

THE WORK FORCE

Every vote counts!



Photo by Gary Schoichet

Gubernatorial candidate Eliot Spitzer greets CSEA Long Island Region activist Laura Gallagher at the 96th Annual Delegates Meeting. Full ADM coverage and Voters Guide inside.

Photo of the Month



Brooklyn Developmental Center Local members Frederick Judd and Carl Smith join television actors Tichina Arnold and Terry Crews from the hit show *Everybody Hates Chris* during a segment of *The Early Show*. CSEA members attending CSEA's 96th Annual Delegates Meeting were invited to take part in a live broadcast of *The Early Show*. More on CSEA's ADM on Pages 3, 8 and 13.

A lot of snow, even for Buffalo

As this Work Force edition went to press, CSEA members in the Buffalo area were still recovering from an intense local storm that dumped more than two feet of wet, heavy snow in a day.

Massive power outages added to the storm's punch. The December Work Force will include complete coverage of the storm's effect, and how CSEA members worked during and after in the recovery.



CSEA President Danny Donohue to meet Long Island Region Members Dec. 14

CSEA President Danny Donohue will visit the Long Island Region Dec. 14 to meet with members. The meetings will be held in the region office at 3 Gareet Place, Commack. Donohue will meet with union members from 1 p.m. to 7 p.m. Please call the Long Island Region office at (631) 462-0030 for an appointment and directions.



Special Olympics to fete Danny Donohue

SCHENECTADY – CSEA President Danny Donohue will be honored in November by the Special Olympics New York at its Salute to Labor.

"We are honoring our colleague Danny Donohue because of his continued support of Special Olympics and career-long advocacy of quality services for the intellectually disabled," said Special Olympics New York President Neal J. Johnson.

Proceeds from the Salute to Labor dinner will benefit Special Olympics New York and the nearly 43,000 athletes it serves throughout the state through cost-free athletic training and competition in 22 Olympic-style sports. Special Olympics has provided sports programs for people with intellectual disabilities, including mental retardation, for 37 years.

"CSEA has earned its reputation as New York's leading union by advocating for our members and the services we deliver," Donohue said.

"We are just as committed to helping developmentally challenged individuals lead a better life as we will not back away from that focus," he said.

CSEA has long represented workers in the developmental disabilities field. In the 1980s and 1990s CSEA worked with the Office of Mental Retardation and Developmental Disabilities to close the state institutional developmental centers and transition individuals into community-based group homes to improve quality of life.

At present, about 16,000 CSEA members provide life skills, medical services and community connections for nearly 10,000 group home residents of all ages and abilities, around the clock. Earlier this year, CSEA launched the Quality Care Campaign to ensure a better future for developmental disabilities services across New York.

For more information, visit www.specialolympicsny.org

9/11 workers: register for workers' compensation

MANHATTAN — Many more people who responded to the Sept. 11, 2001, terrorist attacks will now be eligible to receive Workers' Compensation benefits under recent changes to the state compensation law.

More than five years after the attacks, thousands of people who worked on the disaster's response efforts are ill from exposure to smoke, dust and other contaminants, and many health experts predict thousands of other exposed workers will become ill in the future.

The state recently changed its Workers' Compensation Law to allow people who worked at Sept. 11 recovery efforts between Sept. 11, 2001, and Sept. 11, 2002, but who are not ill, to be eligible to file a workers' compensation claim should they become ill from a Sept. 11-related illness in the future.

Eligible under the new program are

most paid and volunteer responders who worked at the World Trade Center site, anywhere else in Lower Manhattan south of Canal or Pike streets, in connection with the barge operation between Lower Manhattan and Staten Island, at the city's landfill in Staten Island and at the New York City morgue.

Hundreds of CSEA members across the state worked as paid and volunteer Sept. 11 responders.

To download a registration form, visit the state Workers' Compensation Board web site at www.wcb.state.ny.us or the New York Committee for Occupational Safety and Health web site at www.nycosh.org. You can also call NYCOSH at (212) 227-6440, ext. 23 (for English) or ext. 24 (for Spanish) to request a form.

— Janice Marra

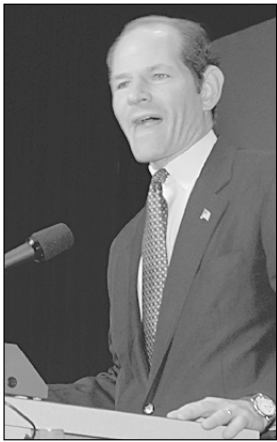
CSEA's 96th Annual Delegates Meeting

Meeting the Challenge

MANHATTAN – More than a thousand CSEA members attending the union's 96th Annual Delegates Meeting laid the groundwork to further CSEA's mission in being New York's Leading Union.

"There are a lot of people out there who seem to think unions are a thing of the past, that workers can do better without them. Let me tell you this: The best workers are the happiest workers, workers with protections, good benefits and fair pay. And those workers are always union workers," CSEA President Danny Donohue told the delegates.

CSEA Executive Vice President Mary Sullivan delivered a succinct message to delegates. "We need to fight. We need to carry on. We need to be CSEA."



Eliot Spitzer

Gubernatorial candidate Eliot Spitzer said if elected, he would work to create a partnership with CSEA to help bring union members fairness and respect on the job.



Executive Vice President Mary Sullivan

CSEA has endorsed Spitzer in his bid for governor.

State Senate Majority Leader Joseph Bruno, also endorsed by the union, reiterated the themes of fairness and respect in relaying how he grew up in a cold-water flat in Glens Falls and saw his family suffer the indignities of unrepresented workers.



AFSCME President Gerald McEntee warns delegates of declining support from federal labor watchdogs.

State Senate Majority Leader Joseph Bruno addresses CSEA delegates.



AFSCME President Gerald McEntee echoed Donohue's comments in noting that unions across the country are under attack with little recourse from federal labor boards that have eroded worker rights and protections.

Statewide Secretary Barbara Reeves and statewide Treasurer Maureen Malone also spoke to the delegates.

Also delivering messages to delegates were CSEA's six region presidents, Long Island Region President Nick LaMorte, Metropolitan Region President George Boncoraglio, Southern Region President Diane Hewitt, Capital Region President Kathy Garrison, Central Region President Jim Moore, and Western Region President Flo Tripi.



CSEA President Danny Donohue addresses delegates at CSEA's 96th Annual Delegates Meeting.

Photos by David Galarza and Gary Schoichet

**"We need to fight.
We need to carry on.
We need to be CSEA."**



Central Region President Jim Moore gives his last ADM address. Moore will be retiring at year's end.

THE WORK FORCE

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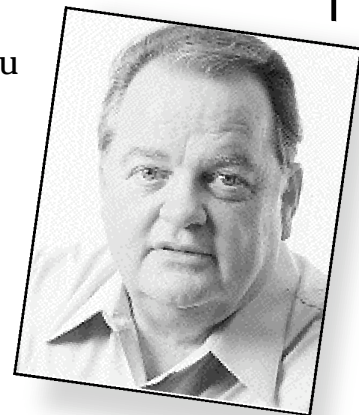
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Voting is in your self-interest and your responsibility as an American

Election Day 2006 is Tuesday, Nov. 7. Until you and millions of other New Yorkers cast your votes, no one has been elected to anything.

Don't pay attention to the polls — you need to exercise your right to vote and take nothing for granted. That's what our American democracy is all about. People die for that right in other parts of the world, and you should not waste your opportunity to be heard.



Our state's elected offices, U.S. congressional delegation and a U.S. Senate seat will be decided, and that means everything for your future.

CSEA makes endorsements based on member input at every level. None of these decisions were made without extensive consideration and review of the candidates' records and how they have worked with CSEA in the best interest of our members and all working people. A guide detailing the voting record of candidates who have earned our support is included in this edition of *The Work Force*. Please review it and support the candidates who stand with CSEA members.

On Election Day, stand up for yourself and stand up for our democracy by voting.

Contractor seeks nearly \$30 million in additional public money

NYSARC finances, integrity questioned

ALBANY — Nine of the 13 chapters of NYSARC, Inc. seeking \$30 million in public funds from the Dormitory Authority of New York State may be financially at risk and may have failed to fully disclose adequate information to the authority in its proposal.

The Dormitory Authority has twice tabled action on the application after CSEA raised concerns.

NYSARC is the largest provider of services for people with developmental disabilities in the state, with 49 chapters and \$1.4

billion in revenues, most of it in public funding.

NYSARC contracts with the state through the Office of Mental Retardation and Developmental Disabilities to provide services to individuals with developmental disabilities. OMRDD is also conducting a review of NYSARC's quality of care.

Locker Associates, a well-respected financial consulting firm, recently released a report and a letter to Dormitory Authority officials noting that NYSARC chapters in Monroe, Herkimer, Putnam,

Saratoga, Warren-Washington, Otsego, Steuben, Ontario and Montgomery counties have liabilities far in excess of their assets, raising serious questions about their ability to meet additional obligations.

These chapters, along with chapters in Westchester, Essex, Chemung and Schoharie counties, applied for the state taxpayer guaranteed bond to expand their operations.

"The issue is full disclosure," said CSEA President Danny Donohue.

"It's no surprise that some not-for-profits operate close or over the edge of solvency but NYSARC should be upfront about that information when they're asking for a public authority to put its stamp of approval on their bond application. We all support improved services and quality care, but it will fall to state taxpayers if the NYSARC chapters are unable to meet their obligations or deliver needed services."



The Dormitory Authority has twice tabled action on the application after CSEA raised concerns about conditions at some NYSARC facilities.

State congressional delegation blasts NYSARC over union busting

ALBANY — Twenty four members of the New York congressional delegation have confronted NYSARC, Inc. over its continuing efforts to prevent their employees from unionizing with CSEA.

NYSARC, Inc. is the state's largest contractor of services for people with developmental disabilities with 49 chapters across the state and \$1.4 billion in revenues, most of it from public funding.

The members of Congress, both Democrats and Republicans, took issue with recent NYSARC misrepresentations about employees' right to form a union without being subjected to management intimidation and coercion. The representatives' letter to NYSARC also points out that public money is too often misused by NYSARC for union busting.

"As co-sponsors of HR 1696, the Employee Free

choice Act, we are all well aware of the inadequacy of current labor laws in providing for a free and fair choice..." the representatives wrote.

"We urge you to initiate a dialogue with your employees and CSEA to create an environment at all NYSARC chapters that truly respects employees' right to organize."

The letter was signed by U.S. Reps Tim Bishop, John McHugh, Jose Serrano, Eliot Engel, Anthony Weiner, Jerrold Nadler, Peter King, Greg Meeks, Steve Israel, Nita Lowey, Sherwood Boehlert, John Sweeney, Gary Ackerman, Nydia Velazquez, Ed Towns, Michael McNulty, Carolyn Maloney, Maurice Hinchey, Louise Slaughter, Carolyn McCarthy, Joseph Crowley, Brian Higgins, Major Owens and Charles Rangel.

CSEA, Lifespire seek quality care



Leaders of CSEA and Lifespire, a not-for-profit provider of services to people with developmental disabilities, recently met to strengthen labor-management relations and plan strategies to improve quality of care in their operations. Last year, 1,200 Lifespire employees formed a union with CSEA and were recognized by management. Their first contract is in the works. From left are Metropolitan Region President George Boncoraglio, New York AFL-CIO President Denis Hughes, CSEA President Danny Donohue, Lifespire Inc. President Mark Van Voorst, Lifespire Executive Vice President Tom McAlvanah and Lifespire Vice President for Human Resources Cassandra Dancy-Potts.

CSEA Voices



"We want to be respected and improve quality care for our consumers. We formed a union with CSEA to be able to achieve that. Now, we have power and strength, as well as a voice at work."

— Norma de Guzman, Lifespire senior developmental aide and CSEA activist, on improvements in Lifespire's working conditions since forming a union with CSEA.



“Unfortunately, there are other rings like this throughout the country.”

CSEA Voices



“Voting is the only way to get your voice heard and to get things changed.”

— Nicole Fischer, caseworker, Albany County Department of Social Services, on the importance of supporting CSEA-backed candidates.

Newark investigator helps bust identity theft ring

NEWARK — A massive identity theft ring with ties to Russia has been broken thanks to the efforts of Investigator John Clingerman, a CSEA member working with the Newark Police.

Clingerman, a 24-year veteran of the Newark police force, received a call earlier this year from a local man who had been the victim of identity theft.

“A Newark man received a call from a company in the United States asking for authorization for an online purchase of a laptop,” Clingerman said. “The man said he didn’t have an account with that company and then he decided he’d better check with his credit card company.”

The victim discovered his line of credit had been used to purchase about \$30,000 in electronics and gold jewelry.

Clingerman worked with merchants to track down shipping addresses for the items purchased on the Newark man’s credit. The packages had all been shipped to a town in California. During the investigation, the victim and the investigator discovered the man’s new credit card number had also been stolen

and charges continued.

“That provided me with more leads and more opportunities,” Clingerman said.

“Through the investigation we noticed three or four addresses and two names kept popping up.”

Tracing the source

An alert customer service representative working for one of the merchants noticed a significant number of orders to Russian names being sent to California from all over the United States, Clingerman said. He worked with police in California to track down the recipients of

those packages. Two people were eventually

arrested and interviewed.

“They were speaking Russian to each other and discussing details of the case as they were being processed,” Clingerman said. “What they didn’t know is that an officer in the room was fluent in Russian. After some time, the officer let on that he is able to speak Russian, and the suspects had no choice but to formalize a statement and to cooperate.”

The suspects in the case apparently came to the United States with a specific mission and a

promised payment of \$10,000 a month. For that money, the suspects allegedly were told to rent several apartments in a community and to make multiple trips to those residences daily.

“All they had to do all day was go from apartment to apartment, bring the items back to their home apartment, repackage it and ship it to Russia,” Clingerman said. “Other operatives throughout the United States were doing the ordering.”

An important lesson

While identity theft is becoming increasingly common — Newark police see about two or three new cases per month — a case of this magnitude has not been the norm.



Clingerman

“I’ve never had anything like this before,” Clingerman said. “It’s very possible this ring would have been broken, but it was this case (in Newark) that got the ball rolling. Unfortunately, there are other rings like this throughout the country.”

— Lynn Miller

Clingerman’s tips for avoiding identity theft

- Create a separate bank account with a debit card for any online purchases. The account should be the sole relationship with the bank — don’t open an additional account at your regular bank — and the account should not be linked to any other line of credit. If the account number is stolen, only the money in that single account is at risk.
- Make sure you deal only with reputable businesses when making online purchases.
- Try to remain as anonymous as possible in the Internet by not giving out personal information, such as name, address, phone number and especially not a Social Security number or financial information.

Workers win fight over town's plan to cut health benefits

COLONIE — CSEA members in Colonie are celebrating after successfully fighting the town's attempt to reduce their benefits.

Before 2003, CSEA and the town negotiated specific contract benefits under the "Premier 20" plan from Capital District Physicians Health Plan (CDPHP). These benefits were for separate contracts covering three CSEA units in the town.

In early 2004, the town switched plans. The benefits in the new plan, Avid Care 20,

were initially the same, but in January 2005 terms of the plans changed.

These changes would result in higher co-payments for many services previously fully covered or with a much lower co-payment. An inpatient hospital visit, for example, previously had a \$240 co-payment that spiked to a \$500 payment under the new terms.

Three separate grievances over the reduced benefits were converted to one class action grievance, and

CSEA moved forward with arbitration arguing that the town failed to fulfill its contractual obligation to employees. The arbitrator sided with CSEA.

