

THE WORK FORCE

After the flood



See Pages 4, 6, 8, 10, 11 and 12

Photo of the Month

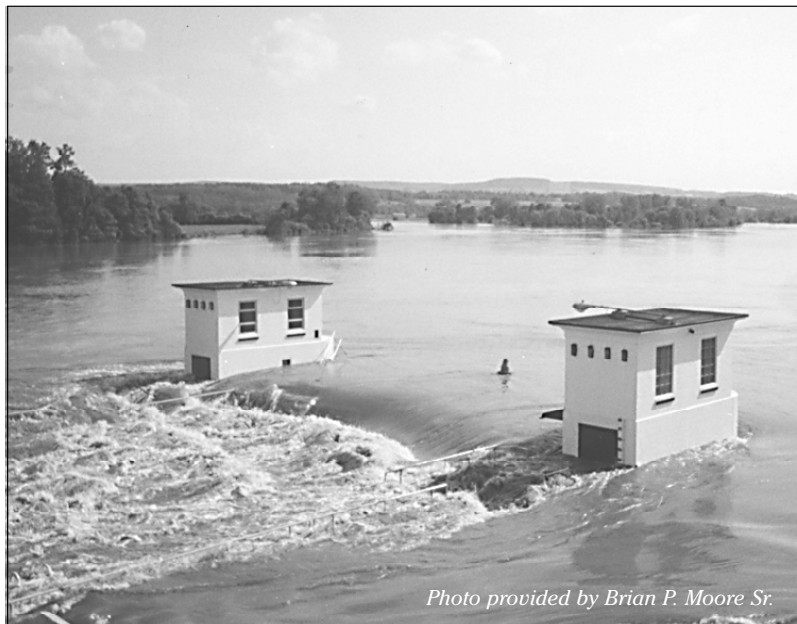


Photo provided by Brian P. Moore Sr.

Floodwaters from the Mohawk River rush toward lock houses at Lock 12 on the Erie Canal in Montgomery County west of Amsterdam, one of the many instances of the June 28 flood damage to buildings and infrastructure in the Capital, Central and Southern regions. For more coverage of the floods, see pages 1, 4, 6, 10-11 and 12.

On Page 1, CSEA members assess flooding damage to a washed-out road in Sullivan County. (Photo provided by Diane Bull.)

Wyoming County worker's death investigated

WARSAW — CSEA members are mourning the death of Robert L. Batt, a Wyoming County Department of Public Works employee who died last month while at work.

Batt, 56, reportedly had been sent to pick up a forklift from a job site. A farmer later spotted Batt on the ground near the lift, which had slid from a flatbed truck, said CSEA Occupational Safety and Health Specialist John Bieger.

CSEA and PESH investigated the accident and PESH will cite the employer for violations at the county public works garage, Bieger said.

Batt is the fourth CSEA member to die on the job in 2006.

"Bob was a good man from a CSEA family," said Western Region President Flo Tripi.

Batt's wife, Lynn, is a CSEA member at the Wyoming County Hospital. A daughter, Carrie, is a CSEA activist at the Roswell Park Cancer Institute's Local. Another daughter, Becca, has just begun working at the University at Buffalo and is a CSEA member. Batt's sister Betty just retired from Wyoming Correctional Facility and is a CSEA Retiree member.

"This horrible tragedy again reinforces the issue of job safety and that we must never let our guard down or forget for one minute how dangerous our jobs can be," Tripi said.

CSEA wins 25/55 fight

ALBANY — In a major victory for CSEA, Gov. George Pataki has signed CSEA-backed legislation that will allow public employees to retire with no penalties if they have 25 years of service and are 55 years old or older.

"This is a great day for all public employees, and I commend the governor for doing the right thing and signing the 25/55 bill," CSEA President Danny Donohue said.

The state Assembly and state Senate passed the 25/55 retirement legislation in June. The 25/55 plan applies equally to all public employees, regardless of where they work, and does not call for any

eliminations of positions.

The 25/55 bill opens 90-day window periods this year and in 2007 for workers to retire. The window periods vary depending on where workers are employed.

CSEA led the fight to pass 25/55 through grassroots efforts, including generating more than 1,200 e-mails to the governor, urging him to sign the 25/55 legislation. The e-mails were generated through Get Active, a web-based advocacy and messaging tool that allows CSEA members to target elected officials on specific issues.

\$30 million NYSARC bond halted pending further review

ALBANY — The Dormitory Authority of New York State tabled action on the New York State Association of Retarded Citizens' (NYSARC) 2006 revenue bond application after CSEA raised concerns about conditions at some NYSARC facilities.

The action was taken pending review of various issues, including a complaint filed over quality of care problems at Schoharie ARC, one of 13 ARCs involved in the NYSARC application. The other chapters are Westchester, Ontario, Montgomery, Essex, Herkimer, Monroe, Putnam, Chemung, Otsego, Saratoga, Steuben and Warren-Washington.

NYSARC is the statewide umbrella organization representing county-based ARC chapters across New York. NYSARC contracts with the state of New York through the Office of Mental Retardation and Developmental Disabilities (OMRDD) to provide services to individuals with developmental disabilities. NYSARC

operating revenues come almost entirely from public funds.

"Before the taxpayers guarantee more funds for NYSARC expansion, we need to know that their operations meet all standards and are not at risk," said CSEA President Danny Donohue. "The reality is that OMRDD must step in at considerable taxpayer expense when outside contractors fail to measure up."

In recent months, CSEA launched the Quality Care Campaign to ensure a better future for developmental disabilities services across New York. CSEA was instrumental in the legislative approval of the Quality Care Act which would help improve pay and benefits for employees of the not-for-profit providers including NYSARC chapters, to begin to address the employee turnover crisis. That legislation is now pending the governor's action.

Ray Delfyette, CSEA staff member

COMMACK — Ray Delfyette, a CSEA labor relations specialist in the Long Island Region, died in early July from injuries he had sustained in a June 14 car accident.

Delfyette, a seven-year CSEA employee, was returning from a meeting in the field when the accident occurred. Before coming to CSEA, he had been an elected officer for another union for many years.

Colleagues at CSEA remembered Delfyette as a quiet guy with a wry, quick sense of humor, an avid Mets fan and former Little League coach. Delfyette, who lived in Bayside, leaves behind a son and a daughter.

"Ray dedicated his life to fighting for the rights of others. He stood up to many managers and public officials to make them do the right thing," Long Island Region Nick LaMorte said.

"Ray was very deliberate, thorough and took his job very seriously," Long Island Region Director Ron King said. "Writing was Ray's forte, and he really knew what levers to push to get the job done for the membership."

CSEA backs Cuomo, Hevesi

ALBANY — CSEA President Danny Donohue recently announced the union's endorsements of Andrew Cuomo for New York state attorney general and Alan Hevesi for New York state comptroller.

Building on a legacy

Cuomo is running for state attorney general, an office being vacated by CSEA-endorsed gubernatorial candidate Eliot Spitzer.

"We are proud to endorse Andrew Cuomo as New York's next attorney general," Donohue said. "Andrew has always been and will continue to be a tough and effective champion for all New Yorkers. We can count on Andrew to fight hard for the dignity of all workers, fair pay and safe and productive working conditions for all working New Yorkers. No other candidate is better suited to build on the legacy of Eliot Spitzer."

"Today is a great day for our campaign," Cuomo said. "New York thrives because of the hardworking men and women across this state. They deserve their fair share to make ends meet for their families and a supportive working environment to make their work enriching and fulfilling. That is why, as attorney general, I will fight hard to enforce the laws that protect the rights of every worker to the fullest extent."

Protecting workers

CSEA is also supporting Hevesi's re-election. As sole trustee of the state pension system, the comptroller oversees the second largest pension fund in the nation.

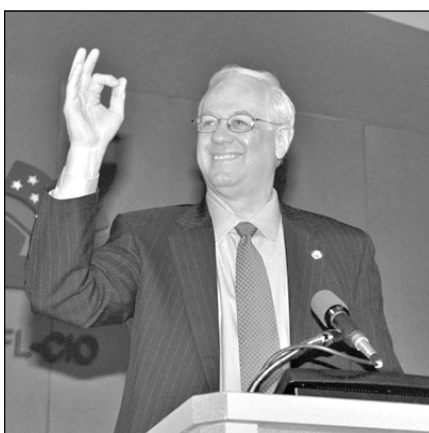
Electing a comptroller who responsibly administers and protects the retirement fund for New York's public employees is especially



CSEA Executive Vice President Mary Sullivan, Attorney General candidate Andrew Cuomo, CSEA President Danny Donohue and Western Region President Flo Tripi at the CSEA/AFSCME Lobby Day in March.

important to CSEA members. Hevesi was initially elected state comptroller in 2002.

"Alan Hevesi has proven he can do the job right," Donohue said. "Over the past four years he has been fair, responsible and beyond reproach in his administration of the retirement system and in all other aspects of the comptroller's responsibility. With Alan Hevesi as comptroller, CSEA members can be confident that their retirement system funds will be well invested and that the system will be protected against attempts to raid it. We also know he will continue to



State Comptroller Alan Hevesi speaks at CSEA's 2005 Annual Delegates Meeting in Buffalo.

make sure that all New Yorkers get an honest and independent accounting for their tax dollars."

"I'm proud to receive the endorsement of CSEA. As state comptroller, I'm working hard to protect pension benefits for retirees and keep pension costs down for local and state government," Hevesi said. "For more than 30 years, I've worked together with New York's labor movement to protect the right to organize, to provide quality health care to all New Yorkers and to build affordable housing. I truly appreciate the support of CSEA and look forward to working with them for many more years."

Donohue, as CSEA President, makes the union's endorsements for statewide offices after canvassing CSEA members and seeking input from the statewide Political Action Committee and other union officers.

CSEA, the first major union to endorse Spitzer's gubernatorial candidacy back in April, will spearhead numerous grassroots efforts to elect all of its endorsed candidates.

Legislative wrap

The following CSEA-backed legislation was approved.

Nursing home update

The legislature and governor agreed to a budget clean-up bill that stretches the CSEA won state grants for public nursing homes over four years as follows:

\$5 million April 1, 2006 – March 31, 2007

\$15 million April 1, 2007 – March 31, 2008

\$35 million April 1, 2008 – March 31, 2009

\$100 million April 1, 2009 – March 31, 2010 and each year thereafter

Public nursing grants for upper payment limit

Also included in the budget cleanup was a new state grant for public nursing homes. This will give 50 percent of what public nursing homes would have been entitled to under a new rebasing formula if the federal government did not cap the reimbursement level for public nursing homes.

Combined with the straight state aid grants described above, these two CSEA proposals will help to offset the huge financial problems, service cuts and closures that have plagued public nursing homes.

School tax rebates

Beginning this year, all school property taxpayers who are eligible for STAR or the enhanced STAR will be eligible for a new school property tax rebate to be issued by Oct. 31 of each year. The amount of the rebate will vary depending on assessment rolls and other factors.

New data center – Office of Science and Technology

CSEA defeated a proposal to transfer existing employees from the Albany Office of Science and Technology to a new location in central New York. The legislature and governor did agree to fund a new, state operated data center. However, they did not agree where such a facility would be located and no employees will be relocated as a result of this agreement. CSEA will monitor this agreement and any related proposals as the issue develops.

For more information and details, visit www.csealocal1000.org

THE WORK FORCE

ISSN 1522-1091

Official publication of
CSEA Local 1000, AFSCME, AFL-CIO
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Albany, NY 12210-2303
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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.

**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**

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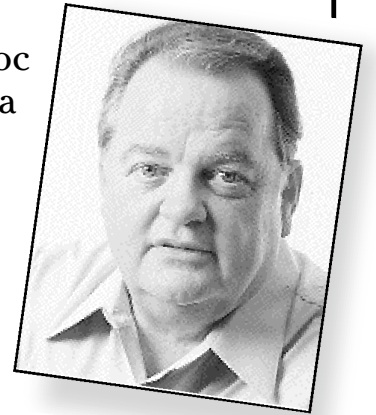


IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue

Waters recede; CSEA members on the job addressing needs

The record flooding of late June wreaked havoc on thousands of lives throughout a wide area of eastern New York from the Capital Region through the Southern Tier. CSEA members were on the front lines responding to the crisis in every way. Many also had homes and property destroyed or damaged beyond repair and lives changed forever.



This edition of *The Work Force* provides a glimpse of some of the devastation and tells the stories of CSEA members who experienced the disaster first-hand as they tried to help. They all deserve our thanks and admiration for their dedication and professionalism.

The waters have now receded and the immediate crisis has passed but the needs are great and mounting in the aftermath. Mold and structural damage has made homes uninhabitable. Infrastructure repair to roads, sewage and water systems must be accomplished to protect public health and safety. CSEA members will continue to be a part of the response, even as many face their own losses.

As attention turns away to other concerns, please remember your union brothers and sisters and their communities. CSEA is working to determine how we can best help. In the meantime, please give generously to your local American Red Cross chapter or other reputable relief agencies.

Danny

Public nursing home aid applauded in Ulster County

KINGSTON — The news of the state Legislature's approval of millions in new state funding for public nursing homes brought cheers from lawmakers and residents alike at Golden Hill Health Care Center, Ulster County's public nursing home.

Golden Hill is one of many public nursing homes that will reap the benefits of the new funding, which begins this year with \$5 million spread throughout the state and will top out in 2010 at \$100 million. That \$100 million payment rate will continue in 2011 and beyond.

"This funding will provide needed resources to maintain facilities such as Golden Hill that provide first-class care," CSEA President Danny Donohue said.

CSEA recently held a press conference at Golden Hill to praise lawmakers for their approval and how the funding will affect the nursing home. While the exact dollar amount going to Golden Hill has not been announced, the aid will fill



State Sen. John Bonacic, Assemblyman Kevin Cahill and CSEA Ulster County Local President Kevin DuMond applaud additional state aid for Golden Hill Health Center and other public nursing homes.

a shortfall left by shrinking federal assistance.

"Our representatives in Albany and CSEA have come together to support our public facilities such as Golden Hill after the federal government shirked its responsibility in providing funding," said Ulster County Local President Kevin DuMond.

Joining DuMond at the press conference were state Sen. John Bonacic and Assemblyman Kevin Cahill. The union has worked with

the two lawmakers and other state representatives for several years fighting for funding for the public nursing homes. DuMond announced that additional state grants were approved in the legislature to compensate for money nursing homes would have received had the federal government not placed a cap on Medicaid reimbursement rates.

