

CSEA

A Century of Service

1910-2010

AFSCME

AFL-CIO

THE

Work Force

May 2010

Vol. 13 No. 5

Services on the line



Photo by David Galarza

State Capitol budget mess hits local government and schools, Page 3

Don't Zone Out! Pages 10-11, 20

1910-2010

New York's Leading Union

Photo of the Month



Photo by David Galarza

A CSEA Yonkers School District member gets some help during a demonstration from one of the district's pupils. More than 300 CSEA members, other school workers, administration and Board of Education representatives, PTA representatives, students and concerned community members demonstrated recently in Yonkers against proposed budget cuts and layoffs in the district. The page 1 photo is also from the demonstration. See related stories, pages 3, 7, and 8.

New CSEA/AFSCME membership cards will protect your identity

CSEA members have spoken!

Because you asked, Social Security numbers are being replaced by CSEA ID numbers for CSEA business. In January, you should have received your 2010 CSEA/AFSCME membership card with a new CSEA ID NUMBER. You will no longer have to use your Social Security number to identify yourself as a CSEA member.

KEEP THE CARD IN A SAFE PLACE SO YOUR CSEA ID NUMBER IS AVAILABLE WHEN YOU NEED IT.

Shooting raises safety concerns

BROOKLYN – A near fatal shooting at a Brooklyn State Division of Parole Office once again raised the need for increased security and safety measures at the agency.

The point blank shooting by a remorseless parolee, intent on killing parole officer Samuel Salters, caused widespread panic and fear in the busy downtown office.

Salters was listed in stable condition after four hours of surgery.

Security was beefed up at the office, however workers at the site remained traumatized and insecure about their worksite.

The incident bore many similarities to a previous incident at the Queens office. Once again, metal detectors were not in place even though staff are usually interacting with parolees with violent backgrounds who can be sent back to prison for even minimal violations.

Indeed, just a few days after the latest shooting, a parolee was busted with a gun outside the same office.

After that incident in Queens, the agency decided to start a pilot project by installing metal detectors at the Queens and Albany office though they still had not been installed. After the latest incident, the Brooklyn, Queens and the Bronx offices are slated to receive the machines.

“My biggest concern is that we need them in every office regardless of where an incident took place,” said Barbara Felder, the CSEA president of the parole local. “We need to protect workers in every parole office.”

CSEA and PEF have also raised questions about staffing the metal detectors. At many state agencies where they are used, a security firm has been hired. At parole, the agency is asking that they use parole officers, which takes them away from their usual duties.

This recent incident once again helps to promote the importance and necessity of implementing the NYS Public Employer Workplace Violence Prevention Law.

— David Galarza

CSEA holding banks accountable on interest rates

WASHINGTON, D.C. — CSEA is taking measure to assure the banks the union does business with are not hurting working people with unfair charges and practices.

CSEA Statewide Treasurer Joe McMullen recently testified at a hearing in

support of legislation that would cap interest rates on credit cards. Sen. Bernie Sanders of Vermont has introduced legislation that would cap credit card interest rates at 15 percent.

Sanders has said that he has received numerous

complaints from constituents about arbitrary interest rate hikes on their credit card bills, which he said is galling considering the billions banks have received in bailout cash.

“CSEA will be meeting with the banks and other financial institutions with which we do business to investigate what they do with our money and how they treat our members and other people in our communities,” McMullen told lawmakers.

“We intend to get answers to these questions and, if necessary, we will move our money to institutions that will give working people a fair deal. Our members’ hard earned dues dollars should be kept in banks that support our communities, not in the ones that are making a bad economy even tougher for hard-pressed families,” McMullen said.

From the Office of President Danny Donohue

CSEA
NEW YORK'S
LEADING UNION
Local 1000, AFSCME, AFL-CIO

ALERT



CSEA President Danny Donohue to meet Capital Region members on June 9

President Danny Donohue will visit the CSEA Capital Region June 9 to meet with members.

The meetings will be held at the Capital Region office, 1 Lear Jet Lane, Latham. Donohue will meet with union members from 1 to 7 p.m. Please call the Capital Region office at ((518) 782-4400 or 1-800-874-7344 for an appointment and directions.

Donohue will visit all six CSEA Regions during the course of the year.

Albany's mess hurts everyone

The start of New York's fiscal year came and went as Gov. David Paterson and state lawmakers had failed to reach any resolution at press time on the state's budget mess.

CSEA is pressing for a fair and responsible approach that protects necessary public services and does not undermine working people.

CSEA is particularly troubled by the Paterson administration's repeated scapegoating of public employees in nearly daily media outbursts.

The governor withheld contractually negotiated state employee raises at the last minute, which were to be paid in mid-April. CSEA has grieved the action and has not ruled out any further legal steps.

Ignoring savings

The Paterson administration has repeatedly ignored CSEA proposals that could help the state save hundreds of millions of dollars.

The administration has also refused to address CSEA's concern about excessive use of temporary employees, paid through temporary employment agencies, working side by side with state employees for years in clear violation of civil service law.

Additionally, the governor has threatened massive layoffs without union concessions, despite an agreement that the administration signed with CSEA last year promising no layoffs in exchange for CSEA not opposing pension system reform for future hires that the administration claims will save taxpayers more than \$30 billion over time.

Last month, CSEA reached a settlement with the administration over an ill-conceived attempt to lay off 18 workers at

Long Island greetings to state Sens. Brian Foley and Craig Johnson



Nearly 100 CSEA members in the Long Island Region demonstrate recently outside the district offices of state Sen. Brian Foley. Foley and Sen. Craig Johnson joined with the state Senate's Democratic leadership in calling for thousands of state workers to be laid off. They were among several Democratic senators CSEA targeted across the state for proposing the unconscionable layoff scheme.

the state Developmental Disabilities Services Organization's Bernard Fineson facility in Queens, despite the governor's no-layoff agreement. The 18 jobs were not eliminated.

Also troubling is a layoff proposal by Senate Democrats that threatens the stability of state operations.

Diverting attention

CSEA is extremely concerned that these threats and political grandstanding have diverted attention from the real issues in the state budget situation.

Cuts in aid to schools and localities could only be the tip of the iceberg leading to massive layoffs, service elimination and property tax hikes for localities later this year if a reasonable budget response is not

reached. "There are two things that every CSEA member can and should do at this time," said CSEA president Danny Donohue. "First: call or e-mail the governor and your state lawmakers and tell them we do our jobs, you do yours.

"Second: Every member should write a letter to the editor of their local newspaper or e-mail their local TV and radio stations and tell these media pundits about how hard you work and the difficulties you face on the job. It's about time the media started recognizing that you earn your salary and benefits and provide real service to people in need across this state," Donohue said.

THE WORK FORCE

ISSN 1522-1091

Official publication of
CSEA Local 1000, AFSCME, AFL-CIO
143 Washington Ave.
Albany, NY 12210-2303
Danny Donohue, President

STEPHEN A. MADARASZ
Communications Director & Publisher

STANLEY HORNAK
Deputy Director of Communications

LOU HMIELESKI
Executive Editor

JANICE MARRA
Associate Editor

CATHLEEN FEBRAIO
Graphic Production Specialist

JANICE M. KUCSKAR
Graphic Production Specialist

BETH McINTYRE
Communications Assistant

The Work Force (USPS 0445-010) is published monthly by The CSEA Publication Office: 143 Washington Ave., Albany, NY 12210. Periodical Mail Postage paid at Post Office, Albany, New York 12288, and additional mailing offices.

