



Complete coverage of CSEA's 99th Annual Delegates Meeting, inside

Vol. 12 No. 9

Since 1910
CSEA

New York's LEADING Union!

The

WORK FORCE

Fighting the good fight

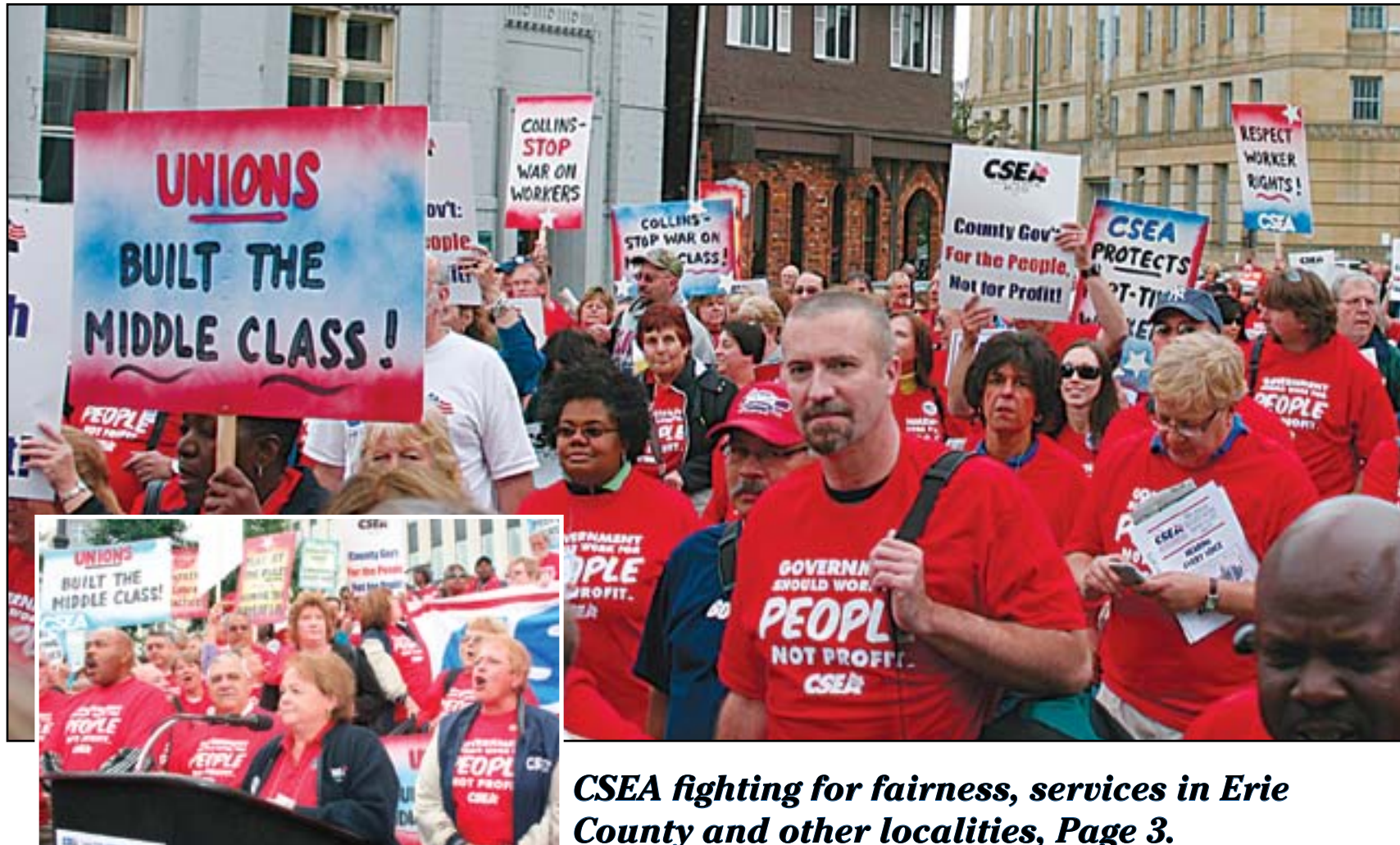


Photo by Ed Molitor

CSEA fighting for fairness, services in Erie County and other localities, Page 3.



Photo by David Galarza

From left, CSEA members Betty Robinson, Health Research Inc. Local President Deb Hanna, Damaris Rodriguez, Lizette Smoak, newly elected AFL-CIO President Richard Trumka, Suzy Lopez, and Division of Housing Local President Janet Ventrano-Torres. Trumka and his officers held a news conference on Wall Street recently, which the CSEA members attended.

CSEA gains support in concerns about OCFS direction

BUFFALO — State Sen. Catherine Young, who chairs the state Senate Task Force on Juvenile Justice, told delegates to CSEA's Annual Delegates Meeting that neither public safety nor work site security should be compromised in reforming New York's juvenile justice system.

Young expressed her concern about state Office of Children and Family Services Commissioner Gladys Carrion's leadership in moving to a new community-based model without adequate staff, training, and other resources to ensure the well being of individuals, staff and communities.

OCFS has been under fire in recent months following the release of a U.S.

Department of Justice report that severely criticizes operations at several OCFS facilities.

CSEA issued the following statement in response to the Department of Justice report:

Abuse should never be tolerated, but neither should a system that puts youth, communities and dedicated staff at risk.

CSEA has long raised concerns about New York's juvenile justice facilities. The Office of Children and Family Services (OCFS) and its earlier incarnation as the Division for Youth have suffered from an unfocused mission, poor management, inadequate staffing, resources, training and support. Abuse should never be tolerated, but neither should a system that puts youth, communities and dedicated staff at risk.

Election notice to all private sector local presidents

The term of office for current Private Sector Local officers will expire on June 30, 2010. Elections for office must be conducted and completed before the new term begins on July 1, 2010.

A letter was sent by the Statewide Election Committee (SEC) on Sept. 21, 2009 to each Private Sector Local President requesting each Local Executive Board to select an election committee and/or chairperson prior to Oct. 15, 2009. If you have not complied with this SEC request, please do so prior to Oct. 15. Please refer to the SEC's Sept. 21 letter for procedural requirements.

If you did not receive a copy of this letter or have questions pertaining to it, please contact the SEC at 800-342-4146, ext. 1447.

Workplace Violence Prevention DVD available

The *Workplace Violence Prevention* DVD CSEA produced has been delivered to all local and unit presidents. Members should contact their local or unit president to arrange to view the DVD if their president has not made arrangements already.

Under newly passed Department of Labor regulations CSEA fought for, all public employers are required to develop a workplace violence prevention plan with input from the union.

From the Office of President Danny Donohue



ALERT



CSEA President Danny Donohue to meet Metropolitan Region members on Nov. 17.

