

EXPRESS



Message from CSEA Local 830 President Jane D'Amico

A Look Back and a Look Ahead as we Enter 2004

As we enter a new year, I thought it would be appropriate to briefly look back on the year that was and to try to peer a bit into the future.

The year 2003 offered mixed blessings. After long, hard negotiations, we hammered out a contract with the county that won the overwhelming approval of our membership. It was a good contract for CSEA but it also was one that did not savage the county budget. Although critics such as *Newsday* claimed the contract should have been ditched in light of the county's fiscal crisis, others pointed out that Nassau's money problems were not created by our union. In voting to approve the contract, the Democratic majority of the Nassau County Legislature rightly proclaimed that hardworking county employees should not become the scapegoats for the county's fiscal problems.

The CSEA Negotiating Committee worked equally as hard, but with no success, in trying to come to terms of an agreement with the Nassau Health Care Corp. Outrageous giveback demands and very little movement toward a settlement on the part of NHCC prompted CSEA to declare an impasse in negotiations. However, as the old year was coming to an end, there was reason for cautious optimism. There was some progress to report at the last mediation session before this article went to print.

In 2003, talk of layoffs of Nassau County employees were put to rest thanks to a section of the new county contract barring any such action for the life of the five-year bargaining agreement. However, layoffs were still a reality at the Nassau Health Care Corp., where management has refused to even consider a "no layoff" clause and where, over the strong objections of CSEA, NHCC management was actively drafting layoff lists as the holiday season approached.

CSEA launched a campaign in 2003 to save the NHCC and I'm pleased to report that it will continue into the new year. To its credit, management will participate in this campaign, starting with a Legislative Brunch at the Nassau University Medical Center on Jan. 16. Members are invited to attend. It will take place from 10 a.m. to noon in the NUMC auditorium.

At the polls in November, the voters, for the most part,

pulled the lever for labor candidates, assuring that control of the Nassau County Legislature would remain over the next two years in the hands of the same Democratic majority that approved the CSEA county contract over the stiff opposition of the Republican minority.

Although contract negotiations took center stage in 2003, CSEA can look back at a whole list of gains for our members in other areas. (And for the first time in memory, we achieved a fair contract in less than one year from the expiration of our prior agreement.) Most notably, CSEA was victorious in its battle with the county over proposed evaluation procedures that could have worked against our members. We were successful in dozens of grievances. And CSEA continued to provide outstanding educational programs and exceptional member benefits.

So what does 2004 hold for our members? I do not, of course, have a crystal ball, but I prefer to be optimistic. For one thing, the county once again has a balanced budget and the deficit seems to be slowly shrinking. NHCC has finally budged from its intransigent contract position. And NHCC management has decided to join with CSEA in our efforts to assist the corporation through legislative action both on the local and state levels. As we

enter 2004, there may be reason for optimism. But caution should still be our byword.

Together, we will look forward with a renewed sense of resolve to win a fair contract at NHCC and to continue the fight for such issues as staffing and improved working conditions. Collectively, we can achieve our goals.

I would like to wish all of our members and their families a healthy and happy New Year.

Yours in solidarity,

Jane M. D'Amico, President
CSEA Local 830

NASSAU COUNTY EMPLOYEES 2004 Official CSEA Holiday Schedule

Following are the official dates of celebration for CSEA negotiated holidays in the year 2004 for county employees.

HOLIDAY	DAY	2004
New Year's Day	Thursday	Jan. 1
Martin Luther King Day	Monday	Jan. 19
Lincoln's Birthday	Thursday	Feb. 12
Washington/Presidents	Monday	Feb. 16
Memorial Day	Monday	May 31
*Independence Day	Sunday	July 4
Labor Day	Monday	Sept. 6
Columbus Day	Monday	Oct. 11

Election Day	Tuesday	Nov. 2
Veterans Day	Thursday	Nov. 11
Thanksgiving Day	Thursday	Nov. 25
Day After Thanksgiving	Friday	Nov. 26
*Christmas Day	Saturday	Dec. 25

*** The County will be open the Friday preceding and the Monday following these holidays. The employee will receive a compensatory floating holiday to be taken within one (1) year after the holiday.**

If you have any questions regarding the above holiday schedule, please call CSEA at 571-2919.

The
Work Force

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JANE D'AMICO, PresidentTony Panzarella, Editor
(516) 571-2919 Ext. #13Ronald G. Gurrieri, Chair, Communications Committee
CSEA Long Island Region Communications Associate Rachel
Langert (631) 462-0030

NASSAU LOCAL 830

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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.



LEGAL UPDATE

Affirmative Action Revisited



By Nancy Hoffman
 CSEA General Counsel

The United States Supreme Court recently issued an important decision regarding affirmative action. The Court upheld the principle that achieving diversity is a "compelling governmental interest," justifying affirmative action in certain circumstances. The lawsuit that gave rise to the Supreme Court decision involved a student seeking admission to law school, yet the principle enunciated by the Court also applies to public employment.

In *Grutter v. Bollinger*, decided in June 2003, a white law student sued the University of Michigan Law School seeking to declare the Law School's affirmative action policy to be illegal. The lawsuit alleged that the affirmative action policy violated the equal protection clause of the United States Constitution and federal laws prohibiting racial discrimination. This kind of lawsuit alleges what is commonly called "reverse discrimination." The Court disagreed with the plaintiffs and upheld the affirmative action policy.

The Court upheld the Law School's affirmative action policy because the Court found a "compelling need" to achieve diversity. The Court held that the benefits of racial diversity are substantial. Diversity promotes "cross racial

understanding," and "enables [individuals] to better understand persons of different races."

Prior to this recent Supreme Court decision, the courts had already held that affirmative action in the workplace is permitted provided it is narrowly tailored to remedy disadvantages created by past racial prejudice. *Grutter* also makes reference to the workplace indirectly, stating that studies have shown that student diversity "better prepares students for an increasingly diverse workforce and society, and better prepares them as professionals." The Supreme Court's decision this year, in upholding affirmative action policies and programs in higher education, highlights the importance and value of working toward diversity in justifying all affirmative action programs.

In the employment sector, the diversity challenge is the same, albeit the opportunities for creating meaningful workplace results are different—collective bargaining agreements, past practices, and many other considerations—all weight in to determine what vehicles can be used to level the workplace opportunities for all. As a union committed to all our members and to working people everywhere, we must do our best to be constructive in promoting workplace diversity.

ATTENTION!

Parks, Recreation & Museums Employees

KNOW YOUR RIGHTS!

STANDBY

CSEA BARGAINING AGREEMENT (SECT. 29A)

1. Standby is time that an employee is not actually on duty but is continuously available to report to duty within one hour of receiving notification...
2. An employee who is ordered to be on standby shall be paid one (1) hour for every eight (8) hours the employee actually remains on standby. Compensation for standby time shall be pro-rated but not less than one-half (1/2) hour to each continuous period of standby.

An employee who is requested by employer to be on standby should ask what hours they are to remain on standby. Employee should let supervisor know of management's contractual

obligations under Section 29A listed above and that they will be filling out time sheets to reflect standby hours.

NO EMPLOYEE SHOULD BE ASKED TO BE READY AND AVAILABLE TO COME TO WORK ON SHORT NOTICE ON HIS/HER DAY OFF WITHOUT COMPENSATION. WE ALL DESERVE PEACE OF MIND WITHOUT DISRUPTION ON OUR OWN TIME.

Any Questions?

**Call Tim Corr at 571-2919 or
 John Rinaldo at 571-7901**

Veteran's Corner**Reassessment Raises Questions About Veteran Tax Exemptions**

By Edward G. Aulman
Nassau County Veterans Service Agency

The good news is that the Nassau County assessor has sent a letter to thousands of veterans explaining how to increase their veterans real property tax exemption. The bad news is that many thousands of those veterans can do nothing to raise their exemption and many widows and older veterans are upset about the process.

Last year's reassessment has caused changes in the old Eligible Funds Exemption program. While no veteran has lost any savings because of the changes, some veterans can take advantage of the elimination of the \$5,000 cap on eligible funds. Since World War II to about 1982 a veteran could get a tax break not because of service in war or combat but based on how much money he received from the government after his service.

While the assessor's letter is accurate, many veterans cannot add to their exemption. If a veteran applied his mustering-out pay and perhaps his 52/20 money but did not maintain his Veterans Group Life Insurance and received no disability pay, then he likely now has no new eligible funds to apply.



A veteran who reached the cap of \$5,000 but whose house was assessed under the old system at \$5,000 or less can not now increase his/her exemption because he/she is already tax free on the seven local taxes affected by the tax exemption.

To realize an increased tax exemption on your 2005 local and county taxes, unfortunately you must act quickly. If you have documents to prove that you received funds from the Department of Veterans Affairs since the last time you increased your exemption then take those documents, plus a satisfaction of mortgage

letter from your bank and/or receipts for home improvements (not repairs) along with the application you received from the assessor to his office at 240 Old Country Road in Mineola.

