

# The Work Force

February 2013

Vol. 16 No. 2

## Action

New York State Department of Labor  
Public Employee Safety and Health Bureau  
PESH-UTICA DISTRICT OFFICE  
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UTICA, NY 13501  
Phone: (315)793-2238 FAX: (315) 793-2303

STATE OF NEW YORK  
DEPARTMENT OF LABOR

**Notice of Violation and Order to Comply**

To: Commissioner

Inspection Number: 315809541  
Inspection Date(s): 01/26/2012 - 03/23/2012  
Issuance Date: 04/16/2012  
CSHO ID: N9924

52 Washington St., 303S  
Rensselaer, NY 12144

Inspection Site:  
NYSOCFS Taberg Residential Ctr.  
10011 Taberg-Florence Road  
Taberg, NY 13471

This Notice of Violation and Order to Comply (this Notice) describes violations of the Public Employee Safety and Health Act of 1980. You must abate the violations cited in this Notice by the dates listed below, unless you request an informal conference. A request for an informal conference must be made in writing to your nearest Division and Health district office within 20 working days (excluding weekends and State holidays) from receipt of this Notice. An employer who wishes to file an appeal of the violation(s) cited, including but not limited to appeals which concern the appropriateness of the abatement period(s), must do so within 60 days of the issuance date of this Notice. Appeals of the appropriateness of the abatement period(s) must be filed with the Industrial Board of Appeals. Appeals concerning the appropriateness of the abatement period(s) will be considered time barred if not filed within the 60 day period. Additional information may also be obtained by filing a petition with the Industrial Board of Appeals. Appeals of the appropriateness of the abatement period(s) will be considered time barred if not filed within the 60 day period. Additional information may also be obtained by filing a petition with the Industrial Board of Appeals. Appeals of the appropriateness of the abatement period(s) will be considered time barred if not filed within the 60 day period. Additional information may also be obtained by filing a petition with the Industrial Board of Appeals.

White Plains, NY 10605  
Phone: (914)997-9514 FAX: (914)997-9528

**Notice of Violation and Order to Comply**

To:

Inspection Number: 306988684  
Inspection Date(s): 04/13/2011 - 12/13/2011  
Issuance Date: 12/21/2011  
CSHO ID: W2402

Director of Audit & Quality of  
Children & Family Services  
52 Washington Street  
West Building, Room 256  
Rensselaer, NY 12144-2796

Inspection Site:  
NYS OCFS Goshen Secure Center  
97 Cross Road  
Goshen, NY 10924

The violation(s) described in this Notice of Violation and Order to Comply is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.

This Notice of Violation and Order to Comply (this Notice) describes violations of the Public Employee Safety and Health Act of 1980. You must abate the violations cited in this Notice by the dates listed below, unless you request an informal conference. A request for an informal conference must be made in writing to your nearest Division and Health district office within 20 working days (excluding weekends and State holidays) from receipt of this Notice. An employer who wishes to file an appeal of the violation(s) cited, including but not limited to appeals which concern the appropriateness of the abatement period(s), must do so within 60 days of the issuance date of this Notice. Appeals of the appropriateness of the abatement period(s) must be filed with the Industrial Board of Appeals. Appeals concerning the appropriateness of the abatement period(s) will be considered time barred if not filed within the 60 day period. Additional information may also be obtained by filing a petition with the Industrial Board of Appeals. Appeals of the appropriateness of the abatement period(s) will be considered time barred if not filed within the 60 day period. Additional information may also be obtained by filing a petition with the Industrial Board of Appeals.

The law requires that a copy of this Notice be posted immediately in a prominent place at or near the location of the violation(s) cited below. This Notice must remain posted until the violation(s) cited below has been corrected.

## OVERBIDDEN

***Injuries, fines mount as juvenile justice workers left at risk***

**See page 3**

## Photo of the Month



Photo by Rich Impagliazzo

**A Brookhaven bucket loader is dwarfed by a hill of debris from just part of the Sandy cleanup effort that continues on Long Island. See pages 10-11.**

## Irene Carr Leadership Award nominations sought

The deadline for CSEA's Irene Carr Leadership Award nominations is fast approaching! Do you know someone who takes the lead, speaks out and makes a difference on issues of concern to women and families? Nominate that person for the award. Download the nomination form at: [http://www.csealocal1000.org/images/carr\\_nomination\\_form\\_2013.pdf](http://www.csealocal1000.org/images/carr_nomination_form_2013.pdf).

**All nominations must be received by Feb. 8, 2013.**

The award will be presented at the CSEA Statewide Women's Conference on April 5, 2013 at the Hilton Rye Town in Rye Brook, N.Y.

## 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 2013 Annual Delegates Meeting must be submitted by May 15, 2013.

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 2013 CSEA Annual Delegates Meeting will be held Oct. 21-25 in Lake Placid.

## OCFS initiative forces downstate youth facilities to close

BRONX — William Ponder couldn't feel closer to his Bronx home, as well as the hearts and minds of the troubled young men he's worked closely with for the past five years.

That is why he's baffled by a new state initiative that will soon shut his work site down.

Under the "Close to Home" initiative, fast-tracked through Albany last year, about 250 city youths in upstate detention facilities were transferred in December from non-secure Office of Children and Family Services (OCFS) facilities to programs run by the city Administration for Children's Services. Youths in limited-secure facilities are scheduled to be transferred in early 2013.

"We are close to home. I don't see the point of closing it or changing it," said Ponder, a youth division aide (YDA) at Bronx Residential Center, which OCFS operates. "Most of us can relate to what these kids are going through, but when they make these changes it affects the kids and the staff in these programs."

### Contracting out services

The initiative focuses on reducing the placement of troubled youths in OCFS facilities and moving them to mostly privately run facilities in the very same neighborhoods where they live. Many argue that the initiative also offers the Cuomo administration a way to privatize state jobs while getting out of providing juvenile justice services.

In early January, about 200 workers at Brooklyn Residential Center, Bronx Residential Center, Staten Island Residential Center, Staten Island Group Home, City Challenge and New York City Evening Reporting Centers began receiving the somber news that their sites would close by the end of March.

At Bronx Residential Center, in the converted gymnasium of a former church, Ponder and his co-workers recently got advice on how to reapply for other state jobs, revise their resumes, and collect unemployment and other benefits.

"I'm upset about it, I'm going to miss this location, the kids, my co-workers," said Anthony Hinton, a youth division aide for the past six years. "It's been a stressful



**Youth Developmental Aides William Ponder, Erika Watson, and Anthony Hinton stand near the basketball court where they spent many hours playing and working with youths at state Office of Children and Family Services Bronx Residential facility.**

rollercoaster for me. My whole life is being dismantled."

Hinton, also a Bronx resident, wasn't convinced that the community was the best place for many of these youths. "The community is often part of the problem," he said. "That's where the gangs are. Perhaps there is a dysfunctional family situation and other negative factors in their surroundings."

Erika Watson, a youth division aide for eight years, tied passage and implementation of the initiative to politics and not necessarily the well being of the youths in these facilities. She also noted that within the first week of the initiative, of some 52 youths placed 'close to home,' 29 were rearrested and 11 active warrants were issued.

"It's a shame that the Division of Juvenile Justice and Opportunities for Youth is no longer about helping kids," said Watson. "When the contract runs out in the next few years then we'll see these kids back in these facilities. That's what happened in 2006."

"It makes me sad," said Watson, who has two children of her own and also raised two foster children. "I want to help these kids, because if we don't make a difference in their lives, who is going to?"

— David Galarza

# OCFS turns back on worker injuries

The evidence is mounting against officials at the state Office of Children and Family Services (OCFS) that they just don't care about the safety of their workers or residents.

In fact, the agency seems content to rack up tens of thousands of dollars in fines to the state Department of Labor rather than improve security.

