Whiteface and Gore Mountain ski centers and other North Country venues that played home to the 1932 and 1980 Winter Olympic Games in Lake Placid.

But on the other side, ORDA workers have been without a contract for almost three years and are fighting for fairness and respect.

Their pay is low, with many workers living at or near poverty levels. A ticket clerk at Gore earns \$7.93 per hour and the highest paid people on the mountain earn around \$17 per hour.

Benefits can be hard to come by, too. As with many seasonal operations, staff can be let go in the spring with no guarantee of being hired back. With a nine-month wait for benefits to kick in, workers at Gore report a troubling pattern of layoffs just before benefits would have started.

Workers “fed up”

Doug Smith, a trail department supervisor at Gore, left behind a construction career and took a 25 percent pay cut for what he thought would be decent pay and benefits. He made about \$14 an hour when he started 10



Tom Utley, a building maintenance worker and CSEA member, makes repairs to radiant heating on a wooden walkway at Gore Mountain.

years ago. Today, he earns \$16.83.

“I don't know how workers with families do it,” he said.

Fed up workers are leaving. “They gave up on ORDA,” said Matt Allen, Gore Mountain Local president.

When subcontractors come to work at the venues, they are paid prevailing wage, making more money than the qualified staff working alongside them. “You can't find a qualified equipment operator to work for \$10 an hour. They'll laugh at you,” said Smith.

Spending, but not on workers

The few remaining longtime workers say that working conditions began deteriorating in 1984, when ORDA was formed after breaking from the state Department of Environmental Conservation.

Right off the bat, there was a 40 percent drop in the pay scale and a

substantial reduction in leave accruals.

These factors are contrasted with the capital that ORDA directs everywhere but toward its own employees. The spending includes a \$20 million conference center in Lake Placid, sponsorship of the Empire State Winter Games and other promotions to drive tourism traffic, improvements and expansion at both mountains including new trail systems, new lifts, new snow-cats to both fleets and state-of-the-art automated snowmaking systems.

“It's fine to have the mountain grow, but you have to take the people with you,” Allen said.

There have been other costly mistakes and questionable expenditures, like the new snowmaking pumps sitting unused in a warehouse because they don't fit, and the fancy biometric time clocks that scan employees' fingerprints to keep closer



Gore Mountain Local President Matt Allen models a T-shirt used in the contract campaign.

tabs on workers at a cost of \$200,000.

ORDA CEO and President Ted Blazer earns almost \$200,000 annually with a generous benefit package. ORDA board members own businesses, hotels, a golf club and a marina that all profit from the operations and attractions in Lake Placid and North Creek, where Gore is located. Things are going very well for them and not so well for ORDA workers.

“ORDA management continues to show zero respect for workers,” said CSEA Capital Region President Kathy Garrison. “CSEA members can show their support for ORDA workers by calling ORDA boss Ted Blazer at (518) 302-5301 and telling him to give workers a fair contract now!”

— **Therese Assalian**

See cartoon, page 5

Rockland legislators restore 568 jobs, keep nursing home open

NEW CITY
— Rockland County legislators recently approved an amended \$701 million county



Riccaldo

budget that restores 568 CSEA jobs that had been slated for elimination.

The budget hinges on state approval of \$60 million in bonds that would be taken out to cover the county's budget deficit. At press time, the likelihood of giving the bonding authority was unclear.

The amended budget, approved 12-4 across party lines, restores funding for vital county

services and keeps the Summit Park Hospital & Nursing Care Center open. County Executive C. Scott Vanderhoef had cut funding for the facility mid-2012. In order to accommodate the changes to Vanderhoef's original budget, legislators voted to override the state's 2 percent property tax cap.

"I'd like to commend all the legislators who voted for the amended budget," said Southern Region President Billy Riccaldo, who praised Legislative Chairwoman Harriet Cornell for her leadership throughout the budget process and Legislator Ilan Schoenberger for his expertise as budget committee chair. "The

legislators recognized the harm that the proposed service cuts would have caused," Riccaldo said. "They also recognized the damaging economic ripple effect that would have resulted from adding over 500 workers to the unemployment rolls."

Riccaldo commended the CSEA work force for the passionate arguments they made at budget hearings for the services they provide. "I truly believe the information our members provided about the work they do and the compassion they show for the clients they serve played a big role in persuading our legislators to restore services," he said.

Riccaldo and Rockland County Unit President P.T. Thomas agreed that the budget still came with painful cuts. An estimated 40 CSEA members are scheduled to be laid off, but there is a possibility that retirements may cause that number to go down.

"I am very happy at the fact that we were able to avert 568 layoffs," Thomas said. "This is the result of all CSEA members and supporters standing together. However, there are still 40 layoffs and my heart goes out to those workers who are impacted. We will be working to minimize the impact of layoffs."

— Jessica Ladlee



"I truly believe the information our members provided about the work they do and the compassion they show for the clients they serve played a big role in persuading our legislators to restore services."

Hundreds join CSEA through organizing efforts

CSEA organizers and member volunteers are constantly working to increase the union's membership and bring the benefits, rights and fairness of union membership to more workers across the state.

CSEA organized nearly 1,500 new workers in 2011 and expects to add several hundred more by the start of 2012.

Here is a round-up of recent CSEA organizing campaigns:

- **Mastics-Moriches-Shirley Community Library, Long Island Region:** 188 full-time and part-time employees have organized to join CSEA

and are in the process of being certified by the state Public Employment Relations Board (PERB). CSEA membership has already benefited this group. Several months ago, library officials announced a major renovation project that would result in layoffs and a significant cut in hours for some staff. Workers mobilized with the help of CSEA, and the board rescinded its plans for layoffs.

- **Baldwin Public Library, Long Island Region:** 50 part-time employees will join 25 full-time workers as members of CSEA. Final

certification was received from PERB in early December. Baldwin Public Library management had threatened to withhold raises if the part-timers joined CSEA. CSEA filed an improper practice charge on behalf of the workers. A hearing is scheduled for March 2012.

- **Across the state:** In a campaign led by the Western Region, 10 workers from the Village of Holley in Orleans County joined CSEA. In the Southern Region, 70 new food service workers joined CSEA at Mount Saint Mary's College. A majority of 22 workers from the Nanuet Union

Free School District have signed to join CSEA. Workers await a PERB hearing. In the Central Region, 50 school workers in the Poland Central Schools are organizing and expect final certification soon. On Long Island, 35 supervisory employees at the Village of Rockville Centre have gone a step further in the PERB hearing process as they currently wait for a decision on the make-up of their unit to bring them toward final certification.

— Jill Asencio



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“We believe that this reckless disregard by the commissioner was a ploy to destroy this very needed and essential community service.”

CSEA: Management neglect may force Kingsboro closure

BROOKLYN — CSEA members at Kingsboro Psychiatric Center blame hospital management for a panel’s recent recommendation to close inpatient services.