If you cannot prove that you received additional funds, then call the VA at 1-800-827-1000 and ask for a benefit letter for tax purposes and hope that you receive the letter before Dec. 31, 2003 – the last day that you can apply for an increase for the 2005 tax year. Call me at 572-8452 if you have any questions.

ATTENTION!

Parks, Recreation & Museums Employees
KNOW YOUR RIGHTS!
SHIFTS

CSEA BARGAINING AGREEMENT (SECTION 18-2)

No employee shall be required to work a shift which differs from the employee's assigned shift, without two (2) weeks written notice prior to the change, except in case of emergency.

This means an employee cannot have his/her hours at work changed without two weeks written notice. Also, an employer cannot ask an employee to work his/her normal day off and then have the employee take another day off during the week, without a two-week written notice.

NO EMPLOYEE SHOULD BE ASKED TO DISRUPT HIS/HER FAMILY'S NEEDS OR OBLIGATIONS WITHOUT BEING GIVEN TWO WEEKS TO GET THINGS IN ORDER. EVERYONE DESERVES THIS RESPECT. IF THIS HAPPENS, A GRIEVANCE CAN BE FILED AND OVERTIME FOR ILLEGAL HOURS WOULD BE PURSUED.

Any Questions?

Call Tim Corr at 571-2919 or
John Rinaldo at 571-7901

ATTENTION CB
OPERATORS
Police Civilians Unit

Update on Class Action Grievance
#228-01
"UPGRADES"

The County has exceeded the arbitrator's time frame to present a Police Department plan for the upgrades and has suggested a plan which gives only minimal salary increases.

The CSEA attorney has contacted the arbitrator to schedule a hearing for January 5, 2004, for arbitrator's decision.

We will apprise you of any new developments.

Blizzard Couldn't Stop CSEA Holiday Party

Even with a blizzard canceling the original date, over 500 CSEA members, family and friends turned out for the revised date for the Local 830 Holiday party at The Sterling in Bethpage. Social Committee Co-Chairs Susan Cohen and George Walsh planned and presented – along with their committee members – a memorable occasion. *The Nassau Express* was there to catch the fun on film.



At the PEOPLE table: Standing, left, Aurelia Panzarella; seated, Nancy Ianson and Stan Bergman, PEOPLE co-chairs; standing, Les Eason, Local 830 Executive Vice President.

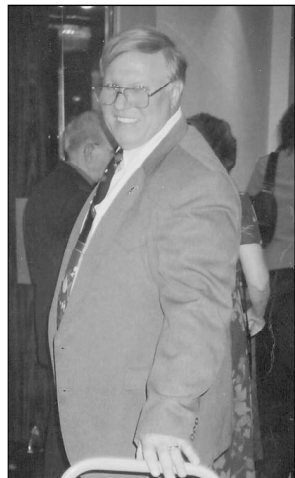


At left, CSEA President Jane D'Amico, right, presents plaque to Beth Luttinger in recognition of Beth's tireless work over many years as chair of the Social Committee. Beth stepped down as chair this year.

Below, Chuck and Nancy Ianson smile for camera.



Members from the Nassau University Medical Center.



Social Committee Co-Chair George Walsh wheels in some raffle prizes.



A. Holly Patterson members were well represented at the party.



The U.S. Marines' "Toys for Tots" program was very much in evidence. Scores of toys were collected for underprivileged children. Pictured in the "toy room" are, from left, Exec. VP Les Eason; 1st VP & Social Committee Co-Chair George Walsh; President Jane D'Amico and Social Committee Co-Chair Susan Cohen.



Members look for name tags and table assignment.



Social Committee member Ken Zwirling and Local 830 Treasurer Kathy Vitan help distribute CSEA gifts.



Local 830 Secretary Bobbi Eisgrau, left, and Administrative Assistant Nydia Concepcion at the raffle ticket table.

Sidney Hospital workers have more to smile about

SIDNEY — If you walk through the hallways of Sidney Hospital, chances are you'll see the workers wearing something new. It's not any type of uniform, however — it's something much more meaningful — smiles on their faces.

For the 200 or so healthcare workers represented by CSEA in this small town-run hospital in rural Delaware County, it's a big, welcome change from the past, where years of dictator-like management from a series of administrators appointed by management company Brim Healthcare had taken its toll on the workers. Labor relations under these administrators were always negative, resulting in constant battles over grievances, contracts and other issues.

Things took a turn for the better, said CSEA Unit President Linda Shelton, a senior medical laboratory technician, after the unions at the hospital stuck together and demanded changes from the town and hospital boards. After years of failed labor relations, the unions pushed to dump Brim and bring the management in-house. Their efforts ultimately succeeded,

with the town failing to renew Brim's contract, and the hiring of new Chief Executive Officer Dr. George Innes, who began this past October.

Shelton said the changes have been like night and day. Dr. Innes is not a paper-pushing bureaucrat. He practices medicine in the hospital, working in the Emergency Room, and making rounds in every unit at least three times a week.

"We love Dr. Innes. He's awesome," said Medical Typist Tricia Luca, who works in the hospital's Health Information Services Department. "I think we all have better attitudes because Dr. Innes' attitude is better. He brings everybody up."

"Every single person, no matter what their job function, has a direct impact on patient care," Dr. Innes said. He said to make changes for the better, the employees need to have input. "My door is always open. Everybody has a right to make change."

Shelton noted that since the board got rid of Brim, the union is being invited to sit at the same table with all the stakeholders in the hospital to



28-year veteran Carolyn Schuman, a cleaner with the hospital's Housekeeping Department, is all smiles thanks to the changes which have improved morale.

help facilitate decision-making. Working cooperatively with Dr. Innes, she said they've been able to knock off a lot of outstanding grievances, and resolve issues so that everyone comes out ahead. In one case, the union agreed to flexibility in staffing so that the hospital could keep certain areas open. In another, the hospital agreed to use workers from within and pay a premium shift differential to get workers to fill short-term vacancies, rather than bringing in contract nurses. "In the end, everybody wins," Dr. Innes noted.

"Morale is so much better," says Cleaner Carolyn Schuman. "We feel like we have a future, not like before when we always felt we were hanging from a thread, and a very short one. Now we feel like we have something to look forward to. For a while we were wondering if the doors were going to stay open. Now we feel more secure."

— Mark M. Kotzin



"We feel like we have a future, not like before when we always felt we were hanging from a thread, and a very short one."

CSEA *Voices*

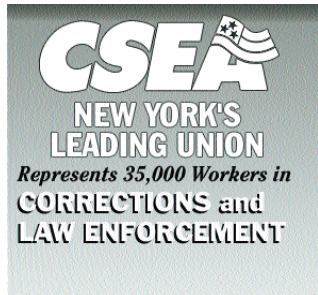


"The union has enlightened me as to my rights on the job."

— Verna Morant, Clerk, Long Island DDSO



CSEA Unit President Linda Shelton and hospital CEO Dr. George Innes sit down to work out their issues cooperatively.



“They’re concerned because they haven’t had to do this before, and it’s a real invasion of their privacy. The bottom line is that we feel it’s none of UCS’s business what second job people have.”

CSEA: court system not above the law

SYRACUSE — CSEA is fuming over the revelation that state Unified Court System (UCS) management has apparently developed a secret “Code of Ethics” — one that workers were never told about, and which the union says violates privacy rights of court workers and state labor law.

The union learned of the “code” after the Fifth Judicial District, which covers Central New York, ordered employees to report in writing any outside employment they may have. The code, and its provision that employees cannot take outside employment that might be, or might appear to be, in conflict with their court duties, was never negotiated with the union. Due to that fact, CSEA recently filed two separate but related Improper Practice charges with

the Public Employment Relations Board (PERB) seeking the repeal of the “code” and its invasive demands.

“I’ve received so many e-mails and phone calls because some of these employees have been working second jobs for years, and now they feel they have to notify the district office even if they have a part-time job like selling Avon. They’re concerned because they haven’t had to do this before, and it’s a real invasion of their privacy,” said CSEA Judiciary Local President Sharon Carraway. “The bottom line is that we feel it’s none of UCS’s business what second job people have.”

“The issue is not so much the Code of Ethics,” said CSEA negotiator James Hennerty. “It is the way the code was imposed without any input from the



CSEA Judiciary Local President Sharon Carraway, who is part of the fight against allowing courts to pry into court workers’ private lives.

union.” “UCS is not above the law,” he added. “And it is our job to hold them to a higher standard.”

— Mark M. Kotzin

Stop the dumping – lives are at stake

Recent news coverage about individuals with mental illness ending up in the criminal justice system because of inappropriate placements once again highlights the consequences of the state’s deficient policies. These deficiencies not only fail the individuals in need of care, they also have an unfortunate and avoidable impact on CSEA members and other taxpayers.

