

The **WORK FORCE**

Still not listening

*Paterson's
politics
put people
at risk*

See Pages 3, 4, 10 and 11

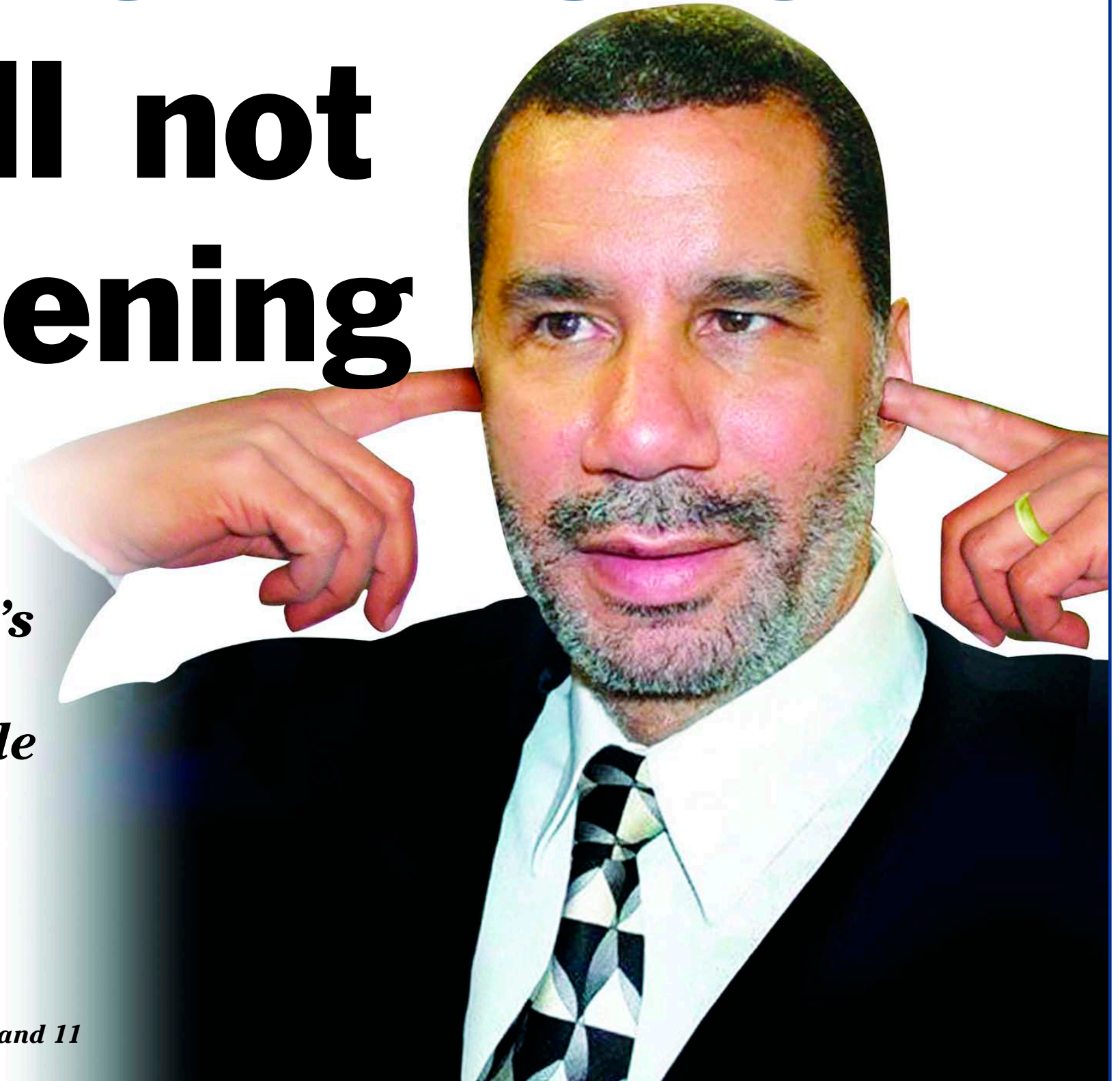


Photo of the Month



Photo by Ed Molitor

Somewhat reluctant, but being a good sport, CSEA New York City State Employees Local 2nd Vice President Donald Bryant has makeup applied before taking part in a Workplace Violence Prevention DVD CSEA is producing to help CSEA leaders and activists reduce the risk of violence at their work sites. Bryant told interviewers about an individual who brutally attacked three Department of Motor Vehicle workers because he was angry over having failed his road test.

Unions lobby lawmakers in Albany

ALBANY — CSEA and AFSCME members from across the state came by the busload for AFSCME Lobby Day on March 31, meeting with lawmakers and lobbying them to oppose Gov. David Paterson's proposed layoffs of 8,700 state workers.

Among the elected officials and labor leaders addressing the 1,200 union members were AFL-CIO Secretary-Treasurer Richard Trumka, state AFL-CIO President Denis Hughes, state Comptroller Tom DiNapoli, state Sen. Majority Leader Malcolm Smith and U.S. Sen. Kirsten Gillibrand.

"Let's be clear," CSEA President Danny Donohue told the crowd. "Layoffs represent a failed government that puts politics before people."

Union members spent the afternoon speaking with their



AFL-CIO Secretary-Treasurer Richard Trumka fires up the crowd at the 2009 AFSCME Lobby Day.

elected officials or the lawmakers' staff, urging them to support legislation that benefits working people and to oppose the governor's layoff proposal.



On the May cover:

The illustration of Gov. David Paterson with his fingers in his ears has become familiar across the state in advertisements and billboards (as well as some state work places).

It was developed by Mario Bruni, a graphic artist at the Public Employees Federation.

Since 1910

CSEA
New York's LEADING Union

ALERT



CSEA President Danny Donohue to meet Western Region members May 28

CSEA President Danny Donohue will visit the CSEA Western Region on May 28 to meet with members.

The meetings will be held at The Hampton Inn, 101 Main St., Olean.

Donohue will meet with union members from 1 to 7 p.m. Please call the Western Region office at (716) 691-6555 or (866) 568-7734 for an appointment and directions. Donohue will visit all six CSEA regions during the course of the year.

Spread the Truth about the Employee Free Choice Act!

Go to www.csealocal1000.org to view a 10-minute video that explains why the Employee Free Choice Act is important to unions and to get more information.



Puts politics ahead of people

Paterson ignites layoff firestorm

Gov. David Paterson's strong-arm threat to lay off 8,700 state employees if CSEA and other unions won't agree to his concession demands continues to fuel a political firestorm.

CSEA's response has been swift and unrelenting in a drive to expose the dangers of what the governor is doing.

"The people of New York deserve better than the dangerous political game the governor is playing," said CSEA President Danny Donohue. "His approach is reckless and irresponsible and puts people's lives at risk. Laying off 8,700 people makes no sense and will cost taxpayers and cause all kinds of misery," Donohue said.

CSEA has offered the governor numerous alternatives to save more money than he said is needed from concessions. The governor and his administration have made it clear he is only interested in ideas that inflict pain on the work force to make a political point.

The governor has also said he will exempt management/confidential personnel, including political appointees, from his layoff plan.

"What Governor Paterson is saying is that the highest paid personnel will not be included as part of his cost-cutting moves," Donohue said. "He is also saying the brunt of his reductions will be on the lower-paid employees who actually do the work of the state every day."