Even after the arbitrator's decision, town officials continued to drag their feet. A final push came from a court action that CSEA filed to enforce the arbitrator's decision.

The town and CSEA recently agreed to a reimbursement procedure. Employees must now complete

and submit a form to their employer to get the increased co-payment money back into their pockets.

CSEA Colonie Unit D President Patrick O'Connor said the procedure is running smoothly.

"Turnaround has been good," he said. "People are getting their money in about two weeks. We are all happy with the outcome."

— **Therese Assalian**



"When there's a will, there's a way...save our seniors and their home."

CSEA *Voices*

Jefferson County workers fight to 'save our seniors'

WATERTOWN — The rallying cry rang out loud and clear, as more than 50 CSEA members and community supporters repeatedly chanted "Save Our Seniors" as they demonstrated before a recent Jefferson County Board of Legislators meeting.

The marchers then packed the board meeting, bearing signs echoing their chants and urging legislators to continue operating Whispering Pines, the county's adult care facility.

CSEA Jefferson County Unit President Dick Monroe addressed the board as the spokesman for the Save Our Seniors Coalition, a community coalition the union recently began.

The county is currently examining its options after conducting a study on the adult home, and CSEA has been building public support against its potential closure or sale.

At the board meeting, Monroe presented the legislature with more than 2,600 signatures on petitions urging the county to continue operating the adult care home. He highlighted the quality care residents there receive, and warned that if the home was to close there would be no similar facilities for them.

"I routinely have people in my office, very emotional about this issue, concerned that their parents and grandparents may lose their home and have nowhere else to go," Monroe said.

"Where there's a will, there's a way," Monroe told the legislators. "On behalf of CSEA and Save Our Seniors, I urge you to find the will and lead the way — save our seniors and their home at Whispering Pines."

— **Mark M. Kotzin**



CSEA members recently demonstrate before a Jefferson County Board of Legislators meeting in support of keeping Whispering Pines open.



"When you complain, nothing is accomplished. Go out and vote; use it as your voice because if you don't, nothing will change."

— **Denise Matos, Mental Health Therapy Aide, Bronx Psychiatric Center, on the importance of supporting CSEA-backed candidates.**

CSEA's 96th Annual Delegates Meeting Meeting the Challenge

CSEA's 96th Annual Delegates Meeting in Manhattan drew more than 1,000 delegates to conduct the union's annual business. This year's theme, "Meeting the Challenge," focused on the challenges unions face with a business-friendly National Labor Relations Board and federal efforts to dismantle worker protections and strip union workers of their collective bargaining power.

Along with conducting the union's business, CSEA delegates also attended workshops and seminars aimed at giving them the knowledge and skills to be active in their workplaces in making sure all CSEA members are treated with fairness and respect.



The Metropolitan Region's Host Committee went above and beyond the call of duty in making sure CSEA delegates enjoyed their stay during the Annual Delegates Meeting. Here, the Host Committee poses for a picture with gubernatorial candidate Eliot Spitzer. Standing from left, Zachary "Gene" Holland, Richard Beckett, Delphine Moultrie, Adriane Hudson, Jacqueline Stanford, Spitzer, Jose Aravena, Frank Consentino, and Linda Williams. Seated from left, Marie Rogers Granger, Mary Harmon, Janet Ventrano Torres and Gail Eliot.



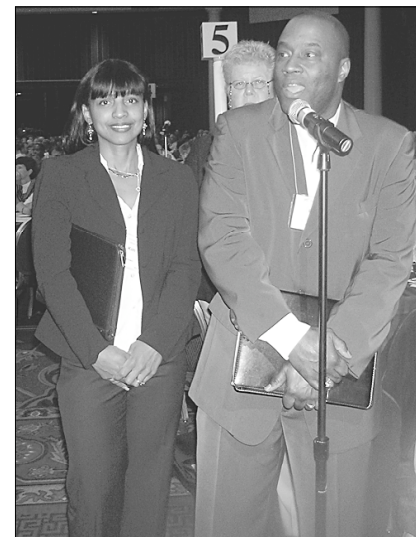
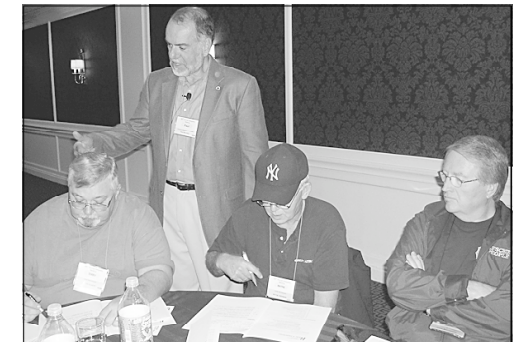
Jim Kelly, son of former CSEA counsel John J. Kelly Jr., addresses the ADM. John Kelly served at CSEA's counsel in the 1950s, and is the namesake of the John J. Kelly Memorial Scholarship, given to the children of CSEA members whose parents die on the job. A feature article about John Kelly ran in the October 2006 *Work Force*.



AFSCME President Gerald McEntee, right, presents Central Region President Jim Moore, center, with a check for \$50,000 toward flood relief efforts as CSEA President Danny Donohue looks on. The money will be used to assist CSEA members in all regions who were affected by heavy flooding in June.

Skills for Success

Delegates spend a large amount of time in workshops and seminars to give them the skills they need to be effective leaders and activists. Sessions include occupational safety and health, contract negotiation, learning the latest about health benefits, labor-management relations and more. Armed with this knowledge, delegates are able to best serve the union members they represent.



At left, Patrick Hogan has the floor, as Kim Brown looks on during a session on union organizing. The two are child care providers from Westchester County and leaders in the VOICE campaign. Center, CSEA delegates cheer for gubernatorial candidate Eliot Spitzer, who spoke of working in partnership with CSEA on issues relevant to workers. At right, CBS Early Show anchor Hannah Storm poses with CSEA President Danny Donohue as a group of delegates take part in a live broadcast of the program.



2006 Endorsements & Voting Records



U.S. Sen. Hillary Clinton for U.S. Senate.



Eliot Spitzer for governor; David Paterson for lieutenant governor.



Andrew Cuomo for New York state attorney general.



Comptroller Alan Hevesi for re-election as New York state comptroller.

The CSEA endorsement process is dedicated to serving all CSEA members by providing accurate and unbiased information on candidates running for office.

All endorsement decisions are **nonpartisan** and based on a candidate's CSEA voting record, performance in office, whether they hold a leadership position, their accessibility and responsiveness to CSEA

lobby efforts, and the interest a candidate has on attaining a CSEA endorsement.

This guide includes legislative descriptions that represent some key votes determined to be important by CSEA members. You will also find how New York's Assembly and Senate members voted on these issues, as well as how to access information about your voting district and CSEA's congressional endorsements.

Continued from Page 3

KEY VOTE #4

No Strike / Check Off - (S.3008/A.3487)

This bill will allow employers licensed by the Office of Mental Retardation and Developmental Disabilities (OMRDD) and the Office of Mental Health (OMH) to enter into agreements with their employees to confer jurisdiction of union organizing drives based on "card check" to the New York State Employee Relations Board (SERB) and establish a no strike clause as a condition of such agreement. This bill will help employees exercise their constitutional right to join a union while ensuring the continuity of services.

Vetoed by Gov. George Pataki (Veto #100)

KEY VOTE #5

Independent Hearing Officer -

(A.6343/S.3487)

This bill requires the appointment of an independent hearing officer in disciplinary actions involving dismissal from service brought against a public employee by an appointing authority. This legislation will bring impartiality and fairness to disciplinary hearings with an independent hearing officer presiding.

Vetoed by Gov. George Pataki (Veto #12)

KEY VOTE #6

H.I. Retirees – All employers - (S.5758 / A.31216B)

This bill prohibits all public employers from unilaterally increasing health insurance costs or decreasing health insurance benefits for retired public employees, unless there is a corresponding change for active employees. This bill would provide this protection from May 1, 2006 until May 15, 2007.

Vetoed by Gov. George Pataki (Veto #45)

2006 Legislation

KEY VOTE #7

25/55 - (A.11805A – Abbate / S.8408 – Robach)

The legislature passed a temporary 25/55 benefit for all public employees in the state. The bill would create two, 90-day open window periods over the next two years, to allow members to retire if they are at least age 55 and have 25 years or more of service. The open window periods vary depending on where the members are employed.

Vetoed by Gov. George Pataki (Veto #226)

KEY VOTE #8

Quality of Care Act - (S.6629A – Spano / A.9822A – John)

CSEA's campaign to improve the quality of care in not-for-profit providers of residential OMRDD services took a giant step forward as the legislature passed the CSEA driven Quality of Care Act. The high turnover rate in not-for-profit providers has led to deteriorating quality in these facilities and is putting a strain on the public side as well as the entire OMRDD residential system. This bill addresses that problem by starting a multi-year program and appropriating \$25 million for worker recruitment and retention. Not Yet Sent To Governor.

KEY VOTE #9

Child Care Organizing Bill - (S.6758/A.10060)

This bill establishes three new bargaining units for all home child day care providers in the state, including one for licensed and registered providers outside of New York City and who receive public subsidy, a second for licensed and registered providers who are outside the city of New York but do not receive a public subsidy and third in New York City for those who receive a public subsidy.

Vetoed by Gov. George Pataki (Veto #215)

KEY VOTE #10

Worksite Security Bill - (S.6441/A.9691)

The law requires public employers to assess their worksites for potential areas of violence, notify employees of potential threats and work with employees and employee organizations to develop corrective actions. Further, this law applies to public employers including state and local governments, public authorities and public benefit corporations that have 20 or more employees. This law also creates a complaint procedure for employees to follow if they believe situations of potential violence exist as well as a follow up procedure with the Department of Labor if employers do not comply with this law. Language protecting employees from retaliatory action in the event a complaint is filed is also included. Signed by Gov. George Pataki (Chapter #82)

KEY VOTE #11

Financial Assistance - Community Colleges

Veto Override # 84

This veto override provided an additional \$14.3 million to community colleges for capital construction, health and safety,

preservation of facilities and equipment.

KEY VOTE #12

Grants to School Districts

Veto Override # 86

This veto override provided an additional \$81.4 million to school districts, public libraries and not-for-profit institutions for Teacher Resource Centers, Computer Training Programs, School Year Mentor Intern Program and the National Board for Professional Teaching Standards Program.

KEY VOTE # 13

SUNY Operating Assistance

Veto Override #110

This veto override provided over \$56 million to the State University of New York for expenses of full-time faculty, enrollment growth and the operation of educational opportunity centers.

The following four overrides of Gov. George Pataki's vetoes were CSEA's top budgetary priorities this year. These overrides allowed for the implementation of \$33 million in funding for county nursing homes effective Jan. 1, 2007, \$66 million in funding for Jan. 1, 2008 and \$100 million in funding for Jan. 1, 2009 and every year thereafter.

KEY VOTE #14

Nursing Home Funding

Veto Override #158 by state Legislature

KEY VOTE #15

Nursing Home Funding

Veto Override #159 by state Legislature

KEY VOTE #16

Nursing Home Rebase

Veto Override #189 by state Legislature

KEY VOTE #17

Grants to Public Nursing Homes

Veto Override #190 by state Legislature

PESH toughens enforcement of sanitation worker safety standards following member fatality

ALBANY — The state Public Employee Safety and Health Bureau will now more strictly enforce sanitation worker safety standards after CSEA demanded tougher measures following the 2005 death of an Ossining sanitation worker.

State Department of Labor Commissioner Linda Angello recently sent CSEA President Danny Donohue a letter noting that PESH Director Maureen Cox has issued to bureau inspectors a directive on accepted sanitation safety techniques. PESH will use the directive to help public employers comply with the standards.

“The department’s Division of Safety and Health looks forward to working with CSEA to continue to address such work site safety

and health issues,” Angello wrote in her letter.

“We are pleased that the state Department of Labor has taken action to ensure the safety of our members working on sanitation trucks by strictly enforcing industry safety standards,” Donohue said.

The directive outlines sanitation worker safety standards and evaluates waste management safety standards set by the American National Standards Institute. PESH commonly uses the institute’s safety standards because the U.S. Occupational Safety and Health Administration lacks specific regulations for sanitation workers.

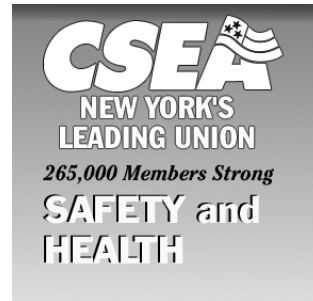
The bureau has also prepared a pamphlet titled “Hazards of

Refuse Collection” that outlines safety concerns associated with sanitation collection.

The safety issues the directive and pamphlet address include:

- Sanitation vehicle speed (10 mph or less is the safety standard);
- Safe riding and backing procedures;
- Safety equipment for sanitation workers, including high-visibility clothing for collectors.

CSEA demanded the state take stronger actions on sanitation worker safety after union member John Rodrigues died



from falling off the back of an Ossining village sanitation truck on July 20, 2005. CSEA and PESH’s investigation of his death showed the village was in violation of several sanitation worker

safety standards, and PESH subsequently cited Ossining for the violations. The bureau has also cited other local government agencies for sanitation worker safety violations.

Rodrigues was the fifth CSEA member in 18 years who died while working on a sanitation truck.

— Janice Marra

Zero lift equals fewer worker injuries at nursing home

BATAVIA — CSEA members working at the New York State Veterans Home in Batavia have taken the lead in preventing workplace injuries.

Their efforts have been so successful that members of another union and state Department of Health representatives recently asked CSEA to share the accomplishment.

Nursing home staff and management recently explained and demonstrated the home’s “zero-lift” policy. The technique uses a variety of equipment to reduce stress and strain for workers and residents.

“Zero lift changes the philosophy of care in nursing homes,” said CSEA Western Region President Flo Tripi. “I am thrilled that our members at the Batavia Veterans Home have embraced the policy, and that their efforts may lead to a change in policy throughout the state.”

In 2002, there were 42 staff injuries at the Batavia home related to lifting, pulling and moving of residents and 1,862 lost workdays as a result. Data for 2006 obviously is incomplete, but at the end of the third quarter just 350 workdays had been lost due to lifting, pulling and moving injuries.

“We have seen a significant drop in staff injuries since our pilot program began,” said Paul Blujas, a certified nursing assistant at Batavia and Buffalo State Employees Local officer. “The goal,



Certified nursing assistants Yvette Bundy and Michael Tripi demonstrate the partial lift machine with help from a volunteer.

ultimately, is zero staff accidents and no lost workdays.”

Training is stressed at the Batavia Veterans home, CSEA members said during the presentation. Each worker knows how to use the assistive equipment properly and each worker is regularly reminded to do so.

Staff members can use the total mechanical lift to move a resident who has no weight-bearing or

balance ability. The equipment supports the resident’s back, lifting the person up into a sitting position and providing support until the resident is gently lowered back down.

Partial lift equipment is used with residents who have some balance and weight-bearing ability. The lift provides support as a resident walks down the hall or when a resident is lifted from one chair and lowered into another. In the past if a resident’s knees would buckle while walking, staff had to absorb that weight. Now the equipment supports the resident, reducing the chance for injury. Partial lift also eliminates the need for the “pivot transfers” that stress and strain residents and staff.

Transfer belts and non-friction sheets are also used to move and guide residents. In the future, ceiling lifts will be purchased to give staff and residents an additional option.

The NYS & CSEA Partnership helped fund the pilot program through a grant. The funding sponsored attendance at a national conference on the issue. It also allowed for hiring a consultant who helped establish the policy in the facility and train staff on proper use of the assistive equipment.

