



CSEA members march for labor, Page 3

Photo of the Month



CSEA Erie County Local member Neal Hodgson talks with Abraham Lincoln impersonator Dave Kreutz from Depew prior to annual Labor Day Parade held in Buffalo. See Page 3 for more Labor Day coverage.

Pick 6 and Win on Election Day

CSEA is challenging all members to bring six voters to the polls on Election Day.

The prize? **Pro-worker** elected officials.

Look in next month's *Work Force* for a complete list of CSEA's endorsed candidates.

Don't leave it to chance!



ALERT



CSEA President Danny Donohue to meet Metropolitan Region members Nov. 14

CSEA President Danny Donohue will visit the CSEA Metropolitan Region on Nov. 14 to meet with members. The meetings will be held in the region office at 40 Fulton Street, 22nd floor, Manhattan. Donohue will meet with union members from 1 to 7 p.m. Please call the Metropolitan Region office at (212) 406-2156 for an appointment and directions.

Clarkson workers push contract fight

POTSDAM — About 100 CSEA-represented Clarkson University facilities and services workers are turning up the heat in their struggle to gain a fair contract offer from the university's administration.

The workers say they're frustrated over the university's substandard wage offer, which doesn't allow them to keep up with cost of living increases. The workers began negotiating for a new contract in May, and their previous one-year contract expired June 30.

Recently, CSEA members took their struggle to the streets, marching through Potsdam and handing out fliers to students, parents and village business owners. Supportive students joined the workers in demonstrations.

The workers have also begun attending Clarkson sporting events en masse, wearing T-shirts bearing the slogan, "We support the students who support us."

Clarkson University Local President Ed Collins, a mechanic electrician, said the workers want to remind the students they need support in their struggle.

"We're in it for the long haul, as long as it takes to get a fair contract

from this administration," he said. "We want to remind the students we need their support, and we'll be cheering them on to give them our support."

A sign of controversy

Controversy has also arisen over the union's posting of several signs in Potsdam about the contract fight.

CSEA Labor Relations Specialist and Chief Negotiator Edward "Bud" Mulchy said the village's code enforcement officer has ordered CSEA to remove the public signs over a supposed failure to get the proper permits.

The union attempted to gain such permits, which Mulchy said were denied over an obscure code the union doesn't believe applies.

Mulchy believes university administrators were behind the village order, and he said CSEA will pursue any available legal remedies to ensure the workers have their right to voice their concerns publicly.

As this issue of *The Work Force* was going to press, the workers were scheduled to meet with a federal mediator to try to settle the agreement.

— Mark M. Kotzin

Dutchess County contract OK'd

POUGHKEEPSIE — The Dutchess County Unit has a new five-year contract in place after several years of tough negotiations.

Workers in the 1,400-member unit recently overwhelmingly ratified the new contract, and the Dutchess County Legislature approved the pact at its September meeting. Stalled negotiations had led county officials and members of the CSEA negotiating team into mediation.

The deal includes wage increases in all five years of the contract and switches the workers' health insurance from a self-insured plan to

the more commonly used New York state Empire Plan. New hires will be required to pay a slightly higher percentage of their health insurance costs than current employees.

"This new contract reflects items most important to our membership," said Dutchess County Unit President Lizabeth Piraino. "While the negotiating process was a long one, we ensured that our members will receive wage increases commensurate with the cost of living with little or no impact on health insurance."

— Jessica Ladlee

Across the state, CSEA members show their union pride

Marching for labor

CSEA members in all regions took part in Labor Day parades and events across the state, including parades pictured here in Buffalo, Rochester, Syracuse and New York City. The strong showing of solidarity sends a resounding message that CSEA is prepared to fight to protect its 96-year labor legacy.

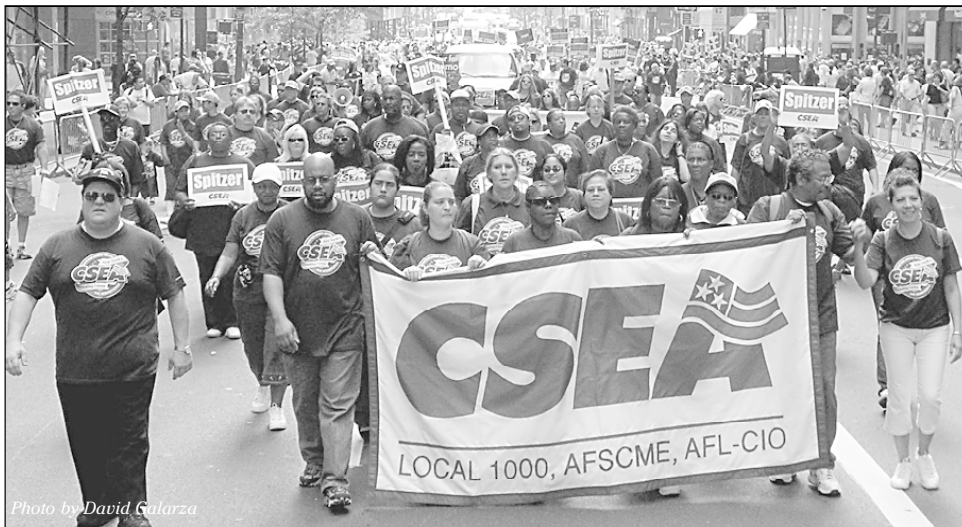


Photo by David Galarza

CSEA members from the Southern, Metropolitan and Long Island regions march in the New York Labor Day Parade, here led by Metropolitan Region President George Boncoraglio, left.



Photo by Lynn Miller

A CSEA member enjoys the Rochester Labor Day Parade.