CSEA President Danny Donohue will visit the CSEA Metropolitan Region Nov. 17 to meet with members.

The meetings will be held at the Metropolitan Region office, 125 Maiden Lane, 5th floor, Manhattan.

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

CSEA stands strong

CSEA is standing strong against a number of local governments' shortsighted attempts to undermine public employees and the essential services they provide. Union members across the state are fighting back, making it clear to public officials that they can't balance their budgets on the backs of working families.

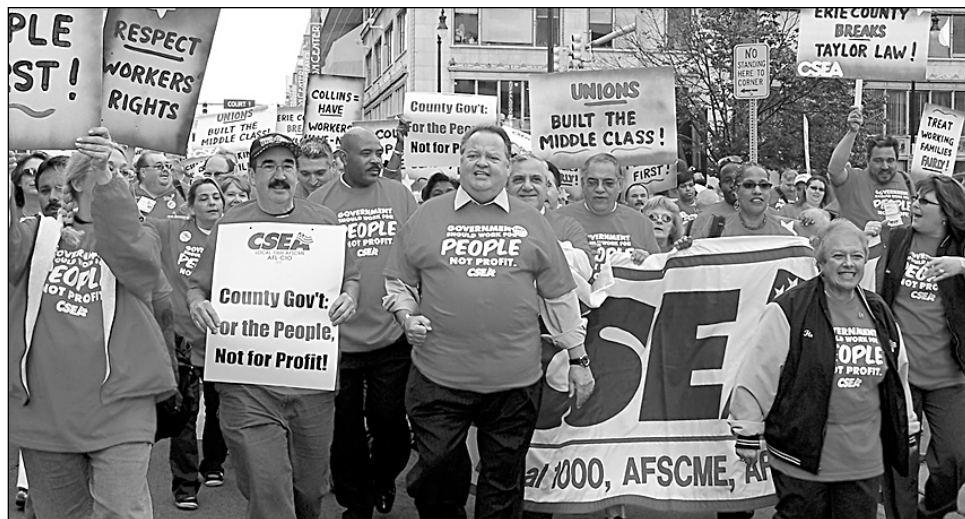
People, not profit

In Erie County, hundreds of CSEA members attending CSEA's 99th Annual Delegates Meeting joined with members of the CSEA Erie County Unit to rally in front of the county's Rath Building in downtown Buffalo.

Members sent a clear message to County Executive Chris Collins that government should be for people, not profit. The county executive systematically has been dismantling county services and undermining CSEA representatives. The Erie County Unit has been working without a contract for two years. (See pages 1, 8 and 9 for more.)



Albany County Unit members and their supporters recently demonstrate before a county legislature meeting.



CSEA President Danny Donohue leads CSEA members and activists, including Long Island Region President Nick LaMorte, Southern Region President Billy Riccaldo, statewide Secretary Denise Berkley, Western Region President Flo Tripi and Central Region President Colleen Wheaton, in a demonstration in front of Erie County's Rath Building. (Photo by Ove Overmyer)

Fighting in Onondaga

Onondaga County Executive Joanie Mahoney is proposing laying off 51 workers and implementing furloughs for 2,149 workers by abolishing their full-time positions and putting them into newly created part-time positions at five hours less per week.

Mahoney is blaming the furloughs on CSEA for not reopening its contract to accept wage freezes and health insurance increases. CSEA has consistently maintained that it will not reopen contracts, and has offered better solutions for cost-savings that would eliminate the need to furlough workers.

Furloughs in Albany

CSEA members employed by Albany County continue to fight five planned furlough days, the first of which recently took place.

The furloughs are cutting public services and hitting county workers in the wallet. Affected workers will see a 20 percent reduction in their paychecks in each of the five furlough pay periods. CSEA has filed grievances over the issue and the union has proposed cost-saving alternatives.

CSEA has officially termed the action a lockout.



CSEA activists Manny Mangual, Jerry Laricchiuta and Tom Murray show solidarity at the Erie County demonstration during the Annual Delegates Meeting.

Putnam cuts

CSEA is fighting cuts in Putnam County, where in his proposed 2010 budget, County Executive Robert Bondi plans to lay off seven CSEA members and reduce the number of hours for four other union-represented positions.

County officials had previously approached CSEA with a proposal to implement furloughs across the county work force. CSEA instead offered proposals for alternate cost savings, including one that county officials implemented, a buyout/retirement incentive package for eligible county workers. All other suggestions fell on deaf ears.

Arbitration win nets Spring Valley workers \$170,000 in back pay

SPRING VALLEY — In a huge victory for CSEA, an arbitration battle that stretched over several years has finally reached its conclusion, with eligible workers in the Village of Spring Valley Unit receiving back longevity payments totaling a whopping \$170,000.

CSEA initially took legal action after Spring Valley officials stopped paying workers' longevity pay at the rates calculated in the 2003 contract. The village correctly paid out the longevity through the first few

cycles of the new contract, then abruptly changed to a calculation that shorted workers the full amount of money owed. After several years of trying to enforce the legal judgment in favor of back pay, CSEA and the village were able to work out an agreement through a mediator.

"This is a huge win for CSEA," said Southern Region President Billy Riccaldo. "This wasn't a quick fight, but this victory demonstrates the importance of perseverance. In no way will CSEA tolerate our

members being shortchanged money that is contractually guaranteed to them. The people impacted by this judgment are working class union members residing in a high cost of living area. They count on that longevity pay to help make ends meet."

Riccaldo credited CSEA officers and staff for their persistence in enforcing the arbitration.

— Jessica Ladlee

THE WORK FORCE

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IN TOUCH WITH THE WORK FORCE

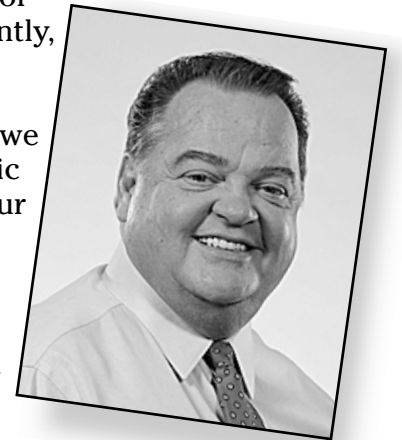
CSEA President Danny Donohue

“Hearing Every Voice” sets CSEA’s future course

We called it “Hearing Every Voice,” and it was one of the boldest projects in our union’s history. More importantly, it was an opportunity to help shape our future.

CSEA has succeeded for nearly a century because we have grown and changed while remaining true to our basic values and because we have responded to the needs of our members. As we look to the start of our second century, none of us should take anything for granted.