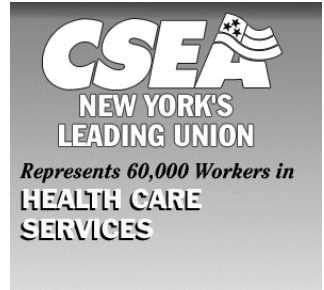
Cahill said he was glad to be able to help, but noted that the money

eventually secured is half of what the county could have gotten had the federal government not enacted the Medicaid cap. The aid secured was decreased by 50 cents for each dollar, he said.

In addition to ensuring Ulster County's elderly population continues to receive the quality care offered in a public facility, Bonacic said the funding is "extremely important for the workers who work here. Public employees do an excellent job in providing experience and quality care to all the residents.

CSEA members aggressively lobbied for the funding, calling and writing state legislators and meeting with elected officials in their local offices and in Albany. Approval of the new state grants is the result of a multi-year union campaign to secure additional funding and represents a major victory for CSEA.

— Jessica Ladlee



"This funding will provide needed resources to maintain facilities such as Golden Hill that provide first-class care."

CSEA Voices



"Through PEOPLE, CSEA members increase their clout. We can use that clout to maintain on-the-job protections we have and make even more gains in the future."

— Shirley Baker, Long Island Developmental Center Local and Long Island Region PEOPLE Committee member, on the importance of PEOPLE, CSEA and AFSCME's program to protect our jobs, benefits, and pensions in Washington, Albany and your community.

Westchester workers clean up from tornado

MOUNT PLEASANT — Westchester County wasn't affected by the severe flooding that recently hit upstate, but CSEA members here still had their share of weather-related devastation to clean up from after a tornado ripped through two communities.

After being spotted first in the Hudson River, a July 12 tornado ripped through the Town of Mount Pleasant villages of Valhalla and Hawthorne.

The several 90-plus degree days following the tornado consisted of round-the-clock cleanup work for municipal workers in Westchester, including about 30 members of the Mount Pleasant Blue Collar Unit.

"The tornado went all the way up this road," said Unit President Ron Ruvo of the Valhalla thoroughfare of

Stevens Avenue, as he operated a chainsaw to remove high tree limbs damaged in the storm.

Ruvo said unit members, who work for the town's traffic safety and water departments, were on the job immediately following the tornado's departure, working until midnight that day.

It took workers two days to make Stevens Avenue, a popular shortcut from the Bronx River Parkway, passable due to the high number of downed trees.

While some injuries resulted from the storm, no fatalities were reported.

— Jessica Ladlee



Ron Ruvo, Mount Pleasant Blue Collar Unit president and a Traffic Safety Department worker, removes tree limbs damaged in a tornado.



Through CSEA members' own eyes

Images from the floods

As floods raged through the Central, Capital and Southern regions on June 28, 2006, CSEA members recorded much of the devastation the floods brought.

Here are some of the images from the floods' aftermath, provided by State Department of Transportation Sullivan (Floyd Culligan) Local President Diane Bull, Delaware County Local President George Lawson and State Department of Transportation Fultonville Residency Local member Brian P. Moore Sr.

For more flood coverage, see pages 1, 4, 8, 10-11 and 12.

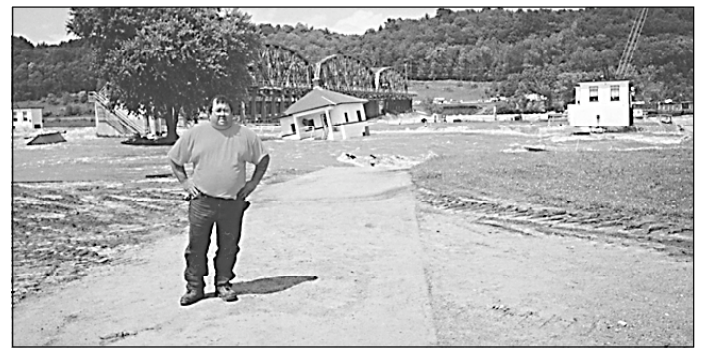


Road closures, such as this one in Sullivan County, were widespread during and after the storms.



CSEA members worked around the clock at flood relief even when their own work sites, including the state Department of Transportation residency in Fultonville, were under water.

Right, Brian P. Moore Sr. stands in front of the damaged Erie Canal Lock 10 in Montgomery County.



CSEA Voices



“CSEA members should get involved with PEOPLE because of the impact it has in the political arena. PEOPLE gives CSEA members the opportunity to be more in tune with the issues. PEOPLE gives CSEA members the chance to become part of the solution.”

— Tim Finnigan, SUNY Geneseo Local and Western Region PEOPLE Committee member, on the importance of PEOPLE, CSEA and AFSCME's program to protect our jobs, benefits and pensions in Washington, Albany and your community.



State Department of Transportation worker and CSEA member Randy Green cleans a highway sweeper after spending 12 hours sweeping highways in Montgomery County.



Left, CSEA members repair the washed out County Route 16 in Delaware County.

Below, CSEA members helped clear water from flooded streets, including this one in Canajoharie.



Flooding devastated highways much like this one in Sullivan County.



Liquor authority member keeps tabs on bars and clubs

MANHATTAN — When the brutally murdered body of a young, pretty college student was found dumped on the side of a deserted street in Brooklyn, Donald Bryant immediately thought like many parents throughout New York City.

“It angered me since that could have been my daughter,” said Bryant.

What made the event even more personal to Bryant was the fact that the young woman, Imette Saint-Guillen, had spent the final hours of her life drinking at a bar in lower Manhattan.

Authorities later discovered that the chief suspect in her murder worked as a bouncer at the bar and had a lengthy criminal record.

Bryant, a CSEA member for the past 19 years, knows New York City nightlife well. He works as an investigative aide for the New York State Liquor Authority, the agency that regulates and controls the manufacture, sale and distribution of alcoholic beverages within the state. It also issues and renews liquor licenses and permits.

“My main job is to conduct warning interviews,” said Bryant. During such interviews, licensees are briefed on allegations that may jeopardize their license, including sale to minors, disorderly premises and consumption on premises in places such as grocery stores.

Licensees are also allowed an opportunity to demonstrate how these infractions will be corrected.



State Liquor Authority Investigative Aide Donald Bryant, shown here outside a New York City bar, helps protect the public by enforcing state regulations for places that sell alcoholic beverages.

Often, authority investigators will be sent to perform unannounced inspections.

“If they find that the licensee is still in violation then formal charges are brought against the licensee,” said Bryant.

The authority also works with local law enforcement agencies and localities across the state to ensure compliance with the alcoholic beverage control law.

With assistance from the State Liquor Authority, the New York City Police Department conducted a

series of raids in late April that resulted in the shuttering of at least five city establishments and the arrest of 20 people on drug and other charges.

“The licensees have to know that it’s (a liquor license) not just something that we hand out like candy,” said Bryant. “It’s a privilege to have one of these licenses.”

Even before Saint-Guillen’s murder, the authority issued weighty fines last year to 29 establishments statewide that hired ex-felons to work as bouncers, which is prohibited by law.

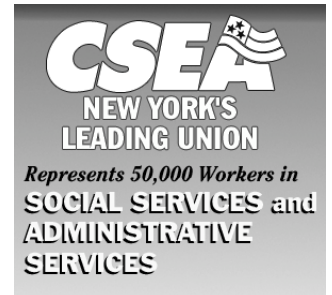
“It’s great when I get a bad licensee out of the way,” said Bryant. “One that has so many charges against him and continues to repeat what he’s doing and only cares about making money.”

Bryant, who is currently training and awaiting a promotion, said he enjoys his job although it often involves late night hours because that’s when clubs and other establishments are open. Summer is the busiest time.

Often, he’ll think about the responsibility he has as a parent of five children, two daughters and three sons.

“I wonder about my children going to one of these places and possibly getting hurt and then I think about all the other children who go there as well,” said Bryant.

— David Galarza



“It’s great when I get a bad licensee out of the way.”

CSEA Voices



“PEOPLE is important to me because it is my voice in the political process and it gives me the power to protect the things that we have fought hard to achieve like good pensions, health benefits, better salaries, workplace safety and representation. ”

— Jon Hart, New York State Insurance Liquidation Bureau Local, on the importance of PEOPLE, CSEA and AFSCME’s program to protect our jobs, benefits, and pensions in Washington, Albany and your community.

Almost time to retire?

Your local may pay the first year of CSEA retiree dues, which is only \$12!

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.
- Receive *The Work Force* for \$5 a year.

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 Retiree Local of CSEA.
- 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.



“If you can imagine it, it happened.”

CSEA Voices



“PEOPLE works to keep us informed not only on the state level, but on the federal level. Through PEOPLE, we become educated on issues such as the proposed privatization of Social Security. ”

— **Rick Preischel, SUNY at Buffalo Local, on the importance of PEOPLE, CSEA and AFSCME’s program to protect our jobs, benefits, and pensions in Washington, Albany and your community.**

Montgomery County workers rise to flood relief needs

FONDA — Andy Aldi was sitting in his first floor office in the Montgomery County Department of Public Works building on June 28 when floodwaters raging outside the building began to rush indoors.

“The water rushed up to here,” said Aldi, a CSEA member and highway supervisor, pointing to his chest. “I watched furniture float out the window. I’ve got equipment that is shot now – motors, expensive computer equipment, highway records. If you can imagine it, it happened.”

Aldi and other Montgomery County employees affected by the massive flooding that damaged buildings, land and infrastructure in eastern and central New York now face a daunting cleanup effort to get buildings and highways back to normal.

“Our members were out there trying to fix the roads (the day after the floods) without any rest,” Aldi said. “We (pulled) double and triple shifts, and I’m in deep gratitude toward the workers.”

The flooding hit Fonda and surrounding areas hard, submerging highways, homes and

businesses in water that was at one point at least 4 feet deep. The hardest-hit neighborhoods border the Mohawk River.

CSEA members played a crucial role in flood relief, including evacuations, salvaging equipment, clearing floodwaters from buildings and infrastructure, and repairing significant damage to both.

“We have had slight flooding before, but this is the highest I have ever seen the water rise,” CSEA Montgomery County Local President Ed Russo said.

Also submerged in several feet of water were the county Department of Public Works building and the nearby County Annex Building, which houses numerous county departments that employ CSEA members.

At the county’s old courthouse building, a stairway outside the rear of the building leading to a basement door was full of water. A basement flooded in the county’s new courthouse several blocks away.

“(The flooding) started around 6 a.m. By noon, it was about 3 feet high,” Russo said. “We had to make sure people were out



Mark Hoffman, while on the back of a Department of Public Works truck passing through more than 3 feet of flood water, talks about flood damage done to the County Annex building, shown behind him.

of the buildings because the water was rising so fast.”

Shannon Doesburg, a structural maintenance helper and 12-year CSEA member who later helped remove water from the basement of the new courthouse and moved district attorney’s office files to prevent damage, also faced the rapidly rising water.

“When I got into the building, I could walk around normally,” she said. “The water eventually went up over my waist.”

As the water rose, buildings and nearby neighborhoods were evacuated. As the garage in the public works building began to fill with water, Russo and other county employees acted fast to move county vehicles and other equipment to higher ground. While workers were able to safely move much of the equipment, not all of it was saved.

“Our equipment (was) floating back there,” Russo said.

Mark Hoffman, a CSEA activist and mail clerk for

the county, was forced to move mail equipment from the building through a window. He also helped move files to a nearby town that was not as seriously affected by the flooding.

“When I saw the water, I went out to help,” he said. “With luck, I hope I will be able to deliver the mail again next week.”

CSEA members were also crucial in coordinating relief efforts given by other counties, including Rensselaer, Saratoga and Washington, helping operate a relief staging area in the parking lot of the undamaged, new county office building. Union members also volunteered at American Red Cross shelters, one of which was at the Fonda-Fultonville High School.

While CSEA members are working hard to quickly make buildings safe and roads passable, the flooding still left a mark.

“We have so much work ahead of us,” Russo said.

— **Janice Marra**



Montgomery County Local President Ed Russo points out the County Annex Building, which was surrounded by more than 3 feet of water.

Head Start workers demand fair contract

PLATTSBURGH — More than 30 employees and supporters from the Joint Council for Economic Opportunity of Clinton and Franklin Counties (JCEO Head Start) recently demonstrated against stalled contract negotiations.

CSEA represents about 70 JCEO workers in locations throughout Clinton and Franklin counties in titles such as teacher, teacher assistant, home-based visitor, center support staff, computer aide, family worker, cook, bus aide and bus driver.

JCEO receives federal funding to implement the Head Start program to income-qualified families and children. About 300 area children receive services during the school year.

The workers' contract expired Jan. 31 and negotiations have stalled primarily over the

employer's desire to cut hours for teachers and teacher assistants. Starting hourly pay rates vary from \$6.75 per hour for computer and bus aide to \$8.10 for teachers and bus drivers.

Employees are united in opposition to the cuts.

"With the starting salary for teachers at \$8.10 per hour, these workers can't afford to lose hours and pay," Capital Region President Kathy Garrison said.

JCEO management received 3 percent to 5 percent raises on Feb. 1, the start of the new grant year.

"These employees do such a wonderful job for the children and families receiving services through JCEO," Garrison said. "They deserve a fair contract now."

— Therese Assalian



Clinton and Franklin counties Joint Council for Economic Opportunity Head Start workers demonstrate in Plattsburgh recently, demanding a fair contract.



"These employees do such a wonderful job for the children and families receiving services through JCEO. They deserve a fair contract now."

School workers pass the hat for scholarships

CSEA members in the Copiague School District Custodial and Grounds Unit have been saving for college all year, and recently awarded two \$500 scholarships to graduating seniors.

The money for the Bruce Williams Memorial Scholarships was donated directly by the 32 custodians, grounds and maintenance workers in the Copiague School District. They gave a little bit from their checks every time they got paid.

"This is something these guys are doing out of the goodness of their hearts," said CSEA Long Island Region President Nick LaMorte. "It is really commendable."

