

# THE WORK FORCE



**AFSCME rallies**  
*See story, photos Page 3*



## Photo of the Month



Photo by Therese Assalian

Canal Authority worker George Macy applies a coat of bright yellow marine paint to the tug Waterford prior to the recent Waterford Canal Fest. More about the Canal Authority workers and Erie Canal events on Page 8.

## Poughkeepsie cited in worker's death

POUGHKEEPSIE — The state Department of Labor's Public Employee Safety and Health Bureau issued three serious citations to the city stemming from a January incident that killed Denis Keenan, a 43-year-old city Department of Public Works employee.

Keenan died while unloading salt from a salt spreader on the back of a DPW truck.

An investigation showed a shaft on the salt spreader should have had a safeguard in place; Keenan's shirt became caught in the unguarded shaft, strangling him. He is survived by a wife and two children.

The citations call for the city to develop a lock-out procedure for the salt spreader. No procedure had been in place as to how to properly shut down the motorized spreader.

PESH also noted that a cap over the shaft on the salt spreader should be replaced. It apparently had been removed during maintenance and never returned.

Finally, PESH called for the city to designate someone to oversee safety procedures.

"They had no safety officer or safety manager to inspect safety procedures and setups," explained CSEA Occupational Safety and Health Specialist Gary China, who also conducted an investigation into the incident.

China noted that PESH issued a deadline by which all the violations must be fixed.

— Jessica Stone

## Activists' outreach helps Westchester Med communication

VALHALLA — Communication proved to be the key last month for CSEA activists from Westchester Medical Center fighting outsourcing of hospital departments and pushing for a permanent solution to the hospital's cash shortage.

Members from the Patient Accounts, Information Services and Perfusion departments — all of which have been pegged for outsourcing — were the hosts of a round table discussion attended by members of the hospital's Board of Directors and Westchester County Board of Legislators. Among those attending were hospital board chair Richard Berman and county Majority Leader Bill Ryan.

The original reason for the meeting was to give the workers a chance to rebut comments made in a consulting company's report, which recommended outsourcing Information Services and Patient Accounts.

The request for proposals to privatize Information Services has since been put on hold indefinitely. Selected members from the affected departments stated their case against outsourcing and pointed out inaccuracies in the consultants' reports, but also were able to educate the officials on other issues of which they may have been unaware.

"A lot of the information these

officials get comes from top management, so it was really important for the workers who actually run these departments to speak," said Westchester Local President Gary Conley, who hosted the meeting at the local office.

"I think the people who attended recognized that the years of knowledge these employees have is invaluable, and that it would be risky to just turn things over to private contractors," Conley said.

The round table meeting follows months of activist outreach. A group of members have regularly attended county legislature meetings, using public comment periods to educate legislators on hospital issues. Many have offered suggestions on alternate cost savings measures that could help the hospital, which has projected a \$60 million deficit this year alone.

"A true grassroots effort has developed among the CSEA members at Westchester Medical Center," Southern Region President Diane Hewitt said. "It's been an extremely frustrating couple of years, with all the financial problems and layoffs at the hospital, but these members have put that aside and pushed on, and I think they are finally seeing some results."

— Jessica Stone

## New locals ratify contracts

Two of CSEA's newest private sector locals have negotiated and ratified strong first-time contracts with their employers, proving there is strength in numbers when it comes to fighting for fairness and respect.

CSEA members at Clarkson University, who voted to organize with CSEA last April, overwhelmingly ratified their first contract. The one-year deal covers about 90 physical plant, custodial and service workers, and provides a wage increase, as well as locking in existing benefits, and gives the workers layoff protections,

binding arbitration, and a grievance process.

Meanwhile, a first-time contract for food service workers employed by Chartwells at SUNY Purchase was overwhelmingly ratified, 54-3.

The five-year pact includes language for full arbitration, union leave, union shop, seniority for promotions and transfers, and a strong grievance procedure.

SUNY Purchase workers also won more sick days, raises, and retroactive pay.



# Privatize Social Security? No way!

WASHINGTON, D.C. — CSEA leaders and activists were front and center in one of the most dramatic demonstrations to date in the fight to preserve the integrity of Social Security.

Hundreds of union members and a broad range of representatives of other groups were joined by an impressive united front of Democratic House and Senate members for a recent Capitol Hill rally that demonstrated the resolve to protect benefits now and in the future.

It was further proof that the American public is not buying the Bush administration's attempt to privatize Social Security in a risky, irresponsible scheme.

The Bush administration has aggressively misstated the circumstances of the Social Security system's finances and wants to replace guaranteed benefits with private accounts that would be subject to the fluctuations of Wall Street while costing Americans more.

Many experts agree there are several less drastic options that would do far more to ensure the long-term stability of the Social Security system.

"It was important to make our voices heard in our nation's capital," said CSEA President Danny Donohue. "But it is just as important that we continue to make our voices heard back home as well by calling and writing our



At left, CSEA President Danny Donohue introduces Sen. Hillary Clinton. At right, Sen. Chuck Schumer addresses CSEA activists along with those from AFSCME District Councils 37 and 1707.



**TAKING THE MESSAGE TO CAPITOL HILL** — Above, second from left, Southern Region President Diane Hewitt, Hudson Valley DDSO Local President Sara Bogart, Westchester County Unit President Jack McPhillips, and Monroe County Unit President Jim Volpone in Washington, D.C., to protest against the Bush administration proposed Social Security reforms. Below, House Democratic Leader Nancy Pelosi, Senate Democratic Leader Harry Reid, and U.S. Rep. Charles Rangel, D-N.Y., at far right, form a united front.

elected officials about the importance of protecting Social Security — especially for our children and our children's children."

The Social Security event was part of a legislative conference presented by CSEA's international union, the American Federation of State, County and Municipal Employees (AFSCME). AFSCME President Gerald McEntee and U.S. Rep. Charles Rangel (D-N.Y.) were among the speakers who rallied the crowd.

Other highlights of the conference were an address by U.S. Sen. Hillary Clinton of New York and appearances by the 2004 Democratic Presidential ticket of John Kerry and John Edwards who came to thank AFSCME members for their support and to encourage their continued activism.

CSEA activists also met with U.S. Sen. Chuck Schumer and other members of New York's congressional delegation on the impact of the federal budget on New York



and protecting Social Security.

For more about the Social Security fight, visit [www.afscme.org](http://www.afscme.org).

**On Page 1, CSEA leaders and activists join hundreds of AFSCME brothers and sisters for a Capitol Hill rally against the Bush administration's ill-conceived scheme to privatize Social Security. Page 1 photo by Rick Reinhard.**



# THE WORK FORCE

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## IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue

### Big business takes aim at YOU!

Recent attacks by big business on public employee wages and benefits are a chilling reminder that CSEA members must never let down our guard when it comes to protecting what we've fought so hard over decades to gain.

A new report by the Citizens Budget Commission claiming public employee pay, benefits and pensions are too generous has been gaining media coverage around the state. The report suggests taxpayers will somehow benefit by reducing public employee salaries and benefits.

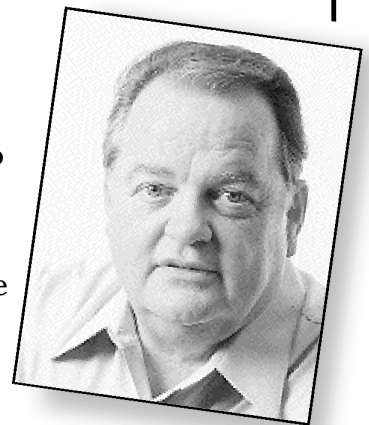
Despite its altruistic sounding name, the Citizens Budget Commission is a New York City based think tank funded primarily by the business community. It certainly does not represent the typical citizen of New York. In response to their attacks, CSEA has been pointing out that you deserve better than to be cast in a race to the bottom for substandard compensation and working conditions.

Our wages and benefits are the result of years of responsible, good faith bargaining. In negotiations CSEA seeks to find money-saving measures that serve the needs of labor and management while solving issues. In the most recent round of state contract negotiations, for example, our creative ideas to contain health insurance costs are projected to save taxpayers more than \$120 million this year on prescription drugs alone. After all, each one of you is a taxpayer, too.

The Citizens Budget Commission is not alone in its assault. The Business Council and the Manhattan Institute, another business-backed think tank, have been relentless in their intent to roll back rights, wages, and benefits.

CSEA won't sit still for this concerted attempt by the business community to undermine what we've fought nearly 100 years to gain. We're also not going to apologize for helping to get you a fair deal.

You are hard working, dedicated people who try very hard to deliver cost effective services with less and less help. You are a vital part of New York's tax base and economy and don't deserve to be scapegoats to advance the big business agenda.



*Danny*



# Rockland County workers build language skills

POMONA — CSEA and Rockland County are working together to help workers at the Dr. Robert L. Yeager Health Center master English, a tool they hope will expand their potential on and off the job.

More than a dozen workers at the facility spend two afternoons a week in an English as a second language class, the brainchild of another CSEA member.

"I realized many employees have difficulty with English and thought there must be a way we could help them," said Anna Borucinski, an employee rights assistant at the center. Rockland County has a growing immigrant population, with large Spanish and Haitian Creole-speaking contingents.

## Joint effort

The way to help came via Rockland BOCES, which offers English as a second language classes at various sites throughout the county and agreed to provide a teacher. CSEA and Rockland County jointly funded the program, including class materials. The class, held at Yeager after the 7 a.m. to 3 p.m. shift, is free.

The class is an opportunity for which many students have been waiting. Marie Beaudouin, a certified nursing assistant, hopes her increased English skills will enable her to go to school to become a

licensed practical nurse and hopes to eventually become a registered nurse. Between caring for her four children and the fact that she doesn't drive, Beaudouin was discouraged from taking classes until recently.

"I've been working here over 20 years. It's time I go to school," Beaudouin said. "It's time for me to make my dream come true."

Clothilde Israel, also a certified nursing assistant, said the class has already improved her ability to do her job. The emphasis on medical terms during vocabulary lessons has helped her understanding of patients' conditions and improved communication, she said.

CSEA Rockland County Local President Billy Riccaldo and Rockland County Executive C.



Marie-Michele Belizaire, left, and Marie Angrand, certified nursing assistants at the Dr. Robert L. Yeager Health Center in Pomona, are among the Rockland County Unit members enrolled in a free English as a second language course CSEA and the county is co-sponsoring.



Jean-Maxwell Charles, a CSEA member employed at the Robert L. Yeager Health Center, is taking advantage of the free English as a second language course at his work site. CSEA and Rockland County are co-sponsoring the program.

Scott Vanderhoef are pleased to have such a positive labor-management collaboration.

"It's a win-win all the way down the line,"

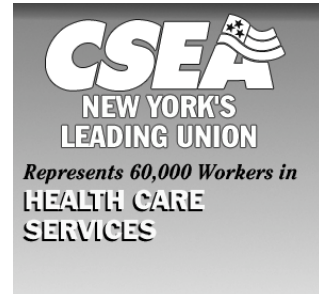
Vanderhoef said. "It allows the workers to do their jobs better, communicate better ... it's a worthy investment."

Riccaldo also praised Borucinski. "She took this program from zero and built it to what it is now," he said.

Borucinski said it's the students, some of whom work additional jobs and balance family duties, who deserve kudos.

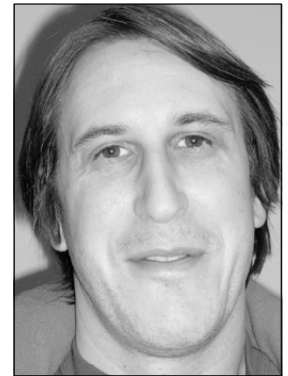
"They're squeezing this in between a second, and sometimes a third job," she said. "They're doing it to improve their quality of life."

— Jessica Stone



**"It's time for me to make my dream come true."**

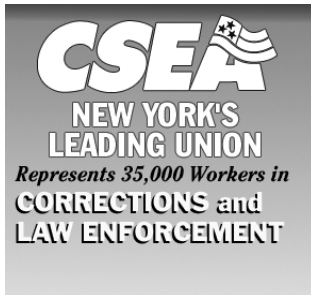
## CSEA Voices



**"Private companies' bottom line is to make money. They're not concerned with the public's welfare."**

— Bill Cronin, 12-year CSEA member, Information Services Department, Westchester Medical Center, on the benefits of a public work force.





## CSEA wins monumental pay equity in Nassau

MINEOLA — Have you ever tried to carry on two conversations at once? How about having as many as 20 people talking to you amid chaos?

That's what Loretta Bryant and her CSEA-represented co-workers in Nassau County go through every day as police communications operators who oversee the county's 911 system.

"We get babies choking, people with fingers cut off, people getting attacked, people dying," said Bryant, a police communications operator and 19-year CSEA member. "We still have to remain focused and calm in order to make the right decisions."

With the county's 911 system fielding as many as 808,000 calls each year, the position can be stressful for some operators who are often forced to make life-saving decisions within moments.

"You're just concentrating on one step at a time," Police Communications Operator Doreen Callahan said shortly after sending an ambulance to help someone with chest pains. "It's very stressful, trying to get the calls to the right place in an orderly fashion, and you have so many little things to consider at the same time. It's a tough job."

"Not only are we dealing with

the public 911 calls and sending them to dispatch, but we're also overseeing numerous police cars, ambulances and helicopters at the same time," CSEA shop steward Ginger Dunlap said.

All but 20 of the county's police communications operators are women. All of the county's fire communications technicians, who do similar work to the 911 operators, are men.

