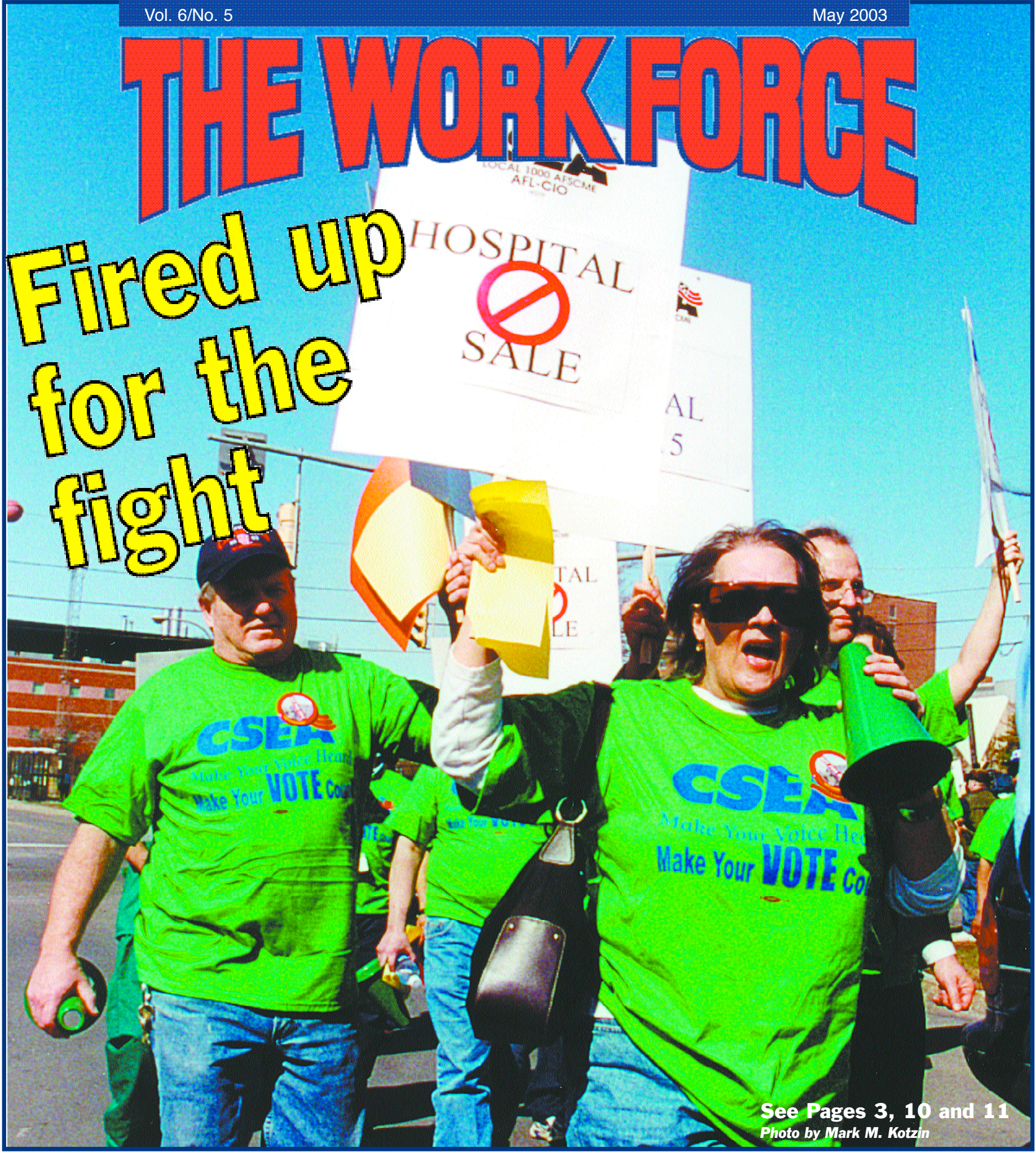


THE WORK FORCE

Fired up
for the
fight



See Pages 3, 10 and 11
Photo by Mark M. Kotzin

Photo of the Month



CSEA Clifton Park Town Unit members Ken Howland and Laurie Miller take part in a DPW rite of spring, filling pot holes along a road in the Capital Region.

CSEA slams efforts to quash organizing

ALBANY — A group of health, mental health and developmental disability employers are suing to regain the ability to use taxpayer money to quash union organizing campaigns.



Donohue

CSEA helped initiate and pushed for New York's Union Neutrality Law, which prohibits the use of state-appropriated money to fight union organizing drives.

Dubbing it the "employer gag law," the employer group filed suit in federal court seeking relief from the law. They say the law prohibits employers receiving state operating funds from expressing "their opinions as to whether or not unionization would benefit their employees."

CSEA President Danny Donohue called the group's claim disgraceful, since employers regularly "express

their opinions" in captive audience meetings workers are required to attend, often at taxpayer expense.

He said the suit was a transparent attempt by employers to reinstitute such meetings and other employee intimidation tactics the law now prohibits.

The union leader said it was reprehensible for the group to try to use taxpayer money fighting workers' rights to organize at a time when the state and localities are scrambling for every available dollar to provide needed services.

"When employers use state funds to fight unions, it not only cheats workers out of the dignity and respect they deserve, it also cheats taxpayers," Donohue said.

"CSEA is proud to have helped win this legislation which is a victory for organized labor and taxpayers alike. And we will be watching closely to make sure all employers comply with the new law, especially those who continue to fight so hard against it," he added.

— Ed Molitor

"When employers use state funds to fight unions, it not only cheats workers out of the dignity and respect they deserve, it also cheats taxpayers."

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CSEA President Donohue to visit Central Region

CSEA President Danny Donohue will visit with CSEA members in the CSEA Central Region on Wednesday, May 14, from 1 to 7 p.m. at the Holiday Inn in Auburn (75 North St.) in the Fillmore Room.

Please call the Central Region office at (315) 433-0050 or 1-800-559-7975 for an appointment and directions.

Clarification

An item regarding state Department of Transportation cuts in the April *Work Force* on Page 8 referred to potential layoffs. The numbers listed in fact referred to proposed job reductions, which could occur through attrition, early retirement and other means, not necessarily layoffs.

Note: Each month, The Work Force will feature an excerpt of the union's agenda for the future. To read the entire agenda, visit www.csealocal1000.net.

May 2003

Maintain a Guaranteed Social Security Benefit

CSEA strongly opposes and will fight any attempts to privatize any portion of the Social Security Fund through individual retirement accounts.

A multitude of Americans rely on Social Security. A change in the benefits could leave millions without the financial security the system currently provides.

If cuts to the fund were phased in, workers under 30 could experience cuts to their guaranteed benefit level as high as 54 percent.

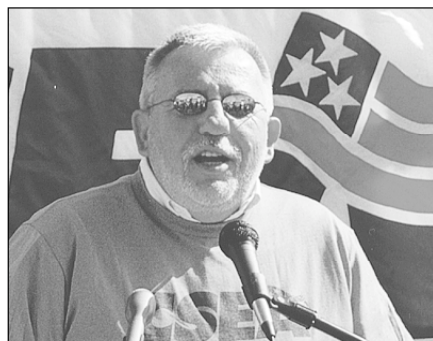
Investment accounts do not include COLAs nor do they benefit individuals who live longer than average life expectancy.

The federal government committing future budget surpluses to the system to achieve complete solvency for 75 years can eliminate the shortfall of the system after 2038.

CSEA's momentum builds in Pataki budget battle

CSEA continues to gain momentum in the union's fight for better budget choices than Gov. George Pataki's divisive plan.

Massive mobilization and demonstrations across the state, AFSCME New York Lobby Day and other events, activities and meetings with state legislators, leadership and activist briefings and a statewide media blitz are



Above, CSEA Central Region President Jim Moore urges the state not to privatize the SUNY hospital system; below, CSEA members meet with Assemblyman Ronald Canestrari, chairman of the Higher Education Committee, to express concerns about the governor's wrong budget choices.

some of the tools CSEA is employing to build a foundation of public support and fired up members.