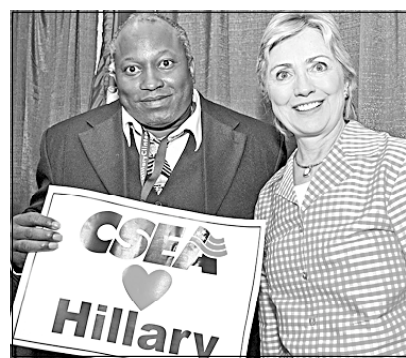


Photo by Lynn Miller

Above left, CSEA members march in the annual New York State Fair Labor Day Parade, which drew dozens of members and their families. Above right, CSEA Erie County Local member Bill Donovan and his daughter Katie prepare for annual Labor Day Parade held in Buffalo.



Photo by John Normile



Some of CSEA's endorsed candidates for statewide office all made visits to the State Fair in Syracuse, where CSEA Weekend coincided with Labor Day and the fair's annual parade. Above left, CSEA member Will Garrett meets U.S. Sen. Hillary Clinton; above right, state attorney general candidate Andrew Cuomo shakes hands with Laurie Hoalcraft as Gloria Smith looks on. Below right, member Lori Nilsson meets gubernatorial candidate Eliot Spitzer. CSEA urges its members to register and vote in November. Photos by Mark M. Kotzin.



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IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue

Union recognition is only right and fair when a majority freely choose to join

There is ample evidence that most working people would join a union if given a fair opportunity to choose. The reasons should be self-evident — people understand that union representation means a far greater ability to gain better wages, benefits, rights, protections and a voice at work.

So why is it so difficult for workers to organize in private-sector work sites?

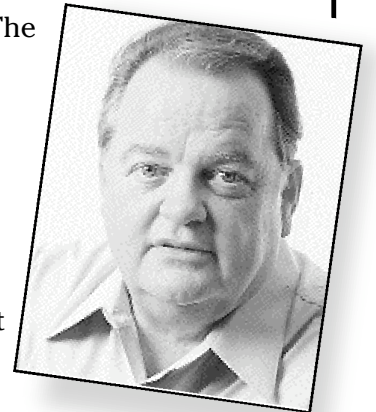
The answer is that the National Labor Relations Act and the board that oversees it give free reign to employers to harass, coerce and intimidate workers to prevent them from forming a union. CSEA has seen more than its share of this behavior in recent private sector organizing activities and even some outrageous National Labor Relations Board interference to prevent workers from having a fair choice to form a union.

It takes tremendous courage and determination for workers to stand up to this abuse and we all owe a debt of respect to those who do.

CSEA and AFSCME are also fighting back. In campaign after campaign, workers are building majority support and demanding voluntary employer recognition for the union. It is a democratic and fair alternative to the bias of the National Labor Relations Act.

This approach would be strengthened by the Employee Free Choice Act gaining momentum in Congress. Most New York congressional representatives from both parties support the legislation. After all, it is only right and fair that the union should be recognized as the legitimate representative of the workers when a majority freely choose to join.

There is still real opposition that must be overcome. Sadly, there are forces and interests all around us that don't want working people empowered. That's why CSEA must build our strength and solidarity and not back down.



Danny

Van Duyn to remain public nursing home under budget proposal

SYRACUSE — CSEA is praising Onondaga County officials for proposing a 2007 budget that offers a reprieve for the Van Duyn Home & Hospital, the county nursing home that had previously been threatened by contracting out.

The budget proposes a total subsidy of \$5.2 million, including an additional \$3.3 million subsidy, to continue operating Van Duyn as a public nursing home that often serves as a 'safety net' for the county's elderly citizens.

Van Duyn, like many other public nursing homes in New York state, was facing fiscal difficulties because of outdated state funding systems for nursing homes.

CSEA represents about 400 workers at Van Duyn, mostly in direct care positions, including certified nursing assistants, licensed practical nurses, therapists, custodians, food service workers, groundskeepers and clerical support staff.

"Van Duyn's workers have worked so hard for so long to cut costs and gain more state funding to keep Van Duyn operating,"

Central Region President Jim Moore said. "We feel vindicated that this proposed county budget subsidy will allow us to continue providing the best quality care to residents, and maintain our vital mission as a safety net for area seniors. We're confident that our county legislators will stand behind this proposal."

Van Duyn workers, CSEA activists and officers and Van Duyn residents have been fighting for more than a year to keep the home public.

CSEA spearheaded a visibility and lobbying campaign to make the community and elected officials aware of the nursing home's financial plight. Workers established a website, www.keepvanduyncaring.com, to inform the public about the campaign and home itself.

Earlier this year, CSEA successfully fought for two state budget items to address funding shortages in public nursing homes. The union won state grants increasing state aid to public nursing homes over four years. Another, new state grant will give 50 percent of what public



In this 2005 photo, CSEA member Marlene Neal, a worker at Van Duyn, signs letters to her local and state elected officials pushing for Medicaid funding reform for public nursing homes.

nursing homes would have been entitled to under a new rebasing formula if the federal government had not capped the reimbursement level for public nursing homes.

Both grants will help offset the financial problems, service cuts and sale and closure proposals facing public nursing homes.

Even with their victory and improvements to state funding for public nursing homes, Van Duyn's workers will continue to fight to keep their home alive.

"For our part, the workers remain committed

to working cooperatively with the county to do everything we can to reduce costs and raise revenues to minimize the need for that subsidy and maximize quality care for our residents," said Van Duyn Unit President Barb Taylor.

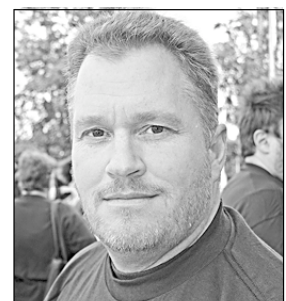
As this issue of *The Work Force* went to press, CSEA was awaiting the county legislature's final passage of the county budget.