### Fighting for equity

That's why it irked many of the police communications operators that the fire communications technicians earned a 13 percent higher salary for the same type of work.

"Our workload is double the amount of theirs," Dunlap said.

After nearly a decade of struggle, negotiation and numerous grievances, CSEA and Nassau County Executive Thomas Suozzi have worked out a plan to raise the 911 operators' salaries to the same level as the fire technicians.

Other Nassau County employees may also benefit. In a move that has wide ranging implications for thousands of county workers, Nassau is now conducting a comprehensive review of its pay structure with an eye toward eliminating compensation differences based on gender and race.

The last time a comprehensive review of Nassau County job titles was conducted was in 1967.

"CSEA has been out front on this issue of pay parity for years," said CSEA Long Island Region President Nick LaMorte. "We have always believed that



Nassau County Police Communications Operators Doreen Callahan, Mike Mirinda, Steven White and Patty Collins take calls from the public.

people should receive equal pay for equal work. It's just a matter of basic fairness."

"This is a landmark case, and it's momentous for female workers and ultimately for all public-sector workers in the county," Nassau county Local President Jane D'Amico told the *New York Times*.

As for the 911 operators, they are delighted to finally be receiving the recognition and respect they have always felt they were due.

"It's about time," Police Communications Officer Constance Todd said. "We have always done an excellent job even though we knew that we were so underpaid. We have always taken pride in serving the public."

After 21 years on the job, veteran Police Communications Operator Nancy Dean was overjoyed at the news of the upgrade.

"It's been a long time coming," she said. "The public just doesn't realize the job we do. We're buried in the bunker here, out of sight, out of mind, you know? We had to create some waves."

— Rachel Langert

**"We have always done an excellent job even though we knew that we were so underpaid. We have always taken pride in serving the public."**

### CSEA Voices



**"Getting involved in CSEA means being in control of our destiny at work."**

— Dave Van Wert,  
Rensselaer County  
911 Unit



Police Communications Operators Ginger Dunlap (in foreground) and Nancy Dean, working in the teletype room.



# Call center workers seek answers

MANHATTAN — Several weeks after being told their office in New York City was closing and moving upstate, dozens of workers for the state Department of Labor's telephone call center got some answers to pressing questions.

"Our goal is to keep this place open," Metropolitan Region President George Boncoraglio said during a recent membership meeting. "We're also trying to protect your jobs."

State officials claim a \$10 million reduction in federal funding and real estate costs are forcing them to close the call center and move willing workers to upstate telephone call centers in Endicott and Troy. State officials have been unable

to explain why workers are being moved out so soon since the lease for the call center does not expire until January 2007.

At a press conference at City Hall recently, Boncoraglio questioned Gov. George Pataki's decision to move more than 300 jobs out of Lower Manhattan at a time when the state and city are trying to lure and retain jobs near the World Trade Center area.

Call center workers met with CSEA representatives, who explained the procedures for getting other positions with various state agencies and departments in New York City.

"We want to make sure you get what you need to stay in the New York City area," said Don Kelly, director of CSEA's



**Metropolitan Region President George Boncoraglio meets with workers employed at the state Department of Labor call center Gov. George Pataki has proposed closing.**

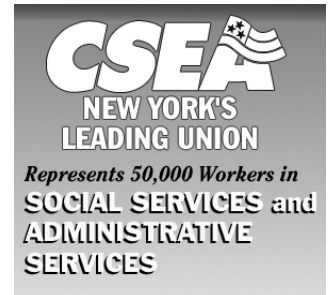
research department. The Manhattan call center handles telephone queries about unemployment claims. The center also provides critical services to non-English speaking members of the public, primarily Spanish speakers.

Kelly advised workers

to study other job titles that may have similar duties. They were also urged to accept reasonable job offers at other agencies.

"I don't want to see you lose your health insurance," Kelly said.

— David Galarza



**"Our goal is to keep this place open."**

# Tax investigators fight for disability benefit

MANHATTAN — Excise tax investigators are proud of the vital role they play in arresting tax criminals, some with alleged ties to terrorists.

However, they know staff pride will not provide for their families if they are injured or killed while performing their duties.

"We enjoy doing the work," said Excise Tax Investigator Gregory Aurigema. "We just want the same kind of protections enjoyed by other law enforcement personnel."

Aurigema and many of his co-workers have spent several months researching the issue and meeting with elected officials. They are determined to get a law passed that will provide them with, among other

things, a line of duty disability retirement allowance.

The investigators are getting closer to their goal. Two representatives of the 100 excise tax investigators recently met with state Sen. John J. Marchi to discuss pending legislation that will help them with this benefit in the event of a tour of duty injury or disability.

After playing a DVD



**Robert J. Helblock Jr., counsel to state Sen. John J. Marchi, speaks with Excise Tax Investigators Gregory Aurigema and Alex Zef.**

recording of a recent newscast about a major illegal cigarette bust they were involved in, where proceeds were being diverted to known terrorists, the investigators stressed the constant danger involved in apprehending these criminals.

"These investigators are involved in numerous operations that bring revenue to the state, but they also remove

dangerous criminals from our streets," CSEA Metropolitan Region President George Boncoraglio said. "The least the state can do to show these brave civil servants that their efforts are appreciated is to pass legislation that will give them some peace of mind in the event of a serious injury or disability."

Now that legislation has been introduced in the Senate and Assembly, the investigators are hoping it will be enacted soon.

"We're getting close and we will not stop until this law is passed," Aurigema said. "It's the right thing to do."

— David Galarza



**"These politicians are being paid from money coming out of our pockets so we need to get involved, even if it's only once or twice a year."**

— Gladys DelMoran Hackett, offset machine operator, New York state Law Department, 37-year member





**“He is highly respected by his peers, noted for his patience and compassion, has a great sense of humor, and is considered the perfect instructor for new employees ... We feel that Walter L. Smith Jr. embodies the spirit and drive of a wonderful leader.”**

— Text from the nomination letter Smith’s co-workers at the Department of Transportation’s Broome County Residency wrote.

## CSEA Voices



**“G**etting involved in the union gives you a voice and influence in the workplace.”

— John Mainello, Rensselaer County 911 Unit

# CSEA member honored for dedication to work, union

BINGHAMTON – CSEA activist Walter “Walt” Smith Jr. traveled to Albany to meet Gov. George Pataki for a very special honor.

Smith, a state Department of Transportation highway maintenance supervisor at the Broome County residency and president of Southern Tier State Employees Local, received one of the fifth annual governor’s tributes to African American Leaders in State Service awards.

He was the only transportation department worker to get the award, which recognizes state employees who show leadership and work to improve life in New York state.

Smith, a 25-year state transportation employee, was nominated by his co-workers and was surprised to receive the award.

“I was really shocked,” he said. “It was quite a

surprise to actually hear that I was getting an award like that. It was kind of breathtaking to receive it.”

What touched Smith was reading the nomination letter his co-workers wrote.

“That was the most important thing of all,” he said. “To know you have co-workers and friends who look at you in a way like that.”

In the letter, Smith’s co-workers wrote that he always goes the extra mile at work, shows patience and compassion, and is dedicated to safety, helping his co-workers advance in their careers and community activities.

Smith said he is simply doing what he enjoys.

“I didn’t expect an award like that because the things I do, I enjoy doing,” he said. “I’ve always been in a role in which I like to help other people. To me, that’s the way I was brought up, to

have a good work ethic and always be willing to help other people.”

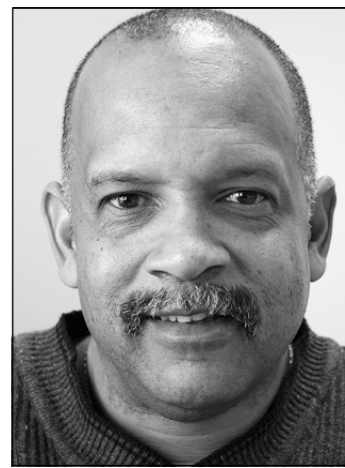
Smith has also helped others as a CSEA activist for the past 17 years.

“It plays a big part in what I do,” he said. “I spend a lot of time helping people through the union. At work, I think I support a lot of people trying to bring themselves up through the ranks and work with them to try and do their jobs better and safer. There’s a lot of pride in it.”

Smith’s main objective on the job is for everyone to work in a safe, pleasant environment.

“I don’t go looking for awards,” he said. “I just do what I do every day. I don’t think people should get awards for doing what they like to do, but it’s good to get the recognition.”

Smith also relishes his role as a family man as a husband and father of three children. He said the award also belongs to



Walter L. Smith, Jr.

others in his life, especially Tana, his wife of 20 years.

“My wife has been very supportive of me and the things I do at work and with CSEA,” he said. “I think I’m sharing the award with my family, friends and co-workers. Without them, I wouldn’t be where I am. You don’t just do it on your own. You do it with the support of friends, co-workers, and family and CSEA is my biggest family.”

— Mark M. Kotzin

## CSEA supports annual canal ride

CSEA is proud to be a sponsor of the 7th Annual Bike Ride Across New York, an eight-day, 400-mile bike tour along the historic Erie Canal from Buffalo to Albany, from July 10 to July 17.

Along the way, cyclists will benefit from the labor of CSEA members employed by municipalities and the New York State Canal Authority to maintain canal bike paths, greenways and parks. This emerald necklace along the canal is one of New York’s finest recreational outlets.

For more information, visit the Cycling the Erie Canal section of the Parks and Trails New York web site at [www.ptny.org/canaltour/index.shtml](http://www.ptny.org/canaltour/index.shtml).



New York State Canal Authority employee and CSEA member George Macy paints the tugboat “Waterford,” preparing for the recent Canal Fest celebrating the Erie Canal. Canal Authority workers represented by CSEA have been working without a contract for nearly two years, and the union is negotiating with authority officials for a fair agreement.



# Cash infusion brings relief to Yonkers schools employees

YONKERS — A \$20 million profit from the refinancing of a Yonkers library building is providing badly needed funding to supplement the 2005-06 Yonkers school budget, which for years has been faced with shortfalls.

The deal involving the building, which also housed Board of Education offices, enabled Mayor Phil Amicone to present a \$400.5 million budget for the coming school year, an 8 percent spending jump.

At that spending level, the district is anticipating no job cuts or losses in student services.

While the cash windfall prompted district employees to breathe a sigh of relief, CSEA is

ready for challenges the following school year may bring.

In addition to losing that one-time infusion in the 2006-07 budget year, officials won't be able to count on the gradual payout of the 2000 settlement of \$300 million from a federal desegregation lawsuit, for which the last payment of \$40 million is slated in 2005-06.

CSEA has consistently worked on a local and state level to boost financial support to the city school district. An aggressive campaign the union waged last year resulted in city officials increasing the city's cash commitment to the schools, but the union and Yonkers school and

city officials are continuing their struggle to find a continuous source of financial support.

"We're going to have to continue to work with our elected officials to find solutions for the funding problems that have plagued Yonkers for years," Southern Region President Diane Hewitt said. "The \$20 million infusion buys us time to explore other options so our members won't have to worry each year about whether they'll have a job and parents don't have to worry about their students getting a good education."

— Jessica Stone



**"We're going to have to continue to work with our elected officials to find solutions for the funding problems that have plagued Yonkers for years."**

## SUNY Binghamton showcases best practices

VESTAL — CSEA members employed at the State University of New York's Binghamton University recently showcased some of their best practices when it comes to building labor-management relationships.

The CSEA Binghamton University Local recently participated in a campus expo with CSEA/NYS Partnership for Education and Training Co-Director Ira Baumgarten and university human resources department representatives. The event highlighted the partnership's training that has strengthened relations between labor and management on campus.

At the event, the university's human resources department recognized the CSEA Binghamton University Local for its efforts in building a positive relationship with management.

CSEA Binghamton

University Local President Tyrone Webb said the union is honored to have their collaborative efforts recognized, but the real payoff is in a positive relationship that benefits CSEA members.

"Attitudes used to be 'us versus them.' Now, it's 'we' — labor and management working together to benefit the employees," Webb said. "It's progressive instead of regressive."

The enhanced relationship between labor and management has sprung several joint initiatives, including a trades development program, exploration of alternative work schedules, an online learning program for workers and a possible professional development center for staff.

"We actually look forward to meeting now in order to consider what projects we can come up with next," Binghamton University Human



**Keyboard Specialist Maria Weigand, who works in the university's undergraduate admissions office, talks to CSEA/NYS Partnership Co-Director Ira Baumgarten about the Partnership's tuition benefit program she is using to go back to school.**

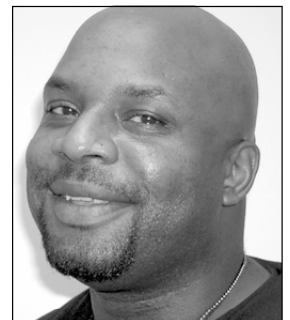
Resources Director Sylvia Hall said. "Sometimes we disagree, but our focus is on what we can agree on and where that will take us together."

"We're really pleased with the outcome at Binghamton University," Baumgarten said. "They've

really taken the spirit of our training to heart and have been able to collaborate on some great projects that benefit everyone at the university."

— Mark M. Kotzin

## CSEA Voices



**"Privatizing Social Security will create a sorry situation, especially for our kids. It's a shame to think that after 20 to 30 years working that you would get nothing for all your years of service."**

— **Clement Smith, Addiction Counselor, Kingsboro Addiction Treatment Center, seven year member**



# INSIDE THE WORK FORCE

## Challenges remain in Erie County crisis

BUFFALO — The unprecedented Erie County budget crisis and massive service cuts continue to impact county residents. This time, it's the 1,300 people who live and work at the Erie County Home and Infirmary, at risk.