The union has no plans to back off its efforts, either. Already, polling indicates that the governor's popularity is in free fall and the public is not warming to his plans to kill jobs and services while slamming school districts and communities across the state and forcing huge property tax hikes.

April 1, the state's constitutional deadline for having a budget in place, has come and gone with its now-customary lack of a state budget, and the governor has indicated that he may choose not to have a budget this year.

Pataki has said that he would approve a series of austerity spending bills, rather than a budget, if lawmakers are unwilling to go along with his plan. That would essentially push all of this year's problems to next year and keep New Yorkers pulling apart.

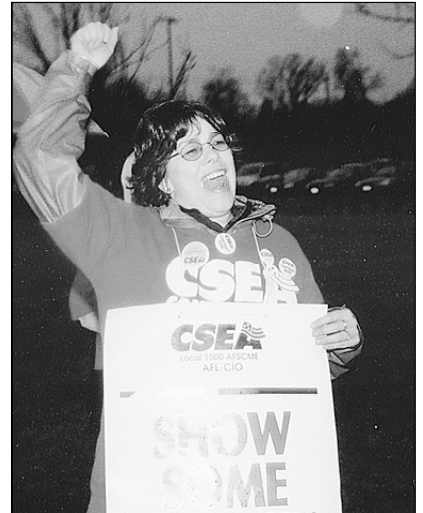
Pataki has repeatedly stated he is unwilling to compromise on his ill-conceived plan.

"The governor keeps saying, 'No job killing taxes.' But his plans are killing jobs and halting badly

needed programs and vital services across the state," said CSEA President Danny Donohue.

"I can't see how anyone would want to do business in New York state with communities being forced to cut services and schools being forced to cancel programs and increasing class sizes while also having to raise property taxes that hurt working families the most," Donohue said.

CSEA members will be slammed directly and indirectly by Pataki's wrong choices.



CSEA member fired up in Orange County where the state budget fallout is adversely affecting contract negotiations with the county.

Why CSEA supports better budget choices

New York is facing a budget deficit like never before — nearly \$12 billion. There are many reasons why — the general downturn in the economy, overly optimistic assumptions when enacting corporate and personal tax cuts in the 1990s, and fallout from 9/11 in terms of lost tax revenue, increased security costs and lack of help from the federal government. CSEA warned repeatedly about the approaching storm in recent years.

Pataki's Wrong Choices

Last fall, CSEA urged Gov. George Pataki to take a fair and balanced approach in dealing with the budget crisis. Instead, the governor did not even acknowledge a problem until releasing his budget in January. His approach is filled with the wrong choices. It takes aim at working New Yorkers by cutting jobs and services, raising fees, re-imposing a clothing sales tax, and raising SUNY and CUNY tuition. It also dumps problems onto schools and localities forcing them to either cut jobs and services or impose huge property tax hikes.

Closing Corporate Tax Loopholes

Streamlining government can only go so far in addressing the state's massive deficit. There is an overwhelming need for revenue. That's why CSEA is supporting proposals to close corporate tax loopholes that allow big business to avoid paying their fair share of state taxes. Similar recent actions in New Jersey saved taxpayers nearly a billion dollars. There is no reason for New York to continue supporting these corporate tax cheats.

Income Tax Surcharge on the Wealthiest New Yorkers

CSEA is also supporting a temporary surcharge on the wealthiest New Yorkers as the best way to raise needed revenue — about \$3 billion — while having the least negative effect on most New Yorkers. CSEA's proposal would impose an income tax surcharge of seven-tenths of one percent on the portion of income over \$100,000. CSEA is also calling for an additional seven-tenths of one percent surcharge on the portion of income over \$200,000. No one wants to see higher taxes but the income tax surcharge is fairer and makes more sense than slamming local school and property taxes as the governor proposes.



Federal budget alert

CSEA will be posting information on its web site, www.csealocal1000.net, regarding President Bush's proposed federal budget and tax cut plan, both of which benefit the wealthy while slamming you. Visit the Political Action area of the web site for information and how you can contact Congress to fight these shortsighted plans.

Contracts one of many union benefits

Negotiating contracts that give workers fairness and respect is arguably a union's most important task. But CSEA also provides a host of other services and benefits 52 weeks a year. On a daily basis, unit and local officers, as well as a full-time staff at CSEA headquarters in Mineola, work to protect and defend our contractual rights and interests. They are also constantly on the lookout for additional member benefits that are neither contract nor county related.

In all these endeavors, Local 830 works closely with both the Long Island Region office in Commack and with CSEA State Headquarters in Albany. In conjunction with both, a sophisticated political action program is also conducted to influence issues important to working people.

Here are additional benefits we all receive simply by virtue of our CSEA membership:

Grievances — Our professional staff guide local officers and shop stewards in fighting on behalf of members whose contractual rights have been violated.

Worker's Compensation Legal Assistance Program

— For those who are injured on the job or sustain a job-related illness.

Education & Training — CSEA provides free educational workshops of general interest as well as training programs for union activists.

Civil Service Exam Help — CSEA can help you prepare for exams with low cost study booklets.

Retirement Counseling — A qualified counselor will advise you on retirement matters and will answer your questions.

Legal Services — Through AFSCME, CSEA members can obtain high-quality legal services at an affordable price.

Insurance — CSEA offers several

insurance programs at low group rates with the convenience of payroll deduction.

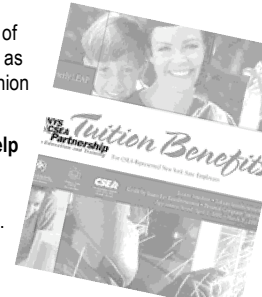
AFSCME "Union Plus" Mastercard — Low interest rates and no annual fee.

Theme Park Discounts — Members are offered discounts at a wide range of major theme parks, including Universal Studios, Six Flags and others.

Low Cost Trips — CSEA puts together a wide variety of trips for members and their families.

Working conditions — CSEA fights to make sure your work environment is healthful and safe.

Many more, too numerous to list. If you wish additional details on these and other CSEA benefits, call the CSEA office at 571-2919, weekdays during regular business hours.



CSEA NASSAU LOCAL 830 WOMEN'S COMMITTEE OUTSTANDING ACHIEVEMENT AWARD NOMINATION FORM

(PLEASE PRINT CLEARLY OR TYPE)

- 1. GUIDELINES**
 - Applications must be submitted by a Local 830 CSEA member in good standing.
 - Nominations must be submitted on the Official Nomination Form.
 - All nominations must be received no later than August 29, 2003, at the CSEA Local 830 Office — 400 County Seat Drive, Mineola, NY 11501, Attn: Women's Committee.
 - The awards will be presented at the Annual "CSEA Women in Local Government" Recognition Dinner on Wednesday, October 8th 2003, at the Chateau Briand in Carle Place.
- 2. ELIGIBILITY**
 - Nominees for the award must be a member who is either:
 - A current dues paying CSEA Local 830 member, or
 - A dues paying retiree originally from Local 830.
 - Previous award winners are not eligible, but previous nominees will be considered.
 - Local 830 Women's Committee members are not eligible.
- 3. CRITERIA**
 - Nominees will be evaluated on the basis of demonstrated commitment to the concerns of women and families within the labor movement and community.
 - Factors that are considered are:
 - Dedication to advancement of CSEA Women's goals within the labor movement or the public sector.
 - Volunteerism and/or community service.
 - Outstanding job performance.
 - Outstanding achievements related to women/humanitarian contributions/activities/ or other special qualities.

I NOMINATE

DEPARTMENT _____	JOB TITLE _____
JOB DESCRIPTION _____	
Home Address _____	Phone _____
Work Address _____	Phone _____
Nominated By: _____	SS# _____
Work Phone _____	Home Phone _____
Address _____	

Describe fully how the nominee meets the criteria outlined in Section 3 above.
Be as specific as possible. Attach additional pages if necessary.