That’s why we began the challenging task of “Hearing Every Voice.” Over the past year, we held nearly 60 town hall meetings in every part of the state – giving you an opportunity to state what was on your mind. We heard a lot of things. It was not always easy, but I believe it was necessary and important to help make CSEA better.



The process continued at our 99th Annual Delegates Meeting in Buffalo recently, where more than 1,000 CSEA delegates participated in a historic Electronic Town Meeting. All of the information and feedback from the meetings across the state was used to frame the presentations and discussions in which the delegates participated. From that, delegates shared ideas and set priorities about how we can improve. We will be working to implement these ideas in the weeks and months ahead.

The Electronic Town Meeting was an exciting and unique exchange that really defines what CSEA is all about. We are not perfect and may never be, but we are committed to becoming a more perfect union and all of us need to work at that every day.

P.S. I would like to thank CSEA Executive Vice President Mary Sullivan for her leadership on this project and all of the officers, activists, members and staff who helped make it happen. The full report of the results can be viewed and downloaded from the members-only section of the CSEA website:
http://www.csealocal1000.org/etm_final_report.php

Cuts set a poor trend

QUEENS — A move by Gov. David Paterson to eliminate state aid has been met with widespread opposition across the state from workers, advocates, consumers and their families and the operators of private agencies serving those with mental and developmental disabilities.

“The elimination of the Medicaid trend factor has made it extremely difficult for my co-workers and me to perform our jobs to the fullest extent,” said Lifespire Local President Pamela Marshall during a state Office of Mental Retardation and Developmental Disabilities hearing at Bernard Fineson DDSO.

“Many direct care workers struggle to survive and have to work two or three jobs in order to maintain a basic standard of living,” Marshall

said. “There must be a better way to balance the books than on the backs of the state’s most vulnerable populations and those who serve them.”

The state has long recognized a trend factor is critical in providing resources that are necessary to protect the health, safety and even the lives of the state’s most vulnerable citizens.

Major OMRDD Medicaid programs have, over the last 30 years, been budgeted to include a trend factor.

At the hearing, OMRDD Commissioner Diana Ritter said in a statement that the state was facing “extraordinary fiscal times The choice not to allow for a trend increase, despite the fact that the Commissioner’s budget proposal last year included



Lifespire Local President Pam Marshall, flanked by members Marion Frampton and Helen Hane, testifies before a panel of OMRDD representatives at Bernard Fineson.

an increase, was one of those difficult decisions.”

Marshall and many others at the hearing emphasized the quality of care that would be sacrificed, the salaries that would be frozen (unlike their counterparts in the state work force) and the inability for agencies to attract and retain qualified

staff if the trend factor was not restored.

“I implore you to restore this trend factor so the people we serve every day can have quality and consistent care,” said Marshall.

— David Galarza

“There must be a better way to balance the book than on the backs of the state’s most vulnerable populations and those who serve them.”

VOICE members speak on health care



Damaris Samolinski, far right, a VOICE/CSEA activist from Suffolk County, speaks at a rally to show support for comprehensive health care reform legislation that was also attended by other CSEA activists and other labor representatives. Long Island Region President Nick LaMorte led the rally near a busy intersection off Route 107 in Hicksville that included members from the Oyster Bay 881 and Touro College locals. CSEA/VOICE member and Childcare Educator Luisa Lucera also spoke at the rally.

CSEA challenges swine flu vaccination mandate

ALBANY — CSEA and other groups are raising concerns about a state Department of Health mandate that all health care workers be immunized against the H1N1 “swine” flu virus.

“CSEA recognizes the public health challenge presented by the H1N1 virus, but we believe that mandating vaccination of health care workers may be counterproductive,” CSEA president Danny Donohue said. “There are better ways to address this situation.”

The New York Committee for Occupational Safety and Health is leading the effort to alter the Health Department’s mandate. NYCOSH supports efforts to

prevent the swine flu’s spread, including immunization and education, but is calling for a more comprehensive prevention program.

CSEA also is taking issue with other state health recommendations. The union is urging the state follow the Centers for Disease Control and World Health Organization’s recommendations that an “N-95” respirator mask be used, because there is evidence that some flu viruses can be spread through the air. A surgical mask only protects the wearer from larger particles

than some flu viruses have been known to be.

CSEA also wants the state to develop a comprehensive communicable disease plan for such epidemics, rather than acting in a state of emergency each time there is an outbreak threat, such as with SARS, smallpox and the avian flu.

By focusing on general preparedness, the state can consider ahead of time a wide range of labor relations issues. The state can also have front-line staff properly trained and ready to respond, along with the necessary equipment before a crisis occurs.

**For more information, visit
<http://www.csealocal1000.org/osh.php>**

CSEA celebrates Labor Day

CSEA members celebrated Labor Day through parades and other events. On this page are photos of events throughout the state.



CSEA/VOICE member Brenda Massard shows union spirit at the Syracuse Labor Day Parade.



CSEA members and their children deliver the message during the Buffalo Labor Day parade that affordable health care is a right.



Left, Western Region President Flo Tripi speaks on the importance of health care for all during a press conference before the Rochester Labor Day parade. (Photo by Ove Overmyer)



Left, Long Island Region members, including Region President Nick LaMorte, second from right, show union pride at the reviewing stand at the New York City Labor Parade.



CSEA members, led by Onondaga County Local President Phil Graham, statewide President Danny Donohue, Assemblyman Bill Magnarelli and Central Region President Colleen Wheaton, march in the Syracuse Labor Day Parade at the state fairgrounds.



CSEA members from the Southern Region march up 5th Avenue in Manhattan during the New York City Labor Parade.



Southern Region President Billy Riccaldo, Long Island Region President Nick LaMorte, statewide Secretary Denise Berkley and Metropolitan Region President George Boncoraglio lead the CSEA delegation in the New York City Labor Parade.



CSEA members and their children assemble in Massena before the annual Solidarity Day Parade.

Left, Bronx Psychiatric Center Local President Abraham Benjamin, Metropolitan Region Executive Vice President Lester Crockett and Health Research Inc. Local President Deb Hanna, far right, join other members on the CSEA float at the New York City Labor Parade.

Flooding unites members

“Again, the spirit of CSEA comes through loud and clear.”



The water line remains visible inside the Silver Creek highway garage after the department's buildings and equipment were submerged in water.

SILVER CREEK — CSEA members have come together to help each other and the community following recent severe flooding in the Western Region's Southern Tier.

Excessively heavy thunderstorms caused two separate creeks to overflow in the villages of Gowanda and Silver Creek, which are about 20 miles apart and in two different counties. The storms united CSEA members and the public throughout Western New York.