Recent articles and editorials in the Albany Times Union and Associated

Press report state figures show violence is on the rise at juvenile justice facilities run by the agency, putting staff and residents at risk. One article reports that the number of assaults on staff increased more than 500 percent between 2007 and 2012 from 52 to 280. Another article describes footage taken from surveillance video at two state facilities as follows:

"Teenage detainees gang up on a much larger staff member and pound him to the ground ... youthful prisoners attack each other with

similar viciousness ... blood spills and tables are overturned ... staff members and young residents lay unconscious from the blows."

The newspaper's editorial board concluded that OCFS Commissioner

**"In any other agency where we point out a workplace violence problem, officials are more than eager to fix it to protect their employees. This is yet another disturbing example of OCFS' utter disregard for their workers."**

— CSEA President  
**Danny Donohue**

the increasing violent atmosphere in these facilities, which it doesn't dispute, isn't reassuring."

Also not very reassuring is the way the agency has handled two PESH (Public Employee Safety and Health) complaints CSEA filed with the state Department of Labor charging that provisions of New York's Workplace Violence Prevention regulations are being ignored at the Goshen Secure Center in Orange County and at the Taberg Residential Center in Oneida County.

At Goshen, CSEA discovered

Gladys Carrion "needs to find a way to guarantee the security of both the staff responsible for providing that sanctuary and for juvenile offenders themselves. Her office's explanation for



**The Albany Times-Union and the Associated Press have reported in articles and editorials that state figures show violence is on the rise at juvenile justice facilities run by the state Office of Children and Family Services.**

that 70 to 80 percent of disciplinary cases against residents charged with serious violations, including attacks on staff, were being dropped, not because they were unwarranted, but due to procedural errors on the part of facility officials.

The union charged that the facility's failure to properly enforce its disciplinary procedure increased the likelihood of workplace violence because so many residents were getting away with violent behavior.

## Violations

PESH issued a violation in December 2011, finding that Goshen violated the law by failing to assess its policies, work practices and procedures that impact the risk of workplace violence.

CSEA members working at the facility and union safety and health staff worked for months with facility representatives to develop a tracking system designed to improve implementation of the disciplinary procedure. However, facility management has not maintained the system, which has resulted in additional errors and dropped cases.

At Taberg, CSEA discovered that 30 to 40 percent of the direct care staff there were out on Workers' Compensation because they had been assaulted by residents of the facility. The union charged that this was evidence of an obvious

workplace violence problem. DOL agreed and cited the facility for failing to assess policies and procedures as well as failing to examine previous incidents of workplace violence. As with Goshen, Taberg officials continue to ignore DOL's citation.

As a result of the ongoing violation, DOL is fining the agency hundreds of dollars for each day it fails to protect its workers.

## Inspections set

Confronted with OCFS's foot-dragging at Goshen and Taberg, and sensing there may be a systemic problem throughout the agency, top-level DOL officials have asked PESH to visit all 19 juvenile justice facilities across the state and issue a site-by-site report assessing each facility's compliance with the law.

The results of that report may then be used to develop an agency wide workplace violence prevention plan and OCFS may be ordered to comply with that plan.

"In any other agency where we point out a workplace violence problem, officials are more than eager to fix it to protect their employees," said CSEA President Danny Donohue. "This is yet another disturbing example of OCFS' utter disregard for their workers."

— Ed Molitor

• 33 percent of residents currently at limited secure facilities and 20 percent at non-secure facilities operated by OCFS had committed violent felony offenses, including aggravated assault and dangerous weapons possession, according to figures CSEA received in response to a Freedom of Information request.

• OCFS faces a high recidivism rate: Of 2,000 youths released from OCFS facilities in 2008, half were rearrested within a year, and nearly 70 percent were rearrested within two years.

• CSEA has long argued the need for change in OCFS facilities, but the agency has repeatedly failed to provide adequate staff, training and resources and has ignored deteriorating conditions that have put staff and residents at risk.

# THE WORK FORCE

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IN TOUCH WITH THE

# Work Force

CSEA President Danny Donohue

## CSEA is focused and committed to doing better for vulnerable seniors

In recent months, CSEA has been focused on protecting vulnerable seniors and maintaining a commitment to public health facilities. We're proud of our efforts and we will continue to fight the good fight. Activists and community partners have worked hard in county after county to make it clear that public health care is something we should value as a community.



The evidence is clear that decisions to contract out public health services will erode the quality of care, undermine the dedicated work force, and reduce access to care for those who most need it. CSEA will keep delivering this message.

Officials in a number of counties are pursuing questionable schemes to create Local Development Corporations (LDCs) to facilitate the privatization of nursing facilities. This approach may not even be legal but at best, there are many unanswered questions about what it will mean for county taxpayers. It could mean there would be no accountability for operations but the public would still be on the hook for debt.

This is not right and we will not accept it. We will make our case in court if necessary but we will also keep pressing the point in the court of public opinion.

Everyone should also understand that the issue of counties abandoning their commitment to public health care facilities is directly connected to the state's misguided property tax cap that does more to tie hands than to provide relief. Faced with inadequate state aid and an artificial cap, we're seeing politicians opt for a political quick fix that will only make a bad situation worse down the road. We must call them into account.

Anyone who tries to say it's a complicated issue should know better. It's really very simple when it's about doing what's right: We can do better for vulnerable seniors.



## CSEA favors increasing New York's minimum wage

During his recent State of the State address, Gov. Andrew Cuomo proposed raising the state's minimum wage from the current \$7.25 an hour to \$8.75 an hour. This is good news for New York's working people.

The governor may be attempting to gain Republican votes with his proposal. CSEA prefers a minimum wage law proposed last year by Assembly Speaker Sheldon Silver.

Silver's plan would tie New York's minimum wage to an index that would automatically raise the minimum wage as needed, based on the cost-of-living expenses, beginning with a hike to \$8.50 an hour.

Silver's proposal would eliminate "begging" by advocates for workers, who at present need to lobby the

governor and legislature for an increase when the state's minimum wage falls behind the cost of living.

CSEA members earn wages above the minimum wage due to the contracts they negotiate with their employers. Most union members also earn salary step increases built into their job titles. The union also negotiates those step increases.

This isn't the case for most non-union workers across the state. They are beholden to their employers for any increase in wages they may receive, beyond the minimum wage.

That is why raising the minimum wage is so important. It helps all workers, not just the workers receiving a boost in the minimum wage. More money in a worker's pocket means more

money spent in local economies. That benefits everybody.

Food and gasoline prices, medical expenses and housing costs all consume what a minimum-wage worker earns. Helping workers not just get by, but perhaps save money and enjoy a better quality of life benefits us all.

A 2012 report by the Fiscal Policy Institute, which is supported by CSEA, noted that 880,000 workers in New York would benefit from a minimum wage hike. A majority of those workers live in and around New York City, but the report stated that many workers in upstate counties would be helped, too, especially in Broome, Oneida and Erie counties.

Opponents of raising New York's minimum wage say doing

so would increase payroll taxes on minimum wage workers, negating the wage hike, and would push some families over the earning threshold that allows them to qualify for New York's Family Health Plus program, which provides health care for low-income families.

Fiscal Policy Institute and National Employment Law Project show that, on an after-tax basis, all minimum wage workers would be considerably better off following a minimum wage increase. And, Family Health Plus eligibility is not affected for the overwhelming majority of low-wage New Yorkers.

The bottom line on those who oppose a minimum wage hike is that they oppose rewarding hard work with decent pay.

# CSEA challenging county on layoffs, targeting of officer

WHITE PLAINS — CSEA is challenging Westchester County on several legal fronts following the county's layoff of 73 workers and the targeting of the CSEA Westchester County Unit president.

## Protecting our rights

In early January, CSEA filed a lawsuit in state Supreme Court in Westchester County challenging the legality of the 2013 county budget due to violations of the state Open Meetings Law. Attorneys for the union also filed an improper practice charge with the state Public Employment Relations Board charging that the county violated the state Taylor Law by specifically targeting Unit President Karen Pecora for layoff.