"We wanted to support the kids in the community and show them that hard work is rewarded," said CSEA



CSEA members present the first Bruce Williams Memorial Scholarships to Copiague residents (center, left) Diony Rodriguez, and (center, right), Katarzyna Matyjaszek. Presenting the scholarships are (left to right) CSEA Copiague School District Custodial and Grounds Unit Treasurer Joe Chirco, Long Island Region President Nick LaMorte, CSEA Copiague School District Custodial and Grounds Unit President Pat Cirasole and Copiague School District Custodial and Grounds Unit Secretary Frank DelVecchio.

Copiague School District Custodial and Grounds Unit President Pat Cirasole.

The scholarships are named after custodian Bruce Williams, who worked in the Copiague

schools for 19 years before he died in May. "He was a good man, and a very active and supportive union member," said Cirasole. "He wanted to present these awards himself."

The first Bruce Williams Memorial Scholarships went to Diony Rodriguez, 19, and Katarzyna Matyjaszek, 18, both of Copiague. Matyjaszek, who will attend SUNY Stony Brook, hopes to be a pediatrician. "I was very happy to receive the money," said Matyjaszek. "It will definitely help me out."

Rodriguez will attend Farmingdale State University, where he will study computer science. "I was so happy, I just couldn't believe that I won," he said.

— Rachel Langert

CSEA Voices



"Giving to PEOPLE is so important. You need money to have power. That's what PEOPLE represents; strength in numbers."

— Ruth Martin, State Education Department Local, on the importance of PEOPLE, CSEA and AFSCME's program to protect our jobs, benefits, and pensions in Washington, Albany and your community.

INSIDE THE WORK FORCE

Massive flooding brings out best in responders

Rising to the challenge

CSEA members in the Central, Capital and Southern regions are responding to recent massive flooding that damaged buildings, land and highways across parts of the state and claimed several lives. Damage in Montgomery County alone is estimated to top \$100 million. Disasters were declared in Broome, Chenango, Delaware, Herkimer, Montgomery, Oneida, Orange, Otsego, Schoharie, Sullivan, Tioga and Ulster counties. CSEA members are helping with relief efforts in their communities, including volunteering at various flood shelters, as well as working to clear roads, provide assistance and inspect the safety of flooded properties. Stories in this edition deal mainly with the immediate response; future editions will report on other work CSEA members are doing in the aftermath.

Sullivan County sees worst flooding in Hudson Valley

MONTICELLO — The June floods that hit Sullivan County with a vengeance are far worse than any natural disaster members of the Sullivan County Department of Transportation Local have battled, Local President Diane Bull said.

"Winter storms are easy in comparison," said Bull, a highway maintenance worker.

Numerous county and state highways sustained massive damage from the heavy rains, while the force of the Delaware River led to evacuations along riverfront towns. In the town of Livingston Manor, a 15-year-old girl drowned after becoming trapped in floodwaters.

Transportation workers were on the job around the clock, directing motorists traveling along state

roads to alternate routes.

"Unfortunately, so many roads were washed out that many of them had to turn around and go back south," said Bull.

Members of the 72-person local worked furiously to patch roads and slowly clean up roadways where floodwaters receded. The work won't stop once the rains cease, Bull said, as work will be necessary on the numerous small bridges that flooded and pieces of roadway that washed out.

Despite weariness, local members were sticking together.

"We've all pulled in together to get through this," said Bull.

— Jessica Ladlee

Broome County

Broome County, including the Binghamton area, received some of the storms' worst flooding damage, including the closure of I-88 after a culvert washed away, opening a chasm over both barrels of highway and causing the deaths of two truckers.

Highway Maintenance Worker Chris Merrall, 1st vice president of the state Department of Transportation (Broome Residency) Local, said the cleanup continues around the clock. "We're all wearing face masks, because we don't know what we're getting ourselves into. We

don't know what all the dust is from," he said of dried debris and muck left behind.

Merrall and his assistant resident engineer got stuck in the Conklin area, one of the county's hardest-hit areas. "We got trapped here. There was just no way out; the water just rose so fast," he said.

The two were stuck in a half-mile stretch of road that remained dry, and eventually had to be evacuated by helicopter.

"The worst part for us is the lack of sleep, because you're just trying to get as much done for these people. The people who lost their houses; you feel so sorry for them," Merrall said.

Otsego County

John Imperato is an Otsego County 911 dispatcher who works out of the Sheriff's Department Communications Center in Cooperstown. He lives in Schenevus, along the Schenevus Creek, which flows into the Susquehanna River.

When Imperato went to work at 7 p.m. on June 27, the night before the floods, the water was still flowing through the creek and the phones at work were starting to get busy. Soon, the county had declared a state of emergency and six dispatchers, instead of the usual three, were hard at work answering calls, dispatching fire and police, and dealing with the flooding's effects.

"The phones were ringing for a

good 20 hours non-stop," he said. "We all pulled together and did what we had to do."

About 10 p.m. on June 28, Imperato's daughter called to report that the creek was overflowing and water was nearing their house. Soon, he was calling the local fire department to go and rescue his two grown children, who couldn't leave due to the rising water. His wife, a CSEA member at the county nursing home, was also at work.

Imperato said he had to put his own family concerns out of his mind while he dealt with other people's emergencies. "I didn't even have time to think about it. There were people far worse off than I was."

In the flooding's aftermath, the entire first floor of Imperato's home is ruined, having had more than 2 feet of water come through. The family is now living out of their motor home as they clean up and wait for insurance adjusters



In a scene typical across a dozen New York counties, a roadway disappears into a flood-swollen creek in Sullivan County.

to come and survey the damage.

Fred Sellards is a state Department of Transportation highway maintenance worker and president of the CSEA Otsego Residency Local in Oneonta. While the flooding was happening, Sellards and some of his co-workers kept working to help clear damage.

"I worked 24 hours that first night," he said. Many of his co-workers worked 16-hour shifts, including over the holiday weekend, to help clean up. "Everybody responded very well and did what we had to do. We got the roads open pretty quick."

Sellards said it was a team effort, with the bridge and highway maintenance crews working well together to help clean up, mostly culvert work and repairing shoulder washouts.

Delaware County

CSEA Delaware County Local President George Lawson, a safety and training coordinator for the county's Highway Department, said the flooding caused the worst devastation he's seen.

"I've never seen it this bad," he

said. "We probably have 20 bridges that are wasted."

He said one town in the Hancock area was almost completely under water. "I'd say 90 percent of the buildings have been destroyed."

Days after the flooding, Lawson and about 100 co-workers were all putting in 12- to 16-hour days in cleanup efforts. "Right now we're clearing mud, trying to get roads open. I think everybody is doing heroic stuff. It's a real joint effort. I'm really proud of the crew," he said.

Schoharie County/Northern Delaware County

State Department of Transportation Schoharie/Delaware North Residency Local President Betsy Jester said she and her co-workers were working around the clock, some with little other choice.

"A lot of our members can't get home," Jester, a highway maintenance worker, said. "We're working around the clock, even though a lot of us have damage at

(Continued on Page 12)



A Canal Authority scow crew removes trees and other debris from the Erie Canal. Sections of the canal from Lock 9 to 15 were affected by heavy flooding. Erosion, utility and structural damage and significant debris trapped in canal gates and lock mechanisms were to blame. From left, Canal Authority Local members Louis King, captain, Bruce Pavlus, Machinist Bob Lisco and Crane Operator Ron Klump haul a tree from Lock 13 gates.

Workers respond to massive flooding

(From Page 11)

home. We're giving our energy to be here."

She said the department's bridge crew building in Hancock had been completely washed away and that many roads in Delaware County were impassable. She said one of her crews got stuck for about 18 hours and other department crews had to be sent down to bring them food and water until they could be brought out.

Little Falls

John Sullivan, a Little Falls Department of Public Works employee, said his city got hit with flooding but it was nothing he and his 18 co-workers couldn't handle. "We got hit pretty good with three major creek overflows," he said. "We had some roads wash out and we've got our hands full, but knock on wood, nothing too disastrous. Just a lot of cleanup, basically."

State Police, Binghamton

Before the flooding, Steve Barlow, a communication specialist for the New York State Police, worked out of the Troop C office in Kirkwood, outside of Binghamton.

After the waters began rising, Barlow and his co-workers found themselves searching for a new home. "Our office was totally

flooded," he said. "They're trying to look for a home for us."

During the flooding, he and his co-workers were relocated to the Broome County 911 facilities, and worked 12-hour shifts to handle the disaster's response.

Chenango County

Chenango County Local President Jerry Sayles, who works for the county's Highway Department, said most roads were impassible right after the floods. "We have 308 miles of road here and I don't think you can go a mile without damage," he said. "Almost every road has got shoulder washouts or driveway washouts. I would say the rest of the year will be spent cleaning up from this. These floodwaters were the highest I've ever seen."

SUNY Binghamton Events Center workers

The Events Center at SUNY Binghamton became home for up to 2,000 people during the days after the flooding. The center is the largest American Red Cross shelter in Broome County, one of the storm's hardest-hit areas.

Many CSEA members pitched in to help make sure that things went as smoothly as possible for flood evacuees, including Pat Greco and Joe Wlostowski, who work in parking services. They were among the volunteers who



A bridge in Sullivan County is overwhelmed by flooding in this image shot by a state Department of Transportation worker.

helped greet the buses full of evacuees and made sure people knew where to go to get help.

Greco, a clerk, said many of the buses were 'standing room only.'

"Your heart just went out to them. People were left with the clothes on their backs," Greco said.

Wlostowski, an operations manager, said his most important job was making sure the buses were unloaded

in an orderly fashion, but he also helped in other ways. He made trips to local stores to pick up donated supplies such as diapers and water and even drove one woman to the pharmacy to refill her medication.

For Supervising Janitor Bob Pflanz Jr., the challenge was keeping the Events Center clean for the evacuees. He and his co-workers made sure the bathrooms were clean, and did whatever else they could to help out, including serving food. When Pflanz saw people wearing clothing that was soaking wet, he went home and brought back three bags full of dry clothes for people to wear. "People needed them," he said. "They came with nothing."

Pflanz said one of the most difficult moments came when he found his sister and her family had been brought to the

temporary shelter. "You feel hopeless, but at the same time you want to help everyone," he said.

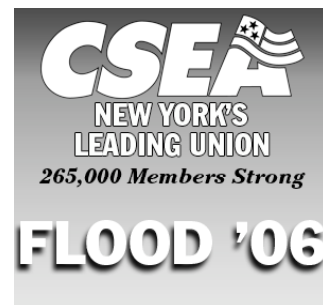
Greco said many people were glad for their help.

"Most were just thankful. It's a wonderful feeling to be able to help them. It puts into perspective what people went through with Katrina and it makes you appreciate what you have here."

Pflanz said that he was glad the university could offer the center as a shelter and glad he and his co-workers could help out.

"I think it's great for the community and great for everybody involved, because everyone's working together hand-in-hand, any way they can, trying to help people," he said. "It's a tough situation for everybody."

— Mark M. Kotzin and Therese Assalian



A Delaware County DPW workers clears flood debris from a ravaged County Route 16. This scene is a familiar one in the dozen counties hit by recent floods.

While major flooding has receded, the needs are great. Please help your neighbors in need by giving to your local Red Cross chapter or other reputable relief agency.

Pelham school workers save man's life

PELHAM — Traveling around to the schools in the tiny community of Pelham in Westchester County, the maintenance workers for the Pelham School District see mostly familiar faces, whom they pass with a wave or a honk of the car horn.

So it was a big surprise when, traveling back from a maintenance visit at an elementary school, they happened upon an unusual sight.

"We were driving back from the Hutchinson School, where we'd just finished fixing some plumbing," said Dwight Norton, a maintenance mechanic and a member of the Pelham School District Unit. "I saw a worker in a truck from (local power company) Con Edison trying to get the attention of some other workers who were on the side of the road when we realized something was wrong."

Norton, along with co-workers James Richardson and Anthony Pagnotta, quickly realized they needed to stop. Upon doing so, they found a

worker from a private contracting company in medical distress, his co-workers oblivious to his plight.

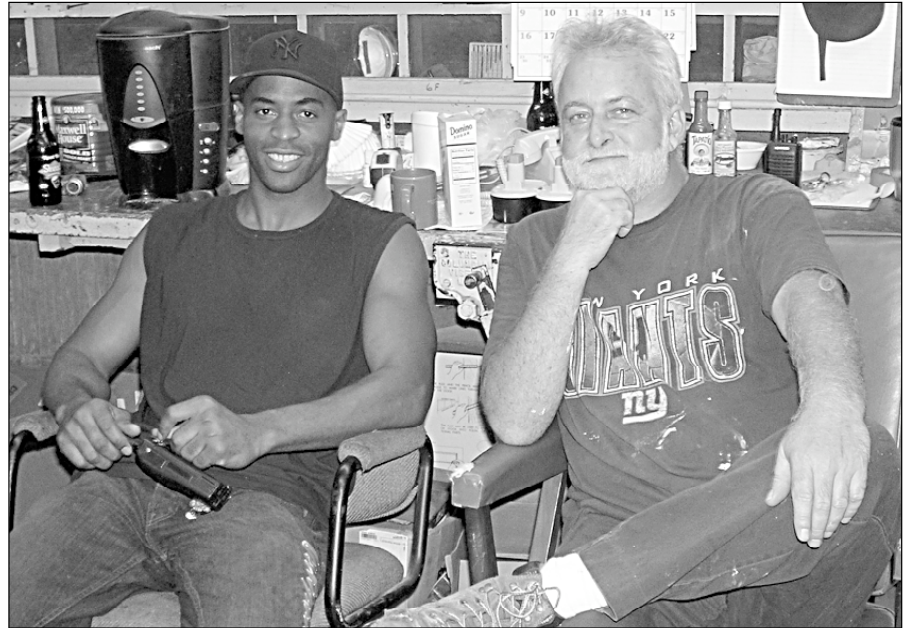
"The other workers had ear protection on and had no idea that this guy was badly hurt," said Richardson. "With the noise from the jackhammers they

were working with, they couldn't hear a thing."

The three school workers exited their school vehicle. Norton bolted down the street to a nearby firehouse to alert firefighters. Pagnotta and Richardson inspected the victim.

"The man's whole body was shaking," Richardson said. "We realized he'd taken a bad hit to the head."

Thanks to the quick response of local emergency service providers, the man was immediately taken to a hospital for treatment. It was later determined his injury occurred after the man lost control of an air hose he was working with, the device striking the back of his head.