At press time, residents and employees — including 150 CSEA members — launched a major campaign to "Save Our Home." They held a rally outside the facility on the county's eastern edge to protest against proposed cuts in the home's funding.

The county legislature, faced with more budget cuts to close an ever-increasing deficit, has proposed a \$3 million cut in the county subsidy to the Erie County Medical Center, which operates the county home. In response to the proposed cut, ECMC leadership said the home would close. A vote on the \$3 million cut has yet to come.



Marjorie Christopher, a licensed practical nurse at Erie County Medical Center.

### Job restoration

CSEA is continuing its efforts to restore jobs and services in Erie County following widespread layoffs and devastating service cuts earlier this year.

Erie County Executive Joel Giambra, blaming Medicaid costs, and the Erie County Legislature tried to balance the budget on the backs of county employees. The county laid off about 1,500 people, about 800 of whom were CSEA members, and severely cut public services.

At press time, the budget still had not been balanced — lawmakers can't even agree on the size of the deficit — and more cuts may be on the way unless a new revenue source can be found.

Cuts have affected nearly every county department and service. Erie County residents this spring have had to face long lines at the Auto Bureau, closed parks and libraries shut due to reduced hours.

The county also slashed health services, the monitoring of probationers, social services offices and even the Medicaid Fraud Unit, a department intended to save money for the ailing county.

Despite the layoffs, CSEA members employed by Erie County continue to work hard to provide public services.

### Parks closed, reopened

The county's nine parks have been closed for most of this year. Closed signs at every entrance warned residents not to enter: trespassers would be prosecuted and medical attention for injuries would be unavailable.

As county residents struggled to find new



CSEA members rally outside Erie County Medical Center, fighting a proposal to close the county's nursing home.

recreation locations, a three-day soccer tournament attracting 5,000 players from Western New York and Pennsylvania had to be moved to a new site when organizers were told the parks could not open.

When the parks reopened in May in part due to pressure applied by CSEA, county workers faced downed trees, fencing in mangled messes, overgrown lawns filled with weeds, damaged picnic tables and equipment, dumped trash and vandalized buildings.

### Auto bureau traffic

Three of the county's four Auto Bureau offices closed earlier this year, leaving just one suburban office and a mobile van to service the 1,000-plus square-mile county. The bureau's downtown Buffalo office recently reopened.

For months, hundreds of people could be found lining up outside the lone Auto Bureau office every morning in anticipation of the 9 a.m. opening, and the county clerk estimated wait times of as many as five hours.

Instead of waiting in line, many county residents have been taking their Department of Motor Vehicles business to bureau offices in neighboring counties including Niagara, Genesee, Wyoming, Chautauqua and Cattaraugus. Because of this, Erie County is losing a significant amount of revenue, and creating a strain on workers and services in neighboring counties.

### Skeleton crew

In the county clerk's office, a skeleton crew of four workers try to

process as much work as possible every day after layoffs cut the department's staff by 60 percent. Stacks of papers and unopened mail pile high in the clerk's Actions and Proceedings Department, which deals with various court actions including name changes, divorces, foreclosures and money judgments. A steady line of customers takes the workers away from the ever-increasing paperwork.

"We take care of people all day long," CSEA member Joanne Karamanos said. "There is not much time to deal with the mail and the other things around us."

"We do what we can," said Mary Zimmerman, another CSEA member. "We can't stress about it. We are doing the best we can and that is all we can do under the circumstances."

Karamanos said visitors have been understanding.

"People come in here and they say 'Oh wow!'" she said. "We get their sympathy. They haven't been hard on us because they know it's



A lengthy line outside a county DMV bureau, the result of bureau closings. not our fault."

### Probation caseloads high

Probation officers are also dealing with an increased workload after the county laid off one-third of the county's probation officers and supervisors. The remaining officers now handle caseloads of more than 300. With so many people to monitor, unannounced visits to probationers' homes have all but stopped and offenders must now come to the probation

office to report to their officers.

"That means I see the probationers on their terms," said Probation Officer Scott R. Smith, president of the CSEA Erie County Probation Section. "I can't catch them off guard in the community where they would offend. I don't think they are going to come in and stick someone up in our waiting room."

— Lynn Miller



Erie County Actions and Proceedings Department Clerk Joanne Karamanos behind a mound of paperwork. Karamanos said the public has been sympathetic to the workers' strain.



**CSEA, GOER join forces for safety**

## **New ergonomics guidelines for computer users**

ALBANY — CSEA and the Governor's Office of Employee Relations (GOER) have issued new ergonomics guidelines to make the workplace safer for state employees who use computers and video display terminals.

Copies of the guidelines, titled *Recommendations for an Agency Policy on Computer Workstation Ergonomics*, will be mailed to CSEA state executive branch local presidents by early June.

The recommendations, the result of labor-management collaboration between CSEA, GOER and the New York state and CSEA Partnership for Education and Training, are the first to be issued for state employees since 1987.

The recommendations are intended to help state agencies develop policies to address operator health, safety and comfort and reduce computer-related injuries and illness.

Ergonomics is the science of designing and arranging objects people use so they can interact with them most efficiently and safely. Proper design and adjustment of computer work stations can reduce the potential for musculoskeletal disorders and other health problems associated with long-term computer use.

"We know a lot more about computers today than we did 20 years ago, including all the health problems they can cause when proper equipment and training are not provided," said CSEA President Danny Donohue. "These guidelines are an important tool for state agencies to protect their workers."

CSEA Director of Occupational Safety and Health Janet Foley said poorly designed computer or video

display terminal work stations can lead to health problems ranging from eye strain and headaches to musculoskeletal disorders including neck, shoulder and back pain or carpal tunnel syndrome.

### **Training opportunities**

Foley said CSEA is offering a 10-hour "train the trainer" course to help workers recognize ergonomic risk factors and recommend solutions to prevent injuries. The course is available to all CSEA locals and units, not just executive branch members.

"It's important that our members know that there could be injuries that are related to work, especially when you're sitting at a computer work station for a good eight hours," Foley said. "Our training educates them about what the signs and symptoms of those injuries might be and what can be done to the work station to alleviate those injuries."

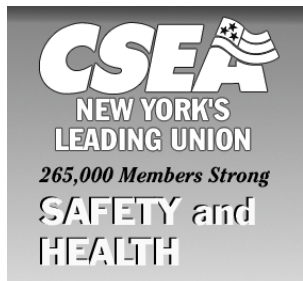
After completing the training, Foley said participants will be able to deliver direct training to their co-workers and perform work

station assessments including work station design, furniture and equipment, work surfaces and other environmental aspects such as lighting and glare.

The state Workers' Compensation Board, which computerized its operations in 1999, has already implemented the new recommendations with positive results. (See accompanying story.)

"GOER worked side-by-side with CSEA to protect the health and safety of our members," Donohue said. "Now it's up to all state agencies to follow their lead and put these recommendations into practice so we can put an end to these preventable injuries."

— Ed Molitor



### **Labor-management yields results**

ALBANY — The new state ergonomics guidelines grew out of a CSEA labor-management meeting with the state Workers' Compensation Board six years ago.

Today, the agency has 28 employees qualified to assess employee work stations, order ergonomics equipment and train new employees how to properly sit and work at their desks.

CSEA Workers' Compensation Board Local President Carol Harvin is one of the workers evaluating ergonomics. Harvin said more than 100 workers have had their work stations evaluated, resulting in new office equipment including foot and wrist rests, task lamps, copy holders and ergonomic chairs costing several hundred dollars each.

"This is going over great at the Workers' Compensation Board and it's continuing," Harvin said. "I'm scheduled to have an assessment for one employee today and another employee tomorrow. People put in requests and every single thing they've put in for, their needs have been met."

Harvin has done assessments for judges and management employees as well as CSEA members. She said the agency's ergonomics committee meets quarterly and that employee requests for assessments and equipment are handled within two days. She said sometimes the employees don't even need to make a request.

"I saw this employee and could tell that she wasn't comfortable in her chair," Harvin said. "I just mentioned it to the director of our safety and health program and, without even saying anything to her, they ordered her a new chair. She was so thankful, because she didn't want to come out and say she was uncomfortable."

— Ed Molitor

### **Workers' Memorial Day 2005**

**CSEA Executive Vice President Mary Sullivan, right, and Finger Lakes Developmental Disabilities Services Office Local President Kathy Button take part in a Worker Memorial Day ceremony at the Finger Lakes DDSO campus. Also taking part was DDSO Commissioner Thomas Maul. (More coverage, Page 20).**





# Outpouring of help shows giving spirit

OGDENSBURG – CSEA members at the St. Lawrence Psychiatric Center are taking the lead in helping a fellow union member and his family through the difficult journey of a terminal illness.

In doing so, they're setting an example of how belonging to a union means dignity and respect off the job as well as on the job.

Their efforts revolve around co-worker Jim Martin, a 35-year-old mental hygiene therapy aide who works at the facility's children's ward.

In October, Martin, a five-year employee, was diagnosed with terminal lung cancer. He left work in November and is not expected to return.

Martin's co-workers found the diagnosis difficult to handle because Martin never smoked, but is a Gulf War veteran. Martin also has four young children; a 13-year-old daughter, a 13-year-old stepson, and 1-year-old twins.

Martin, also an artist, displays his artwork in the hallways in the building where he works. Before his illness, he taught an art class for the kids under his care.

Betty Abbey, a mental health therapy aide at St. Lawrence

who organized many of the fund-raising efforts on Martin's behalf, said he is well liked around the center.

"He's just such a good employee and so nice to everyone, especially the kids he worked with. He loved working here," she said.

Abbey, along with many other St. Lawrence employees, started participating in activities to raise money for Martin's medical and living expenses.

"It's not just us," she said. "Everyone is helping."

## Fund-raising efforts

St. Lawrence employees kicked off their fund-raising efforts by "adopting" Martin's family as

part of the holiday "adopt a family" fund-raiser the building participates in each year. Mental Health Therapy Aide Bill Edwards organized a community jamboree, with prizes, food and live bands. Mike Jameson, also a mental health therapy aide, set up a web site to promote the event.

Mental Health Therapy Aides April Oakes and Kim Hitsman designed T-shirts that they sold to co-workers, friends and family. Employees also held many other fund-raisers, including a candle sale, winter garage sale, a bowling



St. Lawrence Psychiatric Center workers hold up artwork created by co-worker Jim Martin. They've all helped raise money for Martin's family following his diagnosis with terminal lung cancer. From left to right are Mike Jameson, R.J. O'Marah, Loretta McLear, Betty Abbey, Joette Holgado, April Oakes, Melanie Wood, Kim Hitsman and Ted Gagnon.

tournament organized by Mental Health Therapy Aide R.J. O'Marah, and a spaghetti dinner that Mental Health Therapy Aide Angie Caufield organized.

The workers have raised more than \$10,000 and they are planning more events to continue fund-raising for Martin and his family.

## Needs leave donations

Abbey said Martin needs leave donations as he is on leave at half pay. CSEA St. Lawrence Psychiatric Center Local President Merrill Bresett said the union already requested donations from other state employees and Martin has enough leave credits to cover him until July, but he would appreciate more leave donations.

State employees interested in donating leave credits to Martin

should contact their personnel office.

CSEA members wishing to donate to the fund to benefit the Martin family should send checks to the following address: St. Lawrence Federal Credit Union, State Street, Ogdensburg, N.Y. 13669. On the check, please include a memo noting "Attn: Martin Benefit."

For more information on how to help out, visit the Martin benefit web site at [www.martinbenefit.com](http://www.martinbenefit.com).

Martin's co-workers are still focusing on providing for Martin and his family.

"We love him," Hitsman said. "He's one of us, and we try to take care of our own."

— Mark M. Kotzin



## Public employees promote public television

WATERTOWN — Watertown area CSEA members recently helped raise money for the local public television station, WPBS, by sponsoring an auction board for an evening during the station's annual television auction. Union activists were on hand to answer telephones, relay bids and function as on-air auctioneers.

In photo at left, CSEA members, left to right, Tina Bell, Marsha Coppola, Cecilia Perkins and Bill Kerr answer the phones to take bids for items on the recent WPBS television auction fund-raiser.





1950

## 55 years ago ...

In 1950, CSEA won an age 55 retirement plan for state and local government employees. The plan has been modified over the decades. CSEA has played a central role in protecting the integrity, stability and benefits of the New York State Retirement System since it was established in 1920.

CSEA, led by then-President Dr. Frank L. Tolman, also fought in 1950 to revise and upgrade the salary structure for state employees to address pay inequities between public and private employees doing the same job duties.

Gov. Thomas E. Dewey established a personnel relations board in 1950 to deal with labor relations in state service. That year, the New York State Legislature also appropriated \$50,000 for a temporary commission charged with studying and revising the state's Civil Service Law.

As the Korean War dawned, CSEA also fought to protect the rights and jobs of public employees serving in the armed forces.



**An article in the June 6, 1950 issue of the Civil Service Leader, shown above, calls the new 55-year retirement plan "the greatest gain since the retirement system began."**

## Also in 1950 ...

- \* The Korean War begins with North Korean Communist forces invading South Korea on June 25. President Harry S. Truman orders U.S. forces into Korea two days later as part of a United Nations effort.
- \* Truman orders development of the hydrogen bomb.
- \* The "McCarthy Era" begins with U.S. Sen. Joseph McCarthy gaining national attention by falsely claiming that Communists had infiltrated the State Department.
- \* Charles Schultz introduces the *Peanuts* comic strip.
- \* The first Xerox machine is produced.
- \* *All The King's Men* wins the Academy Award for Best Picture.
- \* Saturday morning children's programming begins.
- \* The New York Yankees defeat the Philadelphia Phillies in the World Series in a 4-0 sweep.