— Lynn Miller

Workers win a voice at work with CSEA

HUNTINGTON — Private sector custodians, maintenance workers and groundskeepers at Touro Law Center here have formed a union with CSEA after years of contending with a shady outfit called UPSEU Local 424 that didn't fight for them.

"We had representation, but our contract expired last year and we didn't hear from the bargaining agent about it at all," said new CSEA member Jose Rodriguez, one of the driving forces behind the campaign. "We kept calling that organization and they kept giving us the runaround."

Finally, Rodriguez located the group's office and tried to get a copy of their contract. "They didn't have anything," he said. "They handed me a piece of the Touro employee handbook instead."

Frustrated Touro employees said they'd had enough of the very low pay, health insurance that cost \$400 dollars per month but covered very little and the suspicion that management was cheating them out of vacation and sick time with no intervention by the bargaining agent.

"We have a prescription plan but what good is it if you're paying 80 percent of the premium?" Jeff Peress, a worker, said. "It still doesn't cover much of anything."

Touro workers also said they complained that



New CSEA members employed at Touro Law Center proudly wear CSEA T-shirts for the first time. With the new members is Port Washington School District Custodial Unit President and part-time Touro worker Richie Acevedo, far right, who helped his co-workers form a union with CSEA.

they were not being given an accounting of their leave accruals. Managers frequently and incorrectly told workers didn't have leave time, and workers said the independent association did nothing about it.

Get a real union

The workers' complaints eventually reached Richie Acevedo, president of the CSEA Port

Washington School District Custodial Unit, who also works at Touro part time.

Acevedo told the workers they needed a union that would fight for their rights, and he contacted CSEA on the workers' behalf.

"That group was giving all unions a bad name at Touro," said Acevedo. "It couldn't produce a contract, didn't bother to negotiate or fight for these members at all."

"The message was that they just didn't care about these workers; that they weren't worth the union's time," Acevedo said. "I told them CSEA wasn't like that, that they would get the same respect as a group of 12, that they would get as a group of 1,200. I told them CSEA would not abandon them, and our union proved me right."

The workers are now preparing to negotiate their first contract with CSEA.

"We joined CSEA because we wanted to get a voice on the job," said Peress. "We want livable wages, better benefits, a retirement plan, decent health care and some job security. We want to be treated with respect."

— Rachel Langert



Workers' Rights Board demands improvements in child care provider conditions

ALBANY — A Workers' Rights Board recently released a report calling on state lawmakers to improve conditions for thousands of family child care providers across the state.

The report, "Not All Fun and Games: Unfair Practices in the Family Childcare Industry," is based on testimony that 19 family child care providers and one graduate of a family child care program gave to a Workers' Rights Board panel during an October 2005 summit hosted by CSEA and the Voice of Organized Independent Childcare Educators. The Workers' Rights Board consists of political, community and religious leaders.

VOICE, a professional association of family child care providers from across the state

that has been working with CSEA to improve conditions within their profession and the quality of care for the children they serve, has taken the lead in fighting for improved provider conditions.

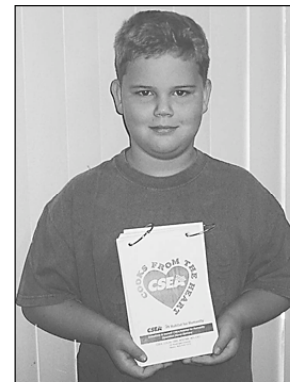
The report urges a solution to at least two problems providers face: perplexing, stringent regulations issued by the state Office of Children and Family Services and county and state reimbursement systems that often fail to correctly pay providers.

"We are expected to adhere to strict high standards and perform as professionals, but are not viewed as professionals. This must change," Marcia Mango, a Schenectady County provider who testified at the hearing, said. "All too often, providers

who serve child care subsidized families have to wrestle with a system where they are paid late, incorrectly or not at all. While most people get paid for working hourly or by eight-hour shifts, we cannot get paid for extra hours put in, unless we (work) more than 12 hours a day."

The Workers' Rights Board panel that heard the providers' testimony last year include State Assemblymen Paul Tonko and James Tedisco, Albany County District Attorney David Soares, Early Childhood Educator Lynn S. Morris and the Rev. Alexandra Lusak, pastor, First United Presbyterian Church in Troy. The board was established with help from the New York State Labor-Religion Coalition.

Reserve your copy of CSEA Cooks from the Heart



Jordan Pagan, son of Central New York Developmental Disabilities Services Office Local member Tina Ferrante, holds a copy of CSEA *Cooks from the Heart*, the union's new cookbook to benefit the building of CSEA Street, a street of homes in Louisiana as part of Habitat for Humanity's Operation

Home Delivery initiative. CSEA members have been donating resources toward this project since hurricanes Katrina and Rita devastated the Gulf Coast last year. To reserve a copy of the cookbook, visit the order reservation page at CSEA's website at www.csealocal1000.org/cooks_order.php, or call CSEA Headquarters at (800) 342-4146, ext. 1256.

Law protects workers from discrimination based on sexual orientation, criminal record

Editor's Note: This is the ninth article in a series of discrimination articles that have appeared in The Work Force to provide valuable information regarding important areas of protection available through the CSEA Legal Assistance Program (LAP). The Legal Assistance Program covers employment and labor issues involving disciplinaries, contract grievances and arbitrations, court litigation and agency proceedings. Get more information about legal services in the LAP by calling CSEA Headquarters at 1-800-342-4146, extension 1443, or by visiting www.csealocal1000.org, and clicking on the legal programs and services menu item.

This article provides a quick

overview of discrimination based on sexual orientation and discrimination based on arrest record or criminal conviction.

In 2003, New York's Human Rights Law was amended to prohibit discrimination based on sexual orientation. Under the statute, it is unlawful for public employers and most private sector employers to discriminate against any individual based on that individual's sexual orientation. In addition, the law prohibits labor unions from discriminating based on sexual orientation.

The amendment to the Human Rights Law defines "sexual orientation" as "heterosexuality, homosexuality, bisexuality or asexuality, whether actual or perceived," but does not protect "conduct otherwise proscribed

by law." Therefore, private and public sector employees are protected against discrimination, as well as discriminatory harassment, based on sexual orientation.

In addition, under the New York City Administrative Code, private employers in New York City are prohibited from discriminating against employees based on sexual orientation.

Finally, under the State-CSEA contracts, both the State of New York and CSEA have agreed not to engage in discrimination based on sexual orientation. Some local government contracts also contain prohibitions against sexual orientation discrimination.

With regard to discrimination based on an arrest record, New

York's Human Rights Law makes it unlawful for a public employer to discriminate against an employee based on an arrest when the criminal charge was dismissed in the employee's favor.

With regard to discrimination based on a record of conviction, both New York's Human Rights Law and Correction Law make it unlawful in certain circumstances for an employer to discriminate against an employee due to his or her record of criminal conviction. If the conviction is directly related to the type of employment sought, or could cause an unreasonable risk to property or safety, an employer can lawfully refuse to hire an individual with a conviction record without violating the law.

ORANGE PRIDE

CSEA GAME DAY
SYRACUSE VS. UCONN
SATURDAY, NOVEMBER 18TH

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Adult **\$28** Save \$7 **SAVE 20%** with your CSEA membership. Purchase your reduced rate tickets by contacting your regional office or by downloading the order form at www.csealocal1000.org.

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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.

Protecting Your Benefits

November is annual option transfer period

The following information is intended for CSEA represented Executive Branch enrollees — enrollees employed by New York state 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.

Annual option transfer period

November is typically the annual option transfer month when state employees may change their health insurance option and pre-tax contribution status.

Employees who wish to change their plan option must do so during the option transfer period by contacting the health benefits administrator, usually located in their agency's personnel office.

Your agency health benefits administrator will receive a supply of *Choices for 2007*, your guide to NYSHIP health insurance options. If you are thinking about changing your option, read the plan description, which includes important information, including office visit and prescription drug co-payments for each of the health plans available in the area in which you live and/or work.

Choices for 2007 can be a very important resource if you are contemplating changing your health insurance option. If you would like to review your options and the benefits available, you may get a copy of this guide from your health benefits administrator.

Another important resource during the option transfer period is the *Rates & Deadlines Guide*. As soon as the 2007 rates are approved, a *Rates & Deadlines Guide* will be sent to enrollees' homes so you can make an informed decision about your health insurance choices for the 2007 plan year.

As always, enrollees will have 30 days from the date the rate information is approved to make any changes. If you decide NOT to change your health insurance option, you do not have to take any action. If you wish to change health insurance options, you must submit a signed Health Insurance Transaction Form PS-404 to your agency's health benefits administrator by the deadline specified in the *Rates & Deadlines Guide*.

Pre-tax Contribution Program

The Pre-tax Contribution Program (PTCP) allows enrollees to have their health insurance premiums deducted from their pay before taxes are deducted. This may lower the taxable income and give the enrollee more spendable income. Enrollees were automatically enrolled in this program when they became eligible for health insurance, unless they declined to participate.

The enrollee paycheck stub shows whether the enrollee is enrolled in PTCP. "Regular Before Tax Health" will appear in the Before Tax Deductions column if your health insurance premium is deducted from your wages before taxes are withheld.

Health Benefits



"Regular After Tax Health" will appear in the After Tax Deductions

column if your health insurance premium is deducted from your wages after taxes are withheld.

Under IRS rules, by participating in the PTCP enrollees may change their health insurance deduction during the tax year only after a PTCP qualifying event (i.e. change in family status). More information on the program is included in the *NYSHIP Choices for 2007* publication.

If you wish to change your pre-tax selection for the 2007 plan year health insurance premiums, you must see your health benefits administrator and complete a health insurance transaction form no later than Nov. 30, 2006. No action is needed if you wish to keep your current pre-tax option.

NYSHIP HMO offerings for 2007

Based on the annual review, NYSHIP approved HMO choices will remain consistent with the 2006 offerings, with three exceptions:

- **Downstate HMO, Vytra**, serving Queens, Nassau and Suffolk counties, was purchased by HIP. As a result, as of Jan. 1, 2007, Vytra (NYSHIP code number 070) will no longer be an option choice. Current enrollees will be notified by mail and must choose another NYSHIP option during the option transfer period. If no option is chosen, enrollees will automatically be enrolled in the Empire Plan.

- **Aetna HMO** will no longer offer their Pennsylvania HMO option, effective Jan. 1, 2007. For active or retired members currently enrolled in Aetna's Pennsylvania HMO option, another NYSHIP option must be chosen during the option transfer period. If no option is chosen, enrollees will automatically be enrolled in the Empire Plan.

- **Aetna HMO: New participant enrollment into the HMO has been suspended for the 2007 plan year.** Members currently enrolled in Aetna HMO may continue to participate with the HMO during 2007 if they choose, however, Aetna HMO will not be offered to new enrollees as a NYSHIP option during the option transfer period or at any time during the 2007 plan year.

HMO co-payments are not negotiated by CSEA; they are established by the HMO. Enrollees will be sent a side-by-side comparison from the HMO detailing any changes in benefits for 2007. Please pay particular attention to increases in Prescription Drug co-payment levels (retail & mail order). Contact your HMO for clarification of benefits and out-of-pocket expenses.

If you have any questions regarding your health benefits, please contact the CSEA Health Benefits Department at (518) 785-4774 or (800) 286-5242 (JCHB), or you may send e-mail to healthben@cseainc.org.

Promoting Good Health

Leading Risks

BUFFALO — Erie County Medical Center is known throughout Western New York for its outstanding Level 1 Trauma and Burn Center and emergency care.

The hospital is also a leader in cardiac care, kidney transplantation and musculoskeletal treatment.

CSEA represents about 1,100 workers at the hospital, including many physicians.

One of those physicians, Dr. Erik Jensen, has served for two years as the hospital's clinical director of anesthesiology. He's the father of three young boys, a fitness buff, and an avid bicyclist. *The Work Force's* Lynn Miller recently spoke with Jensen about his job.

WF: What kind of training do you need to become an anesthesiologist?

EJ: The physicians here have all completed four years of college, followed by four years of medical school and then four or more years of residency training. If you look at the education necessary to become a doctor beginning with kindergarten until the time you can practice, high school graduation is the halfway point. This is my first position after residency. I have been at the Erie County Medical Center for a little more than five years.

WF: Tell me about what you do here.

EJ: We provide perioperative care for surgical patients. Our department evaluates patients prior to surgery to determine if they are in optimum shape

for that surgery. We make recommendations to get them into shape. Then, we manage the patient's anesthesia in the operating room and pain control afterward. Every day, my job is to come in and help patients through a very difficult period. It is exceedingly satisfying to know that I have been able to make that difficult time a bit easier for someone. Anesthesiology is often thought of as a field for doctors who don't want to deal with patients. It's quite to the contrary. We see patients when their need is greatest.

WF: Erie County Medical Center is the best trauma center in Western New York. How do you deal with the stress and the intense atmosphere?

EJ: Working in the trauma center is very demanding. We work hard to do our very best with every patient. It's unfortunate, but sometimes trauma patients die; sometimes there is a bad outcome. That can be very difficult. There are many emotions when that happens. There is a sense that we failed this patient, but then there is the realization that sometimes people come in and they are very ill. We have to move on to the next patient, but we also think about the family whose lives have just changed forever. Overall, I am happy with the level of care we provide here. If a member of my family or I needed care, I would not want to go anywhere else.

WF: What's it like when the outcome is good?



Saving lives every day



CSEA member Dr. Erik Jensen, clinical director of anesthesiology at Erie County Medical Center, plays a critical role in caring for the hospital's trauma patients.

EJ: Major trauma patients often come back to the hospital for other treatment throughout the recovery process. It feels fantastic when we see patients come back for their last little skin graft or some other minor treatment after all they've been through. That is why we are here. To use the old cliché: That is why I get out of bed in the morning.

CSEA Constitution, Bylaws and Resolutions, as approved

MANHATTAN — CSEA delegates to the union's 96th annual meeting approved the following *second reading* of an amendment to CSEA's Constitution which goes into effect immediately:

- Entitles any region with more than 10,000 education members to have an additional Board seat.

Delegates approved the following changes to the by-laws which go into effect immediately:

- Approved a "housekeeping" change to the statewide by-laws so that it conforms to the Region Constitution regarding the role of region presidents;
- Amended election procedures so that candidates who qualify for statewide offices, region presidencies or Board of Directors have the opportunity to have their name, picture, employer and office they are seeking published in the official union publication;
- Implemented a new dues structure for those earning \$40,000 and higher*; and
- Adjusted retiree dues to \$24 annually.

* Details to be published in December 2006 Work Force.

Delegates approved the following resolutions:

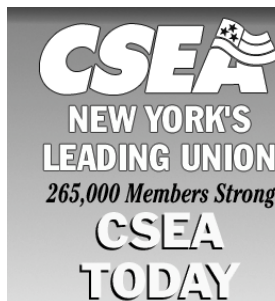
- Promote laws to establish crimes and penalties relating to human trafficking;
- Restrict use of eminent domain;
- Support including CSEA songs "We're Proud" and "We are the Union" at opening of convention and each morning thereafter;
- Educate members about domestic violence;
- Support legislation that unfair treatment due to differences in political affiliation, views or activity be recognized by state Division of Human Rights as grounds for a charge of discrimination;
- Urge Congress to pass universal health care legislation;
- Expand asbestos related illness screening;
- Reaffirm the union's commitment to organizing the unorganized and honoring those who have participated in that mission; and
- Express gratitude to our troops and veterans, urge the Bush Administration to stop cutting veterans' benefits, and recommend adopting a plan for the quickest, feasible withdrawal from Iraq.