“What is happening today is the culmination of repeated failures coupled with the blatant disregard by the (state Office of Mental Health) commissioner,” said Kingsboro Psychiatric Center Local President Fitzroy Wilson.

Scathing report
The 88-page report

by The Health Systems Redesign: Brooklyn Workgroup cites the loss of Medicare/Medicaid certification at Kingsboro, which is now costing the state Office of Mental Health \$3 million per month, as a reason for the recommendation. CSEA blames management for the loss of that certification and funding.

“Those funds were lost because management repeatedly failed the Certified Medical Service survey three consecutive times,” said Wilson. “Kingsboro failed because management was unable or unwilling to create the kind of programs necessary to meet individual patient needs.”

Pain for families

As a result of failing that accreditation, some patients were transferred to facilities farther away from their communities and families, such as Pilgrim Psychiatric on Long Island. Several were brought back at the insistence of their families, who were unable to make long commutes to visit their family members.

Despite several attempts during labor-management meetings in Albany with top Office of Mental Health officials and CSEA’s warnings that these failures were jeopardizing the survival



Kingsboro Psychiatric Center Local Vice President Crispin Booker, left, and Kingsboro Psychiatric Center Local President Fitzroy Wilson discuss the recent report calling for the closure of inpatient services.

of the hospital, Fitzroy recalled hearing only one standard reply from state mental health officials: “If your hospital cannot design programs to meet the patient needs, then your hospital is on life support.”

“We believe that this reckless disregard by the commissioner was a ploy to destroy this very needed and essential community service,” said Wilson. “Kingsboro is the only adult mental health facility in Brooklyn. We also believe that the racial demographics play an equally and important role in the decisions that are being made.”

Members urged consideration for the needs of the patients who come from diverse cultural backgrounds.

“Is OMH considering

the hardship to these families if they remove their loved ones from this facility and transfer them to another facility far away?” said Kingsboro Psychiatric Center Local Vice President Crispin Booker.

In the coming weeks, the union is planning meetings with local elected officials, community groups, religious groups, local businesses and unions to address this proposal.

“We want our legislators to assist us in doing something about this situation,” said Wilson. “But doing something without getting rid of the current management would keep us in the same predicament.”

— David Galarza

There’s still time to get your 2012 CSEA calendar!



Keep up with events in your union and your life with your free 2012 CSEA calendar!

To order calendars, visit CSEA’s website at www.csealocal1000.org.

There is a limited supply, so order your calendar today!

www.csealocal1000.org

CSEA fights to save treatment centers

BUFFALO — Pressure by CSEA, community members and clients has saved – at least temporarily – two addiction clinic treatment centers in Buffalo.

CSEA members working at the Erie County Medical Center outpatient addiction clinics recently launched a campaign to save their clinics when rumors arose that the hospital would close the facilities due to budget shortfalls.

Working together

After some initial resistance, hospital officials reached out to CSEA, creating a labor-management committee charged with analyzing the situation and finding an appropriate solution for maintaining the essential services the clinics provide.

“Addiction touches everyone, urban, suburban and rural, regardless of background and income,” said CSEA Western Region President Flo Tripi. “It reaches beyond the addict and affects the addict’s family and community. These clinics provide an important service and we are working with ECMC to make sure that service continues.”

The labor-management

committee has been meeting weekly. Subcommittees are hard at work looking for ways to improve efficiency, enhance revenue and increase the already high level of quality care clients receive.

“This collaborative effort is for the betterment of the hospital, the counselors and the community,” said Erie County Local President Joan Bender. “We are all working toward a solution together.”

CSEA members working in the clinics collected dozens of letters from supporters and clients, created an in-depth analytical report of daily operations, brainstormed ways to improve efficiency, built a community coalition and contacted judges and elected officials for support.

Essential services

In 2010, the two clinics provided more than 56,000 clinic visits, the report states. The facilities maintained the same pace in 2011.

Being a public medical center, the clinics are able to provide recovery services for people who lack health insurance at the time of registration, which allows



CSEA Western Region President Flo Tripi, front, right, recently speaks with supporters of the Erie County Medical Center Downtown Outpatient Clinic. CSEA is working closely with the hospital to keep the downtown clinic and a northern suburban clinic open and operating efficiently.

addicts to get immediate help before they change their minds — a key aspect to treatment success.

The clinics also work together with many area drug courts to treat those sentenced for various narcotic, alcohol and prescription drug-related crimes.

“We not only treat the individual, but also the individual’s family and the

community,” said Rachel Bunch McCarley, a licensed master social worker and clinic counselor. “With the clinics, the community and clients are able to maintain a healthy approach to living. Without the clinics, the clients may lose hope and the care they need and they may be at high risk for recidivism.”

— Lynn Miller

County Water Environment Protection workers save the pay



CSEA members and Onondaga County Department of Water Environment Protection Personnel Office workers Collette Hare, left, and Julie Greiner, right, recently saved the day for about 380 of their co-workers when, on the Monday before Thanksgiving, computer servers crashed, not allowing them to enter their payroll changes. Undaunted, the two drove downtown to the county Comptroller’s Office, where, for several hours, they manually entered all the changes. Their going above and beyond the call of duty allowed everyone to receive the proper amount in their paychecks and have a brighter holiday.

Caring, committed workers respond to sensational media attacks

CSEA members working in the state Office of People With Developmental Disabilities take great pride in their work, their service to their communities and the caring they provide for clients in group homes and facilities. Recent sensational and potentially misleading reports in *The New York Times* and other media have painted direct care workers with a broad brush of accusations that devalues the hard work nearly all direct care workers deliver every day. In recent interviews, several CSEA members spoke about the care they provide. There are more than 120,000 individuals in OPWDD programs with tens of thousands of dedicated professionals helping them with compassion and concern. Here are some of their responses.

Susanne Jones, direct support assistant

Jones works for the Central New York Disabilities Services Office (CNYDSO) in a supervised apartment setting caring for three individuals. She has worked providing care for the DDSO since 1983, following in the footsteps of her mother and grandmother, who both worked for the agency.

Why do you do what you do?

“The most rewarding part of working with developmentally disabled individuals is that they’re always giving. They never look to judge you and you never judge them. With how they treat you, it’s very rewarding working with them.”

What are some responsibilities of a direct care worker?

“I am there for whatever they need. They look to you like you’re a family member, you’re not a staff person to any of them. You’re there to make sure they have a good meal, they’re dressed properly, anything you would do with any person in your own family. They need assistance in some things and you’re there to make sure that everything is done appropriately and that they’re appropriately ready for the community.”

What is something you think the public should know about your work?

“We do have a lot of staff who go above and beyond. A lot of the staff come in on their own time, they volunteer, and take clients to events in the community. There was a time when you had more staff to do those quality things with them on duty, but it’s not like it used to be. It’s challenging with less staff and we’re doing a lot more.”