From left, CSEA Pelham School District Unit members Dwight Norton and James Richardson reflect on their recent heroics in the district's carpentry shop. Anthony Pagnotta, not shown in the photo, also helped save an injured man's life.

Modest about their assistance following the incident, the CSEA members are quick to credit the fast response of police, firefighters and EMS. However, their unit president, Victor Torres, said he wasn't surprised to hear that his co-workers aided a worker in distress.

"If they hadn't stopped, who

knows how long this man would have been laying injured," said Torres. "They don't think they did anything that anyone else wouldn't have done, but they're being modest."

— Jessica Ladlee

Stay informed about what state government is doing through

INSIDE ALBANY

CSEA is a longtime, major underwriter of this award-winning public television program. See the times below for the 2006 broadcast schedule in your area.



Saturday			
Binghamton	WSKG		2:30 p.m.
NYC	WNET		1:00 p.m.
Rochester	WXXI		3:00 p.m.
Sunday			
Albany	WMHT		12:00 noon 11:30 p.m.
Buffalo	WNED		10:00 a.m.
Long Island	WLIW		6:30 a.m.
NYC	WNET		6:00 a.m.
Plattsburgh	WCFE		9:00 a.m.
Syracuse	WCNY		2:00 p.m.
Watertown	WPBS		7:00 a.m.
Monday			
Long Island	WLIW		7:00 p.m.

Local 1000 Members **CSEA** AFSCME, AFL-CIO
LEGAL SERVICES PROGRAM

KNOW YOUR RIGHTS!

This members-only benefit program provides attorney representation for **WORKERS' COMPENSATION; SOCIAL SECURITY DISABILITY; PERSONAL INJURY and PERSONAL LEGAL MATTERS** for members AND their dependents.

Quality legal representation at little or no out-of-pocket cost for injury/illness related matters. Also, representation is available at pre-negotiated, pre-published fees for other personal matters.

Call 1-800-342-4146
and Follow Prompts for
CSEA Legal Services Program



1971

35 years ago ...

In 1971, CSEA and its then president, Dr. Theodore C. Wenzl, took on the formidable Gov. Nelson A. Rockefeller over excessive use of consultants and outside contractors by New York state – an issue that remains a bone of contention.

The CSEA challenge to the administration over the wasteful spending on costly outsiders stemmed from a tight state budget, rumors of layoffs (referred to as firings) and contentious contract negotiations in the early years of Taylor Law, which established true collective bargaining for the state's public employees.

The political cartoon depicted at right appeared in the *Albany Times Union*, circa 1971. The original is signed by Hy Rosen, the paper's cartoonist from the 1950s to the 1990s. It was recently presented to the union for the CSEA 100 history project by Wenzl's son Thurman, who also donated several other pieces of his father's memorabilia. The material will be preserved as part of the CSEA archives in the Grenander Special Collections at the University at Albany. Wenzl served as CSEA President from 1967-1975, and he died in 1997.

Nearly 1,000 images from CSEA's history, including many from Wenzl's term in office, are viewable online via the Grenander website at <http://library.albany.edu//speccoll/PhotoCollection>.



Also in 1971 ...

- * Chinese dictator Mao Zedong invites the U.S. ping-pong team to visit Beijing, while President Richard Nixon ends the U.S. trade embargo with China.
- * The 26th Amendment to the U.S. Constitution is ratified, lowering the voting age from 21 to 18 years old.
- * *The New York Times* publishes a series of articles on the Pentagon Papers that detailed U.S. military involvement in Southeast Asia, leading the U.S. Justice Department to issue an injunction against further publication that the U.S. Supreme Court later overruled.
- * *All in the Family* debuts on CBS, introducing a trend of socially conscious television programming.
- * Jim Morrison, lead singer and songwriter for the rock group The Doors, dies in Paris at the age of 27.

Spotlight shines on Unseen America

CSEA members across the state are taking part in an innovative arts project documenting through photography and their words the unseen side of their communities and the working world.

Unseen America New York State has already published a book of prints from around the nation that includes photos from CSEA members Karen Jabonaski, Wanda Lubinski, Garry McWilliams and Craig Waltz.

“Unseen America gracefully lifts this country’s greatest asset, its working men and women, from the shroud of obscurity.

At right, a photo by CSEA Department of Labor Local member Garry McWilliams that appears in *Unseen America*. The picture is of Sage Monast, a lamp worker.



This awe-inspiring book provides a face, meaning and substance to our everyday working heroes,” said New York State AFL-CIO President Denis Hughes. The project is funded in part through the New York State AFL-CIO and the Workforce Development Institute.

The project’s core involves a 10-12 week workshop in which participants gain hands-on photography instruction about lighting, perspective, and composition while discussing how it is we come to see what we see.

Unseen America Newburgh Exhibit

The exhibition space at the Newburgh Board of Education building is usually filled with the work of locally known artists or student work, but this August, the spotlight will be on the school workers themselves.

The district is hosting an exhibit of *Unseen America* worker photography throughout the month of August at the Board of Education complex, home to Newburgh Free Library. The exhibition will be set up in the beginning of August. A reception for the community and the photographers is set for Aug. 26 from 1 to 3 p.m.

“We’re excited that the community will be able to get another glimpse of



An *Unseen America* photo, taken by Newburgh Schools District Unit President Joyce Quinn, a head security guard at North Junior High School.

Newburgh, this time through the eyes of the workers in the community,” said Newburgh School District Unit President Joyce Quinn, who participated in the class.

Unseen America held a class for members of the Newburgh Enlarged City School District Unit, thanks to a grant obtained through the CSEA Work Institute.



Newburgh was chosen due to its diversity as a small city school district drawing students and workers from both inner city and suburban areas. Now that the series of photography classes has ended, it is time for the work to be seen.

Other classes and exhibits

An exhibit has also been held in Buffalo, and a second class may be held there in the spring, said Capital Region Coordinator Zoeann Murphy. Classes have already been held in Syracuse, Rochester, Buffalo, Troy, Westchester County, Poughkeepsie and Hudson, Murphy said. More are scheduled for September in Utica, Schenectady and Long Island.

Nationally, more than 400 classes have been held. For more information, visit www.wdiny.org.

— Jessica Ladlee

Lending a hand to those in need



CSEA President Danny Donohue discusses the recent flood disaster across upstate New York with Gary Striar, chief executive officer of Red Cross of Northeastern New York. CSEA members were on the front lines of the disaster in many activities from coordination through the State Emergency Management Office, State Department of Transportation and local highway crews to social services and other relief offices as well as working with Red Cross volunteers in temporary shelters and other response. CSEA donated \$5,000 to Red Cross relief efforts and is encouraging members to help through their local Red Cross chapters.

Marital, military, genetic, adoptive and injury status protected by discrimination law

Editor's Note: This is the eighth 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 disciplinary actions, 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 marital status, military status, genetic status, adoptive parent status, and workers'

compensation. As prior articles have indicated, "discrimination" in this context refers to employer action that treats persons with a certain status, background, or other demographic differently based on or specifically because of that status, background, or demographic.

Marital Status Discrimination — Under New York's Human Rights Law, it is illegal for an employer to discriminate against an employee based on marital status. However, the prohibition against marital status discrimination does not prohibit an employer from imposing a rule barring spouses from working together.

Although federal law does not prohibit discrimination based on marital status, the EEOC has determined that it is illegal sex discrimination for an employer to refuse to hire women who are married but not apply the same rule to married men.

Military Status Discrimination — In 2003, New York's Human Rights Law was amended to prohibit employers from discriminating based on an individual's military status in the U.S. military or the National Guard.

Genetic Status Discrimination — New York's Human Rights Law prohibits employers from discriminating based on the genetic disposition or carrier status of any individual. In other words, employees cannot be discriminated against because they may have a genetic predisposition to a particular illness.

In most situations, state law also prohibits employers from requiring or administering a genetic test as a condition of employment or to acquire an individual's genetic test results. An employer may require a specific genetic test as a condition

of employment where the test is shown to be able to establish that a particular genetic anomaly might increase the risk of disease as a result of working in a particular occupational environment.

Adoptive Parent Status — Under New York's Labor Law, employers are prohibited from discriminating against adoptive parents with regard to the child care leave granted to employees after the birth of a child.

Workers' Compensation — New York's Workers' Compensation Law prohibits discrimination against an employee for filing a Workers' Compensation claim or for participating in a workers' compensation hearing. Unlike other forms of discrimination, claims of discrimination relating to Workers' Compensation must be brought before the New York State Workers' Compensation Board.

What's In It For You?

Seeing is believing at the Employee Benefit Fund this summer



frames were rolled out consisting of 16 fashion styles and eight designer styles.

When visiting a participating vision care provider, the CSEA EBF frame collection is

identified by yellow, red and blue tags that are located on the sidebars of the frames.

All state employees enrolled in the EBF vision plan have yellow, red and blue tags as part of their benefit. Local government employees enrolled in any of the EBF vision plans have yellow and red tags. If your local government unit has Platinum vision, blue tags are also included.

Should you have any questions about the new frame collection additions or need to check on when you are eligible for your next visit, contact the CSEA Employee Benefit Fund Monday through Friday from 7:30 a.m. to 5 p.m. at (800) 323-2732.

Summer is here and that means warm weather, cool clothes and, of course, a fresh, new look.

This season, while you are out and about searching for the latest fashion trends that suit you the most, why not complement that new look with a brand-new pair of designer frames?

The CSEA Employee Benefit Fund is happy to announce two new frame collection rollouts for 2006. That's right, folks, there will be new frames in the collection and that means more choices, as a matter of fact, 42 more choices!

Eighteen new frames have been added to the collection, consisting of 14 fashion styles and four designer styles. In July, 24 new

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.

An Ever Better Future

Protecting Your Benefits

Make sure your children's shots are current before college

Is your child off to college this fall? If you've made a checklist of items to pack and things to take care of before he or she goes, you may want to add just one more item – make sure your child's shots are up to date.

Growing research has found that some groups of college students may be at a higher risk of contracting bacterial meningitis, but the risk can be minimized by means of a quick injection.

As Empire Plan enrollees and their eligible dependents gear up for another fall semester, the CSEA Health Benefits Department would like to remind those in charge of

Health Benefits



planning that the Empire Plan's vaccination and immunization benefit was

recently enhanced to include the meningitis vaccine for dependent children and full-time, dependent students.

Enrollees who have questions about whether their child has received the meningitis vaccination should contact their doctor's office.

If you would like to learn more about the Empire Plan's vaccination and immunization benefit, including the meningitis vaccine, please contact United HealthCare, the Empire Plan's medical/surgical provider, at 1-877-7NYSHIP (1-877-769-7447).

Promoting Good Health

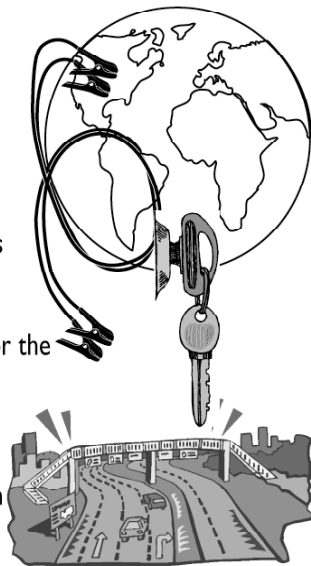
Another CSEA member benefit in time for Vacation travel

Pinnacle Motor Club

Flat tire, dead battery, locked out of your car, or your car just won't start? Has this or something similar happened to you or a family member? If so, Pinnacle Motor Club is a benefit that can help. CSEA members can enroll in Pinnacle for a cost as little as \$1.00 a week per member, \$1.75 a week for member and 1 family member or \$2.50 a week for the member and entire family.

Pinnacle's Premier Membership offers members safety, security and service on today's increasingly busy and dangerous streets and highways anywhere in the world! When an unexpected hazard or inconvenience occurs, members are entitled to receive: \$100 in emergency roadside assistance and locksmith service, \$5,000 stolen vehicle reward, free custom trip routing, maps and road atlases, 24/7/365 customer service and support, and much more.

For more information about membership benefits and services, how we compare with other motor clubs, and exactly who Pinnacle Motor Club is, simply call toll-free 877-848-7333, and ask for Dave or Ken.



Backup of sewers and drains

Will YOUR homeowner's insurance cover this?

Fall and spring tend to be our wettest seasons, making our homes most vulnerable to the backup of sewer or drain lines. While these events don't occur often, when they do, the problem can be a potential disaster. The standard homeowner's insurance policy does not provide coverage for the backup of sewers and drains or the breakdown of a sump pump.

Typically, heavy rains will trigger a backup. A storm sewer backs up into your home and usually comes in through a sump well, washtub or toilet in the basement. However, the damage can happen anywhere in your house.

Sump pump failure normally occurs from power outages or motor failure. Sump pumps run on electricity and so often the power is knocked out from bad storms. Of course, this is when you rely on the sump pump the most to pump out any excess water in the basement that the storm has caused.

The damage caused from these events can be expensive. Most damage will occur in the basement, which may contain such items as: washer, dryer, furnace, hot water tank and numerous personal items including precious family heirlooms. Water or sewage will usually destroy everything it comes in contact with. Since the damage you may incur from either of these problems will not be covered, you will be responsible to pay for the loss and the cleanup. For the thousands of dollars in damage, it is well worth purchasing the additional coverage with your homeowner's policy to cover such an event.

This coverage can often be purchased on its own, or with an endorsement that can expand, or increase the other coverage's on the policy. The cost typically runs between \$25 and \$50 annually. A price worth your peace of mind.

Call today to insure yourself against these damaging events.

Toll Free: 1-866-829-4982

If your homeowner's insurance is not currently with the CSEA Valuable Insurance Program, our representatives will review your current policy with you and offer you a quote from one of our nationally recognized companies. The advice is free and there is no obligation to purchase coverage.

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Leading Edge



Health care workers to lead healthier lives

Everyone knows cigarettes can cause cancer, that's why CSEA worked with Roswell Park Cancer Institute to change the hospital's smoking policy. Beginning last month, smoking by employees, patients, visitors, students, trainees, volunteers and vendors is prohibited anywhere on the campus, including the parking lots, parking ramp, personal vehicles parked in those areas and in Roswell-owned vehicles driven off-premises.

Several CSEA members working at the cancer hospital have decided to kick their smoking habits. The hospital is helping with smoking cessation classes, nicotine replacement products and counseling from the New York State Smokers Quit Line (1-866-NY-QUITS), which is located at the hospital.