"CSEA has an obligation to see that members' rights are protected and laws are followed in the best interest of the entire community," said CSEA Southern Region President Billy Riccaldo.

"We believe the budget vote that took place was done in violation of the law, which means 73 people were forced out of their jobs illegally. What's also disturbing is that the bargaining unit president was clearly singled out to be on that layoff list, which is an unusual if not unprecedented action, not to mention a violation of state law ensuring fair labor-management relations."

No public minutes were taken of the portion of the Board of Legislators meeting during which nine remaining legislators voted on the budget, which CSEA attorneys charge violates the Open Meetings Law.

## Unit president targeted

The CSEA contract includes a provision providing the unit president release time from her job to represent and conduct the business of the 3,200-member bargaining unit. In a shockingly candid

***"The county's blatant singling out of [Pecora] has a chilling effect on the union and sends a very threatening message to county workers that they could be next if they speak out for their rights."***



**Westchester County Unit President Karen Pecora, second from right, speaks at a December 2011 news conference in White Plains as CSEA officers and activists listen in support, including Westchester County Local President John Staino, third from right, and Southern Region President Billy Riccaldo, far right.**

statement provided to the media in December, county officials stated that Pecora's job title in the Parks Department was eliminated after it was decided her position was no longer needed and tied the decision to eliminate the position to CSEA's stance in contract negotiations.

In early January, Pecora applied for a vacancy in the county Board of Elections office and accepted a lower-grade position there to allow her to continue as unit president.

"The county's blatant singling out of [Pecora] has a chilling effect on the union and sends a very threatening message to county workers that they could be next if they speak out for their

rights," Riccaldo said. "CSEA representatives reminded the county's representatives of the legal implications of anti-union animus, but they chose to proceed with targeting [Pecora] in spite of the clearly written provision in the Taylor Law warning against this very circumstance."

Contract talks have progressed to mediation. As this edition went to press, union officials remained hopeful that an agreement could be reached that would bring back all laid-off workers.

— Jessica Ladlee

# Poughkeepsie members fight for city services

**POUGHKEEPSIE** — When CSEA members in the City of Poughkeepsie got wind of a plan to outsource city sanitation and cut additional jobs and services, they wasted no time in mobilizing.



**Dooris**

door like they did,” said City of Poughkeepsie Unit President Joy Apolaya. “The residents were incensed once they found out what was going on.”

## **Valuable public services**

Knocking on over 1,000 doors, members were able to explain the proposal’s impact on quality of life, said Unit Vice President Bruce Dooris, the campaign’s chief organizer.

“We explained that not only do our members handle sanitation, they do snow plowing, pick up brush and leaves, pick up dead animals, clean gutter lines, sweep the streets, and keep the downtown business district clean,” said Dooris. “There was already tremendous opposition to outsourcing because the residents know our crews do a fantastic job, but hearing about what else the workers here do was a good reminder of the value of our city services. The mayor’s office and the council members were flooded with calls.”

## **Grassroots efforts**

A week before Mayor John Tkazyik made his official budget announcement, CSEA-represented sanitation workers and co-workers were knocking on doors, collecting petition signatures, researching outsourcing alternatives and lobbying Common Council members.

The resulting public outcry led the Common Council to nix the outsourcing plan and retain all 18 jobs slated for elimination.

“I am so proud of our members who got out there door-to-



**CSEA City of Poughkeepsie Unit members Paul DuBois, standing, and Chip DuBois, driving, were part of a group of members that knocked on more than 1,000 doors in the city as part of a campaign to stop sanitation outsourcing.**

Dooris said support from key council members, including Gwen Johnson and Nina Boyd, was critical in keeping services and jobs intact. The proposed budget also called for cutting two mechanics and a police aide and juvenile specialist from the police department.

With attacks on public services becoming more frequent, Dooris said traditional tactics such as door-to-door visits and leafleting

remain essential components in reminding residents of the value of public services.

“Clean streets are what a city needs,” Dooris said. “People didn’t want to lose the sanitation service and they also didn’t want 18 people losing their jobs. They said, ‘enough is enough’ and the council heard them.”

— Jessica Ladlee

## **Update on recent CSEA organizing activities**

**H**ere’s a brief roundup of CSEA’s recent organizing activities.

In the **Village of Port Jefferson on Long Island, 37 constables/appearance ticket officers** recently received a hassle-free approval from the village to organize.

After achieving a majority, and PERB acceptance, the constables were given what is called “voluntary recognition,” of their union. They join an existing

CSEA Village of Port Jefferson unit.

Also on Long Island, **52 Valley Stream Central High School custodians**, former members of United Service Workers Union (USWU) — a United Public Service Employees Union (UPSEU) fellow affiliate of The International Union of Journeymen and Allied Trades (IUJAT), have decertified from USWU and made the decision to join CSEA instead.

In the Southern Region, **33 Westchester County supervisors** who are responsible for overseeing some of the newly organized “H.O.U.R Westchester” members (hourly and seasonal Westchester County workers who joined CSEA last year) have also decided to join CSEA and create a separate unit.

In the Capital Region, **15 workers at the Clifton Park Water Authority** achieved a majority and also recently

became members of CSEA through voluntary recognition. Job titles include heavy equipment operator, water technician, service technician, inspector, assistant plant operator, meter reader, administrative assistant, water treatment plant operator, field technician, billing clerk and operations foreman.

— Jill Asencio

# County leaders ram nursing home sale past public process

BALLSTON SPA — Saratoga County officials held the first and only public hearing on the sale of the county-run nursing home, Maplewood Manor, nearly two months after a vote to form a local development corporation (LDC) to sell the facility.

The timing of the hearing is characteristic of the manner in which county officials have handled the process of dispensing with this valuable public asset. CSEA has been critical of the LDC process as well as the stunning lack of transparency and public input that has dominated the fast-track process.

State Comptroller Thomas DiNapoli has also been critical of LDCs. Though New York counties are increasingly turning to LDCs as a method to dispense with their public nursing homes, many feel that using a LDC to sell a county asset is a perversion of LDC legislation, the purpose and intent of which is to spur economic development.

CSEA has been fighting similar nursing home battles with counties across the state.

A by-product of the LDC scheme as it relates to nursing home sales is that counties, guided through the process by high-priced law firms like Harris Beach, can make an end-run around laws governing the sale of public entities. Saratoga County and other counties are essentially creating a shadow layer of government free from transparency, accounting and audit controls. Two bills seeking to tighten controls over LDCs were introduced this year in

the state Senate. CSEA supports both bills.

In September 2012, the Saratoga County Board of Supervisors moved quickly on the heels of a consultant's report that stated the need for nursing home beds in the county is growing and offered options to stem financial losses at the 238-bed facility.

In October, the board's Republican caucus met to shore up support for the LDC scheme and within one month, a Harris Beach attorney was given the floor during a board meeting for an overly

optimistic Power Point presentation laying out the plan.

By mid-November, the LDC was created and at a mid-January 2013 meeting of the Saratoga

County Board of Supervisors voted to transfer the property. Due to inherent flexibility in LDC language, the board only needed a simple majority rather than a two-thirds majority normally required to sell a public asset.

Despite CSEA's best efforts, public protests and a few supervisors concerned with unscrupulous accounting, the board, at the close of 2012, incorporated the scheme into the 2013 county budget. The county will engage in a leaseback arrangement with the operations of the home under the control of the LDC while borrowing against the home's equity until a private buyer is identified. \$6 million in income has been budgeted in 2013 from the scheme. The county estimates a sale to a private buyer to be complete by December 2014.