How did The New York Times article make you feel?

“I do feel The New York Times was very unfair in portraying our workers. The public is going to look at you like you’re somebody who abuses developmentally disabled people. It doesn’t matter if your name is in that article, we’re all being looked at like that. It makes me feel sad, because we all just want to do our job, and we love our job.”

What does it take to do the job you do?

“It does take a special kind of person to do the job that we do. You need to have compassion, not to judge, you need to not take things personally, some of our people have behavioral issues. We’re there to do the job to make sure that they are directed in the right direction. It takes a unique person to do the job.”



Direct Support Assistant Veronica Robinson helps resident Carlton Sessoms decorate the Christmas tree at the Snow Hill group home in Syracuse.

Ronald Witt, direct support aide

Witt works at a group home outside of Rome. He has 28 years of service and cares for three men with developmental disabilities.

Why do you do the work you do?

“Once I started working with these individuals, I realized I could make a difference, and by making a difference, not only am I giving to them, but they are giving to me. It makes me feel better about myself. It’s almost like when you feel good giving somebody a present at the holidays, well, I give them a present every day because they really like to interact with the staff. They like that contact with people.”

What is the primary goal of your work?

“I try to improve the quality of life for my consumers by thinking outside the box to come up with different things for them to do. For example, we started a model club where we sit down and build model airplanes and cars, and of course that entails going to the stores to



buy the model kits and the paint, getting them into the community, and doing things that other people do... It’s not about what they can’t do, it’s about what they can do. We try to encourage them to do different things and see where they can succeed.”

What do you think the public doesn’t understand about your job?

“It’s a really challenging job. It can be difficult when you’re dealing with other human beings taking care of them. It takes a lot of patience working with them and a lot of training on how to deal with their various issues.”

Do you think The New York Times article was fair in its reporting?

“Part of my job is mandated reporting. If I were to observe abuse and not turn it in, I would be just as guilty as the person doing the abuse. I’m obligated by law to turn it in. Myself and all my co-workers, any sign of abuse we would definitely turn it in. In 28 years, I’ve worked with some very challenging individuals, and never having observed it. I don’t believe it’s a rampant problem.”

Interviews conducted by Mark M. Kotzin and Jill Asencio.
Videos of the interviews will be made available at www.csealocal1000.org.



Gary Crill, developmental assistant III

Crill works for the Central New York Disabilities Services Office, supervising more than 50 workers in three group homes. He has worked for the state for 28 years.

Why do you do the work you do?

“The work that we do with our individuals allows them to be closer to their families, it allows them to be independent, to have choice, and have as close to a normal life as possible. When it comes right down to it, if we do those things, we’re doing a good job.”

What is one of the challenges you face in the work you do?

“A lot of times it’s more challenging to get the community to understand what we’re trying to do, almost more challenging than working directly with the individuals. I think one of our biggest challenges is to be able to show the community that we are making positive change for these peoples’ lives. We are trying to move our individuals forward.”

Do you think The New York Times article was fair in its reporting?

“I think to some degree the allegations of abuse have been overblown. The coverage has focused on very few people, focusing on the negative and not making an effort to get any of the positive. I think for every one of those abuse cases they’ve mentioned, I could think of 100 members who would never and have never abused anybody. If a person is an abuser, they truly need to face punishment, but I do not believe that’s commonplace.”

Is there conflict in the agency?

“The governor is saying, ‘save, save, save,’ the commissioner is saying ‘monitor, monitor, monitor,’ at the same time they’re cutting all of these people, there are all these threats out there; they’re threatening people with layoffs, so there’s a real division now within the state and within our agency because of this.”

The New York Times article in a lot of ways was an overreaction. It has created tension within our agency. In my opinion, there are a lot of unnecessary investigations going on. I have a home where we had three people out at once for something that absolutely did not happen. I think that’s where this New York Times article has changed the way we do things.”

2012 CSEA Election

Uncontested statewide races



**CSEA President
Danny Donohue**



**Executive Vice
President
Mary E. Sullivan**



**Secretary
Denise Berkley**

Candidates who qualify for the four Statewide offices, the six Region presidencies, and the Board of Directors were given the opportunity to have their picture, the entity they work for, and position sought published in *The Work Force*. Where there is no photo, none was provided.

Contested statewide treasurer race information, photos on Page 12

Uncontested region races

Long Island Region 1



**Nick LaMorte,
President**

Jerry Laricchiuta, Executive VP; John Shepherd, 1st VP; Carol Guardiano, 2nd VP; Robert Rauff Jr., 3rd VP; Andre Sigmon, 4th VP; Lee Reynolds, Secretary; Christine Urbanowicz, Treasurer

Metropolitan Region 2

Uncontested races*

Vincent Martusciello, Executive VP; Deborah Hanna, 1st VP; Joey Horsford, Treasurer

* Contested region races information, photos on Page 9

Southern Region 3



**Billy Riccaldo,
President**

Joyce Howard, Executive VP; Deborah Downey, 1st VP; John Staino, 2nd VP; Lizabeth Piraino, 3rd VP; Jane Meunier-Gorman, Secretary; April Shuback, Treasurer

Capital Region 4

Uncontested races*

Ron Briggs, Executive VP; Michael Gifford, 1st VP; Dowell Harrell, 2nd VP; Brenda Facin, 3rd VP; Mary Hamilton, Secretary; Kim Wallace-Russo, Treasurer

* Contested region president race information, photos on Page 9

Central Region 5



**Colleen Wheaton,
President**

Don Lynskey, Executive VP; Kathleen (Casey) Walpole, 1st VP; Tammy Witteman, 2nd VP; Kenneth Greenleaf, 3rd VP; Chantalise DeMarco, Secretary; Lori Nilsson, Treasurer

Western Region 6



**Flo Tripi,
President**

Kathy Button, Executive VP; Joan Bender, 1st VP; Robert Pyjas, 2nd VP; Timothy Finnigan, 3rd VP; Debra Sherk, Secretary; Mark Dotterweich, Treasurer

2012 CSEA Election

Contested statewide race: Treasurer



Joe McMullen



Carlos M. Speight

Contested Board of Directors races

State Division

Audit and Control: Clarence S. Russell, Audit and Control; Karen E. Jazvinski, Employees Retirement System

Environmental Conservation: Penny McNally, Department of Environmental Conservation; Jodi D. Aubin, Department of Environmental Conservation

Public Service: Renee Jackson, Metro Public Service; Judith C. Sylvester, Public Service

State Public Authorities:

Ira Bethea, Dormitory Authority; Nick Chiesa, Thruway Authority



Jazvinski



McNally



Chiesa



Carnrike



Hildebrant



Dorler



Lee

Universities: (4 seats) SUNY United Slate (Barbara A. Carnrike, SUNY Morrisville; Wayne A. Dorler, SUNY Fredonia; Laurene A. Hildebrant, SUNY Brockport; David W. Lee, SUNY Binghamton) Four for the Future Slate: (Ronald Castle, SUNY Brockport; Mary D'Antonio, SUNY Westbury; Debra Nappi-Gonzalez, SUNY Stony Brook; Kathy Yeldon, SUNY Upstate)

Contested region races

Metropolitan Region 2



Carlota G. Williams



Abraham R. Benjamin Jr.