— Mark M. Kotzin and Janice Marra



"We feel vindicated that this proposed county budget subsidy will allow us to continue providing the best quality care to residents."

CSEA Voices

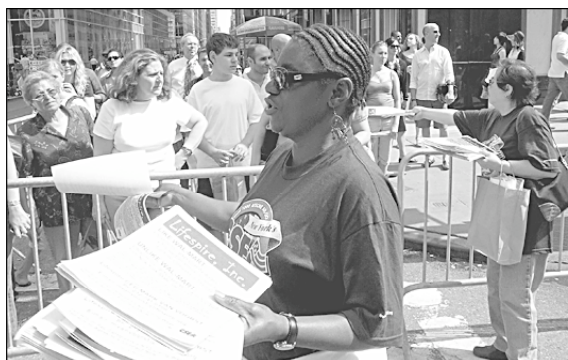


"Labor Day is the time we get together and show the unity we share. We march to have our voice heard and to show the public that we're strong as a group. The union benefits everybody, and as a group, we're heard. When workers are under attack, we have to get together to show that we support each other and to fight back."

— Lou Maury, Developmental Assistant 2, Central New York Developmental Disabilities Services Office, on the importance of participating in Labor Day activities.

Fighting for a fair contract during New York City Labor Parade

Right, Fay Livingstone and Norma DeGuzman, Lifespire employees who care for people with developmental disabilities at group homes and centers throughout New York City, distribute leaflets during the New York City Labor Parade. Recently, more than 1,100 Lifespire workers formed a union with CSEA through a card check/neutrality agreement. The workers are in the final stages of negotiations for a fair contract.





Legacy of service lives on through annual scholarship

“I’m really pleased to hear that (the scholarship) is still chugging along and that dozens of children have benefited from it through the years.”

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

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

Making a mark

In addition to his efforts on behalf of members, Kelly was responsible for advancing CSEA’s legislative agenda. The union’s many legislative gains



Jim Kelly, John J. Kelly, Jr.’s son, holds a photo of his father with Gov. Thomas Dewey, CSEA President John Powers and an unidentified woman at a 1954 testimonial dinner in honor of Dewey as the governor was leaving office. Kelly was the dinner’s toastmaster. That photo is shown at right.



A lasting memorial

Since he had five young children when he died, the John J. Kelly Memorial Scholarship was deemed a fitting tribute. His son Jim Kelly, one of the original recipients, shared his sentiments about the scholarship in a recent interview as part of CSEA’s History 100 Project.

“I’m really pleased to hear that it’s still chugging along and that dozens of children have benefited from it through the years,” Kelly said. “I’m really proud of that. It’s a wonderful thing.”

— Ed Molitor

during his tenure include Social Security for public employees, a 40-hour workweek for institutional employees and a statewide health insurance plan.

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

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

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

CSEA Voices



“By marching on Labor Day we let the world know that labor is alive, that labor is strong and that labor is united.”

— Oreen Baker, retiree, on the importance of participating in Labor Day activities.

ORANGE PRIDE

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

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Sept. 11 health bill introduced

MANHATTAN — Just days before the fifth anniversary of the Sept. 11, 2001, terrorist attacks, CSEA members who work in Lower Manhattan joined Rep. Jerrold Nadler at Ground Zero as he introduced the Sept. 11 Comprehensive Health Benefits Act.

The announcement was made days after Mount Sinai Hospital released a study detailing, for the first time, the significant health risks and complications faced by those who responded to the Sept. 11 attacks and those living and working in the area.

“Mount Sinai’s alarming findings that 70 percent of the more than 9,000 responders they studied are suffering adverse Sept. 11 health impacts confirm what we’ve known for a long time: we are facing a major health crisis as a result of the World Trade Center attacks,” Nadler said. “The Sept. 11 Comprehensive Health Benefits Act provides for sensible, easy to access and a cost effective way to give comprehensive medical treatment to all individuals suffering from Sept. 11-related illnesses.”

The legislation also establishes a



From left, CSEA Public Service Commission Local President Renee Jackson, Sept. 11 family representative Sally Regenhard, speaking, and Rep. Jerrold Nadler discuss the proposed health legislation for people living or working around Ground Zero.

structure to support the coordination of screening, monitoring, treatment and research, with a state-of-the-art clinic to be located in Lower Manhattan.

Sen. Hillary Clinton will introduce

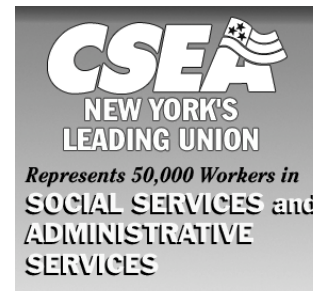
a companion bill in the Senate.

“The workers and Sept. 11 responders made it possible for so many to move back to Lower Manhattan,” said Renee Jackson, president of the CSEA Public Service Commission Local, whose office is across the street from Ground Zero. “This legislation will go a long way towards helping workers and responders with their health needs while also demonstrating that their efforts were appreciated.”

Marie Rogers, a CSEA activist employed at the state Department of Health, also across the street from Ground Zero, said the measure would build upon and support existing public and private efforts, including some recently announced by New York City.

“This bill is looking at the long-term health care treatment untold thousands may require,” said Rogers. “We’ve lost so many already to this tragedy. I hope this bill will help save many more lives.”

— David Galarza



“We’ve lost so many already to this tragedy. I hope this bill will help save many more lives.”