PEOPLE PERSON — The PEOPLE recruiter of the month of September is Robert Travis of the Saratoga County Educational Local in the Capital Region. He recruited 21 new PEOPLE members.

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 ... **MORE**

PEOPLE — The PEOPLE recruiter of the year is Jayne Clancy of the Rockland County Local in the Southern Region. The award was announced at the Annual Delegates Meeting. Clancy recruited 148 new PEOPLE members this year ...

SCHOLARSHIP WINNERS — The Erie County Local has awarded scholarships to Joanna Barthelemy and Scott Smolinski. Joanna Barthelemy has received Victor E. Marr Memorial Scholarship. She is daughter of Roseann and Joseph Barthelemy. Roseann Barthelemy works for the Erie County Health



Department. Scott Smolinski has received the Joyce M. Bauth Memorial Scholarship. He is the son of Janet Smolinski and Paul Smolinski, both caseworkers in the Erie County Department of Social

Services ... **DEPENDENT CARE ADVANTAGE ACCOUNT** — CSEA-represented state employees have the opportunity to save money on costs for child, elder or disabled dependent care by enrolling in the Dependent Care Advantage Account. The open enrollment period for the 2007 plan year is Sept. 25 to Nov. 10. Each year, account enrollees can contribute up to \$5,000 from their paychecks tax-free to pay for dependent care expenses. CSEA members enrolled in the DCAAccount can also receive up to \$700 tax-free in employer contribution rates. For more information, visit the Contract Administration page at CSEA's website at www.csealocal1000.org or the state Flex Spending Account page at www.flexspend.state.ny.us.

Summary of September Board of Directors meetings



Reeves

Editor's note: The Work Force publishes a summary of actions taken by CSEA's Board of Directors. The summary is prepared by CSEA Statewide Secretary Barbara Reeves for union members.

ALBANY — CSEA's statewide board of directors met on Sept. 14. In

official business, the board:

- Designated Rochester as the site of the 2007 Spring Workshop on June 8 - 10;
- Approved a new Board Committee Attendance Policy;
- Appointed Francis Strack to the Directors' Appeals Committee;
- Named Annie Campbell to the Directors' Publications Committee;
- Placed Ronald Revers on the Directors' Committee to Study the Cost of Group Life Insurance;
- Amended language in the "Limitations" category of the CSEA Investment Policy; and
- Placed into administratorship

Eastern NY Correctional Facility Local 159.

ALBANY — The statewide board of directors also met on Sept. 13. In official business, the board:

- Approved the 2006-2007 Budget, as amended; and
- Approved the 2006-2007 Capital Additions Budget, as printed.

MANHATTAN — A meeting of the Directors' Committee with the power and authority of the Board of Directors when the Board is not in

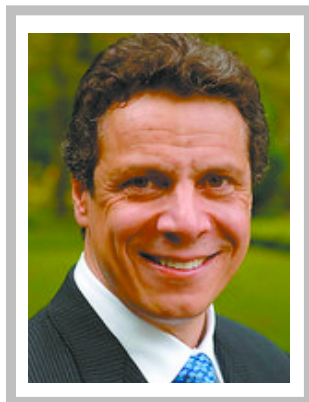
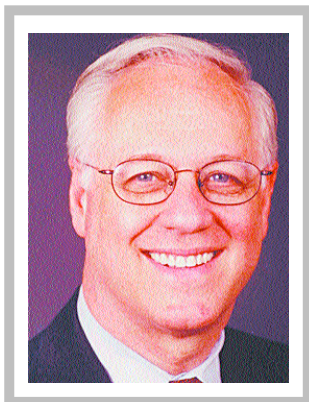
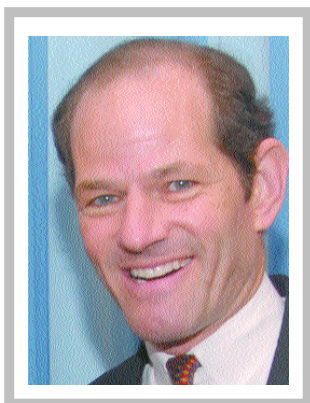
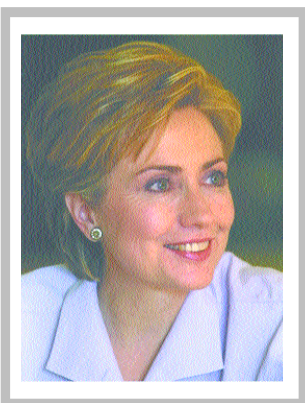
session was held on Sept. 29

In official business, the mini-board:

- Authorized a contract to purchase an office condominium for the Metropolitan Region.

Questions concerning the summary should be directed to CSEA Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Ave., Albany, N.Y. 12210, (800) 342-4146 or (518) 257-1253.

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FOR U.S. SENATE

SPITZER

FOR GOVERNOR

PATERSON

FOR LT. GOVERNOR

HEVESI

FOR COMPTROLLER

CUOMO

FOR ATTORNEY GENERAL

**VOTE
NOVEMBER 7th**

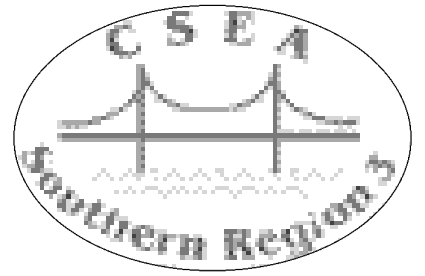
Together, they will work to:

- ✓ Invest in our schools
- ✓ Expand access to health care
- ✓ Create good jobs
- ✓ Reduce our property taxes
- ✓ Keep our neighborhoods safe

Southern Region

CROSSROADS

• Your Union Newsletter



• A supplement to *The Work Force* • November 2006 Vol. 10 No. 2



A Message from Southern Region President Diane Hewitt

We are always in need of volunteers for political action, so contact Political Action Coordinator Jason Haenel at (845) 831-1000 if you'd like to volunteer for phone banks and other outreach.

Greetings brothers and sisters! I must start out by thanking all of you who have sent cards, called, sent flowers and extended yourselves so generously during my recent illness. It is very much appreciated. The pace has remained busy here in the Southern Region, so I am eager to fill you in on the latest goings-on.

Many of us in the region recently returned from the 2006 Annual Delegates Meeting, held this year in Manhattan. Jayne Clancy, a member of the Rockland County Local and Rockland County Unit, was named PEOPLE Recruiter of the Year for her excellent work signing up new people members in her local. This award is well deserved! The ADM also afforded us the opportunity to vote on a number of important issues (read about them in this issue of *The Work Force*) as well as giving precious union-building time through many workshops and networking opportunities. Together we are a force!

Locally, we are facing critical issues in many locals and units. Budget woes threaten our workers in Ulster and Putnam counties, with layoff threats looming in Ulster. Our activists, officers and staff are working overtime to show the county governing bodies that there are other measures that can be taken, other places to cut, rather than their precious work force! These two county units need all of our support right now.

Contracting out remains another issue that affects us. Right now, our CSEA-represented transportation workers and bus drivers in the Port Jervis School District in Orange County are fighting the potential contracting out of their department. Approximately 150 members would be affected if the district were to contract out. Our hardworking members and staff are fighting to show members of the Board of Education and their fellow taxpayers (remember – the majority of these workers pay Port Jervis school taxes, too!) why a public work force is the best. Meanwhile, in areas where contracting out has already occurred, we have been successful in organizing workers to ensure they receive a fair wage and respect

Please see Message continued on Page 3

Putnam members unite for co-worker, family

CARMEL — With a son being treated for leukemia, a daughter also needing attention, and a job to go to, Kathy Golzio is a very busy woman right now.

Her co-workers at the Putnam County Department of Health are looking to lighten her burden and are asking for the help of fellow CSEA members in doing so.



Kathy Golzio and her daughter, Stacy, at the recent Putnam County Unit picnic.

John Golzio, Golzio's 10-year-old son, was diagnosed with leukemia in August. He's been undergoing treatments ever since at the Maria Fareri Children's Hospital at Westchester Medical Center in Valhalla. The course of treatments prescribed to John is scheduled to last three years, said his mother.

Before John's diagnosis, Golzio already had a lot on her plate. Her daughter Stacy, 12, suffers from a developmental disability. Stacy accompanied her brother and mom to the children's hospital for John's treatments, until school began.

A single mother who works as a service coordinator with the Department of Health Early Intervention Program, Golzio is now trying to balance as many hours at work as possible, while arranging treatments, home care and tutoring for John, as well as making sure Stacy's needs are met.

"It's hard enough being a single parent today, especially with one

Locals and units that are able to make a donation and members wishing to donate can send checks to Jane Gorman, c/o CSEA Putnam County Local 840, P.O. Box 166, Dover Plains, NY 12522.

Please see Golzio family continued on Page 4

Scholarships distributed throughout Southern Region



Samantha Wilkinson

Terra Thompson



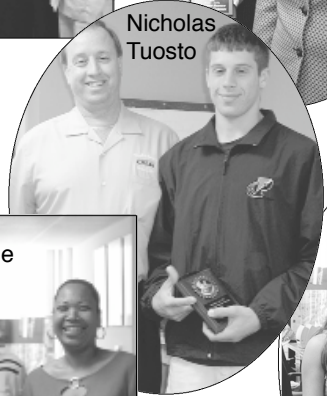
Alyssa Gillespie



Monique Gordon



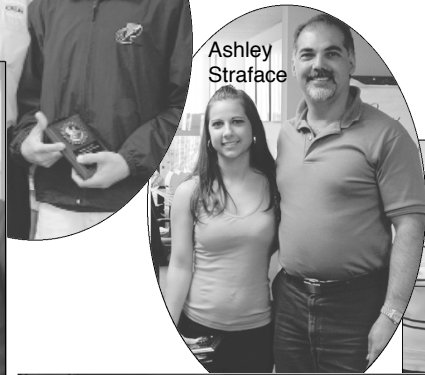
Michael Tarnow



Nicholas Tuosto



Phylicia Gilzene



Ashley Straface



Nicole Estevez



Ulster County Unit



Ulster County Local



Samantha Staino

Congratulations to all the young men and women who were awarded college scholarships recently by the Southern Region, locals and units!

Southern Region scholarship winners were Jennifer Larese, whose mother is a member of the Haldane Schools Unit in Cold Spring; Christina Ho, whose mother is a member of the Helen Hayes Hospital Local; and Courtney Mallon, whose mother is a member of the North Rockland School District Unit. Also receiving scholarships but unable to attend the scholarship presentation were Arielle Cooper-Lethem and Sarah Berman.

Orange County Local scholarship winners were Jordan Beach, Christina Weslowski, Katie Ketcham, Antonio Roman, Ross Lercara, Mike Tricario, Brian Halayko, Amelia Dosis, Katrina Uhrig and Kristy Alvarez.

Westchester County Local scholarship winners were Michelle Deleso, Alyssa Esposito, Nicole Estevez, Alyssa Gillespie, Phylicia Gilzene, Monique Gordon, Samantha Staino, Ashley Straface, Michael Tarnow, Terra Thompson, Nicholas Tuosto, and John Visconti. The local's four-year renewable scholarship for \$1,000, named for retired activist Grace Ann Aloisi, was awarded to Samantha Wilkinson.

The Ulster County Local and Ulster County Unit awarded their scholarships directly to the parents (CSEA members) of the students. Local scholarship winners were Andrew Aitken, Franco Zani, Jeffrey Perry and Kristy Nelson. Unit scholarship winners were Donna Newsome, Henrietta Morris, Hermine Sheu, Susan Herwig, and Lucinda Kaiser.



Southern Region winners



Orange County Local winners

Message continued from Page 1

on the job. Employees of Sodexo Food Services at Westchester Medical Center, who organized with CSEA last year and the hospital's couriers, employed by Crothall, organized this year, have both recently ratified contracts. Congratulations!

Political activism remains an important part of our activities here in the Southern Region. We had overwhelming success with our CSEA-endorsed candidates during the September primary and hope to continue that in November. See *The Work Force* for our list of endorsements. We are always in need of volunteers for political action, so contact Political Action Coordinator Jason Haenel at (845) 831-1000 if you'd like to volunteer for phone banks and other outreach. We are now rewarding our volunteers with Political Power Points, which lead to great prizes, including a very nice jacket that myself and six other members recently received.

Contract ratifications are always good news to report and our recent ratification in the Yonkers School District is no exception! Congratulations to Unit President Bobbie DiBattista and her members for their hard-fought victory. The same congratulations go to Dutchess County Unit President Liz Piraino (who also serves as Dutchess Local president and as a 2nd vice president in the Southern Region) for the recent ratification of a new contract for the county unit, following protracted negotiations. This issue of the *Southern Crossroads* contains a list of recent contract victories as well as outstanding negotiations.

In closing, I'd like to welcome Janice Beaulieu to her new role as Southern Region secretary. Janice was kind enough to step up and fill the vacancy left by Chris Mumma when Chris took a recent promotion at her job. Best wishes to Chris and welcome Janice!

Southern Region Crossroads

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Do you have an article or announcement for *Crossroads*? Contact Jessica Stone at the above phone or fax numbers or e-mail at stone@cseainc.org

Southern Region Host to Statewide Conference

The CSEA Southern Region is the 2006 host to the statewide Women's Conference, scheduled this year from Nov. 17-19 at the Westchester Marriott in Tarrytown.

"We are thrilled to welcome hundreds of our CSEA brothers and sisters to our region for this exciting conference," said Southern Region President Diane Hewitt. "Our Southern Region Women's Committee has worked with our statewide Standing Women's Committee to ensure our guests get the most possible out of the workshops at the conference while having the chance to enjoy the beauty of the Hudson Valley during autumn."

A highlight of the Women's Conference will be the presentation of the 2006 Irene Carr Leadership Award, which is presented to a member who has taken a leadership role on an issue traditionally of concern to women and families. Carr was a former longtime statewide secretary.

Contract updates

These locals and units have ratified new contracts. Congratulations!

- Dutchess County
- Yonkers School District
- Town of Mount Pleasant
- Clarkstown School District Buildings and Grounds
- Clarkstown School District Nurses
- Clarkstown School District Food Service
- Pawling School District
- Town of Carmel
- Town of Philipstown
- Roundout School District Cafeteria
- Dover School District Paraprofessionals
- Village of Wappingers Falls
- Hastings-on-Hudson School District Clerical

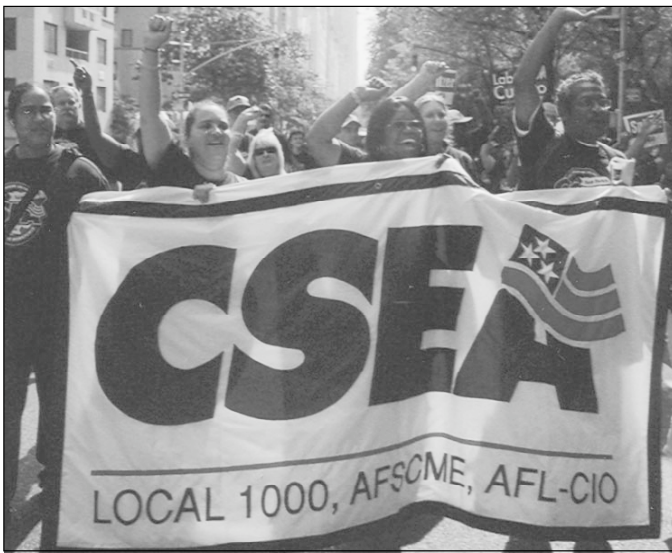
These locals and units are among those at impasse or fact-finding:

- Croton-Harmon School District
- Town of Mamaroneck
- Roscoe School District
- Carmel School District
- Town of Cochecton
- Town of Newburgh

CSEA in the community

Labor Day

Below, CSEA members from the Southern Region traveled to New York City in early September to march in the annual Labor Parade. Participants, many of whom this year carried signs promoting the campaigns of gubernatorial candidate Eliot Spitzer and state attorney general candidate Andrew Cuomo, marched up 5th Avenue with fellow union brothers and sisters. Pictured, far right is Westchester County Unit member Esteban Brown.