The coverage comes as a CSEA subcommittee on the future of the mental health system, appointed by President Danny Donohue, is preparing for a new series of engagements to hold Gov. George Pataki’s Office of Mental Health accountable for addressing the needs of individuals with mental illness and those who care for them, including CSEA members in state psychiatric centers.

Members of the subcommittee chaired by CSEA Central Region President Jim Moore include Millie Lucas, Pilgrim Psychiatric Center; Abraham Benjamin, Bronx

Psychiatric Center; Stewart DeGroat, Middletown Psychiatric Center; Rose MacBlane, Elmira Psychiatric Center; Sharon Connor, Hutchings Psychiatric Center; Bob Mootry, Buffalo Psychiatric Center; and Kathy Button, Finger Lakes DDSO.

CSEA has long condemned the Office of Mental Health’s abandonment of patients and unwillingness to develop appropriate care as it continues to downsize psychiatric centers. The result is individuals get dumped onto localities and the criminal justice system.

Onondaga County is the latest locality to consider creating a specialized mental health court to deal specifically with the needs of individuals with mental illness. The idea is to better address the circumstances of these individuals with sensitivity and compassion. Often it is their illness, not criminal intent, that gets them into trouble with the law largely because appropriate

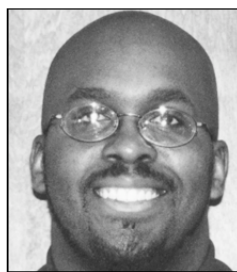
care is not available.

CSEA points out that such a court could only work if appropriate programs and facilities are available to place individuals.

When the *New York Times* also reported on a bizarre story involving the arrest of two patients at the A. Holly Patterson Geriatric Center on Long Island on drug charges, it focused a spotlight on a growing trend: younger individuals with histories of mental illness and substance abuse problems being dumped into county nursing facilities because there are no other appropriate placements.

“CSEA’s commitment is to a better system of care that addresses the needs of individuals with mental illness, provides necessary support for local government mental health programs and assures a future for the state mental health work force in their local communities,” Donohue said.

CSEA Voices



“Every time that I needed CSEA, the union has been there. From providing training in the office and in the field, CSEA is always there.”

— John Smith, traffic control sign worker, Town of Hempstead Department of General Services

Westchester jobs saved

WHITE PLAINS — More than 250 CSEA members employed by Westchester County will have a happier holiday this year after President Danny Donohue and other CSEA leaders pushed county officials to restore jobs previously on the chopping block.

CSEA began pushing Westchester County officials to pass a fair and equitable budget after County Executive Andrew Spano slashed 319 jobs, cut programs aimed at maintaining the health and well-being of children and other county residents in need and announced the privatization of essential units within the Department of Social Services.

While numerous county departments were targeted, hardest hit were the Social Services and Health departments.



Westchester County Unit President Jack McPhillips, left, looks on as CSEA President Danny Donohue, right, fires up the crowd at a recent Westchester County Unit demonstration to protest a county budget proposal that included layoffs and privatization.

Union members sprung into action after hearing the budget's devastating proposals, fighting Spano's plan by lobbying their County Legislators to reject the budget and attending events such as a recent demonstration that was also attended by Donohue, CSEA Southern Region President Diane

Hewitt, CSEA Westchester Local President Gary Conley, CSEA Westchester County Unit President Jack McPhillips, CSEA members, and leaders from other area labor unions and community organizations.

"We reject the County Executive's budget!" Donohue roared at a recent county Legislature meeting in a room packed with cheering CSEA members. "There has to be another way. This issue is one of survival for this county. We're here to help government make the right decisions!"

Hewitt, who also addressed the Legislature, urged county officials to stop balancing the budget on the backs of employees.

"Stop blaming the workers," she said. "Past cuts have made their jobs difficult. Any more cuts will make their jobs impossible."

CSEA is stepping up its public campaign for a fair contract for Westchester County members.

The renewed mobilization follows a decision to seek fact finding as progress in negotiations with the county has lagged.

Wage increases and health insurance costs are the primary issues in the contentious talks.

The members of the unit have demonstrated solidarity throughout the negotiation process and have turned out in force for numerous demonstrations and other events.

CSEA will continue to fight to ensure that public services are maintained.

— Janice Marra



"There has to be another way. This issue is one of survival for this county. We're here to help government make the right decisions"



Members of the Westchester County Unit take to the streets outside the County Office Building to demand that county officials halt a plan to lay off workers and privatize Social Services units.

CSEA Voices



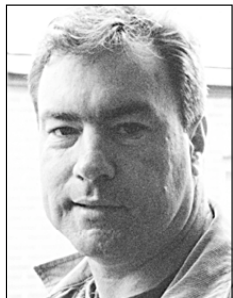
"The aspects of CSEA that I appreciate are the benefits, the togetherness and the education."

— Sylvia Thomas, Erie County Local 8th vice president



“Despite obvious union-busting moves by management, layoffs and veiled threats of more, these union activists are standing up for their rights.”

CSEA Voices



“CSEA allows me to get the training and support that creates a safe working environment.”

— Kevin Brannigan, Park Worker, Great Neck Park District

Feisty bridge workers taking their toll

LOCKPORT — The hardy CSEA unit of Niagara Falls Bridge Commission toll collectors, who have been working since 2000 without a contract, has not slowed their quest for a fair agreement.

“Despite obvious union-busting moves by management, layoffs and veiled threats of more, these union activists are standing up for their rights,” said Western Region President Flo Tripi. “And we’re with them all the way.”

The 28-member unit has been

buoyed by CSEA support from throughout the state, and was joined by delegates to the CSEA statewide Safety and Health Conference at a rally in September, led by CSEA President Danny Donohue.

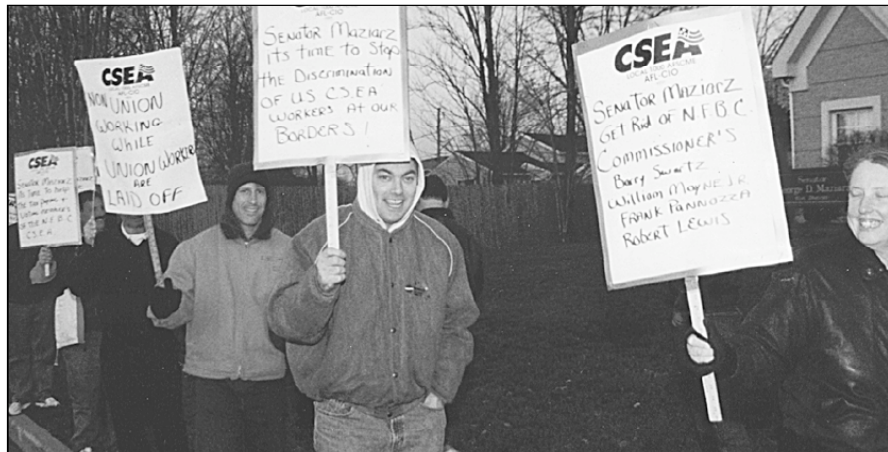
“Knowing we have the resources of our total union behind us gives us great confidence that we will eventually be successful,” said Mark Pasler, unit president. “That September rally gave us a boost that continues to sustain us.”

The unit also received support from area building trades unionists who are building the commission’s new administration building in Lewiston, where they picketed for a whole day. The trade unionists refused to cross the CSEA picket line, shutting down work there for a full day.

The unit has also picketed the Lockport office of state Sen. George D. Maziarz, whose district includes the commission’s Niagara Falls and Lewiston bridges.

“We picketed the senator’s office,” said CSEA Labor Relations Specialist Candy Saxon, “because he has been unresponsive to our request that he intervene in this dispute. He has been instrumental in the appointment of several bridge commissioners, as well as the commission’s general manager. Therefore, he should have some leverage to gain fairness for our members.”

— Ron Wofford



Niagara County Bridge Commission workers rally at the Lockport office of state Sen. George D. Maziarz, demanding he intervene in a three-year-old contract fight.

Happy holidays for Manlius highway workers

MANLIUS — For town highway workers, the pre-holiday delivery of their first contract comes with retroactive pay increases for the past two years, expected to total an average of several thousand dollars per worker.

For the 26 workers in the department, the early holiday joy wouldn’t have come at all if it weren’t for their patience, persistence, and their willingness to stand together as union members to fight for what they deserved.

In fall 2001, the highway workers in this suburb east of Syracuse decided they needed union representation to maintain and protect their

benefits and gain more of a voice in working conditions, and approached CSEA.

Despite 100 percent of the workers having signed authorization cards stating they wanted a union at work, the town refused to grant voluntary recognition. The workers were forced to petition the state Public Employee Relations Board to grant recognition to the union, a process that took a few months.

A year later, a tentative contract was reached, voted on and passed unanimously by the union members, but the Town Board refused to vote on it, claiming disagreement with the union over language for annual

longevity payments.