Lester Crockett

Metropolitan Region 2: President:

Carlota G. Williams, Abraham R. Benjamin Jr., Lester Crockett

2nd Vice President:

Alva Watson, Ramon Lucas, Donald L. Bryant

Secretary: Anita D. Booker,

Delphine Moultrie

Capital Region 4 President



Elizabeth Clark



Kathy Garrison



Nappi-Gonzalez

Medical University;

Local Government Division

Rockland County: P.T. Thomas, Rockland County Department of Social Services; Thomas Ninan, Rockland County Department of Social Services



Yeldon

Warren County: David J. Duell, Town of Queensbury; Susan Sheehan, Town of Queensbury

Local Government Educational:

Long Island Region 1 (2 seats):

Jean and Lee Slate (Jean Ahlert, Nassau BOCES; Lee Reynolds, Farmingdale School District), Leadership 4 Change Slate (Maria Navarro, Miller Place School District; Christine Urbanowicz, Longwood School District)

2012 CSEA Election

Uncontested Board of Directors races

State Division

Agriculture & Markets: Janice Mason

Civil Service: Patricia Hart

Correctional Services (two seats): Ellen Lennon, Pat Casler

Education: Sally Bywater

Executive (two seats): Tom Moylan, Frank Strack

Judiciary (two seats): Robert Pazik, Kevin Ray Sr.

Labor: Vincenza Turpin

Law: Patricia Kaufman

Mental Hygiene Region 1: Carol Guardiano

Mental Hygiene Region 2 (two seats):

Abraham Benjamin Jr., Ramon Lucas

Mental Hygiene Region 5 (two seats): Lori Nilsson, Michael Patterson

Mental Hygiene Region 6 (two seats):

Kathleen Button, James Barnes

Motor Vehicle: Michael Febrario Jr.

State: William Lauer

Taxation & Finance: Jackie Goldsmith

Transportation (two seats): Bob Timpano, Bill LeBaron

Teachers' Retirement System:

Donna J. Keefer, Teachers' Retirement System

Local Government Division

Albany: Jack Rohl

Broome: Dante Mastronardi

Cattaraugus: Rosemary Teachman

Cayuga: Anthony Decaro

Chautauqua: Rose Conti

Chemung: John Harris

Clinton: Margaret Clifford

Cortland: Charles Miller

Delaware: George Lawson

Dutchess: Elizabeth Piraino

Erie: Robert Pyjas

Greene: George Greiner

Jefferson: Brenda Harwood

Livingston: Mary Jo Tubbs

Madison: Russell Stewart

Montgomery: Edward Russo

Nassau (two seats): John Shepherd, Jerry Laricchiuta

Oneida: Denice Golden

Onondaga: Carmen Church

Orange: Sabina Shapiro

Orleans: Debra Sherk

Oswego: Kenneth Greenleaf

Otsego: Linda Stiefel

Putnam: Mark Semo

St. Lawrence: Amy Simmons

Saratoga: Kevin Veitch

Seneca: Carmina Russo

Steuben: Sally MacDougal

Suffolk: Margaret Shutka

Tompkins: Scott Weatherby

Washington: Brenda Facin

Wayne: Tommy Edwards

Westchester (two seats): John Staino, Mary Miguez

Wyoming: Delia Pettigrew

Yates: Bengt Sward

Local Government Educational

Southern: Debra Ruguseo

Western: Kelly Volpe

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

Jan. 18, 2012: Ballots mailed.

Jan. 25, 2012: Replacement ballots available.

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

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

Voting Eligibility Date

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

Election Oversight

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

AFSCME DELEGATES ELECTION YEAR 2012

Jan. 18, 2012: Ballots mailed

Jan. 25, 2012: Replacement ballots available

Feb. 14, 2012: Ballots due 8 a.m.; Tally commences 9 a.m.

Ten (10) days following Statewide Election Committee

Certification of Results: End of protest period

March 2012: Results published in The Work Force

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 2012 election cycle as well as the instructions, which will accompany each mail ballot.

2012 CSEA Election

Contested AFSCME Delegates races

The following are AFSCME Delegate candidates for election. Ballots will be mailed on January 18, 2012:

METROPOLITAN REGION 2

Leadership Slate (14 candidates)

Lester Crockett
Abraham R. Benjamin Jr.
Fitzroy Wilson
Carlota Williams
Vincent F. Martusciello
Sheila Conroy
Adriane Hudson
Janet Ventrano-Torres
Tony Leake
Samuel Koroma
Scott Lowman
Roslyn Russell
Deborah Hanna
Barbara Felder

Independent Candidates

Linda Williams
Evans Quamina
Rosetta Muhammad
Renee J. Jackson
Alva Watson

SOUTHERN REGION 3 **United We Stand Slate (38 candidates)**

William "Billy" Riccaldo
Joyce Howard
April L. Shuback
Jane A. Meunier-Gorman
John Staino
Lizabeth Piraino
Debbie Downey
Barbara "Bobbie" DiBattista
Karen Pecora
Charles "Charlie" Guidarelli
Joe Roche
Noel A. DeLaCruz
Rosemarie Kukys
Tatiana Dolinsky
Fritz Ernest
Mark Semo
Todd Schmidt

Christian Espejo
Tom Holahan Jr.
James Schultz
Reuben E. Simmons Jr.
Joanne Lesser
Mary Daniels
Michael Gonzales
Anthony Adamo
Susan Nakutavicius
Earl Herbert
William Oliphant
Debra L. Raguseo
Keith H. Kuttruf
Scott Rajczi
Nilda Palau-Lopez
Basil Townsend
Dolores D. Ryans
Terri Kraus
Keith Nash
John Jenney
Wilhemia Lamb

Independent Candidate Gerard DiMaggio

CAPITAL REGION 4

Independent Candidate Norman Zidbeck

Leaders in Action Slate (33 candidates)

Kathy Garrison
Ron Briggs
Mike Gifford
Dowell Harrell
Brenda Facin
Mary Hamilton
Kim Wallace-Russo
Jack Rohl
Marie Baldwin
Ethel Facticeau
Jim Reedy
Carol Harvin
Rich Bebo
Maureen Wolfe
Betty McLaughlin
Bill Lauer
Joe Musso
Tracy Carnavale
Gwen Parsons
Patty Goyette
Sally Bywater
Scott Gartland
Karen Jazvinski
Gail Connell
Deborah Villa
Frank Strack
Amanda Clemens
Donna Keefer
Patty Kaufman