**Postmaster: Send address changes to:
CSEA, Attn: Membership Department,
143 Washington Ave., Albany, NY 12210.
CSEA on-line: The CSEA website
can be accessed at www.csealocal1000.org**

Readers:

Send any comments, complaints, suggestions or ideas to:
Publisher, *The Work Force*, 143 Washington Avenue,
Albany, NY 12210-2303.

COMMUNICATIONS SPECIALISTS

RICHARD IMPAGLIAZZO	Long Island Region	(631) 462-0030
DAVID GALARZA	Metropolitan Region	(212) 406-2156
JESSICA LADLEE	Southern Region	(845) 831-1000
THERESE ASSALIAN	Capital Region	(518) 785-4400
MARK M. KOTZIN	Central Region	(315) 433-0050
LYNN MILLER	Western Region	(716) 691-6555
ED MOLITOR	Headquarters	(518) 257-1272
JILL ASENCIO	Headquarters	(518) 257-1276

The Publications Committee

Annie Campbell
Brenda Chatrand
Wayne Dorler
Ramon Lucas
Liz Piraino
Ronald Revers



Work Force

IN TOUCH WITH THE
CSEA President Danny Donohue

Hey Gov, lawmakers! We do our job, you do yours!

CSEA has a simple message for Gov. David Paterson and state legislators: We do our jobs, you do yours!

New Yorkers need a state budget that addresses New York's economic situation fairly and responsibly. That means maintaining necessary public services and quality education at every level and in every part of the state. That means providing the necessary resources in a way that does not overwhelm working people or dump the problem on localities.

CSEA will not apologize for doing the best we can to stand up for your rights, benefits, and legally binding contracts. No one should take you and other CSEA members for granted. New York would not work without your hard work, dedication and essential service.

The governor's renewed assault on state employees may generate headlines but it's the assault on public services at all levels that should be the greatest concern to all CSEA members.

There's not a lot to say about the state's budget mess that we haven't said over and over again during the past two years. But we have to keep saying the same things because the Paterson administration and others just don't seem to get it.

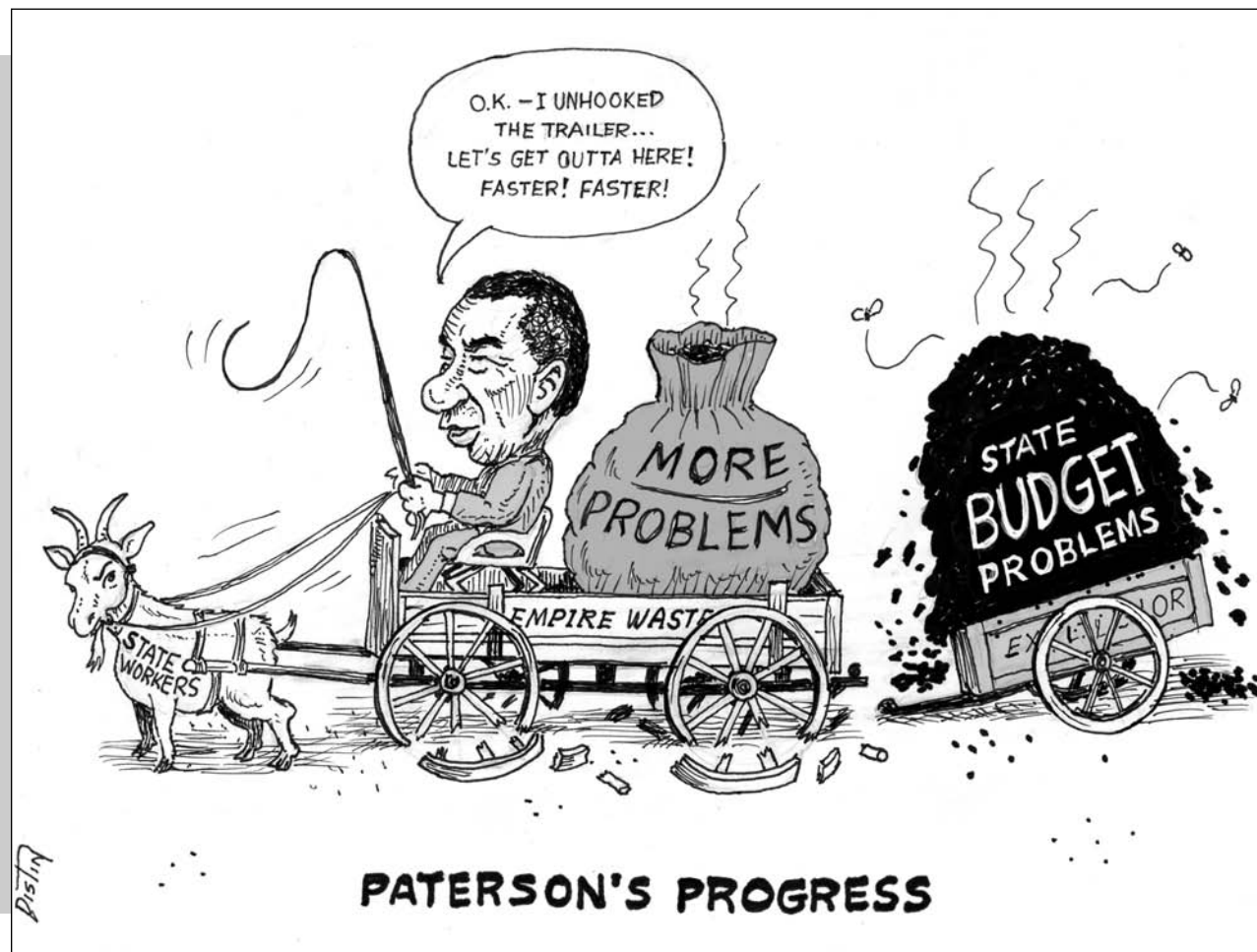
- **A contract is a contract – and a legally binding obligation.**
- **CSEA will not reopen contracts because it would mean we could never again bargain in good faith.**
- **CSEA has offered ideas worth hundreds of millions of dollars in savings that the Paterson administration has ignored.**
- **Concessions would erode decades of hard-fought gains for you and your family but will not solve New York's budget crisis.**

The governor and state lawmakers need to do what's right and stop scapegoating you and other public employees – it's tiring and insulting, especially at a time when you're strained to the limit.

CSEA is proud of who we are and what we do. In this, our centennial year, we will continue to stand our ground.



Danny



Stewart Owen, CSEA's 'lost' president

When William Thomas, CSEA's first president, left office in 1918, the Association of State Civil Service Employees, as CSEA was then known, embarked on a major structural reorganization. Stewart J. Owen Jr., a native of Corning, succeeded Thomas, but until recently, little was known about Owen.

Born sometime between 1883 and 1885, Owen worked as deputy inspector for the state Bureau of Factory Inspection during the period after the disastrous Triangle Shirtwaist Factory Fire in 1911. Much of his career involved work in safety and health.