The union then took the issue to PERB, charging the town with bargaining in bad faith. Union members attended a Town Board meeting in force, wearing their green CSEA shirts in solidarity.

The town finally voted the contract in, and the workers approved changes to the deal they had already ratified.

“We’re delighted that our problems have been resolved. For a while, we were going sideways. Both sides were anxious to settle the details,” said Unit President John Connors.

— Mark Kotzin

Food service workers ratify first union contract

NEW PALTZ — Many private food service workers at SUNY New Paltz arrived at their first CSEA contract ratification vote dancing and smiling as they unanimously ratified their five-year agreement with Sodexho.

It's a far cry from one year ago, when about 80 of the campus' Sodexho employees were seeking to organize a union with CSEA to end a barrage of humiliating treatment on the job at the hands of their management.

Sodexho management recognized the workers as a CSEA private-sector local in March after the employees launched a campaign that involved CSEA, the United University Professions' SUNY New Paltz chapter, campus students, other labor unions not affiliated with the college and the New Paltz community.

"It's an overwhelming victory for the food service workers at SUNY New Paltz," Maria Mach, a cashier for Sodexho and a member of CSEA's Negotiating Committee, said.

"They won back their respect, and morale has just skyrocketed."

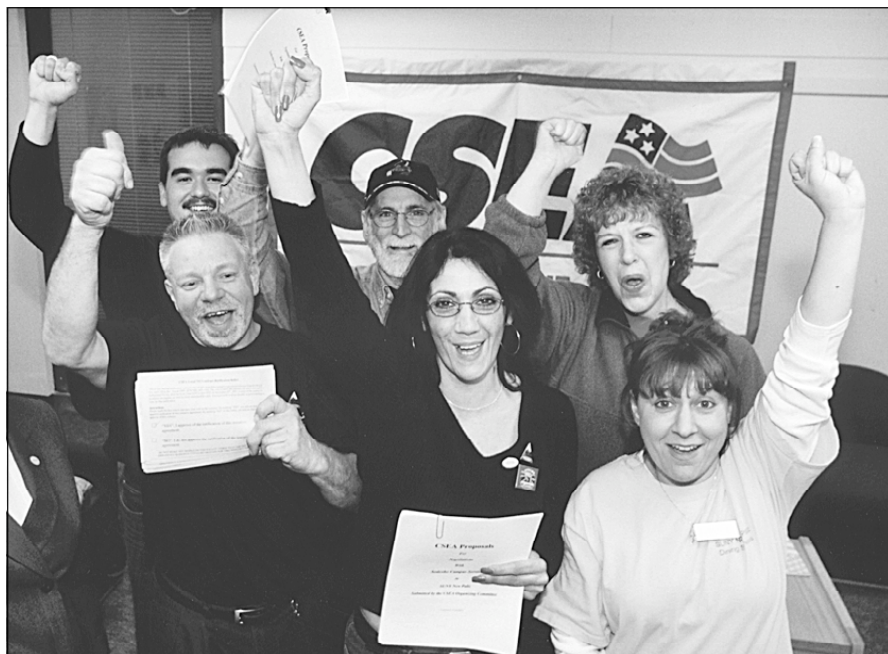
Commanding respect

And the workers' new union contract is definitely one that commands respect.

The agreement contains raises for the first two years of the contract, with the remainder of the increases to be negotiated later.

The contract also gives the workers clear language for grievances and disciplinary procedures, a union shop, an allowance for workers to take a leave of absence for union activities and many more gains.

Additionally, employees will be better able to access



Sodexho food service workers and CSEA activists celebrate after unanimously ratifying their five-year contract. The private sector union members fought for over a year to form their union with CSEA's help.

affordable health and dental insurance, as Sodexho has agreed to switch to a provider that will provide better benefits at a lower cost.

Welcome to the union

"These workers deserve our support and respect and we welcome them to our ranks," said CSEA President Danny Donohue. "They told their story at CSEA's Annual Delegates Meeting last October and it was inspirational."

Southern Region President Diane Hewitt is also thrilled with the new contract.

"This contract is fair and equitable," she said. "I'm very proud of our food service employees at SUNY New Paltz for winning their fights to organize and gain a great contract. I welcome them all to CSEA."

Brian Franciola, a food service delivery driver and member of CSEA's Negotiating Committee, has also noticed

that his co-workers' morale has changed dramatically.

"It's surprising to see the impact that we've had on people's lives," he said. "It's a huge victory and the people's appreciation of us is really touching."

Franciola added that this contract also sends a strong message to Sodexho management.

"This unanimous victory shows management that we want to be treated with respect," he said.

Michele Kasmuck, a supervisor and member of CSEA's Negotiating Committee, is relieved to finally have an agreement.

"Now, we have a voice at work," she said. "I feel in my heart that (fighting for the union and contract) was the right thing to do."

— Janice Marra



"It's an overwhelming victory for the food service workers at SUNY New Paltz. They won back their respect, and morale has just skyrocketed."

CSEA Voices



"The union protects members' working conditions, wages and hours. It's job security and it protects workers from potential abuses by the employer."

— Terri Krauss, Taconic DDSO Local

INSIDE THE WORK FORCE

Workers efforts stave off contracting out

Building with pride at Stony Brook

STONY BROOK — A once-cramped outdoor patio where University Hospital in Stony Brook employees and visitors enjoyed a few rays along with their lunch is symbolically becoming the hammer that could smash future contracting-out efforts by New York state.

The patio was incorporated into a new 12,000-square-foot dining area being built by CSEA members — work the SUNY system typically has tried to contract out under the Pataki administration.

“We did all the cosmetic work. The ceiling, the grids, the walls,” said carpenter Bob Healey, who is part of what may be the only in-house hospital construction crew in New York state. “We even framed out the skylights and did all the electric. We’re doing it with our own hands,” he said.

That’s no small feat, considering the continual efforts by management to have outside contractors do this kind of work.



The University Hospital at Stony Brook crew.

“The quality of craftsmanship they’re getting from these state workers is really terrific,” said Debbie Nappi-Gonzalez, CSEA SUNY Stony Brook Local vice president. “These guys have been given deadlines and they haven’t missed any of them. At this rate, they’ll probably even bring the project in under budget,” said Gonzalez.

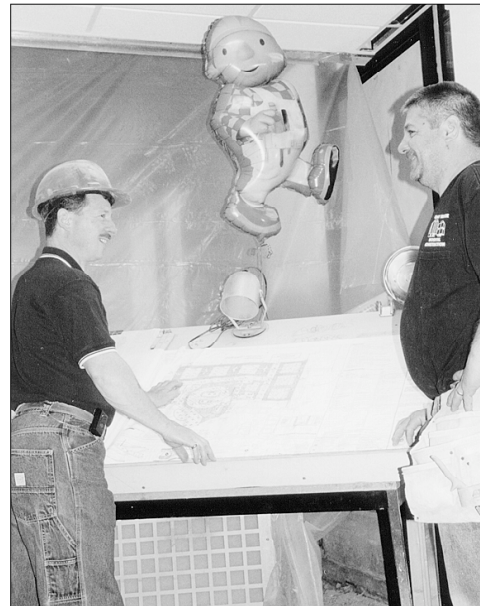
Though advocates of contracting out often claim it saves municipalities money, that’s far from the truth.

“Most of the guys are here for a minimum of 10 to 15 years so they know the building, the procedures and the precautions that must be taken to perform construction in a working hospital environment,” said construction supervisor Dennis Colichio, “and they can do the work at less cost.”

“I know I speak for all the guys when I say that this is our home and nobody knows our home better than us,” said Colichio.

Peter Roggermann, another member of the hospital construction crew, agreed. “We work together as a group, as a team and get things done,” he said.

“The project is coming together and it’s exciting to see the work as it



Construction supervisor Dennis Colichio (with hardhat) and CSEA member Bob Healey review blueprints, while Bob the Builder looks on from above.

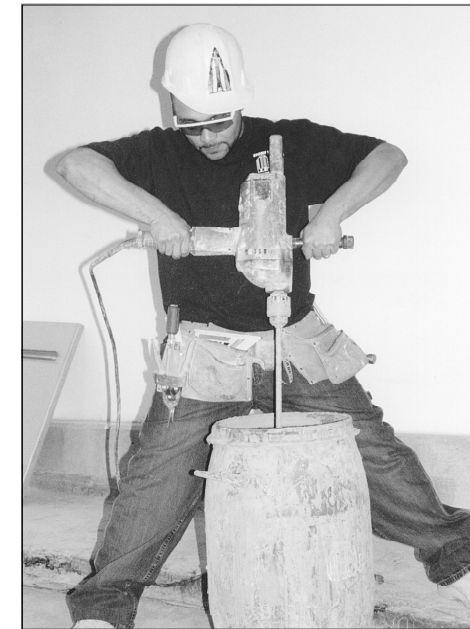
comes out,” said Roggermann.