Edward Russo
Kathleen Follett
William "Bill" LeBaron
Jackie Goldsmith

Vote For Nick & Lisa Slate (2 candidates)

Lisa Chiesa
Nick Chiesa

WESTERN REGION 6

Independent Candidate Ruby C. Mims

Solidarity Slate (39 candidates)

Florence "Flo" Tripi
Kathy Button
Joan Bender
Bob Pyjas
Debi Sherk
Tim Finnigan
Sheri Ambuske
J. Seamus Barnes
Paul Blujus
Charles Campbell
Ron Castle Jr.
Rose Conti
Wayne Dorler
Tommy Edwards

Robert "Robbie" Ellis
Kathy Hartwig
Sharon Ivey
Bruce Jamison
Larry Kuebler
Sean Ledwith
Greg Leonard
Sally MacDougal
Andre Medlock
Charles Parsons
Robert Pazik
Joseph Pericozzi
Paul Peters
Delia Pettigrew
Jerrold Richmond
Tom Rogalski
Louis Rouse
Denise Szymura
Rose Teachman
Mary Jo Tubbs
Kelly Volpe
Bess Watts
Tom Weston
Cristal "Cris" Zaffuto
John A. Ribble Sr.

Uncontested AFSCME Delegates races

The following AFSCME Delegates are elected unopposed. There will be no AFSCME Delegates on the ballot for these Regions:

LONG ISLAND REGION 1

Solidarity Slate (41 candidates)

Nick LaMorte
Carol Guardiano

John C. Shepherd
Jerry Laricchiuta
Robert Rauff Jr.
Lee Reynolds
Christine Urbanowicz
Andre Sigmone
Paul D'Aleo
Kevin Ray Sr.
Manny Mangual
Rutha Bush
Mary D'Antonio
Bill Walsh
Monica Berkowitz
Maria Navarro
Herman Williams
Ronald Gurrieri
Kenneth Nicholson

Debra Imperatore
Marla Rowe
Robert Arciello
Nancy Ianson
Lynne Kramer
Kelvin Lewis
Meg Shutka
Matt Hattorff
Pete Collins
Tom Skabry
Edward Gregory
Roger DeGross
Richard Acevedo
Jean Ahlert
Joseph Owens
Stephen Nocella
A.J. Smith

Robert Murphy
Jarvis Brown
Daniel LoMonte
Steve Abramson
Michael Taylor

CENTRAL REGION 5 **United for the Future Slate (39 candidates)**

Colleen Wheaton
Donald Lynskey
Kathleen (Casey) Walpole
Tammy Witteman
Kenneth Greenleaf
Chantalse DeMarco
Lori Nilsson

Linda Stiefel
Sheila Sears
King Davis
Betty Jo Johnson
David Lee
Jeannette Engle
Joe Miceli
Debbie Denney
Theresa Reagan
Ron Witt
Cathy Barretta
George Lawson
Mary Linnertz
Karen Bright
Bob (Robert) Timpano
Patricia Casler
Fred Gerloff

Ellen Lennon
Ray Wakefield
Steve Delair
Pete Niznik
Barb Carnrike
Kathy Yeldon
Joe Paul
Dante Mastronardi
Scott Weatherby
Sandy Cecelin
Michael Patterson
Brenda Harwood
Walt Smith
Amy Simmons
Joe Palmisano

Frances Perkins: worker rights pioneer

A lot of people today may not know the name Frances Perkins, but they surely know a lot of her accomplishments such as child labor protections, Social Security, fire safety codes, and more measures that have improved millions of lives over the past century.

As a part of the centennial commemoration of the

tragic Triangle Shirtwaist Factory Fire, CSEA recently co-sponsored a presentation about Perkins as part of the “Researching New York” conference held at the University at Albany.

At the conference, award-winning author and reporter Kirstin Downey spoke about the life of Perkins, who also was the first female U.S.

cabinet member, serving as secretary of labor.

In “The Life of Frances Perkins, FDR’s Secretary of Labor and His Moral Conscience,” Downey describes Perkins as “one of the most effective social progressive reformers in American history, and also a New Yorker.”

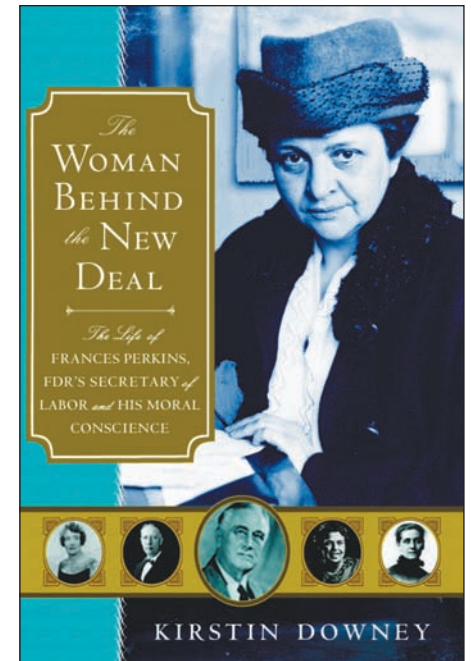
The Triangle fire, which took the lives of 146 people, mostly young immigrant girls, marked a dramatic turning point in Perkins’ career. After witnessing the fire, she dedicated herself to social reform and worked as part of the Factory Investigation Commission along with future New York leaders Alfred E. Smith and Robert Wagner. Through the commission, she helped pass more than 30 laws regarding fire safety codes, child labor and other worker protections.

Following this work, Perkins was appointed by President Franklin D. Roosevelt to his cabinet as labor secretary in 1933.

Her accomplishments include helping develop the Social Security system, the establishment of a minimum wage and working hours, the federal right for workers to form unions, and more.

Her accomplishments did not come easily as she faced criticisms and resistance from many forces. But the monumental achievements demonstrated the importance of persevering against opposition.

Because of Perkins, many



The cover of “The Life of Frances Perkins, FDR’s Secretary of Labor and His Moral Conscience,” which describes Perkins as “one of the most effective social progressive reformers in American history, and also a New Yorker.”

American lives changed for the better, and yet many Americans today take these rights, benefits and protections for granted.

Perkins didn’t work for the glory or the fame, but to help real people in need. As an outstanding leader, Perkins’ devotion to her work profoundly changed the lives of all Americans and set the foundation for future reforms.

— Tracy Wang



Take advantage of your CSEA membership for a special discount for certain 2012 SU Basketball Home Games at the Carrier Dome in Syracuse!

To get \$5 off the regular price of upper level seats for certain home games this season, order online at: www.suathletics.com/groupoffers - Click on the CSEA logo - click on “Find Tickets” to select the game of your choice - Use special offer code: **CSEA11** (no spaces) - Create a NEW ACCOUNT (even if you have an account already) - Follow the steps to purchase and check out. There will be a processing and print at home fee. To purchase blocks of tickets or order by phone, you can also call SU Group Sales at (315) 443-3212 and mention you’re a CSEA member.