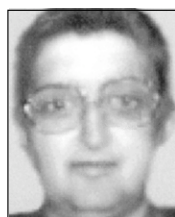


CSEA remembers five of our own

Among the thousands of victims of the Sept. 11, 2001, terrorist attacks on the World Trade were five CSEA members employed by the state Department of Taxation and Finance.



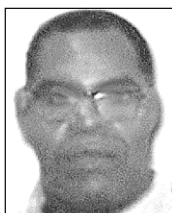
Yvette Anderson, keyboard specialist, Bureau of Conciliation & Mediation Services



Florence Cohen, keyboard specialist



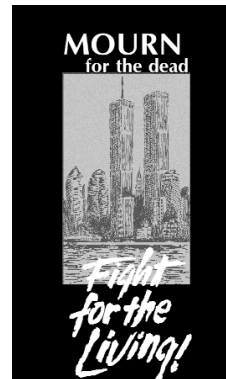
Dorothy Temple, keyboard specialist, Income Tax Audit Unit



Harry Goody, supply assistant, Audit Division



Marian “Marty” Hrycak, Investigator, Audit Division



We will never forget you...

“We march on Labor Day to come together for working people. We want to show solidarity and showcase the services we provide. In this day and age, with pensions under attack and the fact that we’re all asked to do more with less, it’s important to come together and show that we’re strong.”

— Joe Tartaro, Caseworker, Onondaga County Department of Social Services, on the importance of participating in Labor Day activities.



“We are proving that public employees can do the job better, faster and at less cost than private contractors.”

CSEA Voices



“It’s important to march on Labor Day and pay tribute to all workers past, present and future. This day also gives us a great opportunity to meet and break bread with sisters and brothers from other unions throughout the state.”

— Shirley Craig, Department of Motor Vehicles employee and Metropolitan Region State Employees Local member, on the importance of participating in Labor Day activities.

Highway workers pitch in for big savings to town

POTTERSVILLE — A new wall is adding up to savings for Chester, where CSEA-represented town highway workers routinely pitch in with public projects they complete at a lower cost than that of private contractors.

One current project involves the rebuilding of a section of wall along a county road in Pottersville. Stone walls were crumbling as gravity and age conspired against them.

Private contractors rebuilt a similar section of wall along the same road at a much higher cost and at a considerably slower pace.

“The bids were high,” Highway Deputy and CSEA unit member Reggie Raymond said about initial private bids for the current wall rebuilding project.

That prompted the town to ask the highway crew if they would take on the job.

Working in record summer heat along a busy road, highway employees removed the old stone section and are replacing it with a sturdy brick wall built piece by piece.

The project also includes a new sidewalk of brick pavers. The new wall adds support to the walkway but also functions as a retaining wall for the sloped street.

Town Highway crew member



Highway workers unload gravel to backfill a new wall. From left, operating the loader, are Clarke Griffin, Howard Meade and Jason Monroe.

Howard Meade, a machine equipment operator, said the current project, a 100-foot section, is nearing completion “as long as the weather holds up.”

Chester highway workers have also completed other projects at a cost savings to the town, including a sidewalk project in Chestertown, work at the town landfill and renovation of a municipal center

that was converted from an old high school.

“We spent a good part of the winter renovating that building, and especially doing a lot of carpentry work,” said Raymond of the municipal center renovation.

Like many highway units in smaller towns across the state, this crew must be flexible and have many skills.

“Most of us wear many hats,” Raymond said. “We have a talented crew.”

Of course, getting the job done quickly and efficiently wouldn’t happen if everyone didn’t work together.

“Everyone gets along really well,” Machine Equipment Operator and CSEA Chester Unit Vice President Jamie Dunkley said.

“If not, we wouldn’t get things done,” Raymond said.

Chester highway workers are proud of their contributions to the town’s bottom line.

“We are proving that public employees can do the job better, faster and at less cost than private contractors,” Unit President John Howe said.

— Therese Assalian

Custodians help with details of state trooper’s funeral

SARATOGA SPRINGS — CSEA members and Saratoga Springs High School Head Custodians Bob Travis and Garry Fitzgerald, along with other custodial staff at the district, played a key role in the wake of State Trooper Joseph Longobardo.

Longobardo died from

injuries sustained after being shot while tracking escaped parole violator Ralph “Bucky” Phillips. More than 7,000 people filed through the school during the weekend calling hours. Custodians at the school were involved in many aspects of the services, including setting up the gym,

preparing a private room for Longobardo’s family and working with the State Police and funeral director on many details of the weekend wake. Longobardo’s services marked the first time a wake had been held at the school.

“Anything they needed, we took care of,”

Travis said.

Travis and other custodians were moved by the event and the outpouring of support for the slain trooper and his family. “I was glad we were able to help,” Travis said.

— Therese Assalian

If a big one hits, they'll be ready

COMMACK — Twenty-one CSEA-represented school districts and three college campuses on Long Island have been designated as potential American Red Cross shelters in the event of a hurricane.

Hundreds of CSEA members would be involved in efforts to help their neighbors if a disaster strikes the area. McKenna Elementary School in the Massapequa Union Free School District was picked because the building is big enough to accommodate a large number of people and contains a substantial food pantry.

Massapequa Custodial Unit president Moses Carlo remembers how his fellow members rose to the occasion during Hurricane Gloria in the 1980s, which caused significant damage to the island.

"I've been here for 25 years and when Gloria



Massapequa School District custodians Dan Robinson, John Kuligowski, Gregg Tucker, summer employee John Wallace and Unit President Moses Carlo display some items they might use to assist others during a hurricane, including an emergency roster, safety vests and a first aid kit.

happened everything was set up really well to handle the people coming here. We did a very good job then, and I'm sure we'll do an even better job if the area is hard hit again," said Carlo.