By 1918, Owen, then a safety engineer

for the State Industrial Commission, was among the leaders engaged in strengthening and reorganizing the Association. He served as chairman pro tem of the council's Committee of Organization, which elected a five-member committee to draft a constitution and by-laws for the new council to ratify.

Redefining the organization

In addition to this task, the leadership faced several critical deadlines in 1918: the elections of officers for an 18-month term, a 34-member General Committee (one representative from each state department), an Executive Committee, and various smaller committees.

On July 9, 1918, the Council elected its new officers and chose Owen as president. By this time the membership had risen to 1,200.

During his term of office, Owen successfully guided the organization

through a critical period of growth and transition. He presided over a structural reorganization that strengthened the organization's effectiveness as an advocate for state workers.

By the mid-1920s Owen left state employment, but throughout his career he made public safety his chief concern. During the late 1920s and 1930s he worked for National Safety Council at its Chicago headquarters. He spent the remainder of his career with the federal government as a safety engineer for the National Bureau of Standards, the Department of Justice, and the U.S. Navy Yards. In the *Official Register of the United States, 1953*, Owen is listed as a chief safety engineer (39th District, New York) for the Bureau of the Census, U.S. Civil Service Commission.

**Coming soon — A Century of
Service: The Story of CSEA's First
100 Years.**

Dedicated probation officer earns statewide honor

“Knowing I can make a difference is what keeps me going.”

OLEAN — Cattaraugus County Probation Officer and CSEA member Nila McIntyre has been honored with the 2009 Outstanding Service by a Probation Officer Award by the state director of probation and correctional services.

McIntyre received the award recently in recognition of her service, dedication and professionalism and her contributions to community corrections.

“I am extremely proud

of Nila McIntyre and her commitment to making a difference in the lives of probationers under her supervision,” said CSEA Western Region President Flo Tripi. “Our probation officers throughout the Western Region work hard every day to keep families together, keep the public safe and to strengthen community corrections locally and statewide.”

Saving a “starfish”
 When explaining why she became a probation



Nila McIntyre poses with her Outstanding Service by a Probation Officer Award.

officer, McIntyre likes to tell a story about a small child on a beach, throwing starfish back into the water. A man comes up to the child and helps for a minute, but stops, saying, “It’s tiring.” The child continues on, saying: “If I can save just one starfish, it’s worth it.”

McIntyre, a 23-year probation veteran, has saved her share of starfish throughout her career, but there are more who need her.

Her clients, high-risk individuals, prove to be the most challenging part of her job, but McIntyre never gives up.

“Knowing I can make a difference is what keeps me going,” she said. “With all the stress of the job it can be challenging to stay focused and keep the energy level up.”

A group honor

In nominating her for the award, McIntyre’s supervisor stated her efforts help “build bridges

... that result in doorstep to doorstep continuity of treatment for offenders, enhancing their chances of establishing and maintaining functional recovery and abstinence.” She has gained widespread respect among her fellow probation officers and in the community.

Although Probation Officer of the Year is an individual honor, McIntyre is quick to share the credit.

“I did work very hard for this. I am out at 1 or 2 in the morning checking on people and I’ve got the reputation that goes with that, but it’s really a team effort,” she said. “My co-workers, the sheriff’s department, law enforcement, the judges and courts, we all have to stick together. It’s really not an individual award; it’s a department award as well.”

— Lynn Miller

We’re looking for a really good sport

Do you know a CSEA member who makes a difference for high school athletics? If so, let us know.

As part of CSEA’s 100th anniversary celebration, the New York State Public High School Athletic Association and CSEA will be honoring a CSEA member who has displayed extraordinary dedication to and support for high school athletics. CSEA has long been a sponsor of NYSPHSAA’s 30 high school championships.

The Excelsior Award will go to a CSEA member who has helped promote and foster athletic spirit in their local school district, either as a volunteer or as part of their job. The member’s



commitment to high school athletics can be as a parent, coach, booster or staff member.

Nominations will be accepted through June and forms are available at www.csealocal1000.org.

The award will be presented at CSEA’s 100th Annual Delegates Meeting in Albany in October 2010 and at the NYSPHSAA Football Championships at the Syracuse University Carrier Dome in late November 2010.

“Wherever our members are involved, and whatever they may do to help young athletes, we want to recognize those actions and let our communities know that there are outstanding CSEA members who are helping young athletes reach their goals.”

— CSEA President Danny Donohue

School unit fights on for fair contract

MASSAPEQUA — CSEA members working in the Massapequa School District have intensified their contract campaign, pressuring school board members in advance of the budget vote. The unit has been working with an expired contract for nearly three years.

Management has not bargained in good faith with the CSEA custodial unit that services 11 facilities throughout the district. The lack of progress has effectively frozen the workers' salaries as management continues to drag their feet.

"It's obvious that they simply don't respect or understand the clearly specified rules of collective bargaining," said Unit President Tim Howell.

The union members are working with the media and residents to get information out about management's lack of movement in negotiations. CSEA members are wearing "Contract Now" and "Show Some Respect" buttons to raise awareness. Mobilizing CSEA Long Island Region members for a protest rally prior to the referendum on the school budget is also planned.

A financial analysis revealed the school district to be well funded and saving a quarter-million dollars each year by not filling five vacant posts. In addition, the district fund balance increased 31 percent in the last fiscal year and its unreserved fund balance jumped 5 percent during that same time.

"The unreserved fund is money that could be used for any purpose, even in contract

"It's obvious that they simply don't respect or understand the clearly specified rules of collective bargaining."



Massapequa School District Unit Treasurer Paul Lavigne, left, and activist Mike Molter enlist the support of CSEA members at the recent Nassau County Educational Employees Local conference.

negotiations," Howell said. "I should also point out that the majority of custodial unit members live in Massapequa and the money we earn filters back into the community in myriad ways."

CSEA has been diligent in its effort to negotiate a fair deal but management seems fixated on the terms of a previous tentative agreement, which was rejected by the custodial unit members in 2009.

— Rich Impagliazzo

Almost time to retire?

Your local may pay the first year of CSEA retiree dues, which is only \$24!

CSEA retiree members enjoy many of the benefits and discounts of belonging to a union. In return, you get access to a wide variety of money-saving benefits such as:

- Access to insurance plans at CSEA's low group rates
- Travel discounts

- A discounted consumer items buying service
- Discounted dental and vision care programs
- A personal legal services referral network
- The Retiree News quarterly

Being a CSEA retiree member also makes you part of a growing statewide body that can effectively advocate on your behalf:

- Legislative and political action programs designed to enhance and protect retiree pension and health benefits
- Participation in a CSEA retiree local
- Effective lobbying against Social Security reform
- Three informative publications

For more information, visit www.csealocal1000.org and select "retirees" from the "Member Benefits" menu item.



Geneva school workers fight back

“The governor’s funding cuts will harm districts, harm teachers and ultimately harm children.”

GENEVA — CSEA school units throughout the Western Region are facing layoffs under Gov. David A. Paterson’s misguided school funding cuts, much like CSEA-represented school workers from across the state.

