

The Work Force

October 2012

Vol. 15 No. 9



See Page 3

Photo taken by Ed Molitor

Photo of the Month



Photo by Pat Arnou

Hempstead Bay Constable Brendon Moran pilots a patrol boat while on patrol for the town. Bay constables perform a variety of duties, including shore and bay patrols, making sure anglers adhere to wildlife protections and regulations, and that boaters maintain their craft properly and operate their boats safely. The constables also perform search and rescue missions.

The state contract booklets are to be mailed to all active State Executive Branch employees on Sept. 26, 2012. If an employee has not received a copy of their contract by Oct. 16, 2012, they should call CSEA Headquarters (800-342-4146, ext. 1279).

If an employee calls prior to that date, they will be asked to call back after Oct. 16. Local Presidents will be receiving copies of all four bargaining unit contracts and the NYS/CSEA side letters the week ending Oct. 12, 2012.

From the Office of President Danny Donohue



ALERT

CSEA President Danny Donohue to meet Southern Region members on Oct. 24



President Danny Donohue will visit the CSEA Southern Region on Oct. 24 to meet with members. The meetings will be held at the Southern Region Office, 568 State Route 52, Beacon.

Donohue will meet with union members from 1 to 7 p.m. Please call the Southern Region office at (845) 831-1000 or 1-800-757-CSEA for an appointment and directions.

Lottery reps eager to scratch-off Cuomo privateers

MANHATTAN — A plan by Gov. Andrew Cuomo to contract out Lottery jobs has a private contractor poised to hit the jackpot for \$25 million.

A so-called pilot program aims to hire private sector workers to do identical jobs at the Lottery Division. The state started the program on Sept. 17. To add insult to injury, some marketing representatives are being asked to train these new workers, a move that may also violate union contract provisions.

"We have never had better solidarity with our field workers," said marketing representative and CSEA activist John O'Brien. "We have the habits, abilities and the drive to do the job. These workers have been able to take those skills and use them to generate over 6 percent to 8 percent increases while carrying twice the amount of retailers than they should be. These men and women have pulled the wagon dutifully."

Even before it started, the program raised the ire if not the disbelief of workers. CSEA President Danny Donohue fired off a letter to Cuomo that has yet to be answered and some elected officials are looking to hold hearings on the deal.

GTECH, a private company owned by a foreign global conglomerate, already has hundreds of millions of dollars worth of contracts with the state. It's also a company that donated \$40,000 to Cuomo's campaign.

"You promised a transparent administration free of special interests and business as usual, but that promise is called into question by this GTECH contract," said Donohue in the letter to Cuomo.

According to a new analysis by the good government organization Common Cause, the gambling industry has poured some \$50 million into lobbying and campaign contributions in the state since 2005.

"The intention of GTECH to undercut the existing employees by using workers on a commission basis, erodes a stable work force with middle-class opportunities," Donohue wrote. "This is symptomatic of the corporate world's race to the bottom, and New York State government should not be complicit in that."

While the justification to start this program was to assist already overburdened marketing representatives, the state has refused to hire additional workers off the Civil Service rolls.

According to several marketing representatives, the original \$25 million GTECH contract to hire about 20 workers was amended from two years to five years. Hiring just 20 state employees from the active Civil Service list would cost less than a million over the same period. They wonder where the additional \$4 million is going.

— David Galarza

CSEA mourns activist, LRS Barbara Moore

MANHATTAN — CSEA is mourning the loss of Metropolitan Region activist and labor relations specialist Barbara Moore, who died Sept. 5.

Early in her career, Moore worked as a secretary at SUNY Downstate Medical Center. While at Downstate, she developed a strong interest in promoting the rights of workers and the union movement. She became an activist with the union and served with distinction until she became a CSEA staff labor relations specialist.

Moore was also very active and involved with the region Women's and Education Committees and loved to take part in the annual region workshop.



Moore

"Moore's loss was touching for me since she was the kind of person that had done so much for me personally but had also done so much collectively for the union," said CSEA Metropolitan Region President Lester Crockett. "She's a lady who helped me and many others get on track and urged us to focus on what we needed to do to be successful and she was always a giving person."

Moore was also an active member of the Coalition of Black Trade Unionists (CBTU) where she served as membership secretary for many years.

A graduate of Carver Heights High School in Leesburg, Fla., Moore earned a college scholarship and soon moved to New York City to pursue her career.

She married Johnny Moore in 1972 and they raised three children: Charlene, Johnny Jr. and Christina.

— David Galarza

Closed door meetings shut out public, put people and communities at risk

In an alarming trend, elected officials in New York seem to be making more and more important public policy decisions in secret meetings behind closed doors with little or no opportunity for public input or debate.

“We’re seeing big decisions that affect the future of our members and the well-being of people and communities being decided in the dark and rammed into place without any appropriate discussion,” said CSEA President Danny Donohue. “It’s not good government, it’s not good labor-management, and it’s not right.”

Two recent situations involving public nursing facilities vividly illustrate the point. The Otsego County Board of Representatives recently went into executive session, meeting privately behind closed doors. They emerged with a resolution authorizing the sale of the county nursing facility. They immediately announced a public meeting on it to the sparse crowd and approved the resolution.

Potential violations

It was a sham proceeding that may have violated the state’s Open Meeting Law.

In Onondaga County, the county executive made an abrupt surprise announcement about the sale of county nursing facility to a private operator, even though there had been ongoing discussions with the State University of New York Upstate Medical Center to take over the operations and keep the facility public. It is unclear if the county followed the required bidding and review process before announcing the sale to the private contractor.

CSEA is challenging both of these actions in a variety of ways.

“There’s an important warning sign here,” Donohue said. “CSEA members have to be involved in what is happening in their communities because we all have a huge



Demonstrators in Chautauqua County receive direction from Bonnie Peters, left, at the start of a recent event in Mayville. The legislature is considering two bids for the sale or lease of the nursing home. CSEA has been working hard to educate officials and the public on the issue.

stake in what our elected officials do. We all have to play close attention to the actions of public officials, speak out and hold them accountable.”