Based on the governor's numbers, one management position could save the jobs of four workers delivering essential services.

In the middle of all this, the governor also announced the appointment of yet another top-level political appointee in his executive chamber at a \$173,000 annual salary, causing CSEA once again to question his judgment.

CSEA is also holding the state legislature accountable for its role in passing a \$132 billion state budget that facilitates the governor's layoff scheme by assuming savings from union concessions. At the same time, legislators appropriated themselves \$170 million in pork barrel spending that could go a long way toward stopping layoffs.

"Let's be clear," Donohue said. "The governor is pursuing these layoffs, CSEA isn't. One layoff is too many from our perspective. It represents a failed a government that puts politics before people."

Get the latest information at
www.csealocal1000.org



CSEA members including Metropolitan Region President George Boncoraglio, center, demonstrate outside state Sen. Majority Leader Malcolm Smith's district office in Queens.



Judiciary Local activist Judy DiPaola, Rochester State Employees President Doris Cota, CSEA Western Region Political Action Coordinator Courtney Brunelle, Western Region President Flo Tripi and Western Region Political Action Committee Chairman Tim Finnigan demonstrate outside Assemblyman Joe Morelle's Irondequoit office. CSEA members also demonstrated at Assemblyman Sam Hoyt's office in Buffalo.



Gov. David Paterson, left, is confronted in Saratoga Springs by CSEA Capital Region President Kathy Garrison, who is flanked by Public Employees Federation Secretary-Treasurer Arlea Igoe and CSEA Executive Vice President Mary Sullivan.



At right, CSEA SUNY Stony Brook Local President Carlos Speight fires up the crowd at a rally at the New York State Office Building in Hauppauge.

THE WORK FORCE

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IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue

Reopening contracts is a dangerous road

One of the oldest military concepts in world history is known as "Divide and Conquer." I'm sure you're familiar with it – weaken people by separating them from common interests, defenses and other bonds and it's a lot easier to roll over them.

Of course, the whole basis of our union is about standing up to this strategy by uniting people.

These points should tell you a lot about the heated conflict that CSEA is in during these difficult economic times.

Gov. David Paterson is trying to strong-arm CSEA and others into reopening our fairly negotiated contracts with New York state by threatening to lay off 8,700 state employees if we don't.

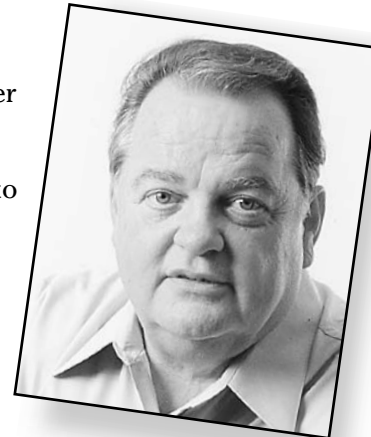
For months, CSEA offered the governor numerous ideas that could help the state save even more money than he could gain by his demands. But the Paterson administration has made it clear that it's not about the money. It's about the governor's political agenda to gain contract concessions and make 70,000 CSEA state employees and others feel pain.

It's bad management, bad politics and bad public policy for many reasons that are detailed on other pages in this edition.

I want to be clear, however, that this is a fight for all of CSEA, not just state employees.

All of you work under a CSEA-negotiated contract that is the product of decades of hard-fought battles to secure fairness in salaries, benefits and working circumstances. CSEA negotiates more than 1,100 of these separate contracts with employers all across the state — and none of them are identical. If we reopen one contract, then every other employer has a legitimate right to demand that we reopen theirs, too. But then we can never again have any expectation that any contract will ever be valid.

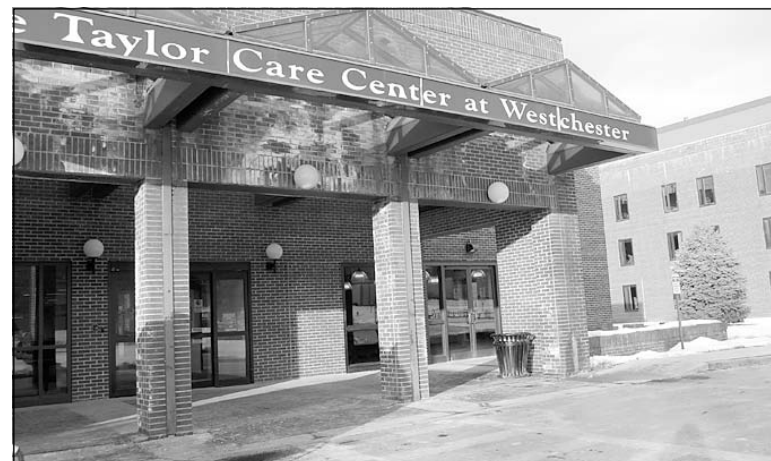
We will always work cooperatively to help find better ways to get the job done and achieve savings outside of our contract. We will always negotiate contracts in good faith in their normal cycle. But we will not be browbeaten into bad faith, concession bargaining that undermines you and all other CSEA members both now and forever.



Westchester Medical Center blindsides union with more cuts

VALHALLA — A second wave of layoffs hit Westchester Medical Center recently, putting more than 100 additional hospital workers out of a job and stretching an already lean work force.

Management announced the move just one day after a labor-management meeting with CSEA in which hospital officials said no decisions had been made on additional layoffs. March 31 was the last day of work for those affected, with workers receiving less than two weeks notice.



Westchester Medical Center's Taylor Care Center, the hospital's public nursing home, was a casualty of the first round of cuts.

Blindsided

In January, management estimated the hospital would lay off 400 workers, with 190 immediate cuts coming through the closure of the hospital's public nursing home. The latest job cuts in the main hospital bring the layoff total to around 300.

"While the rank and file members at Westchester Medical Center live up to the hospital's 'world class medicine' motto, management's behavior has been less than world class," said Southern Region President Billy Riccaldo. "Management blindsided our members with the 100 layoffs barely a day after telling us no

final decisions had been made. Hardworking, middle-class people with children to care for, and rent or mortgage payments, were put out of a job without even getting two weeks notice."

"Hardworking, middle-class people with children to care for, and rent or mortgage payments, were put out of a job without even getting two weeks notice."

the layoffs," said Westchester County Local President Jack McPhillips. "We've had to repeatedly press both for correct seniority listings and to

have management set up a Department of Labor job fair for impacted employees, something that is required under state law."

Westchester Medical Center is the only public hospital and major trauma center between New York City and Albany. Known for its high profile burn and transplant centers, the hospital also serves as a crucial safety net for patients without insurance who would be unable to receive treatment elsewhere.

— Jessica Ladlee

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

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/discounted fees for other personal matters.

Know Your Rights!

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.



LOCAL 1000, AFSCME, AFL-CIO

1-800-342-4146

Probation officers warn of thin ranks

ROCHESTER — The Monroe County Office of Probation is so short-staffed, there simply are not enough officers for all probationers to be properly monitored.

For the last several years, the county has been chipping away at the Probation Department, refusing to fill vacancies and creating a dangerous situation for the public, said Todd Wersinger, a probation officer and CSEA Probation Section president. He addressed the county legislature last month to ask – again – that the department be properly staffed.

“We currently have 8,457 active cases at probation. On average, a general supervision officer would need 138 hours of overtime per month to manage their assigned workload,” Wersinger said.