SU Orange Home Game Schedule:

SU vs Seton Hall **	December 28, 2011 • 7 p.m.
SU vs Marquette **	January 7, 2012 • 4 p.m.
SU vs Providence **	January 14, 2012 • 6 p.m.
SU vs Pittsburgh	January 16, 2012 • 7:30 p.m.
SU vs West Virginia **	January 28, 2012 • 1 p.m.
SU vs Georgetown	February 8, 2012 • 7 p.m.
SU vs Connecticut	February 11, 2012 • 1 p.m.
SU vs South Florida **	February 22, 2012 • 7 p.m.
SU vs Louisville	March 3, 2012 • 4 p.m.

** CSEA discount available for these games only

CSEA awards McDonough memorial scholarships

CSEA recently awarded \$1,000 Thomas H. McDonough Memorial Scholarships to a child of a union member in each region. The scholarship recipients and their parents are listed below. CSEA wishes the recipients good luck in their future endeavors.

Long Island Region:

Lauren McKnight, whose mother, **Toni McKnight**, is an information tech aide II at the Farmingdale School District; and whose father, **Robert McKnight**, is a sanitation worker at the Town of Oyster Bay.

Metropolitan Region:

Ruby Monichan, whose mother, **Rosamma Monichan**, is a nursing aide at the New York State Veterans Home at St. Albans.

Southern Region:

Julianne Freeman, whose mother, **Carolyn Freeman**, is a teacher aide at the Goshen Central School District.

Capital Region:

Kristin Linder, whose mother, **Carol Danielson-Linder**, is a retired registered nurse.

Central Region:

Katelyn Horton, whose father, **John Horton**, is a secure treatment aide at Broome Developmental Center.

Western Region:

Patrick Teixeira II, whose mother, **Lenora Teixeira**, is a public health nurse at the Niagara County Health Department.

Knight is PEOPLE Recruiter of the Month

Toni Knight of the Brooklyn Developmental Center Local in the Metropolitan Region is the PEOPLE Recruiter of the Month for July 2011. She recruited 15 new PEOPLE members.

Knight's announcement was inadvertently left out of previous Work Force editions.

A Next Wave activist, Knight credits face-to-face member communication and education with her success.

"All of them want to be a part of something, especially if it's working toward a goal or towards some kind of change," she said.

Knight said it's important to give members the tools to be successful and she employs the same tactic when engaging members. "It's definitely a way to empower people and empower our union," she said. "The more PEOPLE members we have involved the stronger is our union."

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.



Knight

— David Galarza

CSEA continues outreach



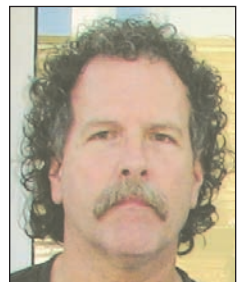
Brian Hassett, center, from the United Way of the Greater Capital Region, accepts a donation from CSEA Statewide Treasurer Joe McMullen, right, and CSEA Capital Region 1st Vice President Mike Gifford. McMullen and Gifford presented the \$8,000 donation on behalf of CSEA for flood relief in Schenectady and Schoharie counties. McMullen also recently helped present donations to United Way chapters in the Southern and Central regions, which were also hit hard by Tropical Storms Irene and Lee.

Dobler is PEOPLE Recruiter of the Month

George Dobler of the Suffolk County Local in the Long Island Region is the PEOPLE Recruiter of the Month for November 2011. He recruited 27 new PEOPLE members.

"This was a group effort and our entire unit must be credited for the achievement," said Dobler. "The members working here at the library took the initiative when they learned about what PEOPLE actually does and its critical role in the CSEA effort to take our message to elected officials and the general public."

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.



Dobler

— Rich Impagliazzo

CSEA members take the (Polar) Plunge

Capital
and
Central

Region
members
recently
participated
in Polar
Plunges to
help support
Special Olympics athletes.

Want to help? Visit your region
page at CSEA's website at www.csealocal1000.org or www.polarplungeny.org for a Polar Plunge
schedule in your region, to join a
team or create a team of your own.

With each \$100 raised, plungers
receive a free sweatshirt and a
chance at the best prize of all— The
President's Polar Cap Award, which
will be award at the Annual Delegates
Meeting to the region with the most
money raised.



Freezin' For A Reason
**POLAR
PLUNGE.**



CSEA Central Region President Colleen Wheaton, second from right, front row, leads the region's "Polar Peeps" Team into Oneida Lake in Brewerton on Dec. 4 for the Special Olympics, raising more than \$13,700 in the process.

Capital Region Polar Penguins plunge into Lake George



Members of the CSEA Capital Region Team, the Polar Penguins, raised \$2,200 for Special Olympics when they plunged into frigid Lake George on Nov. 19. Team members made up of CSEA members, friends and family, gathered at Shepard's Cove Beach for a pre-plunge photo. CSEA members are, second row, left to right, holding banner, Denise Famiano, Deb Gallachi, Mary Ann Brownell and Heidi Holcomb, CSEA Capital Region 3rd Vice President Brenda Facin and Martine Perrott and back row, left, Kim Teta, Dan Barkley, and (center) Bill Lauer. Facin and Teta continued to coordinate all aspects of the team's fund-raising.

CSEA activists fully "plunge" for the Special Olympics



Oswego County Local activist Jimmy Jackson, right, comes out of the a full-body plunge into Oneida Lake, as SUNY Binghamton Local President David Lee, left, watches.

CSEA membership dues/ agency shop fees to remain the same in 2012

Again this year, as a result of the AFSCME minimum dues structure remaining the same as it was in 2010 and 2011, there will be no increase to the CSEA membership dues/agency shop fee schedule for 2012.

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

Proposed resolutions and proposed amendments to the CSEA Constitution & By-Laws for consideration by CSEA delegates to the union's 2012 Annual Delegates Meeting must be submitted by May 15, 2012.

Proposed resolutions may be submitted only by a delegate and must be submitted on the proper forms. Forms for submitting resolutions are available from CSEA headquarters and region offices.

Proposed resolutions and proposed amendments to the Constitution and Bylaws must be submitted no later than May 15 to Statewide Secretary Denise Berkley, CSEA Headquarters, 143 Washington Ave., Albany, N.Y. 12210-2303.

The 2012 CSEA Annual Delegates Meeting will be held Oct. 15-19 in Washington, D.C.

Save the date!

CSEA Statewide Conference on Occupational Safety and Health

April 27-29, 2012
Lake Placid, NY

Registration will be available in February -
online and mailed.

Planning on attending?
Help us bring you the information you need!

Fill out the Safety and Health
Conference Survey at:

https://www.csealocal1000.org/osh_survey.php

See you there!