Claude Corpening, who has 17 years of service, said although construction is hard work, it’s for the improvement of the university. “When you look back at what you accomplish from day to day, it’s a good feeling to know that you had part in such an important job,” he said.

While pausing to still his jackhammer’s din, Carpentry Assistant Toya Banks looked around and said, “It’s the biggest in-house job I’ve worked on, and it feels really good. It proves to everybody else that we can handle the job,” said Banks.

Their motto is posted right on their equipment for all to see: Hospital construction. Working with pride!

— Rachel Langert



Toya Banks mixes cement.



Plumber John Traynor, left, and Claude Corpening spread floor-leveling material.



Ray Santiago, right, and Victor Perez, left, install light fixtures.

‘It proves to everybody else that we can handle the job.’

Workers' Comp program expanded

Last year the New York State Workers' Compensation Board (WCB) initiated a new policy to speed the delivery of medical services to workers needing non-emergency treatment costing more than \$500. Before the new policy was adopted, a workers' compensation insurance company could prevent the delivery of such services simply by failing to respond to a request for authorization.

Under the new policy, an insurance company has 30 days to respond to a request for authorization. If the company does not respond within 30 days, the WCB can authorize the services, under a policy known as the MD1 program. In the new policy's first year, the WCB authorized such services nearly 600 times.

"The Chair [of the WCB] developed the MD1 program as a direct result of his participation in the New York State AFL-CIO's Navigator Program," said NYS AFL-CIO spokesperson Arthur Wilcox, referring to the labor federation's workers' compensation training program. Injuries that are not treated promptly may often lead to additional problems that can add to

the costs of the system and affect the quality of care given to an injured worker, the WCB noted.

One shortcoming of the MD1 program is that it doesn't work unless someone who is involved in a worker's case knows about it. "Many authorized doctors are not aware of the program, so treatment can be delayed indefinitely unless the injured worker or his attorney makes an issue of it," said Wilcox.

State Right-to-Know Law Extended

ALBANY — An amendment of the New York State Right-to-Know law, signed by Gov. George Pataki, requires public-sector employers in the state to keep a record of which toxic substances each employee works with.

Before the amendment, the law required employers to keep a list of all toxic substances that employees worked with and a list of employees working with toxic substances, but nothing to indicate which employees worked with which substances.

The record must be maintained for 40 years.

Responsibility for enforcement of the amendment, like the rest of the state's Right-to-Know law, will be divided between the state Labor Department's Public Employee Safety and Health Bureau (PESH) and the Labor Bureau of the state attorney general.

PESH does not have the authority to issue Right-to-Know law citations, because the Right-to-Know law is a state law, not a PESH standard. PESH compliance officers conduct compliance inspections concerning Right-to-Know, and when they observe violations they refer the matter to the attorney general. The amended law goes into effect in September 2004.

— Information for both these reports was provided by the New York Committee for Occupational Safety and Health



Holiday cheer



CSEA Statewide Treasurer Maureen Malone delivers much-appreciated holiday gifts to a group of Albany County day care workers for the children in their charge. CSEA members recently donated four Santa-sized sackloads of toys, shoes and clothing for the youngsters who mainly come from low-income households. CSEA is also helping the caregivers organize into the union.

CSEA member Kirk Witco, a City of Hudson Unit Water Department worker, helps puts the finishing touches on the city's popular 7th Street Park Holiday exhibit. City Water Department workers help other city workers in putting up the city's decorations.



Making a difference, on and off the gridiron

GLENS FALLS — Bob Fish leads a very full life. By day, he works as a preventive services caseworker in a CSEA-represented Washington County white-collar unit. By night — from May through December, he plays semi-pro football for the Glens Falls Greenjackets. Both give him a sense of pride and accomplishment.

About his job, working with at-risk youths in rural Washington County, Fish is well aware of the positive impact he can have on a kid's life. "I can make a difference," he said. Sometimes his size intimidates, at 6 feet and 285 pounds, Fish said, "The kids sometimes think of me as a probation officer."

For Fish, the best moments come from former clients who approach him years later to thank him, or the Christmas cards he sometimes gets from former clients.

Fish believes in contributing to the community and gets involved where he can. He attends career days and youth-oriented programs at the local YMCA. He is also the CSEA political action committee chair for Washington County.



While he devotes his career to helping others, Fish makes it clear that playing football is something he does for himself. A lifelong love of the game was fostered since the eighth grade when he played for his hometown high school, Greenwich Central.

"It's always been a part of who I am," said Fish.

Several colleges wooed Fish and he selected Hamilton College where he played on offense and defense while pursuing his bachelor's degree. Somehow he also managed to excel in track and field, finding the time and energy to win 27 first-place finishes and three state championships in shot put.

Upon graduation in 1998, Fish returned home and was introduced to the Greenjackets by his former high school coach. He attended some workouts that summer and joined the team, playing left tackle on offense. The team is part of the Empire Football League and play their home games at East Field in Glens Falls, which is maintained by CSEA members.



Preventive Services Caseworker and Glens Falls Greenjacket Bob Fish at his work place recently in Washington County.

The Greenjackets are the 2003 Empire Football League NYS Champions and the 2002 EFL Northern Division Champs.

A winning team for a winning guy.

— **Therese Assalian**

For SUNY Buffalo Local, SEFA fund leadership is routine

BUFFALO — Helping the university achieve and pass its annual SEFA (State Employee Federated Appeal) contribution goal is routine for SUNY Buffalo Local members, who have a long, sterling record of giving.

The university's employees are annually among the leaders, statewide, in percentage of workers who contribute to the fund, and in average contribution per employee.

"Many of our members also know the community value of the organizations that are supported by their donations," said Ken Penski, local president. "Because they use them, when they need them. In fact, the atmosphere of support for SEFA payroll contributions goes back years, on both of our campuses, and has continued through

several different university presidents."

For local activist Rick Preischel, a SEFA-supported agency that assists victims of head trauma was especially helpful in seeing his wife through her recovery.

"We were fortunate that a head trauma treatment facility, Head Way, which receives SEFA funding, was there for us," said Preischel. "So we know firsthand, why it's important and useful to support SEFA. You never know when you, or someone you love, will be in need. And if you don't need it yourself, you're helping someone else in your community."

Preischel's message has been carried throughout the university community, thanks to a video that is being shown at various workplace locations, such as

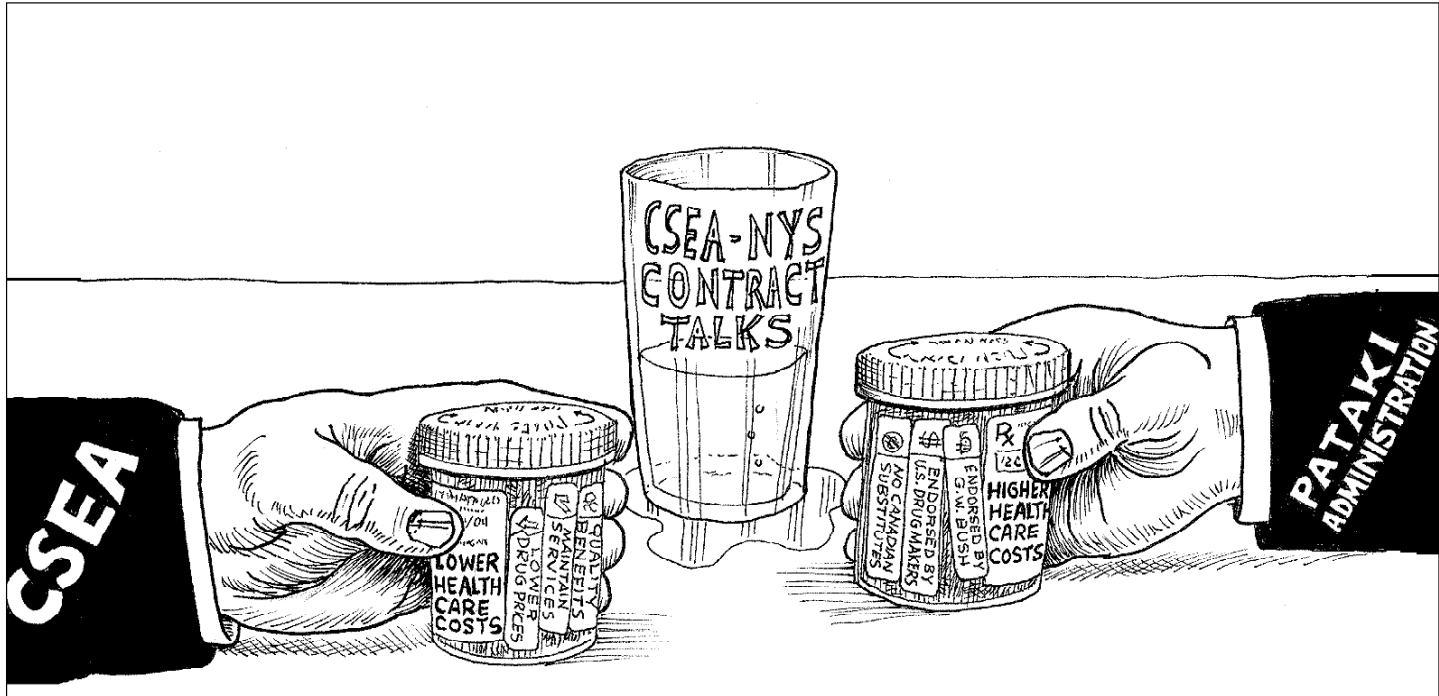
cafeterias, break rooms, etc., that seek employee fund support.