The Work Force's Lynn Miller recently spoke with Jeanne George and Vicki Kowalewski, two CSEA members and Roswell Park Cancer Institute employees featured in the hospital's new smoking policy kick-off campaign.

WF: Tell me how long you've worked at Roswell and what you do here.

JG: I've been at Roswell for about 14 years. I am a magnetic resonance imaging (MRI) technician in the radiology department. We help perform imaging tests on patients to gather information for the doctors. When I saw my first MRI image, I was fascinated; the detail is incredible.

VK: I've worked at Roswell for 12 1/2 years. I am a pharmacy technician. I prepare IVs and deliver meds. I triage phone calls to the pharmacy. I love the work I do in the pharmacy.

WF: How long have you smoked and how did you start?

JG: I started smoking when I was 14. I was in a sorority and I was one of the few who didn't smoke. Over time, the peer pressure got to me and I started.

WF: Have you ever tried to quit before?

JG: I've tried to quit too many times to count. I've quit for as long as two years, but every time I quit I came

back to cigarettes. I still struggle every day; there are days that I wish for cigarettes. When I have a craving, I try to delay it. I try to remember the harm cigarettes do to my body. I see the results every day at work. I know I will be sorry if I have even a single cigarette. If I have one, I will want a second immediately — I'll light it off the first. Then, I will go buy a pack. I would be hooked that easily. I take it one day at a time.

VK: I've smoked off and on since I was 18 or 19. This past time, I smoked only for a few months. In February, I called the quit line (1-866-NY-QUITS) and got support. I know now that one puff leads to another, which leads to a whole cigarette, which then leads to a pack. I don't crave smoking at all; I am completely off cigarettes.

WF: How has the hospital and the new smoking policy helped you?

JG: Right around the time I was thinking of quitting, I got a letter from Roswell about the new smoking policy. I thought this is just the impetus I needed to help me. This was the final push. I work in a cancer hospital, so I get to see what this does to people. It is ridiculous to have people standing outside a cancer hospital smoking, so in March, I quit. The quit line is great (1-866-NY-QUITS). People here have been very encouraging. When you know someone is trying to quit, ask how he or she is doing and encourage him or



Jeanne George, an MRI technologist at Roswell Park Cancer Institute, said the hospital's new smoke free policy gave her the final push she needed to kick her 40-year smoking habit.



Vicki Kowalewski, a pharmacy technician at Roswell Park Cancer Institute, has smoked "on and off" since she was a teenager. She quit in February and says she no longer craves cigarettes.

her.

VK: I figured if I went public with my effort to quit, I couldn't fail. All eyes are on me; I can't go back to smoking now. With the smoke free policy, I am not around smoking at all anymore. There are no more cigarette breaks for me. There are no smokers by the door for me to walk through. No one around me smokes and that helps. I know I can't take a single puff; that's how I started up again last time.

WF: Have you noticed changes to your health since you have quit?

VK: My little guy — he's 5 — was always stuffed up and congested. Since I've quit, he's been great. I can breathe easier now and I've stopped coughing all the time and clearing my throat.

WF: What would you say to a friend or co-worker who is considering quitting?

JG: I don't know if there is anything anyone could have said to me to get me to quit; the smoker has to be ready. I would try to encourage my friends to remember all the things smoking does that you can't see; remember what smoking does to the inside of the body. I would just be there for them and provide support any way I could.

Have fun and save money this summer!

LAKE GEORGE • NEW YORK
THE GREAT ESCAPE
 & SPLASHWATER KINGDOM
 A Six Flags® Theme Park

From Aug. 14 to Sept. 4, CSEA members and their families can save on admission to The Great Escape & Splashwater Kingdom when you buy your tickets online!

• **General admission is \$20.99, plus tax, per ticket — a \$19 savings! (Regular ticket price is \$39.99.)**

• **Junior admission (48 inches tall and under) is \$20.99, plus tax, per ticket — a \$4 savings! (Regular ticket price is \$24.99.)**



• **Children 2 years old and under are free.**

Simply visit sixflags.com/greatescape and look for the promo code box in the upper right-hand corner. Enter "csea1000" as your code and follow the menu!

CSEA Legal Services Program CSEA Offers Personal Injury Plan

If you or a family member have been injured, whether or not it happened at work, **CSEA CAN HELP YOU!**

If you or a family member are injured in an accident as a result of someone else's carelessness **when you are not at work**, you may have the right to seek monetary damages for injuries resulting from that accident by **pursuing a Personal Injury lawsuit**. Some examples of accidents that occur **off the job** include:

- You are injured in an auto accident that was not your fault.
- You slip on a broken stair at the apartment building in which you rent an apartment and you break your ankle.
- The foot pedal on your exercise equipment snaps and you fall to the floor, injuring your knee.
- Your neighbor's dog is running loose and bites you, scarring your face.

Why should you file a Personal Injury lawsuit if you have been injured?

If you have been the victim of an accident and have suffered serious injury, there is no way to predict how that injury will affect your future. What if you become unable to work?

What if your medical needs exceed what your personal health insurance will pay? What if you need long term care or special equipment? If someone else is responsible for your injuries, you have the right to a monetary recovery. The amount of your recovery will either be negotiated with the insurance company or ultimately determined by a jury at a trial. This money will help defray unanticipated costs in the future, and help you continue with your life.

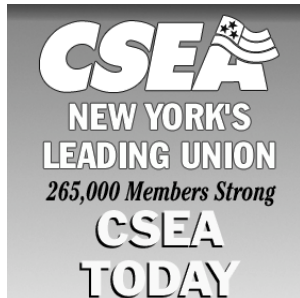
When an injury happens on the job, you are probably entitled to **Workers' Compensation benefits**. When that injury is caused by someone **other than** yourself, a co-worker or your employer, you are possibly entitled to **more than Workers' Compensation**. You may have a **Personal Injury lawsuit**, as well.

A few examples of actual cases where you may have a possible right to **both a Workers' Compensation claim and a Personal Injury lawsuit** include:

- You are a passenger in your employer's vehicle that is involved in a collision.
- You fall because of a hole in the

PEOPLE PERSON — The PEOPLE recruiter of the month of June is Jayne Clancy of the Rockland County Local in the Southern Region. She recruited 37 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 ... **IMPASSE IN IMPACT NEGOTIATIONS** — CSEA recently declared impasse in impact negotiations with the Saranac Central School District because district officials have failed to bargain in good faith. About 10 CSEA members were laid off after the district closed two of its elementary schools in June. Twenty CSEA-represented workers had been targeted for layoffs, but the union successfully restored about 10 clerical and custodial positions. The union requested to negotiate items such as severance packages, retirement incentives and redistribution of work, but district officials have been unreceptive to the impact bargaining. CSEA is also concerned about the district's consideration of contracting out its cafeteria services, a job now held by CSEA members. The



union is considering grievances or legal action against the district ... **SIXTEEN NEW NURSES** — Sixteen students sponsored through a Temporary Assistance for Needy Families grant co-administered by the CSEA Work

Institute graduated the Licensed Practical Nursing program at Orange-Ulster BOCES on June 28. The TANF grant allowed the students to train at no cost. Two students, Sherry Lee and Jacqueline Daniels, were the recipients of scholarships presented by TANF administrator Jorge Martinez, to go on to Orange County Community College's training to become registered nurses ... **HELP WITH WORK, HOME AND LIFE** — CSEA state employees can get help with child care and elder care expenses through the Dependent Care Advantage Account (DCAAccount), a negotiated state employee benefit that allows you to set aside up to \$5,000 in pre-tax salary to pay for child, elder, or disabled dependent care expenses. Call 1-800-358-7202 (press 2) or visit the new web site at www.worklife.state.ny.us. The new site contains information about the Employee Assistance Program, LifeWorks, flex spending accounts, pre-retirement seminars and guidance on which programs are right for you.

employer's parking lot, and the parking lot is maintained by someone other than the employer.

- You are working on an employer-owned machine that is defectively designed or poorly maintained by another party and you are injured.
- You are using your own vehicle to travel between work sites and are involved in a motor vehicle accident.

If you were "in the course of your employment" at the time of your accident or injury, you should apply for **Workers' Compensation** benefits by calling CSEA at **1-800-342-4146** and following the prompts for **Legal Services Program**, followed by **"Injury-Related Matters."** You will be connected with a Case Appraisal Manager from Fine, Olin and Anderman LLP, our Plan administrator, who will take some

basic information. Your case will be reviewed for both **Workers' Compensation** and a potential **Personal Injury lawsuit**, and will be referred to the appropriate attorney under the CSEA Legal Services Program, depending upon your region and the circumstances of your accident or injury. It is important to contact **CSEA** immediately to obtain representation for the **Workers' Compensation** claim and determine if claims for benefits beyond **Workers' Compensation** are available, since there are strict time limits and filing requirements. **So remember, your Union is there for you and your family on and off the job; all you have to do is Call CSEA at 1-800-342-4146, follow the prompts for LEGAL SERVICES PROGRAM, followed by "Injury-Related Matters."**

CSEA members save \$4.00 off admission on Sept. 2 and 3, 2006 during CSEA Weekend.



Clip one coupon at right for each CSEA member and family member and bring coupon(s) to any fair gate to get \$4 off the price of admission on Saturday and Sunday, Sept. 2 and 3, 2006, only.

The New York State Fair is at the Empire Expo Center located off Exit 7 of I-690, 3 miles west of Syracuse. Hours of operation are 10 a.m. to 10 p.m. daily.

Reproduced coupons will not be accepted.

Additional coupons will be available at your CSEA region office.

Saturday, Sept. 2 and Sunday, Sept. 3, 2006, is CSEA WEEKEND at the New York State Fair in Syracuse. CSEA members and their family members will receive \$4.00 off admission that weekend, compliments of CSEA and the New York State Fair.

CSEA will maintain a booth in the Verizon Center of Progress Building on the fairgrounds throughout the entire fair, so stop by and visit the CSEA booth at any time.

The coupons for \$4.00 off admission however, are only good during CSEA Weekend, Saturday and Sunday, Sept. 2 and 3, 2006.

CSEA members pay only \$6.00 per admission.

SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE
CSEA member admission \$6.00*

SAVE \$4.00

CSEA
 Local 1000 AFSCME, AFL-CIO
 Danny Donohue, President

Coupon is valid for CSEA weekend only – Saturday and Sunday, Sept. 2 and 3, 2006.

CSEA members and family members each get one admission for \$6.00 when purchased at any gate with coupon. One coupon per person.
 *Adult admission.
 Children 12 and under admitted free.

NAME _____
 ADDRESS _____
 PHONE _____
 CSEA LOCAL _____

SAVE \$4.00

SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE
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SAVE \$4.00

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SAVE \$4.00

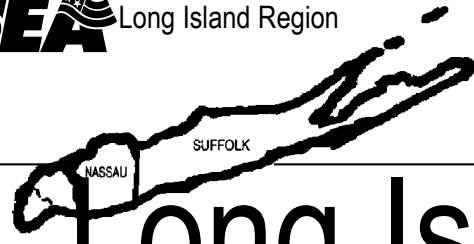
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 Children 12 and under admitted free.

NAME _____
 ADDRESS _____
 PHONE _____
 CSEA LOCAL _____

SAVE \$4.00



Long Island Reporter



Stony Brook

Two SUNY locals hold picnics

Above, member Maria Olmeda, who works in the operating room at University Hospital, waves to her friends as she and the family go to get some lunch.
Below, there were salads as well as hot dogs, hamburgers, corn on the cob, cold drinks and ice cream at the picnic.



Farmingdale

About 150 people turned out for the annual SUNY Stony Brook picnic, which was held at Heckscher Park. There was plenty of food on the grill, and plenty for the members' families to enjoy, including a swimming pool and the Moon Bounce for the kids. Michelle Pitterson, who works on the campus side in Roosevelt Quad, said she just had to go. "I had to get the kids out for the day!" she said. The weather was also picture perfect, after all the rain over the last few weeks.
Please see Summer continued on Page 3



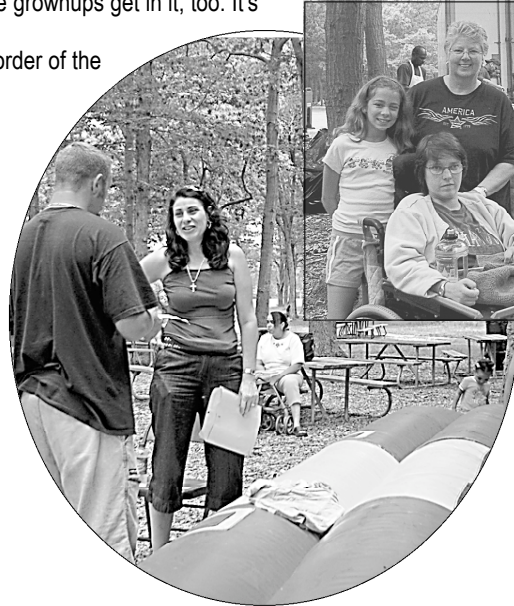
Summer picnics cont'd from Page 1

Pat Cosban, who works in procurement, said, "My family looks forward to these things. The food is great, the prizes are wonderful and everybody has fun."

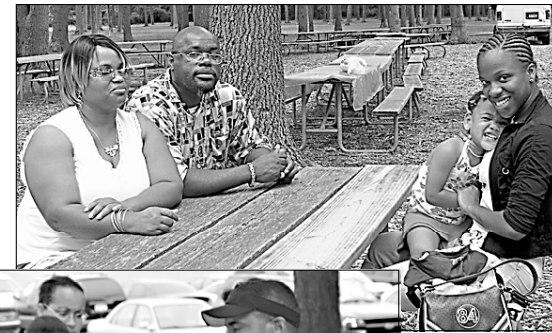
Maria Olmeda brought her entire family for the day. "I've come before and it's always wonderful. It brings everybody together," she said.

Local Treasurer Louise Melious watched the Moon Bounce as it was being set up. "You can fit about 10 kids in there at a time. There's a guy who is sent from the company to watch the kids and make sure no one gets hurt," said Melious. "Sometimes even the grownups get in it, too. It's fun!" she said.

And fun was the order of the day!