RETURN COMPLETED FORM TO:
CSEA Nassau Local 830, 400 County Seat Drive, Mineola, NY 11501
Attention: Women's Committee

Nomination Forms Available

2003 Women's Awards Dinner Set for Wednesday, Oct. 8th

Now is the time to mark your calendars for the 2003 "Women in Local Government Outstanding Achievement Awards Dinner." The keynote speaker this year will be New York State Assemblywoman Donna Ferrara of Nassau County's 15th Assembly District. Several other outstanding speakers are expected to be on hand to discuss topics of importance for women and families. The event has been set by the Local 830 Women's Committee for Wednesday, Oct. 8, at the Chateau Briand in Carle Place.

The dinner is to honor CSEA members who have achieved outstanding success at their jobs, in their communities, in the labor movement or in the field of women's and family issues. Award winners are selected from nominations submitted by other CSEA members.

Award criteria include:

- Dedication to the advancement of CSEA Women's Committee goals within the labor movement and/or the public sector;
- Volunteerism and/or community service;
- Outstanding job performance;
- Other criteria, such as outstanding achievements related to women/family/humanitarian contributions.

Members wishing to nominate someone for an award can do so by filling out the form located to the left and returning by the deadline of Aug. 29, 2003, to CSEA, 400 County Seat Drive, Mineola, NY 11501, Attn: Women's Committee. The dinner is a program of the Nassau Local 830 Women's Committee, chaired by Sandee Horowitz.

March
ON **May 3rd**
in Albany

For Public Education
Pre-K through Post-Grad

Saturday, May 3
Bus to CSEA Headquarters in Albany and March to the State Capitol!

Call your Long Island Region Political Action Coordinator to Sign Up!
Gretchen Penn 631 462-0030

Call toll free 1-877-255-9417 and tell the Governor and your state legislators there are better choices for New York

I care. I'll be there.

Many Great Trips This Year Planned for CSEA Members

Once again, Local 830 is planning an array of exciting trips this year for CSEA members, family and friends. And once again, CSEA's in-house travel coordinator Alice Groody says she has tried to come up with a nice mix of places to visit in a price range that members can afford. As of this writing, seven trips are already planned, including a repeat of the highly successful trip to the Bahamas and overnight trips to Salem & Boston.

Because space is limited on all trips, Groody strongly suggests that interested persons make their reservations early. "Trips are booked quickly and I don't like to see people disappointed," said Groody. According to Groody, certain trips can be paid for in installments.

CSEA trips are paid for in full by participants and are not subsidized in any way with union dues.

Trips for the year 2003 are as follows:

- June 10 — Show and Dinner plus Mohegan Sun Casino
- July 16 — Hudson River Cruise plus buffet lunch at Brotherhood Winery
- Aug. 7 — To be announced
- Sept. 16 — Showbarn Theatre and Smithville Village
- Sept. 29-Oct. 3 — Breezes in the Bahamas
- October 13 — Fall Foliage plus German lunch, wine and beer tasting
- October 26-28 — Salem and Boston for Halloween

Travel to most destinations is via Deluxe Motorcoach, departing from Field #6 in Mineola. Travel to the Bahamas is via commuter airline. Deposits are required to hold reservations.

For complete itineraries and prices, or for any additional details, members may call Alice Groody at 571-2919, Ext. 26 on Tuesdays, Wednesdays and Thursdays or Kay at 573-7565 Monday and Friday during business hours.

The CSEA

Unity Committee

is looking for you!



WANT TO BECOME ACTIVE IN YOUR UNION?

The Unity Committee is looking for a few dedicated people who would like to help it achieve its goals:

- * PROMOTE HARMONY AMONG PEOPLE OF ALL CULTURES
- * FIGHT DISCRIMINATION
- * PROMOTE ACTIVE PARTICIPATION BY MEMBERS IN CSEA

Interested?

Contact your Unit President or Local 830 President Jane D'Amico


Questions?

Call Tim Corr at 571-2919, Ext. 14

Unity Committee Seeks Members

The CSEA Local 830 Unity Committee is seeking members who can help with activities and programs designed to promote ethnic harmony and challenge discriminatory practices. According to Tim Corr, Unity Committee Chair, the Unity Committee has been actively engaged for many years in running such programs as the annual Martin Luther King Luncheon and investigating complaints of discrimination from CSEA members. The committee also oversees a scholarship program for the children of CSEA members.

Members wishing to join the Unity Committee can call Corr at



Task Force


OUR GOALS

- Deal with discrimination/human rights issues in the work place.
- Provide guidance, outlets and methodology to CSEA members in discrimination/human rights issues in the workplace.
- Update, communicate with and inform members about CSEA structure, election process, officer selection, staff and employment opportunities.


• To listen

THE FOLLOWING CSEA TASK FORCE MEMBERS ARE AVAILABLE
IF YOU HAVE ANY QUESTIONS OR WANT
AN APPOINTMENT, PLEASE CALL THEM AT THEIR LISTED NUMBERS.

Rudy Bruce — 571-7200
Tim Corr — 571-2919, Ext. 14



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- All testing done at one facility
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For further details and appointments call:
572-5380



Employee of the Month

Virginia Staub, LPN I, (second from left) was recently named Employee of the Month at the A. Holly Patterson Extended Care Facility in Uniondale. Staub, a Freeport resident, was characterized as “a dedicated and caring worker” when she received the award at a recent breakfast ceremony. NHCC President/CEO Richard Turan (left) and AHPECF Administrator Harcourt Leacock present the award to Staub while Anna Gutierrez, RN IV, looks on.

Pataki's threatened DMV closures stall customer service

ROCHESTER/PORT JEFFERSON — Gov. George Pataki's budget plan could put the brakes on two Department of Motor Vehicle (DMV) offices in Rochester and Long Island that are threatened with closing.

In addition to natural worries about their job status, CSEA members in Rochester and in Port Jefferson on Long Island are concerned about loss of services to the public when or if their agencies are closed.

Rochester state DMV office

"Closure of this office means that inner city residents and workers would have to travel to the suburbs, or wait for the merry-go-round of a county clerk bus to come their way to get their business done," said one DMV representative.

Monroe County has proposed using a bus outfitted with an office — now used by the county clerk — as a mobile DMV office.

The number of layoffs is yet unknown, but an estimated five employees have filed for early retirement, which may mean no one actually loses a job. Some employees may have an option of transferring to county employment.

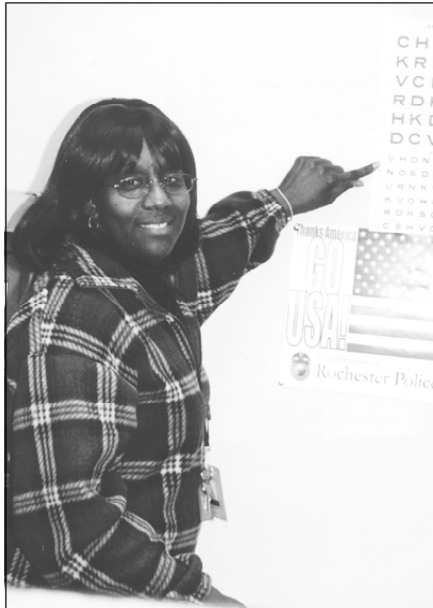
"We will continue to monitor the situation closely," said Flo Tripi, CSEA Western Region president. "I don't think the governor realizes that his wrong choices are affecting the quality of life for citizens across New York State. We deserve better budget choices," said Tripi.

Port Jefferson DMV office

On Long Island, the Port Jefferson DMV office may close in June, just prior to the start of the busy, summer driving season. In response, DMV employees have mounted a petition drive to save the facility, generating more than 7,000 public signatures in just two weeks.

"Residents know it's one of the most efficient and convenient DMV offices around," said Liz Pearsall, president of the CSEA Long Island State Employees Local. "Port Jefferson is close to many North Shore communities and has extended hours so that working people can come in before they go to work without losing time from the job," said Pearsall.