# Member knows contract is key to union workplace victories

BRENTWOOD — When David Paprocky has a question about the terms and conditions of his job, he gets out his contract and starts reading.

This Pilgrim State Psychiatric Center locksmith knows his contract is the key to his benefits and pay, his leave accruals, his work rules, and everything that CSEA has won for him.

And he just keeps on winning. He just got a check for hundreds of dollars because he raised a question about his contractual rights — a question that could have statewide implications.

“I’ve been going into Brooklyn working six hours overtime, several nights a week to help that psych center out, because they have no locksmiths,” said Paprocky. “I discovered that with my overtime, I was entitled to two meal tickets and they were only giving me one. So I brought it to Carol,” he said.

Carol Guardiano, the Pilgrim Local treasurer and Long Island Region’s executive vice president went over the contract with him, and discovered he was right.

“This was something that was put in the contract for these members, and it is something they are due. So I had no intention of giving up on this. After Dora

(Wilson, Pilgrim Local president) filed the grievance, I pushed until it was taken care of,” she said.

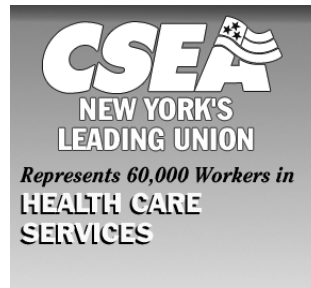
“Everyone with the Pilgrim union office helped out. They all worked together and fixed the situation. Carol kept me up to date every step. CSEA did a great job,” said Paprocky.

Because of CSEA’s efforts, Pilgrim now has to review its records and pay additional meal tickets to everyone who worked the amount of overtime outlined in the contract, but didn’t get the pay. It’s adding up to a small bundle because of all the recent mandated overtime, not only at Pilgrim, but also at all the other state facilities.

Paprocky is living proof that CSEA gets results for members. He also received thousands of dollars in back pay in 1989, after filing a grievance for out-of-title work.

“I would never have been able to help him if he hadn’t been keeping his own records and pay stubs for that period of time,” said Guardiano. “If you don’t keep records and ask questions, you’ll never know when something is wrong,” she said.

Paprocky said every member should know — and use — their contract. “A lot of



people are afraid of saying anything. They’re afraid of the repercussions. But if you’re entitled to it, fight as hard as you can. What’s right is right,” he said.

— Rachel Langert



Long Island Region Executive Vice President Carol Guardiano congratulates Pilgrim Psychiatric Center Local member David Paprocky on his winning grievance.

## CSEA supports farmworkers in fight for dignity

CSEA Treasurer Maureen Malone helps greet more than 50 representatives and supporters of the United Farmworkers as they marched past union headquarters in Albany en route to the State Capitol. The farmworkers are fighting for the Farmworker Fair Labor Practices Act. Malone told marchers the union strongly



supports their fight for fairness and respect. The proposed act would give farmworkers in New York the same on-the-job rights and protections other workers now receive.

## CSEA endorses Ferrer for New York mayor

NEW YORK — CSEA recently endorsed Fernando Ferrer for New York City mayor.

Metropolitan Region President George Boncoraglio recently announced the union’s endorsement at a news conference on the steps of City Hall.

Boncoraglio cited Ferrer’s leadership on many issues important to working families including health care, education and transportation.



— David Galarza



## What's In It For You?

### Clarification on the prescription co-pay benefit and who is eligible

In the April 2005 edition of the *Work Force*, the Employee Benefit Fund included an article reminding STATE employees about their prescription co-pay benefit.

The response to the article was overwhelming. Unfortunately, the majority of members submitting for reimbursement are not eligible for the benefit.

The prescription co-pay benefit is for New York State Executive Branch and Office of Court Administration employees and employees of

local government units who have **negotiated** the prescription co-pay benefit into their collective bargaining agreement.

If you are **not** a member of the following CSEA bargaining units, you are **not** eligible for the prescription co-pay benefit:

**Statewide:** Executive Branch agencies and Office of Court Administration.  
**Long Island Region:** Town of Brookhaven; City of Long Beach; Smithtown Library; Town of Babylon; Town of Huntington;

Town of Smithtown, Town of Southold, Village of Lloyd Harbor and Village of Southampton.

If your unit wishes to negotiate the prescription co-pay benefit into a future agreement, please have your negotiating team contact the fund to set up an appointment to review this valuable benefit.



### Save on maintenance prescriptions: try the Empire Plan's home delivery

Empire Plan enrollees have the ability to save time and money when ordering their prescriptions: use home delivery for maintenance medications from the Express Scripts mail service pharmacy. It's a convenient service available at no additional cost to you.



#### Benefits of home delivery

- Enrollees pay a lower co-payment for mail service prescriptions vs. filling the same prescriptions at a retail pharmacy.
- Enrollees can skip the trip to the local retail pharmacy for maintenance prescriptions – the prescriptions are delivered directly to your home.
- Enrollees don't have to pay for home delivery service – standard shipping of your prescriptions is free.
- Enrollees only need to order refills once every three months – you get up to a 90-day supply of

your medication with each order.

- Enrollees can save the plan money by eliminating the dispensing fees that are normally incurred by the plan when prescriptions are filled at retail pharmacies.
- Enrollees can speak to a pharmacist anytime, day or night – the Express Scripts mail service pharmacy never closes.
- Enrollees can order refills from home – by phone, mail or online.

#### Here's how to begin

Ask your doctor to write a prescription for up to a 90-day supply of your medication (plus refills for up to one year, if appropriate).

Complete a mail service order form.

If you don't have an order form, contact Express Scripts to request one by calling the New York State Health Insurance Plan's (NYSHIP) toll-free number at (877)769-7447.

Once you complete the order form, mail the form and your prescription to Express Scripts. When your order is received, your prescription will be processed, filled and sent to you in seven to 10 days business days.

## An Ever Better Future

### Important information to protect yourself from Lyme disease this summer

Lyme disease is the most commonly reported tick-borne illness in the United States. Lyme disease is transmitted to humans by the bite of an infected deer tick.

Deer ticks thrive during this time of year in fields and wooded areas. Individuals can reduce their risk of Lyme disease by avoiding tick-infested habitats. If exposure to tick-infested habitats cannot be avoided, individuals may reduce their risk of infection by using repellents, wearing protective clothing, and regularly checking for and removing attached ticks.

Symptoms of Lyme disease typically appear within seven to 14 days (but may be as short as

three days and as long as 30 days) from the time of infection. These symptoms include, but are not limited to, a circular, sometimes oval-shaped red rash that starts as a small red spot at the site of the tick bite and later appears as a bull's eye rash, fever, headache, stiff neck, fatigue, and body aches. In some cases, there are no symptoms at all.

There is currently no vaccine on the market for tick borne diseases and early detection is crucial in the diagnosis and treatment of Lyme disease as it is most treatable during its earliest stages. Regular tick checks are advised for all outdoor enthusiasts. The best strategy

however, is to stop them before they bite and call your doctor if you are concerned.

#### Tips to help stop the ticks:

- Wear light colors, so ticks are easy to spot.
- Tuck pant legs into socks, so ticks can't crawl up your leg.
- Spray insect repellents containing permethrin on boots and clothing. Apply repellents containing DEET to the skin: a 10 to 20 percent concentration for adults, less than 10 percent for kids (use sparingly on 2 – 6-year-olds, and not at all under age 2).
- Check body and hair for ticks

when you get home. Remove with fine-point tweezers. Don't twist! Pull in a steady motion. Try not to squeeze the tick's body.

- Don't panic if you do get a tick bite. Ticks must remain attached for several hours to two days to transmit most infections to humans.
- Ask your vet about tick repellent if you own a cat or dog.
- Call your doctor immediately if you develop symptoms of tick borne illness – usually fever, severe headaches, body aches, vomiting, and nausea. Rashes don't appear in every case.



# Leading Edge

MANHATTAN — Donald Bryant knows how to party even though his job often requires him to be a party pooper.

As an investigative aide at the New York State Liquor Authority, Bryant arranges meetings with liquor licensees when citizens complain about their business.

“They have to sit here in front of me, tell me what they did and how they plan to correct the problem,” said Bryant, a 19-year CSEA member, grievance representative and delegate. “I enjoy helping out the public when, for instance, someone lives above a bar and they can’t get any sleep at night because the owner is playing music too loud.”

There are no complaints, however, when Bryant takes over the microphone during the annual Metropolitan Region Women’s and Education committees’ Annual Conference. Actually, you often hear screams for an encore. Bryant is always happy to oblige.

While there are plenty of workshops and classes to keep members busy during the day, in the evening Bryant teams up with other members to put on a musical, often hilarious and at times, emotional, extravaganza.

*The Work Force’s* David Galarza recently caught up with Bryant and spoke with him about his involvement with CSEA.



CSEA member Donald Bryant, above, gets things going by performing at Metropolitan Region workshops.

WF: You’re involved with your region’s health and safety, education, social and brotherhood committees, and your local’s women’s committee. Why is it important for members to become actively involved in committees?

DB: It gets me more deeply involved in CSEA. I learn more about what’s going on in the union and our other locals. Involvement also helps me to better deal with my work site. If I hear what’s going on in other work sites and I’m dealing with a similar situation at my work site, then it helps me to resolve those issues.

WF: The evening entertainment at the Metropolitan Region Women’s and Education Committees Conference is always a big hit and takes a lot of preparation. Why is it so popular with members?

DB: People need something to help them relax after all those classes and workshops. This show helps to bring us closer together while also making us laugh. It brings out the camaraderie.

WF: I’ve seen you involved in a bunch of dance numbers and songs over the years. Do you have any favorites?

DB: Last year, I performed songs by Barry White and Ron Isley. This year, we’re doing Three More Tenors. But, we’re doing it with two



Above, Donald Bryant, right, performs with other CSEA members at a recent Metropolitan Region workshop.

people. The way these members sing, two people can cover the third voice.

WF: What advice would you offer new CSEA members?

DB: They need to get involved, especially young people. They are the ones that are going to carry this union movement forward. They think that their voices don’t count, but their voices do count. They would get more out of this union if they get involved with union issues at their work sites. If they sit back and complain, but don’t help themselves, they won’t learn anything. There is so much to learn about CSEA.



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**PEOPLE PERSON** — The PEOPLE recruiter of the month of April is Michael Flaherty of the Finger Lakes state Developmental Disabilities Services Office Local in the Western Region. He recruited 21 new PEOPLE members. PEOPLE is CSEA and AFSCME's political action program. It is responsible for raising money and collecting voluntary contributions from the membership so CSEA can effectively promote our interests at the state and federal level ... **FIGHTING FOR FAIRNESS** — In Westchester County, Mount Pleasant blue and white-collar unit members recently held a series of demonstrations outside town offices to urge town officials to settle a fair contract with the workers. Blue Collar Unit President Ron Ruvo addressed the Town Board after one

**CSEA**  
NEW YORK'S  
LEADING UNION  
265,000 Members Strong  
**CSEA  
TODAY**

demonstration before a board meeting. The units, which negotiate jointly, have been without contracts for 2 1/2 years. The main issue stalling negotiations is workers hired after 1991 pay 25 percent of health insurance costs while the town's two other unions either pay nothing or only pay for the first four years. Town officials have refused to resolve the issue ... **RATIFIED** — The Rockland County Unit recently overwhelmingly ratified a new two-year contract. Retroactive to Jan. 1, the contract includes raises in both years, doubles college tuition reimbursement, establishes meal allowances for employees working overtime, and improves dental benefits.

### **CSEA's Hometown Hero**



CSEA member George Kirker, third from right, shows off a special print commemorating the American Red Cross of Northeastern New York's recent Hometown Heroes breakfast in Albany. Kirker, a supervisor of environmental services at Glendale Nursing Home in Scotia, was honored as this year's CSEA Hometown Hero at the event for his outstanding contributions to the residents' quality of life and promoting the home in the community. Kirker is joined, left to right, by event emcees Don Weeks from Albany-based WGY 810 AM and Capital News 9 Albany anchor Megan Baker, Kirker's sister Mina Aini, his wife Denise Kirker, Kirker, his sister Lisa Dariano and Bill Delia, CEO, American Red Cross of Northeastern New York. CSEA Executive Vice President Mary Sullivan, not pictured, helped present the award. Kirker was featured in the *Leading Edge* article on Page 18 in the May 2005 *Work Force*.



## Workers' Memorial Day 2005

*CSEA honors the memories of*  
Richard Parker • Dave Burroughs • Janis Avery • Denis Keenan

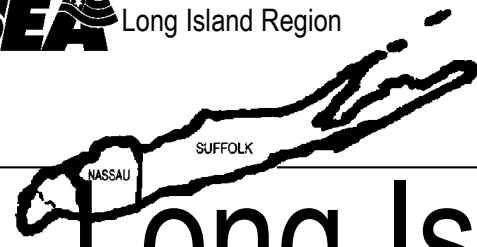


Workers' Memorial, Western New York Developmental  
Disabilities Services Office

"Thank you to all our members, family and friends who took a moment April 28 to remember our fallen union brothers and sisters in Workers' Memorial Day ceremonies across the state."