“A strong educational system is very important,” said CSEA Western Region President Flo Tripi. “The governor’s funding cuts will harm districts, harm teachers and support staff and ultimately harm



CSEA Geneva School District Unit members and their supporters pose for a photo after a demonstration.

children. We must do what we can to fight proposed layoffs.”

In the Geneva City School District in the

Finger Lakes, teaching assistants, library aides and health aides found their positions on the chopping block. Unit

members rallied together, gathered support and fought back, filling school board meetings and making a case for saving the positions. The district has taken another look at its cuts and, pending budget approval, has restored some positions.

“Many of the support staff positions are part time, and 128 people earn less than the poverty level,” said Ontario County Local President Mel Thomas. “These are vital positions; these employees are essential and needed if we are to maintain quality education in the Geneva City Schools.”

CSEA is working with several districts to find ways to save money and minimize the impact from the governor’s flawed spending plan.

— Lynn Miller

Pawling bus drivers take charge of safety

POUGHQUAG — CSEA members employed in the Pawling School District Transportation Department now have a safer work site, thanks to the determination of unit leaders.

CSEA Pawling School District Unit leaders recently arranged for the installation of street lighting at the district bus garage at minimal cost to the district. Previously, workers reporting to work in the early morning hours or returning from a late-night trip were subjected to a nearly pitch-black bus lot, something leaders say was an accident waiting to happen.

“Early in the morning or late at night, drivers were unable to see around their buses,” said Unit President Jeff Stevens, a bus driver. “It was an ongoing

security and safety issue.”

After attending a Dutchess Education Local safety and health committee meeting, Stevens learned that the education local President Scott Rajczi had dealt with a similar problem in his own workplace, the Hyde Park School District.

“We found out that his district was able to work out a deal with their local utility company where they came and installed lighting and it was really cheap,” said Stevens.

After securing the go-ahead from district administrators, Stevens delegated the lighting project to Dawn Marino, the unit safety and health coordinator and a bus driver. Marino contacted the local utility provider and secured three written proposals to add lighting



to the bus garage, a space the district rents after outgrowing its old facility.

Once the district accepted an offer, the utility installed streetlights on the bus garage property, hooking them into the power supply from the lighting located on the street.

“This is costing the district only \$89 a month, but it’s made a huge difference in safety for the drivers,” said Marino. “It

Left, Pawling School District Unit President Jeff Stevens, Unit Secretary Tammy Fielding and Unit Safety and Health Coordinator Dawn Marino say CSEA’s successful push for improved lighting at the district bus garage is a win for district transportation workers and taxpayers alike.

also makes us feel safer out here because the entire lot is now well lit.”

Stevens said the project is a win for labor and management, as the project was implemented at minimal cost to the district while improving worker safety.

— Jessica Ladlee

Plow driver's idea wins award

BUFFALO – The roads are a little safer thanks to an idea from CSEA member Rick Martinez.

Martinez, who works out of a downtown state Department of Transportation facility, recommended an additional mirror on the state's trucks, designed to assist drivers with blind spots.

"I had to submit the idea, drawings, the cost, and how it would benefit the driver, the state and the public," Martinez said. "It makes things so much safer because now we can see."

Plow drivers for the state DOT often drive alone, operating all plows and wings while keeping their eyes on the road. The massive size of the wings can sometimes make visibility difficult.

"The mirror makes it easier for the driver to see cars and pedestrians," Martinez said.

"If there is a way to improve the truck, we will," he said. "I want to make it home at the end of the day. Safety is so important."

Even with the additional mirror, plowing can still be dangerous. People on the road need to remember just how big and heavy the trucks are and the damage they could do.

"There are times when (I am on the road) and I can't see the plow on the front of my truck because the weather is so bad," he said. "I wish people wouldn't try to pass plows. Please be patient and let us clear the roads. Let us do our jobs. Let us make the roads nice for you."

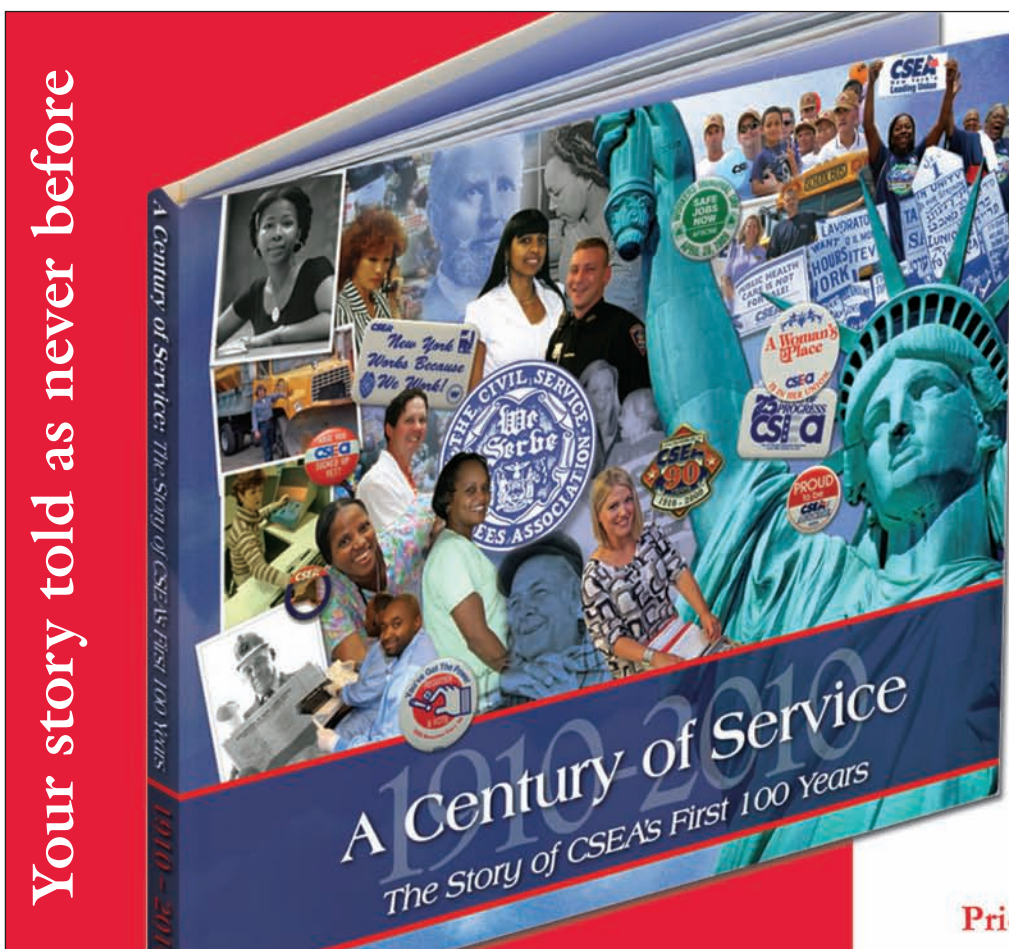
The new mirror has been in use for two seasons, Martinez said, but the state just recently acknowledged his idea. Martinez received a certificate of merit, a plaque and mention in the DOT newsletter in



Rick Martinez, a CSEA member working for the state Department of Transportation, recently received recognition for an idea he submitted that has improved snow plow safety.

recognition of his efforts. He's been a plow driver for about a decade.