There is a major need for the facility, which was only built five years ago. With an average



Ester Fletcher, Rochester state DMV representative, administers an eye exam.

waiting time of only 11 minutes, the Port Jefferson DMV handles an average of 14,000 transactions a month, even though it's only open four days a week.

Pearsall also noted that if the Port Jefferson office closes, an overwhelming burden would remain for DMVs in Medford and Hauppauge that would dramatically increase the public's waiting time.

Closure of the DMV would also have a ripple effect on the local economy. "Nearly a dozen car dealerships in the area would be severely impacted which drives down their productivity," said Pearsall. "Just like Joe Consumer, they'd have to go farther and drive longer to get their business done," she said.

"Even though the state claims the closure will save money, CSEA members and a large number of residents believe the Pataki administration is being extremely shortsighted," said Nick LaMorte, president of the CSEA Long Island Region. "It's just another aspect of the governor's budgetary pattern of wrong choices," said LaMorte.

— Rachel Langert and Ron Wofford



Even though the state claims the closure will save money, CSEA members and a large number of residents believe the Pataki administration is being extremely shortsighted.



Left to right: Liz Pearsall, President of the CSEA State Employees Local, Gretchen Penn, CSEA Political Action Coordinator and DMV employees Roberta Williams, Shari Koval and Rosalie Galvano display some of the petitions against the closure of the Port Jefferson DMV.

CSEA Voices



"Reductions in the work force and early retirements mean more work for fewer employees."

—Lynn Kaplan, program aide, Encon, 22-year CSEA member



CSEA lifesavers ready to react

VESTAL — The accident scene looked bad. Fifteen feet down in a trench lay the victim, legs pinned by a boulder from the cave-in of an unstable trench wall.

One hour separated the rescuers from shoring the trench and preventing another work-related death that didn't have to happen.

Using teamwork, recently acquired rescue equipment, and drawing from expert training, CSEA members on the Emergency Response Team (ERT) at SUNY Binghamton stabilized the walls, removed debris, and rescued the victim.

Their skills and abilities were tested, and they passed with flying colors.

Thankfully, that's all it was — a test — a hands-on final exam for the Advanced Trench Rescue training the team recently completed.

Team members say the test is all the reality they want and hope safe work practices prevent such accidents from occurring.

Unique training

This unique training and other programs give the university a virtual insurance policy against a myriad of hazards, said ERT Coordinator Chuck Paffie.

That's why the 16 CSEA members on the team of 24, who all work in the campus' Physical Facilities Department, volunteer to train for at least two hours a week in rescue skills, ready to respond to potentially life-threatening situations.

Confined space rescue, hazardous material response, and trench rescue are among their skills. The recent training brings team members to



Members of the Emergency Response Team (ERT) at SUNY Binghamton practice a rescue maneuver as part of their final exam training.

“technician” level, one of the highest certification levels for all three disciplines. A grant funded by the CSEA/NYS Partnership helped cover the cost of instructors. The instructors certify the trainees.

“We definitely appreciate the CSEA grant which allowed us to do the training,” Paffie said. “We would not have been able to do it without it.”

Quiet firehouse

The team has responded to a few emergencies, and the fewer, the better, Paffie said.

“Last May we had a call involving a person down in a trench. He had fallen and had a head injury. We were able to bring him out,” said Paffie. “We’ve also handled a few HAZMAT instances, but nothing on an emergency level. I believe we can handle pretty much any emergency, but hopefully, we never have to,” he said.

The team hopes to expand from campus emergencies to community response, applying their skills and training to more people in need.

“We have the resources, the abilities and the training,” said Paffie. He noted that the nearest certified trench rescue teams are in Bath and Albany, both several hours away.

“We’re very proud of the ERT and their development and

expertise as a cohesive, trained unit, able to respond to crises,” said CSEA SUNY Binghamton Local President Tyrone Webb. “We’re proud that they bring praise and honor to the local and the university,” he said.

“I’d like to thank our Physical Facilities Department, and the labor-management partnership for coming together and bringing this about, and congratulate the members of the team for standing up to respond to any potential emergencies we might face,” said Webb.

Paffie noted that without the grant from CSEA/NYS Partnership and the state Legislature that helped purchase the equipment and pay for the instructors, needed programs such as this one would not be able to best respond when needed.

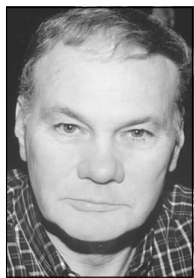
“As work happens, accidents happen. The potential is still there, so I don’t see how you can totally cut out funding for emergency service programs,” said Paffie. “It’s just a fact of life that accidents have to be handled.”

And at SUNY Binghamton, thanks in part to CSEA and the dedicated members on the Emergency Response Team, they’ll be there to handle them.

— Mark Kotzin

“I believe we can handle pretty much any emergency, but hopefully, we never have to.”

CSEA Voices



“The governor’s proposed budget is certainly upsetting. With so many vital programs to be cut, New York will feel the effects for years to come.”

— Tom Murray, bridge maintenance, Kingston Rhinecliff Bridge, 10-year CSEA member

CSEA member endures SUNY hostage incident

STONY BROOK — The initial trauma has subsided but Nadine Ferebee hasn't been able to sleep well in weeks. She can't forget the day she thought would be her last.

On March 25, Ferebee, a nurses station clerk and 10-year veteran of University Hospital at Stony Brook, was on duty in the burn ward when police say a visitor pulled a gun and took several people hostage in a standoff lasting nearly an hour.

Police arrested Dennis Cartwright of Southold, charging him with one count of second-degree criminal possession of a weapon and two counts of second-degree kidnapping.

Statewide security standard needed

The incident brings to light CSEA's argument that the SUNY system has faced years of neglect and lack of support and also bolsters the union's 10-year call for statewide workplace security measures.

"He waited until everyone came back from lunch and waited for the doctor to come into his aunt's room. Then he pulled the gun and pointed it at my head," alleged Ferebee. "He said, 'Nobody is going anywhere!' and he told me to contact the police and the news media," said Ferebee.

"I started begging and screaming for (the police) to send help. When the man heard me, he started getting really angry and agitated, yelling and screaming and banging his gun on the counter. It was bad situation all the way around."

Cartwright's aunt had been transferred to Stony Brook from another hospital, where she was severely burned during treatment, Ferebee said.

A bad situation

"He was angry at the hospital where his aunt got burned, and he thought the media could help her. He was not treated badly at Stony Brook, it was not like they said in the paper," said Ferebee.

But Ferebee said the incident didn't have to happen. She told her superiors earlier that morning that Cartwright's visits made her uncomfortable. "He was here for three days and nights and never left. I kept saying, 'we need to adhere to visiting hours,' but my concern fell on deaf ears," Ferebee said.

As the ordeal wore on, Ferebee said she became increasingly hysterical, so he finally let her go, unharmed.

Despite many phone calls, CSEA Stony Brook Local Vice President Debbie Gonzalez said she had difficulty getting simple information from hospital management.



CSEA OSH Specialist Komilla John (center) gathers information from (left to right) Debbie Gonzalez, Greg Hedgecock and Patricia Ortiz Rios about safety and health concerns at University Hospital at Stony Brook. For a full listing of OSH violations found at the facility, visit the CSEA web site, csealocal1000.net and follow the link to the Long Island Region.

OSH guidelines

The Occupational Safety and Health Administration (OSHA) has guidelines for workplace security in healthcare facilities. Labor and management should look at incidents and get feedback from employees on how to improve security and prevent violence, said CSEA's Occupational Safety and Health Director Janet Foley.

Foley noted that understaffing often generates feelings of staff incompetence by patients. "You really want to get to the root cause of why people are coming into a hospital with a gun. It's the employer's responsibility, period," Foley said.