In the last 10 years, the number of vacancies in the department has gone from 12 in 1999 to 35 today. The heavy caseloads set officers up to fail, he

said. “It is mathematically impossible for us to do our jobs,” Wersinger said. “We need 19 general supervision officers and three investigators to be able to safely manage our required job duties.” Ideally, all 35 vacancies should be filled with full-time staffers.

Last year, Wersinger said, three active probationers were victims of homicide and two active probationers were accused of homicide.

“I am not suggesting we have the power to prevent all bad things from happening,” Wersinger said. “However it is a certainty that we could do a better job with adequate staffing. In 2008, probation was involved in the seizure of 33 guns from prohibited persons. Despite these remarkable results, we are left with the feeling that this is just the tip of the iceberg.”

— Lynn Miller

“On average, a general supervision officer would need 138 hours of overtime per month to manage their assigned workload.”

Officer of the Year



From left, Sullivan County Jail Unit President Robert Brewster, Corrections Officer Jonathan Kurtz, and Col. Hal Smith, jail administrator. Kurtz was presented a plaque honoring him as the unit's second annual Officer of the Year. Brewster said Kurtz, a 17-year corrections officer at the county jail, is a role model for other corrections officers and is known for his professionalism on the job.

2008-2009 Polar Plunge season a resounding success

Across the state since early December, CSEA members have been freezing for a reason, wading and jumping into lakes and other bodies of water throughout the winter to raise money for Special Olympics athletes.

The craze is catching on in CSEA.

The 2009 season has come to a close with more people than ever involved, including the Southern Region, participating for the first time this year. CSEA members raised more than \$10,000, beating last year's record.

In the off-the-wall spirit of the Polar Plunge, some of our newest participants took wild and wacky to the next level with creative costumes and daring leaps.

Fishkill Creek



Long Island Sound



Lake George



Verona Beach



Lake Ontario



Just some of the potential fallout from Governor Paterson's proposal to ax 8,700 state employees for political purposes.

He just doesn't get it.



8,700 taxpayers taken off the tax rolls by layoffs

8,700 workers paid for unused vacation time while out of work

Unemployed state workers maintain health insurance benefits at present cost

Unemployed state workers apply for unemployment insurance at taxpayer expense

Unemployment insurance runs out; some workers apply for social services at taxpayer expense

Employee whose position is abolished is eligible to receive up to \$3,000 to relocate when the distance is at least 35 miles

Additional burden placed on CSEA-represented social service workers



Services previously delivered by state workers lost to the taxpayer

Or are shifted to localities with additional tax burden

Layoff process creates chaos for state managers and demoralizes remaining state work force

Takes a toll on front line workers who actually deliver services

Layoff process is further complicated and inflated in its cost by Governor Paterson's decision to exempt highly paid managers and political appointees

Unemployed state workers cannot provide support to community activities or charitable organizations

Everybody loses.

Public demolition crew helps knock down county costs

If county officials were to contract out demolition work, the cost could total more than \$65,000 per unit.

AMSTERDAM — Montgomery County Department of Public Works employees are saving the county money through their efforts with a new demolition program.

The workers are trained to knock down condemned, vacant and unsafe structures, saving the county from hiring private contractors to do the work.

Since the demolition program started in mid-February, seven homes have been taken down and at least 50 more buildings are slated for demolition.

Quicker and cheaper Foreman and CSEA member Shawn Cotton said if county officials were to contract out demolition work, the cost could total more than \$65,000 per unit. County workers also get

the job done quicker than private contractors, who can take at least a day to demolish a building. Cotton, who keeps detailed logs of each job, said some houses can be down in an hour.

The demolition crew works with municipal crews to prepare the sites, including shutting down gas and power lines. The first thing the demolition crew does on a job is to knock out the windows. Afterwards, they plan the best way to attack the structure. "We'll take a look at the structure," Cotton said. "A lot depends on the location of the support walls."

During the demolition, workers stream water on the structure to limit exposure to dust. Once complete, a crew hauls away the materials.

Cotton said teamwork



From left, demolition crew members Dave Bouchard, Bob Crews (in excavator cab), Dick Kane and Foreman Shawn Cotton.

allows the crew to work well together and to get the job done quickly and safely at limited expense to the county. "The best thing

about this crew is we're one big family here," he said.

— Therese Assalian

Cycle the Erie Canal!

Join Parks & Trails New York July 12-19, 2009 for the 11th annual **Cycling the Erie Canal**, a 400-mile, eight-day bicycle tour from Buffalo to Albany along the historic, scenic Erie Canal.



CSEA is a sponsor of the ride, and CSEA members along the route help maintain the bike trails and Erie Canal.

For more information, visit the Parks & Trails website at www.ptny.org/canal tour.

CSEA, Thruway Authority sign new agreement

ALBANY — CSEA President Danny Donohue met with Thruway Authority officials and members of the negotiating teams March 20 to sign the new contract between the union and the authority. The contract is retroactive to July 1, 2008, and runs through June 30, 2012.

The contract holds the line on health benefits and includes salary increases in each year and a downstate adjustment. CSEA represents more than 600 technical, professional and supervisory employees.

— Therese Assalian



From left, New York State Thruway Authority Local President Nick Chiesa, Thruway Authority Executive Director Michael Fleischer and CSEA President Danny Donohue sign copies of the new agreement, as CSEA Labor Relations Specialist Mike Sheldon, seated, far right, and members of CSEA's negotiating team, back row, look on.

Since 1910

**WASTE MANAGEMENT,
MAINTENANCE AND
INFRASTRUCTURES**
New York's LEADING Union

“Mayor Darden has shown a clear lack of respect for the village work force and for the CSEA contract.”

CSEA blasts village's anti-union moves

SPRING VALLEY — A pattern of anti-union behavior from Village of Spring Valley officials has CSEA firing back against the village.

A pre-conference hearing on an improper practice charge filed with the state Public Employment Relations Board is scheduled for this month. In the filing, CSEA details nearly a dozen allegations corroborating the union's charge of anti-union animus, including several instances suggesting village officials are targeting Rockland County Local President Fritz Ernest.

“I've had my work hours changed for no reason, with no explanation, after working the same hours my whole career,” said Ernest, a 24-year village Department of Public Works employee.



Rockland County Local President Fritz Ernest, seen here in the street sweeper he drives for the Village of Spring Valley Department of Public Works, says he has been targeted by village officials for his union activity.

Employee surveillance

The animosity between CSEA and village officials recently peaked when Mayor George O. Darden authorized

the installation of surveillance cameras inside and outside the public works garage without first notifying CSEA as the village is

required to do.

“It is our belief that these cameras were not installed so much with security in mind, but so Mayor Darden and (Public Works Deputy Superintendent) Neil Vitiello could find another way to harass and intimidate employees,” said Southern Region President Billy Riccaldo. “Mayor Darden has shown a clear lack of respect for the village work force and for the CSEA contract.”

CSEA is also fighting to enforce several arbitration victories against the village. “We're estimating the cost of the longevity payout alone to be at least \$100,000 (in total), because the judgment awarded us the back pay with interest,” said Unit President Walter Booker.