— Lynn Miller



The history of CSEA is not as well understood or appreciated as it should be...*until now.*

PUBLICATION IN MAY!

Learn more and reserve your copy at www.csealocal1000.org

LIMITED EDITION

Hardcover: \$34.99 plus tax

Softcover: \$20.99 plus tax

Prices include shipping & handling

Since 1910

CSEA
New York's LEADING Union

CSEA's message for drivers in work zones: Don't Zone Out!

Don't Zone Out!

That's the advice from CSEA to motorists everywhere, especially in New York. CSEA's new Occupational Safety and Health campaign is raising safety awareness around the state with a simple message: be careful driving through roadway work zones.

Cell phones, fast food, CDs, iPods, cigarettes, coffee and makeup all may present individual health risks, but inside a moving car, they can be deadly — for drivers and especially CSEA members doing their jobs in work zones.

Since CSEA began keeping count in 1983, 45 CSEA members have been killed in work zones — including two in the past year.

Help spread the word and help save lives. Your CSEA brothers and sisters working in roadways and highways will appreciate it.

Other initiatives

- The Federal Department of Transportation has developed the National Highway Work Zone Safety Program to reduce the fatalities and injurious crashes in work zones, and to enhance traffic operation and safety within work zones. Learn more at: www.workzonesafety.org

- **Erie County Clerk Kathy Hochul** has drivers under 18 sign a pledge upon receiving their license that they will not text, use hand-held devices and wear a seatbelt at all times.

- **Oprah Winfrey** has launched a national campaign to make roadways safer by promoting the **No Phone Zone** as a way to save lives. Learn more at: <http://www.oprah.com/packages/no-phone-zone.html>

Inside **WORK FORCE**

Using a cell phone while driving impairs your ability more than being legally drunk!

There is no difference between hand held and handsfree device.
(University of Utah, Salt Lake, study)

Cell phone use caused greater impairment than a blood-alcohol content of 0.08%.
 – Increased rear-end collisions
 – Brake time reduced by almost 10%
 – Decrease in following distance

Mail your pledge card to:
 CSEA Occupational Safety and Health Dept.
 143 Washington Ave.
 Albany, NY 12210

Access more materials at www.csealocal1000.org

Did you know . . .

There is a work zone fatality EVERY 10 hours?

A work zone injury EVERY 13 minutes?

6,000 people were killed by distracted drivers in 2008.

Driver distractions:

- using a cell phone
- eating or drinking
- grooming
- reading
- texting and GPS
- watching videos

Take the CSEA Work Zone Safety Pledge

CSEA is asking members to sign a Work Zone Safety Pledge, which states:

I pledge to:

- Be Alert While Driving
- Observe Work Zone Speed Limits
- Focus On My Driving ... Not Other Activities That Would Distract Me
- Tell Others at CSEA and Community Events About Staying Alert in Work Zones
- Get More People to Sign Up for the Pledge at www.csealocal1000.org/osh/work_zone_pledge.pdf
- Not Zone Out!

Signature: _____

Toll booths are meant for one car only. Be polite.



County cited over workplace violence program

HERKIMER – Some employers who have worked with CSEA to comply with the state’s new Workplace Violence Prevention law have been given accolades for developing effective programs and making workplaces safer.

Other employers have left the union completely out of the process, like Herkimer County,

which has been cited with violations and now has to do twice as much work to come up with a compliant program.

A recent inspection by the Public Employee Safety and Health (PESH) Bureau of the State Labor Department cited Herkimer County with five serious violations of the new law, including an improper records review, improper risk

assessment, not including the union in their evaluations and development of their program, and improper worker training.

According to CSEA Herkimer County Unit President JoAnne

“We could have resolved this in labor-management. We’ve got experts on staff to deal with these issues, and at no cost to the county. It’s a shame they haven’t worked more cooperatively with us.”

LeClair, the violations could have been prevented if the county had taken CSEA up on numerous offers of assistance, or focused on the issue in labor-management meetings.

Unfortunately, the county has not responded for at least three years worth of requests by CSEA to have labor-management meetings.

“We’ve always been willing to work with them and not against them, however they need to take us up on our offer,” LeClair said.

“We could have resolved this in labor-management. We’ve got experts on staff to deal with these issues, and at no cost to

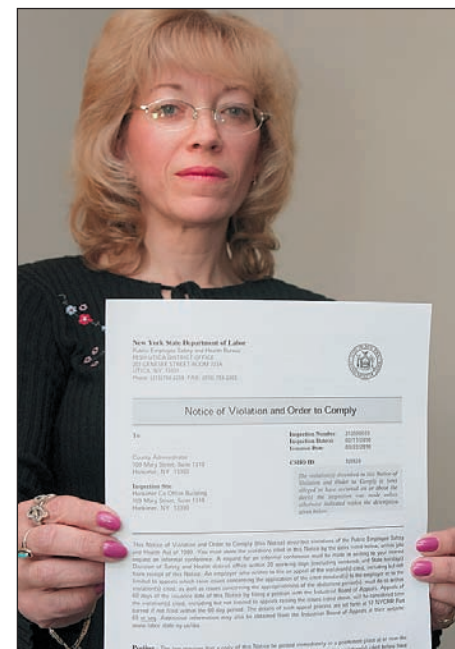
the county. It’s a shame they haven’t worked more cooperatively with us.”

The Herkimer citations show that some employers don’t understand that working with the union to develop an effective program is part of the new state law.

“We have the tools and expertise to help them with the development of a really effective and meaningful program, and by law they have to work with us,” said CSEA Occupational Safety and Health Specialist Lynnet Witherell.

“From the onset we have promoted a collaborative approach with all employers to allow us to assist them with complying with this law. In light of the violations they just got, we hope that it encourages Herkimer County to now include us in the process as they develop a compliant program and make their workplaces safer.”

— Mark M. Kotzin



Herkimer County Unit President JoAnne LeClair shows the PESH violation notice the county recently received for failing to institute a proper Workplace Violence Prevention program and failing to include the union in the development of such a plan.

Being a pest pays off in bedbug infestation

BRONX – In order to get results, you have to be a pest sometimes. That’s what CSEA activists learned after a bedbug incident at the Bronx Psychiatric Center.

In October, members of the local that represents nearly 600 nurses, housekeepers and maintenance workers at the hospital, spotted bedbugs at a nursing station and bedrooms in a ward, according to Local President Abraham Benjamin.

Fearing that management was not adequately addressing the issue, the local filed a Public Employee Safety and Health (PESH) complaint in November.

Administration at the center inefficiently began treating the problem room by room, rather than evacuating and treating individual wards, Benjamin said. At least two

CSEA members reported bedbug bites.

Eventually, Bronx Psychiatric did evacuate and treat the infested ward, and the state labor department inspected the facility in February. Though the center was not cited, it was given instructions on how to effectively deal with a bedbug infestation.

“Subsequently whenever there is a situation that may involve bedbugs, management is notified and the situation is addressed by them immediately,” said Benjamin.