“CSEA cares about its members and we in CSEA and in Western Region 6 will do all we can to provide help and support,” Western Region President Flo Tripi wrote in a letter to local and unit leaders.

Volunteering in Gowanda

In Gowanda, CSEA members formed a volunteer team and joined the cleanup effort. About a dozen Cattaraugus County Local members recently spent a Saturday digging through mud and debris.

“I am very proud of our local reaching out to the community of Gowanda,” said Cattaraugus County Local



Bill Quinn of the Silver Creek Department of Public Works points out the water line on the door to the highway garage.

President Rose Teachman. “We came together to help in their time of need, and I thank my members for that. They are a great team.”

The team focused its efforts on one home, removing everything damp, dirty and moldy from within.

“We completely gutted the house — walls, floors, tile, drywall, tubs — everything down to the studs in about six hours,” said Brian Blinn, a Cattaraugus County Local officer and a volunteer team coordinator.



CSEA members gut a Gowanda resident's house following the flooding as part of the cleanup effort, with the volunteers removing everything right down to the studs. Photo by Albert T. McCracken Jr.

Dedication to others

In Silver Creek, in Chautauqua County, raging floodwaters destroyed the village's Department of Public Works buildings and just about everything inside. The flood left a gaping hole in a brick wall.

“Seven feet of water covered everything we had,” said Joe Reed, Silver Creek Unit president. “We've spent the last few weeks working out of our parking lot.”

The flooding also caused significant damage to two

Silver Creek neighborhoods. Floodwaters also moved all but one of 35 homes in a mobile home park. CSEA members from the county highway department used a loader's bucket to rescue people from their damaged homes.

“The stories are so remarkable. When you watch it on TV, you don't realize the true force of the water,” said Don Williams, Chautauqua County Local president. “The water was beginning to move the loader. One false move and it would have tipped over. Ernie Smith, the operator, was more concerned about the people in the bucket than himself.”

FEMA recently arrived to help residents.

That type of dedication and concern is not uncommon in CSEA, union leaders said.

“Again, the spirit of CSEA comes through loud and clear,” Tripi said. “We are appreciative of the volunteers' help, as are those members of our CSEA family who have lost so much.”

— Lynn Miller



A powerful flood knocked this hole in a brick wall in a Silver Creek Department of Public Works building. The department lost all its buildings and almost all its equipment in the flooding.



From left, CSEA Silver Creek Unit member Brianna Griewisch, unit President Joe Reed, and unit members Gary Grover, Jeff Griewisch and Bill Quinn, as well as Ralph Crawford, not shown, continue to work out of a parking lot following a flood that destroyed the village's public works building.



A unique opportunity for

BUFFALO — CSEA's 99th Annual Delegates Meeting was an exciting, challenging event that brought union brothers and sisters together to help determine CSEA's future course, and gain skills and knowledge to help make the union stronger.

The week's highlight came on Tuesday with the Electronic Town Meeting (ETM). Diverse groups of CSEA delegates participated in round table discussions, identifying and prioritizing real solutions to challenges facing the union and its members. Facilitators assisted in keeping the discussions moving.

Using laptops and hand-held keypads, the individual table discussions were transformed into final recommendations representative of the entire convention.

Prior to the Electronic Town Meeting, CSEA held nearly 60 town hall meetings across the state to hear CSEA members' and leaders' thoughts. The union conducted discussion groups with CSEA officers and with the Retiree Executive Committee; did polling of rank and file members, held two workgroup sessions and other discussion groups with staff.

A final report is available at:
http://www.csealocal1000.org/etm_final_report.php

Hundreds of CSEA delegates showed their support to their Erie County brothers and sisters by joining a demonstration in front of the Erie County's Rath Building to protest County Executive Chris Collins' lack of willingness to negotiate a fair contract and his shortsighted fiscal management that is depriving the county of critical services. (See Page 3)

Final Report
 Hearing Every Voice CSEA Electronic Town Meeting
 CSEA 99th Annual Delegates Meeting
 Sept. 15, 2009
 Buffalo Convention Center

More than 1,000 CSEA delegates, attendees and facilitators gathered on the second day of the union's 99th Annual Delegates Meeting in Buffalo to participate in CSEA's first Electronic Town Meeting.

During the day-long discussion, delegates discussed concerns about the need to be taken at every level of the union to mobilize more resources, increase our political power, and organize more workers.

Here is what you said in Wednesday's session.

Who Attended the Meeting?

All the following participants' demographic data were recorded:		What is your gender?		Do you currently have a second job?	
Age	18-24: 1.6%	Male	65%	Yes	10%
35-44	24.1%	Female	35%	No	90%
45-54	28.7%	Children under 18 living at home?			
55-64	36.3%	Yes	10%	Yes	6%
65-74	28.2%	No	90%	No	94%
75-84	3.4%	What is your marital status?			
85+	0.6%	Married	56.7%	Single	24%
Never married	1.2%	Divorced	14.7%	Widowed	24.3%
Widowed	1.1%	Other	8.6%	Other	15.4%

Who Attended the Meeting?

By state of residence:		By race/ethnicity:	
PA	81%	White	81%
NY	19%	Black	15%
OH	0%	Hispanic	2%
MD	0%	Other	2%

Who Attended the Meeting?

By level of education:		By years of experience:	
High School	27%	1-5	15%
Some College	27%	6-10	25%
College	35%	11-15	25%
Postgraduate	11%	16-20	25%
Other	0%	21+	30%

Who Attended the Meeting?

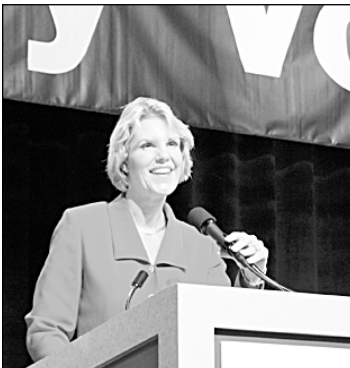
Do you regularly volunteer for any organizations?	
Yes	61%
No	39%

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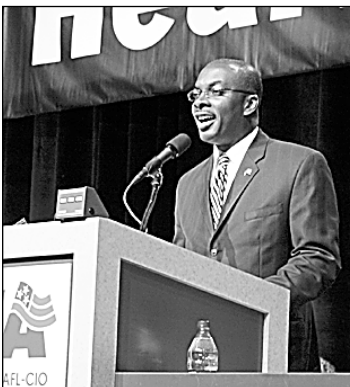
Do you regularly volunteer for any organizations?	
Yes	61%
No	39%



Nearly 1,000 CSEA delegates take part in the CSEA Electronic Town Meeting at the 99th Annual Delegates Meeting.



Above, state Sen. Catherine Young, and below, Buffalo Mayor Byron Brown, address the delegates.