— Jessica Ladlee

Officers, members attend popular Long Island schools conference



CSEA Executive Vice President Mary Sullivan, CSEA Treasurer Joe McMullen, Nassau County Educational Local President Monica Berkowitz, Suffolk County Educational Local President Harry Ader and CSEA Secretary Denise Berkley take a break during the recent Long Island School District Support Staff Career Development Conference, which was jointly sponsored by the Nassau and Suffolk Educational locals. The popular, one-day conference, which drew more than 1,000 CSEA members employed at schools across Long Island, featured programs relevant to school workers.

Transportation workers save fisherman's life

HORSEHEADS — Sometimes, you're just in the right place at the right time.

That was the case recently for four state Department of Transportation workers who saved the life of a fisherman who had fallen through ice.

“We were out patching potholes when we heard the call come over the fire department pager,” said John Mase. “We were nearby so we went to see if we could help.”

The workers borrowed rope from a utility crew that had also responded and tied it around DOT worker Bob Dunlap and he went in.

As the men pulled the victim from the water, emergency crews began to arrive on the scene.

“When we got there, I went into emergency mode, assessed the situation and



Bob Dunlap, John Mase, Mark Weaver and Ted Condie of the Hornell State Employees Local recently saved the life of a fisherman who had fallen through the ice.

we handled it,” Mase said. “I can't stress how proud I am of these guys for what they did.”

The victim displayed signs of hypothermia and required six days in the hospital.

“We believe he was in the water for about 50 minutes,” Dunlap said. The water

temperature was just 33 degrees that day.

The victim stopped by the DOT garage recently to thank the men who saved his life.

“Everyone was in the right place at the right time,” Mase said.

— Lynn Miller

State workers wonder: 'Where can they cut?'

CSEA members working in the state's executive branch agencies aren't convinced that Gov. David Paterson's proposal to lay off 8,700 workers is going to bring any savings to the state. In fact, it will likely cost the state more with lost productivity, overtime, unemployment benefits and the loss of morale the layoffs could bring to a work force that's already stretched thin. "No one should have any

illusion that this action moves New York forward through 'shared sacrifice,'" said CSEA President Danny Donohue. "The plan sticks it to state employees and undermines the state's health care system beyond reason. Supporting the proposal makes state lawmakers complicit with the governor in a reckless and irresponsible plan."

'We're short staffed as it is now'



CSEA members Thurlus Cordon, left, and Mack Roberts III work as mental health therapy aides at Rockland Psychiatric Center.

ORANGEBURG — At a facility where working at minimum staffing levels is common, CSEA members Thurlus Cordon and Mack Roberts III worry that Gov. David Paterson's order to cut 1,054 positions at state Office of Mental Health facilities has the potential to hurt patients and workers at Rockland Psychiatric Center.

"We're short staffed as it is now," said Cordon, a four-year mental health therapy aide in the center's long-term care unit. "When you're exhausted from being mandated [for overtime], the patients often pick up on that and it can make for a hostile situation and possible injuries to the worker."

State workers have been doing more with less for years, but Roberts said that isn't a good thing when it comes to patient care.

"If I get a new patient in one day who is highly combative, I need to be able to give him my full attention," said Roberts, who works in the center's admissions unit. "If we lose any more staff, that's going to be even tougher than it already is." Then there are the personal concerns, both men said. While Rockland County's high cost of living means many state workers struggle, things would be much worse without a job.

"I live paycheck to paycheck," said Cordon. "It's not like I make a hundred grand a year. I need my job."

— Jessica Ladlee



"It's not fair that the governor is using the layoffs as leverage to get us to open up the contracts. We agreed to it. It was signed by both parties."

— Mike Gardner
Office of General Services, Utilities



"Who is going to do the work? We're already short staffed."

— Derbia Williams
Higher Education Service Corp., Secretary



"I'm concerned about what kind of impact layoffs will have on the workers who process unemployment claims. We're already stretched thin. And now the governor wants to use stimulus money to extend unemployment benefits. The stimulus money is meant to be used to keep people working, not to pay unemployment. And how will people get their benefits processed if he lays off the people who do the work? It doesn't make any sense."

— Vennie Terpin
State Department of Labor Local President

— Photos and quotes, Therese Assalian

'We all contribute to the public's safety'

BATAVIA — Although it's always in the back of her mind, Rachel Chudoba tries her best not to think about the devastating layoffs Gov. David Paterson and state lawmakers are threatening this summer.

Thinking about it, she says, is just too stressful. In her already-busy life, worrying about losing her income and health insurance for herself and her son would just be too much.

Chudoba, a keyboard specialist at the New York State Police Troop Headquarters in Batavia, is also a single mom working three jobs to make ends meet.

"Some people are very worried about the layoffs," she said. "I think I would be one of the first people to go. I've only been here three-and-

a-half years. I need this job to help me take care of my son."

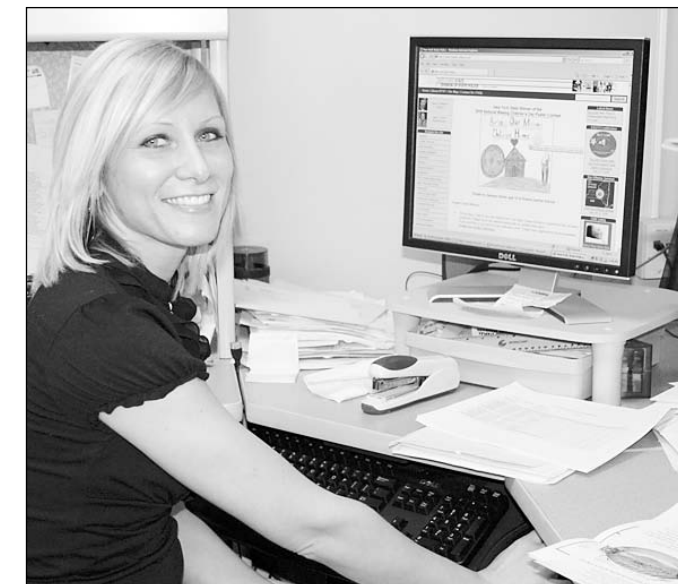
Chudoba and her civilian co-workers spend their days handling clerical work for the troopers. They may pull reports and evidence, work with the hostage negotiators, keep track of overtime and assist officers

with reports. Losing the clerical support staff would put lives at risk.

"We all contribute to the public's safety," she said. "The troopers are so busy in the field. Having us here gives them more time to be out on the road protecting residents."

"The governor's layoffs are definitely not the answer."

— Lynn Miller



Rachel Chudoba is a single mom who juggles three jobs to make ends meet. She worries about losing health insurance for herself and her son if she is laid off from her job with the New York State Police.

Paterson's Politics Put People at RISK

'We're there for the patients'

BINGHAMTON — Short staffing is nothing new for CSEA Greater Binghamton Health Center Local member George Reinhard.

"We are already short-staffed, on a skeleton crew as it is, and a lot of people are getting mandated to work overtime, at least twice a week. A lot of people get burned out and when they get burned out they either quit or make mistakes. When you work with patients, handling medications and that sort of thing, there's really no room for mistakes," said Reinhard, a mental hygiene therapy aide in the center's Extended Care Unit and eight-year CSEA member.