They have also developed two other precautionary measures including two swing wards where clients are temporarily housed while an entire ward is comprehensively cleaned in the spring and fall months and they are also thoroughly examining clients

during the admissions and triage process.

“I think the union was very effective in dealing with this problem and the members showed how they were not concerned only about themselves but also the clients,” said Benjamin.

The union and administration are now continuing to educate people on how to handle pest problems although Benjamin emphasized that members need to be as alert and as active as those painful little parasites in order to avoid future infestations.

“When there is an issue like this, all the members have to act together to resolve it,” said Benjamin.

— David Galarza

REMINDER TO PRIVATE SECTOR LOCAL PRESIDENTS: ELECTION NOTICE

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

A letter was sent by the Statewide Election Committee (SEC) on September 21, 2009 to each Private Sector Local President requiring each Local Executive Board to select an election committee and chairperson prior to October 15, 2009.

If you have not selected an election committee, please do so immediately. Please refer to the SEC's September 21st letter for procedural requirements.

If you did not receive a copy of the September 21st letter, or have questions pertaining to it, please contact the SEC at 800-342-4146, ext. 1447.

Break in membership affects eligibility for union office, voting privileges

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

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

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

If you go on unpaid leave or for any other reason have a break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without pay status due to becoming disabled by accident, illness, maternity or paternity, you may be eligible for dues-free membership status for a period not to exceed one year. If you are called up for active military duty you may also apply for dues-free status.

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

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

Members, Easter Bunny help give joy to children

BUFFALO — The Easter Bunny found his way to children spending the holiday in Roswell Park Cancer Institute, thanks to a little help from CSEA.

Members of the CSEA Roswell Park Cancer Institute Local 303 Women's Committee assembled a dozen Easter baskets for children in the pediatric ward. Committee members received enough donations and supplies for the endeavor that they also donated baskets to Haven House, a shelter for women and children.

"This is another example of CSEA members addressing a need in their community," said CSEA Western Region President Flo Tripi. "Whether it is on the job or after work on their own time, CSEA members are always ready to help."

The Women's Committee gathered after work one afternoon to create and deliver the baskets.

"Thank you to all who gave for this wonderful expression of caring and giving to the children of Roswell Park Cancer Institute and the Women's and Children's Haven House of Buffalo," said Sabrina Mitchell, executive



Roswell Park Cancer Institute Local Women's Committee members Nancianne Maynard and Sabrina Mitchell make an Easter basket for a child.

vice president of CSEA Roswell Park Cancer Institute Local 303 and Women's Committee member. "We hope to be able to donate even more baskets next year."

— Lynn Miller

ELECTION NOTICE 2010 AFSCME DELEGATES ELECTION

Elections will be held for AFSCME Delegates in the Southern and Capital Regions pursuant to the Board of Directors approved election schedule, which is as follows:

The approved schedule for the election is as follows:

April 29 (Thurs.) Ballots due 9:00 a.m.;
Tally commences
9:30 a.m.

Ten (10) days following SEC Certification of End of Protest
Period

Results June/July Results published in
The Work Force.

June 28 - July 2 AFSCME Convention
(Boston, MA)



Dale Franklin adds a toy to a basket for a child hospitalized at Roswell Park Cancer Institute.

A page from
our history ...



Throughout 2010, The Work Force will be marking CSEA's 100th anniversary by taking a look back at CSEA's history by reprinting pages of past and present publications.

Featured here is a reprint of a page from the May 30, 1988, edition of The Public Sector, then CSEA's official newspaper. CSEA marked the anniversary of the state civil service system with a birthday cake that was 24 feet long, weighed 450 lbs. and fed 3,500 people in under two hours. Among those serving up the slices were CSEA President William McGowan, Secretary Irene Carr and Treasurer (now Executive Vice President) Mary Sullivan. And, as the paper reported, no, there were no leftovers.



Having our CAKE — and eating it too!

Photos and text
By Stephen Madarasz
CSEA Communications Associate

ALBANY — What was 24 feet long, weighed 450 pounds and fed 3,500 people in under two hours? CSEA's "Supercake" served up in honor of Public Employee Day May 12.

CSEA President William McGowan, Secretary Irene Carr and Treasurer Mary Sullivan made the ceremonial first slices at the celebration, which is really the birthday of the New York civil service system.

The cake, baked by *Freihofer's*, was the longest ever made in the region. It required 50 pounds of cake flour, 225 pounds of sugar, 85 pounds of shortening, 36 dozen eggs and 10 pounds of milk.

By the way, there were no leftovers.



20 THE PUBLIC SECTOR

May 30, 1988

Empire Plan insurance carriers to begin claims recoupment for ineligible dependents

The New York State Health Insurance Program (NYSHIP) Dependent Eligibility Verification Project for New York state and local government (city, town, school districts, county, etc.) employees has ended, and claims recoupment for ineligible dependents is scheduled to begin.

The verification project, which began in February 2009, was completed to help ensure that every participant who receives health benefits is entitled to receive those benefits. All NYSHIP enrollees with family coverage were asked to document the eligibility of all enrolled dependents.

To date, thousands of New York state and local government dependents have been removed from health insurance coverage because they were found ineligible due to failure to respond to the audit or insufficient verification documentation was provided. Ineligible dependents have been removed from coverage retroactive to Feb. 1, 2009.

The state Department of Civil Service has established a temporary call center to help enrollees verify the eligibility of their dependents and assist

**Health
Benefits**



in the process of reinstating their eligible dependents that were removed.

The call center can be reached by calling 1-800-409-9059, Monday through Friday, from 8 a.m. to 5 p.m. If an enrollee needs to speak with a representative in a language other than English, a customer service representative from the call center will connect the caller to a language line for translation assistance. Procedures are in place to expedite cases when there is an urgent need for the dependent to access benefits.

It is important that verification documentation for all eligible dependents be completed as soon as possible to avoid claims recoupment. The Empire Plan insurance carriers will begin mailing letters to enrollees in late April/early May to recover claim payments made on or after Feb. 1, 2009 for ineligible dependents. This claims recoupment does not include dependents voluntarily removed during the Amnesty Period (they are protected from such recoveries).

Empire Plan: status of hospital negotiations and what you should know

East End Health Alliance

We are happy to report that Empire BlueCross/BlueShield has signed a deal with East End Health Alliance effective April 1, 2010 and once again is a participating network facility.

East End Health Alliance (EEHA) comprises Eastern Long Island Hospital, Peconic Bay Medical Center and Southampton Hospital. East End Health Alliance was a non-participating facility with Empire BlueCross/BlueShield from Aug. 1, 2009, to March 31, 2010.

Stellaris Health Network

Stellaris Health Network comprises Lawrence Hospital, Northern Westchester Hospital, Phelps Memorial Hospital Center and White Plains

Hospital. To date, negotiations with Stellaris have been unsuccessful.

We are hopeful that Stellaris and Empire BlueCross/BlueShield, the Empire Plan's hospital insurer, will reach an agreement shortly. Effective April 1, 2010, Stellaris Health Network hospitals will no longer be participating facilities with Empire BlueCross/BlueShield.

How does this affect you?

As of the date of hospital termination, only the following services provided by Stellaris will be covered on an in-network basis:

- Cases of emergency.
- If no network hospital is available within 30 miles of your residence that can provide the services required.