“CSEA will not hesitate to do what’s right and necessary but it begins with paying close attention to what’s happening,” Donohue said. “Otherwise our democracy is at risk.”

The future of public nursing facilities is at the heart of many challenges facing local governments across New York. The challenge has been made worse by a misguided property tax cap that makes it nearly impossible for localities to adequately address their strained budgets. The property tax cap is largely political

window dressing for state officials, and actually handcuffs localities.

CSEA believes the people who benefit from public health care deserve better than to be abandoned by public officials and it is bad public policy to walk away from responsibility.

“This is an issue that will come back to haunt elected officials if they don’t act in the best long-term interest of people and communities,” Donohue said. “The fact that they’re making irresponsible decisions behind closed doors and shutting out the public is clear evidence that they know what they’re doing is wrong but they’re trying to avoid the fallout.”

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IN TOUCH WITH THE Work Force

CSEA President Danny Donohue

Vote for those who have earned your support

You may have heard that CSEA is only endorsing a limited number of candidates in races for the state Senate and Assembly this year. This decision came after extensive thought and review.

For the past two years, New York state legislators rubber-stamped state budgets that undermined state operations, shortchanged localities and schools and forfeited oversight responsibility on important public policy issues. They also imposed a property tax cap that is causing fiscal chaos in local government and school district budgets.



Additionally, state legislators made a dark deal with Gov. Andrew Cuomo last spring trading support for onerous and unnecessary public employee pension tier changes in exchange for favorable legislative redistricting — in other words, they put political self interest ahead of people!

As a result, many lawmakers who have long enjoyed CSEA support will not have it this year because they abandoned the working people of this state. The CSEA endorsement has to be earned or else it has no meaning and CSEA is holding lawmakers accountable for their actions.

CSEA's limited endorsements in state legislative races are only going to candidates who stand with working people.

We have also endorsed President Barack Obama, U.S. Sen. Kirsten Gillibrand and numerous congressional candidates who all have earned and need your vote because we need them working for us. On a national basis, the choice should be crystal clear for working people.

At a time when some forces are trying to limit the right to vote, it is more important than ever that you exercise your right and cast your ballot. That's what democracy is all about!

20 YEARS LATER...



Wisconsin law attacking collective bargaining struck down

MADISON, Wis. — A state judge has struck down Gov. Scott Walker's law attacking collective bargaining among public sector workers, ruling that the law violates the state's constitution and the U.S. Constitution.

The ruling is a stunning rebuke to Walker, who rammed the anti-worker law through in early 2011. Walker's attack, backed by the billionaire Koch brothers and executed by like-minded legislators, touched off a public outcry that culminated in more than 100,000 people gathering at the state capitol to protest the law.

Dane County Circuit Judge Juan Colas ruled that the law

violates both the state and U.S. Constitution and is null and void. According to the Associated Press, the immediate fate of the law — whether it would be immediately suspended — was unclear.

The law put limitations on bargaining, tying wage increases to the rate of inflation. Work place safety, vacation and health benefits were excluded from collective bargaining.

Walker's staff said they would appeal the judge's ruling, which stated that portions of the law "single out and encumber the rights of those employees who choose union membership and representation solely

because of that association and therefore infringe upon the rights of free speech and association guaranteed by both the Wisconsin and United States Constitutions."

"Scott Walker's attempt to silence the union men and women of Wisconsin's public sector was an immoral, unjust and illegal power grab. Now, a court has ruled that the essential provisions of Act 10, Scott Walker's draconian attack on public worker's right to collectively bargain, is unconstitutional," said Wisconsin State AFL-CIO President Phil Neuenfeldt.

Walker claimed the law was to

help the state's fiscal situation, but in reality, the law is an ideological attack by conservatives on public sector employees and their unions.



Walker

As this edition went to press, the Associated Press reported that school and government employee unions were considering whether to seek new contract negotiations.

Rockland County Unit members approve deal

POMONA — Rockland County Unit members last month approved a three-year contract by an overwhelming margin.

The agreement, which runs Jan. 1, 2011 through Dec. 31, 2013, was awaiting county legislators' approval at press time.

Most significantly, the contract includes language allowing for no

layoffs for budgetary reasons.

Members acknowledged the county's current fiscal hardship by agreeing to a wage freeze and 10 days deferred pay during 2012 and 2013, money the county is to pay out to workers Dec. 1, 2014.

"This agreement helps the county deal with the current financial challenges while

preventing future reductions in essential services," said CSEA Southern Region President Billy Riccaldo. "The job security language is critical because further layoffs would seriously impact our members' ability to deliver services."

"Our members showed that they recognize the county's current

fiscal issues," said CSEA Rockland County Unit President P.T. Thomas. "We believe we have met our responsibility to help the county through this economic turmoil."

Rockland County is facing an estimated budget shortfall of \$95 million, according to reports.

— Jessica Ladlee

Get your freeze on earlier this year Join your region's Polar Plunge team NOW!

The Special Olympics New York 2012-2013 Polar Plunge Season begins Nov. 3 with added locations. That means more opportunities and more time to help your CSEA region get its mittens on the prestigious President's Polar Cap Award!

Last year, CSEA saw a very tight race with an unprecedented level of competition and enthusiasm. The Southern Region won in 2011-12, unseating the Central Region — the 2007-11 champs — by only a few hundred dollars!

In the 2011-2012 season, CSEA altogether raised more than \$37,586. Let's keep that spirit alive this winter!

Freezin' For A Reason



Establish your teams early and keep fund-raising all season. All teams must have final donations in six weeks after the last plunge. A final count will be taken from Special Olympics NY to decide the President's Cap Award on April 16.

Freezin' for

a reason — money raised goes directly to Special Olympics New York, allowing for more than 55,000 athletes to participate.

Contact your region communications specialist to register or find out how you can help raise money for your region's team and benefit Special Olympics New York.