Preischel appears in the video with the university president, and other university workers who attest to their usage of the various services provided by the United Way. One mother praised the day care service provided by the YWCA, and another was comforted by a hospice provider, when a loved one suffered a terminal illness.

"We're on board in giving to SEFA," said Penski. "With us, it's a tradition."

— **Ron Wofford**

CSEA members statewide are the backbone of the SEFA and local United Way campaigns.



OVER-THE-COUNTER-PROPOSALS ?



Also in 1979

- The Shah of Iran is overthrown in a revolution led by the Ayatollah Khomeini leading to the seizure of the American Embassy and 52 Americans held hostage for 444 days.
- The Soviet Union invades Afghanistan.
- The United States establishes formal diplomatic relations with China.
- At the Three Mile Island Nuclear Power Plant in Pennsylvania a series of human and mechanical errors cause a near meltdown and spark a national debate on the safety of nuclear power.
- The SONY Walkman is introduced.
- The Clash releases "London Calling."
- Rallying to the song "We are Family," the Pittsburgh Pirates win baseball's World Series.

'A safe working environment is not a privilege. It is a right.'

25 years ago ...

In 1979, CSEA launched a statewide campaign pressing state lawmakers to make safety and health protection for public employees priority legislation. CSEA members got involved and made a difference in Albany and in their home communities. The result a year later was the Public Employee Safety and Health Act – PESH – one of our union's most significant accomplishments.



Before the passage of PESH, safety and health protections did not apply to public employees. CSEA has worked hard over the years to strengthen and enforce the PESH standards. Incredibly, today there are still more than 25 states that do not extend safety and health protections to public employees.

AFSCME Women's Conference swells with optimism

BOSTON — CSEA activists joined their AFSCME sisters and brothers recently at the Eastern Regional Women's Conference.

As the gathering occurred on the heels of the powerful AFSCME-SEIU endorsement of Democratic presidential candidate Howard Dean, the air was charged with optimism and momentum. CSEA is AFSCME's largest affiliate.

"We're ready to do battle. It's less than a year away now, and you're the warriors," AFSCME President Gerald McEntee told the crowd.

AFSCME International Secretary-Treasurer William Lucy said Dean is a candidate in the tradition of Franklin Roosevelt, John Kennedy, Lyndon Johnson and Bill Clinton. Those leaders' programs helped raise the standard of living for millions of Americans, particularly working families.

Attendees were excited by the prospect of a strong, viable, pro-labor candidate who would give working families a place at the table.

"These are difficult times for working families and we need leadership that will respond to our issues," said CSEA Executive Vice President Mary Sullivan, who also serves as an International Vice President of AFSCME.



Sullivan

Critical topics on slate

The conference's workshops covered a variety of issues critical to CSEA members, such as: The PEOPLE Program; The FMLA or Family Medical Leave Act, which is under siege by the Bush administration; Forming Women's Rights Committees; Power through Political Action; the controversy over Medicare and prescription drugs; Organizing to Win; and the Bush Agenda, presented by Caryl Yontz, AFSCME Legislative Affairs Specialist.

To open her session, she quoted Grover Norquist, a Bush adviser, who said in a 2001 interview:

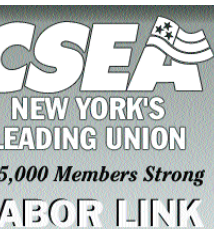
"I don't want to abolish government. I simply want to reduce it to the size where I



AFSCME Secretary-Treasurer Bill Lucy addresses the conference.

can drag it into the bathroom and drown it in the bathtub."

Yontz warned that the next election is more critical than ever because the next president will likely pick who gets appointed to the Supreme Court. And she said the court plays a crucial role in protecting workers' rights.



— Rachel Langert



CSEA Women's Committee Chair Jackie Stanford, left, and Susan Lander of AFSCME present a workshop during the AFSCME Women's Conference.



AFSCME President Gerald McEntee gets the AFSCME Women's Conference fired up.

Human Rights Day fights for workers rights

CSEA members recently joined thousands of union members throughout the country to mark International Human Rights Day and take the union movement's campaign to restore every worker's right to a voice on the job to a new level.

In New York City they rallied on Wall Street, then marched on to the New York office of the National Labor Relations Board (NLRB) at Federal Plaza where they heard from labor leaders such as AFL-CIO President John Sweeney and other labor activists.

"There are 45 million workers in our country who say they would join a union in an instant if they could, but they are prevented from doing that by employers and anti-worker elected leaders who have systematically stolen the freedom to organize from workers," said Sweeney. "This hurts workers and it is hurting our country."

Sweeney was also joined by Amnesty International USA Executive Director Bill Schulz. Silhouettes along the march route profiled some of the 14,000 workers who filed suits with the NLRB in New York state last year, describing how their employers violated their rights.

— David Galarza

What's In It For You?

The New Year is upon us and most people are making New Year's resolutions for better health, happiness, and wealth. Why not make the CSEA Employee Benefit Fund (EBF) part of your resolutions for better health in the coming year.

Now is the perfect time for you to take advantage of the benefits offered through the EBF. Here is a quick overview of what you are entitled to:

For full-time state employees and eligible dependents:

- **Dental benefits** cover up to \$2,200 per calendar year per person. Members using a participating dentist pay no out-of-pocket expenses for covered procedures. However, if there is a specialist (oral surgeon, endodontist, or periodontist) within the practice they may have the option to balance bill the patient. Please contact the Fund with questions on specialists.

- **Vision benefits** cover an eye exam and contact lenses OR glasses once every 24 months from the date of service, but are available to all covered dependents on an annual basis if under the age of 19. Members are also eligible for a second set of VDT glasses if they work 50 percent or more of the time on a computer.

- **Rx Co-Pay Benefit** reimburses NYSHIP prescription drug co-payments once annually, up to a maximum of \$100 per family per calendar year after incurred prescription drug co-pays exceed \$300. For example, if there is \$375 worth of eligible co-pays the



member will get reimbursed \$75. Reimbursements can be turned in through March 31 of the following year.

- **Workplace Security** is provided for eligible and enrolled members who are the victims of an assault or hostage situation while performing their job duties. Please refer to the Workplace Security information in your EBF benefits brochure for additional information on this important benefit.

Local Government Employees (school districts, towns, counties, etc):

- Since all CSEA Local Government plans are based on contract negotiations, each individual unit will have different coverage. For those who have a dental plan, the annual maximums begin again in January of every year.

If you have vision benefits through the Fund, you are eligible either 12 or 24 months (depending on what was negotiated) from your date of service for new glasses or contacts. Workplace Security is provided for eligible and enrolled members who are the victims of an assault or hostage situation while performing their job duties.

- If your unit does not currently have benefits through the EBF, a representative is available to meet with the unit to go over all available options. Call the EBF to set up an appointment at 1-800-323-2732 extension 805.

If you would like additional information on the EBF and any of our plans, please visit us at our new website at:
www.cseaebf.com

An Ever Better Future

MEMBERS ONLY INFORMATION

Local 1000



AFSCME, AFL-CIO

Legal Services Program

Workers' Compensation and Social Security Disability

Personal Legal Matters

Personal Injury Matters

1-800-342-4146

Break in membership affects eligibility for union office, voting privileges

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

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

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

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

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

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

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

CSEA membership dues/agency shop fees effective Jan. 1, 2004

The scheduled adjustment in membership dues and agency shop fees is effective Jan. 1, 2004, to reflect AFSCME's minimum dues structure approved by delegates at the AFSCME convention.

The change applies to annualized salaries, not including overtime or location pay, based on salary at Jan. 1, 2004. No adjustments will be made during the year for raises or increments.

New hourly and per diem employees have dues deducted at the "Under \$5,000" category of \$4.38 bi-weekly.