Danny Donohue, CSEA President





# Long Island Reporter

## Oyster Bay Constables prepare for summer



Shown with one of their boats on the South Shore are, left to right, Terry Koslosky, maintenance mechanic; Mike Penta, seasonal bay constable; Jim McCabe, retired harbor master who works as a seasonal bay constable; John Antetomaso, the harbor master, and John Schmidt, bay constable.

**M**

ASSAPEQUA —May through September is the busy season for the 14 people who make up the CSEA bay constables unit of the Town of Oyster Bay.

“Our primary function is public safety, aiding the public and local law enforcement,” John Antetomaso, the harbor master and unit leader, said.

The constables bring fuel to boaters who run out and teach about water safety. They also enforce state and town codes on boating and fishing. “Water codes are not cut and dried,” Antetomaso said. “After all, water moves. A lot of what the constables do takes experience.”

Please see Constables, continued on Page 3



# Oyster Bay Constables

Continued From Page 1

All unit members have advanced cardiopulmonary resuscitation certification and are recertified every year. "We save a lot of lives," Antetomaso said, who began working as a seasonal constable in 1983 and became full time five years later. "We're here helping people."

The full-time CSEA unit consists of constables Kathleen Buc, Joseph DiMiceli, John Schmidt, Michael Rich III and Sam Ciccia, maintenance mechanic Terry Koslosky, motorboat mechanic Michael Lloyd and Antetomaso. Five seasonal constables also work from May to September.

On a lovely May morning, Koslosky and Mike Penta, a seasonal constable, were out on one of the unit's seven boats putting red and green navigation aids for boaters in South Oyster Bay. The bay floor under the water shifts, so the markers have to be moved regularly to reflect the water's moves far below the surface. Most channels mark water that is 25 to 30 feet deep. "If they stay between the red and the green, they should have no problem in channels," said Koslosky, a 23-year Oyster Bay constable.

Oyster Bay has shoreline on both the north and south sides of the island. Half the constables work at the John J. Burns Park in Massapequa, while the others at work at Roosevelt Park in the village of Oyster Bay.

When town officials must fill a unit vacancy, they seek workers with boating experience, past deckhand work on a ship or as a commercial fisherman, as well as owning a vessel. Bay constables train at the police academy and become New York state peace officers when their six-month probationary period ends successfully.

The bay constables unit is a first responder to emergencies and has good rapport with other emergency services. "We have regular meetings with the town, Nassau County, the U.S. Coast Guard, the FBI and the Secret Service," Antetomaso said. "After the Patriot Act, coordination between the agencies improved. We got to know people on a first-name basis. During a problem, we know who to call."



Michael Rich III and Kathleen Buc are bay constables on the town's North Shore.

Antetomaso said the work largely depends on the weather. "When the temperature is 4 degrees Fahrenheit with snow and ice, it's brutal," he said. "When it's June, it's paradise."

In the winter, there are commercial fishermen and "hard-core" recreational boaters who go out despite the cold, and people fall through the ice. "The bulk of the problem is in bad weather," he said. "Most of our rescue work is not on good days."

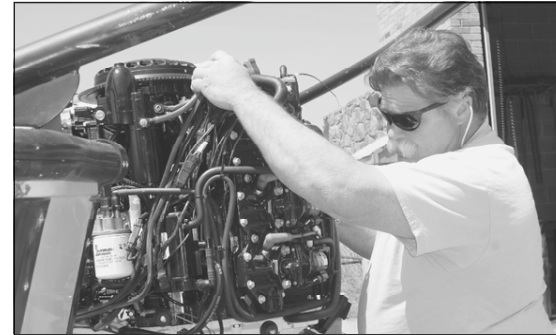
His most satisfying experience at work came one mid-July day. Antetomaso was alone on duty and got two drowning calls. He pulled the first victim from the water and got him breathing and

# News

then did the same for the other. "Both lived," he said. "That's my most gratifying experience."

There are accidental deaths on the water and everyone is deeply affected by them. Last year was a good year: there were no fatalities.

"There are a lot of good days here," said Schmidt.



Michael Lloyd works on a marine engine at the bay constables shop in Massapequa. He is believed to be the only person holding the job title of motorboat mechanic on Long Island.



Shown on PB 3, Patrol Boat 3, at Massapequa are, from left, John Schmidt, Mike Penta and Terry Koslosky. Until the early 1970s, the bay constables used their own boats and were paid for gas.



PHOTO OF THE MONTH



CSEA members from the Hempstead Public Library Children's Services department from left: Librarian Regina DeMarco, Librarian Trainee Veronica Henriquez, Senior Clerk Janet Cragnolin and the head of the Children's Services department Anne Miltenberg. See more photos on Page 6.

Message from Long Island Region President  
**Nick LaMorte**



**G**reetings Brothers and Sisters,  
If you've been reading the papers or watching the news, you've probably heard about the Bush administration's push to privatize Social Security. The president would like it to be the centerpiece of his second term.

But CSEA and our international union, AFSCME, are working to get the real deal out to members, and hammer home the anti-privatization message to our lawmakers. That's why I helped lead a CSEA delegation to Washington recently, to lobby hard against this privatization scheme in the halls of Congress. Here's what you need to know:

**Social Security is NOT in crisis.**

It can pay 100 percent of future benefits until 2052, even if we do nothing about it between now and then. With minor changes, Social Security can be secure for generations to come.

**Under Social Security privatization: Participation is NOT VOLUNTARY.**

Under privatization, your retirement benefits will be cut by at least 40 percent, even if you do not choose a private account.

**Privatization won't help you!**

The administration claims you'll make more money with private accounts. In fact, the government will take back 70 cents for every dollar in a private account – on top of the 40 percent cut to your benefits! What is that going to leave you?

**Privatization won't give YOU control.**

Politicians will be the ones to pick the Wall Street firms that will control your accounts. Do you want your benefits in the hands of big business and big brokerage houses – who will make money

for themselves, no matter how much they lose for you?

**Privatization won't give you a legacy.**

For most retirees, there will be little or nothing left to pass on because under privatization, most Social Security investments CANNOT be passed on to your spouse, children or grandchildren.

CSEA members and our families have a lot to lose if this privatization of Social Security goes through. That's why it's so important for every one of you to call, write or e-mail your congressional representative and senators. Tell them not to gamble with your Social Security benefits!

In solidarity,

Nick LaMorte, President  
Long Island Region

Suffolk library negotiators to meet

BELLPORT — Members of the Suffolk Cooperative Library Service Local will meet at 5 p.m. June 21 in the library auditorium to discuss the upcoming negotiations on their salary reopener for 2006 and 2007.

Talks with the library management are slated to begin in July.

Bargaining for the 70 union members will be President James Baletta, Treasurer John Richardson, Vice President Eileen Milewski and Recording Secretary Terese McCormick.



"We are striving to achieve an across-the-board dollar amount to raise starting salaries for employees," Baletta said. "We are going to present a recommendation to the general membership on June 21."

"Sachem is not even one of the higher-paying libraries; it's average," Baletta said.

The reopener is part of the local's contract, a five-year agreement that expires Dec. 31, 2007.

Dinner will be served to union members at the meeting.

"We hope to get a big attendance because this is an important topic," Baletta said. "We are letting the staff know they should be here for this."

The local's members provide many essential services to 56 public libraries in Suffolk County. Cooperative library staff ship books, recordings and other items between libraries, provide materials for the blind on Long Island, seek books and magazines for patrons from libraries around the world, maintain a database of items held by Suffolk County libraries and offer and maintain free Internet access for library users.

Members of the local include librarians, drivers, clerical and maintenance workers and technicians and Internet specialists.

Pact reached at Patchogue-Medford Library

PATCHOGUE — After going to impasse and having mediation, the Patchogue-Medford Library Unit of Suffolk Municipals Local reached an agreement with the library that President Karen McCahey said both parties are happy with.

"It was frustrating to go through, but in the end people are happy with the contract," she said.

The three-year agreement provides a fair salary increase, step movement in each year of the contract and new optical coverage. It also added coverage for some benefits to domestic partners.

"We think it was a fair agreement," McCahey said. "We worked very hard and we prevailed."

The agreement is retroactive to July 1, 2004, with the optical benefit going into effect this July 1.

Negotiating for the unit were Gerri Rupp, Sally Rein, Ellen Traiger, a retiree who represented retired workers on the committee, Edna Jonck, Bobbie Kass, Mindy Musetti and McCahey. Labor Relations Specialist Stephanie Engster served as chief spokesperson for the unit.

The bargainers represented more than 100 professional, clerical and maintenance staff members and pages — the entire library staff except for security guards.



# Inside Reporter

## SUNY Old Westbury workers put a shine on campus

OLD WESTBURY — A recent visit to the SUNY Old Westbury campus revealed rolling, finely manicured lawns and well maintained buildings.

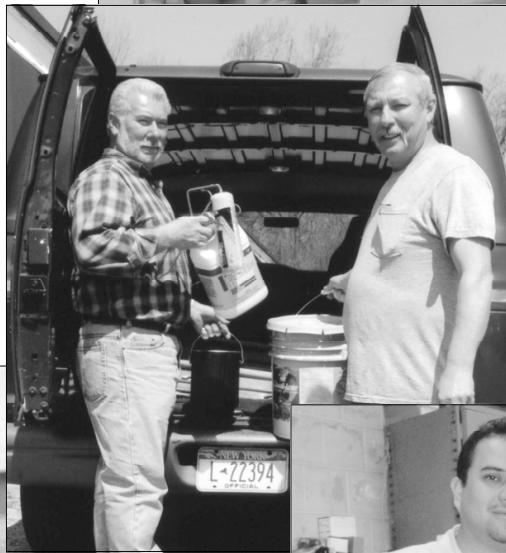
The CSEA members who work there do an excellent job of keeping the place in tiptop shape, despite the challenges.

SUNY Old Westbury Local President Mary D'Antonio said her members work hard to provide all of the essential services, but their jobs are made increasingly difficult by chronic understaffing.

"For example, we have 604 acres on this campus, but we only have five grounds workers taking care of it all, no matter what the weather is," she said. "They are also responsible for all deliveries and moving furniture around. In the dorms, we have one custodian responsible for a building with about 178 residents. They all do a great job, but they are all overworked and underpaid."

Here are some of the Old Westbury maintenance department workers doing their jobs:

— Rachel Langert





## Hempstead Public Library

# More than just a place to find good books



Above, Senior Library Clerk Venera Mahoney maintains the audio/visual collection, makes and sends out information fliers for library programs, and works the circulation desk.

At left, Typist/clerk Anne Fisher processes about 400 new books a month by putting the Dewey Decimal numbers and other important information on the spine labels.

## Long Island State Employees Local wins out-of-title grievance

HAUPPAUGE — The Long Island State Employees Local won an out-of-title grievance for a CSEA member employed by the state Department of Military and Naval Affairs Gabreski Airport in Westhampton.

The local also negotiated an agreement that a doctor's note with a stamped signature will be considered valid when presented by Department of Motor Vehicles employees in Nassau and Suffolk counties.

Local President George Kalamaras said a medical advocate is available to members who wish to have their medical records kept private.

The union filed the grievance on behalf of Fred Flock, a construction equipment operator at the airport and 23-year state employee.

His job title is grade 8 but he worked for several months as a heavy equipment operator, a grade 12 position.

"We filed a grievance and the Governor's Office of Employee Relations sustained that he was working

out of title," Kalamaras said. "He will be compensated for the period he was working out-of-title, almost six months."

The Governor's Office of Employee Relations sustained the grievance after local management denied it. At the next level, the Division of Military and Naval Affairs recommended the grievance be sustained.

Until the recent settlement with DMV management, union members in the division were told a note with a physician's stamped signature was unacceptable.

"We took a different position, based on the fact that a stamped signature is legal on a prescription or a check," Kalamaras said.

The department's agreement affects several hundred DMV employees in Nassau and Suffolk counties.

Kalamaras said a medical advocate is available at the Department of Motor Vehicles in Albany.

If a member sees his or her doctor, even for a

routine visit, and does not want other workplace staff to handle the medical documentation, the member can funnel those documents through the DMV medical advocate in Albany. All state agencies have a medical advocate, a provision CSEA negotiated in the most recent state contract.

"Members can contact the local and we will give them the information and person who is the contact for each agency," said Kalamaras. "That will ensure all their medical documentation is handled privately."

Once a member chooses the medical advocate, all his or her medical records will go to the medical advocate as long as the member wishes.

# Around the Region

## Calendar of Upcoming Events: June 2005

- 4 - Defensive Driving — 9 a.m. - 3 p.m.
- 6 - Human Rights Committee Meeting — 6 p.m.
- 14 - PEOPLE Committee Meeting — 5 p.m.
- 15 - Defensive Driving — 5:30 p.m. - 8:30 p.m.
- 16 - Defensive Driving — 5:30 p.m. - 8:30 p.m.
- 20 - Women's Committee Meeting — 5:30 p.m.
- 21 - Political Action Committee Meeting — 5:30 p.m.
- 22 - Education and Training Committee Meeting — 5:30 p.m.



30 - Local 430 Shop Steward Meeting — 5:30 p.m. — Ronnie Oliver 495-1802



CSEA members in the Town of Southold recently demonstrate along with CSEA members from other municipalities and the Southold School District.

## Long Island State Veterans Home

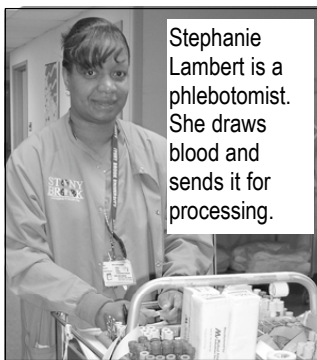


Michelle Brice is a Certified Nursing Assistant.