2012-13 Polar Plunge schedule

Long Island Region

Nov. 17, 2012
Cedar Beach,
Mt. Sinai (Brookhaven)

March 3, 2013

North Hempstead Beach Park
Port Washington

Metropolitan Region

Dec. 2, 2012
South Beach Boardwalk and
Beach at The Vanderbilt
Staten Island

Southern Region

Dec. 8, 2012
Rye Playland
Rye

Feb. 23, 2013

Sharpe Reservation
Fishkill

Capital Region

Nov. 3, 2012
Plattsburgh (location TBA)

Capital Region (continued)

Nov. 17, 2012
Lake George (location TBA)

Central Region

Nov. 3, 2012
Wrights Landing
Oswego

Nov. 10, 2012

St. Lawrence Seaway,
Massena

Dec. 2, 2012

Oneida Shores
Brewerton

Western Region

Dec. 1, 2012
Woodlawn Beach State Park
Hamburg

Feb. 10, 2013

Charlotte Beach
Rochester

Help prevent cancer

Following a highly successful pilot project at the Empire State Plaza in Albany earlier this year, CSEA is again teaming up with the American Cancer Society and New York state to encourage participation in a large scale Cancer Prevention Study — known as CPS 3.

CPS-3 is a large-scale national study that examines factors that

may cause cancer and possible prevention. The study aims to better understand the causes of cancer and permanently stop the disease as a major health issue.

To participate, you must:

- Be between 30-65 years old;
- Have no personal history of cancer and
- Be willing to commit to the study for two decades.

Enrollment appointments will be conducted at the following dates and locations:

Albany:

Oct. 18
Hilton Garden Inn at Albany
Medical Center

Oct. 19

Harriman State Office Complex;
NYS Dept. of Tax & Finance
Building 8A

Binghamton:

Oct. 24
Binghamton State Office Building

All CSEA members in these areas are welcome and encouraged to participate. Enrollment opportunities are also available in other locations.

Learn more about the study and additional enrollment locations at www.cancer.org/cps3 or call 1-888-604-5888.

Ulster County Unit contract approved

KINGSTON — Members of the 1,200-member Ulster County Unit recently ratified a four-year agreement that includes wage and longevity increases in the last two years of the contract.

“A majority of our members felt this agreement addressed many of their concerns while still acknowledging the current economic climate.”

— Ulster County Unit President Todd Schmidt

The deal, which at press time was awaiting county legislators’ approval, runs through Dec. 31, 2014.

“A majority of our members felt this agreement addressed many of their concerns while still acknowledging the current economic climate,” said Ulster County Unit President Todd Schmidt.

The agreement includes a change in disciplinary hearing procedures and the addition of a higher health insurance premium contribution for new workers.

— Jessica Ladlee

Stay up-to-date with your region

Be sure to stay up to date between Work Force editions by checking your region’s web page and Facebook page. Members in the Central and Western regions can also follow their regions on Twitter.



Long Island Region:

<http://www.csealocal1000.org/r1>
<http://www.facebook.com/csealongisland>

Metropolitan Region:

<http://www.csealocal1000.org/r2>
<http://www.facebook.com/csearegion2>

Southern Region:

<http://www.csealocal1000.org/r3>
<http://www.facebook.com/csearegion3>

Capital Region:

<http://www.csealocal1000.org/r4>
<http://www.facebook.com/csearegion4>

Central Region:

<http://www.csealocal1000.org/r5>
<http://www.facebook.com/csearegion5>
http://twitter.com/#!/CSEA_Region5

Western Region:

<http://www.csealocal1000.org/r6>
<http://www.facebook.com/cseawesternregion6>
<http://twitter.com/#!/@csearegion6>

Ulster County public works duo hailed for heroism

SHANDAKEN — Two CSEA members working for the Ulster County Department of Public Works were recently recognized for saving a local man’s life after he was trapped under an overturned tractor mower for 13 hours.

Bob Walker and Bob Mooers are part of a work crew repairing a county bridge in one of the areas hardest hit by Hurricane Irene.

Call for help

According to reports, the men heard a voice calling for help and realized it was a resident who has often brought water to the workers tasked with recovery efforts in the hurricane-ravaged area.

The man, reports said, had been stuck underneath the mower since the previous evening. Walker and Mooers pulled the tractor off the man, called for help and stayed with the victim until emergency personnel transported him to Albany Medical Center.

Above and beyond

“We’re very proud of their heroism,” said Ulster County Unit President Todd Schmidt. “Because so many of our members are out in different parts of our communities, they sometimes have the opportunity to go beyond the normal duties of their job in making a difference. Sometimes that means helping a stranded motorist, but this time it meant saving a life.”



Ulster County Executive Mike Hein, center, honors CSEA members Bob Walker, left, and Bob Mooers.

Ulster County Executive Mike Hein issued a proclamation naming Aug. 7, 2012 as Bob Walker and Bob Mooers Day.

— Jessica Ladlee

CSEA's 2012 candidate endorsements

CSEA endorsed a limited number of candidates in New York state legislative races this fall.

The limited endorsements come following extensive review within CSEA. For two years, lawmakers rubber-stamped state budgets that undermined state operations, and shortchanged localities and schools and they forfeited oversight responsibility on important public policy issues. They also imposed a property tax cap that is causing fiscal chaos in local government and school district budgets.

Additionally, lawmakers made a dark deal with Gov. Andrew Cuomo last spring trading support for onerous and unnecessary public employee pension tier changes in exchange for favorable legislative redistricting.

"Many lawmakers who have long enjoyed CSEA support will not have it this year because they abandoned the working people of this state," said CSEA President Danny Donohue. "CSEA is holding lawmakers accountable for their actions. The CSEA endorsement has to be earned or else it has no meaning."

CSEA's limited endorsements are only going to candidates who stand with working people.

CSEA's state Senate endorsements

Senate District 4: Ricardo Montano

Senate District 11: Tony Avella

Senate District 12: Michael Gianaris

Senate District 13: Jose Peralta

Senate District 15: Joseph Addabbo Jr.