Suffern Day

Pictured above are (from top, clockwise) Ramapo Unit President Brian Spillman, Suffern Unit President Scott Brown, Member Benefits Specialist Deb Picerno, and Picerno's son, Luigi. Rockland Local President Billy Riccaldo joined several officers from his local, along with CSEA staff members Geordie Pierce, a statewide organizer, and Picerno to bolster CSEA's presence in Suffern by participating this year in the annual Suffern Day. The festival, held at the village's Little League fields, offers free food for attendees, demonstrations and exhibits by local emergency service professionals, and performances by community groups. The popular CSEA plastic bags were seen throughout the area after residents visited the CSEA table.

Golzio family *Continued from Page 1*

child having a disability, but now for Kathy to be faced with an illness like this with her younger child is just incredibly overwhelming," said Putnam County Local President Jane Gorman, who works with Golzio in the Health Department. "It's very difficult for John as a 10-year-old boy, not being able to go to school, see his friends and play sports like he's used to."

Putnam County workers have already reached out to help the Golzio family. A collection was taken up at various county work sites to help Golzio with day-to-day expenses such as the upkeep of her home and car, as well as child care for Stacy (for after-school hours when her mom and brother are at the hospital) and John (for his hours at home when his mother is working). The CSEA Putnam County Unit sponsored a raffle at its late summer picnic, with proceeds going to the Golzio family.

Golzio's co-workers have also donated their sick leave time to her, brought meals to her home and made "countless phone calls" to check up on her, said Golzio, who said she is very grateful for all the help.

Now CSEA officers are asking their brothers and sisters from around the Southern Region to pitch in. A bank account has been set up in the Golzio family name at a local bank in Putnam County. Checks for the Golzio family can be mailed to Jane Gorman, c/o CSEA Putnam County Local 840, P.O. Box 166, Dover Plains, NY 12522.

"We had a tremendous response from the officers and activists that were at our last Southern Region Executive Board meeting, and I hope others will take the time to write a check as well," said Southern Region President Diane Hewitt. "We have a member

facing extraordinary circumstances. I encourage everyone to reach out in support of the Golzio family."

— Jessica Ladlee



Message from CSEA Local 830 President Jerry Laricchiuta

Promotions Issue has Become an Epidemic

Greetings to all. As I pass through the county and speak with our members, I continue to hear the same issues over and over again. It goes without saying that Nassau County has neglected to adequately take care of its employees in terms of promotions and out-of-title work. This problem has been around for many years and under several county executives, but because of the length of time that employees have gone without promotions it has now become an epidemic. I cannot worry about what happened 10 or 20 years ago, but I am very frustrated at what is going on today.

It seems that in many instances the county puts out Civil Service tests for promotions and then lets the list languish for years. Few, if any, members actually get promoted and hence the list expires and yet another exam is scheduled. This has been going on for so long that many of you are beyond frustrated and are downright angry. I cannot blame you and I support you in every way in this matter. I am setting up various committees within our union network to gather as much information as I can about these competitive exams. I want to know when the exams were given, how many promotions were taken off the list, how many times our members were required to take the same test, and how many of our members are still waiting for promotions.

I understand, and so should you, that the county cannot possibly promote every employee in service. That would be unrealistic at best. However, when I hear members telling me that they have been working 15 years and as long as 25 years without a promotion, I automatically get an unsettling feeling that something questionable is going on. As far as the compensation review (job title audit) is concerned, I do not feel confident enough to hang our hats on that as an answer to this problem. The review of all titles may become an answer to this question moving forward, but I cannot see how the study can make our members who have been passed over for so many years whole.

Toys for CSEA Members

I want to bring to your attention a change this year in our collection of toys for the holiday season. As many of you know, in past years CSEA collected hundreds of toys each holiday season from our members. At our annual holiday party, the U.S. Marines would come and gather all the toys and take them to 'Toys for Tots' to be distributed. I made a pledge last year that I wanted to collect toys for our Nassau County children whose families may be having a difficult time and cannot buy as many holiday gifts for their children as they would want. The idea seemed to be a winner with people to whom I have spoken and so here we go. This year we will urge our members to bring unwrapped toys to either the local's office or to our holiday party. We have made arrangements with a community-based association that will distribute these toys to the children. CSEA will accompany the organization to oversee the distribution and then report back to the membership on how well the program went. I am sure we have many CSEA families who could use the help this year as well. If anybody knows of such a family, please send me an e-mail at Jerry@CSEA830.org so I can put them on the list. It's a great way for those of us who can afford it to give back to our own community. Children are our most precious gift in life and putting a smile on a child's face during the holidays can be the best thing we can do together as a team.

Employee Appreciation

Congratulations to the NUMC board and its members for a fantastic "Employee Appreciation BBQ" held on Thursday, Oct. 5, at the hospital. (See page 4.) Earl Stroughton, the NUMC Unit president and his entire board put on a great event with more than 1,000 members coming out to enjoy the barbecue. Health Care Corp. CEO Art Gianelli worked the grill along with myself, other CSEA officers and hospital administrators. Watching Mr. Gianelli try to work the grill (he is no Bobby Flay) made me realize what a big change the Health Care Corp. has undergone over the past year. I

like to take partial credit for that change because I believe I was instrumental in getting the former CEO out of office. I also want to report that I did suffer burns on my hand thanks to the use of short kitchen spatulas instead of the longer barbecue ones, combined with the half ton of pre-fueled briquettes poured on the grill by NUMC Unit Vice President Kenny Nicholson. Thanks, Ken, I won't forget you next year.

Until next month, stay healthy and happy and keep up the good work you all do day-to-day in Nassau County.

Yours in unionism,

Jerry Laricchiuta

CSEA Local 830 President

WHAT'S INSIDE

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• **Laricchiuta Addresses Members at Nassau Community College**

The
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EXPRESS

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 JOHN ALOISIO III, Treasurer's Office
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 STANLEY BERGMAN, Comptroller's Office
 LISA SINAGRA-TIRPAK, Public Safety
 ROBERT CAMPO, Public Works Department
 RAY CANNELLA, Civil Service Commission
 TERRI KOPVITCH, Health Department
 ROBERT CAULDWELL, Social Services
 STEPHEN COHEN, Medical Examiner's Office
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 KENNETH DASH, SR., Board of Elections
 MARY DELMARE, Crossing Guards
 ROBERT CONTI, Police Communications Operators
 LES EASON, A. Holly Patterson
 ROBERT GILIBERTI, Senior Citizens Affairs
 ROSE SACCHETTI, County/District Attorney
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 JERRY LARICCHIUTA, Sheriffs Support
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 EARL STROUGHTON, Nassau University Medical Center
 JOSEPH WHITTAKER, Fire Marshal's Office

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

LEGAL UPDATEBy: *Louis D. Stober Jr., Esq.*
CSEA REGION ATTORNEYwww.Stoberlaw.com**Equal Distribution of Overtime win for Deputy Sheriffs**

Under the terms of the collective bargaining agreement between CSEA and Nassau County, the county is required to, insofar as practicable, shall have equal distribution of overtime among employees in a department who have the same job titles (Section 28-4.2). When members of the Sheriff's Department learned that deputy sheriffs, sergeants and lieutenants assigned to the Family Court Unit were receiving substantially more overtime than the rest of the employees in the same title, a class action grievance was filed.

When the advisory arbitrator denied the grievance, he placed the burden of showing practicability on the employees, not the county. Unsatisfied with the advisory arbitrator's rationale, CSEA commenced a breach of contract action against the county.

In a trial handled by Anthony P. Giustino of my office, Supreme Court Judge Daniel Palmieri held that the county had indeed violated the collective bargaining agreement when it did not equally distribute overtime at the Family Court unit among all of the deputy sheriffs, sergeants and lieutenants. Critical to this victory and for all future cases is Judge Palmieri's holding that the county bears the burden of proving that it is impracticable to equally distribute overtime in a department among employees holding the same title.

Judge Palmieri also held that it was NOT impracticable to equally distribute the Family Court overtime among the employees with one narrow exception regarding the lieutenants. Judge Palmieri held that "with respect to the day to day overtime that comes up by reason of job performance, things that go wrong in the day, things that

happen in a day that would cause overtime, that the continuity of supervision and management is better served by not going outside of the unit for overtime purposes" for lieutenants. However, Judge Palmieri held with respect to the lieutenants that:

"I do not believe it is impracticable to go outside the unit for overtime coverage with respect to things such as scheduled leaves, vacations, absences that are leaves of absences, somebody going away for training. This is not the kind of overtime that comes up on an emergency basis and must be quickly attended to... This is the kind of overtime that would arise no differently than if someone died, retired, got sick, or for some other reason there was a vacancy in the job and it had to be filled."

This case has now been set down for a trial on the issue of damages, that is, how much overtime each of the affected employees is entitled.

What this case demonstrates is that under our agreement, CSEA has options and can challenge an arbitrator's decision when it is clearly wrong. Given that the award was advisory only, CSEA was able to pursue this case successfully in the courts.

If you believe you are the victim of unequal distribution of overtime in your department among employees holding the same title, contact CSEA to file a grievance. Do not wait because there is a limited statute of limitations for filing grievances under the agreement.

**This Month in
Labor History****Nov. 9, 1935**

John L. Lewis announced the creation of the Congress for Industrial Organizations, or CIO, composed of about a dozen leaders of the American Federation of Labor, or AFL, unions, to carry on the effort for industrial unionism. The CIO later merged with the AFL to form the AFL-CIO in December, 1955.

They Said It:**Quote of the Month**

"What we have to remember is that we're fighting to have people join the union. It is unions that have made this country great."

— U.S. Rep. Carolyn McCarthy
on *Talkin' Labor with Local 830*, Oct. 11

MEMBERS HELPING MEMBERS



SHAWN BRUCE

Son of Department of Public Works Employee Rudy Bruce

has suffered a massive stroke and is in intensive care in an Arizona hospital.

Rudy's grandchildren, ages 3-11, desperately need financial help.

Make your TAX DEDUCTIBLE checks payable to the "Shawn Bruce Foundation"

SEND CHECK TO:

Attn. Patricia M. Sheehan
Chase Bank

216 Old Country Rd., 1st Floor
Mineola, N.Y. 11501-4265

YOUR GENEROSITY IS GREATLY APPRECIATED BY RUDY AND HIS FAMILY!

CSEA Local 830
is asking for
toy donations for
our members' children
this holiday season.



*Please drop off to
Local 830 offices at
400 County Seat Drive
in Mineola
anytime between now
and Monday, Dec. 18*

CSEA LOCAL 830

will be airing television commercials
on cablevision starting in early November!

*Tune in to News 12 Long Island
and other cable networks on your dial*



to see your union
make the public aware
of what YOU do
for Nassau County!

LOG ON TO
www.CSEA830.ORG!!!

New Website Includes:

- Brand new "Members" section with contracts, unit constitution and member benefits information,
- Links to all CSEA staff and unit presidents,
- Archives of all radio shows and current *Express* newsletters,
- Up-to-date information on all the latest in CSEA news,

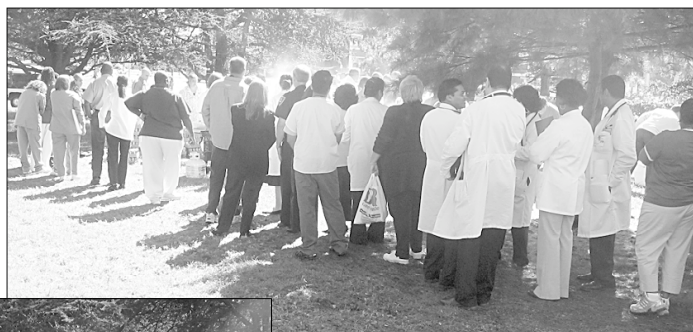
AND MUCH MORE!

NUMC Barbecue A Success

EAST MEADOW — CSEA Local 830 participated in Nassau University Medical Center's barbecue Oct. 5 outside the hospital's cafeteria. The event was a major success as all hospital staff and CSEA members were treated to hot dogs, hamburgers, refreshments and even cotton candy on a beautiful day.

In addition, KJOY 98.3 provided fun and games.

Local 830 President Jerry Laricchiuta and Nassau Health Care Corp. CEO Art Gianelli grilled all the food. A large number of Laricchiuta's staff were also on hand to attend to any members' questions or concerns.



Above, CSEA members wait on line for their food.



Far left, Laricchiuta with CSEA NUMC Unit 1st Vice President Kenny Nicholson.

Left, Laricchiuta with Gianelli, and CSEA's NUMC Unit President Earl Stroughton.

NUMC October Employees of the Month



From left, are NUMC Unit Executive Vice President Robert McLaughlin, Employee of the Month (Freeport Health Clinic) MaryAnn Zimmer, NUMC Unit 6th Vice President Debra Bounogora, NUMC Unit 1st Vice President Ken Nicholson, Employee of the Month (NUMC) Fernando DeOlivera, NUMC Unit President Earl Stroughton.

Laricchiuta Addresses Members at NCC



Jerry Laricchiuta addresses members at NCC Sept. 20.

GARDEN CITY — On Sept. 20, CSEA Local 830 held a membership meeting and lunch at Nassau Community College to address all members while giving member benefits information.

There were two sessions, with one held between noon and 1 p.m. and the second held between 1 p.m. and 2 p.m. Local 830 President Jerry Laricchiuta felt it was important to address both crowds to make them aware of what has been going on and address any needs they may have.

The meeting was very successful as a large percentage of CSEA members employed at the college attended. Laricchiuta discussed topics such as upcoming contract negotiations and the county's plan to conduct job title reviews.

When the attendees were asked what was the

most important thing to them regarding contract negotiations, the jubilant crowd emphasized, "fully paid health benefits!"

To that, Laricchiuta emphasized the importance of that and said, "No current CSEA member will ever pay for their health benefits as long as I am president."

As far as the job title reviews, Laricchiuta said members should expect a representative from the compensation review vendor to visit their work sites in November to evaluate their job responsibilities to ensure there is no out-of-title work being done.

CSEA Supports Initiative for Affordable Housing

HEMPSTEAD — CSEA Local 830 President Jerry Laricchiuta, CSEA Long Island Region President Nick LaMorte and members of the Local 830 executive staff attended the Affordable Housing Initiative News Conference at Hofstra University Sept. 20.

Long Island's nine-member state Senate delegation revealed a new \$25 million program to make affordable housing more available for residents of Nassau and Suffolk counties.

This program was administered by the Long Island Housing Partnership, and the Homeownership

and Economic Stabilization for Long Island Program provides down payment assistance and rehabilitation grants to eligible home buyers.

The press conference was initiated by state Sen. Dean Skelos. Joining CSEA and Skelos were other elected officials and labor leaders, including John Durso and Roger Clayman from the Long Island Federation of Labor, AFL-CIO.

"Too many of our young people have been priced out of Long Island's housing market," Skelos said. "This has made it difficult for employers to attract the best and brightest to Long Island."