In addition to the world class teaching facility, University Hospital, it's a little known fact that the SUNY Stony Brook campus is also home to a fine nursing home. The Long Island State Veterans Home provides care for elderly and infirm veterans and their spouses in addition to modern rehabilitation services. Here's a look at some of the fine work that CSEA members in the SUNY Stony Brook Local perform at the Long Island State Veterans Home.



Carol Low is a LPN.



Stephanie Lambert is a phlebotomist. She draws blood and sends it for processing.

## Contract talks continuing in Town of Southampton

SOUTHAMPTON — Negotiators for CSEA and the Town of Southampton are making good progress in their contract talks.

Union and town negotiators held the second bargaining session May 11 at Southampton Town Hall.

"The talks are going very, very well," said Pete Collins, unit president-elect and bargaining team leader. "We're progressing in a very positive manner. The negotiations are cordial. The respect level is high on both sides, so it's going very well."

He said each team received the other's proposals well and the sides have narrowed their differences. "At this point, both sides are fairly close," Collins said.

The next bargaining session is scheduled for May 26.

The town's negotiators are Richard Blowes, general services administrator; Dawn Tuttle, his assistant, and Vincent Twomey, the town's labor attorney.

The other members of the unit's negotiating team are Art Gerhauser, President Dave Wilcox, John Capozzola and Warren Booth.

The Town of Southampton Unit, part of the Suffolk Municipals Local, includes 278 blue and white collar, highway, parks and code enforcement employees, public safety dispatchers, bay constables, fire marshals and Hampton Bays Water District white collar workers.

## Southold Unit making headway

SOUTHOLD — After more than two years of fighting for a new contract, CSEA members in Southold are making significant progress.

At press time, paperwork was flying back and forth regarding the latest proposal from town officials, signifying a possible breakthrough in contract talks.

"It took several demonstrations, lots of ink in local newspapers, and even a couple of hard-hitting ads, but the town finally saw the light," said Nick LaMorte, Long Island Region President. "They now see that successful negotiations require some flexibility and compromise on both sides, after really digging in their heels for some time."

The way the town came to that realization was through CSEA member involvement and mobilization. Southold unit members turned out in the highest numbers ever for the most recent union demonstration before a town board meeting.

Joining them were CSEA members from other units in a show of strength and solidarity. The Southold unit wants to thank members from the following units for their support: towns of Riverhead, Brookhaven (Highway, White and Blue Collar units), Smithtown, Huntington; the villages of Greenport and Lake Grove; and the Southold School District.

Suffolk Municipal Local President Bill Walsh has also been a great help during the last few months. "Bill and all the local members who came out to support Southold are living what should be a CSEA credo: An injustice to one is an injustice to all," LaMorte said. "That's why they came out. They know there is strength in numbers and a tough fight in any one unit or local affects us all."



# Long Island DDSO secretaries, clerks recognized

COMMACK — Sixty CSEA secretaries and clerical workers at the Long Island Developmental Disabilities Service Office were honored at an April 27 luncheon.

Irene Jill McGinn, agency director, thanked the workers for their contributions to the office's success. "We break bread and celebrate the essential work our secretaries do for our clients," she said.

Other managers and union leaders also thanked the secretaries for

their efforts at the agency.

The CSEA Long Island Developmental Disabilities Services Office Local, the Public Employees Federation council and management employees jointly sponsored the annual luncheon.



Above, among the secretaries honored at the luncheon are, from left, Ann Stewart, Quality Assurance; Olga Yasso, Staff Development and Training; Barbara Rudofsky, Ridge ICF, and Providence Block, Capital and Technical Support.

Below left, Joan Davidson, left, of the contract unit; Elaine Endo, center, Rate Setting, and Martha Manta, Clients' Cash, are among the 62 secretaries and clerical staffers represented by CSEA's LIDDSO Local.

Below right, because secretaries were being honored, they were the first to be served at the luncheon.



Below, putting flowers on the table for the luncheon are Mary Kittles, left, and Marilyn Hertenstein.



# Western Frontier

Official publication of CSEA Western Region

6



• A supplement to *The Work Force* • June 2005 Vol. 7 No. 1



## Message From Western Region President Flo Tripi

Brothers and Sisters in the CSEA Western Region,

It has been quite a while since the last *Western Frontier* in *The Work Force*. I would like to take this opportunity to update you on some happenings around the region in the last few months. Things have been quite hectic, as you might already have heard. It is difficult to know where to begin.

Let me begin by saying that whatever could have happened in Erie County has happened in Erie County. We in CSEA have been battling a significant deficit budget since last November. We have been challenged with the closure of Erie County and the vital services that our members provide. We have been threatened with layoffs, outsourcing, and contract concessions. The western Region and the Erie County Unit have fought back and fought hard. There were significant layoffs but we work every day to restore the services and get our CSEA brothers and sisters back to work. The fight is working, and it will continue until the battle is won.

At the other end of the region, in Geneva, we are fighting for a fair and just contract for our brothers and sisters working without a contract in the school district. Lawn signs, rallies and attendance at school board meetings are common sights in Geneva.

We've rallied to save public health care throughout the state and we continue to work to stop the pending



CSEA President Danny Donohue, left, poses for photographs with Western Region President Flo Tripi and Western Region 2nd Vice President Hank Hoisington following a luncheon and awards presentation honoring Donohue.

sale of the county-owned Mount View Health Facility in Lockport.

The CSEA Western Region sent two buses of activists to Lobby Day on April 12. Worker's Memorial Day Ceremonies were planned by CSEA members at Finger Lakes DDSO and the DOT in Rochester, WNYDDSO in West Seneca, in Chautauque County and in other locales throughout the region. The day is a fitting reminder to us that we must continue our fight for safe

working conditions.

A big snowstorm didn't stop our winter meeting in January in Buffalo. Weather couldn't have been better recently when the Western Region Women's Committee held its conference at Beaver Hollow Conference Center in Java. It was a beautiful setting, good programs and speakers, and an excellent conference. Congratulations to our **Message** continued from Page 1

committee members who worked to make this conference the success it was.

We welcome new units to CSEA, including the Monroe County Part-Timers and the Lakewood Police.

Please see Message continued on Page 4

### Photos wanted for region office

Western Region President Flo Tripi is looking for your photos of region municipalities, such as city skylines, local landmarks, busy streets and rolling farmland. We will enlarge the photos and display them on our walls of the new region office in Amherst. To share your photos or for more information, call the office at (716) 691-6555.

## President Danny Donohue visits Western Region



Dunkirk Mayor Richard Frey, left, and Dunkirk Area Labor Council President James Bickhart presented CSEA President Danny Donohue with awards during Donohue's recent Region 6 visit.

CSEA members from across the Western Region traveled to Dunkirk last month to spend time with Statewide President Danny Donohue.

Donohue made his annual visit to the region May 2-3. In addition to meeting with members, Donohue received honors from Dunkirk Mayor Richard Frey, County Executive Mark Thomas and the Dunkirk Area Labor Council AFL-CIO.

"I can't say enough about Danny," said James Bickhart, president of the Dunkirk Area Labor Council. "He is a marvelous guy and he has done a tremendous job for CSEA. I can't begin to list all the good things he has done."

Everyone – CSEA, the labor council and government – is what makes the area strong, Donohue told those gathered for the award presentation.

"We've always been the people who make Dunkirk and the state work," Donohue said. "It's not about Democrats and Republicans; it's about the men and women who work together to make Dunkirk and the

state work. We are partners and we are going to make this city and state the best we can."

Donohue witnessed the strength of the work force while on his visit. He toured county work sites and met with members in the workplace.

"We appreciate you giving up your time to see our people at work," said Thomas, the county executive. "It means a lot."

Members who scheduled appointments with Donohue came from as far away as Salamanca, Niagara Falls and Rochester. They discussed a variety of topics as they met one-on-one with the CSEA president.

Donohue will meet with members in all six CSEA regions throughout the course of the year.



## Leadership, team building theme of Women's Conference

Nestled among budding trees and small cottages, near a glimmering lake, as chipmunks scampered, CSEA members learned about mentoring and teamwork at the Western Region Women's Committee's conference.

The women's conference, held at the scenic and peaceful Beaver Hollow Conference Center in Java, gave men and women alike the opportunity to come together, discuss relevant topics and gather materials to take back to their units and locals.



Marsha Tuttle

"I like to learn about the issues and keep informed," said Marsha Tuttle of the Steuben County Local. "There is always something to take back to the membership."

Danielle Fama of the Niagara Educational Local attended the conference with a few friends.

"We like to come and gain knowledge we can bring back to our local and units," she said. "We like to meet with others and see how they are doing things. How they do things might be better than how we're doing things. We can learn ways to improve our local."

Several workshops took place during the event. Each session addressed a topic important to women and

women's history.

Saturday morning's sessions covered team building and leadership. Through small group discussions, participants learned about themselves and others as they developed life skills.

The afternoon session, "Killing Us Softly," discussed the exploitation of women, particularly in advertisements. The information presented hit home with many of the

Please see Women's Conference continued on Page 4



Above, Ron Castle signs in with Brenda Paddock and Pattie Marra.

At right, Ruby Mims Martin, left, JoAnn Kenney and Charlene Finnigan participate in small group discussion during the morning leadership workshop.



## Women's Committee supports food bank, Sunshine Fund

BUFFALO — With its focus on the community, members of the Erie County Local Women's Committee recently hosted several events to help others.

The committee recently held a food drive, raised funding for the Western Region's Sunshine Fund and hosted a chance auction to benefit a community center and Habitat for Humanity.

"It is important for the union to work with the community," said Nancy Simms, Women's Committee chairwoman. "We try to help charities every year. This year, we thought a food drive would be a good way to help the Food Bank of Western New York because it desperately needs donations."

Food Bank representatives delivered four large barrels to an Erie County Local gathering. The goal, Simms said, was to fill the bins, which food bank representatives picked up the following morning. Drive organizers also collected more than \$600 to donate to the food bank to allow it to buy its most-needed items. The number of community members who rely on the food bank has risen this year, Simms said, resulting in the bank needing more donations.

The committee also gave Western Region President Flo Tripi a \$1,000 check for the Sunshine Fund. The fund, consisting solely of donations, provides financial assistance to members experiencing a catastrophic event.

In March, the committee hosted a chance auction that raised \$1,000 each for the St. Adalbert's Response to Love Center and Habitat for Humanity. The center assists those in need in one of Buffalo's poorest neighborhoods. The center's services include meals, agency referrals, computer training and a thrift store. The center also had its funding slashed in the Erie County budget crisis.



Erie County Local 815 Women's Committee members Nancy Simms, left, Jeanne Kreavy, Joan Bender and Nancy Moran review paperwork from a recent committee fund-raiser. Through proceeds from a chance auction, the committee is able to make \$1,000 donations to Habitat for Humanity in Buffalo and the Response to Love Center, which provides food, clothing and services to those in need in a Buffalo neighborhood.

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#### TREASURER

Mr. William Stanton  
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## Contract battle continues in Geneva schools

GENEVA — CSEA Geneva City Schools Support Staff Unit members and other union activists are continuing their fight for a fair contract.

The 220 unit members have been working without a contract since July 1, 2004. They are battling with management over wages and health insurance.

“Our members are the front-line workers who provide needed services to residents and taxpayers,” said Unit President Mel Thomas. “We deserve a fair contract that recognizes that fact and treats us with respect.”

More than 100 CSEA members, their families and friends demonstrated in the January cold outside a Geneva Board of Education meeting. Members wearing blue sweatshirts filled the room at that night’s school board meeting, and activists told school trustees of their displeasure with the contract fight.

Since January, activists have blanketed the city with CSEA lawn signs, attended more school board

meetings and addressed board members.

The union recently held contract negotiations with the school district’s new superintendent. While the two sides made progress during the talks, it was not enough to settle the pact.

Activists are planning to demonstrate again this spring and summer in addition to attending school board meetings. CSEA will not stop its efforts until management reaches an agreement with the union.

“We’re going to do the best we can to get our issues heard by the public. A fair contract will benefit taxpayers too, so we’re hopeful we can gain their support in our struggle,” Thomas said.



Western Region President Flo Tripi addresses the crowd with Unit President Mel Thomas during a January demonstration before a Geneva Board of Education meeting. District support staff have been working without a contract for almost a year.

## Group to provide Western Region office with flagpole

NORTH TONAWANDA — Old Glory will soon wave proudly over the new Western Region office, thanks to the efforts of the North Tonawanda Unit and the Niagara County Local.

The groups have been raising money to buy a flagpole, flag and lighting for the region office, which moved to a new building in Amherst last summer.

“They started raising money at their picnic,” said Western Region President Flo Tripi. “I’ve got to give the credit to the Niagara County Local. It is really a wonderful thing that they are doing and we really appreciate it.”

Dale Rogers, a North Tonawanda Unit member who also works in landscaping, spearheaded the effort after he realized the U.S. flag was missing from the region office while working in the area.

“I noticed that we have this new piece of property without a flagpole,” Rogers said. “I am patriotic, so I thought a flagpole would look good next to the new CSEA sign. We’d like to put up a first class flagpole.”

Rogers spoke with Niagara County Local President Elaine Timm, and the unit and local soon began the

campaign to equip the new region office with a flagpole and flag.