Safety concerns remain

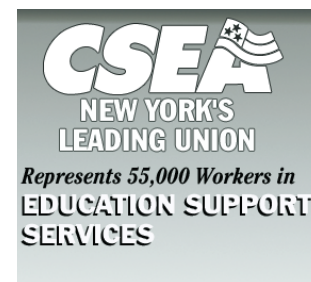
Ferebee was placed on two weeks leave, and CSEA is working to get her transferred to

another unit. "I don't feel safe anymore. But this is not about patient care anymore. For management, Stony Brook is a business. The visitors have more rights than the employees," said Ferebee.

Both Stony Brook Local President Bobby Holland and Gonzalez are calling for increased security, but say management has not been responsive.

"We know that the hospital is a public facility. But the people who work there also have personal safety concerns that must absolutely be addressed," said CSEA Long Island Region President Nick LaMorte. "We must make sure measures are taken, so that this nightmare never happens again."

— Rachel Langert



“I kept saying, ‘we need to adhere to visiting hours,’ but my concern fell on deaf ears.”

CSEA Voices



“Priorities are messed up. Education should come before anything else. That's the last place they should cut.”

— Michelle Putney, food service cashier, West Canada Valley School District

Education jobs, funding at immediate risk

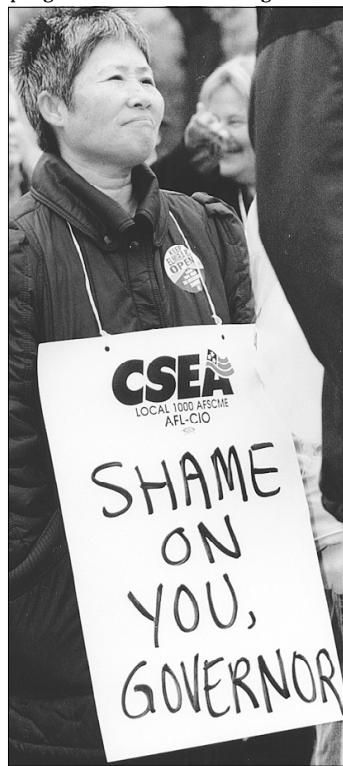
The most immediate concern for CSEA is the \$1.25 billion education cut Gov. George Pataki is pursuing.

It will affect CSEA members in every community of the state and will devastate CSEA school units. In the absence of agreement on restorations between the governor and lawmakers, school districts will be forced to cut jobs and programs and still face huge local

tax increases when school budgets are voted on statewide on May 20. (For more information about how your district may be affected, visit the CSEA web site at www.csealocal1000.net and click on the "state budget crisis 2003" link.)

CSEA, the AFL-CIO and the New York State United Teachers (NYSUT) among numerous other groups are planning a massive rally in Albany for Saturday, May 3, to focus attention on the education funding crisis and promote better choices.

The cuts to education will also hit an already strapped state university system that has been facing neglect for several years. Last month CSEA turned out in support of SUNY students who walked across the state to protest the governor's proposed \$1,200 a year increase in SUNY and CUNY



CSEA member Ester Poon demonstrates recently at Elmira Psychiatric Center, protesting Gov. George Pataki's wrong choices for the mentally ill.



CSEA Long Island Region President Nick LaMorte fires up a crowd of CSEA members demanding that the SUNY teaching hospitals not be turned into private facilities.



Orange County members demand respect recently in their stalled contract campaign.

tuition. The governor has also left the door open to further tuition hikes.

More wrong choices

CSEA also objects to the slash and burn budget approach that would cut \$2 billion from the state's health care facilities and programs, force the closing of hospitals and nursing homes, attempt to sell the SUNY hospitals, and undermine the public health care system.

CSEA state employees, already working under an expired contract, face a billion dollars in state agency cutbacks including the likelihood of layoffs under the governor's plan.

Meanwhile, the governor's proposals would also shift programs and responsibilities onto localities while cutting local aid. This will mean increased local property taxes or elimination of jobs and services.

Leadership meetings

CSEA has held unprecedented regular statewide briefings in Albany for local and state government unit and local presidents.

These critical meetings arm CSEA's leadership with the knowledge it needs to keep you informed about how the budget crisis affects you and what you can do about it.

So far, hundreds of leaders have traveled to Albany on two occasions for strategy briefings and assignments.

Full court press

As this edition of *The Work Force* went to press, the state Legislature was expected to be in recess until April 28. It is essential for CSEA members to get involved and contact their state Senate and Assembly representatives and tell them the governor's budget is full of wrong choices.

Contact your elected officials at home in their district offices or in



CSEA activists, including statewide Treasurer Maureen Malone, right, let Wal Mart know they are not happy with how the retailer treats its workers.

Albany on their return. The political action area of CSEA's web site can help you easily find your legislator's contact information.

The state's big business lobbying groups are also in full mobilization to avoid their fair

share of the burden, threatening to eliminate jobs and leave the state if lawmakers don't go along with the governor. It makes it even more important that lawmakers hear from you. Call them toll free: 1-877-255-9417.



CSEA Executive Vice President Mary Sullivan, left and CSEA Southern Region President Diane Hewitt meet with state Sen. John Bonacic at a rally outside Middletown Psychiatric Center. Assembly Mental Health Chair Peter Rivera and other area lawmakers also took part. Sullivan had participated in a similar event at Elmira Psychiatric Center a few days earlier.

State Workshop fires up members for long fight

ALBANY — The status of state contract negotiations and the divisive state budget crisis were the priority agenda items as nearly 500 CSEA activists gathered for the union's annual Thomas H. McDonough Memorial State Workshop in early April.

"Gov. George Pataki has put forth a budget that already has New Yorkers pulling apart at a time when we need to be pulling together," CSEA President Danny Donohue told the activists. "But he had better understand that CSEA members are united in our commitment to better choices for all New Yorkers."

"We are prepared to fight for a better budget and we are prepared to fight for a better contract," Donohue said.

CSEA's state contracts expired April 1. All rights and benefits remain in effect (see related feature in CSEA from A to Z on Page 18). CSEA's member negotiating team and staff professionals have been negotiating with the state since February. The state initially put off the start of negotiations which CSEA had requested to begin in November.

CSEA members can access regular updates on the progress of negotiations online via CSEACONTRACTSNow.org. (You must set up a CSEA members-only account the first time you access the site — members who already have an account for accessing the members-only section of the CSEA web site may use your existing account).

Other highlights of the workshop included education programs on a variety of subjects and "shop-in" at Wal Mart to focus attention on the chain store's notorious war on workers (visit www.walmartswaronworkers.com for more information). Led by CSEA statewide Treasurer Maureen Malone, items purchased at the buy-in will be distributed to workers involved in current CSEA union organizing campaigns.

CSEA SUNY New Paltz activists Janice and Len Beaulieu were also honored with CSEA's Mission Achievement Award (see story on Page 15). The couple have been longtime activists who recently helped lead a successful union campaign with the campus food service workers employed by a private sector contractor.

See Page 16 for photo coverage of the recent AFSCME Lobby Day in Albany.



CSEA members get briefed on the state budget situation at the recent CSEA State Workshop in Albany.

Workers Memorial Day honors CSEA members

Workers Memorial Day commemorates every April 28 by the unions of the AFL-CIO as an opportunity to remember workers killed on the job and renew a commitment to fight for safety and health protections.

As we pledge to continue to fight for the living, CSEA mourns the loss of nine members of the CSEA family who died over the past year.

James Nash, highway maintenance worker, was injured while performing maintenance on a state Department of Transportation (DOT) truck on July 17. He died from his injuries July 21, 2002.

Nash, 56, worked for the DOT 15 years. He apparently fell off of

a set of portable stairs and died from the injuries suffered in the fall. Nash was working alone at the time he fell. As a result, DOT now requires two workers when attaching salters/sanders to DOT trucks.

David Schrader, 48, a SUNY Buffalo employee for 25 years, was killed on Oct. 16 when a steam valve he was operating on burst. He was working in the basement of Crosby

Hall on the school's South Campus when the accident occurred.