Clockwise from top right, keeping the party rocking were Head Shop Steward Kenneth Russell (second from left) and his crew Flashback and Kevin Russell. Local Secretary Jimmie McPherson (on left) just had to get into the act; members and their families crowd President Carlos Speight for a chance at the raffle; Michelle Pitterson (on left) brought her friend Darryl Moore, her niece Sherray and her daughter Carmen Delaney — who was all giggles and a bit camera shy; CSEA member Pat Cosban (far right) had fun with her family at the Stony Brook picnic; Local Treasurer Louise Melious checked out the moon bounce as it was being set up for the kids.



SUNY Farmingdale

One hundred and fifty members of the Farmingdale State University Local, retirees and guests enjoyed the local's annual picnic and barbecue June 16.

A health fair and information day were part of the picnic, held on the campus.

The picnic was planned by the Hospitality Committee, which includes Fran Barton, chair, local officers Tom Dowdney, president, Glen Havjar, executive vice president, and Amanda Gist, secretary, and Denise Botiglione, Chris Dose, Sue Peterson, Barbara Sarringer, Nina VonDeesten, Patty Wagner and Christine Walker.

Top right, beautiful weather and the spacious campus are the backdrop for the Farmingdale local's 2006 picnic and barbecue.

Right center, Ligia Holmes, right, signs up for the local's 50/50 raffle. Standing behind the table are Hospitality Committee Chair Fran Barton, left, Barbara Sarringer, center, and Denise Botiglione. Behind Holmes is Bern Brady. Half the raffle proceeds went to support the Farmingdale campus' child care center.

Bottom right, Local President Tom Dowdney and members toss a Frisbee around.



PHOTO OF THE MONTH



The late Ray Delfyette looks over a ballot cast in a ratification vote at the Long Beach Unit of Local 882 in 2003. Colleen Silvia, president of the unit, paid tribute to him, saying "Ray always went above and beyond for the Long Beach members. When we were experiencing the layoffs, Ray would come to all the demonstrations and City Council meetings. He stayed, sometimes after 11 p.m. With sore eyes and aching feet Ray continued to fight for workers' rights. The Long Beach unit lost a great, dedicated union advocate who will truly be missed." (See below.)

Message from Long Island Region President
Nick LaMorte



Brothers and Sisters,

What do you stand for?
If you are a CSEA activist, you have probably answered the call when we asked for people to lobby their legislators or rally with other CSEA members for a fair contract. If you are a CSEA officer, you have probably fought to defend or advance the rights or benefits of your members.
You probably stood up for your fellow members and sought to do the right thing. I have on occasion heard people say, "What's the point?" or "What's the use?" I'll be the first to admit that sometimes this union work can be a very taxing, difficult and even a thankless job.
But, as anyone who has ever needed union representation will tell you, the work we do as a union is absolutely crucial. It is so basic, and so important that sometimes we take it for granted.
Another thing we often take for granted is that at CSEA, the officers and activists are fortunate to have full-time staff members who are often just as important as any elected official in advancing the mission of this union. We have professionals dedicated to assisting and advising us in political action, occupational safety and health, communications and labor relations.
Labor relations specialists are those union staff members who assist and guide members and officers through the complex and challenging tasks of negotiating fair contracts, conducting contract campaigns and making

sure the rights and benefits that have been won at the table are actually honored by management. They work with officers to defend your rights every day. They make sure your contracts are enforced. Their jobs can be just as tough and just as thankless as any officers' jobs.

I bring this up, because we recently lost one of our LRSs, Ray Delfyette. For seven years, Ray stood up for the rights of CSEA members in many places on Long

Island. He negotiated many fair contracts and defended the jobs of so many members. Before he came to us, he spent many years as an elected officer in another union. We were fortunate to have the benefit of his experience, political savvy, writing skills and insight into the collective bargaining process.

He never recovered from a car wreck after leaving a meeting in the field. It seemed like we turned around and he was gone.

It was very sad. It made me think about the words of labor leader Cesar Chavez; "Talk is cheap. It is the way we organize and use our lives every day that tells what we believe in."

Ray dedicated his life to fighting for the rights of others. He stood up to many managers and public officials to make them do the right thing. I can't think of a better way to use the time we are given.

In solidarity,

Nick LaMorte, president
Long Island Region

Marian Hester, 40-year employee, retires

Long Island Developmental Center Local member Marian Hester recently retired after four decades of service to the people of New York state. She was lauded by many family members, friends and colleagues who just couldn't stop singing her praises.

"Marian is a truly giving person, a nice person, and a very classy lady," said LIDC Local President Daryl Wilson. "She's the kind of person who gets things done," said Wilson.

Long Island Region President Nick LaMorte congratulated Hester as well, and thanked her for her dedication to the developmentally disabled, as well as her service to CSEA.

"Marian is truly a fine example of the kind of giving spirit that CSEA members demonstrate every day," said LaMorte. "It takes a special kind of person to extend themselves to others with kindness and compassion for so long. We will miss her, but we wish her health and happiness in her retirement," said LaMorte.

Hester began her career at Suffolk State School in Melville as an attendant for the developmentally disabled in 1966.

In 1972 she became a ward supervisor. In 1987, Hester became the assistant director of an intermediate care facility.

In 1994 she was appointed assistant to the affirmative action administrator, where she advocated for equal rights and opportunities, and taught classes to staff members on cultural diversity and sexual harassment. In 1995, Hester was appointed coordinator of the LIDDSO Senior Companion Program. She was named employee of the year at least three times during her long career.

Congratulations, Marian!



CSEA LIDC Local President Daryl Wilson presents a certificate of achievement to member Marian Hester, who recently retired after 40 years of state service.

Inside Reporter

Open letter to Village of Hempstead residents

Some recent comments by Hempstead Mayor Wayne Hall may be interpreted as blaming the village's fiscal situation on the people who work for the village. As the elected representative for 275 of those village workers, I take great exception to the mayor's unfounded claims.

It is the CSEA members I represent who pave, clean, plow your roads and keep them illuminated for the safe passage of you and your families. It is CSEA members who pick up your trash and recyclable materials. It is CSEA members who trim, plant and remove dead trees before they become safety hazards. It is CSEA members who trim, clean, beautify and keep your children's playgrounds, pools and parks safe and in good repair. It is CSEA members who take your phone calls, issue permits and handle all manner of complaints and inquiries.

It is the CSEA members who do the cleaning, electrical repairs and plumbing repairs on all village buildings. It is the CSEA members who maintain our village water system to make sure that every resident has the best available water for their everyday needs at one of the lowest costs on Long Island. It is the CSEA members who make sure that our waste water is safely removed from our village.

It is the CSEA members who run what is unquestionably one of the best libraries in the state of New York. It is the CSEA members who handle emergency calls and dispatch for the Hempstead Volunteer Fire Department as well as the Village Police Department.

Some of the work that my members do actually helps plump up the village's bottom line. It is CSEA members who issue parking violations where necessary, and collect the fees and the proceeds from the parking meters. These actions alone add more than \$15,000 a week in fees to the treasury.

In short, the employees of the Village of Hempstead work hard every day to provide the essential services that keep this village operating. Most of us are also residents. More than 1,600 CSEA members who work around Long Island live in the Village of Hempstead.

It is because of our union-negotiated fair pay and decent benefits that village employees are able to provide stability for our families. Stable workers can buy homes, contribute to the tax base, and are able to support village businesses by purchasing goods and services. CSEA members are the bedrock of this community.

So, for the mayor to blame the employees for the village's fiscal difficulties, is absurd. Any financial problems that the village has are due to poor management. After all, when he was a trustee, Wayne Hall didn't have a problem with the CSEA contract. Hall was one of those who voted to approve it.

The workers did not create the village's problems, and CSEA will not stand idly by while he makes us the scapegoat for the failures of management. Balancing the budget on the backs of people who keep your village clean, safe and in good repair is not only short-sighted but destructive as well.

Mayor Hall is a good man. However, he is off base when he blames the village's financial problems on its workers.

No matter what Mayor Hall says, the civil servants who work for the Village of Hempstead will never get rich. But CSEA will never apologize for providing our members and their families with a decent quality of life. The wages and benefits we win for our people make for strong families and even stronger communities. Isn't that the kind of community you want?

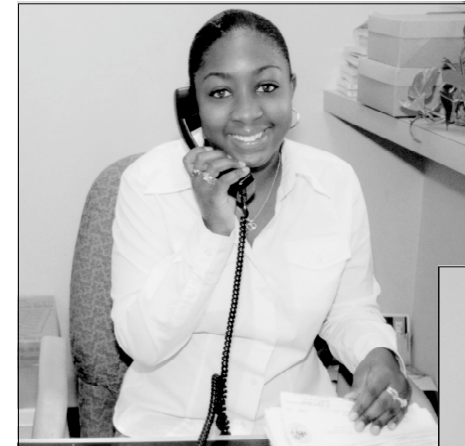
And we are prepared, if necessary, to utilize the strength of the 50,000 members in the Long Island Region, as well as the 265,000 members of CSEA around the state, to ensure that Hempstead Village workers continue to receive the respect and dignity at work they earn every day.

John C. Shepherd,
President of the CSEA Village of Hempstead Unit
and the CSEA Nassau Municipal Local

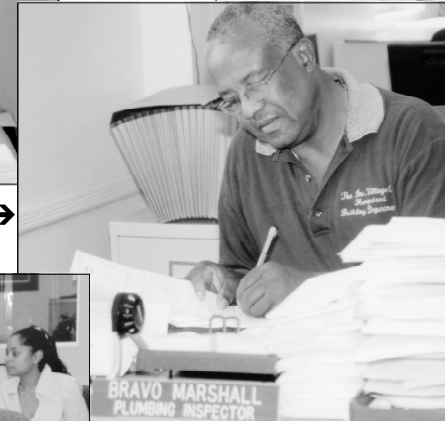
Note: Shepherd also serves as Chair of the CSEA Long Island Region Political Action Committee.



→ The first voice you hear when you call the village's main number belongs to Switchboard Operator Paulette Webb.



→ Plumbing Inspector Bravo Marshall makes sure new and old buildings are up to code.



↑ (Front to back) Stacey Hogan, assistant to the assessor, Demetria Moore, clerk, and Delphine Chambliss, clerk, handle important business worth about \$45 million dollars per year at the assessor's office.



↑ (front to back) Tax and Water Department cashiers Deborah Williams, Syreeta Hinton-Taylor and Senior Account Clerk Damie Grace make sure residents receive proper credit on their property tax and water district bills.



↑ Senior Typist Clerk Camille Simone has 25 years of service in the town and keeps things running smoothly in the Building Department.



← Village Mailman Tony Avila really delivers.

← Village of Hempstead Police Communication Operators (left to right) Sharon Herrera, Mary Foxx and Jean Blaney have one of the highest workloads of any police communications operation in the state. They answer all 911 calls, dispatch police officers and request fire, rescue and ambulance services to keep residents safe.

Long Island Region 2006 Flaumenbaum Scholarship Winners

COMMACK — The winners of the Long Island Region's Irving Flaumenbaum Scholarship Awards for 2006 are Seanna Burke, Jonathan Solarte and Andrew Vigliotta.

Burke is the daughter of Thomas Burke, a zoning inspector for the Town of Oyster Bay and member of Oyster Bay Local 881. She will major in music education at Ithaca College this fall.

Solarte is the son of Hernando Boyaca, an environmental services aide at SUNY Stony Brook and a member of SUNY Stony Brook Local 614. Solarte, one of the top 10 students in his graduating class at Comsewogue High School, will study Chinese at Princeton University this fall.

Vigliotta is the son of Jane Vigliotta, an attendance aide in the William Floyd School District and a member of Suffolk Educational Local 870.

The winners and their families were honored at ceremonies at the Long Island Region on July 18. Region President Nick LaMorte presented the scholarships, worth \$1,000 each.

"In CSEA we empower our members with education and training, among other things. So to us, education is a very important component in unionism, and in life," LaMorte said. "It is very fitting that we honor the children of our members, who have achieved so much, and show so much promise to do great things in the future."

CSEA annually awards three Irving Flaumenbaum scholarships in each region.

The scholarships honor the memory of Irving Flaumenbaum, who served as Long Island Region president and as an AFSCME International Vice President.

"We also feel very fortunate to have one of our own honored," said Oyster Bay Local Executive Vice President Bobby Rauff. "This has encouraged us at the local level to form one of our own scholarships, and we are looking forward to the day when we can help our members' families in that way as well."

"At Stony Brook, we see very clearly the value of a good education," said SUNY Stony Brook Local Executive Vice President Debbie Nappi-Gonzalez. "After all, we're surrounded by it all the time. By helping these young people the union is benefiting our community, and the leaders of the future."

— Rachel Langert and Charlie Michaelson



Above, Long Island Region President Nick LaMorte presents Jonathan Solarte and his family with a Flaumenbaum Scholarship. From left are CSEA Long Island Region Treasurer Christine Urbanowicz, father Hernando Boyaca, mother Blanca Espinosa-Boyaca, LaMorte, Jonathan Solarte, CSEA SUNY Stony Brook Local Executive Vice President Debbie Nappi-Gonzalez.

Below, Irving Flaumenbaum Scholarship winner Seanna Burke is presented with her certificate and scholarship check. From left are Oyster Bay Local Executive Vice President Bobby Rauff, Long Island Region President Nick LaMorte, dad Tom Burke, Seanna and her mom, Lisa.



Left, Seanna Burke reviews her certificate of achievement.

Right, Jonathan Solarte shares a light moment with his parents and Long Island Region President Nick LaMorte.



Around the Region

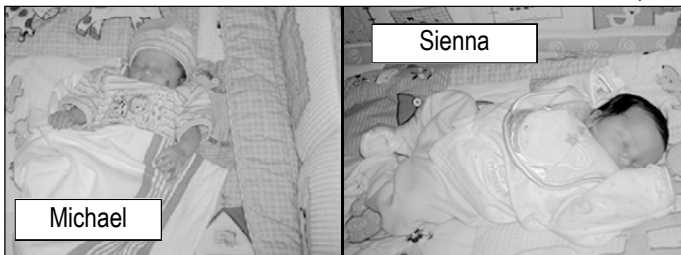
Calendar of Upcoming Events: August 2006

DOG DAYS

- | | |
|---|---|
| 3 - Local 430 General Membership Meeting — 3 - 7 p.m. | 24 - Special Plaque Committee Meeting — 6 p.m. |
| 8 - PEOPLE Committee Meeting — 5 p.m. | 26 - Defensive Driving 9 a.m. - 3 p.m. |
| 10 - Staff Meeting — 10 a.m. | 29 - Political Action Committee Meeting — 5:30 p.m. |
| 16 - Defensive Driving — 5:30 - 8:30 p.m. | 30 - MAT Committee Meeting — 5:30 p.m. |
| 17 - Defensive Driving — 5:30 - 8:30 p.m. | 31 - Local 430 Shop Steward Training — 4-7 p.m. |
| 19 - Women's Committee Meeting — 5:30 p.m. | |
| 23 - Veteran's Committee Meeting — 6 p.m. | |

It's twins!