CSEA Statewide Treasurer Joe

*“We keep warning you over and over yet you keep moving forward. A private company will look to cut corners at every turn.”*



**CSEA Capital Region President Kathy Garrison leads a demonstration against the sale of Saratoga County's Maplewood Manor nursing home before a public hearing.**

McMullen addressed the board at the January public hearing and shared examples of the failure of privatization across the state such as in Delaware County, where after the private company operating there was hit with scores of citations, “they simply walked away,” leaving a void in local care. McMullen described to board members the efforts of the families who were forced to scramble to locate their loved ones far away in



**CSEA Statewide Treasurer Joe McMullen tells Saratoga County officials of the crises communities have faced across the state after privatizing their nursing homes.**

neighboring counties and even in Pennsylvania.

CSEA Capital Region President Kathy Garrison also warned the supervisors of the failures of the private takeover of public care facilities. “We keep warning you over and over yet you keep moving forward,” she said. “A private company will look to cut corners at every turn.”

Garrison also cited examples from Fulton County, where the now privately run facility has turned a once-trusted sanctuary into a place ruled by the bottom line. Staffing levels have been severely reduced and cuts, such as to the food budget, have meant “the food is so bad that employees are embarrassed to serve it!” said Garrison.

The future of Maplewood Manor remains unclear. County residents are talking about a petition drive seeking a public referendum on the proposal. Many residents say they would be more than happy to pay a little more to not abandon our elderly. A possible legal challenge by CSEA could force a closer examination of the LDC approach to nursing home sales in New York state.

— Therese Assalian



# SUNY Downstate services more critically needed than ever

ALBANY — After Superstorm Sandy shut down several New York City hospitals, SUNY Downstate Medical Center and its workers continued to provide around the clock critical care to thousands of patients.

Workers and the community are now fighting to keep Downstate open.

Hundreds of workers, community advocates and faith leaders from Brooklyn and across the state rallied at the Legislative Office Building in Albany to protect the hospital and maintain the essential health services it delivers.

Workers also met with state legislators to ask for their support to keep Downstate, and SUNY Health Science Centers on Long Island and in Syracuse, public.

“If Hurricane Sandy taught us anything, it taught us that we must maintain and improve our health care infrastructure of which SUNY Downstate plays a vital role,” said CSEA Metropolitan Region President Lester Crockett. “Second, it also illustrated that we are all

members of a community that is interdependent on one another for our very success and survival. SUNY workers live in the community and serve their neighbors in the community. They shop, worship, and educate their children in this vibrant and diverse Central Brooklyn community. It’s a functional but fragile ecosystem that should not be destroyed by petty politics or poor planning.”

## An economic hit

Reports of a restructuring at Downstate that would result in thousands of job losses are troubling. Already, hundreds of staff have been told their jobs are slated to be cut.

More than 8,000 people are employed at SUNY Downstate, which is one of the largest employers in Brooklyn. Service cuts and job losses will not only affect workers, but the surrounding community. The hospital generates more than \$2 billion in Brooklyn’s economy each year.



**CSEA Metropolitan Region President Lester Crockett addresses the crowd at a rally to save SUNY Downstate Medical Center.**

## A safety net

One key point repeatedly raised during the rally is SUNY Downstate’s role as a full-service safety net. While the hospital has long served those who are unable to access other quality health care services, or lack insurance or an ability to pay, it also served as a safety net during Superstorm Sandy.

As the storm swept through the region, several other hospitals and nursing homes in Brooklyn were forced to close.

SUNY Downstate remained open and received many of these facilities’ critical patients. These services would disappear if proposals to downsize, privatize,

and/or convert the hospital to an outpatient facility move forward. Even before Superstorm Sandy, other area hospitals were unable to accommodate the level of health care services that the community needs and SUNY Downstate provides.

“We have an obligation to take care of the uninsured, underinsured, and those who lack the ability to pay for their care. That is why we have public health care,” New York State AFL-CIO President Mario Cilento said. “What’s happening at Downstate is just the latest example of the troubling movement away from public hospitals and nursing homes. We cannot in good conscience turn our back on (those) who rely on Downstate each year and the dedicated professionals that provide their care.”

Downstate provides care to nearly 400,000 patients each year, many of them requiring the specialized inpatient and outpatient treatment only offered at the medical center. As a public, ‘safety net’ hospital, cutting vital health care services at Downstate would reduce the quality and accessibility of health care for hundreds of thousands of patients, many of whom are underinsured or uninsured, and many more who are aged or very sick.

— David Galarza



**SUNY Downstate Local activist Mary Harmon and local President Althea Green rally to keep SUNY Downstate open during a rally at Albany’s Legislative Office Building.**



**SUNY Downstate Local members lobby state legislators in their Albany offices.**

# Work continues to clear Sandy's massive mess

Long Island Region members working for county, town, city and village highway, sanitation and parks departments, along with the state Department of Transportation, were ready to deal with whatever came their way before and after Superstorm Sandy battered the north and south shores, bringing devastation not seen in more than 50 years.

Those same workers now are moving ahead with many months of cleanup to restore roadways, beaches, storm drains and public areas.

In the initial stages, tree limbs and road signs littered state roads such as Sunrise Highway and the Southern State Parkway, requiring crews to move quickly to clear lanes for emergency vehicles and personnel aiding the thousands of people in harm's way.

Highway, sanitation and parks department workers with county, town, city and village road crews helped clean up as soon as floodwaters began to recede from hard hit communities on the Atlantic and Long Island Sound shores.

## Long Beach effort

City of Long Beach Unit members built huge sand barriers along the ocean and bay beaches in the days leading up to the storm to minimize the storm's surge.

Nonetheless, the massive surge breached the barricade, flooding streets to the point where the ocean merged with the bay and damaging

many homes as well as the city's sewage treatment plant.

Despite months of cleanup already, the city's beach crew is still working to restore Long Beach's iconic boardwalk, which was battered by the storm.

Conditions in north shore communities such as Glen Cove and Bayville were not much better. CSEA members working there were also out in force prior to the storm, piling sand bags in

storm-vulnerable spots along the Long Island Sound. After the storm passed, they were out in force to help clear debris from downed electrical lines and clear roads.

## Many hands for much work

It was all hands on deck

in the Towns of Hempstead, North Hempstead, Oyster Bay, Brookhaven, Riverhead, Southold, Southampton and East Hampton, where highway and parks department personnel worked in tandem with union counterparts in nearby villages to clear and cut up trees and branches from roads, and haul truckloads of debris to staging areas.

Sanitation crews then transported the tons of debris to the Brookhaven town landfill and similar staging areas in other locations.

## Clearing the lines

Highway and street lighting crews in the Town of Hempstead are still working long shifts to

**A** sincere thank you to CSEA members from every part of New York who helped respond to Hurricane Sandy. Many CSEA members from Long Island, New York City and the lower Hudson Valley were directly involved in the front line activities during the storm and in its immediate aftermath. Thousands more left their homes and traveled hundreds of miles to help as part of organized response teams or volunteer efforts. Still others are unsung heroes continuing to help pick up lives every day in ways that don't get a lot of attention. CSEA is proud of all of you and we are grateful for your dedication and compassion. We must all continue to work together to rebuild a better New York."

— CSEA President Danny Donohue



**Heavy Equipment Operator Gary Gallo moves debris at the Brookhaven landfill. Behind him is a hill of debris from just part of the Sandy cleanup effort that continues on Long Island.**

clear fallen trees and branches from the streets and clean up after the flood at the Department of Public Works office and yard in Merrick, where swells from nearby Meadowbrook Creek overflowed public works buildings, knocking out electrical power and causing much property damage.

Highway and sanitation crews also transported tons of debris to the Roosevelt highway yard and other staging spots around town. Efforts such as this took place all along the south shore from the Queens border to eastern Nassau County.

"A situation like this demonstrates the tremendous value of public workers and underscores the positive effect they have in their respective communities," said Long Island Region President Nick LaMorte.

"I'm very proud of CSEA members working tirelessly all over Long Island and commend them for their outstanding response to Hurricane Sandy."