SUNY Buffalo has since put together a "steam team" and hired outside consultants to check all pipes, valves and related hardware for possible equipment failure.

Robert R. Zulawski, a 23-year employee of the Fisher Bus Co. of Hamburg, was killed on July 19 in a single-vehicle accident. He apparently lost control of the empty school bus he was driving, which left the road and crashed.

James Gotthardt Jr., a Highway worker with the New York State DOT, died July 30 of an apparent heart attack outside of a DOT truck.

George Nader, worked for the Otsego County Department of Public Works, died of an apparent heart attack Aug. 9 while being driven from the work site.

Barbara Netel, worked at the Dr. Robert L. Yeager Health Center in Rockland County, died from an existing condition on Sept 30.

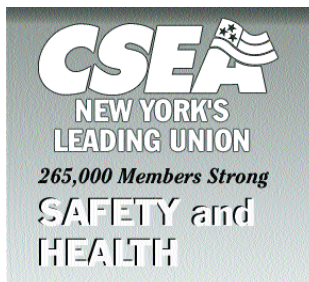
Richard T. Neal, a longtime employee of the Ulster County Highway Department was killed Oct. 2. He lost consciousness while driving a dump truck and crashed into a tree.

Joseph Finn, worked for the NYS Department of Environmental Conservation in Cortland, died of a heart attack Jan. 2, 2003 while shoveling snow outside the workplace.

Eileen Cole, a night shift cleaner at SUNY Binghamton died on Jan. 28.

For details on Workers Memorial Day events, go to your CSEA region web site or consult with your local president.

— Ed Molitor

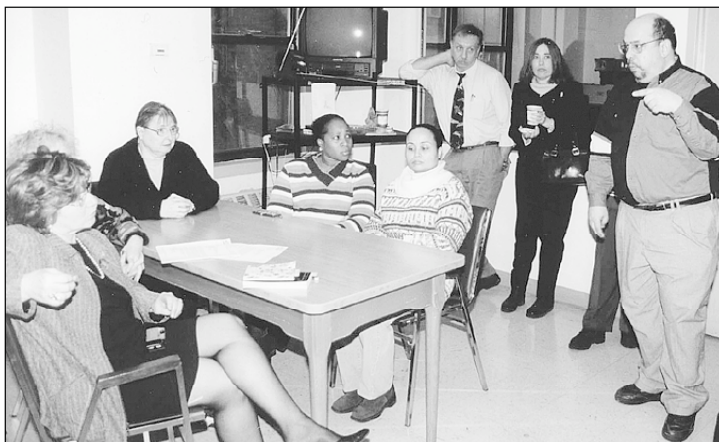


DMV workers win removal of A/C units

MANHATTAN — CSEA members working at a DMV office near Ground Zero can begin to breathe a little easier now. After months of foot dragging, the state agreed to remove air conditioning units that had tested positive for high levels of asbestos.

"I'm pleased this issue has come to some sort of closure," said New York City Local President Vincent Martusciello. "We will fight hard for the safety and health of our members."

The contaminated units were removed in late March and required asbestos abatement procedures. It was accompanied by air quality testing by the Asbestos Control Bureau.



"Credit goes to shop steward Barbara Shoates and Metropolitan Safety and Health Committee Chair Frank Cosentino who stuck to it," said CSEA Industrial Hygienist Mark Stipano.

The morning after the units were removed, Stipano, CSEA Safety and Health Specialist Komilla John, LRS John Labriel and CSEA attorney William Herbert waited for a final air quality report and provided workers with an update.

Members met with Fine, Olin and Anderman about obtaining documentation of possible asbestos exposure. They were also informed about the possibility of participating in a

Metropolitan Region Safety and Health Committee Chair Frank Cosentino updates CSEA DMV workers on air quality conditions on site.

medical monitoring program set up for workers and volunteers who took part in 9/11 rescue and relief efforts.

Labriel is also requesting a copy of the building's lease to ensure the landlord meets proper temperature and humidity requirements. The DMV still has to answer a PESH complaint that resulted in about 40 citations.

"This represents a clear example of how union activists can work together for the greater good of our members and the public," said CSEA Metropolitan Region President George Boncoraglio.

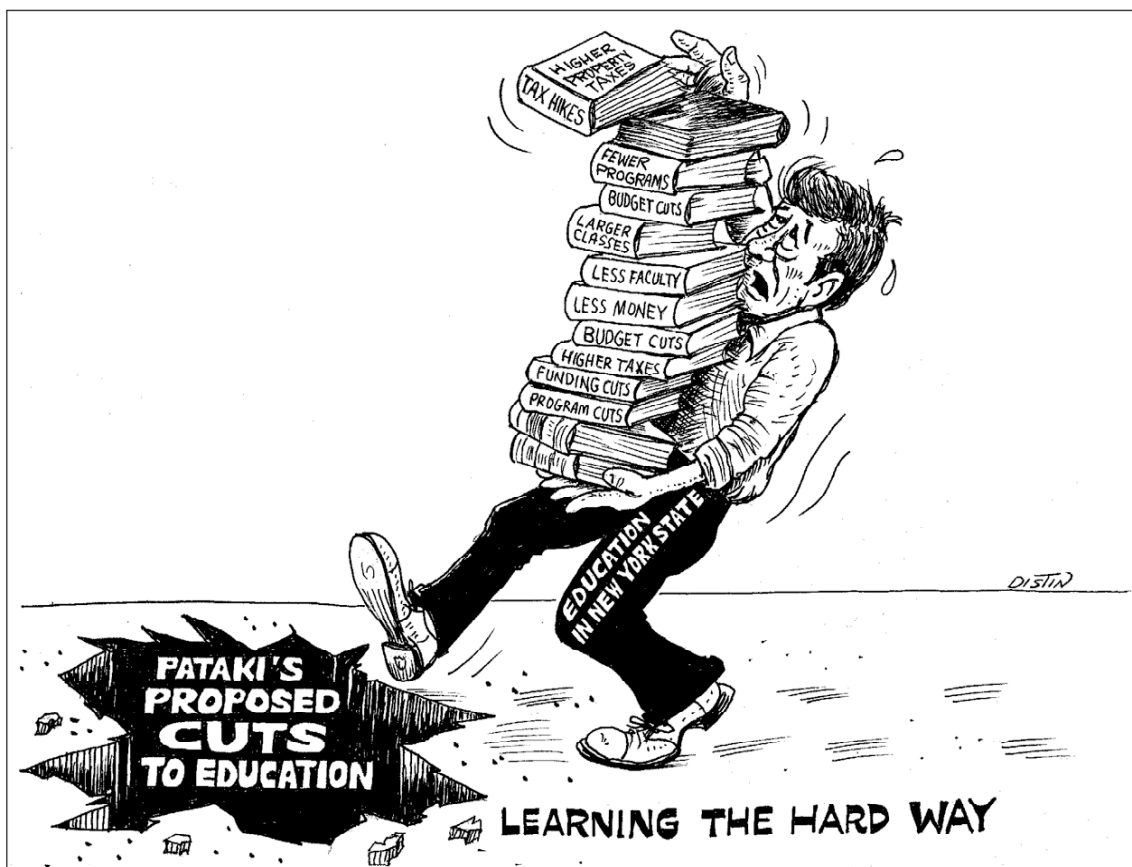
— David Galarza

The latest smallpox and SARS information

Information is changing rapidly on the smallpox vaccine and SARS epidemic. At times, it can seem overwhelming.

CSEA members can get up-to-date information by going to the CSEA web site, CSEALocal1000.net and following the Occupational Safety and Health link.

The CSEA team of professionals will sort through the technical information and give you the information you need to know to make well-informed decisions concerning your health.



70 years ago...

“You are the most efficient and loyal group any state or any private industry ever has had in its employ.”