LONG BEACH — Colleen Silvia, president of the City of Long Beach Unit of Nassau Municipal Local 882, and Michael, her husband, welcomed the birth of twins, Sienna Catherine and Michael Joseph, on June 1.

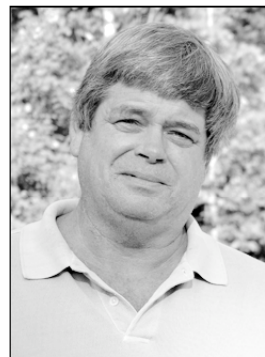


Sienna Catherine weighed 6 pounds, 10 ounces at birth while Michael Joseph weighed in at 5 pounds, 14 ounces.

Their mom, a longtime CSEA activist, is expected to be back at her job with the city's Recreation Department in September.

Suffolk Municipal Local Executive Board Meeting

At a recent meeting of the Suffolk Municipal Local Executive Board, CSEA Southampton Town Unit President Pete Collins, below center, was appointed 7th vice president of the local; Walter Dunn and Brian Toehill of Brookhaven, were appointed to the local's Health and Safety Committee; and Mike Giglio, below right, also of Brookhaven, was appointed to the Local's Sergeant-at-Arms post. During the meeting, below, the executive board also heard presentations regarding workers' compensation and Pearl Carroll insurance. Local President Bill Walsh is seated in the center.



Smithtown preps for the table

It's getting to be contract time in the Town of Smithtown.

Unit President Kelly Brown said the negotiations process is now in the preliminary stages.

The negotiation committee recently met to review the proposals submitted by unit members. "It took us about four meetings to get through all the proposals," said Brown. "We're starting to formulate the proposals we will put forward, weed out the ones that we don't think are negotiable and get the list together of what we are actually going to pursue."

The current collective bargaining agreement expires on Dec. 31, 2006, but the committee wants to be ready to get down to business when the town gets around to negotiations, which will probably be in the fall.

"The supervisor is extremely frugal, and the town board has always been able to fill the positions, so they feel why should they give the employees anything but the basics?" said Brown. "Now they're finding that these salaries are not acceptable anymore, and they've had to do some upgrades in planning and other departments. So it's getting harder to attract clerical and professional staff to the town."

The understaffing that results makes it harder for the employees who remain.

So, among other things, the committee will be looking to upgrade a number of positions, and maintain the current health insurance plan intact under a successor agreement.

CSEA represents about 430 members, who provide just about every type of essential public service in Smithtown.

The Smithtown team reviews members' contract proposals. From left to right: Secretary Lenore Gordon, Tommy Hester, Angelo Geraci, 1st Vice President Joe Cannone, 4th Vice President Steve Frank, Joe Boslet, 2nd Vice President Joanie Peterson, Labor Relations Specialist Jimmy Wall and President Kelly



Brown.

CSEA response to recent comments made by the library board

Editor's note: The ongoing contract fight in the Baldwin Library Unit recently took a more contentious turn when management, annoyed at the end of mediation, issued a statement bashing CSEA. The board then included the statement in employees' paychecks for added measure. This is CSEA's response.



Much of the statement from the Baldwin Library Board is misleading. CSEA did not break off mediation. In fact, we gave mediation **two more tries** than the usual three sessions.

Even after most other parties would have given up, CSEA continued to attempt to break the logjam. However, it became increasingly clear to us that continuing mediation was an exercise in futility. It was getting us nowhere and the board was unyielding in its unreasonable demands.

In moving to fact-finding we are merely exercising our rights under the Taylor Law. It is management that has been intransigent in these negotiations.

Management at the Baldwin Library apparently has difficulty with the concept that we have any rights at all.

Management wants the CSEA membership to pay **even more** for our health insurance when we are already underpaid. Even with the proposed adjustments, we still make less than staff at other

libraries. Even though the library pays 100 percent of our individual health insurance, **we ALREADY PAY 50 percent of the FAMILY PREMIUM**, which is a substantial amount. It is also unheard of in other municipalities and other public sector jobs.

Would they have us work for the sheer glory of being in their employ? We have families, mortgages and fuel bills to pay just like anyone else!

Management cited our vacation and sick leave as examples of generous benefits, but they are already part of our contract and they are not exactly generous. Isn't giving people some sick time and vacation time the humane thing to do?

Baldwin Library's unreasonable health insurance demands, when coupled with their measly proposed wage increases, would guarantee that most of the workers would not gain any ground.

We are not asking for the moon. We just want to be able to eat, pay our bills and be able to afford to go to the doctor when we're sick.

Baldwin Library workers are simply fighting for the respect we deserve.

At left, CSEA Baldwin Library Unit President Kathy Whiteway in the lead during their recent protest. She and the members remain united in their fight for a decent contract.

Stony Brook member lauded for recruitment efforts

CSEA member Carol Low was recently named PEOPLE recruiter of the month, for signing up the most new contributors out of all the CSEA PEOPLE recruiters.

PEOPLE, which stands for Public Employees Organized to Promote Legislative Equality, is CSEA's and AFSCME's political action program to protect and improve our jobs, benefits and pensions in Washington, Albany and in your community. Low volunteered her time, and signed up 19 new contributors in February, more than any other recruiter in the state. Low works as a nurse at the Long Island State Veterans Home in Stony Brook, where she is also a CSEA shop steward.

"By joining PEOPLE, CSEA members strengthen their

voices and their union by speaking in a language that every politician understands — money," CSEA Long Island Region President Nick LaMorte said.

Through PEOPLE, CSEA members have lobbied and motivated lawmakers to achieve positive change, fought to protect Social Security, Medicare and maintain funding for public health care facilities like University Hospital at Stony Brook and the Long Island State Veterans Home.



SUNY Stony Brook Local Shop Steward Carol Low (center) was recently named CSEA's PEOPLE recruiter of the month. Congratulating her are CSEA Political Action Coordinator Gretchen Penn (left) and CSEA Long Island Region President Nick LaMorte (right).

Oyster Bay Women's Committee meeting Sept. 13

OYSTER BAY — The Oyster Bay Local Women's Committee will hold its next meeting on Sept. 13 at Town Hall South, 977 Hicksville Rd., in Massapequa.

Bette James, 3rd vice president of the local and chair of the committee, said members will be getting ready for the annual Strides Against Breast Cancer walk at Jones Beach in October. This will be the first year the committee, formed earlier this year, will be participating as a group.

"We're going gung ho," said James.

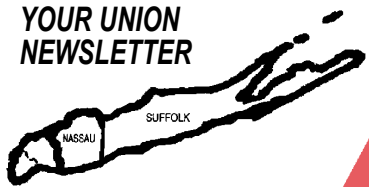
Another feature of the meeting will be two computer classes for beginners. Iris Williams will teach a basic class and Diana Wright will teach a class on Excel, a widely used software program.

At the March meeting, Laurie McAleer, a Pilates instructor, demonstrated exercises that members can do at their desk to keep healthy.

The club meets every three months at different locations in the town.

"We had 17 members at our first meeting, 23 at the next," said James. "Hopefully, it will go up and up."





Message from CSEA Local 830 President Jerry Laricchiuta

Time for a Closer Look at Contracting out

I hope all of my members and their families are enjoying a good summer. Typically, summertime usually equates to a quieter time for county workers. Many of us take our family vacations during the months of June, July and August, as I recently did. Vacation is a time for us to get away from the grind, remove our thoughts from the day-to-day issues our jobs impose on us. As a union leader, I do not have the same opportunity as I fielded many calls from my staff during my week away. Cell phones are great, huh? Actually I didn't mind at all, as I expected that when I took this job I would make myself available at all times. Besides, my teen age girls were driving me crazy, including my oldest daughter who decided to wash her own clothes. The problem was that she did her wash in the dryer ... detergent and all! What a mess!

Recently *Newsday* ran an article about private vendors that have contributed to the Friends of Tom Suozzi. That is nothing new in politics; private companies have been contributing to politicians' campaign funds since the beginning of politics. What is disturbing, however, is that some of these companies have been doing business in Nassau County, and more specifically, doing some of our bargaining unit work! In one instance, the Triad Group, which actually took over our entire Workers' Compensation Bureau, was listed as a major contributor. I have always maintained that this county executive favors the private sector over the public sector. I am hoping that politics is not a player in that philosophy.

It is time for this county to begin looking more closely at keeping the work in-house. Enough of the Garrison Securities, Aramark's, Triad's and many other private vendors who perform work that our great union work force can accomplish. I have been on record many times in the Nassau County Legislature making this same statement. Now, the burden will be placed on the legislators' doorstep. I

am urging the legislators to take a hard and serious look at the vast number of contracts being doled out to private firms before giving our county work force the opportunity to examine the job and decide if it can be done in-house.

Above and beyond

Congratulations to our great Parks and DPW workers who did an unbelievable job preparing the Red Course at Eisenhower Park for the Commerce Bank Championship of the PGA's Champions Tour. The reviews from professional senior golfers from around the country were all positive. I am so proud of our members who each and every day prove to the county resident and the administration that they are invaluable professionals who perform their duties above and beyond the call of duty. Way to go, guys and gals of Parks and Public Works!

NHCC situation

Currently, at the Nassau Health Care Corporation I have been in steady meetings with the new CEO, Art Gianelli. So far, Mr. Gianelli has been attentive and sincere with my staff and me. We will continue to have our issues with the health care corporation for sure, but at least our differences will be settled in a professional manner. The union has a voice at the table now, unlike under previous administrations.

I do have a growing concern, however, regarding the senior vice president who runs the A. Holly Patterson Elder Care Facility. We have more than 500 members working at that facility and I feel that Mr. Larry Slatky does not have the right attitude when dealing with them. Mr. Slatky has shown that he is not someone who respects unions, and I intend to bring that issue to him. Our members do not deserve to be spoken down to, to be harassed and treated poorly. Disciplinary write-ups are at an all time high over at A. Holly, and we believe that is because Mr. Slatky is pushing for them to go up. The

time may come soon when this local will be reaching out to all of our members to join us at a loud demonstration (30-foot rat and all) to show Larry Slatky's administration that when you push CSEA around, we push back.

So, have a safe and fun summer (what's left of it) and remember that if any of you need to speak to your union, we are right here for you.

Yours in unionism,

Jerry Laricchiuta

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The Work Force



August 2006 • Vol. 1 No. 8

A Monthly Publication of CSEA Nassau County Local 830
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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.

CSEA Local 830 Website to Relaunch with New Look and New Ideas

Nassau Local 830 has been working hard with Visionarygraphics.com to assemble a clear, comprehensive website for our members.

The website will consist of a members' and non-members' section. The members' section will be separated between the PBC and Nassau County Local 830 members. It will include information on the salary plan, contracts, benefits, Local 830 events and much more.

The media center will be extensive and will include archives of recent episodes of the radio show "Talkin Labor with Local 830" that members can access anytime.

The Nassau Express will also be updated monthly on the web, as well as media coverage of Local 830 from the Long Island Press and Newsday.

The website's public area will consist of the Local

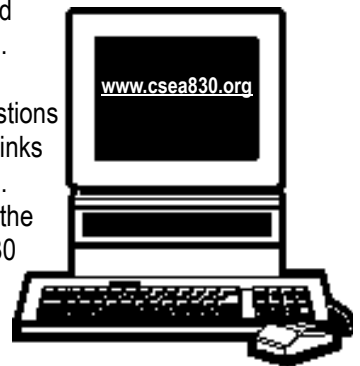
830 profile, mission and information on benefits.

There also will be a Frequently Asked Questions page to go along with links and important contacts.

"I am excited about the new website," Local 830 President Jerry Laricchiuta said.

"Communication has been a big part of our success and our new, innovative website will be just another way to communicate with our members."

The website will be at www.csea830.org and should be launched by the beginning of August.



Don't miss CSEA Weekend at the 2006 New York State Fair!

Sept. 2 - 3, 2006, Syracuse

CSEA members save \$4 off the \$10 admission on Sept. 2 - 3, 2006!

See the August edition of The Work Force for your coupon!



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They Said It:

Quote of the Month

"It is my intent to restore fiscal stability and high quality care. I remain confident that based on a skilled staff dedicated to fulfill our mission and our role as a teaching hospital, we can achieve our goals."

— New Acting President of Nassau Health Care Corporation Art Gianelli, who with CSEA has been working very closely to restore stability of Nassau University Medical Center.



Jerry Laricchiuta with Judy Jacobs in the Local 830 Studios following a taping of "Talkin' Labor with Local 830."

This month from
"Talkin' Labor With Local 830"

CSEA Local 830's radio show "Talkin' Labor with Local 830" has been rolling on from the Local 830 studios at 400 County Seat Drive in Mineola. Our guests this past month have included Presiding Officer of the Nassau County Legislature Judy Jacobs, and Nassau County District Attorney Kathleen Rice. Please join CSEA Local 830 President Jerry Laricchiuta Wednesday nights at 6:30 p.m. on WGBB AM 1240 to find out the latest in CSEA news.

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



Jerry Laricchiuta with Kathleen Rice.

Congratulations to CSEA Local 830 Women's Committee Scholarship Winners!



Congratulations

Above, the Women's Committee Scholarship winners with members of the CSEA Nassau Local 830 Women's Committee in front of the American flag in the local office's conference room.

Left, Jessica Stein, Matthew LeMar and Lauren Thompson were each awarded a \$500 scholarship at a June 21 ceremony at the Nassau Local 830 Offices. Elizabeth DeLouise also was a scholarship winner.

Parks Workers are up to Par

EAST MEADOW — CSEA Local 830 members from the Parks, Recreations and Museums Department at Eisenhower Park in East Meadow have been hard at work again.