Break in membership affects eligibility for union office, voting privileges

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

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

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

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

paternity, you may be eligible for dues-free membership status for a period not to exceed one year. If you are called up for active military duty you may also apply for dues-free status.

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

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



1. Quit Smoking
2. Exercise
Get more sleep
Eat more veg

**If quitting tops your list
of New Year's Resolutions,
we can help.**

**Call 1-866-NY-Quits
or visit nysmokefree.com**

For New York State active enrollees covered under NYSHIP:

What's new with NYSHIP in 2012?

Health Benefits



Editor's Note: *Here are some important changes to the New York State Health Insurance Program for 2012. Please*

see page 21 for a chart detailing the 2012 NYSHIP Biweekly Employee Cost Schedule.

All NYSHIP Plans

Eligible New York State employees who have other employer-sponsored group health insurance may opt out of their NYSHIP coverage in exchange for an incentive payment. Enrollees interested in this Opt Out should contact their agency health benefits administrator for more information and complete the required Attestation Form no later than Dec. 30, 2011.

The Empire Plan

- Licensed Nurse Practitioners and Convenience Care Clinics are eligible to become participating providers.
- The Empire Plan will begin a new program that guarantees access to primary care physicians and certain specialists. Please look for an Empire Plan Report that will contain additional information about this new program.
- There will be a combined non-participating basic medical annual deductible amount for medical/surgical and mental health and substance abuse services and a combined basic medical coinsurance maximum for hospital, medical/surgical and mental health and substance abuse services. Additional information is on this page.

Empire Plan basic medical annual deductible: \$1,000

When a CSEA active state Empire Plan enrollee uses a non-participating Empire Plan provider, claims are paid under the Basic Medical Program.

When claims are paid under the Basic Medical Program, enrollees are responsible to pay a "deductible" before the health plan begins to reimburse for services.

The Jan. 1, 2012 basic medical annual deductible (combined for medical/surgical and mental health and substance abuse services) is \$1,000* for the enrollee, \$1,000 for the enrolled spouse/domestic partner and \$1,000 for all dependent children.

**The \$1,000 annual deductible is reduced to \$500 for calendar year 2012 for employees in (or equated to) salary grade 6 or below.*

Empire Plan Basic Medical Annual Coinsurance Maximum: \$3,000

When a CSEA active State Empire Plan enrollee uses a non-participating Empire Plan provider and meets the basic medical annual deductible, the Empire Plan pays 80 percent medical (90 percent of non-participating hospital) of reasonable and customary charges for covered services.

The remaining 20 percent medical (10 percent hospital) that the individual

is responsible for is considered "coinsurance."

The annual coinsurance maximum (combined medical/surgical, mental health, substance abuse and hospital services) effective Jan. 1, 2012 is \$3,000* for the enrollee, \$3,000* for the enrolled spouse/domestic partner and \$3,000* for all dependent children.

Once the annual coinsurance

maximum is met, the Empire Plan pays 100 percent of reasonable and customary charges for covered services.

**The \$3,000 coinsurance maximum expense is reduced to \$1,500 for calendar year 2012 for employees in (or equated to) salary grade 6 or below.*

2012 NYSHIP rates for CSEA active state employees

The NYS Division of Budget has approved the Empire Plan's premium rates for 2012. New York state active employees have until **Dec. 30, 2011** to change their health insurance option.

Any member wishing to change their health insurance option must submit a signed health insurance transaction form (PS-404) to their agency health benefits administrator no later than **Dec. 30, 2011**. Members who do not wish to change their option need not take any action. The "Rates & Deadline" brochure, which lists the biweekly premium rates for each plan, has been mailed to each employee's home.

The "Health Insurance Choices" Guide, which summarizes the NYSHIP plans available for 2012, has been mailed to all agencies. Enrollees can request the Health Insurance Choices Guide from their agency health benefits administrator.

Please note that for 2012, there is a NEW Option Code: NYSHIP Code #700 (The Opt-Out Program). NYSHIP will offer the Opt-Out Program for 2012. The Opt-Out Program will allow eligible employees

(who are currently enrolled under NYSHIP), the ability to opt out of their NYSHIP coverage in exchange for an incentive payment if they are covered through the other employer sponsored group health insurance. Enrollees should see their agency health benefits administrator for more information and to complete the 2012 Opt-Out Attestation Form (PS-409) no later than Dec. 30, 2011.

New health insurance options for **Administrative Lag-Exempt** employees will begin **Jan. 5, 2012**.

The earliest paycheck in which a deduction change will be made is the check of **Dec. 21, 2011**. If you change options, because of processing time, most paycheck changes will be made in January and will include retroactive adjustments for option changes beginning on **Jan. 5, 2012**.

New health insurance options for **Administrative Lag** employees will begin **Jan. 5, 2012**. The earliest paycheck in which a deduction change will be made is the check of **Jan. 4, 2012**. If you change options, because of processing time, most paycheck changes

will be made in January and will include retroactive adjustments for option changes beginning on **Jan. 5, 2012**.

New health insurance options for employees under the **Institutional** payrolls will begin **Dec. 29, 2011**. The earliest paycheck in which you will see a health insurance deduction change will be the payroll check of **Dec. 15, 2011** (for Institution Lag-Exempt) and **Dec. 29, 2011** (for Institution Lag). If you change options, because of processing time, most paycheck changes will be made in January and will include retroactive adjustments for option changes beginning on **Dec. 29, 2011**.

The following represents the 2012 biweekly rates for CSEA New York state active employees. This list includes the cost difference from the October 2011 rates. Please review the 2012 rate options carefully. Enrollees should consider all anticipated costs throughout the year, not just the biweekly paycheck deductions.

NYSHIP Biweekly Employee Cost Schedule (Effective January 2012)