"For younger members, it is important to get involved in the union. More seasoned members have really taken me under their wing and helped me. It seems a lot of younger members think the benefits of the union will be handed to them. We have to get active and do this. We have to realize we have to work hard to continue the fight the more seasoned members have started on our behalf."

— Kim Robert
Putnam County Local



"This union is very important. The ETM needed to be done. It turned out great. There are no wrong or right opinions. Everyone has a voice and we need to respect those voices. It just goes to show that CSEA is stronger than ever."

— Leslie Walls
James E. Christian Memorial Health
Department, Albany



"I've enjoyed hearing everyone's opinions and hearing about the problems they face. It is good to see what is going on around the state. A lot of us have similar experiences so we can support and help each other. We are all in this together."

— Joe Pericozzi
State Department of Transportation Erie
Residency Local

Hearing Every Voice



“There are many first-time delegates here this year. It’s been great to see them take advantage of this opportunity to learn. It’s important now for us to take back what we learn to the membership so we can move this union forward.”

— Dewayne Parsons
Capital District Psychiatric Center Local



“This has been a very good experience. It’s very informative and the workshops are great. The town hall meeting was good. It’s all been very exciting.”

— Kim Kopp
Sunmount Developmental Center Local
Attending her first ADM



CSEA activists Shekema Brown, left, and Kathy Hartwig get to know each other during a break in the town hall meeting. Seating for the town meeting was randomly assigned, so members taking part in the discussions often had just met for the first time.



Above, members from CSEA’s Minorities Caucus meet. Below, CSEA Executive Vice President Mary Sullivan and statewide Secretary Denise Berkley join with members of the CSEA Lesbian, Gay, Bisexual and Transgendered Caucus.



Several resolutions and amendments to CSEA’s Constitution and By-laws were passed by the delegates. Results of those actions will be published in the November Work Force.

For more photos, resources and materials from the ADM, visit www.csealocal1000.org



“Everyone has been so welcoming. I’ve felt comfortable here from the moment I walked through the door. The ADM has been a very positive experience. I’ve heard about it from the other officers, but to her here and see it all in action is excellent.”

— Rachel Baldwin
Buffalo State Employees Local



“I am so glad I am here. This has been interesting and educational. I liked the ETM because we got to voice our opinions. The workshops were great with the smaller groups. I’ve enjoyed seeing a little bit of everything and gaining an understanding of the entire CSEA process.”

— Stephen Delair
Sunmount Developmental Center Local
Attending his first ADM

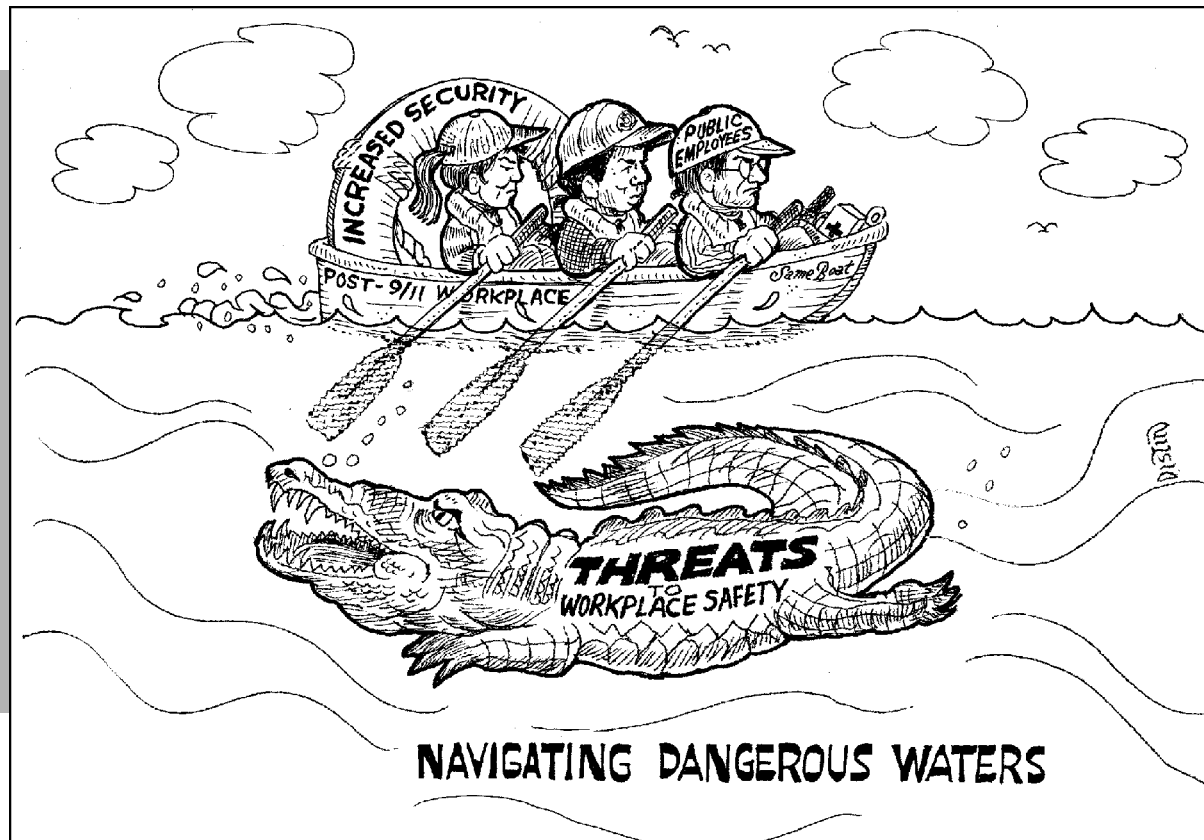
CSEA

New York's LEADING Union

1910 - 2009

99 years

YEARS OF PROGRESS



This cartoon by CSEA cartoonist Ralph Distin, originally published in the October 2002 *Work Force*, made the case for a workplace security law. The law was passed in 2006.

1992 CSEA leads safe workplace fight after tragedy

17 years ago ...

In October 1992, four CSEA members were killed on the job in one of the darkest days in the union's history.

Phyllis K. Caslin, Florence A. Pike, Denise Miller Van Amburgh and Nancy J. Wheeler were CSEA members employed by the Schuyler County Department of Social Services. The women were simply doing their jobs when a client angry about child support payments burst into the office and killed them before turning the gun on himself.

The shooting made it clear to CSEA that public work sites needed more measures to be secure.

CSEA led the fight for public workplace violence legislation, culminating in the 2006 Worksite Security Act.