This time they have outdone themselves to get the Eisenhower Park Red Course for the 2006 Commerce Bank Championship that took place from June 19 to June 25.

The Commerce Bank Championship is part of the PGA (Professional Golf Association) Champions Tour, which is made up of professional golf stars over the age of 50. With high-profile golfers competing, it was essential for the course to be in top condition.

The media coverage of the event was abundant as *News 12*, *WLNy* and *WHLI* radio were all on hand, as well as TV coverage on the golf channel.

Director of Golf Maintenance at Eisenhower Park Gene Contino is very proud of the union workers who keep the course so well maintained. There are about 20 staff members who work tirelessly during the summer season. "This is our passion," Contino said.

During the tournament week, staff worked up to a 90-hour week. During the three weeks before the tournament, employees worked about 60-70 hours each week. CSEA members worked with PGA architects to make sure all the facets of the course were exactly as projected.

All that work was worth it as the professionals who played on the course during the event raved about the conditions that have vastly improved over the past 10 years.

Longtime PGA Champions Tour Pro Tom Jenkins said, "The greens are beautiful. In my opinion, they are some of the best we've ever puttied. They've done a magnificent job. It's probably the finest-conditioned course we've played in a long time." Former Champion of the Commerce Championship Jim Thorpe added, "It's absolutely perfect. It couldn't be any better."

The course has made such strides that they are anticipating a regular PGA event to be hosted on the Red Course in coming years. Even the White Course will host an American Junior Golf Association tournament coming August 15-17.

"The main thing is that these are union workers maintaining a golf course at a professional level without any contracting out," Contino said. "I estimate it would have cost the county at least \$2.5 million to make the improvements we have over the past 10 years."

CSEA Local 830 President Jerry Laricchiuta was thrilled with the condition of the course and said, "We would like to thank our members at Eisenhower Park for their great work as it is a big contributor to the success of our July 24 golf outing."

We will have photos and recap of the CSEA Local 830 Scholarship Classic at the Eisenhower Park Red Course, in next month's Express.

The main thing is that these are union workers maintaining a golf course



Top photo, flowers in front of clubhouse planted by CSEA members; above left, 18th hole during Commerce Championship; above right, leaderboard and scoreboard during Commerce Championship; left, fairway and green maintained by CSEA members; below, new bunker installed by CSEA members on the 9th hole of the Red Course.

“ at a professional level without any contracting out. I estimate it would have cost the county at least \$2.5 million to make the improvements we have over the past 10 years.”

”

Treasurer's Office EMT Goes Above and Beyond



Treasurer's Department Purchasing Agent and Emergency Medical Technician Patricia Brown with her bag of gloves, bandages and other medical supplies that she has in the office each day.

Show Your Appreciation

MINEOLA — Patricia Brown of the Nassau County Treasurer's Office at 240 Old Country Road in Mineola is not your average CSEA member. Not only does she deal with her everyday responsibilities as purchasing agent of the treasurer's office, but she also doubles as an emergency medical technician (EMT).

Brown has been with the treasurer's office for 9 years, but just four years ago she decided to start a program where she would get medical forms from all employees, and put them in a sealed envelope in case any situation arose where they were needed. Since that time, she has responded to approximately 45 different situations. She has received clearance to leave her Purchasing Agent responsibilities to serve to any emergencies.

She has responded to a variety of problems. They include a Code Red in the men's bathroom (a serious medical emergency), a broken femur bone by a fellow co-worker, a woman with a diabetic emergency and attending to a pedestrian struck by a car on Old Country Road.

She is fearless when it comes to responding to these situations. "People ask me do I worry that I might get sued if I don't perform the right treatment," Brown said. "Absolutely not. I am just doing what's right." She is classified as an EMT B, and stresses that she won't go beyond the scope of her ability.

She is supplied with all her oxygen, gloves, bandages, and other medical equipment by the East Meadow Fire District where she has been a member for 13 years, including five years as commissioner. In early July she went with her Rescue 5 team upstate to Binghamton to help in the relief efforts from the flood.

Her colleagues in the Treasurer's Department are all thrilled with the job she does, and the warm, caring person that she is. "When I broke my femur bone back in March, she kept me calm the whole time," co-worker Josephine Capriola said. "Even when we got to the hospital, they thought it was a broken hip, and Pat said it was the femur. Well, Pat was right."

"She would help anyone," Fran Aberle said of Brown. "It wouldn't matter who was hurt or where they were."

In addition to all this, she has been a member of the Ladies' Auxiliary for 35 years, as well as responding to the staging area during the tragedies of Sept. 11, 2001. So, her accolades stem much further than just her building at 240 Old Country Road.

It is obvious how much Patricia Brown really cares, especially when she said, "My biggest worry is of what might happen when I'm not around. I guess you just always hope that everything's going to be ok."



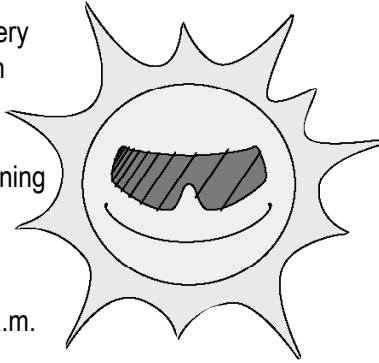
Enjoy Your Summer ... but be Safe!

Excerpts from:

Skin Cancer: How to Protect Yourself

From the Desk of Nassau County Clerk Maureen O'Connell

Skin cancer is the most common kind of cancer. Every year, U.S. health care providers diagnose more than 1 million cases of the disease. Most of the time, skin cancer is caused by too much exposure to the sun's ultraviolet (UV) rays. Artificial sources, like tanning booths and sunlamps, also can increase your risk.

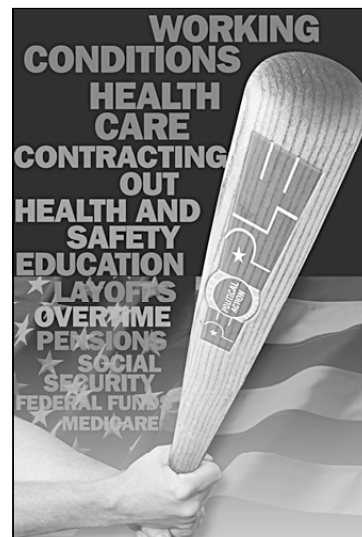


You can protect yourself by:

- Limiting sun exposure (Especially between 10 a.m. and 4 p.m.);
- Cover up with long-sleeved shirts, pants and long skirts, especially those in darker colors;
- Wear a hat with a 2-3 inch brim;
- Sunscreen with a 15 or greater Sun Protection Factor (SPF);
- Wear UV-blocking sunglasses that block 99-100 percent of UVA and UVB radiation, as opposed to cosmetic lenses that block only 70 percent.

Join PEOPLE and Fight Back

CSEA's PEOPLE program protects and improves our jobs, benefits and pensions in Washington, Albany and 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.



PEOPLE funds pay for the toll free lines. PEOPLE funds help us to pass legislation that is beneficial to our members and stops legislation that is harmful to our members.

PEOPLE money works for us!



UPDATE!

Accessibility Situation at 240 Old Country Road for People with Disabilities

MINEOLA — In the April edition of the *Express*, we broke the news of CSEA Local 830 working closely with the Nassau County Office of the Physically Challenged to improve accessibility for people with disabilities at 240 Old Country Road in Mineola, which houses the County Comptroller's, Assessor's and Clerk's offices.

Changes are still imminent to the structure in and around the building, according to Don Dreyer, director of the Nassau County Office of the Physically Challenged. "If all goes well, by the end of the fall we should have very nice progress," he said.

That progress includes the reconfiguration of the parking lot with the next steps of putting in ramps, and electrical doors coming in early 2007. "The delay until 2007 has to do with the resources available in the ADA project," Dreyer said. "This building is very important to me and I feel good about imminent major changes."



Left, Local 830 President Jerry Laricchiuta with Assessor's Department employee Darin Pitkanen, who received a new reserved spot due to CSEA's initiative to improve handicapped accessibility at 240 Old Country Road in Mineola, below, which houses departments such as the County Comptroller's, Assessor's and Clerk's offices.



Veteran's Corner

By **Debbie O'Connell**

Firstgov.gov, the U.S. government's web portal, reports that in May the Department of Veterans Affairs learned that an employee, a data analyst, took home electronic data from VA that was stored in his home on a laptop computer and external hard drive. He was not authorized to take this data home and this behavior was in violation of VA policies.

The stolen computer equipment contained information on 26.5 million veterans. Letters were sent to any possibly affected individuals between June 3 and June 15. If you believe you have been affected but did not receive a letter you can log onto http://www.firstgov.gov/veteransinfo_letter.shtml or call 1-800-FED-INFO.

In addition, VA officials said the department

would provide free credit monitoring (normally a \$50-\$150 fee) to anyone who might have been affected.

More fraud was apparent in another case when the VA put out a warning regarding involvement with an organization calling itself "Veterans Affairs Services" (VAS). This organization is gathering personal information on veterans under a VA services look-alike website called www.vaservices.org. This organization is NOT affiliated with the VA in any way.

In local news, County Executive Thomas Suozzi will present the "Distinguished Service to Veterans Medal" to five Nassau residents on Aug. 5 at 6:45 p.m. at the Harry Chapin Theatre in Eisenhower Park. CSEA Local 830 Veterans Committee Chair Debbie O'Connell was on the board to help select those five special Nassau residents.

We are also urging our veterans to "buy back" their service time. In most cases, buying additional service credit will increase your pension allowance.

However, there are certain situations in which additional service credit may not increase your pension at retirement. For more detailed information log onto www.osc.state.ny.us/retire.



Nassau University Medical Center Employee of the Month

At a reception hosted for the employees of Nassau University Medical Center, Laura Luzi, a certified social worker employed in the medical unit of the Nassau County Correctional Center, was honored as the June Employee of the Month. She is assigned as a psychiatric social worker in the Nassau Health Care Forensic Mental Health Division. Luzi, a resident of Massapequa, has an excellent relationship with her co-workers and goes

above and beyond to assure her patients receive the quality of care to which they are entitled. She conducts groups designed specifically on anger management and is constantly seeking out new treatment initiatives for the patient population she encounters. Her positive disposition, professionalism and work ethic are admired by the entire division.

Right, Laura Luzi, Psychiatric Social Worker at Nassau Health Care Corporation.



Left, Debbion Andrade, certified nursing assistant, A. Holly Patterson Extended Care Facility.

A. Holly Patterson Employee of the Month

At a reception hosted for the employees of A. Holly Patterson Extended Care Facility, Debbion Andrade of Elmont, a certified nursing assistant, was honored as the June Employee of the Month at the nursing home. Andrade is a dedicated employee who is committed to serving the needs of the nursing home residents. She always extends herself beyond the necessary duties.

A Message From Long Island Region President Nick LaMorte

What do you Stand for?



Brothers and Sisters,
What do you stand for?

If you are a CSEA activist, you have probably answered the call when we asked for people to lobby their legislators or rally with other CSEA members for a fair contract. If you are a CSEA officer, you have probably fought to defend or advance the rights or benefits of your members.

You probably stood up for your fellow members and sought to do the right thing. I have on occasion heard people say, "What's the point?" or "What's the use?" I'll be the first to admit that sometimes this union work can be a very taxing, difficult and even a thankless job.

But as anyone who has ever needed union representation will tell you, the work we do as a union is absolutely crucial. It is so basic, and so important that sometimes we take it for granted.

Another thing we often take for granted is that at CSEA, the officers and activists are fortunate to have full-time staff members who are often just as important as any elected official in advancing the

mission of this union. We have professionals dedicated to assisting and advising us in political action, occupational health and safety, communications, and in labor relations.

Labor relations specialists are those union staff members who assist and guide members and officers through the complex and challenging tasks of negotiating fair contracts, conducting contract campaigns, and making sure that the rights and benefits that have been won at the table, are actually honored by management. They work with officers to defend your rights every day. They make sure your contracts are enforced. And their jobs can be just as tough, and just as thankless as any officers' jobs.

I bring this up, because we recently lost one of our LRSs, Ray Delfyette. For seven years, Ray stood up for the rights of CSEA members in many places on Long Island. He negotiated many fair contracts, and defended the jobs of many members. Before he came to us, he spent many years as an elected officer in another union. And we were fortunate to have the benefit of his experience, his political savvy, his writing skills, and his insight into the collective bargaining process.

But he never recovered from a car wreck after leaving a meeting in the field. It seemed like we turned around and he was gone.

It was very sad. And it made me think about the words of labor leader Cesar Chavez; "Talk is cheap.

As anyone who has ever needed union representation will tell you, the work we do as a union is absolutely crucial.

It is the way we organize and use our lives every day that tells what we believe in."

Ray dedicated his life to fighting for the rights of others. He stood up to many managers and public officials to make them do the right thing. I can't think of a better way to use the time we are given.

None of us knows how much time he has been given. Shouldn't we make the most of that time to work together, and help make the world better than we found it?

The next time that a CSEA officer, or activist, or staff member does something to help you and advance the mission of this union, I would ask you to take the time to say, "Thank you."

In combining all of our talents and efforts, we do great work together. It doesn't have to be thankless as well.

In solidarity,

Nick LaMorte, president
Long Island Region

SAVE THE DATE!

It's never too early to plan
your holiday season!

**CSEA Local 830
Annual Holiday Party**



Sunday, Dec. 17, 2006

1 - 6 p.m.

**Crest Hollow Country
Club, Woodbury**

Member Benefits Meetings at Civil Service and Assessor's

The Nassau County Civil Service Commission at 40 Main St. in Hempstead and Assessor's Office at 240 Old Country Road in Mineola held luncheons this month. The Civil Service Commission meeting was attended by 44 CSEA members, which makes up 80 percent of the Civil Service Unit. Representatives from CSEA Member Benefits, Legal Services Program and from Pearl Carroll & Associates were on hand.

The Assessor's Luncheon was divided into two sessions due to the large number of members in that department. Some of the main topics addressed by Assessment's Unit President Pilar Miller were the upcoming Assessment Picnic and the lack of air conditioning in the office that is currently being addressed.

Also, CSEA Local 830 President Jerry Laricchiuta addressed his members at both meetings.



Right to left, Local 830 President Jerry Laricchiuta, Unit President Pilar Miller, and Assessment's Administrative Assistant John Aloisio