District officials expressed confidence in the members' ability to

handle the situation.

"We have an excellent custodial staff. Even in blizzards our people come in and make the place safe and secure," said Alan Adcock, assistant superintendent for business at the Massapequa School District.

"They're all good people and they're always there when the school district and the people need them," said Adcock, noting the community should keep that in mind for an upcoming bond issue to purchase a generator for McKenna.

Other schools around Long Island, like Levittown High School, have been designated Point of Distribution sites, where large numbers of residents could gather to get help during disasters that are not weather related.

"We have stockpiles of water, masks, tissues, soap, gloves and that kind of thing in case we have to shelter people here for that," said Nassau Educational Local President Denis Midnet.

— Rachel Langert



"We have an excellent custodial staff. Even in blizzards our people come in and make the place safe and secure."

CSEA *Voices*



"We come together on Labor Day to show support for our brothers and sisters and to show our strength in numbers – to support our union. We want to show the public how important we are, and it puts the word out to the public and the politicians that we need to hold on to what we have and improve conditions for working people."

— LeeAnn Andrae, Social Welfare Examiner, Madison County Department of Social Services, on the importance of participating in Labor Day activities.

School districts go green to clean safely

School district employees across New York can breathe a little easier now, thanks to CSEA's involvement in passing a new law mandating the use of environmentally safe, or "green," products in schools.

Schools across the state are now required to buy and use environmentally sensitive cleaning products. The Healthy Schools Network, of which CSEA is a member, originated the legislation.

"CSEA represents more than 100,000 state agency and school personnel, many of whom work to clean and to maintain healthy offices and schools. Green cleaning products will protect the health of all our members and promote indoor air quality in our schools and offices," said CSEA President Danny Donohue.

Last year, state agencies began using "green cleaning" products under the first-ever state executive order.

"New York state is the first state in the country to require schools to switch to healthier cleaning products. Yet, this law will only be effective if schools make a sincere effort at following these guidelines," said Healthy Schools Network Executive Director Claire Barnett. Parents of schoolchildren and union members are encouraged to ask their school district leaders how they are complying with the law.

Welcome law at schools

The shift from caustic chemicals to safer products was a long time coming.

"I remember when I had to fight management just to get rubber gloves and boots, back when we used some very powerful strippers to remove waxes and thoroughly clean the school buildings," said Long Island Region President Nick LaMorte, once

chief custodian at Farmingdale High School. "I remember management laughing when I suggested the use of citrus-based cleaners."

"We did what we had to do with the bleach and the chemicals, and we just dealt with it until members and students were complaining in such numbers that they were getting headaches, rashes and such," said Port Washington School District Custodial, Maintenance and Transportation Unit President Richard Acevedo.

"Green products have been the standard for nine years now here. It's great to know that you're helping the environment, improving the air quality and preserving the health of everyone in the school," said Acevedo.

— Rachel Langert

2006 Officers Reports to the delegates of the 96th Annual Delegates Meeting



DANNY DONOHUE, CSEA STATEWIDE PRESIDENT

“CSEA has a proud history that provides important lessons for us. We have faced many challenges before and have adapted, grown and changed into a more effective organization. We have succeeded because we have worked together for a better union.”

As CSEA approaches the 100th anniversary of our founding, we have never been a better, stronger organization. At the same time, we have never faced greater challenges.

The rights and benefits that we have worked decades to secure are at risk and must not be taken for granted.

At the national level we continue to see:

- A National Labor Relations Board committed to undermining workers' rights and tipping an already uneven playing field further in favor of big business;
- A federal court ruling that nurses should not have a right to be part of a union;
- An Occupational Safety and Health Administration failing to enforce safety and health standards while undermining existing protections.

Things are not quite as bad in New York, but we have our own range of challenges here too. For example, we still hear a constant call from the business community and their representatives to erode public employee pensions with the ridiculous assertion that they are “too generous.” Public sector pensions may be generous only in comparison to the disgraceful example of the corporate world, which has walked away from pension responsibilities while continuing to pay obscene executive salaries and perks. CSEA will not apologize for trying to maintain decent pension benefits because it is right for our members and good public policy too, but you should know that these benefits are under attack and you can expect the attack to continue.

Both CSEA and AFSCME face many of the same pressures that other organizations and

businesses face: Rising costs, the challenge of finding, training and retaining effective leaders, and adapting to new technologies and operating circumstances.

It should be clear that CSEA could not simply stand still, do things the way we always have, and expect the same results. The world is changing all around us and we must meet the challenge that presents. We need to change and better prepare for what lies ahead.

Both CSEA and our international union, AFSCME, are working to transform our union, and we need your help. You are the strength of our union and we cannot succeed without your involvement, support, and, at times, sacrifice.

Delegates to our 37th AFSCME international convention meeting in Chicago this August approved a historic overhaul of our union to strengthen us for the fight. The comprehensive AFSCME in the 21st Century package focuses on enhancing our political clout, improving our ability to organize new members and better training our activists for what lies ahead.

CSEA must also strengthen our union in every way, including financially.

None of this will be easily accomplished, but it is necessary to safeguard the rights and benefits that we have fought for over the decades to achieve and ensure that our union has the resources to keep fighting successfully.

I believe that the proactive agenda we are advancing is in all of our best interests and

will truly make us a better union. The historic “Town Hall Meeting” conducted at the recent AFSCME convention reinforced that belief.

More than 4,000 delegates, members just like you, spent more than seven hours talking, deliberating and charting the future course of our union. It was inspiring to see delegates identifying priorities and searching for ways to get more members involved to enhance our clout. If you have not done so already, you should read the report of the

Town Hall meeting at www.afscme.org. It is all about your future.