• If a network hospital is not available within a 30-mile radius from your home.

• For continuation of care for pregnancy if you are in your second or third trimester of pregnancy as of the date the hospital ceased to be a participating facility, you will continue to be covered through the delivery of your child and post-partum care directly related to the delivery.

• For any services that were previously pre-authorized.

• Inpatient services for an admission that occurred before the date the hospital ceased to be a participating provider.

That means if you choose to have services at a Stellaris facility, except for the special circumstances listed above, you will be covered on an out-of-

network basis. It is important to understand that there will be no immediate interruption of care that is already under way at these hospitals.

What should you do?

If you are currently receiving services from a Stellaris facility or are scheduled for treatment and have questions, please call Empire BlueCross/BlueShield toll-free at 1-800-495-9323, Sunday through Saturday, from 7 a.m. to 8 p.m. EST. The customer service representatives will be able to answer any questions you may have.

June 30 is deadline for J.J. Kelly Scholarship Awards

CSEA is seeking applicants for the J.J. Kelly Scholarship Awards.

The J.J. Kelly Memorial Scholarship Fund provides award recipients with college scholarships for up to four years.

Scholarships are awarded to meritorious students who are sons and daughters of CSEA members who were killed or permanently disabled as a result of their jobs, or who died while an active CSEA member. The awards are based on the applicant's academic records, financial need, school activities, outside work, community involvement and career goals.

To request an application, contact: **CSEA Scholarship Committee, 143 Washington Ave., Albany, N.Y. 12210.**

Completed applications are due June 30.

More about J.J. Kelly

Editor's note — This is a reprint from an article that originally appeared in the October 2006 edition of *The Work Force*.



John J. Kelly

ALBANY — CSEA's J. J. Kelly Memorial Scholarship Fund has helped further the education of children of CSEA members killed or totally disabled on the job or who died while a member.

John J. Kelly Jr. was a young, well-regarded Albany attorney who served as CSEA counsel during the 1950s, a period of significant growth and achievement for the union. The fund was created when he died unexpectedly, leaving behind a widow and several young children.

Making a mark

In addition to his efforts on behalf of members, Kelly was responsible for advancing CSEA's legislative agenda. The union's many legislative gains during his tenure include Social Security for public employees, a 40-hour

workweek for institutional employees and a statewide health insurance plan.

Kelly was a decorated war hero, having received every major U.S. military citation except the Congressional Medal of Honor during World War II.

Seriously wounded during the D-Day landing on June 6, 1944, Kelly was hospitalized for three years before he began his position at CSEA.

Kelly died in 1960 at age 39 of illness resulting from his war injuries. His death brought an outpouring from friends, colleagues and hundreds of others whose lives he touched, demanding an appropriate memorial.

A lasting memorial

Since he had five young children when he died, the John J. Kelly Memorial Scholarship was deemed a fitting tribute. His son Jim Kelly was one of the original recipients. "I'm really pleased to hear that it's still chugging along and that dozens of children have benefited from it through the years," Kelly said. "I'm really proud of that. It's a wonderful thing."

— Ed Molitor

MEMBERS ONLY INFORMATION

LOCAL 1000



AFSCME, AFL-CIO

Legal Services Program

Workers' Compensation
and Social Security
Disability

Personal
Legal
Matters

Personal
Injury
Matters

Taking Care
of Business
& Elder Law

This members only benefit program provides attorney representation for Workers' Compensation, Social Security Disability, Personal

Know Your Rights!

Injury and Personal Legal matters including Taking Care of Business for members and their dependents. Quality legal representation at little or no out-of-pocket cost for injury/illness related matters; quality legal representation at pre-negotiated/discounted fees for other personal matters.

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



LOCAL 1000, AFSCME, AFL-CIO

1-800-342-4146

Volunteers helping to grow the union

MANHATTAN — CSEA volunteers from the Metropolitan Region have been helping to bring the union to workers at the Center for Family Support.

The center (CFS) is a private, not-for-profit agency serving people with developmental disabilities in 21 sites throughout New York City. The employer receives more than 90 percent of its funding from New York state.

“Their fight is our fight,” said Ramon Lucas, chair of the Metropolitan Region Organizing/Membership Committee and a Creedmoor Psychiatric Center Local activist. “Private sector employees do the same work as many of our state-side members, and they deserve a union.”

Worker issues

CFS workers reported numerous quality care concerns including problems with medication regimens, funding for food and clothing and community outings as required by state regulations, periodic lack of heat and hot water, faulty elevators and rodent infestation. They also reported low pay, inadequate benefits, lack of job security, favoritism in promotions and hiring and unfair discipline.

At the press conference, chants of “Money for Care not for Union Busting” and “What’s Outrageous? CFS wages! What’s Disgusting? Union Busting!” echoed through the streets of midtown Manhattan. CSEA Volunteer Member Organizers (VMOs) and workers demanded that CFS management stop its union busting and work out a fair process free of employer interference, intimidation and harassment.

CSEA also filed two unfair labor practice charges with the National Labor Relations



CSEA Volunteer Member Organizers demonstrate on behalf of Center for Family Support workers looking to join CSEA. On far left is Sheila Conroy, Staten Island DDSO Local president. Fourth from right is Abraham Benjamin, Bronx Psychiatric Center Local president, and to his left are Lester Crockett, Metropolitan Region executive vice president; Rosemary Hampton, Creedmoor Psychiatric Center Local president and Metropolitan Region President George Boncoraglio.

Board against CFS for unfairly disciplining employees for their union activity. Rather than accepting the employees’ offer for dialogue, CFS chose to hire a notorious Kentucky-based union busting firm.

Over the past seven years, CSEA members in the Metropolitan Region have helped organize 2,200 workers at other

human service agencies.

The VMOs make house calls, speak to workers about the union outside CFS sites, seek support for the campaign from elected officials, and participate in rallies and other public events.

— Jill Asencio and David Galarza

Become a Volunteer Member Organizer

By sharing experiences of making improvements in the workplace, CSEA members can help non-union workers develop a vision of what is possible by unionizing.

"I'm already a member of CSEA, why should I care about organizing?"

- For Better Contracts
- For A Stronger Union
- For a Stronger Labor Movement
- For a Better Life

There are approximately 15.5 million union members in the United States, but recent surveys estimate that upwards of 58 million people would join a union if they could.

NOW is the time to help them.

- Protect CSEA Standards
- Make our Union Stronger
- Add to our Political Clout

Join a growing network of CSEA volunteers and activists. Contact the Organizing Department at (800) 342-4146 ext. 1400 to get started in your region.

Leading Edge



Worker safety, transition to officer, political action all part of member's role

Editor's note: During CSEA's centennial year, the Work Force's Leading Edge will profile union members who are helping to make the union stronger through their actions in the union, in their communities, or in other ways that reflect the spirit and solidarity in CSEA.

This month features a profile of Capital Region activist and officer Alex Whatley, who has elevated occupational safety and health awareness at the Albany County Department of Social Services.