— Rich Impagliazzo



**Woodworker John Parmiter replaces the trim on an office door at the town of Hempstead Department of Public Works building after it was flooded during Sandy.**

## Solidarity comes through in cleanup

LONG BEACH — Long Island Region members from highway, sanitation and public works crews in the Town of Hempstead, Town of North Hempstead, Village of Hempstead Village and City of Glen Cove recently lent a helping hand to their union counterparts in the City of Long Beach with their hurricane recovery efforts on separate occasions in the weeks after Hurricane Sandy devastated that south-shore, barrier island community.

Their solidarity helped cleanup efforts and to remind us that when the going gets tough, the tough come together.

"I was very impressed with the warm welcome we received from residents while moving through the city," said Unit President Marty Cook. "Their demeanor was upbeat and resolute, considering the magnitude of the disaster. Practically everyone we saw made it a point to thank us for the help."

— Rich Impagliazzo



**A police escort was provided to the City of Glen Cove Unit members as their convoy heads south to Long Beach to help with Sandy cleanup efforts. Workers packed one truck with parts to repair their vehicles on the fly if necessary and not waste any time.**



**A dinghy represents the variety of debris Sanitary District No. 2 workers in Nassau County dealt with in Sandy cleanup. Coincidentally, CSEA members recently helped defeat a proposed dissolution of the district, saving 68 jobs and assuring uninterrupted delivery of public services during nature's worst.**

# Animal control officer hailed for stopping burglary

CLARENCE — An alert CSEA member is credited with recently stopping a burglary and subduing a suspect.

On his way home from work one Friday, Jerry Schuler, animal control officer for the Town of Clarence, noticed a suspicious car at the home of a family friend and he decided to investigate.

“When I walked up to the house, I could see the door was open,” Schuler said. “As soon as I opened the door, I could see the intruder.”

Schuler asked the man for his

name. He recognized the name and he knew the suspect had been considered “a problem.”

“He gave me a real lame excuse as to why he was in the house,” Schuler said. “I told him ‘I think we have a problem’ and he gave up.”

Schuler waited with the suspect until state troopers arrived on the scene.

Schuler and troopers said the suspect, a man in his 30s, may have cooperated rather than fight or flee because Schuler may have appeared to be a police officer.



Clarence Animal Control Officer Jerry Schuler, seen here with one of his canine charges in 2012, is credited with stopping a burglary at a Clarence home. (Photo by John Normile)

His animal control officer uniform resembles a police officer uniform and he had his handgun in its holster.

Troopers remind residents that Schuler looked like a police

officer at the time of the incident. Residents are reminded not to approach a suspect, but to call 911 and to try to get a license plate number.

— Lynn Miller

## CSEA members donate to rebuild beloved childhood club

DEPEW — When members of the Depew and Lancaster highway departments were young children, many of them spent their afternoons at the Depew Boys & Girls Club.

Last month, fire destroyed the club, and CSEA members came together to help.

“In times of crisis and tragedy, CSEA members always answer the call when there is a need,” said CSEA Western Region President Flo Tripi. “This is just one more example of the dedication CSEA members have to their communities, to their neighbors and to the people they serve.”

Members of the CSEA Depew White and Blue Collar Units, as well as the Lancaster Blue Collar Unit (all in the Erie County Local) donated nearly \$700 to the club. A CSEA member who belongs to the Depew Rod & Gun Club brought an additional \$200, raising the total contribution to nearly \$900.

“The guys I work with grew up here at the club,” said Depew Blue Collar President Lew Heltman.



Lancaster Blue Collar Unit President Mike Rath, left, Depew Boys & Girls Club Director Jeff Kupka, Depew Blue Collar Unit President Lew Heltman, Depew White Collar Unit President Sharon Quinn, Boys & Girls Club Executive Director Dave Hoch and Depew Blue Collar Unit member Robert Miechowicz discuss the damaged game room at the Depew Boys & Girls Club. The building, which was built in the 1920s and occupied by the Boys & Girls Club since 1936, suffered significant fire damage early in January.

“Now we have a new generation here. This fire hit close to home in a lot of ways.”

The fire started in a wall when the building was not open and not occupied, said Boys & Girls Club

Director Dave Hoch. It spread through a vent into the second floor game area. It also caused major damage to the first floor gym. The gym floor had just been refinished the day before the fire.

In addition to a donation from the Depew White Collar Unit, CSEA civilian employees in the Depew Police Department donate the proceeds of their weekly “Dress Down Friday” to the cause, said White Collar Unit President Sharon Quinn. Civilian police department employees have the option of paying \$1 to wear jeans to work on Friday, and at the end of each year, the money is donated to a worthy cause.

Depew and Lancaster volunteer firefighters, several of whom are CSEA members, are planning a boot drive to raise more money for the club, said Lancaster Blue Collar President Mike Rath.

The Boys & Girls Club is reviewing its options and taking steps to continue its mission, said Depew Boys & Girls Club Director Jeff Kupka. Programs have been temporarily moved to a nearby building that was once a school. Updates and ways to help can be found at [www.depewlancasterbgc.org](http://www.depewlancasterbgc.org).

— Lynn Miller

*Protect yourself and your family today*

# Disability Insurance is protection against the unexpected

For more than 70 years, CSEA's special group insurance programs, offered through Pearl Carroll, have provided CSEA members with peace of mind for meeting life's challenges. Disability Insurance is just one example.

If you get sick or injured, Disability Insurance helps pay for the costs of daily living – your housing, car payments groceries or anything else that you need.

All active CSEA members under age 65 are eligible to apply. Don't delay. You must have the Disability Insurance in place before you get hurt or sick if you want to receive any benefit.



*"I am very pleased that I purchased this extra insurance. I had major surgery and was off work 10 weeks. It helped me keep my bills on track so all I had to worry about was my recovery. The process was easy and the representatives were great. For the little bit of money it cost it was well worth it when I needed it. I strongly recommend this insurance."*

*Laura Thomson  
CSEA member  
St. Lawrence Psychiatric Center*

Learn more by contacting Pearl Carroll & Associates at **1-877-847-2732**

or view their website at [www.pearlcarroll.com/csea](http://www.pearlcarroll.com/csea).

*There are representatives available in every part of the state to help you with questions and information.*

## McDonough scholarships awarded

### **Flaumenbaum scholarship applications to be available soon**

CSEA recently awarded \$1,000 Thomas H. McDonough Memorial Scholarships to a child of a union member in each region. The scholarship winners and their parents are listed below. CSEA wishes the winners good luck in their future endeavors. The 2012 McDonough scholarship recipients are:

#### **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. Lauren McKnight attends SUNY Geneseo.

#### **Metropolitan Region:**

**Robert Wranovics**, whose mother, **Joanne**

**Wranovics**, is a DMV representative at the state Department of Motor Vehicles. Robert Wranovics attends the State University of New York at Stony Brook.

#### **Southern Region:**

**Joseph Barbalaco**, whose mother, **Nancy Barbalaco**, is a teacher aide at the Harrison School District. Joseph Barbalaco attends Fairfield University.

#### **Capital Region:**

**Madeline Reynolds**, whose mother, **Melissa Reynolds**, is an administrative assistant at the Schuylerville Central Schools. Madeline Reynolds attends Elon University.

#### **Central Region:**

**Pratik Patel**, whose father, **Rajesh Patel**, is a

bus driver at the Salmon River Central School District. Pratik Patel attends Rensselaer Polytechnic Institute.

#### **Western Region:**

**Emily Flagler**, whose mother, **Karen Flagler**, is a clerical worker at the Newfane Central School District. Emily Flagler attends Yale University.

**Applications for CSEA's Irving Flaumenbaum Memorial Scholarship will be available soon on CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) or through your region office. CSEA awards \$1,000 scholarships to three eligible dependents of CSEA members in each region each year. The application deadline is April 30, 2013.**

# 2013 CSEA ELECTIONS INFORMATION

## Public Sector Local and Unit Elections

## Private Sector Local Elections

**Elections will be conducted for all Public Sector Local and Unit Officers and All Private Sector Local Officers**

The term of office for all current Public Sector Local and Unit officers and all current Private Sector Local officers expires June 30, 2013. Public Sector officers and delegates will be elected to **four-year** terms. Private Sector officers and delegates will be elected to **three-year** terms.