"It can be difficult for the patients when we're stretched to the limit at work," he said. "It's

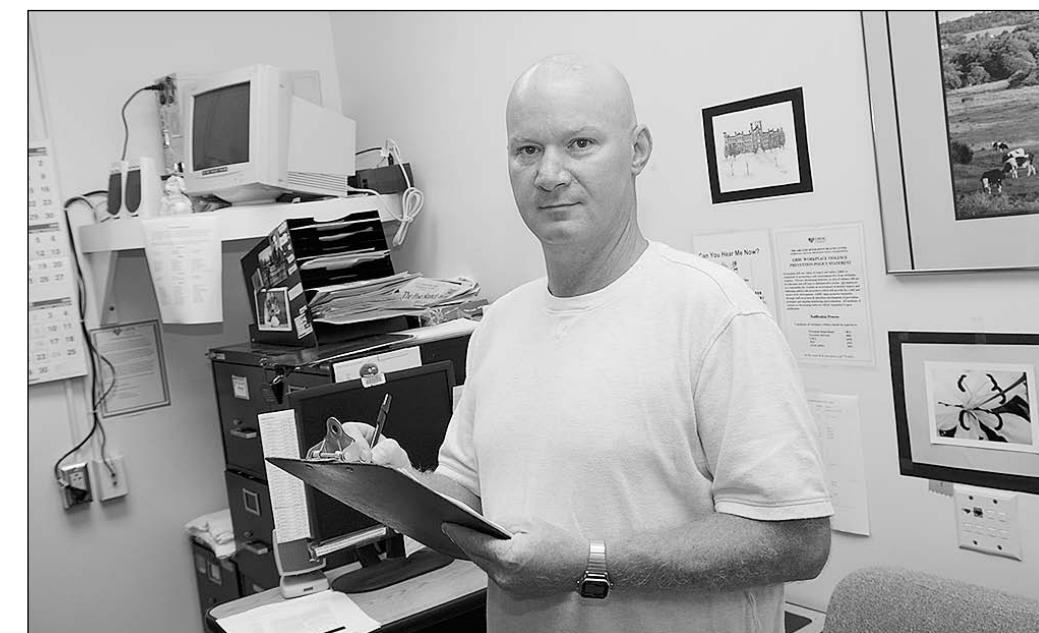
difficult for us, because we're their family. They don't have anyone but us," Reinhard said.

"Cutting direct care affects the care of the patients, and we're there for the patients."

"We're all wondering who's going to be cut, what departments; everyone's talking about it," Reinhard said.

"I don't know where anyone ever got the misconception that state workers don't work that hard. A lot of times here, we're working 16-hour days, getting a few hours of sleep and then hauling our butts back in the next day. We're getting the work done, but we get taken for granted."

— Mark M. Kotzin



Mental Hygiene Therapy Aide George Reinhard writes patient notes on a chart on Unit 2E at the Greater Binghamton Health Center.

2009 CSEA ELECTIONS Info

Public Sector Local, Unit elections scheduled for 2009

Elections will be conducted for all public sector local officers, delegates and unit officers

The term of office for all current public sector local officers, delegates and unit officers expires June 30, 2009. Public sector officers and delegates will be elected to four-year terms. Balloting for local officers, delegates and unit officers will be conducted between May 15 and June 15, 2009.

Each local and unit executive board must select its own election committee and committee chairperson, or election meeting chair if applicable. The local and/or unit election committee is primarily responsible for conducting the election.

Slate petitioning and slate voting will be an option for candidates for local and unit office (see adjacent information).

Members may run as individual candidates if they wish.

Attention: Public Sector Local, Unit Presidents ***Did you send the Election Committee Data Form to CSEA Headquarters?***

In early January, registered election committee chairs and election meeting chairs began receiving their election package to help them carry out their election duties.

You must submit your election committee data form before an election packet will be mailed to your election committee chairperson or election meeting chair.

CSEA Headquarters cannot send material and information to any appointed election committee or meeting chair without first receiving the completed election committee data form from the local or unit president.

Inquiries concerning election materials may be directed to the CSEA Central Files Department at 1-800-342-4146, ext. 1261.

Locals and Units with 150 or Fewer Members

Holding an Election at a Special Membership Meeting

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

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

Application for Office

Special election rules are available to CSEA locals and units of 150 or fewer members.

In these smaller locals and units, completion of the Application for Election to Office replaces the requirement to obtain signatures on a nominating petition.

In locals or units with 150 or fewer members, any member who submits the application and meets election requirements under the appropriate local or unit constitution will be placed on the ballot.

CSEA

Important information about slate petitioning and slate voting

Local Elections

In local elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the local's by-laws, secretary and treasurer.

The slate may also include candidates for other offices that have been created according to the local constitution and by-laws. In locals that have created the combined position of secretary-treasurer in their by-laws, the slate must include a candidate for that office.

Unit Elections

In unit elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the unit's by-laws, secretary and treasurer.

The slate may also include candidates for other offices that have been created according to the unit constitution and by-laws. In units that have created the combined position of secretary-treasurer in their by-laws, the slate must include a candidate for that office.

Candidates should know the following:

- A member cannot be a candidate for officer and for delegate on the same slate. An officer candidate must circulate a separate nominating petition in order to appear on the ballot also as a candidate for delegate. The member will appear on the ballot as a candidate for office as part of the slate and as an individual for the position of delegate.
- Candidates who run as a slate must complete a Slate Eligibility and Consent Form and a Slate Petition Request Form. By petitioning as a slate, candidates who appear as part of a slate need to submit only one set of the required number of signatures to qualify as a candidate. Individual petitions are not necessary for slate candidates.
- Candidates who withdraw from a slate must complete a Slate Withdrawal Form and return the form to their election committee.

More detailed information about election slates will be available from local and unit election committees.

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 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.

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CSEA
FAMILY, FRIENDS AND
NEIGHBORS

New York's LEADING Union

“Our members are the ones who keep the town running, so it made sense.”

Sign boosts CSEA visibility

WALLKILL — Motorists entering the Town of Wallkill via the heavily traveled Schutt Road are now welcomed by a “Welcome to Wallkill” sign funded by the Orange County Local.

The sign, emblazoned with the blue and red CSEA logo, is the design of Orange County Local 1st Vice President Charlie Romer, who works for the town’s Highway Department. The local purchased the sign after town officials opted to tear down the existing welcome sign, which was in bad condition due to age.

“Over 10 years ago, the local officers at the time coordinated with the town



Southern Region President Billy Riccaldo, left, and Orange County Local 1st Vice President Charlie Romer check out the new sign the Orange County Local provided in Wallkill.

to put up the old sign on Schutt Road,” Romer said. “Now, the town wasn’t in a place financially to get a new sign, so we

volunteered. Our CSEA local office is nearby and our members are the ones who keep the town running, so it made sense.”

Southern Region President Billy Riccaldo said the sign, in its prominent location, is a good reminder to drivers that CSEA members are an important part of the community.

“Our members do the jobs we take for granted, like maintaining our roads and water supply, dispatching emergency calls, and so many other things,” Riccaldo said. “By funding this sign, we are giving back to the community while also reminding residents that we’re out there doing a good job.”

— Jessica Ladlee

United States
Census
2010

In the Neighborhood



U.S. Census workers are visiting your area to identify the addresses of all housing units for the 2010 Census.

Safe. Easy. Important.