“We thought it would be a nice thing to do,” Timm said. “We decided to take it on and see if we could raise the money. We estimate it will cost about \$1,000. The members have been very supportive.”

The group held a raffle at a recent picnic and hosted a holiday happy hour to benefit the flagpole fund. Volunteers also work on the fund-raising drive whenever the opportunity arises. Timm worked the group’s table at the Western Region winter meeting. The members have raised about \$800.

“We appear everywhere people will let us,” Timm said. “We are whittling away at the cost at every event and getting just a little closer to our goal.”

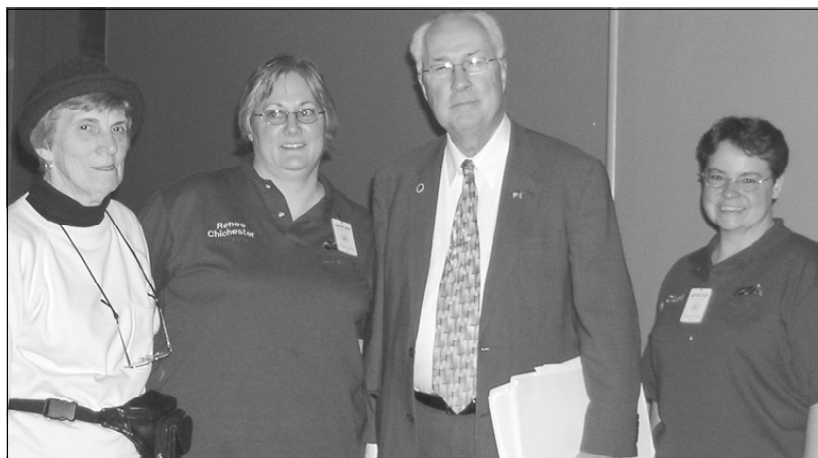
— Lynn Miller



Dale Rogers is behind efforts to purchase a flagpole for the Western Region Office outside Buffalo. With the help of officers and members of his local, at least three-quarters of the estimated

## Western Region members attend Lobby Day 2005

Western Region CSEA members Wilma Hasser, left, Renee Chichester and Mary Clark met State Sen. Dale Volker during Lobby Day April 12.



### Activists can earn a jacket

Become active in your union and you could score your own political action jacket.

The CSEA Political Action Department has launched its new “Political Power Points” program, which gives CSEA members the opportunity to earn a union-made jacket.

Members receive points for taking part in political action activities. Once members earn at least 120 points, they become eligible to get the jacket.

Eligible activities include, but are not limited to, writing letters, lobbying, attending events, volunteering on Election Day and recruiting new political action committee members.

Members should report any eligible activities they participate in to the region’s political action coordinator. For information on the Political Power Points program or to report participation in activities, call the Western Region political action coordinator at (716) 691-6555.



We in the Western Region are now planning for our summer events. Our region conference will be held June 3-4 in Geneva. The fourth annual Jim Jayes Golf Tournament to benefit the Sunshine Fund will be held July 15. The region family picnic is planned for Aug. 13 and the CSEA Delegates Meeting will be held in Buffalo the last week of September. We hope to see you at these events and other events throughout the year.

Our committees continue to meet, as you can see with all the above activities. I am eternally grateful for each and every one of you who has stepped up to the plate to help the region. We've succeeded with our victories and, because of our camaraderie, we have even succeeded when we've lost. We truly are a Western Region family.

Yours in unity,

**Flo**

Flo Tripi, President  
Western Region Region



## Women's Conference

Continued from Page 2

Caroline Parry, Williamsville Transportation Unit of Erie Educational Local

"We're always learning something new. We receive a lot of valuable information on a variety of different subjects. That information benefits us, our local and our unit."

participants, said Rose Conti, committee co-chair.

With this year's event complete, plans can begin for the next conference. There are "a million things" that need to be planned to have a successful session, Conti said. Members who plan the conference do everything from finding speakers, developing engaging programs, finding a location and researching issues to determining menus and handling registration before the weekend event can take place.

"We have a committee with

representatives from all over the region," Conti said. "We discuss what we want to do, what is important and we brainstorm ideas to determine our theme."

The region's Women's Conference is held every two years. April's event marked the union's first visit to Beaver Hollow, but perhaps not the last. Participants wrote on comment forms that they'd like to return – and next time for two nights instead of just one.

"The feedback on the conference has been great," Conti said. "People enjoyed the presentations, the location,

the food and the relaxing atmosphere."

Carol Irwin,  
Orleans  
County  
Local



"I think President Bush's plan for Social Security is disgusting. It's abusing the elderly and robbing from them, taking benefits they're entitled to."



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Local 1000, AFSCME, AFL-CIO  
143 Washington Ave., Albany, NY 12210

Danny Donohue, President

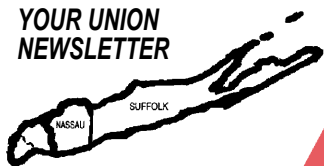
## Region to host golf tournament

The fourth annual CSEA Western Region Jim Jayes Golf Tournament will be held Friday, July 15, at the Batavia Country Club. Proceeds from the golf tournament will benefit the Western Region Sunshine Fund.

The cost for golfers in the tournament is \$65 per player. That includes golf, cart use, lunch, beverage and dinner. The tournament is limited to 144 players, and registration is on a first-come, first-served basis.

For people not interested in playing golf, a dinner-only ticket is available. The cost for the dinner is \$17 per person.

Registration and payment is due by Tuesday, June 28. For information or a registration form, contact the region office at (716) 691-6555.



Message from CSEA Local 830 President Jane D'Amico



## Landmark Pay Equity Settlement Approved; NHCC Stabilized, New Hiring Begins

### ON THE COUNTY SIDE

May 11, 2005, will go down in Nassau County history as a landmark date in the fight against gender-based wage discrimination. That's the day the county legislature unanimously approved a CSEA-negotiated grievance settlement that fosters "pay equity" in certain civil service job titles dominated by women. This is a landmark decision for women in both the public and private sectors because it has opened the door for sweeping changes in the way salaries are formulated.

The salary upgrades and other work rule changes approved for the county's police communications (911) operators and supervisors were the catalyst for the acceptance of my proposal culminating in County Executive Thomas Suozzi's plan to audit all county job titles to correct built-in salary inequities for men and women, but focusing particularly on those that are gender-based.

I applaud the legislature and the county executive for having the courage and insight to take on this very important initiative. The county will, of course, have the full support of CSEA as we move forward with the program. I would also like to thank the police communications operators and supervisors for standing together in this fight and emerging with a major victory.

The county executive's plan calls for a comprehensive review of all current civil service titles to ensure all employees are being properly compensated. Implicit in the study is a directive to close the wage gap between male and female workers by evaluating and compensating jobs based on their skill, effort, responsibility and working conditions and not on the people who hold the jobs.

I will be part of the commission that will select an industry expert specializing in salary compensation audits. I will also sit on the negotiations panel to implement their recommendations regarding upgrades of county civil service titles.

As a CSEA officer and activist, I have been lobbying for years for the passage in Albany of "pay equity" legislation along with a coalition of other organizations under the umbrella of the "Women on the Job Task Force." I have once again this year called on the New York State Legislature to adopt "comparable worth" laws that pass

### Pay Equity Victory

CSEA Nassau County Local 830 President Jane D'Amico joins County Executive Tom Suozzi and the Nassau County Legislature at a press conference in Mineola. Suozzi announced that he was initiating a sweeping review of all civil service titles to correct salary inequities, particularly those that are gender based. CSEA's groundbreaking grievance settlement providing salary upgrades for the mostly female Police Communications (911) Operators and Supervisors was the catalyst for Suozzi's initiative.

each year in the Assembly but stall in the Senate. The county's agreement to institute a county-wide audit of all CSEA job titles is a momentous step toward correcting salaries on the local level.

\* \* \*

As a result of our lawsuit, the county has agreed to convert the lag payroll procedure back to a "real time payroll" effective in the May 12, 2005, paycheck. Other issues were to be addressed in court on May 20, after the deadline for this edition of *The Express*. We will keep you updated. (See story elsewhere in this issue.)

\* \* \*

CSEA has reached an agreement with Nassau County to provide new vehicles for the Public Works Department and the Public Safety Unit. A total of 78 new cars, trucks and maintenance vehicles should be delivered to the Public Works Department within the next few months. At the Public Safety Unit, 10 new Ford Rangers should arrive around the same time.

### ON THE NHCC SIDE

With the approval of the new contract, the Nassau Health Care Corporation has been stabilized and the future once again looks encouraging. Registered

### Message continued from Page 1

Nurse promotions are already under way and the corporation has committed to promote 10 Registered Nurse I's per quarter. An active recruitment of nurses has

Please see Message continued on Page 2





The  
Work Force

**CSEA Nassau County Local 830**  
**EXPRESS**

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A Monthly Publication of CSEA Nassau County Local 830  
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JEWEL WEINSTEIN, Nassau Community College  
PETER WRBA, Probation  
JOSEPH WHITTAKER, Fire Marshal

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

also begun with a goal of alleviating staffing and scheduling problems. In addition, the corporation has begun to rehire employees who had been the victims of previous layoffs. Important issues regarding 12-hour tour nurses have been substantially addressed with the mediator.

Your patience and solidarity throughout the negotiations process were extremely important in bringing us to this point. You turned out in record numbers to vote and to shape your own destiny. Although not everyone agreed with the entire contract package, there is no doubt that the final result stabilized your future, along with that of the institutions in which you work.

Keep this in mind. At a time when other public health care entities in New York state (including Erie and Westchester counties) are facing continued layoffs and amassing escalating deficits, you helped secure the NHCC by voting for "job preservation" protection. At a time when most public (and private) employees in our

## LEGAL UPDATE

### Subcontracting Victory Affirmed by the Courts



By: Louis D. Stober, Jr., Esq.  
CSEA Region Attorney  
[www.Stoberlaw.com](http://www.Stoberlaw.com)

Imagine one day you are at work performing your duties as a county employee. Imagine further that to your surprise, you see some non-county workers performing the same duties! What do you do? The answer is to immediately notify CSEA so a subcontracting grievance can be filed. This is exactly what happened in a recent case involving the repair of fences and livestock sheds at the Old Bethpage Village Restoration. Upon investigation, CSEA learned that the Department of Parks and Recreation had subcontracted out the repair work to an outside contractor after county employees had begun the work and were subsequently "pulled off the job."

CSEA then filed a grievance under Section 32 of the contract because the county not only had contracted out CSEA work to persons not in the bargaining unit, but the county also did not notify CSEA of its intention to subcontract nor did the county confer with CSEA prior to the subcontract.

At the arbitration we presented testimony and evidence proving that CSEA members had performed those duties and that the union had not been notified of or allowed to meet over the subcontract.

In a decision that has put teeth into Section 32 of the Collective Bargaining Agreement, the arbitrator ordered the county to provide CSEA with the documentation indicating the labor cost of the project and that this dollar amount was to be equally divided among those employees who would have performed the work in question.

***If you see non-CSEA people doing your job, immediately contact the union. Not only will we fight to get the work back but there can be a large financial payment involved as well.***

Rather than accept the arbitrator's award, the county chose to go to court. We won at the Supreme Court and the Appellate Court levels. The county thus was ordered to pay the labor cost of the project with interest to the employees who would have performed the work as well as having to pay CSEA's costs for having to defend this case in court.

The arbitrator put it succinctly: "I am persuaded that the county violated Section 32 of the collective bargaining agreement when it failed to adhere to its contractual obligations as it pertains to the subcontracting of work. What is the appropriate remedy for the county's violation of the collective bargaining agreement? Despite repeated requests, the county has not provided the union with any indication of the cost of the project at the Old Bethpage Village Restoration... Therefore, the county shall provide the union with documentation that indicates the labor cost of the project. This dollar amount shall then be equally divided among those employees who would have performed the work in question."

Remember, if you see non-CSEA people doing your job, immediately contact the union. Not only will we fight to get the work back but there can be a large financial payment involved as well.

state pay contributions toward health care coverage, you have guaranteed, 100 percent fully paid benefits. You have received your bonus checks and have begun to receive your annual COLA raises.

To ensure greater and more direct representation of your concerns and to help implement new clauses of the contract, I have instructed your unit president to select volunteers from the various nursing areas to serve on a labor/management committee. The committee will discuss and help implement the new "nurse scheduling" clause. At my insistence, we have met with the contract mediator and he has resolved many of the key issues. We will continue to meet until all nurse scheduling issues are addressed.

We have also initiated an improper practice charge with the Public Employment Relations Board (PERB) to challenge the Attending Physicians RVU Plan. At the same time, we are continuing to meet with management to finalize areas of the new contract such as increased dental benefits, tuition reimbursement and

nurse recruiting. We have also negotiated additional benefits, such as domestic partner coverage and promotions.

Yours in solidarity,

Jane M. D'Amico, President  
CSEA Local 830

**Some Seats Still Available**  
**Emotional Well-Being is Topic Of Women’s Committee Workshop**

Some seats are still available for the June Women’s Committee workshop featuring author, lecturer and radio host Dr. Duffy Spencer, who will discuss the topic “How to Keep Yourself Up In An Upside Down World.”

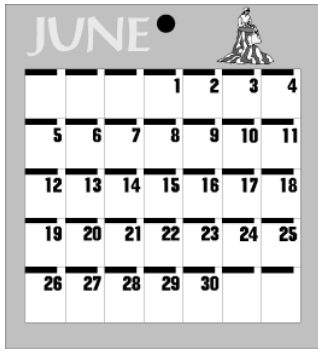
The program is set for Tuesday, June 7 at the CSEA office in Mineola. All are invited and admission is free.