Senate District 18: Martin Malave Dilan

Senate District 20: Eric Adams

Senate District 21: Kevin Parker

Senate District 23: Diane Savino

Senate District 27: Brad Hoylman

Senate District 28: Liz Kruger

Senate District 33: Gustavo Rivera

Senate District 34: Jeffrey Klein

Senate District 40: Justin Wagner

Senate District 55: Ted O'Brien

Senate District 60: Michael Amodeo

Not sure of your Senate or Assembly District?

Visit:

<http://nymap.elections.state.ny.us/nysboe/>
to look up your state Senate District.

CSEA's state Assembly endorsements

Assembly District 3: Dean Murray

Assembly District 5: Alfred Graf

Assembly District 6: Phil Ramos

Assembly District 9: Joseph Saladino

Assembly District 12: Andrew Raia

Assembly District 14: David McDonough

Assembly District 25: Jerry Iannece

Assembly District 31: Michele Titus

Assembly District 32: Vivian Cook

Assembly District 34: Michael DenDekker

Assembly District 35: Jeffrion Aubry

Assembly District 38: Michael Miller

Assembly District 39: Francisco Moya

Assembly District 42: Rhoda Jacobs

Assembly District 43: Karim Camara

Assembly District 47: William Colton

Assembly District 49: Peter Abbate Jr.

Assembly District 52: Joan Millman

Assembly District 59: Alan Maisel

Assembly District 60: Inez Barron

Assembly District 66: Deborah Glick

Assembly District 76: Micah Kellner

Assembly District 77: Vanessa Gibson

Assembly District 78: Jose Rivera

Assembly District 79: Eric Stevenson

Assembly District 80: Naomi Rivera

Assembly District 81: Jeffrey Dinowitz

Assembly District 85: Marcos Crespo

Assembly District 86: Nelson Castro

Assembly District 90: Shelley Mayer

Assembly District 91: Steve Otis

Assembly District 92: Thomas Abinanti

Assembly District 93: David Buchwald

Assembly District 94: Andrew Falk

Assembly District 97: Ellen Jaffee

Assembly District 98: Annie Rabbitt

Assembly District 99: James Skoufis

Assembly District 101: Claudia Tenney

Assembly District 103: Kevin Cahill

Assembly District 104: Frank Skartados

Assembly District 106: Didi Barrett

Assembly District 111: Angelo Santabarbara

Assembly District 113: Carrie Woerner

Assembly District 118: Marc Butler

Assembly District 127: Al Stirpe Jr.

Assembly District 128: Sam Roberts

Assembly District 135: Mark Johns

Assembly District 141: Crystal Peoples-Stokes

Assembly District 149: Sean Ryan

CSEA's 2012 candidate endorsements

CSEA's statewide congressional endorsements

CSEA has made endorsements in several congressional elections. The Union is still in the process of making limited endorsements in Senate and Assembly races. Those endorsements will be printed in the October Work Force.

U.S. Senate: Kirsten Gillibrand

1st Congressional District: Timothy Bishop (*CSEA Priority Race**)

2nd Congressional District: No Endorsement

3rd Congressional District: Steve Israel

4th Congressional District: Carolyn McCarthy

5th Congressional District: Gregory Meeks

6th Congressional District: Grace Meng

7th Congressional District: Nydia Velazquez

8th Congressional District: Hakeem Jefferies

9th Congressional District: Yvette Clarke

10th Congressional District: Jerrold Nadler

11th Congressional District: No Endorsement

12th Congressional District: Carolyn Maloney

13th Congressional District: Charles Rangel

14th Congressional District: Joe Crowley

15th Congressional District: Jose Serrano

16th Congressional District: Eliot Engel

17th Congressional District: Nita Lowey

18th Congressional District: Sean Patrick Maloney (*CSEA Priority Race**)

19th Congressional District: Julian Schreibman (*CSEA Priority Race**)

20th Congressional District: Paul Tonko

21st Congressional District: Bill Owens

22nd Congressional District: No Endorsement

23rd Congressional District: Nate Shinagawa

24th Congressional District: Dan Maffei (*CSEA Priority Race**)

25th Congressional District: Louise Slaughter (*CSEA Priority Race**)

26th Congressional District: Brian Higgins

27th Congressional District: Kathy Hochul (*CSEA Priority Race**)

Not sure of your congressional district?

Visit:

<http://nymap.elections.state.ny.us/nysboe/>
to look up your House Representative.

**CSEA Priority Races are areas where turnout for our endorsed candidates is crucial to protecting workers' rights and the middle class.*



Voter registration, General Election dates announced

This year's elections include the state Assembly, Senate, congressional races and a presidential election. CSEA members need to support candidates who support unions and working families.

- **General Election Day: Tuesday, Nov. 6**

To be eligible to vote in the General Election, your registration form must be postmarked by **Oct. 12**, and received by the Board of Elections by **Oct. 17**.

Download a voter registration form at:
<http://www.csealocal1000.org/pdfs/voteform.pdf>

Twenty years have passed since Watkins Glen killings

Need for vigilance remains in preventing workplace violence

On Oct. 15, 1992, one of the most horrific events in CSEA's history took place: a gunman walked into the Schuyler County Department of Social Services in Watkins Glen and brutally murdered CSEA members Phyllis Caslin, Florence Pike, Denise Miller Van Amburg and Nancy Wheeler, who were just doing their jobs when their lives ended.

The murders shocked the nation and focused attention on the problem of workplace violence. CSEA took the lead on the fight to end workplace violence.

At first, many localities worked cooperatively with CSEA to address the issue, but then began to let security slide as the horror of the Watkins Glen murders faded.

More frustrating were efforts with New York state, which initially delayed and then balked at adopting a security standard as part of the state's public employee safety and health regulations.

CSEA persisted and the Workplace Violence Prevention Law was finally enacted by Gov. George Pataki in 2006.

While the state law has done much to make public work sites safer, workplace violence is still a concern for many CSEA members and the union continues to work to end workplace violence.



Central Region Occupational Safety and Health Committee Chair Joe Miceli, right, places a marker next to the memorial tree in Watkins Glen as Central Region President Colleen Wheaton, left, looks on.