ALBANY – A record of health and safety improvements, acclimating to his role as a new unit president and valuing the role of political action – these are some of the things that have kept 17-year activist and Albany County Department of Social Services Unit President Alex Whatley's mind occupied. He discusses those topics here:

Safety at Department of Social Services

"A social services office can be a dangerous place to work. People don't always get the answer they want. We have also had problems with people improperly accessing upper floors of the building. That has happened and should not happen. Security comes first.

"Recent safety improvements include locks, push key pads to limit access, guards and a metal detector. The phone system also had to be changed to allow workers to bypass security and dial 911 directly.

Transition from activist to unit president

"It's very challenging, as far as management, you are dealing with different styles of the commissioners, some of whom I have worked with in different stages of their careers.

"Being a new president has also proved challenging as I was used to doing fewer things in more detail, more hands on. Now there are more tasks, so more delegation. That's been an adjustment but I feel fortunate to have such a strong executive board. Handling grievances, working with various committees including labor management and our activist committee definitely keeps us all busy.

"I have become more aware of how the work we do with the union in DSS has broader implications.

"As president I try to educate members about CSEA's function and goals, that we can't, as a union, just champion one person's specific cause. It's about all of us. Education is another area; the contract is key. Every member should read their contract, and if they have any questions about it, ask.

On the importance of political action

"We've been on a roller-coaster ride, with the budget and the furloughs. You have to constantly stand up and push against the political element. You also have to keep the lines of communication open and lend support when needed. Our local president, Jack Rohl, really excels in that area and it is very important."

– Therese Assalian



Albany County Department of Social Services Unit President Alex Whatley has found the transition to union officer is challenging and rewarding.

Marrero is PEOPLE Recruiter of the Month

Lizette Marrero of the Long Island Developmental Center Local in the Long Island Region is the PEOPLE Recruiter of the Month for March. She recruited 33 new PEOPLE members at the MVP level, and one at the VIP level.

"PEOPLE works to affect the political process on many levels and the law prohibits the use of union dues to fund federal and state political campaigns," said Marrero. "This being the case, voluntary contributions from CSEA members are critical if the union is to effectively support pro-labor candidates and legislation on the federal and state levels." 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.



Marrero



LONG ISLAND SCHOOL CONTRACTS —



ratified a new contract

Members of the Miller Place School District Cafeteria Unit ratified a new four-year contract, which provides for salary percentage increases, an improved grievance system and no change in health care insurance contributions. The Middle Country School District and Mount Sinai School District units recently

that features salary percentage increases and no givebacks ... **WORKLIFE PROGRAM INFORMATION** — Work-Life Services provides state employees with a comprehensive network of resources to address their work, home, and life issues. Learn more at: <http://www.worklife.state.ny.us/>

May CSEA calendar of events

Long Island Region:

- May 4-5: **Contract Negotiation Strategies: Maximizing Our Leverage Training**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., Holiday Inn Express, Riverhead
- May 13-14: **Skills for Success: Carpentry Advanced**, SUNY Old Westbury *
- May 25-26: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., Hampton Bays Senior Center, Hampton Bays
- May 25-26: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., Nassau University Medical Center, East Meadow

Metropolitan Region:

- May 12: **Skills for Success: Control of Hazardous Energy (Lockout/Tagout)**, Department of Motor Vehicles *
- May 12: **Skills for Success: Hazard Communication & the NYS "Right-To-Know" Law**, Department of Motor Vehicles *
- May 13: **Skills for Success: Fall Prevention and Protection**, Department of Motor Vehicles *

Southern Region:

- May 8: **Contract Negotiations II: Negotiations Team Training**, Sign-in: 8:30-9 a.m.; Workshop: 9 a.m. - 3:30 p.m., Orange County Local Office, Middletown
- May 11-12: **Steward Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., Rockland County Local Office, New City
- May 18-19: **Skills for Success: Carpentry Advanced**, Fishkill Correctional Facility *

- May 26-27: **Skills for Success: Electricity Advanced**, Fishkill Correctional Facility *

Capital Region:

- May 4-5: **Local Government Discipline: Representing Members in Interrogations Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., Pasqualli's Restaurant, Amsterdam
- May 11-12: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., Brittonkill Central School District (Tamarac High School cafeteria), Troy
- May 11-12: **Skills for Success: Writing Clinic**, Office of General Services *
- May 12-13: **Local Government Discipline: Representing Members in Interrogations Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., Clinton County Government Center, Plattsburgh. Please call the CSEA Plattsburgh Satellite Office at (518) 563-0761 to register.

Central Region:

- May 4-5: **State Government Discipline & Interrogations: Representing Members Under Article 33 Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., Ramada Inn, Painted Post. *PLEASE NOTE: This workshop is open to members from the Central and Western regions.*
- May 10: **Skills for Success: Plumbing Basics**, SUNY Oswego *
- May 10-11: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., CSEA Canton Satellite Office, Canton
- May 11: **Skills for Success: Plumbing**

Basics, SUNY Oswego *

- May 12: **Skills for Success: Air Conditioning and Refrigeration Basics**, Central New York DDSO *
- May 12: **Skills for Success: Carpentry Basics**, SUNY Oswego *
- May 13: **Skills for Success: Carpentry Basics**, SUNY Oswego *
- May 15: **Local Government Discipline: Representing Members in Interrogations Workshop**, Sign-in: 8:30 - 9 a.m.; Workshop: 9 a.m. - 3:30 p.m., Oswego High School, Oswego
- May 18-19: **Skills for Success: Writing Clinic**, CSEA Central Region office *
- May 18-19: **Contract Negotiation Strategies: Maximizing Our Leverage Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., CSEA Chemung County Local Office, Elmira
- May 25-26: **Local Government Discipline: Representing Members in Interrogations Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., CSEA Binghamton Satellite Office, Binghamton

Western Region:

- May 4-5: **State Government Discipline & Interrogations: Representing Members Under Article 33 Workshop**, *PLEASE NOTE: See Central Region listing for details*
- May 4-5: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., CSEA Rochester Satellite Office
- May 12-13: **Skills for Success: Blueprint Reading Fundamentals**, SUNY Alfred *
- May 18: **Skills for Success: Electricity Basic**, Finger Lakes DDSO at Monroe *
- May 18-19: **State Government Discipline & Interrogations: Representing Members**

Under Article 33 Workshop, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., Holiday Inn, Batavia

- May 19: **Skills for Success: Control of Hazardous Energy (Lockout/Tagout)**, Buffalo Psychiatric Center *
- May 19: **Skills for Success: Hazard Communication & the NYS "Right-To-Know" Law**, Buffalo Psychiatric Center *
- May 19: **Skills for Success: Small Engine Basics**, SUNY Geneseo *
- May 19-20: **Skills for Success: Plumbing Advanced**, SUNY Buffalo *
- May 20: **Skills for Success: College Credit: Alternative Approaches and Ways to Save Money**, Finger Lakes DDSO at Monroe *
- May 20: **Skills for Success: Fall Prevention and Protection**, Buffalo Psychiatric Center *
- May 20: **Skills for Success: Using the Tuition Benefit Program**, Finger Lakes DDSO at Monroe *
- May 25-26: **Skills for Success: Writing Clinic**, Buffalo Psychiatric Center *
- May 25-26: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., CSEA Western Region Office, Amherst

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