Health Plan Name	Grade 9 and Below		Grade 10 and Above	
	Individual/(Change)	Family/(Change)	Individual/(Change)	Family/(Change)
The Empire Plan 001	\$ 32.93 (\$0.84)	\$132.48 (\$4.40)	\$43.90 (\$1.11)	\$158.19 (\$5.19)
Aetna 210	\$124.89 (\$15.33)	\$508.02 (\$42.43)	\$135.63 (\$15.71)	\$533.77 (\$43.55)
Blue Choice 066	\$ 25.69 (\$0.15)	\$111.08 (\$6.16)	\$34.25 (\$0.20)	\$132.29 (\$7.10)
CDPHP Capital 063	\$28.38 (-\$2.63)	\$121.21 (-\$12.81)	\$ 37.84 (-\$2.99)	\$144.42 (-\$13.52)
CDPHP Central 300	\$56.72 (-\$11.45)	\$193.65 (-\$33.61)	\$66.71 (-\$11.34)	\$218.27 (-\$33.07)
CDPHP West HV 310	\$61.50 (-\$16.31)	\$205.28 (-\$45.91)	\$71.44 (-\$16.23)	\$229.76 (-\$45.46)
Community Blue 067	\$32.20 (\$1.77)	\$167.17 (-\$14.93)	\$42.94 (\$2.37)	\$194.23 (-\$13.78)
Empire BC/BS Upstate 280	\$41.84 (-\$42.49)	\$188.99 (-\$111.45)	\$53.28 (-\$41.60)	\$217.57 (-\$108.89)
Empire BC/BS Downstate 290	\$122.74 (-\$9.26)	\$402.09 (-\$22.96)	\$134.46 (-\$8.10)	\$431.40 (-\$19.69)
Empire BC/BS Mid-Hudson 320	\$112.29 (-\$20.54)	\$372.01(-\$55.26)	\$123.93 (-\$19.47)	\$401.12 (-\$52.22)
GHI HMO Albany 220	\$115.33 (\$3.04)	\$387.44 (\$2.87)	\$126.28 (\$3.14)	\$414.59 (\$3.36)
GHI HMO Hudson Valley/Ulster 350	\$141.57 (\$0.82)	\$465.61 (\$3.71)	\$152.52 (\$0.92)	\$492.76 (\$4.21)
HIP 050	\$60.97 (\$6.03)	\$196.09 (\$10.75)	\$71.59 (\$6.33)	\$222.16 (\$11.76)
HMO Blue CNY 072	\$84.10 (-\$4.69)	\$258.56 (-\$14.08)	\$94.18 (-\$4.60)	\$283.15 (-\$13.61)
HMO Blue Utica 160	\$95.82 (\$24.78)	\$316.43 (\$61.55)	\$105.78 (\$25.07)	\$340.95 (\$62.54)
Independent Health 059	\$44.71 (\$15.27)	\$164.97 (\$38.44)	\$55.04 (\$15.79)	\$190.43 (\$39.71)
MVP Rochester 058	\$26.08 (\$0.79)	\$111.20 (\$3.25)	\$34.78 (\$1.06)	\$132.51 (\$3.89)
MVP East 060	\$28.35 (\$1.80)	\$121.05 (\$7.62)	\$37.80 (\$2.40)	\$144.24 (\$9.09)
MVP Central 330	\$49.72 (\$8.65)	\$174.74 (\$16.45)	\$59.47 (\$8.75)	\$198.76 (\$16.97)
MVP Mid-Hudson 340	\$54.44 (\$17.52)	\$186.23 (\$38.65)	\$64.20 (\$17.70)	\$210.27 (\$39.36)
MVP North 360	\$90.43 (\$12.13)	\$277.63 (\$25.65)	\$100.37 (\$12.26)	\$302.11 (\$26.21)

Are you taking the New York State Administrative Aide/Agency Program Aide Exam on Feb. 4, 2012?

The CSEA WORK Institute is offering members-only classroom-based workshops for these exams on the following dates and times:



Long Island Region:

Jan. 3-4: CSEA Long Island Region Office, Commack

Metropolitan Region:

Jan. 17-18: CSEA Metropolitan Region Office, Manhattan

Southern Region:

Jan. 5-6: CSEA Southern Region Office, Beacon

Capital Region:

Jan. 7: New York State Nurses Association, Latham

Central Region:

Jan. 9-10: Binghamton State Office Building, Binghamton

Jan. 11-12: CSEA Central Region Office, East Syracuse

Western Region:

Jan. 14: CSEA Western Region Office, Amherst

We will cover all topics on these exams:

- **General Test Taking Tips & Strategies**
- **Understanding & Interpreting Written Material**
- **Preparing Written Material**
- **Understanding & Interpreting Tabular Material**
- **Evaluating Conclusions in the Light of Known Facts**

To register for these workshops and/or to get more information on study guides for these topics, go to:

www.csealocal1000.org/wi/cstp.php

You can register online using a credit card. If you need to register by phone, please call **1-866-478-5548**. We cannot accept credit cards over the phone.

If you can't make these dates, our online learning center, which covers most of these topics, is available 24 hours a day from any computer.

You can take a free demo at **www.cseallearningcenter.org** and if you're interested in signing up, the member price is **only \$9.99** for one month of access.

NYSHIP offering health insurance Opt-Out program

Dec. 30, 2011, is deadline to elect participation

The New York State Health Insurance Program

Health Benefits



represented by CSEA that have a spouse or domestic partner that is also enrolled in a state

health insurance plan.

(NYSHIP) will offer the Opt-Out Program for 2012. This program allows eligible employees who have other employer-sponsored group health insurance to opt out of their NYSHIP coverage in exchange for an incentive payment.

This negotiated benefit is available to CSEA Executive Branch and CSEA represented Unified Court System active employees.

Eligible employees who elect to participate in the Opt-Out Program will receive incentive payments totaling \$1,000 for opting out of individual coverage, or \$3,000 for opting out of family coverage.

To be eligible for the Opt-Out Program, an employee must meet the following eligibility criteria to receive the incentive payment:

- The employee must have been enrolled in NYSHIP, as a state employee, on April 1, 2011, or on the date first eligible for NYSHIP (if that date is after April 1, 2011) through the end of the plan year; and
- The employee must provide information and attest to having other employer sponsored group health insurance in effect for the Opt-Out period.

As posted on the CSEA website, a dispute has arisen between CSEA and the state of New York regarding the health insurance opt-out provision in regard to NYS Executive Branch Employees

health insurance plan.

In short, the state does not believe these employees are entitled to an opt-out. CSEA believes there were no such exceptions to the opt-out provision. In order to allow some form of opt-out for these particular enrollees, the parties have agreed, for 2012 only, to allow such employees, represented by CSEA, to elect the opt-out and receive \$1,000 for calendar year 2012 (whether the coverage opted out was individual or family). Both employees had to be enrolled in a state plan by April 1, 2011, to elect the 2012 opt-out.

CSEA and NYS will continue to discuss an overall resolution for the length of the contract and CSEA still reserves the right to file a contract grievance if the parties are unable to resolve the dispute by May 31, 2012. CSEA is the only union with this dual enrollment provision.

Employees who are currently enrolled in NYSHIP and wish to participate in the Opt-Out Program for 2012 must submit a completed PS-409 (Opt Out Attestation Form) and a PS-404 to their agency health benefits administrator by Dec. 30, 2011. Additional information and frequently asked questions about the Health Insurance Opt-Out are included in the "Planning for Option Transfer Guide," which has been sent to enrollees' homes.



Special Message: State of our union 2012

Feisty, fighting Metropolitan Region President George Boncoraglio retires

THE Work Force

www.csealocal1000.org

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"Whether it's garbage pick up or the streets being plowed, road maintenance, drainage maintenance – people really benefit from it."

"Knowing that someone needs something done in the community, and I'm there to help them, it makes me feel really good!"



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