Mourners pay their respects in 2010 at a service for Stacie Williams, a Nassau University Medical Center patient care assistant who was killed on the job by her partner in a domestic issue that spilled over to the workplace.

Domestic violence can have a direct link to violence in the work place

Safety and health issues came to the forefront after the tragic 2010 murder of Nassau Local member Stacie Williams, who worked at Nassau University Medical Center (NUMC) as a patient care assistant and was shot by her domestic partner as Williams exited the building.

A similar shooting and death occurred in June at Erie County Medical Center (ECMC) in Buffalo. CSEA member Jacqueline Wisnewski, a secretary, was shot and killed at the medical center by her ex-boyfriend, ECMC surgeon Dr. Timothy V. Jordan Jr.

Jordan committed suicide after the killing. This article is focusing on the steps taken at NUMC following the 2010 shooting there, but the fact remains that domestic issues that become violent in the work place present a challenge to prevent, due to the familiarity those involved have with each other and at times, with co-workers.

These incidents blurred the line between domestic and work place violence and validated

lobbying efforts by CSEA that led to passage of the New York State Workplace Violence Prevention Law in 2006.

The NUMC shooting also proved that more needed to be done to prevent these types of incidents and CSEA officials met with NUMC administrators in the immediate aftermath of the tragedy to determine whether the hospital was in full compliance with the law.



Williams

Employer's legal obligation

The answer was, they were not. The 2006 law requires public employers to perform a risk evaluation of their work place and prepare a work place violence prevention program. They are also

required to inform employees about the work place risk factors identified.

A risk evaluation was conducted before the incident but not in conjunction with CSEA officers, so NUMC unit members were not made aware of the findings, which included inadequate lighting in many locations, an insufficient number of security personnel inside and outside of the facility, and universal access to the main entrance.

Persistent efforts by NUMC Unit President Ken Nicholson and CSEA Occupational Safety and Health Specialist Jeff Hyman have resulted in management correcting these and other deficiencies in the time since Williams' death.

"We must make certain to avoid similar occurrences and that is why we will remain

focused on taking every precaution to prevent work place violence of any kind," said Nicholson.

"Management meets on a regular basis to discuss the prevention of work place violence and does so in conjunction with CSEA representation. They have taken their role very seriously and

include us in all projects related to workplace violence."

— Rich Impagliazzo

"We must make certain to avoid similar occurrences and that is why we will remain focused on taking every precaution to prevent work place violence of any kind."

Many employers offer Employee Assistance Programs to help workers deal with issues on and off the job, including domestic violence. CSEA encourages its members to take advantage of this important help if necessary.

Putnam County's approach works

CARMEL — Good labor-management relations allowed for a quick and effective implementation of a workplace violence prevention program in Putnam County.

CSEA and county officials worked collaboratively to get the county in compliance with the Workplace Violence Prevention Law following its 2006 passage. Putnam was the first municipality to formalize its plan, a program that has become noted for its excellence.

"We'd built up a good [labor-management] relationship, so I offered our county personnel director the free training offered through CSEA's Occupational Safety and Health Department," said Putnam County Local President Jane Meunier-Gorman.

A newly formed workplace violence prevention committee quickly got to work, writing new county policies and developing training for workers. The county was in compliance within nine months of the law going into effect.

While the program has been recognized for its excellence, it remains a work in progress. A safety newsletter is in the works and committee

members continue to look for opportunities to improve the program's effectiveness.

"We continue to meet to adjust the plan where necessary and to review incidents that have occurred," Meunier-Gorman said. "We do an annual walk-through, which has allowed us to point out potential problems such as a poster hanging on an entrance door that blocks workers from seeing who is entering. We've also discussed workplace safety incidents in the news, such as the recent workplace shooting at the Empire State Building. Workplace violence is an issue that concerns all workers, not just public workers."

Meunier-Gorman said representation from each county department has been essential in the program's success. Re-training and reminding workers of the risks must happen regularly, she said.

"The program is only effective if people take it seriously," said Meunier-Gorman.

— Jessica Ladlee



Members of a Putnam County labor-management committee overseeing the county's workplace violence prevention plan meet monthly. Members include, from left, Cris Dellaripa, projects coordinator for the Putnam County Department of Highway and Facilities; Jim Ciulla, emergency systems planning administrator; Adrienne Spadaccini, senior deputy county attorney for risk and compliance; Elizabeth Duffy-Rau, project coordinator with the Department of Purchasing; and CSEA Putnam County Local President Jane Meunier-Gorman, who works with the Department of Health.

CSEA marks Labor Day

CSEA members marked Labor Day throughout September with parades, picnics and other events. Featured on this page are parades in New York City, Albany, Buffalo and Rochester. CSEA members also participated in Labor Day events in Syracuse, Massena and Ithaca. For more photos, see CSEA's Facebook page at www.facebook.com/csealocal1000.



Long Island Region President Nick LaMorte, CSEA President Danny Donohue and Southern Region President Billy Riccaldo and Metropolitan Region President Lester Crockett show their union pride as they lead CSEA's delegation in the New York City Labor Parade.



Western Region President Flo Tripi delivers a stirring speech at Rochester Labor Council press conference before the start of the 26th Annual Labor Day Parade. Photo by Ove Overmyer.



Left, Long Island Region activists Mike James and Joanne Delgado march in the New York City Labor Parade.



CSEA Executive Vice President Mary E. Sullivan, center, left, and Capital Region President Kathy Garrison, center, right, help lead off the union's delegation at the Capital District Labor Parade in Albany.



CSEA Western Region President Flo Tripi, second from left, front row, leads marchers at the Rochester Labor Day Parade. Photo by Ove Overmyer.



Left, Western Region activists Bob Pyjas, Kevin Kumor, Erie County Local President Joan Bender, Denise Szymura and Steve Szymura carry the Erie County Local banner in the Buffalo Labor Day Parade.

An anchor for those with special needs

HEMPSTEAD — CSEA members in the Town of Hempstead are helping make life a little more fun for local people with special needs.

Camp A.N.C.H.O.R. (Answering the Needs of Citizens with Handicaps through Organized Recreation) is a year-round program dedicated to Hempstead children and adults with special needs.