This new program could prove very fruitful for CSEA members seeking to buy a home on Long Island.

"This is a wonderful initiative taken by the senators, LIHP and HELP," Laricchiuta said. "It is obvious that it has becoming increasingly more difficult to live on Long Island for hardworking, taxpaying people like CSEA members are and this will certainly help in alleviating that problem."



Left, from left are Sen. Charles J. Fuschillo Jr., CSEA Executive Vice President Ron Gurrieri, Local 830 President Jerry Laricchiuta, and Long Island Region President Nick LaMorte.

Right, from left, Gurrieri, Laricchiuta and LaMorte look on during the Sept. 20 news conference.



**This month from
Talkin' Labor With Local 830**

This past month on *Talkin' Labor with Local 830*, CSEA welcomed many different interesting guests, including U.S. Rep. Carolyn McCarthy; new acting CEO of Nassau Health Care Corp. Art Gianelli; and Department of Public Works Commissioner Ray Ribeiro.

"I am very pleased with the progress of the radio show now," host and CSEA Local 830 President Jerry Laricchiuta said. "We have been getting great feedback from members and residents alike who are educated weekly on what is going on in CSEA and in the labor community and that was exactly our goal when this show started."

Please tune in each Wednesday at 6:30 p.m. on WGBB AM 1240. You can also listen to archives of old radio shows on our website at www.csea830.org.



Above, Jerry Laricchiuta with Department of Public Works Commissioner Ray Ribeiro.



Above, Laricchiuta with U.S. Rep. Carolyn McCarthy.

**Wednesdays at 6:30 p.m.
on WGBB AM 1240**

Local 830 Attends Annual Delegates' Meeting

MANHATTAN — CSEA Local 830 President Jerry Laricchiuta along with many members of his executive staff took part in the 96th Annual Delegates Meeting in New York City from Sept. 25 to Sept. 29.

One of the more critical items voted on during the week was the proposal to revise the union's dues schedule to be more fairly representative and progressive.

In a vote that took more than three hours, the dues schedule was revised to raise the cap for the union's largest wage earners. Since 1995, there had only been one dues level for anyone earning more than \$40,000 a year.

The new schedule adds new dues brackets for those earning more than \$40,000 a year, with a final bracket for all workers earning more than \$60,000 or more a year, essentially raising the 11-year-old \$40,000 cap to \$60,000. This will take effect in January 2007.

The dues schedule remains the same for anyone earning less than \$40,000 a year. More details about the revised schedule will be published in the December *Work Force*.

Along with conducting the union's annual business, nearly 1,000 delegates participated in workshops and seminars varying from workplace safety to helping to get pro-union candidates elected to office this November.

Laricchiuta and his staff attended those workshops all week as well, to further educate themselves on how to serve their members. "This week was certainly a success," he said. "Sometimes it's difficult leaving home and leaving your members for a week, but we learned a lot and got a lot accomplished to advance our relationship with our members."

CSEA Local 830 Annual Holiday Party



**Wednesday, Dec. 20, 2006
7 p.m. to 11 p.m.**

Crest Hollow Country Club, Woodbury

Members and Fee Payers: \$36; Non-Members: \$50

**PLEASE SEND FORM WITH CHECK MADE PAYABLE TO
CSEA LOCAL 830.**

Name _____

Department _____

Phone No. _____

Number of tickets at \$36: _____ Number of tickets at \$50: _____

**MAIL TO:
CSEA Local 830
400 County Seat Drive
Mineola, N.Y. 11501
Attn: Steve Cohen**

Veteran's Corner

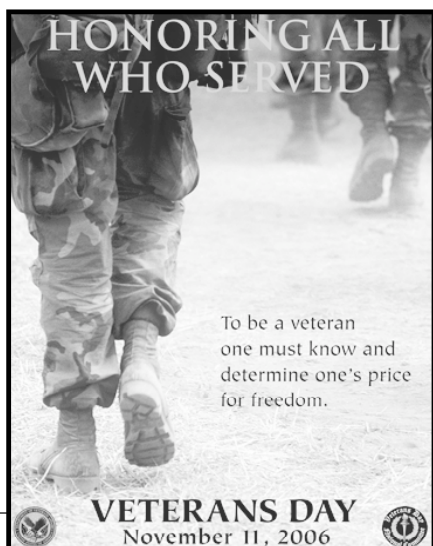
By Debbie O'Connell

The 5th Annual Homeless Veterans Stand Down will take place Nov. 20 at the New York Armory at 63 Babylon Turnpike in Freeport. Local 830 will be collecting all non-perishable food and personal care items between now and Nov. 6, so please drop off items at the Local 830 office at 400 County Seat Drive in Mineola.

The Long Island Region Veterans Committee is also collecting non-perishable food, personal care items and clothes for veterans who live at Northport VA Hospital. Those things can be dropped off to Debbie O'Connell by Nov. 17. Local 830 is still accepting new and used DVDs for soldiers deployed overseas. They can either be left with your unit president or dropped off to Local 830 offices.

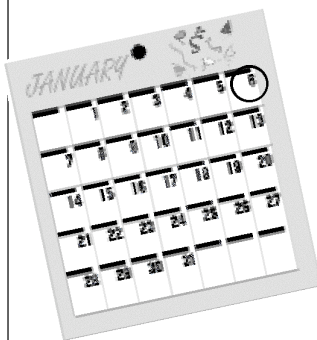
Veterans Day is Nov. 11, and there will be many celebrations in Nassau County including:

- Nov. 6: The Long Island National Cemetery in Farmingdale will have its annual Veterans Day Memorial Service at 2 p.m.
- Nov. 11: The Veterans Day Wreath Ceremony will be held by the Veterans Committee at the War Memorial in front of the H. Lee Dennison Building on Veterans Memorial Highway at 9 a.m.
- Nov. 13: The commemoration at the Veterans Memorial at Eisenhower Park in East Meadow at 10 a.m. put on by the United Veterans Organization of Nassau County.



Martin Luther King Jr. 13th Annual Ceremony Luncheon

Presented by CSEA Unity Committee



HOLD THE DATE!

Saturday, Jan. 6, 2007

12:30 p.m. to 4:30 p.m.

**Coral House
70 Milburn Ave., Baldwin**

Limited Seating. Tickets available on a first-come, first-served basis.

ADVANCE SALE ONLY — NO TICKETS AT DOOR

*** Entertainment * Raffles * Door Prizes * Scholarships Awarded ***

\$35 Adults; \$20 Children 12 and Under

Please complete & return coupon below with payment. Check should be made payable to CSEA Nassau Local 830 and mailed to: CSEA Nassau Local 830, 400 County Seat Drive, Mineola, N.Y. 11501. For more information, contact: Juanita McKinnies: 516-378-2790 or 516-353-0459 (cell); or Tim Corr: 571-2919 ext. 14.

RESERVATION FORM

Name _____

Home Phone _____ Work Phone _____

Agency Employed By _____

Check amount _____ Please seat me with _____

A Message From Long Island Region President Nick LaMorte



Everywhere you go, you can see evidence that this political season is coming to a climax — the lawn signs, posters, ads on TV and radio. You can't go to a shopping center without seeing some elected official — or some want to be elected official — shaking hands and kissing babies. What's it all for?

The simple answer is — to get elected. They want your vote, but for you and I as union members, there is a different answer. All this election stuff is really a fight to determine

who makes the rules you and I have to live by. **After all, it's the elected officials who get to write the laws, but you and I get to pick elected officials.**

Elected officials write the laws that determine policies that affect us, such as:

- Whether you will get Social Security payments
- Whether you will ever afford to retire
- Whether you will have a pension
- Whether your jobs will be contracted out
- Whether your work will be outsourced and given to the lowest bidder
- Whether health and safety laws will be gutted or strengthened.

CSEA has been in the trenches and on the streets, fighting on your behalf, to keep the benefits that have been won over the years, and wherever possible, to increase or expand those benefits and protections. Our whole mission is to help members achieve a decent quality of life; to make sure that you and your family are **better** off.

But, many of these politicians are fighting only for themselves and their rich friends. They're on a mission to feed their egos and feather their own nests **at your expense.**

That's why it is vital that you remember to vote this Election Day. That's why it's important for you to remind your spouse, your parents, your adult children, your neighbors and your co-workers to go out and vote as well. We all work for a living and the quality of our lives is largely determined by the people who get elected.

If you want to be one of the people who actually has a say in what happens to

you, your family and our country — you must vote. You must make your voice heard because there are many powerful people who are on a mission to drown you out.

If you are unsure of who to vote for, you can read the CSEA endorsements in this month's issue of *The Work Force*. There you will get useful information about the actual votes or positions these politicians have taken on matters that are critical to people like us.

This November, remember the words of the former UAW president Walter Reuther:

...arguing tasks can be taken away in the legislative name.

See you at the polls!

Yours in unionism,

Nick LaMorte, president
Long Island Region



VOTE! ELECTION DAY NOV. 7

See the 2006 CSEA Voters Guide
in this month's *Work Force*



CSEA Supports Quality Care

MINEOLA — The CSEA Local 830 office in Mineola was used as a staging area for the Sept. 26 press conference put on by the union's Long Island Region in front of the Nassau County Supreme Court Building right across the street.

CSEA Long Island Region President Nick LaMorte spoke on the disturbing conditions and violations and Nassau AHRC that jeopardize the health and safety of the developmentally disabled individuals in their care, as well as the staff who care for them.

Long Island Region President Nick LaMorte speaks at the AHRC press conference.

AHRC employees have been working hard to form a union along with help from CSEA to help alleviate these concerns. However, they have been constantly rejected by Executive Director Michael Mascari. Labor leaders and government officials were on hand to support furthering unionism, especially for the people at AHRC.

CSEA Local 830 President Jerry Laricchiuta and his executive staff strongly support this endeavor.

"Furthering unionization is obviously one of my main goals as a union official so I stand behind this initiative for the AHRC," Laricchiuta said.

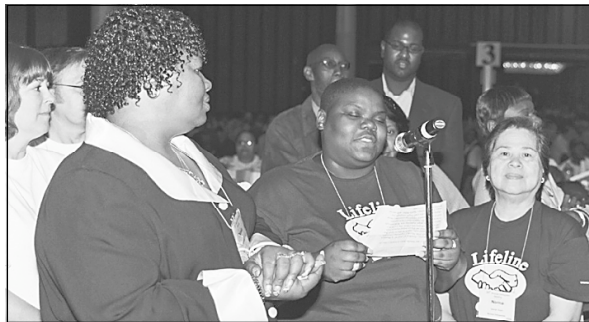


ADM 2006

Right, Eliot Spitzer joins members of the New York City Annual Delegates Meeting host committee.



Right, Lifespire worker and new CSEA member Natasha James speaks to CSEA delegates about their organizing victory at the Annual Delegates Meeting. She's joined by, from left, Pam Marshall and Norma DeGuzman. Etienne Julius and Marcus Simmons are in the background.

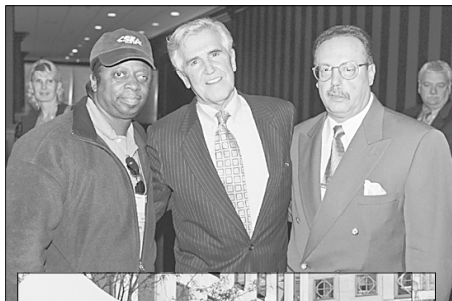


Above, the young men and women from the New York Military Academy under the direction of MSG Fletcher Bailey were the color guard during the opening ceremony for the 96th Annual Delegates Meeting.

CSEA Host Committee members Linda Williams and Adrian Hudson greet delegates with a smile and a pretzel.



Right, New York City State Employees Local member Donald Bryant, State Sen. Joe Bruno and New York City State Employees Local Local President Vinnie Martusciello share a moment during the Annual Delegates Meeting.



Left, CSEA President Danny Donohue presents Metropolitan Region President George Boncoraglio with the PEOPLE Cup during the Annual Delegates Meeting.



Right, Brooklyn Developmental Center Local members Frederick Judd and Carl Smith join television actors Tichina Arnold and Terry Crews from the hit show *Everybody Hates Chris* during a segment of *The Early Show*.



Above and left, dancer, choreographer and instructor Nydia Ocasio shows members how to salsa during a Hispanic Heritage Month event at the state Taxation and Finance Department.

Right, members of the state Taxation and Finance Department Hispanic Heritage Committee take a break from the festive event, now celebrating its fourth year. Rebecca Garcia, host and an event coordinator, holds a stand with mini flags representing the many nations of Latin America.



Celebrating Hispanic Heritage

Lifespire agreement



Left, members of the Lifespire contract committee and CSEA staff hail agreement with management that will soon be voted on by members. From left, top row, are Metropolitan Region President George Boncoraglio, Faye Livingstone, Marcus Simmons, CSEA organizer Jose Schifino, Etienne Julius, CSEA organizer Mary Bryant, CSEA Organizing Supervisor Paul Frank and CSEA Strategic Campaign Coordinator Cora Macvilla. Bottom row, from left, are Natasha James, Norma de Guzman, Pam Marshall and Carmen Ortiz.

CSEA
Metro Region 2

THE WORK FORCE
UNION SKYLINER NEWS
November 2006

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George Boncoraglio President	Zachary Holland 2nd Vice President
Denise Berkley Executive Vice President	Anita Booker Secretary
Linda Williams 1st Vice President	Ramon Lucas Treasurer

Workers Shine at Queens Children

QUEENS —Winston Ferrell is making environmental services and his co-workers shine at Queens Children's Psychiatric Center.

As the supervisor of environmental services supervising 10 cleaners, this CSEA member has gone out of his way to develop a training course for his staff while also working with the facility to acquire better equipment.

"Ten years ago, workers in environmental services were just going to work and not knowing why," said Ferrell. "Through education and staff development there is now a sense that their work is appreciated."

Ferrell's department recently held an Environmental Services Awareness Week event where the workers were acknowledged for their contributions.

"When I first started at this facility, I felt the morale was low," said Ferrell. "Now (the workers) feel like they are making a contribution."

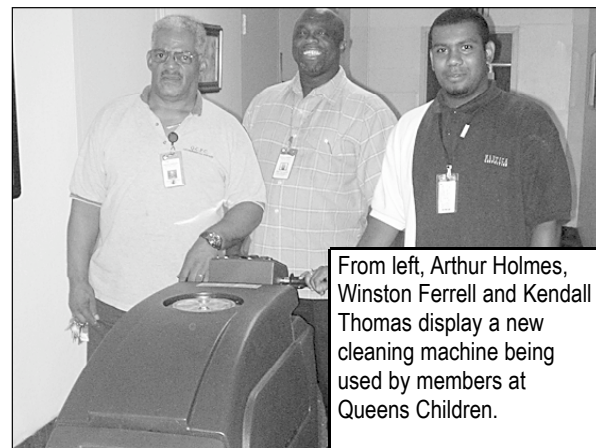
The workers, in turn, also appreciate Ferrell's efforts in obtaining the new equipment. New automatic scrubbers, carpet extractors and auto burnishers are among some of the machines workers are now using.

Arthur Holmes, a house cleaner at the psychiatric center for the past 31 years remembers how it used to be.

"We had no machines. We had to do everything by hand," said Holmes. "The machines have made it a whole lot easier."

Other changes implemented by Ferrell include color-coded mops that limit cross contamination. For instance, red mops are for bathrooms, blue for offices and green for stripping.

The department has also started using cleaning agents that are less toxic for the environment and humans, in accordance with a state executive order issued last year requiring state agencies to use "green" cleaning products.