U.S. Census Bureau
Boston Regional Census Center
One Beacon Street, 7th Floor
Boston, MA 02108
Phone: (617) 223-3610
E-mail: Boston.PDSP@census.gov
This Notice Expires 6/30/09

IT'S IN OUR HANDS



Capital Region members help support troops

Capital Region Women’s and Community Outreach Committee members pose with items collected for Military Mom in Action, which collects supplies and letters for U.S. soldiers stationed overseas. After reading a newspaper article about the group, committee member Bonnie Roy suggested the committee get involved in collecting donations, an idea committee members enthusiastically embraced.

Committee members coordinated donation boxes at state agency buildings and other area work sites in March, and recently helped Military Mom in Action representatives pick up and deliver the donations. Seated, front row, from left, are Gail Connell, Chair, Marie DeShaw and Liz Habiniak. Back row, from left, are Nicole Bishop, Bonnie Roy, Tom McKenna, Suzanne Williams, Lisa Tricozzi and Kim Wallace, Capital Region secretary and committee officer liaison.





1965 Strikes pave way to new law, new era for CSEA

44 years ago ...



The Civil Service Leader reported that CSEA backed the bill that later became the Taylor Law

In 1965, it was becoming increasingly apparent that the Condon-Wadlin Act, which instituted severe striking penalties over public employees, was not working when groups of New York City public employees went on strike despite the law.

Meanwhile, CSEA and other public sector employee associations in New York did not have the legal right to collectively bargain.

Three days after the end of a New York City transit strike, Gov. Nelson Rockefeller announced the appointment of a Public Employee Relations Committee, to propose legislation to protect public employees while prohibiting the interruption of public services via a strike.

The committee, chaired by George Taylor, recommended the repeal of the Condon-Wadlin Act and the passage of a new law, the Public Employees Fair Employment Act, known as the Taylor Law. While the Taylor Law still prohibited public employee strikes and retained severe penalties for them, it also gave CSEA and other public employee groups the legal right to collectively bargain for wages, benefits and working conditions. The new law gave birth to CSEA's modern era and unprecedented growth.

Also in 1965 ...

- The first U.S. combat troops arrive in Vietnam after President Lyndon Johnson escalates the conflict. By the end of the year, 190,000 U.S. soldiers are in Vietnam.

- Martin Luther King Jr. and more than 2,600 others are arrested in Selma, Ala., during demonstrations against voter-registration rules.

- Black nationalist leader Malcolm X is killed during a rally in New York City.



The Sound of Music movie poster

- Racial unrest leads to six days of rioting in the Watts section of Los Angeles, leaving 34 dead.

- *The Sound of Music* premieres, becoming one of the most popular movie musicals in history.

- Bill Cosby, starring in *I-Spy*, becomes the first African American to headline a television show.

- Soviet cosmonaut Aleksei Leonov performs the first spacewalk. Edward White II becomes the first American to walk in space three months later.



Martin Luther King Jr. addresses supporters at a 1965 rally in Selma, Ala.

CSEA is urging members to join a May 12 rally in Albany to show state lawmakers that farmworkers cannot be forgotten for another 70 years.

Fight for justice for farmworkers

As Americans and CSEA members, we enjoy basic wage and hour protections thanks to the sweat and hard work of union members before us who fought for these rights.

But not all American workers are covered and CSEA is fighting to change that.

More than 70 years after federal laws were passed to protect industrial workers, New York's farmworkers continue to suffer from denial of basic worker rights such as a weekly day of rest, overtime pay, disability insurance, equal

employment insurance coverage and protection when bargaining collectively.

Help the farmworkers

CSEA is a longtime supporter of the Justice for Farmworkers campaign, led by the Rural and Migrant Ministry, committed to overcoming prejudices and poverty. CSEA is urging members to join a May 12 rally in Albany to show state lawmakers that farmworkers cannot be forgotten for another 70 years.

While legislation in the late 1990s helped improve some wages and conditions for the farmworkers, lawmakers are still lagging behind on granting farmworkers equal rights under the law.



In 2004, New York's farmworkers stopped to rally at CSEA headquarters on their way to the Capitol, winding up a 10-day, 200-mile walk for equal rights. CSEA members and staff joined them and showed support, handing out water to the thirsty and tired workers. (Photo by Ed Molitor)

CSEA will continue to support the Justice for Farmworkers campaign until the passage of Farmworkers Fair Labor

Practices Act, a law that finally gives farmworkers equal rights.

— Jill Asencio

Bigelow racing to raise money to fight cancer

CORTLAND — By day, CSEA SUNY Cortland Local member Harland Bigelow is a principal account clerk in the campus' budget office.

But after work, he sheds his shirt and tie for runners' wear and can be found coaching endurance runners to compete in marathons, something he himself has done more than 70 times.

He does so as part of the Team In Training Program of the Leukemia and Lymphoma Society, which not only raises money to find a cure for blood cancers, but is also the world's largest endurance sports training program.

Bigelow has been coaching with the program for nine years and he was recently nominated as one of nine people in the running for the Central New York chapter's "Man of the Year" title, a fund-raising competition.

Bigelow has until May 20 to get as many people as he can to donate toward his minimum goal of raising \$5,000. His CSEA local is sponsoring an on-campus fund-raiser and he hopes that other CSEA members

will visit his personal donation page at: <http://cny.llsevent.org/hbigelow> to make their tax-deductible contribution.

"We are relentless in trying to find a cure. This touches so many children and adults, and the money we raise gets invested in research, patient help and education, and also gets us closer to finding a cure," Bigelow said.

— Mark M. Kotzin

To learn more about the Team In Training program, visit www.teamintraining.org

Still think smoking is relaxing?

Want more tips about how to go smoke-free? Visit www.cancer.org

Smoking is the leading cause of preventable death in New York State. But it doesn't have to be that way.

We can help you quit.
Call 1-866-NY-QUIT
 (1-866-697-8487)

American Cancer Society

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Protecting Your Benefits

NYSHIP dependent eligibility amnesty period

In 2008, Civil Service Law was amended to authorize the New York State Department of Civil Service to conduct an eligibility audit of dependents under the New York State Health Insurance Program.

Budco Health Service Solutions has been selected to administer all aspects of this verification project.

As a result of this legislation, a special amnesty period will be offered to enrollees to allow for the removal of ineligible dependents before the

Health Benefits



verification project begins. Enrollees who use this opportunity can

avoid having to pay back any claims paid, as well as possible legal action, on behalf of an ineligible dependent.

In early to mid April, Budco mailed packets of information to all NYSHIP enrollees with family coverage regarding the special amnesty period. Enrollees must review all information thoroughly and report any ineligible dependents directly to Budco.

All changes must be received by Budco no later than June 12, 2009. This is the ONLY opportunity to remove ineligible dependents without possible penalty.

NO ACTION is necessary during the amnesty period if all listed dependents are eligible for coverage. At no point should enrollees send original documentation to Budco, as this information will not be returned.

What happens next

Eligibility verification packets will be mailed to enrollees after the special amnesty period ends. Enrollees will be required to provide documentation of the eligibility for coverage under NYSHIP for each dependent not removed during the special amnesty period.

The packet will include a list of the enrollee's dependents, an eligibility worksheet to help determine whether dependents

are eligible under NYSHIP, a list of common eligible proof documents and instructions and deadlines to submit them. Watch your mail for these packets and be sure to follow all instructions and deadlines.