The program has developed through the last four decades under the guidance of Town of Hempstead Local member Joe Lentini, who started out as a volunteer in 1970 and became the program coordinator in 1976.

“Camp A.N.C.H.O.R. offers meaningful recreational and social activities that develop

skills, improve self-image and help to integrate participants into community life,” he said. “We make every effort to provide the most enjoyable, rewarding and worthwhile experiences for the town’s special needs population.”

Year-round activities

The fall, winter and spring programs include activities after school and on Saturdays that include arts and crafts, home economics, bowling, sporting events, drama training, fitness activities, swimming and dinner dances.

The six-week summer day camp program is held at the town’s Lido Beach and serves up to 750 participants, who are grouped according to age and social level. A leader along with several aides and volunteers are assigned to each group, which represents a family unit and remains together for the duration of the camp day to participate in an organized schedule of recreational activities.

Not defined by disabilities

Town of Hempstead Local members Mary Ann Hanson, Rich Esposito, Shannon Mangano and Candice Sellitto also play a key role in the camp’s operation.

Camp staff include teachers, nurses, social workers, activity specialists and student volunteers with experience in working with the special



From left, Town of Hempstead Local members Rich Esposito, Joe Lentini, Mary Ann Hanson, Candice Sellitto and Shannon Mongano at Camp A.N.C.H.O.R.

needs population. Most of the staff members are former volunteers.

“Our program is specifically designed for people with special needs that include autism, Down’s syndrome and physical disabilities,” said Lentini. “But the disability does not define the individual. Each person is looked at according to their own abilities and age.”

The Lido Beach site is also growing and evolving with the construction of a new facility scheduled to open next spring. The 16,000-square-foot building will feature a regulation size gym, a stage for theatrical performances, an all-purpose room for dances, parties and movies, a full kitchen and cafeteria, a computer room, showers, washers and dryers and a nurse’s station complete with an infirmary.

Camp A.N.C.H.O.R. has a proud history as well as a bright future and much of its success can be attributed to

the skills and dedication of CSEA members.

— Rich Impagliazzo



Town of Hempstead Local activist Joanne Delgado poses next to the Camp A.N.C.H.O.R. sign.



Town of Hempstead Local President Charlie Sellitto and program coordinator Joe Lentini pose for a photo.



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johnpaul.sfeir@bills.nfl.net

Call or email for club seating options.



TEAM

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2012
SYRACUSE FOOTBALL

Take advantage of your CSEA membership for up to a 40% discount for all 2012 Syracuse University Football Home Games at the Carrier Dome in Syracuse!

CSEA members will be entitled to the following discount tickets, dependent on seating area:

\$21 (regularly \$29), \$24 (regularly \$40), and \$27 (regularly \$45).

Order your discount tickets online at:

www.carrierdome.com/tickets/group_tickets.aspx

Click on the CSEA logo and select the game you want to attend - Use special offer code: **SUCSEA12** (no spaces) - Create a NEW ACCOUNT (even if you have an account already) - Follow the steps to purchase and check out. There will be a processing and print at home fee.

SU Football Home Game Schedule:

SU vs. Pittsburgh	Oct. 5, 2012 — 7 p.m.
SU vs. Connecticut	Oct. 19, 2012 — 8 p.m.
SU vs. Louisville	Nov. 10, 2012 — Time TBA

State, local government and private sector

CSEA members:

Skills for Success courses offered

CSEA members employed by New York state, local government agencies and the private sector have opportunities to take Skills for Success training courses offered this fall by the NYS & CSEA Partnership for Education and Training (Partnership).

Course participation, as space permits, by CSEA-represented employees in local government agencies, school districts, state authorities and the private sector is sponsored by the CSEA WORK Institute.

Skills for Success courses help employees prepare for the challenges and demands of current and future jobs.

More than 100 classes in 43 course topic areas are scheduled statewide from Sept. 25 to Dec. 11, 2012. The training is available at no cost to employees or agencies.

All courses are held at conveniently located training sites. In order to increase participation in courses while eliminating time away from the office, the Partnership is offering a select number of courses using webinar formats.

Eligibility

Employees are eligible to participate in Partnership courses if they are:

- A CSEA-represented New York State employee (ASU/02, OSU/03, ISU/04, or DMNA/47).
- A CSEA-represented employee working in local government, school districts, state authorities, or the private sector, as space permits.

Available courses

Choose from job-related and personal development courses under the following categories:

- Individual Development

- Interpersonal Communication
- Labor-Management Development
- Language Skills
- Math Skills
- Trades, Operations, and Maintenance
- Work Management
- Writing Skills

Employees may take any of the courses offered, not just courses that typically reflect the work they perform. Employees can directly apply for these courses. However, supervisory approval and signature are necessary to attend without charge to leave credits. Applications should be sent to the Partnership as soon as possible as

classes fill quickly.

For more information

A web catalog of the Skills for Success courses is available on the Partnership's website at www.nyscseapartnership.org. The catalog contains course descriptions, dates, locations and an application form that can be downloaded and printed.

For more information about Skills for Success courses, call 518-486-7814 or, for areas outside the Capital Region, call 800-253-4332, or email: learning@nyscseapartnership.org.



Learn to 'Stand Up for Our Rights'

Imagine life without the many work benefits you enjoy. Consciously think about some of the things that you stand to lose if you do not act! This is your future!

And how quickly you act — or don't act — will determine how your future looks and the future of those you care about.

As collective bargaining is under attack by big business, workers have been fighting to preserve job security, health care and retirement security. Many people feel there is no hope in sight and the ability to build a better future for others and us is in jeopardy.

Do you want a better understanding of our roles as workers and citizens, and how we can fight back?

The CSEA Education & Training Department invites and encourages everyone to attend the new "Stand Up for Your Rights!" workshop. Come and discuss ways to engage our friends, family, and co-workers

in a discussion that combats the modern union-busting atmosphere and preserve our rights to ensure a brighter future for everyone.

Workshops are available this fall in many regions. If you are interested in hosting this workshop, please contact the Education & Training Department.