Spencer, the author of “S.P.I.C.E.”, *the Essential Ingredient for Effective Living*, is considered a motivating, insightful conference speaker. She has the rare combination of using compassionate speech while delivering a message with clout and substance.

Spencer specializes in self-esteem and relationship building and speaks throughout the United States on personal and professional growth. She hosts the radio show *Just Relationships and Speaking NOW* and has a private counseling and coaching practice in Westbury.

As a social scientist, former college professor and executive in the crisis intervention field, Spencer brings fresh insight into social trends, how they affect us emotionally and how we can take charge of our lives in a world of change. Spencer is a senior trainer for the American Management Association, a certified Values Relationship Trainer, facilitator and has chaired the health and wellness division of the National Speakers Association.

The program will be held from 5 p.m. to 7 p.m. in the multi-purpose room of the CSEA Nassau Local office at 400 County Seat Drive in Mineola. Light refreshments will be served. Because space is strictly limited, Women’s Committee Chair Sandee Horowitz strongly recommends that those who are interested reserve a spot early by calling Judy or Jewel at (516) 571-2919.



**CSEA Lawsuit Prompts Changes In Lag Payroll**

CSEA Nassau County Local President Jane D’Amico has announced that the county has agreed to convert the “lag payroll” procedure back to the “real time” payroll effective in the pay check dated May 12.

This change was disclosed in preparation of the settlement of a lawsuit initiated by CSEA that will correct the delay of payment of cost-of-living increases (effective Jan. 1 each year) as well as step increases.

“Under the lag system, employees were being compensated for these increases two weeks late and, therefore, were under-compensated for these initial two-week periods,” D’Amico said.

In addition, “lagged” monies will no longer be paid automatically two weeks after separation but will be processed upon each employee’s separation from service.

The award of retroactive monies that resulted from the lag payroll’s impact on cost of living and step increases will be addressed on the next court date, which had not been scheduled when *The Express* went to press.



**Unclaimed Funds**

Mark Alessi of the New York State Comptroller’s office assists CSEA members in a search of state records for possible unclaimed funds. Nassau CSEA President Jane D’Amico is at left. Alessi’s money hunt was the culmination of a CSEA meeting at the Social Services Building in Mineola, where members were afforded the opportunity to bring matters of concern to the union leadership.



CSEA Nassau County Local 830 President Jane D’Amico poses with the Hispanic Heritage group of the Nassau County Department of Social Services. The occasion was the group’s first Hispanic Heritage Festival, held recently in the Social Services auditorium. Performances included flamenco dancing, music and song. D’Amico presented the group with a citation to commemorate the event.



**Carol Silva Receives "Lifetime Achievement" Award**

# Honorees Receive Their Awards at Women's Recognition Dinner

A host of dignitaries and elected officials were on hand as eight CSEA members were recognized for outstanding contributions in the workplace and in their communities at the Annual Women in Local Government Recognition Dinner, held May 5 at Verdi's of Westbury.

The honorees were all nominated by their peers and approved by the Women's Committee, which selected award winners on the basis of their demonstrated commitment to the concerns of women and families within the labor movement and community.

Silva, the Emmy Award winning news anchor for News 12 Long Island.

"Carol's talk was pertinent to the occasion and interesting to all in attendance," said Nassau CSEA President Jane D'Amico. "She delivered her words with style and compassion." D'Amico and Women's Committee Chair Sandee Horowitz presented Silva with a "Lifetime Achievement" award.

D'Amico offered high praise to Horowitz and the members of her committee for putting together another successful event.

- Nancy Antonius (Parks, Recreation & Museums)
- Ginger Dunlap (Police Civilians)
- Ida Granger (Civil Service Commission)
- Juanita McKinnies (Social Services-retired)
- Jeffrey Rowe (Social Services)
- Linda Walsh (Nassau University Medical Center)
- Susan Weigele (Drug & Alcohol)
- Jeanor Williams (Nassau Community College)

On these pages is a montage of photos taken at the event.

Delivering an outstanding keynote speech was Carol

The 2005 honorees were:





## CSEA Responds to Your Questions

### Question

## How Secure is Our Fully Paid Premium Health Insurance?

### Answer

**This is a question frequently asked by our members. Please consider the following:**

Maintaining fully paid premium health insurance has always been CSEA's NUMBER ONE priority.

Under our contract, fully paid premium health insurance is preserved for county workers through Dec. 31, 2007. Beyond that date, under the New York state Taylor Law, our health insurance is protected until a new contract is in place.

The new Nassau Health Care Corporation contract, which our members overwhelmingly ratified, preserved fully paid, premium health insurance for all current members until Dec. 31, 2009. Only new employees will pay a small percentage of the cost for the first five years of their employment, after which the county will fully pay for coverage. After Dec. 31, 2009, under the Taylor Law, health insurance for NHCC employees is protected until a new contract is in place.

***Keep in mind that the NHCC is a corporation, and, unlike the county, has no taxing authority. Therefore, bargaining strength in contract negotiations cannot be compared. In the last county contract, with Nassau on the brink of bankruptcy, we still won fully paid, premium health insurance PLUS a "no-layoff" clause!***

**AT CSEA, PROTECTING YOUR HEALTH INSURANCE BENEFITS  
HAS ALWAYS BEEN OUR NUMBER ONE PRIORITY**

**ANY QUESTIONS? CALL PRESIDENT JANE D'AMICO AT (516) 571-2919.**



### CSEA Reminder

## June 15 is Deadline to File for Compensation Time Cash

CSEA Nassau Local President Jane D'Amico said eligible county and Nassau Health Care Corporation employees wishing to convert their unused compensatory time to cash must notify their departments by June 15.

"Under the terms of both the county and Nassau Health Care Corporation contracts, employees who have a base salary at or below the final step in Grade 15 are eligible for the cash payments," D'Amico said.

D'Amico said workers who elect to cash in their compensatory time and inform their departments by the June 15 deadline will be paid in January 2006.

Compensatory time not paid to workers or used by employees will become part of an employee's termination pay upon separation from county service, subject to installment payment rules. Such payment will be made at the rate of pay in effect at the time of separation.

If you have any questions, contact your unit president or call the CSEA Nassau Local Office at (516) 571-2919.

## ***Nassau University Medical Center Comes Through ... Again***

About 100 CSEA members, their families and friends from the Nassau University Medical Center volunteered in the April 30 Revlon Run/Walk for Women in Manhattan. As a result of the medical center's participation, the hospital will receive a substantial grant for its breast health center. The group of volunteers, pictured at left, met early that morning at the medical center before traveling to Manhattan, where they distributed shirts to the runners returning from their run/walk. The Revlon Run/Walk is held each year to raise awareness and to drive research that will result in preventive education, early diagnostic indicators, treatments and ultimately a cure for women's cancers. Event organizers will give the funding to scientists doing the best, cutting edge research throughout the United States, as well as to local beneficiaries. The medical center was the only Long Island beneficiary.



**Veterans Corner****Salute to Veterans set for Aug. 6 at Eisenhower Park**

By Edward G. Aulman

*Nassau County Veterans Service Agency*

County Executive Thomas Suozzi has announced that Aug. 6 will be Salute to Veterans Day at Eisenhower Park. Suozzi will present five residents with the Distinguished Service to Veterans Award. Nominations for the award will be accepted from any business, social, civic or veterans' organization that serves veterans. Applications can be requested by calling the Nassau County Veterans Service Agency at (516) 572-8452.

Following a ceremony that recognizes the county's 25,000 Vietnam veterans, The Return, a Beatles tribute band, will perform in concert at the Harry Chapin Memorial Lakeside Theatre. A cannon salute performed by the U.S. Merchant Marine Academy opens the proceedings at 6:45 p.m.

**Marine Band at Eisenhower Park**

A US Marine Corps Band will be in concert July 12 at Eisenhower Park's Harry Chapin Memorial Lakeside Theatre (parking lot 6) at 7:30 p.m.

**More Bad News about VA Budget**

If Congress adopts the proposed Veterans Affairs budget, veterans may have to worry about much more than the 110 percent cost increase in prescription drugs and the imposition of a \$250 enrollment fee. Fred Sganga, executive director of the Long Island State Veterans Nursing Home in Stony Brook, said the 129 state veterans nursing homes that care for 29,000 veterans will lose 80 percent of their support from the U.S. Department of Veterans Affairs. The Stony Brook facility alone would lose almost \$6 million, which will force Long Island Veterans Home to close.

**Agent Orange**

Vietnam veterans with questions or concerns about Agent Orange should contact the VA's Gulf War/Agent Orange Helpline. The national toll-free telephone number is (800) 749-8387. More information is also available online at [www.va.gov/agentorange](http://www.va.gov/agentorange).

**Concurrent Receipt is Not Complete**

The good news is that military retirees rated 100 percent disabled by the VA do not have to wait nine years to receive the concurrent receipt benefit of their full military retirement pay and VA disability compensation. Military retirees rated 50 percent through 90 percent disabled will see their benefit phased in over nine years. The bad news is for retirees who are rated 100 percent disabled because they are unemployable. The U.S. Department of Defense admits it is confused about the intent of the 2005 Defense Authorization Act on this matter and may ask Congress to clarify the issue.

Retirees rated 10-40 percent combat related disabled should contact the Veterans Service Agency at (516) 572-8452 for assistance in gaining the CRSC benefit.

**Military Commissary Benefit May be Reduced**

According to the *Air Force Retiree News*, the Congressional Budget Office is suggesting reducing the discounts military shoppers enjoy at the on-base supermarkets from 30 percent to 20 percent over local off-base shopping.

**Veterans News New Time and Day**

The United Veterans Organization of Nassau County television program "Veterans News" has moved to Thursdays at 7:30 p.m. We are still on Cablevision Channel 20, at least until one of the major networks wants to pick up our show.

**30 Years of Service**

Five CSEA members from the Nassau County Probation Department, including Local 830 President Jane D'Amico, were presented with pins and certificates recognizing 30 years of service as county employees. Making the presentations at a recent ceremony were County Executive Tom Suozzi, center, and John Carway, Director of Probation, second from left. The recipients are, from left, Paula Cohen, Arlene Glazer, D'Amico, Ellen Rosenstein and Dianne Minardi.



## A Message From Long Island Region President Nick LaMorte



Greetings Brothers and Sisters,

If you've been reading the papers or watching the news, you've probably heard about the Bush administration's push to privatize Social Security.

The president would like it to be the centerpiece of his second term.

But CSEA and our international union, AFSCME, are working to get the real deal out to members, and hammer home the anti-privatization message to our lawmakers. That's why I helped lead a CSEA delegation to Washington recently, to lobby hard against this privatization scheme in the halls of Congress. Here's what you need to know:

### **Social Security is NOT in crisis.**

It can pay 100 percent of future benefits until 2052, even if we do nothing about it between now and then. With minor changes, Social Security can be secure for generations to come.

### **Under Social Security privatization:**

#### **Participation is NOT VOLUNTARY.**

Under privatization, your retirement benefits will be cut by at least 40 percent, even if you do not choose a private account.

#### **Privatization won't help you!**

The administration claims you'll make more money with private accounts.

In fact, the government will take back 70 cents for every dollar in a private account – on top of the 40 percent cut to your benefits! What is that going to leave you?

#### **Privatization won't give YOU control.**

***In fact, the government will take back 70 cents for every dollar in a private account – on top of the 40 percent cut to your benefits! What is that going to leave you?***

Politicians will be the ones to pick the Wall Street firms that will control your accounts. Do you want your benefits in the hands of big business and big brokerage houses – who will make money for themselves, no matter how much they lose for you?

### **Privatization won't give you a legacy.**

For most retirees, there will be little or nothing left to pass on because under privatization, most Social Security investments CANNOT be passed on to your spouse, children or grandchildren.

CSEA members and our families have a lot to lose if this privatization of Social Security goes through. That's why it's so important for every one of you to call, write or email your congressional

representative and senators. Tell them not to gamble with your Social Security benefits!

In solidarity,

Nick LaMorte, President  
Long Island Region

## **CSEA LOCAL 830 ELECTION INFORMATION**

**PLEASE EXERCISE YOUR RIGHT TO VOTE IN THE UPCOMING ELECTION. YOUR VOTE CAN MAKE A DIFFERENCE.**

### **INSTRUCTIONS FOR COMPLETING AND RETURNING YOUR BALLOT**

**Please read carefully before voting.**

- Read the ballot carefully before marking.
- Where there are one or more slates, you may vote for the entire slate by simply marking the slate designation box near the slate name. Such a mark will count as a vote for each individual on the slate. You may vote for individuals on any slate by marking the boxes near the names of the individual candidates you wish to vote for and not marking the slate designation box.
- Write-in candidates are prohibited.
- Any other markings will render the ballot invalid.
- Do not put any other marks on your official ballot.
- Place the completed ballot in the secret ballot envelope and seal.
- Do not place anything other than the ballot in the secret ballot envelope and seal.
- Do not make any mark or place anything other than the ballot in the secret ballot envelope.
- Insert the secret ballot envelope into the return envelope.
- On the outside of the return envelope CLEARLY print your:
  - Name
  - Last four (4) digits of your Social Security Number (REQUIRED FOR VERIFICATION PURPOSES ONLY) and first initial of your last name.

**(Ballots containing insufficient information to be verified will not be valid.)**
- Ballots must be received at the address shown on the return envelope no later than **Monday, June 13, 2005 at 9:00 a.m.**