The Town Hall meeting also reinforced the importance of talking to one another and working together. Healthy debate is always appropriate in our union, but those who whine and complain without getting involved and seeking real solutions do themselves and their co-workers a

disservice.

CSEA has a proud history that provides important lessons for us. We have faced many challenges before and have adapted, grown and changed into a more effective organization. We have succeeded because we have worked together for a better union.

The past year alone has been a time of enormous achievement because we worked together. We have seen:

- Enactment of the nation's most comprehensive Worksite Security Act;
- Gaining additional funds to secure the

future of county nursing homes across the state;

- Extraordinary progress in our Quality Care campaign to improve the state's developmental disabilities system;
- Tremendous advances in our VOICE (Voice of Organized Independent Childcare Educators) campaign to gain recognition and improved working circumstances for family child care providers;

Secured fair contracts in difficult negotiations in scores of localities including Onondaga, Broome, Cayuga, Madison, Dutchess and Warren counties, to name a few;

Graduation of the first class of activists in the CSEA LEAD (Leadership Education and Development) program to help train and encourage the next generation of CSEA leaders;

Incredible examples of dedication and professionalism responding to the floods of early summer across upstate New York followed by amazing outpouring of generosity from CSEA members to support flood victims.

These are just some of our successes during difficult times for working people. CSEA members know that there is strength in our numbers and our unity. It allows us to succeed against enormous odds.

We must work together to strengthen that solidarity and recognize that whatever differences of opinion we may have, we share a far greater bond and common cause.

CSEA has truly earned our reputation as New York's leading union, but we must continue to earn it by the word and action of each of us, every day.



MARY E. SULLIVAN CSEA EXECUTIVE VICE PRESIDENT

“We must do all that we can to elect candidates who support what is best for our country and to hold them accountable for their actions once they take office.”

CSEA's 96th Annual Delegates Meeting returns us once again to New York City, five years after the horrific events of September 11, 2001. Five years later, the people of New York and we, as a nation, have lifted ourselves up from the tragedy and unthinkable loss that occurred. We have entered a period of rebuilding and rebirth with a spirit and optimism that is uniquely American.

Even as our convention shines a spotlight on the tremendous progress this great city has made since the attacks we must ask ourselves: Are we more safe and secure today?

When CSEA moved its 2002 Annual Delegates Meeting to New York City the year following the tragedy, we did so for two reasons. It was an opportunity to express our grief as we publicly mourned the thousands of lives that were lost, including five CSEA members who worked at the World Trade Center; and it was also an opportunity to express our anger at those who did this to us and commit ourselves to making sure nothing like it will ever happen again.

Does it seem to any of you besides me that as far as our nation's leaders are concerned, the anger and commitment have begun to fade?

Despite the fact that it now appears the Bush administration ignored warnings the attacks might occur, we cannot and should not blame the attacks on the administration. The blame belongs on the terrorists and the

terrorists alone. However, while we do not and cannot hold our leaders responsible for the attacks, they certainly are responsible for protecting our safety and security now.

Unfortunately, our leaders have made us less safe. Osama Bin Laden is still at large and his terrorist organization continues to spread fear, death and destruction across the globe.

Our foreign policy has much of the world angry with us. We are now the most disliked, least trusted, and most dangerously misunderstood country in the world. As a result of our heavy-handed tactics, even some of our allies have begun to distance themselves from us.

We should be able to feel somewhat safer due to the efforts of our Department of Homeland Security, but do we? This spring, the department cut anti-terrorism grants to New York City and Washington D.C. by 40 percent. After funding was slashed for the two cities that were the actual targets of the terrorist attacks, we discovered that the list of potential targets the department used to divvy up the funds was seriously flawed. The government's list included a petting zoo, a flea market, a bean fest and a bourbon festival as potential terrorist targets but failed to include Times Square, the Empire State Building, the Brooklyn Bridge or the Statue of Liberty.

“My brothers and sisters, now is the time to step up and get involved. Now is the time to let your voice be heard. Now is the time to act.”

CSEA Executive Vice President's report continued on page 17.

Officers' reports continued on page 12.



BARBARA REEVES STATEWIDE SECRETARY

"I believe Labor must seize the national agenda as it relates to health care."

Only in
George
Bush's
America

could one equal 37.

Let me explain.

The U.S. spends more than other countries per patient but is ranked only 37th in health care service worldwide. It gets worse. The National Academy of Sciences estimates that lack of health insurance leads to 18,000 unnecessary American deaths each year. It's the equivalent of six September 11s.

The bottom line is that the system is broke and needs to be fixed. Yet American business has not gotten the message. American industry is being strangled by its health care costs. Yet the CEO's are missing in action, more comfortable in their boardrooms than on Main Street because they make most of their profits abroad and can easily recruit

talent overseas.

If we do not get our act together, we will be strangled by health care costs. It's become the number one issue at the bargaining table. Our strength — our solidarity — as members of the Labor movement protects us but, in the end, may not shield us from forces out of control.

It's a time of trial for organized Labor as inequalities between rich and poor have widened to levels not seen since the 1920s and early 1930s — just before the last great union surge. It's also our best hope for revitalization.

I believe Labor must seize the national agenda as it relates to health care.

I believe a single-payer health system would provide all Americans with comprehensive health care and lower medical costs.

I believe we must guarantee

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MAUREEN MALONE STATEWIDE TREASURER

"Representing all of you and working for our collective betterment makes each day a new and educational experience."