CSEA continues to lead the fight to reduce the risk of workplace violence. The union's Occupational Safety and Health Department recently produced the "Preventing Workplace Violence" DVD to train workers on raising awareness and reducing the risk of workplace violence. The DVD recognizes the significance of the 1992 Schuyler County murders.



In 1998, CSEA member Carol Thornton shows a face sculpture she created commemorating the four members killed in Schuyler County.

Also in 1992 ...

- Arkansas Gov. Bill Clinton is elected U.S. president, defeating President George H.W. Bush.

- Bush and Russian President Boris Yeltsin proclaim a formal end to the Cold War.

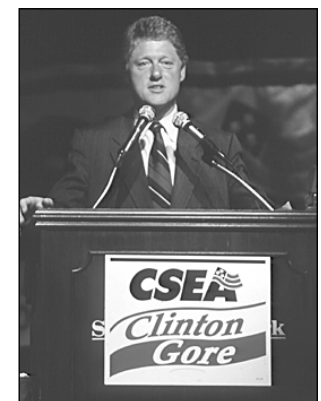
- After four Los Angeles police officers are acquitted in the Rodney King beating, violence erupts in the city.

- Johnny Carson retires after 30 years of hosting *The Tonight Show*.

- Hurricane Andrew causes \$25 billion in damages, particularly in southern Florida.

- The U.S. "Dream Team" of top NBA basketball players wins the gold medal in the sport at the Summer Olympics in Barcelona, Spain.

- The Silence of the Lambs* wins five Academy Awards, including Best Picture.



Bill Clinton addresses CSEA's Annual Delegates Meeting in 1992 during his first presidential campaign. CSEA was the first labor union to endorse Clinton's candidacy.

Statewide Retiree Committee members determined to fight

“We’re not just doing it for ourselves. We’re doing it for those who come after us.”

WHITE PLAINS — Three longtime CSEA activists were recently chosen, at the 25th annual Retiree Delegates Meeting, to lead the union’s Statewide Retiree Committee.

Lee Pound, a retiree activist from Rockland County, is the new statewide Retiree Chair. Pat Gooden, a Monroe County retiree activist, will serve as the committee’s vice chair while Judy Richards, a Capital Region retiree, is committee’s new secretary.

Pound has long served the union as an active and retiree member, helping win pay equity for long neglected, underpaid job titles and much more. As

chair, she wants to improve communication with retiree members, preserve health care and keep Social Security public. “We’re not just doing it for ourselves,” she said. “We’re doing it for those who come after us.”

Gooden, a former clerk at Monroe County Hospital, wants to improve communication between retiree locals and fight rising costs. “I take it personally when a dollar is taken from a retiree’s check unnecessarily,” she said.

Richards has spent a lifetime fighting for workers as an Empire State College Local president. She doesn’t see a reason to stop now.

She stresses the



Judy Richards, Pat Gooden and Lee Pound, shown at the recent 25th annual Retiree Delegates Meeting, will lead the union’s Statewide Retiree Committee.

importance of “staying on top of our political leaders,” to ensure retirees are not forgotten in debates over health care, pensions and Social Security.

“We worked so hard for so many years. Now is not the

time to let others fight to keep our benefits,” she said.

She is planning to help improve communication with retirees in different ways.

— David Galarza

State, local government and private sector CSEA members:

Skills for Success courses offered

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

Course participation by local government and private sector employees is sponsored by the CSEA WORK Institute.

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

More than 200 courses are scheduled statewide from Oct. 13, 2009 through June 16, 2010. The training is available at no cost to employees or agencies. All courses are held during the day at conveniently located training sites.

Eligibility

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

- A CSEA-represented New York state (NYS) employee (ASU/02, OSU/03, ISU/04, or DMNA/47).
- A CSEA-represented local government (county, city, town, village, school district) or CSEA-represented private sector employee, as space permits.

Available courses

Choose from 36 job-related and personal development courses under the following topics:

- Adult Education Basics
- Educational Planning
- Language Skills
- Mathematics
- Safety and Health
- Secretarial
- Skilled Trades
- Work and Life
- Work Management
- Written Communication

Employees may take any of the courses offered, not just courses that typically reflect the work they perform. Employees can directly apply for these courses. However, supervisory approval and signature are necessary to attend without charge to leave credits. Applications should be sent to the Partnership as soon as possible and not later than three weeks prior to the start of a class.

For more information

A web catalog of the *Skills for Success* courses is available on the Partnership’s website at www.nyscseapartnership.org. The catalog contains course descriptions, course schedules, training locations and an application form that can be downloaded and printed.

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



Time to make health insurance choices for 2010

It's that time of year to start thinking about your health insurance options.

The NYSHIP

Option Transfer period will be held after the 2010 health insurance premiums are approved. During the option transfer period, CSEA-represented state enrollees will have the ability to change their health insurance plan for the 2010 plan year.

Members will be able to choose from the Empire Plan or one of the NYSHIP-approved Health Maintenance Organizations (HMOs) in their area.

If you currently participate in a NYSHIP HMO, please be aware that many will be making important changes for the 2010 plan year. These changes may include co-payment increases, so please watch your mail for letters regarding the 2010 changes. Please note that Univera HMO will no longer be a participating HMO under the NYSHIP program

Health Benefits

beginning in 2010.

In the past, enrollees may have received from the Department of Civil

Service a copy of "Choosing Your Health Plan." Due to the numerous changes being proposed by some of the HMOs this year, you may find it helpful to request a copy of the 2010 "Choices" guide from your health benefits administrator.

Members should review each of the options carefully to determine which health insurance plan will best meet their needs and the needs of their family.

Please watch for additional information in *The Work Force* as the option transfer period draws nearer. The Joint Committee on Health Benefits will publish additional information on health insurance premiums for the 2010 plan year in an effort to help you make the most informed choices for you and your family's health care needs in 2010.

What's In It For You?

Employee Benefit Fund dental claims processing gets greener

No more CSEA Employee Benefit Fund dental claim forms required? That's right — EBF has been moving in a greener direction with electronic claims processing.

For some time now, it has not been a requirement to submit claims with a CSEA EBF dental claim form.


We have been encouraging the use of the American Dental Association



universal claim form with signature on file for the submission of dental claims to EBF. Most dental offices are now computerized offices that

submit claims electronically using the universal form that is already equipped in their software. EBF will also accept electronic attachments such as x-rays allowing for even more efficient processing and no more paper waste.

MEMBERS ONLY INFORMATION

LOCAL 1000

AFSCME, AFL-CIO


Legal Services Program

Workers' Compensation and Social Security Disability	Personal Legal Matters	Personal Injury Matters	Taking Care of Business & Elder Law
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This members only benefit program provides attorney representation for Workers' Compensation, Social Security Disability, Personal Injury and Personal Legal matters including Taking Care of Business for members and their dependents. Quality legal representation at little or no out-of-pocket cost for injury/illness related matters; quality legal representation at pre-negotiated/discouted fees for other personal matters.