Balloting for Public and Private Sector officers will be conducted between May 15 and June 15, 2013.

Each Local and Unit executive board must select its own election committee and Election Committee Chairperson, or Election Meeting Chair, if applicable (see box below). The Local and/or Unit Election Committee is primarily responsible for conducting the election.

Slating petitioning and slate voting will be an option for candidates for Local and Unit office (*see Page 15*).

Members may run as individual candidates if they wish to.

**Note: When circulating and signing individual and slate petition forms, members must write in their own CSEA ID numbers.**

## ATTENTION: Public Sector Local and Unit Presidents, Private Sector Local Presidents

### Did you send your Election Committee Data Form to CSEA Headquarters?

In early January, registered Election Committee Chairs and Election Meeting Chairs began receiving their election packages from CSEA to assist them in performing their election duties. This material is necessary for the Chairs to have to run a proper election.

**Election packages will only be mailed to those Chairs where their Local or Unit President has sent in the required Election Committee Data Form (ECDF).** CSEA Headquarters cannot send material and information to any Chairperson, without first receiving the completed ECDF from the Local or Unit president.

Inquiries regarding election committees may be directed to the CSEA Statewide Election Committee at 1-800-342-4146, ext. 1447.



Local 1000 AFSCME, AFL-CIO

## Locals and Units with 150 or Fewer Members Holding an Election at a Special Membership Meeting

Locals and Units with 150 members or less may choose to appoint an Election Meeting Chairperson (instead of an election committee) and conduct an election at a meeting.

Holding your election at a Special Membership meeting simplifies the election process in that, where there are races (more than one candidate for an office), the Election Meeting Chairperson calls a Membership meeting for the purpose of electing officers.

### Application for Office

Special election rules are available to Locals and Units of 150 or fewer members. In these smaller Locals and Units, completion of the Application for Election to Office replaces the requirement to obtain signatures on a nominating petition.

In Locals or Units with 150 or fewer members, any member who submits the application and meets election requirements under the appropriate Local or Unit Constitution will be placed on the ballot.

## 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 duty, upon return, are considered to have had continuous membership status for all CSEA election purposes.

Please notify the CSEA Membership 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.

# 2013 CSEA ELECTIONS INFORMATION

## Public Sector Local and Unit Elections

## Private Sector Local Elections

### Important Information about Slate Petitioning and Slate Voting

#### Local Elections

In Local elections, a slate must contain a candidate running for the offices of President, one or more Vice Presidents, as set forth in the Local's by-laws, Secretary and Treasurer.

The slate may also include candidates for other offices that have been created according to the Local Constitution and by-laws. In Locals that have created the combined position of Secretary-Treasurer in their by-laws, the slate must include a candidate for that office.

#### Unit Elections

In Unit elections, a slate must contain a candidate running for the offices of President, one or more Vice Presidents, as set forth in the Unit's by-laws, Secretary and Treasurer.

The slate may also include candidates for other offices that have been created according to the Unit Constitution and by-laws. In Units that have created the combined position of Secretary-Treasurer in their by-laws, the slate must include a candidate for that office.

#### Candidates should know the following:

- A member cannot be a candidate for officer and for delegate on the same slate. An officer candidate must circulate a separate nominating petition in order to appear on the ballot also as a candidate for delegate. The member will appear on the ballot as a candidate for office as part of the slate and as an individual for the position of delegate.
- When circulating and signing petition forms, members must write in their own CSEA ID numbers.
- Candidates who run as a slate must complete a Slate Eligibility and Consent Form and a Slate Petition Request Form. By petitioning as a slate, candidates who appear as part of a slate need to submit only one set of the required number of signatures to qualify as a candidate. Individual petitions are not necessary for slate candidates.
- Candidates who withdraw from a slate must complete a Slate Withdrawal Form and return the form to their election committee.
- More detailed information about election slates will be available from Local and Unit election committees.

#### MEMBERS ONLY INFORMATION

LOCAL 1000



AFSCME, AFL-CIO

## Legal Services Program

Workers'  
Compensation and  
Social Security  
Disability

Personal  
Legal  
Matters

Personal  
Injury  
Matters

Taking Care  
of Business/  
Elder Law

Veterans  
Disability  
Benefits

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

# Know Your Rights!

Disability Benefits and Personal Legal matters including Taking Care of Business for members and their dependents. Quality legal representation at little or no out-of-pocket cost for injury/illness related matters; quality legal representation at pre-negotiated/discounted fees for other personal matters.

The Injury Related Program is administered by the firm of FINE, OLIN & ANDERMAN, LLP through its statewide network of offices. Personal Legal Services are provided by a closed network of specially selected attorneys dedicated to quality service for CSEA members.

Since 1910



New York's LEADING Union

## 1-800-342-4146

Call during normal business hours, 8 a.m. – 5 p.m., Mon.–Fri., and follow the menu instructions for the Legal Services Program

CSEA Headquarters, 143 Washington Ave., Albany, NY 12210

Web site: [www.csealocal1000.org](http://www.csealocal1000.org) (through the CSEA members-only portal)

Danny Donohue, President



# Empire Plan 2012 claims deadline is April 30

Empire Plan enrollees have until **April 30, 2013** (120 days after the end of the calendar year) to submit medical expenses that were incurred during the 2012 plan year to:



## **United HealthCare Service Corp.** **P.O. Box 1600**

**Kingston, N.Y. 12402-1600**

For the Empire Plan Basic Medical Program, the Home Care Advocacy Program (HCAP) and for non-network physical therapy or chiropractic services.

## **Empire Blue Cross and Blue Shield**

**NYS Service Center (Code YLS)**

**P.O. Box 1407 – Church Street Station**

**New York, N.Y. 10008-1407**

For Empire Plan and non-network inpatient or outpatient hospital services.

## **OptumHealth Behavioral Solutions**

**P.O. Box 5190**

**Kingston, N.Y. 12402-5190**

For non-network mental health and substance abuse services.

## **Medco Health Solutions**

**P.O. Box 14711**

**Lexington, K.Y. 40512**

For prescriptions filled at non-participating pharmacies or at participating pharmacies without using your New York Government Employee Benefit Card.

Enrollees can call the Empire Plan at **1-877-7NYSHIP (1-877-769-7447)** with questions or to obtain claim forms. As a reminder, when using the Empire Plan's toll-free telephone number, please pay extra attention to the choices offered by the automated system.

Network providers/pharmacies will submit claims directly to the appropriate insurance carrier on your behalf when provided with all necessary information. If you have a non-network claim submission, make sure you complete the requested subscriber information on the claim form, include the original billing or receipt (if requested), and don't forget to sign the claim form.

# Empire Plan benefit changes: What's new in 2013?

**Editor's Note:** *The following information is intended for CSEA represented Executive Branch enrollees - enrollees employed by the State of New York covered by one of the following CSEA collective bargaining agreements; Administrative Services Unit, Institutional Services Unit, Operational Services Unit or the Division of Military and Naval Affairs.*

Empire Plan enrollees will notice changes in some benefits effective Jan. 1, 2013.

These changes are the result of negotiated benefits and legislative changes (U.S. Patient Protection and Affordable Care Act and state legislation).

Please watch your mail for The Empire Plan Report which describes the changes in further detail.

## **New to You Benefit Plan**

**Design:** In accordance with the Executive Branch collective bargaining agreement, an Empire Plan enrollee or dependent who receives a prescription for a maintenance medication, which is new to the individual, will be subject to the "New to You" benefit plan design effective Jan. 1, 2013.

Under the New to You benefit plan design, an enrollee is required to obtain two 30-day supplies of a new maintenance medication prior to obtaining a 90-day supply.