Enrollees with questions regarding the Dependent Eligibility Verification Project, including the special amnesty period, may contact Budco at 1-888-358-2196 or on the web at <http://www.cs.state.ny.us/nyshipeligibilityproject/index.cfm> for the most current information.

May 15 is deadline for submitting proposed resolutions, changes to CSEA's Constitution & By-Laws

Proposed resolutions and proposed amendments to the CSEA Constitution & By-Laws for consideration by CSEA delegates to the union's 2009 Annual Delegates Meeting **must be submitted by May 15, 2009.**

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 By-Laws must be submitted no later than May 15 to Statewide Secretary Denise Berkley, CSEA Headquarters, 143 Washington Ave., Albany, N.Y. 12210-2303.

The 2009 CSEA Annual Delegates Meeting will be held Sept. 14-18 in Buffalo.

These days, things change fast ...

Keep up-to-date with the latest news from your union on the governor's plans for state work force cuts – and how they will affect you and your family.

**Visit CSEA's website at:
www.csealocal1000.org**



Health insurance changes effective July 1, 2009

The following information is intended for CSEA-represented Executive Branch enrollees — enrollees employed by New York state who are covered by one of the following CSEA collective bargaining agreements: Administrative Services Unit, Institutional Services Unit, Operational Services Unit or the Division of Military and Naval Affairs.

The CSEA Health Benefits Department would like to remind New York state Empire Plan enrollees that the following change will take effect July 1, 2009:

Empire Plan participating provider co-payment for office visits, outpatient surgery, diagnostic/laboratory services, and radiology services will rise from \$12 to \$15 per service.

Health Reimbursement Plans

For Local Government & Private Sector Units

The Strategic Benefit Trust offers the ability to design and implement savings for the employer and employee by reducing the taxes

paid on the employee's salary. Each plan is unique in its application and can be implemented alongside health insurance to ensure a comprehensive package for employees.



Flexible Spending Arrangements (FSAs)

Allows employees to set aside pre-tax dollars to pay for:

- Health, prescription drug, and dental plan co-payments and co-insurance;
- Deductibles;
- Costs for many over-the-counter medications and supplies;
- Uninsured vision care;
- Non-cosmetic dental expenses;
- Other eligible uninsured expenses.

Dependent Care Assistance Programs (DCAPs)

Allows participants to set aside pre-tax dollars to pay for the care of children or adults.

Health Reimbursement Arrangements (HRAs) & Medical Expense Reimbursement Plans (MERPs)

Allows employers to offer limited tax-free reimbursements toward health, dental, vision, or prescription costs. These plans take advantage of cost savings by allowing employers to self-insure large plan deductibles or copays, subsequently reducing costs for employees.

Why Choose CSEA SBT as Your Provider?

- All enrollment materials and information provided at no additional charge.
- Year-to-date participant statements provided with each reimbursement, or a minimum of three times per year, as well as online access to claims reports.
- Claims generally processed within one to two business days.
- Service tailored to fit the needs of the employer and employees.

Contact your local president to ask about negotiating the Strategic Benefit Trust into your next contract.

What's In It For You?

HIPAA: What you need to know

The CSEA Employee Benefit Fund is dedicated to maintaining the privacy of your identifiable health information.

In conducting our business, we will create records regarding you and the services we provide to you. We are required by law to maintain the confidentiality of health information that identifies you. By law, we must follow the terms of the notice of privacy practices that we have in effect at the time.



HIPAA form required

If you have ever contacted EBF looking for information regarding the claim of your spouse, domestic partner, or your child who is over 18 years old and you do not have a signed Health Insurance Portability and Accountability Act (HIPAA) form on file, you will be denied access to that information. There is a simple solution to this dilemma: the HIPAA authorization form.

There are two different ways to obtain a HIPAA authorization form. If you have access to the Internet, downloading and printing the form is just a few simple clicks away. If you visit www.cseabf.com and click on "library," the HIPAA authorization form is found on that page. If you are looking for more in-depth information

regarding the privacy policy, you can click on "HIPAA Statement" and view the policy from the main page of our website. There is also a link to the form at the end of the policy statement.

If you do not have access to the Internet, call EBF at 1-800-323-2732 and speak to any of our customer service representatives who will be happy to send a HIPAA authorization form in the mail.

A new HIPAA form must be completed and signed every two years. If you have any questions regarding the form, please call us at the toll free number.

Once your form is filled out and signed, you can either mail or fax it to us.

**The address is:
CSEA Employee Benefit Fund
P.O. Box 516
Latham, N.Y. 12110**

**The fax number is:
(518) 786-3658**

**Contact EBF by phone at
(800) 323-2732.**

**Visit EBF's website at
www.cseabf.com.**

An Ever Better Future

Leading Edge

Irene Carr — a CSEA trailblazer

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 Irene Carr, whose contributions created numerous opportunities for women in our union.

ALBANY — Former CSEA Statewide Secretary Irene Carr made it a point to speak out and be a leader in her union in an era when women were largely expected to get the coffee at the workplace.

She ended up shattering the glass ceiling within the union and left in its wake unprecedented opportunities for leadership and advancement for women CSEA members in her own generation and beyond.

Carr, a single mother from Delaware County when she first joined CSEA, became an activist while employed at the State University of New York at Oneonta.

"Irene's accomplishments remade CSEA," President Danny Donohue said. "She tirelessly advocated for women's rights in our union and in our society. She succeeded in bringing about necessary and meaningful changes in our union and in our members' lives."

As one of the first women elected to CSEA statewide office, Carr inspired other union women to pursue leadership positions. More than 30 years later, women hold offices on every level of the union. Carr served as a mentor to many of CSEA's present women leaders.

Carr, one of the few women in a top CSEA leadership position when she was first elected, was determined to play an active role in the union. She urged local and unit secretaries not to act as mere "note-takers," but to play a strong role on their executive boards.

"Irene was the first lady of CSEA," Executive Vice President Mary Sullivan said in a 2004 interview. "She was a true pioneer for women in this union. She paved the way for women to become leaders in CSEA."

Work and family issues

Her four-decade union career would be defined by her tireless work in advancing what she called "work and family issues" such as pay equity and affordable child care.

After attending the National Women's Conference in 1977, Carr was inspired to fight for what she called "work and family issues" and soon helped form the CSEA Women's Committee and served as its first chair.

She also helped win what then were unprecedented career, training and leadership opportunities for women, including efforts to promote clerical training and advancement opportunities, pay equity adjustments for women and minorities and proper video display terminal use.

One of her proudest accomplishments was her work in establishing more than 50 work site day care centers at state agencies, which allow thousands of state employees to access affordable, quality child care. Carr's efforts eventually made her a leading, national advocate for affordable work site child care.

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Carr is featured in an article in CSEA's official publication, *The Public Sector*, in the early 1980s.

Described by other union activists as a "lady" despite her toughness, Carr was known for keeping members' spirits and motivation alive at CSEA conferences and other events by leading members in rousing choruses of "Solidarity Forever."

Carr served as statewide secretary for 17 years before retiring in 1993, holding the office longer than anyone else. She passed away in 2004 at age 79.

CSEA continues to honor Carr's legacy by presenting the Irene Carr Leadership Award to a deserving activist every two years at the union's Women's Conference.