CSEA's membership dues and agency shop fee structure effective Jan. 1, 2004 is as follows:

Annualized Salary as of Jan. 1, 2004	Bi-Weekly Dues/Agency Shop Fee Rate
Under \$5,000	\$4.38
\$5,000 - \$9,999	6.58
\$10,000 - \$12,999	9.02
\$13,000 - \$15,999	11.27
\$16,000 - \$21,999	12.77
\$22,000 - \$27,999	14.33
\$28,000 - \$29,999	14.62
\$30,000 - \$31,999	15.59
\$32,000 - \$33,999	16.45
\$34,000 - \$35,999	16.76
\$36,000 - \$37,999	17.68
\$38,000 - \$39,999	18.60
\$40,000 and higher	19.07

CSEA candidates elected/unopposed in 2004 election

The following is a complete list of candidates who are deemed elected for the 2004 CSEA elections because they are unopposed in their respective races for offices. These races **will not** appear on your ballot in January 2004.

Statewide Offices, followed by candidate(s):

Statewide Secretary
Barbara Reeves

Region Offices, followed by candidate(s):

Region 1 President: Nick LaMorte
Region 1 Exec. Vice President: Carol Guardiano
Region 1 1st Vice President: Liz Pearsall
Region 1 2nd Vice President: Les Eason
Region 1 3rd Vice President: Jane D'Amico
Region 1 Treasurer: Barbara Allen
Region 1 Secretary: Lee Reynolds

Region 2 President: George Boncoraglio
Region 2 Treasurer: Ramon Lucas

Region 3 Exec. Vice President: Gary Conley
Region 3 1st Vice President: Bill Riccaldo
Region 3 2nd Vice President: Tom Murray
Region 3 3rd Vice President: Liz Piraino
Region 3 Treasurer: Diana Harris
Region 3 Secretary: Christine Mumma

Region 5 President: Jim Moore
Region 5 Exec. Vice President: Ginger Sheffey
Region 5 1st Vice President: Betty Thomas
Region 5 2nd Vice President: Bob Timpano
Region 5 3rd Vice President: Brian Mayock
Region 5 Treasurer: Roslie Tallman
Region 5 Secretary: Dorothy Breen

Region 6 President: Flo Tripi
Region 6 1st Vice President: Kathy Button
Region 6 2nd Vice President: Hank Hoisington
Region 6 3rd Vice President: Steve Hurley
Region 6 Treasurer: William Stanton
Region 6 Secretary: Dawn Smith

Statewide Board of Directors

State Executive
Audit & Control:
Georgianna Natale

Economic Development:

Rose DeSorbo
Education: Cheryl Abbott
Environmental Conservation: Laverne French
Health Department: Robert Simoni
Insurance: Philip Cannon
Mental Hygiene Region 1: Carol Guardiano
Mental Hygiene Region 2: Abraham Benjamin, Joel Schwartz
Mental Hygiene Region 4: Helen Fishedick
Mental Hygiene Region 5: Lori Nilsson, Rose MacBlane
Mental Hygiene Region 6: Dawn Smith, Kathy Button
Motor Vehicle: Michael Febraio
Office Children Family Services: Joseph Melita, Jr.
Public Service: Robert Calhoun, III
State Department: Mary Capano
State Public Authorities: Paul Doran
Tax & Finance: Jacquelyn Goldsmith
Teachers Retirement: Michael D'Alessandro
Transportation: William LeBaron, Bob Timpano

Local Government

Albany County: Jack Rohl
Allegany County: David Mayo
Broome County: Doreen Gilbert
Cattaraugus County: Karen Anderson
Cayuga County: Ginger Sheffey
Chautauqua County: James Smith
Chemung County: Tom Pirozzolo
Columbia County: Lucretia Altomer
Delaware County: George Lawson
Dutchess County: Liz Piraino
Erie County: Marcia Olszewski
Fulton County: Ronald Briggs
Genesee County: Sharon Bork
Greene County: Mary Alice Whiteman
Herkimer County: Joan Grose
Jefferson County: Marc Rogers
Livingston County: Mary Jo Tubbs
Madison County: Roslie Tallman
Monroe County: Michael Flavin
Montgomery County: Edward Russo
Nassau County: Jane D'Amico, John Shepherd
Niagara County: Mark Dotterweich
Onondaga County: Tadeusz Fundalinski
Orange County: Sabina Shapiro
Orleans County: Christine Covell
Otsego County: Linda Stiefel
Putnam County: Irena Kobbe
Rockland County: Bill Riccaldo
Saratoga County: Ronald Revers
Schenectady County: Harold Gray, Jr.

Schuyler County:

Charlene DeMarco
Seneca County: Bruce Damalt
St. Lawrence County: Betty Thomas
Steuben County: Ronald Gillespie
Suffolk County: Margaret Shutka
Sullivan County: Jim Blake
Tioga County: Lynn Wool
Ulster County: Alessandra Reynolds
Warren County: Paul Fritsch
Washington County: Brenda Facin
Wyoming County: Sandra Boyd
Yates County: Carol Thornton
Long Island Region 1 Educational: Jean Ahlert
Southern Region 3 Educational: Debra Raguseo
Capital Region 4 Educational: Vianna Boyko

AFSCME Delegate

Region 1:

Nick LaMorte, Carol Guardiano, Liz Pearsall, Les Eason, Jane D'Amico, Barbara Allen, Lee Reynolds, George Kalamaras, Paul D'Aleo, Mary Ellen DeLouise, Dora Wilson, Willie Allen, Lisa Sells, Mary D'Antonio, George Walsh, Irv Bitman, Denis Midnet, Diane Klement, Gary Steckler, John Andersen, John Shepherd

Rutha Bush, Shirley Baker, Debbie Nappi-Gonzalez, Laura Gallagher, Jewel Weinstein, Ron Gurrieri, Nancy Ianson, Rudy Bruce, Bobbi Eisgrau, Stan Bergman, Kathy Vitan, Meg Shutka, Monica Berkowitz, Jean Ahlert, Harry Ader, Marion Hulse, Christine Urbanowicz, Jeanne McGinty, Bob Rauff, Eleanor Arnost

Region 2:

George Boncoraglio, Lester Crockett, Leonita Wilson, Linda Williams, Vincent Martusciello, Denise Berkley, Janet Ventrano, Torres, Joel Schwartz, John "Bunny" Jackson, Samuel Koroma, Phil Cannon, Pat Metzger, Abraham Benjamin, Jr., Zachary Holland

Region 3:

Diane Hewitt, Irena Kobbe, Gary Conley, Bill Riccaldo, Tom Murray, Christine Mumma, Jack McPhillips, Liz Piraino, Sabina Shapiro, Alessandra Reynolds, Leonard Beaulieu, Dotty Lattin, Ron Greene, Pat Brown, Mary Miguez, P.T. Thomas, April Shuback, Ken Malkemus, Debbie Downey, Dwayne Palen, John Jenney, Micki Thoms, Katherine Otis, Karen Pecora, Janice

Beaulieu, Dale Severo, Adelaide Jacobs, Ernest Fritz, Jim Blake, Debra Raguseo, Sandra Cotton, Alan Ackerman, William Curtin, Barbara DeSimone, Joanne Jenkins, Louis Rocuzo, Rosemarie Kukys, Edward Timberger, Jr., Linda Frank, Patricia McKenzie

Region 5:

Jim Moore, Ginger Sheffey, Betty Thomas, Bob Timpano, Brian Mayock, Dorothy Breen, Roslie Tallman, Casey Walpole, John Smith, Sheila Sears, Beverly Centers, Mike Kaiser, Lori Nilsson, Doreen Gilbert, Jeannette Engle, Donna Gavett, Joe York, Cathy Barretta, Joan Grose, Bruce Damalt, Lynn Wool, Joe McMullen, George Lawson, Rose MacBlane, Joe Miceli, Tom Pirozzolo, Pete Niznik, Shane Barber, Sharon Carraway, Ellen Lennon, Ross Salisbury, Lynda Broadfoot, Linda Ranger, Charlotte Adkins, Sharon Connor, Joe Achen, Colleen Wheaton, Tyrone Webb, Fred Gerloff, Tadeusz Fundalinski, Patricia Casler

CSEA's 2004 election update

Based on the actions of the delegates at the 1998 CSEA Convention, our election cycle has been changed. Elections for statewide officers and region officers, as well as for the Board of Directors, will be held at the same time. CSEA members are urged to carefully read the election information on this page and related stories in future issues of *The Work Force*.

Elections for the following positions will take place between Jan. 16 - Feb. 9, 2004.

Statewide Officers:

President, Executive Vice President, Treasurer

Region Officers:

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

Statewide Board of Directors:

Representatives of the State Executive Committee and the Local Government Executive Committee. [Private Sector Executive Committee Board of Directors seat automatically is the Chair of the Private Sector Executive Committee. This position is subject to election later in 2004.]

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

Jan. 16: Ballots mailed

Jan. 23: Replacement ballots available

Feb. 9: Deadline for receipt of ballots (8 a.m.). Ballot count commences (9 a.m.) Election results will be announced after the ballot count is complete and certified. Candidates will be notified by mail of the results. Election results will be published in the March 2004 edition of *The Work Force*.