## **Contraceptive Coverage**

**Mandate:** Effective Jan. 1, 2013, the U.S. Patient Protection and Affordable Care Act requires that the Empire Plan provide first-dollar coverage for certain women's preventive care services, including certain contraceptive medication and devices.

"First-dollar coverage" means that there will be no co-payment or cost-sharing requirements. Contact the Empire Plan's Prescription Drug Program at 1-877-769-7447 for specifics on the program.

## **Breast Pump Coverage**

**Mandate:** In accordance with the U.S. Patient Protection and Affordable Care Act, effective Jan. 1, 2013, the cost of renting or purchasing breastfeeding equipment received from a participating provider will be a covered medical expense under the Empire Plan.

Contact the Empire Plan's medical carrier at 1-877-769-7447 for additional information.

## **Autism Coverage Mandate:**

Effective Jan. 1, 2013, New York state law requires health insurance plans to provide coverage for Autism Spectrum Disorder.

Additional information regarding coverage for Autism Spectrum Disorder can be obtained by contacting The Empire Plan's medical carrier at 1-877-769-7447.

## Have EBF questions? We have answers!

The CSEA Employee Benefit Fund (EBF) has provided quality service to our members for

more than three decades. In recent years, the EBF has made many improvements to its website that allow our members to access the EBF in many different ways.

If you are enrolled in any of our benefits and have any questions, there are several avenues for assistance available to you. The **Customer Service Unit** at the CSEA Employee Benefit Fund is open from 7:30 a.m. to 5 p.m. Monday through Friday and members can also use our Live Chat feature at [www.cseaebf.com](http://www.cseaebf.com).

The Customer Service Unit can answer inquiries about the status of a dental claim, review the Explanation of Benefits (EOB) for dental work already performed, and also let you know the status of approvals for dental work recommended to be done. Please call toll free 1-800-323-2732 and follow the prompts.

If you have any questions on your enrollment or eligibility for a particular benefit or for vision care assistance, our **Member Services/Eligibility Unit** is the department to contact. To reach someone with questions or concerns, please call toll free at 1-800-323-2732 and follow the prompts.

The EBF **Marketing Department** is also available to assist you. The Marketing Department consists of a state benefits specialist, who covers New York state and Unified Court System employees, and five senior benefit specialists who cover local government units across the state.

The benefits specialists are available to attend membership meetings, information days, health fairs and other events. They are also available to come to your facility and provide benefit presentations for members who are not sure how to fully



use their EBF benefits. The senior benefits specialists also help negotiating teams in getting EBF benefits negotiated into your collective bargaining agreement.

To reach the Marketing Department, please call our toll free number and follow the prompts for your regional representative.

### Local government senior benefits specialists

#### Long Island Region

Linda Sclafani  
(631) 462-5224  
[lsclafani@cseaebf.org](mailto:lsclafani@cseaebf.org)

#### Southern Region

Carisa Guild  
1-800-323-2732, ext. 813  
[chguild@cseaebf.org](mailto:chguild@cseaebf.org)

#### Capital Region

Erin Bazinet  
1-800-323-2732, ext. 860  
[ebazinet@cseaebf.org](mailto:ebazinet@cseaebf.org)

#### Central Region

Mike Wagner  
1-800-323-2732, ext. 808  
[mwagner@cseaebf.org](mailto:mwagner@cseaebf.org)

#### Western Region

James Aldrich  
1-800-323-2732, ext. 818  
[jaldrich@cseaebf.org](mailto:jaldrich@cseaebf.org)

### State benefits specialist

#### New York state and Unified Court System employees

Ryan Toole  
1-800-323-2732, ext. 806  
[rtoole@cseaebf.org](mailto:rtoole@cseaebf.org)

## Almost time to retire?

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



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

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

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

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

For more information, visit [www.csealocal1000.org](http://www.csealocal1000.org) and select "CSEA Retiree Members" from the "For CSEA Members" menu.



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

## Skills for Success courses

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

Course participation, as space permits, by CSEA-represented employees in local government agencies, school districts, state authorities and the private sector is sponsored by the CSEA WORK Institute.

**Skills for Success** courses help employees prepare for the challenges and demands of current and future jobs.

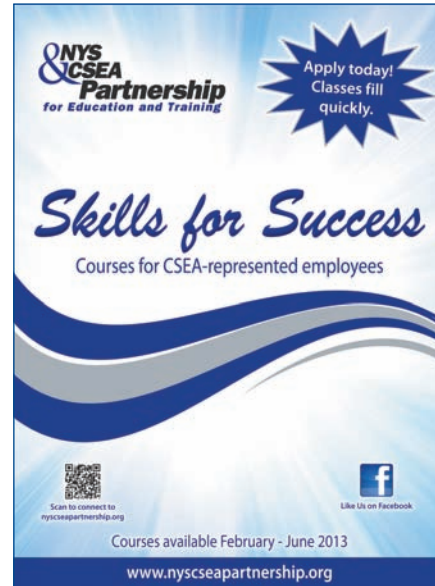
More than 100 classes in 36 course topic areas are scheduled statewide from February through June, 2013. The training is available at no cost to employees or agencies.

All courses are held at conveniently located training sites. To increase participation in courses while eliminating time away from the office and travel expenses, the Partnership is offering a select number of courses using the webinar format.

### Eligibility

Employees are eligible to participate in Partnership courses if they are:

- A CSEA-represented New York State employee (ASU/02, OSU/03, ISU/04, or DMNA/47).
- A CSEA-represented



employee working in local government, school districts, state authorities, or the private sector, as space permits.

### Available courses

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

- Individual Development
- Interpersonal Communication
- Labor-Management Development
- Language Skills
- Math Skills
- Trades, Operations, and Maintenance
- Work Management
- Writing Skills

Employees may take any of the courses offered, not just courses that typically reflect the work they perform. Employees can directly apply



### Take advantage of your CSEA membership for a special discount for certain 2013 SU Basketball Home Games at the Carrier Dome in Syracuse!

To get \$6 off the regular price of upper level seats for certain home games this season, order online at: <http://tinyurl.com/subasketball2013> - click on "Find Tickets" to select the game of your choice - Use special offer code: **SUCSEA12** (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.

#### SU Orange Remaining Home Game Schedule:

Mon, Jan 21**	Cincinnati • 3:30 p.m.
Mon, Feb 4	Notre Dame • 7:00 p.m.
Sun, Feb 10**	St. John's • 1:00 p.m.
Wed, Feb 20**	Providence • 7:00 p.m.
Sat, Feb 23	Georgetown • 4:00 p.m.
Sat, Mar 2	Louisville • 12:00 p.m.
Wed, Mar 6**	DePaul • 6:00 p.m.

\*\* CSEA discount available for these games only

for these courses. However, supervisory approval and signature are necessary to attend without charge to leave credits. Applications should be sent to the Partnership as soon as possible as classes fill quickly.

### For more information

A web catalog of the **Skills for Success** courses is available on the Partnership's website at

**www.nyscseapartnership.org**. The catalog contains course descriptions, dates, locations and an application form that can be downloaded and printed.

For more information about **Skills for Success** courses, call **518-486-7814** or, for areas outside the Capital Region, call **800-253-4332**, or email at **learning@nyscseapartnership.org**.