From left, Arthur Holmes, Winston Ferrell and Kendall Thomas display a new cleaning machine being used by members at Queens Children.

"It shows the quality of work that union members provide," said Sarah Smith, the local's recording secretary. "Their high standards and the quality of their work are just as important as any other job in this facility."

A bookshelf in Ferrell's office contains the large binders with the training program he's implemented. It covers six basic topics including floor and carpet care, disinfecting and cleaning, rest rooms, and bloodborne pathogens.

"Whatever I have learned in my years of working I want to share with someone else," said Ferrell. "I can't keep it all to myself, you have to pass it on."

Junior Moses has been working as a cleaner for only a short time but knows how critically important his department is to the facility.

"If we don't keep this place clean and organized, they'll shut us down," said Moses. "We work for the state, but more importantly, we work for the children."



Above left, CSEA member and Cleaning Supervisor Winston Ferrell displays the new equipment he requested for his department. Above right, CSEA members at Queens Children recently celebrated Environmental Services Week and held a ceremony for staff. Seated, from left, are CSEA activist Sarah Smith, Creedmoor Local Vice President Carlota Williams, Bernadette Mercado, Ines Hernandez and Sahadeo Khublall. Standing, from left, are Arthur Holmes, Kendall Thomas, Winston Ferrell, Junior Moses and Travis Brown.

Message continued from Page 1

measures to protect those who are still suffering from the effects of Sept. 11. Many firefighters and police officers have already died or become seriously ill as a result of toxins and other contaminated debris they were exposed to in the aftermath of the terrorist attack. If this is how the heroes of Sept. 11 are treated what should we expect for the rest of us?

Unlike many workers, in a few days we'll have the ability to elect our new boss. It's especially important this year since we'll soon begin negotiating a new contract for state workers. By voting, we demonstrate our strength

and our ability to reward those who treat labor fairly and respectfully and punish those who don't.

Brothers and sisters, as we head into the holiday season, I would also like to wish you and your loved ones peace, happiness and good health.

In solidarity,
George Boncoraglio

Mensaje continuacion de Pagina 1

mintieron, por muchos años, sobre la calidad del aire en la zona baja de Manhattan, sindicatos se han reunido con grupos de la comunidad, residentes y otros activistas en un llamado para legislación y otras medidas para proteger a los que todavía están sufriendo de los efectos del 11 de septiembre. Unos cuantos bomberos y policías han muerto o están sufriendo de enfermedades resultando de la contaminación. ¿Si así tratan a los héroes del 11 de septiembre, qué nos espera a nosotros?

No hay muchos trabajadores que puedan elegir a nuestro nuevo jefe. Es especialmente importante este año por que pronto comenzaremos a negociar un nuevo contrato para los trabajadores del estado. Con nuestros

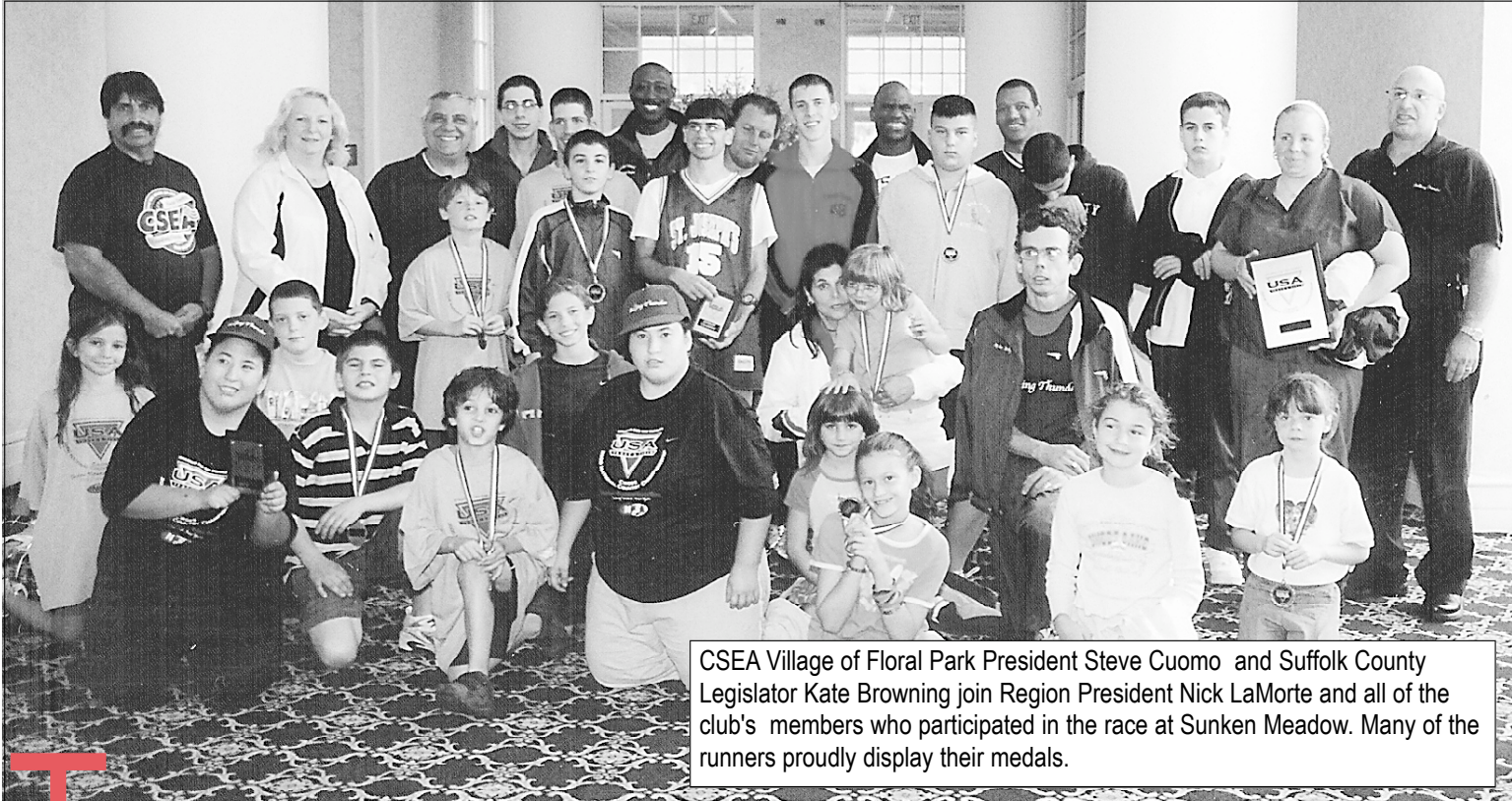
votos demostraremos nuestra fuerza y nuestra habilidad de recompensar a los que nos traten respetuosamente y castigar a los que no lo hagan.

Hermanos y hermanas, ya pronto vamos a celebrar varios días de fiesta como el día de acción de gracias y las navidades. Quisiera desearles a todos y a sus familias paz, felicidad y buena salud.

En solidaridad,
George Boncoraglio

Long Island Reporter

Rolling like thunder



CSEA Village of Floral Park President Steve Cuomo and Suffolk County Legislator Kate Browning join Region President Nick LaMorte and all of the club's members who participated in the race at Sunken Meadow. Many of the runners proudly display their medals.

The Rolling Thunder Road Runners, a group of young people with physical or developmental disabilities, recently participated in the National 5K Cross Country Disability Championship Meet held at Sunken Meadow State Park.
Rolling Thunder, formed in 1996, was the first mainstream running, walking and cycling club aimed at physically or developmentally

Thunder cont'd from Page 1

challenged athletes.

"We're the only club like this in the country. Our runners have all kinds of disabilities and we even welcome siblings," said coach and founder Steve Cuomo of Shirley. "I tell people to forget the disability and focus on the ability because we're right behind many of the able-bodied athletes."

Cuomo, president of the CSEA Floral Park Unit, initially formed the group to help his own son, who is now 24 years old. "I have a challenged son with multiple handicaps. He has cerebral palsy and is also developmentally disabled," he said. "I wanted him to be pushed and mainstreamed, so he ran on his high school track team and he's been running ever since."

"Nobody believed that disabled kids could do a marathon in 1996," said Cuomo. "When we did the New York City marathon with six kids, every one of them finished. Since then, we've run about 50 half-marathons and 14 marathons, including the Long Island Marathon. If there was a race on the moon, I'd try and get them there."

The group started out with 15 athletes and could have 150 athletes by the end of the year. One of the newest participants is 9-year-old Michael Brannigan of Northport. His dad, Village of Great Neck Park District Unit President Kevin Brannigan, heard about the group at a union function last year.

"I told Steve I have an autistic son and would he be able to participate. Steve said to bring him down, and I'm glad I did," said Brannigan. "He runs like the wind. I know this group had a hand in harnessing his hyperactivity; it helps to channel his energy. His self-esteem has increased and he's part of a team. This was a godsend."

Kevin Brannigan is one of several CSEA members with a family member in the group. That's how it came to be that CSEA Long

Island Region became a major sponsor of Rolling Thunder.

"CSEA is proud to be associated with a group that does so much for people with special challenges," said CSEA Long Island Region President Nick LaMorte. "By participating, Rolling Thunder runners demonstrate not only grit and perseverance but great athletic ability. I was right at the finish line, cheering them on."

LaMorte also gave out the ribbons and awards at a ceremony after the meet.

"CSEA members contribute in ways big and small to their communities simply by doing their jobs; providing essential services in municipalities, school districts, libraries and in state service every day," he said. "Many of our members also give

back to their communities as volunteers, just like Steve Cuomo. It's an extension of the community spirit that CSEA members exhibit all the time."

Last winter, CSEA launched the Quality Care campaign seeking to secure a better future for developmental disabilities services in New York. The campaign is aimed at improving the delivery of services, addressing low pay and high turnover rates among employees of not-for-profit contractors and ensuring that quality standards are met statewide.

CSEA represents about 18,000 workers in the developmental disabilities field employed by the state Office of Mental Retardation and Developmental Disabilities and several not-for-profit providers.

If you would like more information about Rolling Thunder, call (516) 810-6977.

— Rachel Langert



From left to right, Rolling Thunder founder Steve Cuomo, CSEA Long Island Region President Nick LaMorte, and CSEA Village of Great Neck Park District Unit President Kenneth Brannigan, with Cuomo's son Steven (left) and Brannigan's son Michael (right) after the race.

PHOTO OF THE MONTH



At a recent meeting of the Town of Oyster Bay Local's Women's Committee, Diana Wright, standing, teaches basic computer skills to Terry Wulforst, seated left, MaryBeth Kruppenacker, seated center, and Josephine Macchia.

Community blood drive



Sal Cecere of the Town of Oyster Bay Highway Department was one of the 116 Local 881 members who donated blood during the community's recent drive.

Message from Long Island Region President

Nick LaMorte



Everywhere you go, you can see evidence that this political season is coming to a climax — the lawn signs, posters, ads on TV and radio. You can't go to a shopping center without seeing some elected official — or some want-to-be-elected official — shaking hands and kissing babies. What's it all for?

The simple answer is to get elected. They want your vote, but for you and I as union members, there is a different answer. All this election stuff is really a fight to determine who makes the rules you and I have to live by. **After all, it's the elected officials who get to write the laws, but you and I get to pick the elected officials.**

Elected officials write the laws that determine policies that affect us, such as:

- Whether you will get Social Security payments
- Whether you will ever afford to retire
- Whether you will have a pension
- Whether your jobs will be contracted out
- Whether your work will be outsourced and given to the lowest bidder
- Whether health and safety laws will be gutted or strengthened.

CSEA has been fighting on your behalf to keep the benefits that have been won over the years, and wherever possible, to increase or expand those benefits and protections. Our mission is to help members achieve a decent quality of life; to make sure that you and your family are **better** off.

It is vital that you remember to vote this Election

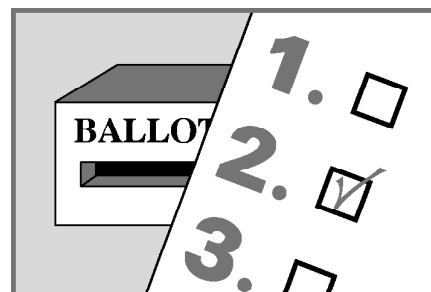
Day. Remind your spouse, your parents, your adult children, your neighbors and your co-workers to vote as well. We all work for a living and the quality of our lives is largely determined by the people who get elected.

If you want to have a say in what happens to you, your family and our country — you must vote. Make your voice heard because there are many powerful people who are on a mission to drown you out.

See you at the polls!

Nick LaMorte, president
Long Island Region

See this month's issue of *The Work Force* for useful information about the votes or positions politicians have taken on matters that are critical to people like us.



"There's a direct relationship between the bread box and the ballot box, and what the union fights for and wins at the bargaining table can be taken away in the legislative halls."

— FORMER UAW PRESIDENT WALTER REUTHER

Correction

In the October issue, Emma Joan Allen, grandmother of Stacey McCarthy, a member of the Long Island Region staff, was misidentified. Allen is the former mother-in-law of Barbara Allen, retired region treasurer. We regret the error.

Inside Reporter

High quality, low cost

SUNY skilled workers save thousands building hospital furnishings



Above left, cabinet shop worker Phil Daniels shows off his recently completed countertop for a nurses' station.

Above right, SUNY Stony Brook Local President Carlos Speight (far right) with the guys from the cabinet shop; (left to right) Vinny Calderone, Victor Perez, Phil Daniels, Ken Taylor Sr. and Jr, and David Hendrickson.

Right, SUNY Stony Brook Local member Victor Perez sprays glue on a chest of drawers for a nurses' station.

Below left, Vinny Calderone sanding a cabinet designed to hang above the floor.

Below right, Carpenter Kenneth J. Taylor Jr. drilling holes for cabinet door hinges.



QUALITY

Did you ever think about how many chairs, tables, desks, cabinets and bookcases it takes to fill up a hospital? Did you ever wonder where they came from? At Stony Brook University Medical Center all of these products — and more — are handmade by CSEA members.

"The pieces come in raw materials and we do the complete finished product; that's cutting, assembly, finishing, Corian brand counter tops — everything. And then we install them," said David Hendrickson cabinet shop maintenance supervisor.

surprised to find the vast majority of furniture for this 500-patient room hospital is made from scratch, and a lot of it is custom work.

"People think we get these things pre-done and that's absolutely not true. It's all our work," said maintenance assistant Vinny Calderone.

"There is no stock. This isn't a bakery, where we just have stuff on the shelf," he said.

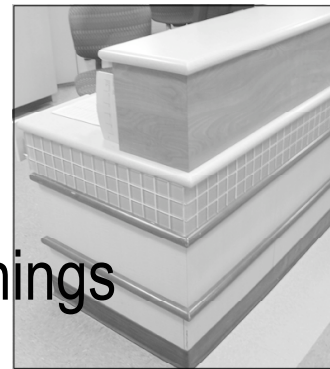
Whether it's a countertop for a reception area, cabinets for a nurses' station, or a dining room wall with custom upholstery and built-in seating, these craftsmen can create just about anything.

"We put a lot into it. We make sure that everything is done properly," said Kenneth J. Taylor Sr. "We're not like outside contractors. We're not about slapping this stuff together to make a profit, so we take the time to do it all right," he said.

Some of their recent projects include the heart center on Level 5, orthopedics on Level 14, the doctors dining area and the main dining room on the ground floor of the hospital.

"The bottom line is these guys are putting out a product that outsiders just can't compete with," said SUNY Stony Brook Local President Carlos

Left, Kenneth J. Taylor Sr. is building a bookcase for use in the hospital.