Finding a CSEA Legal Services Program attorney is as simple as calling the CSEA toll-free number: **1-800-342-4146** and following the prompts for the Legal Services Program. Listen to the directions for accessing the Injury-Related Plans, or the Non-Injury Related Plans, which includes the Taking Care of Business Plan. Information is also available on the CSEA website at www.csealocal1000.org.

Know Your Rights!



LOCAL 1000, AFSCME, AFL-CIO

1-800-342-4146

Letters have gone out to all participating dental offices letting them know about our electronic claims processing capabilities. For any dental offices that have remained non-computerized, the CSEA dental claim form will still be

available to download from our website.

We hope this streamlined, more environmentally friendly process will help aid in faster and timely claims processing.

For more information, please visit EBF's website at www.cseaebf.com or contact the EBF Dental Customer Service Unit toll-free at (800) 323-2732.

An Ever Better Future

Planning for 2010 health care expenses?

Consider the Health Care Spending Account



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

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

Before participating in the HCSAccount program, you should carefully consider what your eligible expenses might be. Reviewing your expenses from previous years can help. Once you have estimated the amount of your expenses, you may then determine how much to contribute to your HCSAccount. Under federal law, any money that you put into your HCSAccount

must be used for expenses incurred during the plan year in which it was contributed. For the 2010 plan year, the maximum annual contribution allowed by the program is \$4,000 and the minimum annual contribution is \$100.

State employees have an opportunity to enroll in the HCSAccount each fall during the open enrollment period. For the 2010 plan year, the enrollment period begins Sept. 21, 2009 and concludes on Nov. 16, 2009.

As you consider a HCSAccount,

keep in mind that the administrator, Fringe Benefits Management Co., recently implemented a new online claims submission process that allows enrollees to submit reimbursement requests for the Health Care Spending Account and the Dependent Care Advantage Account directly through FBMC's secure website. Submitting reimbursement requests online is faster than traditional mail, therefore, expediting the payment of funds to enrollees.

If you do not enroll in the HCSAccount when you are first eligible, you must wait until the next open enrollment period, unless you experience an event that would permit a mid-year election change.

Enroll in the Flex Spending Account or the Dependent Care Advantage Account online at

www.flexspend.state.ny.us

If you do not have Internet access, call (800) 358-7202.

Empire Plan enhances EPIC hearing benefit for enrollees

Effective April 1, 2009, the Empire Plan enhanced its hearing aid benefit for enrollees and eligible dependents with the addition of the Hearing Service Plan (HSP), provided by EPIC Hearing Healthcare.

The EPIC Hearing Services Plan is a unique, voluntary program that offers nationwide access to hearing services and treatments, including hearing diagnostics and hearing aids.

Your hearing aid benefit remains unchanged, and the Empire Plan will continue to cover hearing aids received from providers other than EPIC Hearing Service Plan providers. The EPIC Hearing Service Plan provides you and your eligible dependents with an alternative option in using your

hearing aid benefit through their contracted hearing aid providers.

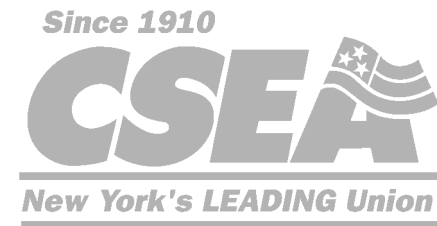
This benefit enhancement was put in place to assist those who could not financially afford the up front out-of-pocket expense required when purchasing a hearing aid. The EPIC Hearing Service Plan allows for direct billing to the Empire Plan so enrollees do not have to pay any upfront costs for hearing aids, as long as that cost is within the benefit limit.

Empire Plan enrollees and/or dependents can contact 1-866-956-5400 for more information and assistance in locating an EPIC Hearing Service Plan provider.

Highlights of the Empire Plan's EPIC Hearing Service Plan (HSP)

- Hearing aid professionals available in all 50 states through otolaryngologists (ENTs) and audiologists.
- Access to all major hearing aid manufacturers, offering a wide range of styles, products and technology.
- Patients are provided a list of the fees associated with every hearing aid. All prices are pre-set and pre-negotiated.
- Direct billing for the cost of the hearing aid up to the Empire Plan benefit; enrollee pays any remaining balance (typically requested up front).
- All hearing aids carry an extended three-year warranty, including the first year's supply of batteries, and have a 45-day, no risk trial period in New York state.

Leading Edge



McDermott left his lasting mark on CSEA

Editor's Note: CSEA will celebrate its 100th anniversary in 2010. Throughout this year *The Work Force* is devoting *Leading Edge* to a look back at some of the key individuals who have helped shape our extraordinary history. This month we feature a profile of former CSEA Statewide President Joe McDermott, who held the reins during some of CSEA's most important events.

ALBANY – Former CSEA statewide President Joe McDermott was one of CSEA's most enigmatic leaders.

Often brilliant and at other times difficult, McDermott was directly involved in some of the most important issues and events in CSEA's history during his 37 years in the union. There is no doubt that he left his important mark on CSEA.

A Capital Region native, McDermott went to work for the state Department of Transportation in an administrative position in 1957. Early on, McDermott joined CSEA to gain the valuable benefits of membership and began regularly reading the *Civil Service Leader* to find out about promotional opportunities. Through the newspaper, he began to learn more about the union activities.

Before long, McDermott was rising through the ranks professionally as an engineer and within CSEA, first as a delegate and later as local president. Young and ambitious, McDermott quickly established a reputation as an 'idea' man who just kept pushing for results.

When CSEA reorganized and established region offices in the early 1970s, McDermott was elected as the first Capital Region president. A master of the difficult provisions of parliamentary procedure and with a strong network within his region and throughout CSEA, McDermott began building a reputation as the

go-to person on how things worked in CSEA. It was McDermott, along with then Western Region President Robert Lattimer, who led the effort for CSEA to relaunch its own publication (then called *The Public Sector*) after decades of contracting with the New York City-based *Civil Service Leader* to provide official communication.

By 1980, McDermott was elected one of CSEA's two International vice presidents of AFSCME, along with then President William McGowan. Following the death of AFSCME International President Jerry Wurf in 1981, it was McDermott who held out for CSEA to support a young Pennsylvanian named Gerald McEntee for International president over the better-known Victor Gotbaum, then head of the powerful DC 37, another New York AFSCME affiliate.

In 1983, McDermott continued his upward climb as he was selected by the CSEA Board of Directors to complete the term of Executive Vice President Thomas McDonough, who passed away. He was elected by the membership to that position in 1984.