## CONTRACTS RATIFIED

— William Floyd School District Clerical Unit members ratified a three-year contract that calls for a one-time lump sum payment in the first year, salary percentage increases in the second and third year and the employer's continued full coverage of employee health insurance contributions. Town of Huntington White Collar Unit members also approved a new five-year contract with salary percentage increases in the last three years and a no-layoff clause. Village of Massapequa Park Unit members ratified a three-year contract with annual salary percentage and step increases. The agreement is retroactive to June 1, 2011, and expires May 31, 2014.... **BIG ARBITRATION WIN** — Two CSEA members were recently restored to their positions at Rockland Psychiatric Center and awarded back pay and benefits after arbitrators ruled their terminations were unwarranted. Local President Earl Herbert said the rulings sent a positive message to his members, showing the union's effectiveness in defending members against unfairly harsh penalties against direct care workers ... **LIFESAVING BEDFORD CUSTODIAN** — Kudos to Bedford School District Unit member Ciro Mazuero, a custodian at Pound Ridge Elementary School who recently saved a student's life. Mazuero recently performed the Heimlich maneuver on a student who was choking during lunch. The district saluted Mazuero for his heroics, dubbing him "Ciro the



Hero..." **SANDY RELIEF** — Central Region members have been generously supporting Hurricane Sandy victims. CSEA Southern Tier State Employees Local members

held a basket raffle, coordinated by local Treasurer Tammy Witteman, that raised more than \$1,700 for the American Red Cross. Other Central Region members also helped with relief efforts led by the Central New York Area Labor Federation. The CSEA Upstate Medical University and Central New York DDSO locals contributed money and donated goods, and Upstate Medical University Local activist Michele Martin went to Rockaway Beach to help give cleaning supplies and holiday gifts to families affected by Sandy ...

## CSEA'S LOVELADY-HALL HONORED

— Sharon Lovelady-Hall, director of CSEA's Education and Training Department, is featured in the Workforce Development Institute's 2013 WomenWorking Calendar. The calendar is part of the institute's Women of the Workforce Initiative, which brings women in labor from across the state together to advance the dialogue around women and work ...

**LABOR DEGREE** — Eric Muldoon, a labor relations specialist in CSEA's Capital Region, recently completed a master's degree in Organizational Development and Knowledge Management from George Mason University in a labor cohort organized by the National Labor College. Part of Muldoon's education was paid through receiving AFSCME's Joey Parisi Memorial Scholarship.

## Lee is PEOPLE Recruiter of the Month

David Lee of the Binghamton University Local in the Central Region is the PEOPLE Recruiter of the Month for November. He recruited 13 new PEOPLE members.

"The CSEA PEOPLE Program allows members to go the extra mile in making sure we are supporting our own future," Lee said. "If we could get each member of CSEA to join PEOPLE we could make sure that our futures - each and every one of us - are protected. We should never take anything for granted, look what just happened in Michigan."

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.

— Mark M. Kotzin



Lee

## CSEA honored by Rochester Labor Council

The Rochester Labor Council recently recognized the CSEA Western Region and two of its activists at a recent labor dinner. The

Western Region was honored for best float at the 26<sup>th</sup> Annual Rochester Labor Day Parade, held Sept. 3. The labor council also honored Rochester State Employees Local activist Kim Whitlock for her attendance and service as a delegate to the Rochester Labor Council. The council named Monroe County Local activist Ove Overmyer the Working Families Advocate of the Year, which recognizes an individual who has exceeded expectations publicly advocating the needs of working men and women during the past year.



Whitlock

(Photo by Ove Overmyer)



Western Region President Flo Tripi, left, congratulates Monroe County Local activist Ove Overmyer on being named Working Families Advocate of the Year by the Rochester Labor Council. (Photo by Bess Watts)

## Highway workers show holiday spirit



For the second year, Schenectady County Highway employees adopted a Schenectady family. County Department of Social Services workers identified a family and provided a list of needed items and gift ideas. The employees held raffles, many donating their winnings back and purchased and wrapped more than 60 gifts. In photo, Schenectady County Highway workers Len Demers, Ralph Angerami, Tim Deffer, John Roth, Joe Sangiovanni, Chris Smith and Mike France prepare to deliver the gifts to the family.

# THE Work Force

[www.csealocal1000.org](http://www.csealocal1000.org)

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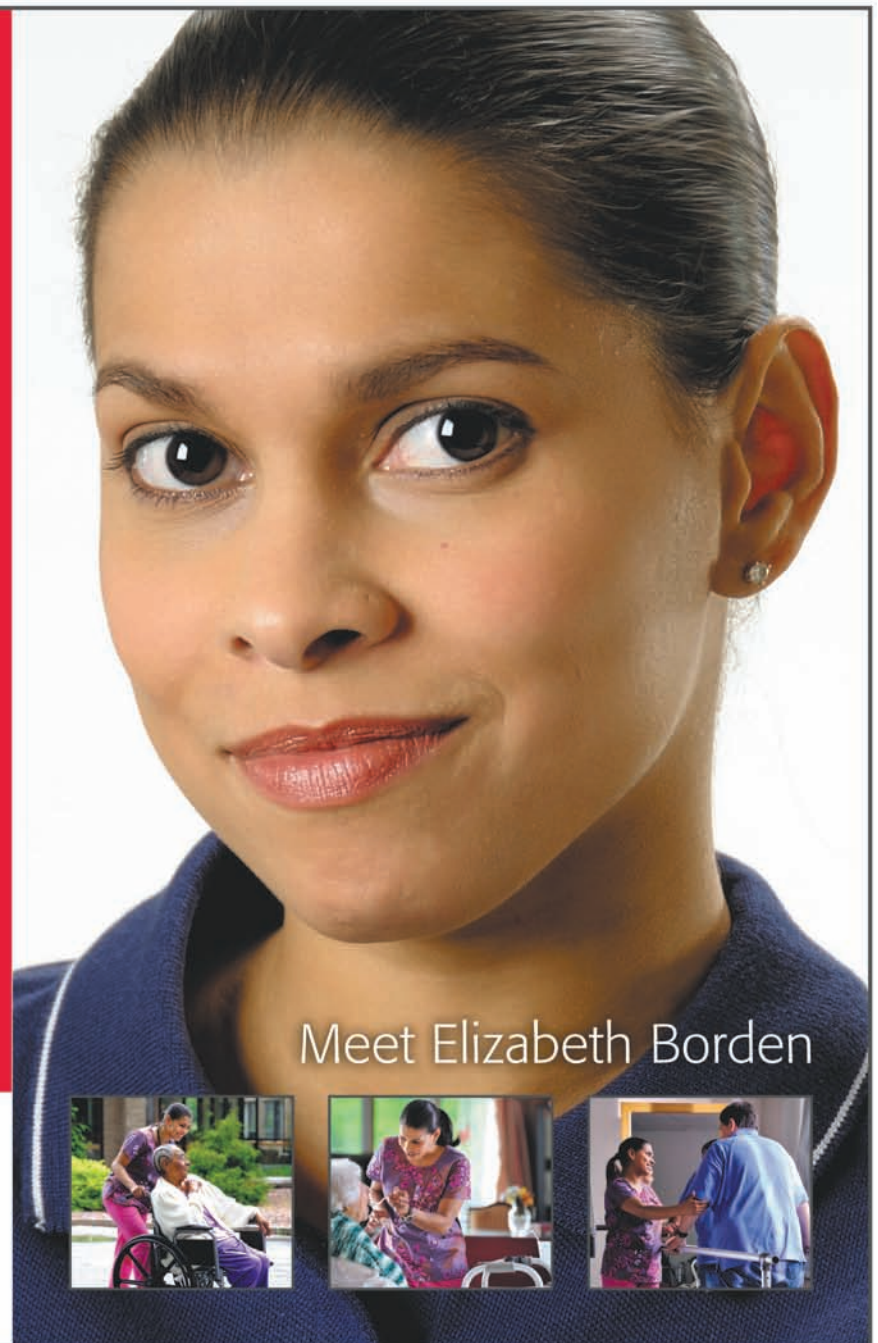
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## I love making my patients happy.

"They're always telling me I'm their favorite nurse.

I do my job the very best way I possibly can do it, to let them know that I care about them. My residents are very grateful and they make me feel that I'm doing what I'm supposed to be doing.

I feel good at the end of the day because I brought sunshine into somebody's life."



Meet Elizabeth Borden



Since 1910  
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People working together to make a better New York **for all.**

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