Now more than ever, we have to "Stand Up for Our Rights!"

Upcoming "Stand Up for Your Rights!" workshops by region

Southern Region:

Oct. 3, 2012
CSEA Southern Region Office
568 State Route 52
Beacon, N.Y. 12508

Capital Region:

Oct. 23, 2012
Holiday Inn
232 Broadway
Saratoga Springs, N.Y. 12866

Oct. 24, 2012

CSEA Headquarters
143 Washington Ave.
Conference Room 1-C
Albany, N.Y. 12210

Central Region:

Oct. 23, 2012
CSEA Binghamton Satellite Office
71 State St.
Bache Building, 1st Floor
Binghamton, N.Y. 13901

Oct. 24, 2012

CSEA Central Region Office
6595 Kirkville Road
East Syracuse, N.Y. 13057

Introduction of Empire Plan Medicare Rx Program (PDP)

Beginning Jan. 1, 2013, the New York State Health



Insurance Program (NYSHIP) will replace the current Empire Plan Prescription Drug Program coverage for Medicare-primary enrollees and dependents with Empire Plan Medicare Rx (PDP), a Medicare Part D prescription drug program with expanded coverage designed especially for NYSHIP.

other services and benefits are the same. Eligible individuals will be enrolled automatically in Empire Plan Medicare Rx. The Department of Civil Service (NYSHIP's administrator) and United Healthcare will send information to Empire Plan enrollees and dependents that are or will become Medicare-primary on or before Jan. 1, 2013. Individuals who become Medicare-primary after Jan. 1 will receive pertinent information prior to their Medicare effective date.

Watch your mail
The Department of Civil Service and United Healthcare will send various informational packets to enrollees and dependents that are or will become Medicare-primary by Jan. 1, 2013. Please read this information and keep it for reference in case you have questions.

Please note — Medco and Express Scripts recently merged as a single company. The combined company is in the process of changing its name to Express Scripts. As a result, you may see both Medco and Express Scripts on materials and web sites. Only the name is changing; all other services and benefits are the same.

Enrollees sent information on Medical Loss Ratio (MLR) notice

The U.S. Patient Protection and Affordable Care Act contains a provision that requires all health insurance companies to spend a certain portion of premium dollars on health care claims and programs to improve health care quality.

In the case that an insurance company does not reach the minimum threshold (85 percent) of spend on health care claims or programs, rebates must be issued.

The New York State Health Insurance Program has released a notice that the Empire Plan (United Healthcare and Empire Blue Cross/Blue Shield) met the government

threshold on the plan dollars that were used to pay health claims along with programs to improve health care quality, therefore, The Empire Plan insurers met the 2011 MLR requirements and are not required to issue any rebates.

NYSHIP also contains numerous health maintenance organizations that have also released notices to their enrollees.

With the exception of GHI, HMO, all NYSHIP HMOs met or exceeded the requirement and no rebate was required. For more information on medical loss ratio and your health insurer's medical loss ratio, visit www.healthcare.gov.

For more information on medical loss ratio and your health insurer's medical loss ratio, visit www.healthcare.gov.

For more information on the Empire Plan Medicare Rx Program

For questions or additional information, please call NYSHIP's Centers for Medicare Services (CMS) approved call center on or after Oct. 1, 2012, at 1-877-7-NYSHIP (1-877-769-7447; TTY: 1-800-759-1089) and press 4 on the main menu and then make the selection for Empire Plan Medicare Rx.

EBF Solstice plan available for local government units

As a local government CSEA member, are you aware that the CSEA Employee Benefit Fund has a dental and vision plan designed to address the situation in which units that are unable to garner the required 50 percent participation level can still get EBF benefits?

The Solstice dental and vision plans are available for members to purchase on an individual basis, either through payroll deduction or direct pay to the EBF with a credit card or bank account.*

The EBF Solstice Dental and Vision plans were designed with individual members in mind, to provide an alternative when the existing plans cannot be made available. This is good news for part-time employees who are unable to get coverage through collective bargaining.

If you are employed by a local government agency and do not have dental and/or vision benefits and would like to know more about the Solstice plan, contact EBF at (800) 323-2732 or visit the EBF website at www.cseabf.com to



learn more. Region benefit specialists are listed on this page for your convenience. Please call your benefit specialist to obtain more information and/or to set up a meeting to further discuss all

options available.

EBF always urges local government units that are able to secure the 50 percent participation or full-time working status requirement to first seek one of the fund's regular benefit programs. If your unit is unable to reach the 50 percent requirement, or if your working hours do not qualify you for coverage, the Solstice plans are available.

Solstice is just one more way that the EBF is trying to meet the challenging needs of our hardworking members and their families.

**To obtain these benefits, the employer must sign an MOA (Memorandum of Agreement) that allows access to the CSEA Employee Benefit Fund dental and/or vision benefits.*

EBF local government benefits specialists

Long Island Region

Linda Sclafani
(631) 462-5224
lsclafani@cseabf.org

Southern Region

Carisa Guild
1-800-323-2732, ext. 813
chguild@cseabf.org

Capital Region

Erin Bazinet
1-800-323-2732, ext. 860
ebazinet@cseabf.org

Central Region

Chuck Guild
1-800-323-2732, ext. 818
cguild@cseabf.org

Western Region

Mike Wagner
1-800-323-2732, ext. 808
mwagner@cseabf.org

MEMBERS ONLY INFORMATION

LOCAL 1000
AFSCME, AFL-CIO

Legal Services Program

Workers' Compensation and Social Security Disability	Personal Legal Matters	Personal Injury Matters	Taking Care of Business/ Elder Law	Veterans Disability Benefits
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This members-only benefit program provides attorney representation for Workers' Compensation, Social Security Disability, Personal Injury, Veterans

Know Your Rights!

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

The Injury Related Program is administered by the firm of FINE, OLIN & ANDERMAN, LLP through its statewide network of offices. Personal Legal Services are provided by a closed network of specially selected attorneys dedicated to quality service for CSEA members.