— Janice Marra

May CSEA calendar of events

Long Island Region:

- May 9: **Steward Workshop**, Sign-in: 9 - 9:30 a.m., Workshop: 9:30 a.m. - 3:30 p.m., Lindenhurst Senior High School, Lindenhurst
- May 19-20: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Suffolk Educational Local Office, Medford
- May 26: **Labor Management Committee Training**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Oyster Bay Local Office, Syosset

Metropolitan Region:

- May 2: **Private Sector Grievance Representation Workshop**, Sign-in: 8:30 - 9 a.m., Workshop: 9 a.m. - 3 p.m., Metropolitan Region Office, Manhattan. PLEASE NOTE: This workshop is open to private sector members only.
- May 5 & 7: **Defensive Driving**, 4:30 - 7:30 p.m., Building 1, Brooklyn DDSO, Brooklyn. Prior registration is required. Call (718) 642-6300 to register.
- May 5-6: **Steward Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Metropolitan Region Office, Manhattan
- May 12-13: **State Government Grievance Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Bronx Psychiatric Center, Bronx
- May 27: **An Overview Of The Family And Medical Leave Act**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Creedmoor Psychiatric Center Local Office, Queens

Southern Region:

- May 18: **Conducting Successful Meetings**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Ulster County Local Office, Kingston
- May 19: **An Overview Of The Family And Medical Leave Act**, Sign-in: 5:30 - 6 p.m., Ulster County Local Office, Kingston
- May 26-27: **Contract Negotiating Team Training**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Rockland County Local Office, New City

Capital Region:

- May 13-14: **Contract Negotiating Team Training**, Sign-in: 5:30 - 6 p.m., Queensbury Hotel, Glens Falls
- May 27-28: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Holiday Inn Express Skyline, East Greenbush

Central Region:

- May 5: **Conducting Successful Meetings**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Central Region Office, East Syracuse
- May 6: **Working People's History**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Central Region Office, East Syracuse
- May 9: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Holiday Inn, Auburn
- May 12: **An Overview Of The Family And Medical Leave Act**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Holiday Inn Downtown, Ithaca
- May 13: **Conducting Successful Meetings**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., M-C-M Training & Activity Center, Marcy
- May 27-28: **Contract Negotiating Team Training**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Holiday Inn Oneonta, Oneonta

Western Region:

- May 5: **An Overview Of The Family And Medical Leave Act**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Western Region Office, Amherst
- May 6: **Conducting Successful Meetings**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Finger Lakes Community College, Canandaigua
- May 12: **An Overview Of The Family And Medical Leave Act**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Rochester Satellite Office, Rochester
- May 12-13: **Advanced Grievance: Introduction to Contract Interpretation**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Western Region Office, Amherst
- May 13: **Conducting Successful Meetings**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Rochester Satellite Office, Rochester
- May 19-20: **Contract Negotiation Strategies: Maximizing Our Leverage Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Best Western Downtown, Jamestown

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.


POUGHKEEPSIE PACT — The City of Poughkeepsie Unit

overwhelmingly ratified a new four-year contract recently. The contract, retroactive to Jan. 1, 2008, includes raises in each year of the contract, increases in uniform allowances, the addition of five paid snow days for crossing guards when school is closed, and the addition of rights and privileges under Section 75 of Civil Service Law after three continuous years of employment

TODAY

... COPIAGUE CONTRACT — CSEA members in the Copiague

School District Teachers' Aides/Teaching Assistants Unit unanimously ratified their new five-year contract. The agreement calls for one additional holiday, salary percentage increases and a salary schedule adjustment for employees who earn a bachelor of arts or bachelor of science degree.



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Visit your Company Store at
<http://cseastore.sm-pm.com>
or www.csealocal1000.org

All Products are Union-Made in the USA

In-Stock Items - Order in quantities as small as 1 item
Special-Order Items - Imprint with local information - Minimum quantities apply

Quarterly Specials

CSE-149
Warm-Up Jacket

- dupont nylon
- wind and water repellent, kasha-lined
- 2 large reinforced pockets, byron collar, raglan sleeves, drawstring bottom and elastic cuffs
- features an embroidered logo

COLOR: navy

COST/SIZE:
\$25.75
~~\$29.25~~ (M-XL)
\$27.95
~~\$31.60~~ (2X)
\$29.50
~~\$33.75~~ (3X)



CSE-156
Poplin Pullover

- pullover V-neck windbreaker
- wind and water repellent
- features an embroidered logo
- elasticized cuffs and waist

COLOR: navy

COST/SIZE:
\$30.00
~~\$34.60~~ (M-XL)
\$32.10
~~\$37.10~~ (2X)
\$33.50
~~\$39.75~~ (3X)





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While Supplies Last

Morris is PEOPLE Recruiter of the Month

Suffolk Municipal Local activist Mike Morris is the PEOPLE Recruiter of the Month for March. He recruited 40 new PEOPLE members at the MVP level.



Morris

"The increased involvement of Brookhaven Unit members in PEOPLE is critical in these uncertain economic times," said Morris. "Our pro-labor candidates are generally outspent by their opponents because

management supports their side with large campaign contributions. The PEOPLE program helps to negate this advantage."

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.

— **Richard Impagliazzo**

New Yorkers Deserve Better!

Governor David Paterson is moving forward with plans to lay off 8,700 state employees. It's a political strong-arm tactic to pressure CSEA and other state employee unions to agree to his terms for concessions.

It's also reckless and irresponsible on the governor's part. CSEA members deliver essential services every day that are now at serious risk.

CSEA has offered the governor numerous ideas to save or generate even more money than he says he needs to deal with the state's budget issues. But his administration has made it clear it's not about the money — it's about getting union givebacks for his political agenda.

We all lose with this approach.

Governor Paterson, stop playing politics with people's lives.

Since 1910



New York's LEADING Union

Danny Donohue, President
www.csealocal1000.org

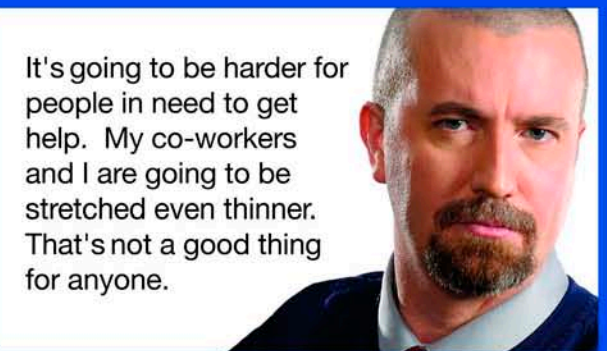
**A Positive Force
Throughout
New York State For
Nearly A Century.**

CSEA Members Speak Out

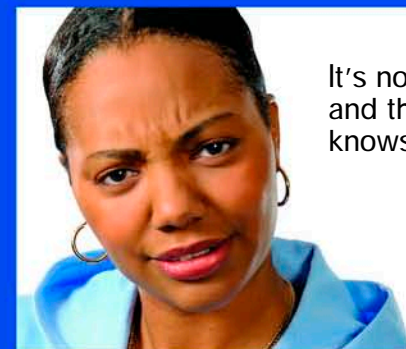
The people we care for need us. It makes a difference in their lives and ours when we have the help to do the job right.



We can only provide the best care if we have the people.



It's going to be harder for people in need to get help. My co-workers and I are going to be stretched even thinner. That's not a good thing for anyone.



It's not right and the governor knows it!



How can the governor be so reckless and irresponsible?