Following a tense and often nasty three-year internal fight with McGowan, McDermott was elected CSEA president upon McGowan's retirement in 1988. He faced a challenging six-year tenure, including several internal challenges, a protracted state contract fight with Gov. Mario Cuomo, a sour economy that forced scores of budget and contracting out fights in localities and school districts.

But McDermott's level-headed pragmatism, coupled with numerous internal union reforms and efforts to improve staff accountability and professionalism, saw CSEA through to a better day and his reforms continue to serve the union well to the present day.

Perhaps McDermott's defining moment as CSEA president came in December 1991. CSEA was in the



midst of a bitter fight with Cuomo over a number of issues. The national media was camped out in Albany as Cuomo decided whether to file his papers as a candidate in the upcoming New Hampshire presidential primary.

McDermott stole the headlines by announcing CSEA's support for little-known Arkansas Gov. Bill Clinton for president. It was Joe McDermott at his best with a bold stroke that scored both politically and practically.

OCFS Local members: 'I Scream' for health care

Right, State Office of Children and Family Services Local President Richard Chaffin discusses national health care reform with local member Kerry Simonds during the local's 5th annual "I



Scream" event in Rensselaer, which raises awareness each year about a hot political issue, informs the membership and "spurs debate." Chaffin and other local officers, planned and staffed the event, which focused on health care this year. In addition to local officers dressing in hospital garb, the event included informational displays and literature about the skyrocketing costs of health care and pharmaceuticals. In keeping with the event's title, ice cream was served to all attendees. "It raises awareness and we always get PEOPLE contributions," Chaffin said. "It's also a great way to meet the members."

— Therese Assalian

SEFA APPEAL — CSEA President Danny Donohue, along with other leaders of unions that represent state employees, is urging CSEA members employed by the state to support the State Employees Federated Appeal. The fund helps meet the needs of members, their families and their communities and this year, the need for help is greater than ever. For more information or to support SEFA, visit the fund's website at www.sefa.state.ny.us ... **SUPPORTING LITTLE LEAGUE** — For the eighth consecutive year, the CSEA Clinton County



TODAY

Local has sponsored the Plattsburgh Little League summer tournament, in which more than 150 children from 13 teams across Clinton, Essex, Franklin and St. Lawrence counties participated. Local members provide sponsorship and volunteer support. "It was a fine display of athleticism and the sportsmanship displayed by all is a testament to Little League," said Clinton County Local President Joe Musso. "We are proud to continue our annual sponsorship."

Johnson is PEOPLE Recruiter of the Month

Maria Johnson of the Buffalo Psychiatric Center Local in the Western Region is the PEOPLE Recruiter for the month of August. She recruited 24 PEOPLE members at the MVP level.

CSEA's PEOPLE program protects and improves our jobs, benefits and pensions in Washington, Albany and in your community. Your support and participation in PEOPLE strengthens CSEA's clout in the workplace, in the legislature, in your community and in the labor movement.

October CSEA calendar of events

Long Island Region:

- Oct. 1: **All About Our Union**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Oyster Bay Local Office, Syosset
- Oct. 6-7: **State Government Discipline & Interrogation: Representing Members Under Article 33 Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Long Island Region Office, Commack
- Oct. 20-21: **Contract Negotiation Strategies: Maximizing Our Leverage**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Suffolk County Educational Local Office, Medford
- Oct. 27-28: **Local Government Discipline: Representing Members in Interrogations Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Suffolk County Educational Employees Local Office, Medford

Metropolitan Region:

- Oct. 20-21: **Private Sector Discipline: Representing Members in Interrogations Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Metropolitan Region Office, Manhattan

Southern Region:

- Oct. 14-15: **Local Government Discipline: Representing Members in Interrogations Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Westchester County Local Office, White Plains
- Oct. 22 & 29: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Rockland County Local Office, New City
- Oct. 27-28: **State Government Grievance Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Southern Region Office, Beacon

Capital Region:

- Oct. 13: **Steward Workshop**, Sign-in: 8:30 - 9 a.m., Workshop: 9 a.m. - 4 p.m., Crowne Plaza Resort, Lake Placid
- Oct. 13-14: **Local Government/Private Sector Grievance Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Holiday Inn Express, Rensselaer
- Oct. 20-21: **Local Government Discipline: Representing Members in Interrogations**

- Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Best Western Albany Airport Inn, Albany
- Oct. 27-28: **Local Government/Private Sector Grievance Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Pasqualli's Restaurant & Banquet Facility, Amsterdam

Central Region:

- Oct. 13-14: **Local Government/Private Sector Grievance Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Vernon-Verona Sherill High School, Verona
- Oct. 14-15: **State Government Discipline and Interrogation: Representing Members Under Article 33 Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., CSEA Binghamton Satellite Office
- Oct. 20-21: **Local Government/Private Sector Grievance Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., CSEA Binghamton Satellite Office
- Oct. 27-28: **Local Government Discipline: Representing Members on Interrogations Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Central Region Office, East Syracuse

Western Region:

- Oct. 6-7: **Local Government/Private**

- Sector Grievance Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Western Region Office, Amherst
- Oct. 6-7: **Local Government Discipline: Representing Members in Interrogations Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Emergency Management Services Building, Mt. Morris
- Oct. 20-21: **State Government Discipline and Interrogation: Representing Members Under Article 33 Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Rochester Satellite Office
- Oct. 28-29: **Local Government/Private Sector Grievance Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Rochester Satellite Office

For more information on the listed events or to participate, contact your region office (phone numbers are listed on Page 4) or visit your region page at CSEA's website at www.csealocal1000.org. Please note that additional events may be scheduled in your region, so check your region calendar page on the website.



GO ORANGE AND SAVE GREEN

with CSEA and Syracuse University Football

Thanks to CSEA's sponsorship, you can catch the SU Orange home games at special member-only reduced rates as SU takes on the following teams at the Carrier Dome:

**Members-only
discount**

South Florida – Saturday, Oct. 3

West Virginia – Saturday, Oct. 10

Akron – Saturday, Oct. 24

Cincinnati – Saturday, Oct. 31 ****CSEA Game Day – Special \$15 tickets!****

Rutgers – Saturday, Nov. 21

**Save up to
60%**

To order your discount tickets online, visit: <http://tinyurl.com/cseafutboloffer>- enter promo code: csea09

** For CSEA Game Day special, visit: <http://tinyurl.com/cseagamespecial> and enter promo code: cseacin09

Once you have entered your promo code, you will need to create an account to make your purchase.

To order by phone, call SU Group Sales Manager Bob Gibbons at (315) 443-3212 and identify yourself as a CSEA member to qualify for our special rates!

*Visit www.suathletics.com to get game times
and more information.*