1-800-342-4146

Call during normal business hours, 8 a.m. – 5 p.m., Mon.–Fri., and follow the menu instructions for the Legal Services Program
CSEA Headquarters, 143 Washington Ave., Albany, NY 12210
Web site: www.csealocal1000.org (through the CSEA members-only portal)
Danny Donohue, President

Important Election Information:

Attention: Public Sector Local and Unit Presidents, and Private Sector Local Presidents

The term of office for current Public Sector Local and Unit officers and Private Sector Local officers will expire on June 30, 2013. Elections for office must be conducted and completed before the new term begins on July 1, 2013.

A letter was sent by the Statewide Election Committee (SEC) on Sept. 4 to each Local and Unit President requesting each executive board to select:

- 1) a chairperson and election committee, or
- 2) an election meeting chair (for locals or units with 150 members or less), prior to **Oct. 15, 2012**. You were provided with and asked to return a completed Election Committee Data Form (ECDF) along with your executive board meeting minutes reflecting the committee appointments. If you have not complied with this SEC request, please do so **immediately**. Please refer to the SEC's September letter for procedural requirements.

If you did not receive this important letter or have any questions pertaining to it, or the election process in general, please contact the SEC at 1-800-342-4146, ext. 1447 or sec@cseainc.org.

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.

Important bylaws notice for all Local and Unit Presidents

The 2013 Elections for Local and Unit Officers are soon approaching.

If you currently have elected Officers beyond what is provided for in the Local/Unit Constitution (President, Vice President, Secretary, Treasurer), you must have bylaws that reflect those additional positions.

Without proper bylaws reflecting any additional Officer positions, those positions will not be eligible for election nor will they be recognized by CSEA.

Proper bylaws for this purpose must be submitted, approved and be on file with the Statewide Secretary prior to Feb. 1, 2013.

If you have any questions regarding this Notice, please contact the Office of the Statewide Secretary at 1-800-342-4146, ext. 1257.



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- features a puff embroidered logo

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Local helps boost PEOPLE power

HEMPSTEAD — CSEA members in the Town of Hempstead Local are in the big leagues when it comes to recruiting MVPs for the PEOPLE program.



Sellitto

“The success of PEOPLE hinges on an increased participation by CSEA members,” said Sellitto. “Such a development, by extension, would greatly benefit our union as a whole.”

Protecting our rights

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.

Already PEOPLE has assisted with the passage of the U.S. Family and Medical Leave Act (FMLA), defeated legislation aimed at privatizing public water, highway and transit systems, helped with the

passage of a permanent Cost of Living Adjustment (COLA) legislation, won passage of legislation preventing counties from changing retiree health insurance benefits without negotiating with CSEA and scored legislation to increase school district funding and passed legislation mandating stricter workplace safety requirements.

“Members always ask me what is currently on PEOPLE’s agenda,” said CSEA Statewide PEOPLE coordinator Cheryl

In fact, the local reached its goal of recruiting 220 MVP members in less than a year.

Hard work

The goal was achieved through a sustained and practical approach to recruit new members for the program by repeatedly visiting town work sites with a heavy concentration of members, including Town Hall, the Tax Office Building and the Sanitation Department.

It also helped that PEOPLE (Public Employees Organized to Promote Legislative Equality) worked with local officers and town officials to arrange for an automatic payroll deduction option for CSEA members to contribute to the program.

Still, it took long hours and a lot of hard work and determination from local activists, including Hempstead Local PEOPLE Committee Chair A.J. Smith and local President Charlie Sellitto, to educate and sign up members.



In this file photo from April 2012, Town of Hempstead Local activists, from left, A.J. Smith, Joanne Delgado, Maria Valco and Mike Brown are among the members who have played key roles in recruiting members for the PEOPLE program.

Palmer. “I tell them we are fighting to keep Medicare and Social Security funding at acceptable levels, resisting attempts to increase the retirement age in New York

state and opposing federal and state efforts to cut funding for education and health care.”

— David Galarza

Bush is PEOPLE Recruiter for August

Rutha Bush of the Long Island Developmental Center Local in the Long Island Region is the PEOPLE Recruiter of the Month for August. She recruited 15 new PEOPLE members.

“Sometimes it’s important to reiterate the facts in plain terms to help CSEA members understand what’s at stake,” said Bush, the local president. “There are many critically important issues yet to be decided and we must be vigilant so that the gains we’ve negotiated in the past are not reversed while we are not paying attention.”

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.



Bush

— Rich Impagliazzo

THE Work Force

www.csealocal1000.org

Published by CSEA

143 Washington Ave • Albany NY • 12210

Danny Donohue, President

(518) 257-1000 • (800) 342-4146

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An Important Message from CSEA

TWO VISIONS: ONE CHOICE FOR MIDDLE-CLASS FAMILIES



CSEA Recommends President Barack Obama

President

Barack Obama

- ✓ **Keeping Jobs in America:** Obama will eliminate tax breaks for companies that ship jobs overseas.
- ✓ **Protecting and Strengthen Our Retirement Security:** Obama will strengthen and protect the most successful bi-partisan program in America's history — Social Security.
- ✓ **Protect and Strengthen Access to Health Care:** Obama fought to make it illegal to deny health insurance due to pre-existing conditions, he made Medicare stronger, closed the prescription drug loophole that cost seniors thousands, and provided coverage for young people up to the age of 26.

Bain Capital CEO

Mitt Romney

- ✗ **Outsourcing American Jobs:** Romney has been called a "pioneer" of outsourcing as CEO of Bain Capital, and supports a tax plan to encourage companies to ship more jobs overseas.
- ✗ **Taking apart Social Security:** He supports raising the retirement age and allowing workers to invest in private accounts, the first steps to wholesale privatization of Social Security.
- ✗ **Eliminating Health Care Protections:** Romney will gut Medicare and has signed on to a plan to forever change the program. This new plan will cost seniors thousands of dollars more for their health care.

President Barack Obama — the clear choice for America's middle class.

Register and Vote Tuesday, Nov. 6. • See Page 9 CSEA's congressional endorsements.