“I have never seen a body of employees so willing to give of themselves than you people in this state’s service. The success of the state depends on you — its personnel — not the executives alone, but upon them with the cooperation and unity of all the cogs that make up the machine from top to bottom.”

— Gov. Herbert H. Lehman quoted in the Feb. 25, 1933, Knickerbocker Press on the occasion of then-CSEA President Beulah Bailey Thull’s birthday and annual union dinner at the DeWitt Clinton Hotel in Albany.



Gov. Herbert H. Lehman

According to the newspaper, “The governor declared that he has grown increasingly interested in the work of the the Association and was roundly cheered when he mentioned the restoration this year of the salary slashes (which were made two years earlier).”

Also in 1933:

- * President Franklin D. Roosevelt speaks to the American people over the radio in “fireside chats.”
- * Adolph Hitler becomes chancellor of Germany, assuming dictatorial power.
- * The first electronic TV receiver is developed.
- * The first woman cabinet member in U.S. history, Frances Perkins, is appointed.
- * The 21st Amendment ends the prohibition era in the U.S.
- * Jimmy Dorsey, and brother Tommy form their jazz orchestra.
- * The American League beats the National League, in the first All-Star Baseball Game at Comiskey Field, Chicago.

Active Beaulieus win CSEA state Mission Achievement Award

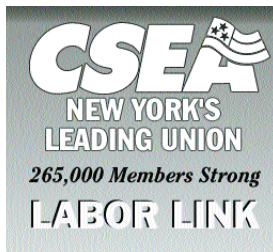
ALBANY — Janice and Len Beaulieu's activism in CSEA comes from a desire to help workers — those who are CSEA members and those who aren't.

The Beaulieus won the 2003 CSEA Mission Achievement Award at the recent Thomas H. McDonough State Workshop in recognition of their years of union activism.

The dynamic couple heads the 400-strong SUNY New Paltz Local, he as president and she as 1st vice president.

Len is also the statewide veteran's committee chair, and Janice serves on the Southern Region Women's Committee.

Most recently they were instrumental in helping more than 100 private food service workers employed by Sodexho and working at SUNY New Paltz organize into the union. (See related story on this page.)



"The food service workers felt it was time to form a union," Len Beaulieu said. "They asked for our help, and we offered information and support to them although we ourselves weren't experienced in organizing efforts."

The more the Beaulieus and other CSEA activists heard from the food service workers, the more determined they were to help them form a union.

"I was convinced that they needed a union after hearing their stories," Len Beaulieu said. "I

made a commitment to help them, and I had to follow through. Janice was also not willing to let it go. She's a bulldog and a real activist, so she led us into this."

Janice Beaulieu said she wanted the Sodexho workers to form a union so someone could represent their interests on the job.

"We wanted these workers to earn a living wage," she said. "We also wanted them to get respect.



CSEA President Danny Donohue, left, presents Janice and Len Beaulieu with the state Mission Achievement Award.

(State workers) are respected here because we have a contract and grievance process. The food service workers have nowhere to go for help."

The Beaulieus relied on lessons they learned from training with the CSEA-sponsored Leadership Development Institute in 2001.

"I took the idea of brainstorming that we learned at the Institute and ended up incorporating much of that in this organizing campaign," Len Beaulieu said.

"Our lessons (at the Institute) taught us how to get — and keep — the ball rolling on a campaign," Len Beaulieu said. "We really

learned how to work with a large group of people to reach solutions."

"The Beaulieus put the 'active' in the word activism, tirelessly working their schedule around their local, teaming up with other unions and campus members to address campus issues, working with the Upper Hudson Central Labor Council and the Hudson Valley Area Labor Federation," said CSEA President Danny Donohue in honoring the couple.

— Therese Assalian and Janice Marra

SUNY food service workers serve up union victory

NEW PALTZ — Private food service employees at SUNY New Paltz recently served themselves a big dish of victory when nearly 100 workers voted to join CSEA.

Last fall, Sodexho workers approached CSEA SUNY New Paltz Local President Len Beaulieu for help in forming a union.

It had become apparent that a union was needed when Sodexho, an international, multibillion-dollar corporation, took over operations of the campus dining services in 2001. Sodexho managers would subject employees, who earn between \$7 and \$11 per hour, to intimidation, reprimands and humiliation on the job, often in front of students, faculty and other staff. Although Sodexho gave its employees raises, managers reduced staff work hours, effectively canceling out the raises.

After approaching Beaulieu, a coalition consisting of Sodexho workers, CSEA, other labor unions, college students and community members was formed to help food service employees gain union membership. The coalition helped the employees lobby campus



SUNY New Paltz Local Vice Presidents Janice Beaulieu, left, and Mary Griffin take part in a rally for the right for food service workers to unionize.

officials and the private, non-profit Campus Auxiliary Services, which oversees dining service contracts at the college, to support a card check/neutrality agreement. They also assisted in organizing a November dining hall

rally on behalf of the Sodexho workers.

The employees signed a petition earlier this year stating their support for having a union, and signatures were verified by a neutral third party in late March.

"We are proud of our new members and proud of our New Paltz activists," said CSEA President Danny Donohue.

"This is a big thrill for us because we were in this campaign from the ground floor," said Janice Beaulieu, 1st vice president of the CSEA SUNY New Paltz Local. "And now the building is complete in that the workers have won a union," she said.

CSEA Southern Region President Diane Hewitt shares in the union victory. "I'm confident that we will be able to work with Sodexho on behalf of their employees," Hewitt said. "Our new members, by having a union, will finally get the respect they deserve."

The Sodexho food service workers are now preparing their first union contract, and CSEA is behind them in their upcoming negotiations.

— Janice Marra

AFSCME Lobby Day 2003

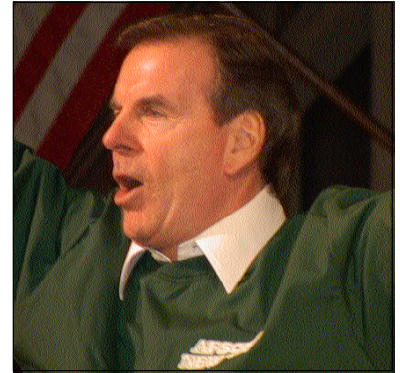
ALBANY — Nearly 3,000 AFSCME members from across New York State converged on Albany on April 1 to lobby state lawmakers about the poor choices made in Gov. George Pataki's proposed state budget.

NYS AFL-CIO President Denis Hughes, CSEA President Danny Donohue, AFSCME President Gerald McEntee, Assembly Speaker Sheldon Silver and state Senate Majority

Leader Joseph Bruno all addressed the union members.

AFSCME members including CSEA activists and officers broke off into smaller groups to meet with state legislators from their districts, encouraging them to vote against the governor's wrong choices put forth in his budget.

CSEA is AFSCME's largest affiliate.



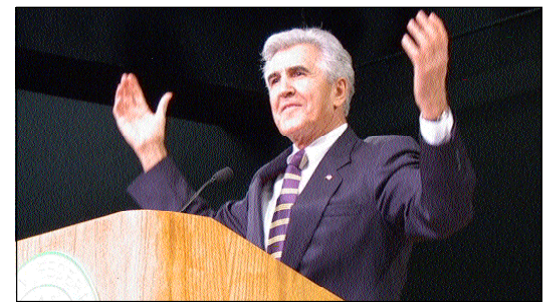
AFSCME President Gerald McEntee was his usual fiery self, taking on Gov. George Pataki, New York City Mayor Michael Bloomberg and President George W. Bush.



CSEA President Danny Donohue greeted Assembly Speaker Sheldon Silver, who described the governor's proposals as "All wrong choices!"



From left, CSEA Executive Vice President Mary Sullivan, Treasurer Maureen Malone, Long Island Region President Nick LaMorte and CSEA Secretary Barbara Reeves cheered on the speakers.



State Sen. Majority Leader Joseph Bruno promised to work with the unions.