Above, an example of some of the cabinet shop's work on the orthopedic floor.

Speight. "It's incredibly cost effective for the hospital to have them in-house. They're saving the public all kinds of money, yet hardly anybody knows they're here."

"One time, we even tried to farm out 11 pedestal cabinets," said Hendrickson. "The cost came back at 1 1/2 times our cost and the guy said he lost money on it. And he even changed some things to cut corners. He didn't want to come back," he said with a smile.

All the furnishings for the 17th floor, which they recently did, cost \$170,000. "Which is nothing for what they got in terms of Corian nurses' stations and custom everything. The estimate from a private contractor would have been about a million dollars," said Hendrickson.

"It's a craft. At the end of the day it's very satisfying to see that the things you made stand the test of time," said Taylor.

— Rachel Langert

LIDDSO Distributes Service Awards

Nearly 100 CSEA members working for the Long Island Developmental Disabilities Service Office (LIDDSO) were honored recently for their many years of outstanding service.

Director Irene Jill McGinn expressed her pride in the work CSEA members perform every day. "Only through your years of commitment, dedication, talents and professionalism has the LIDDSO become successful in fulfilling its mission to provide quality services to our consumers and their families," said McGinn.

Among the longest serving was Charlene Rembert, who has completed 35 years working with the developmentally disabled. When she began, she was a mental hygiene therapy aide.

"My mother said she wasn't supporting me anymore so I had to get a job," she said with a smile. "For a long time, I was quitting every day!"

Even though she found the work a challenge, she said she had the help and guidance of mentors to conquer her fears.

"But now I love my consumers. People just don't believe how intelligent they really are. You just have to draw it out of them," said Rembert. Rembert currently works as a supervisor in a group home with 12 developmentally disabled clients.

"I find some of their behavior issues come from wanting to be loved and wanting to be cared for," she said. "You have to split yourself into 15 people to give everyone there the love

and attention they need. You just need to have a heart," said Rembert.

When asked how it was that she did this job for 35 years her answer was simple. "It takes special co-workers. I could never have done it by myself. So I thank God I had a beautiful group of people to work with over the years," Rembert said.

"I'm very proud of the members who were honored and the ones who will be honored in the future, because it takes a special person or group of people to do the work we all do," said LIDC Local President Daryl Wilson. "Actually, I think all LIDDSO and Sagamore staff should get more credit for their excellent work," he said.

— Rachel Langert

Above, Region President Nick LaMorte and the officers of LIDC Local 430 join twins Chamika and Tamika in congratulating their father, Local President Daryl Wilson, who was one of those honored for 30 years of service. Not pictured is Recording Secretary Charlotte Cornell.

Below, CSEA member Charlene Rembert was honored for 35 years of state service.



Right, CSEA members were honored for their 25, 30, 35 or 40 years of service with LIDDSO.

2006 ADM



Clockwise from top left: Pete Collins, president of the Southampton Unit of Suffolk Local 852, is shown outside the Sheraton, where CSEA's 2006 Annual Delegates Meeting took place.

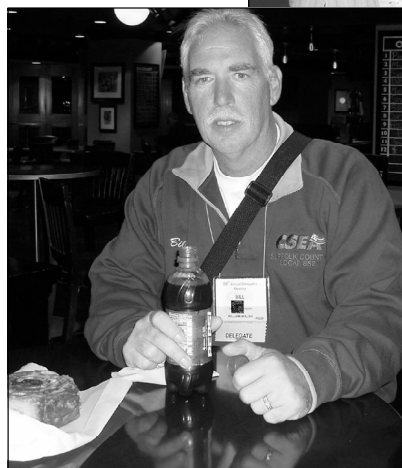
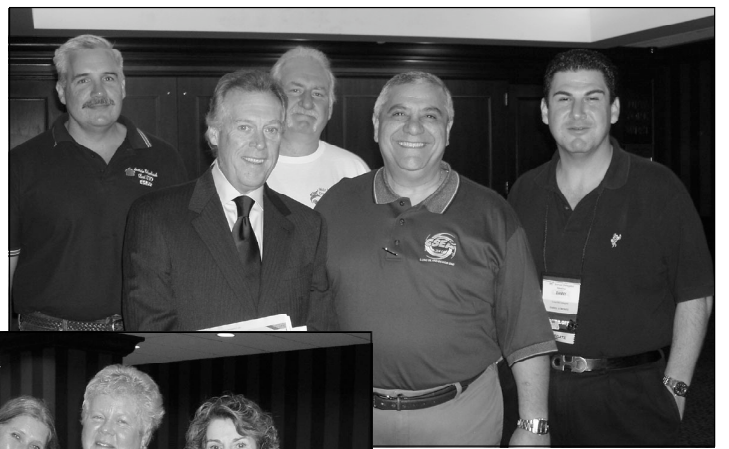
In a hall crowded with delegates, Farmingdale State University Local 606 President Tom Dowdney has a finger in one ear so he can hear the other party on his cell phone. Mary D'Antonio, president of State University at Old Westbury Local 618 is at his right.

State AFL-CIO President Denis Hughes, second from left, is shown with CSEA delegates, from left, Chris Marshall, Suffolk Educational Local; John Shepherd, president of Nassau Municipal Local 882; region President Nick LaMorte and Dan LoMonte, president of the Town of North Hempstead Unit of Local 881.

Statewide Secretary Maureen Malone, center, is flanked by two good friends, Meg Shutka, left, and Pat Fisher. Both are officers of Suffolk Local 852.

Region President Nick LaMorte puts his contribution into the PEOPLE raffle box. With him are, from left, Cheryl A. Palmer, statewide PEOPLE coordinator; Leila Haskins of the Metropolitan Region and Rutha Bush, Long Island Region coordinator of PEOPLE, the union's voluntary political action campaign. Bush is a member of Local 430, which represents employees of the Long Island Developmental Disabilities Service Office; 60 percent of the local's members belong to PEOPLE, the highest percentage in CSEA.

Between two meeting sessions, Suffolk Local 852 President Bill Walsh had a quick lunch of Danish and soda.



Around the Region

Calendar of Upcoming Events: November 2006

- | | |
|---|---|
| 4 – Work Institute – Civil Service Test Prep Workshop – 9-4 p.m. | 15 – Region Executive Board Meeting – 5:30 p.m. |
| 6 – Human Rights Committee Meeting – 5:30 p.m. | 16 – Local 430 General Membership Meeting – 12-4 p.m. |
| 8 – Defensive Driving – 5:30-8:30 p.m. | 18 – Defensive Driving – 9 a.m.-3 p.m. |
| 9 – Defensive Driving – 5:30-8:30 p.m. | 20 – Education & Training Committee Meeting – 6 p.m. |
| 10 – Region Office closed – Veterans Day | 23 – Region Office closed – Thanksgiving |
| 11 – Veterans Committee Soldier Memorial at H. Lee Dennison Bldg. – 10 a.m. | 24 – Region Office closed – Thanksgiving |
| 13 – Women’s Committee Meeting – 5:30 p.m. | 27 – All About our Union – Workshop – 5:30-9 p.m. |
| 14 – PEOPLE Committee Meeting – 5 p.m. | 28 – Political Action Committee Meeting – 5:30 p.m. |
| 15 – Local 920 General Membership Meeting – 10:30 a.m.- 3 p.m. | 29 – MAT Committee Meeting – 5:30 p.m. |

ADM update on SUNY Farmingdale agenda



Above, Tom Dowdney, Farmingdale State University Local president, at the mike during the meeting.

Right, Farmingdale members Marie Mazzarella, left, and Karen Dhennin sign the attendance sheet before the meeting, held in Roosevelt Hall on campus.

FARMINGDALE — A report on CSEA’s recent Annual Delegates Meeting in New York City was one of the key items on the agenda at a recent general membership meeting of Farmingdale State University Local.

President Tom Dowdney, who was a delegate to the ADM, reported on actions taken by the body. He also told members of the importance of political action, urging them to vote for union-endorsed candidates on Election Day.

Speakers representing the State Employees Federated Appeal (SEFA) asked union members to support SEFA through payroll deduction. Contributors may direct their donations to more than 200 charitable organizations.

The local represents 185 employees, blue collar and white collar, at the Farmingdale campus.

In photo below, shown after the meeting are members, seated front row, from left, Janet Medler, 17 years service to Farmingdale State University; Nina Von Deesten, 35 years; Ann Prezioso, 32 years, and, rear row, from left, Gabriela Jones, eight years; Christina Peisert, 19 years and Maureen Pisano, 14. Adding other New York state employment brings their total to 170 years of service.



Hundreds turn out to support Strides walk

JONES BEACH — Nearly 400 CSEA members and family were among the more than 30,000 walkers who took part in the five-mile Strides Against Breast Cancer on Sunday, Oct. 15.

CSEA’s participation was coordinated by the Long Island Region Women’s Committee, chaired by Bobbi Eisgrau.

She estimated CSEA participants contributed \$25,000 to the American Cancer Society’s fight against breast cancer.

“It was a gorgeous day, a great day,” said Eisgrau. “It was perfect for us and perfect for the walkers.”

She said that Strides is not “a women’s thing but a family thing. You see husband and wife, children walking with grandparents.”

Eisgrau paid tribute to Women’s Committee members. “They’re tops,” she said. “I can’t say enough about them. They work really hard.”

She also thanked other CSEA members who turned out to help at the union’s tent and to vendors who supplied T-shirts, coffee and doughnuts, bottles of water and souvenirs to the walkers.

“It was wonderful to see how many people were helpful,” she said.

Next year, she expects the union participation to be bigger and better. “We always look forward to next year,” Eisgrau said.

In photo above, among the Women’s Committee members at the CSEA tent are, from left, Carol Kelly, Bea Kustanowitz, Jill Mallon, Bette James, Loretta Zuch, Maryann Phelps and Bobbi Eisgrau, committee chairperson.

Below, Town of Oyster Bay Council Member Joe Muscarella, fourth from left, joined this group of CSEA Strides participants, most of whom are members of Local 881. Executive Vice President Bobby Rauff is third from left.



Free rabies shots protect Brookhaven workers

BROOKHAVEN — Thanks to the joint efforts of the union and Town Councilwoman Carol Bissonnette, free rabies shots were offered to the 25 members of Suffolk Local 852 who work at the town's Animal Shelter and Adoption Center.

Rabid animals, such as raccoons, have been identified in Nassau and Suffolk counties, although none in town so far.

"Workers at animal shelters are at risk and that is why I thought it was important we get our people vaccinated against rabies," said Meg Shutka, president of the local's White Collar Unit.

Shelter workers belong to either of the local's White Collar or Blue Collar units.

"Carol was a great proponent of getting funding for the shots," said Shutka.

She also expressed thanks to the unit's Health and Safety Committee, which is composed of Brian Tohill, chairperson, Walter Dunn, Liz Byrd, Chrystine Brown, Theresa Agnetti and Bob Brandow, and to Charlie McGinley, shelter director.

Tom Skabry, president of the Town of Southold unit, chairs the local's Health and Safety Committee.



Shown at Brookhaven's animal shelter are, from left, Walter Dunn, a member of the White Collar Unit's Health and Safety Committee, Lou Cordeiro, assistant director of the shelter, committee member Liz Byrd, Brian Tohill, chairperson of the committee, and Meg Shutka, president of the White Collar Unit.



Dave Sadler, center, chats with Brookhaven Town Councilwoman Carol Bissonnette, left, as he gets a rabies shot from Dr. Maury Greenberg, right.

Vets Committee sets ceremony, seeks gift donations

COMMACK — The Long Island Region Veterans Committee will honor all the men and women who have served in the armed forces at its annual Veterans Day ceremony, which will take place at Armed Forces Plaza in Hauppauge on Saturday, Nov. 11 at 10 a.m.

Maryann Phelps of SUNY Stony Brook Local 614 chairs the committee.

The committee is planning its annual holiday visits to veterans at the Northport Veterans Administration Hospital and the Long Island State Veterans Home in Stony Brook on Dec. 2.

"These ladies and gentlemen served and protected our country well and now they need our support," said Phelps.

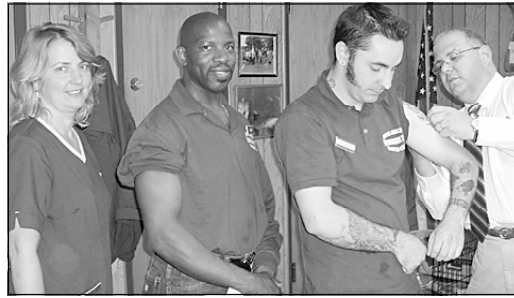
The committee will only accept donations from CSEA members of the following items: underwear, scarves, knit hats and gloves, sweat shirts and pants

as well as personal items including denture adhesive and cleaning tablets, combs, hairbrushes, toothbrushes, shaving cream, bar soap and shampoo. Cash contributions are also welcome.

Unwrapped gifts should be delivered to the region office, 3 Garet Place in Commack, by Nov. 27.

CSEA members are needed to join the committee in delivering the gifts to veterans. If you can help, or would like more information, call Phelps at 516-971-4629.

Phelps also announced that CSEA Veterans Committee caps are now available for \$12 each.



George Dixon, third from left, gets his shot from Dr. Maury Greenberg as Heidi Cavagnaro, left, and Roy Sheffey wait their turn.

CSEA members in Brookhaven Planning Department



Brookhaven White Collar Unit officers including (seated, left to right) Executive Vice President Mike Kobasiuk, Long Island Region President Nick LaMorte, Unit President Meg Shutka and Unit Treasurer Paul Rogalle congratulate (center) drafter David Blackburn on his retirement. Blackburn drew maps for the planning division and worked for the Town of Brookhaven for 43 years. The entire department gave him a hearty send off and wished him well in retirement.

Every Vote Counts!

CSEA's Long Island Political Endorsements

These candidates have been endorsed by CSEA as individuals who understand the needs of working people and their families. Clip this list and take it with you when you vote on Election Day, Nov. 7, 2006. A full listing of CSEA's statewide endorsements appears in *The Work Force*.

Statewide Office:

Governor Eliot Spitzer	Lt. Governor David Paterson	Attorney General Andrew Cuomo	State Comptroller Alan Hevesi
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U.S. Congress

U.S. Senate

Hillary Clinton

House of Representatives

C.D. 1	Tim Bishop
C.D. 2	Steve Israel
C.D. 3	No endorsement
C.D. 4	Carolyn McCarthy
C.D. 5	Gary Ackerman

State Senate

S.D. 1	Ken LaValle
S.D. 2	John Flanagan
S.D. 3	Caesar Trunzo
S.D. 4	Owen Johnson
S.D. 5	Carl Marcellino



S.D. 6	Kemp Hannon
S.D. 7	Michael Balboni
S.D. 8	Charles Fuschillo
S.D. 9	Dean Skelos

State Assembly

A.D. 1	Marc Alessi
A.D. 2	Fred Thiele
A.D. 3	Pat Eddington
A.D. 4	Steve Englebright
A.D. 5	Ginny Fields
A.D. 6	Philip Ramos
A.D. 7	No endorsement
A.D. 8	Philip Boyle
A.D. 9	Andrew Raia
A.D. 10	James Conte

A.D. 11	Robert Sweeney
A.D. 12	Joseph Saladino
A.D. 13	Charles Lavine
A.D. 14	Bob Barra
A.D. 15	Rob Walker
A.D. 16	Thomas DiNapoli
A.D. 17	Tom McKeivitt
A.D. 18	Earleen Hooper
A.D. 19	David McDonough
A.D. 20	Harvey Weisenberg
A.D. 21	Thomas Alfano