Well, they
say you
learn
something

new every day. Isn't that the truth. Here is what I have learned so far today:

Sometimes the truth hurts. I was forced, by adhering to the CSEA Constitution and By-Laws and Financial Standards Code, to tell a Unit they could not spend all their money on softball uniforms. I know only CSEA members play on the team and I know they are probably pretty good and I have to guess an officer or two plays on the team, but the real purpose of our dues rebate is to educate the officers, negotiate good contracts, file grievances for many, many reasons and keep our members safe at the workplace.

Sometimes our goals are set too high. Last year, when faced with the devastation left after Hurricane Katrina, we launched a fundraising

effort to build "CSEA Street." Partnering with Habitat for Humanity, the plan was to finance several homes on the Gulf Coast. Even though our goal was an ambitious one, I believe CSEA will sponsor one or two homes in this area. Still a great accomplishment.

Sometimes charity begins at home. I just had a conversation with someone who knows someone who might be able to help us do a raffle to assist our flood victims in New York State. Many, many members have lost material goods, homes, cars, clothing, etc. and collectively need our help to recover. Food banks are still serving hundreds of meals a week and as school time approaches, our children need school supplies and clothing. Check out www.cseacares.com and see how you can help.

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NICK LaMORTE LONG ISLAND REGION PRESIDENT



Greetings
Brothers
and Sisters:
Since I last
addressed the
delegates, the
members,
officers and
activists, the
Long Island
Region has
faced

numerous challenges and difficulties. The death on the job last August of Miller Place School District maintenance worker Michael Sallee continued to reverberate throughout the Region into the fall and winter. The unit's Labor Relations Specialist, Communications Associate, OSH Specialist and I worked as a team, in

conjunction with the unit, to demand a full accounting of what went wrong, and see what if anything needed to be done to make sure that such a tragedy would not happen again. We let the community know through use of the media about what had happened, why, and we held the employer's feet to the fire.

A thorough PESH investigation determined that there were indeed several serious violations on the part of the employer that led to the tragedy. The district was put on notice and ultimately made to pay more attention to the safety and health of its workers. It was a classic case of what CSEA can do when the expertise of the Region staff and

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GEORGE BONCORAGLIO METROPOLITAN REGION PRESIDENT



Greetings
Brothers
and Sisters,

Once again
New York City
will host our
Annual
Delegates
Meeting and
on behalf of
all the
Metropolitan

Region members, our officers and staff, I would like to officially welcome you to the Big Apple.

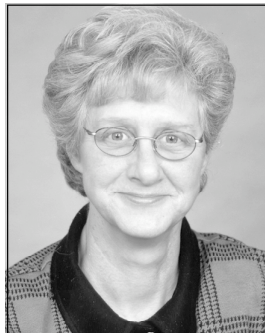
So much has happened since the last time we gathered here in New York City, a year after the infamous attack on our nation. It has been a long and often painful struggle but

we are proudly rebuilding this city, this state and this nation one day at a time. And, when I say "we," I mean *workers and organized labor* are rebuilding this city and country. It is a simple fact this administration would like to deny.

This year has been filled with some very significant victories. For starters, after an exhaustive and innovative campaign to reach a card check and neutrality agreement in December of last year, some 1,200 direct care workers at Lifespire were able to organize a union in their workplace. The victory marked CSEA's largest organizing drive in the private sector!

Congratulations to our new

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Greetings from the Southern Region! It has been another busy year for us in the Hudson Valley. First, I wish to thank the CSEA members and

officers from every Region who have been so supportive of me after my recent surgery, sending cards, flowers, gift baskets, and checking in with me by phone. It is greatly appreciated. I must note in particular the support of Statewide President Danny Donohue, Executive Vice President Mary Sullivan and the entire Executive Board.

It is my pleasure to be able to report to you the many successes we have enjoyed this year. Contract victories are always a top priority, and I am pleased to report that our hardworking men and women of our

DIANE HEWITT SOUTHERN REGION PRESIDENT

Yonkers School District Unit settled their contract after several difficult years of negotiating. Our brothers and sisters working at the Sullivan County Jail also saw an end to their contract fight, with a fair contract and commitment from the newly elected administration there to form a cooperative labor/management relationship, something that has been absent there for over a decade. The Ulster County Unit also reached an agreement, despite County economic threats making negotiations there difficult. I am sure we will see many more ratifications in the coming months.

In our State Locals, we saw a historic change with the merger of our Middletown Psychiatric Center and Rockland Psychiatric Center Locals, prompted by the closure of the Middletown Psych campus. Members, myself included, employed at Middletown Psych are lucky enough to now belong to the well-run Rockland Psychiatric Center Local. In

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It has been a year of victories and challenges in the Capital Region; a year that has been marked by action and purpose.

Victories have come in the form of some hard-fought contract campaigns that saw a successful resolution in the form of solid contracts overwhelmingly approved by members. Other victories have come in the form of arbitration wins, some coming to conclusion after several years. We have also welcomed some new members to the Capital Region CSEA family; Head Start employees from Franklin and Clinton Counties, food service workers from SUNY Cobleskill and Hope House employees, just to name a few.

CSEA members have been busy

KATHY GARRISON CAPITAL REGION PRESIDENT

playing a role in legislative victories that will positively impact workers. The passage of the Worksite Security Act represents a multi-year effort by CSEA to enact legislation that would mandate a plan of action to prevent potential workplace violence.

An important bill that the governor recently vetoed would have brought more accountability and fiscal responsibility to state government. At the same time, this bill would, in some cases, prevent work that CSEA members can easily perform, from being done by outside contractors. This shameful practice of contracting out jobs to private companies has been proven to actually cost taxpayers more money. It is a complete mystery why this governor would not support such legislation. Hopefully, our next governor will see the wisdom of this legislation (A.1259, S.6575). The fact is union members have proven time and again that they can get the job done – in many cases quicker – and at less cost.