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Local 1000, AFSCME, AFL-CIO

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The CSEA Store is open for business! Shop online for a wide variety of apparel, gifts and goods. The CSEA Store allows CSEA members to show pride in their union while letting folks in your community know that CSEA members are family, friends and neighbors.

"It's very easy to buy knock-off items from Third World countries and save a few bucks on CSEA promotional items, but we don't do that," said CSEA Statewide Treasurer Maureen Malone.

"We need to buy union-made products and support union workers. If we don't, who will?" Malone said.

Visit the store online today and see what awaits you. A print catalog will also be available soon.



Questions and answers: CSEA contracts

Getting good contracts is what CSEA is all about. The best demonstration of our success is the quality of the agreements we have won over the years. They have earned us the reputation as the best negotiators in the business and we plan to keep it that way.

Keeping CSEA members informed is one of the keys to our success. Management must see that membership supports the position of the negotiating team, that rank-and-file workers are informed and involved and that CSEA members are willing to do whatever is necessary to protect their hard-won benefits.

Whether you are covered under the CSEA State Contract (Administrative Services Unit, Institutional Services Unit, Division of Military and Naval Affairs) or one of the nearly 1,100 other contracts CSEA negotiates with local governments, school districts, public authorities, libraries and other private sector employers, it is important to understand the contract process.

In all CSEA contracts, there is a negotiating team made up of CSEA members, supported by professional staff negotiators. Proposals are developed after canvassing members for input. All CSEA members in the bargaining unit vote on ratification of tentative contract agreements.

What happens to my pay and benefits if the contract expires before a new agreement is reached?

Under a provision of the Taylor Law known as the Triborough Amendment, all the provisions of the expired contract remain in effect while negotiations on a new agreement continue. That means pay schedules, health insurance, leave accruals, etc. continue at the same levels as in the expired contract. There is one exception: if the expired provision contained a "sunset" or specific end date for a benefit, then that contract provision ends the day the parties agreed it would end. The Triborough Amendment does not apply to private sector contracts.

During state negotiations why are CSEA's initial negotiating proposals so general? Why not ask for a specific percentage pay raise, for example?

The CSEA state negotiating team thinks it is more useful to initially inform management of what we are after in the sense of the "big



CSEA Director of Contract Administration Ross Hanna updates CSEA activists on the status of contract negotiations during the recent State Workshop in Albany.

picture." If we begin with specific proposals, management may start arguing about the words we use in this or that sentence. If we instead say that we want a fair and equitable pay increase, we get the important point across without limiting ourselves. General proposals prevent us from getting bogged down in small points right at the beginning of negotiations. The fine points can come later when we finally agree to our "big picture" goals. That gives CSEA an advantage in the negotiation process. This strategy could differ in other negotiations.

In some instances negotiations may go on for a year or more. Why should it take so long to negotiate new contracts?

In the current fiscal situation, the state is running a huge deficit, local governments are in bad shape, and the national economy is in the doldrums. If CSEA insisted on getting a new contract by a specific date, management might only agree if there were no raises, or perhaps even pay cuts. CSEA is not in the business of agreeing to bad contracts. If the economic picture means we cannot get a reasonably fair

contract until things get better, then it will take some extra time. We would rather take that time and be patient and persistent, even if that means it comes one year or more after the current contract expires.

In the current state negotiations, the state's ability to reach agreement remains unclear. Even before the start of negotiations, the director of the Governor's Office of Employee Relations told state lawmakers he thought it might take two years to reach a settlement.

Is it better to aim high or demand what we'll accept and stick with it?

In deciding on a package, the negotiating team is aware of how management may view the initial proposal. A package that demands a 40 percent a year raise for everybody, five new paid holidays, and 15 more vacation days a year would be so unrealistic that management would likely assume the union is not serious about reaching an agreement, or has ridiculous expectations of what can be negotiated. Such a package may also raise the hopes of members who are less experienced in the process, and lead them to think it will be easy to get what the union proposes at the beginning of negotiations.

On the other hand, most CSEA negotiating teams believe it is equally unrealistic to present a package of proposals that gives the minimum amount of money and benefits the union can accept, and no more than that.

Why does it seem that management is constantly looking to increase out of pocket costs for health benefits?

Nationally, health insurance costs continue to rise. Costs across New York state are no exception. Prescription drug costs have seen the most dramatic increases. When management seeks to increase out of pocket costs for health benefits, it helps to reduce the premium increases, which are shared by both the employer and enrollees. The employer is trying to limit their costs at the expense of the employees, our members.

For more information regarding state and local government contract negotiations, visit www.CSEAContractsNow.org.

Erie County members salute black history with festive event



Left to right: Naima Porter-Sparks and Carolyn Lee wore African attire to the Annual Social Services Department Black History Luncheon they helped set up.

year's event, with support from an enthusiastic celebration committee, who arranged a youth steel drum band and an African marketplace.

BUFFALO — An informal effort to salute black history by a few Erie County Social Services Department members a few years ago has grown into an impressive annual gathering.

"The event started out seven years ago as a small project by a few services division employees who wanted to salute black history," said Sylvia Thomas, Erie County local member. "It took place in two rooms in our office building. One room was used to display African art, and the other for food."

From there, it grew to a larger conference room, and has continued to grow. "We now have it in a large hotel ballroom. This year the event was attended by more than 300 people," said Thomas.

Erie County Local members Angela Croxie and Naima Porter-Sparks co-chaired this

— Ron Wofford

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

Proposed resolutions and proposed amendments to the CSEA Constitution and Bylaws for consideration by delegates to the union's 2003 Annual Delegates Meeting must be submitted by May 15, 2003.

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

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

The 2003 CSEA Annual Delegates Meeting will be held Oct. 20-24 in Lake Placid.

PEOPLE PERSON —

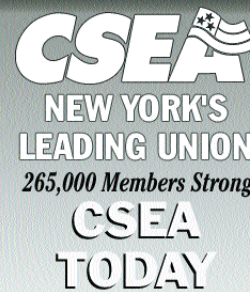
The PEOPLE person for the month of March is Michael Flaherty. He is a member of the Finger Lakes DDSO local. He recruited 16 PEOPLE members. PEOPLE is CSEA and AFSCME's political action program aimed at electing individuals friendly to working families to Congress ...



CSEA ACTIVIST HONORED —

CSEA Metropolitan Region President George Boncoraglio (left) presents longtime CSEA member and activist Alan Teitler with the Bertram Harris Civil Service Award at the New York State Employees Brotherhood Committee Annual Luncheon held at the New York Hilton ...

SAYVILLE SAYS YES TO CONTRACT — Sayville library employees recently voted unanimously in favor of a new contract. The pact will give employees significant wage hikes over three years, and will take effect July 1, pending passage of the library budget. All



provisions of the contract, other than salary, remain the same ... **SOUTHOLD REACHES**

AGREEMENT — A long fight waged by CSEA members

of the Southold School District has paid off. An overwhelming majority of members recently approved a new five-year contract, retroactive to July, 2002. In reaching this goal, the 60 school bus drivers, custodians, secretaries and teacher's aides waged a highly vocal and visible contract campaign to explain their plight and rallied community support...



JEWISH LABOR GROUP HONORS DONOHUE —

CSEA President Danny Donohue was honored with the Human Rights Award by the Jewish Labor Committee (JLC). Above: AFSCME President Gerald McEntee, left, and Richard Trumka, AFL-CIO secretary treasurer and fellow JLC honoree, right, look on as Donohue receives the award.

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.

March
ON May 3rd

in Albany

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Education**

Pre-K through Post-Grad

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Saturday, May 3

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*Capital Region:
Rob Scholz: 518 785-4400*

*Metropolitan Region:
Matthew D'Amico: 212 406-2156*

*Central Region:
Mike Ottaviano: 315 433-0050*

*Southern Region:
Jason Haenel: 845 831-1000*

*Western Region:
Bill Benfanti: 716 886-0391*

Call toll free 1-877-255-9417
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there are better choices
for New York

*I care.
I'll be
there.*