Voting Eligibility Date

Only CSEA members in good standing as of Dec. 1, 2003 will be eligible to vote in the election.

Terms of Office

The terms of office for CSEA Statewide Officers, Region Officers, and Board of Directors will start March 1, 2004 and shall be for a single term ending March 1, 2008.

Election Oversight

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

AFSCME DELEGATES ELECTION YEAR 2004

In addition to our own elections, the year 2004 also has an AFSCME Delegates election. The approved schedule for that election is as follows:

Jan. 16 (Fri.)	Ballots mailed
Jan. 23 (Fri.)	Replacement ballots available
Feb. 9 (Mon.)	Ballots due/8 a.m.; Tally commences
March	Results published in <i>The Work Force</i>

Balloting for the AFSCME Delegates election will take place at the same time and as part of the CSEA elections for Statewide Officers, Region Officers and Board of Directors. Members are urged to carefully read the election information contained in *The Work Force* throughout the year 2004 election cycle as well as the instructions which will accompany each mail ballot.



Y outh is served

Every day tens of thousands of CSEA members and their work touch the lives of New York's young people in so many ways.

Sometimes the positive impact is obvious, like when a nurse takes care of a boo-boo or a school bus driver becomes a trusted friend. In other circumstances the interaction is a lot more complicated such as when a youth development aide dispenses some "tough love" to a troubled teen in a secure facility.

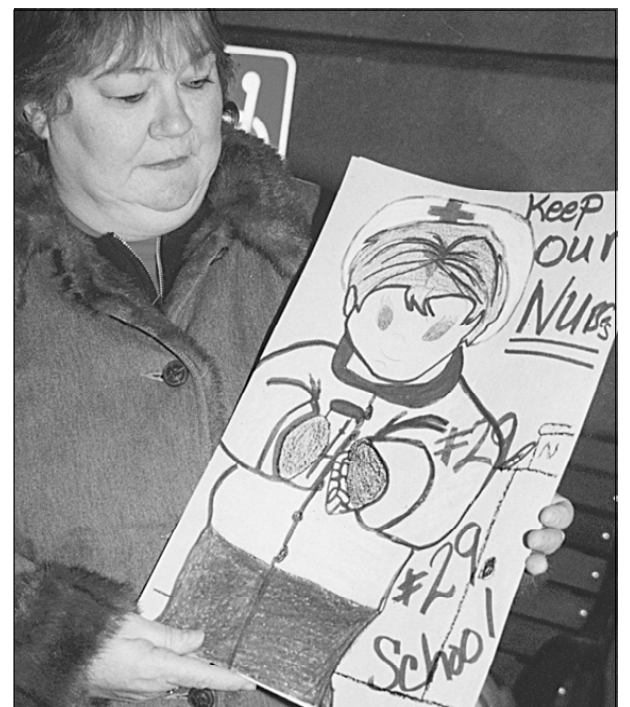
It would be hard to find a young person in this state who has not had contact with CSEA members on a daily basis. Visit a park and the staff are all CSEA members. Go to the library and you get help from CSEA members. Go to school or college and you're surrounded by CSEA members. Hope for a snow day and it's CSEA members who dash your hopes by clearing the roads and making a lot of other people happier.

In an emergency, call 911 and you'll be talking to a calm and capable CSEA member. If a young person in your family gets sick, chances are that CSEA members will help provide care and treatment. Turn on your faucet and it's likely that CSEA members were involved in getting the water to your home.

If the truth be known, there's also a good chance that your Little League or soccer coach is a CSEA member.

CSEA members also have to do a lot of tough jobs in difficult circumstances that young people don't always think about. CSEA members help young people who are developmentally disabled lead healthy, productive lives. CSEA members work in the courts and social service agencies and jails and they know a lot about dealing with tough customers.

Whatever kind of work they perform, CSEA members know the importance of setting a good example by working hard and doing the job right. CSEA members also know that all our hard work to make this state a better place to live and grow is really an effort worth making for the next generation.



Top photo, Jim Farfaglia prepares to lead campers on a trust-building exercise at Oswego County's Camp Hollis, where children learn to cope with bereavement; center photo, West Canada Valley Schools Library Assistant Laura Waterbury reads to children; above left, Mount Vernon School District Custodian Mike Murphy, part of the musical group *The Influential Brothers and Sister*, uses music to inspire children to rise above negative influences; right, Rochester School Nurse Aide Chris Zaffuto holds a sign at a recent demonstration. (See related story on Page 3.)

Health Benefits Department



Protecting Your Benefits

Empire Plan Claims deadlines for calendar year 2003

Empire Plan enrollees have until March 31, 2004, (90 days after the end of the calendar year) in which to submit medical expenses that were incurred during the 2003 plan year to:

United Health Care Service Corp.

P.O. Box 1600
Kingston, N.Y. 12402-1600
For the Empire Plan Basic Medical Program, the Home Care Advocacy Program (HCAP) and for non-network physical therapy or chiropractic services.

ValueOptions

P.O. Box 778
Troy, N.Y. 12181-0778
For non-network mental health and substance abuse services received in 2003.

CIGNA/Express Scripts

Member Reimbursement /Claims Review Unit
P.O. Box 1180
Troy, N.Y. 12181-1180

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

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

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

Promoting Good Health

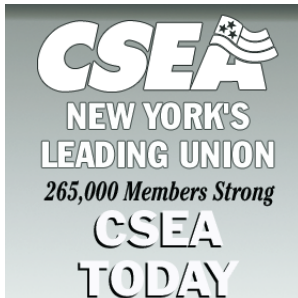
Are you a Security Term Life or Disability Income Policyholder?

If so, watch your mail. CSEA will be sending you some very important information on your insurance programs very shortly. This information will be sent to you in the months of January and February 2004.

PEOPLE PEOPLE — The PEOPLE recruiter of the month of November is Rutha Bush of the Loh Island DDSO Local. She recruited 36 new members to the PEOPLE program. PEOPLE is CSEA's and AFSCME's political action program. It is responsible for raising money and collecting voluntary contributions from the membership so that CSEA can effectively promote our interests at the state and federal level ...

CSEA TIP-OFF — Members of CSEA's University at Albany Local were guests of honor when the Great Danes opened their home basketball season on the campus. The CSEA Night recognition celebrated the outstanding work CSEA members perform on the campus every day and celebrated their 50 year anniversary as a CSEA Local. Local President Cindy Thurber and local VP Art Brown teamed up for a ceremonial opening tip-off. The Great Danes defeated Army for their first win of the season ...

TENTATIVE PACT IN SYRACUSE — CSEA reached a tentative agreement on behalf of our 260 members in the Syracuse White Collar Unit, whose previous contract expired last January. The new four-year deal will contain raises each year and improvements including a new vision plan, better contracting-out language, and increases in



clothing, safety boots and car allowances, as well as increased longevity payments and orthodontic coverage. Health insurance co-pays for RX drugs and doctor visits will rise slightly in 2004, as will

premium contributions in 2005 ... **HELPING TO STOCK THE LARDER** — CSEA's Department of Labor Local in Albany Women's Committee collected 31 boxes of food for the Capital Region Food Bank during a holiday drive. The hard-working committee members also raised \$100 in cash donations for the food pantry during the weeklong drive ... **NOT SO HAPPY HOLIDAYS** — CSEA members in the Orange County Unit and supporters from other labor unions demonstrated recently outside of Orange County Executive Edward Diana's holiday fund-raiser at the 26 Front St. Restaurant and Bar in Newburgh. About 2,200 county employees have been working without a contract for nearly a year, and Orange County officials have been largely unwilling to negotiate fairly ... **CSEA STAFF HELPS CHILDREN** — CSEA's staff recently raised nearly \$500 for charitable causes. Money was donated to Clothe a Child, a charity for children in the Capital Region, and the Make A Wish Fund. Staff also sent care packages to troops stationed overseas.

2003 Thomas H. McDonough continuing studies scholarships — \$1,000

MATTHEW CAMPBELL
Mother: Jeanine Campbell, Clerical Aide, Patchogue-Medford Schools, College: North Carolina State Univ.

MARINA FRIMER
Father: Yefim Frimer, Plant Utility Engineer, Maritime College, SUNY College: Sophie Davis/CUNY

JESSICA SANNICANDRO
Mother: Linda Sannicandro School Nurse, Yonkers, College: Villanova University

DEBORAH C. PELOSI
Mother: Diane Pelosi, Principal Accountant, Fulton County, College: Russell Sage

PATRICIA POINDEXTER
Mother: Dorothy Poindexter, Teachers' Aide, Altmar Parish, College: Ithaca

PAIGE PATTERSON
Mother: Darbe Corser, Instructors Associate, Newfane Central School, College: Pratt Institute



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school bus rides; calm,
professional responses to your
9-1-1 calls.

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aides teaching the developmentally disabled;
probation security and monitoring;
caring service for people with mental illness.

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members of CSEA make these and so many other vital
services work for you.

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