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Dear Members, Delegates, and Staff:

As many of you know, this will be my last convention, as I have made the decision to

retire from a job and career that has been wonderful and fulfilling for over 35 years.

I leave very proud of the accomplishments WE have made over the past years.

Our Region 5 committee structure is strong and is serving the needs of our membership and our union.

JIM MOORE CENTRAL REGION PRESIDENT

Our Political Action network is solid and non-partisan in most counties throughout the region.

Our Safety and Health Committee continues to “lead the way” for our union as well as all organized labor in New York.

We have been able to help many people through the efforts of our Community Service Program, championed by our Member Services Committee, helping build a children’s library in an urban school district, helping send high school students to the South to learn about past civil rights struggles, helping fight breast cancer, and helping our own members with flood relief. Our Locals and Units have carried these efforts forward in their own areas,

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Brothers and Sisters in CSEA:

Preparing this report for this year’s Annual Delegates Meeting is a good way to look back and

think about where we in the Western Region have been, where we are now and where we want to be. It seems impossible that a year has passed since our last Delegates meeting here in Buffalo. I do not know where the time goes but I am happy to report that this has been another banner year for us in Region 6.

Attendance has been at an all time

FLO TRIPI WESTERN REGION PRESIDENT

high at our Region Conferences. I am proud to say that our Region Conferences are still held within our region, so that our members and leadership can know the beauty of the Western Region. We have had successes with contract battles around the region, protecting and preserving our members’ rights and benefits. We have fought to save our public hospitals and nursing homes from privatization and closure. We held the usual events such as our Golf Tournament to benefit our Sunshine Fund, our annual picnic, baseball games in Buffalo and Rochester and Labor Day parades and celebrations in many of our cities and towns. We held a moving ceremony honoring our Veterans in

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CSEA STATEWIDE SECRETARY *continued from page 12*

medically necessary services for everyone, at no cost.

I believe the health care industry must not be driven by profits.

I believe we should not be victims of the health insurance bureaucracy.

I believe we should put people first.

How will we do it?

I propose a nationwide movement of Labor, health care and community activists.

I propose we exercise our right to vote and make sure every vote is counted.

I propose we register new voters and make sure they vote.

I propose we just say NO to the ultra-right wing Republican Congress.

Unionists from around the country are rallying around the issue of a single-payer health

system. CSEA will have an opportunity to do its part at our 97th Annual Delegates meeting.

Delegate Joel Schwartz has proposed a resolution he calls "Health Care Now." It would put our union on record in support of a single payer health care system. It would call on Congress to pass universal health care legislation. It would recruit the support of AFSCME, the AFL-CIO and the New York State Congressional delegation.

I urge my fellow delegates to vote YES for "Health Care Now."

I also urge our rank and file to get informed, get involved and tell our elected officials that a system that covers everyone would save money, reduce anxiety and save lives.

CSEA STATEWIDE TREASURER *continued from page 12*

Sometimes reaching out to others helps you more than them. I talked with some former officers today who worked hour after hour for CSEA in Florida where we have over 5,000 retiree members. Speaking with them made me realize the wealth of knowledge, life experience and friendship I have shared and benefited from knowing them as well as countless others. They always make me feel good, and I will surely miss their company. Good luck Joe, Carol and Marie. My heart is with you.

Sometimes we all need to realize how lucky we are to live in a land where we are free to be...to be a Democrat, Republican, Liberal, Conservative, Green Party or Working Families Party member or no specific choice at all but be able to vote no matter what your belief. To be a male or female and be paid equal pay for equal work. The fight

goes on but great strides have been made. To be a lab technician, truck driver, therapy aid or social services trainer and aspire to become the top union officers of the top union, CSEA.

I never fail to marvel at what I learn each day, and I never fail to thank my lucky stars for all this knowledge. Representing all of you and working for our collective betterment makes each day a new and educational experience. Thanks for my learning so far today. I am sure some great knowledge will come my way as evening falls and I share this day with family and friends.

As I think back on all I have learned over my short life, each day has been precious and rewarding. But, Boy Oh Boy, do I look forward to what I still have to learn and the great life experience coming my way.

METROPOLITAN REGION PRESIDENT *continued from page 12*

brothers and sisters at Lifespire. We welcome you into our family and I would encourage all of our members to assist these new members and officers. This organizing drive would not have been possible without the help of elected officials, the religious community, activists and labor allies. They all deserve our gratitude and we should all strive to create and maintain strong ties with all of these important constituencies in our respective communities.

Our members also led the struggle and worked tirelessly to force the State to make numerous health and safety improvements at a Lower Manhattan building several agencies were forced to move into earlier this year.

The building, adjacent to the World Trade Center site, was heavily contaminated with lead, asbestos, mercury, dioxin, mold and other dangerous poisons during the 9/11 attack. It took nearly three years for the building to be decontaminated and opened.

Not satisfied with comprehensive health and safety improvements and double windows installed on their floors alone — after much protest

and organizing — CSEA activists also helped their brothers and sisters in other unions get additional safety and health improvements on every floor. Double windows initially added to only four of the building's 15 floors, to shield workers from contaminated air and noise, were installed on every floor.

Once again, a coalition of labor, community, and political allies came together to protect and promote the rights of working men and women. This struggle, however, is far from over. We have all read how the current administration and its agencies have lied time and again about the air quality in Lower Manhattan and how some workers involved in the rescue and recovery efforts have either died or suffered serious medical complications after being denied adequate medical treatment and health coverage.

Our members also remain fearful of the dangers posed by the numerous environmental hazards they will have to face over the next decade or more by working next to the nation's largest construction site and the demolition of several extremely contaminated buildings. We will remain vigilant and continue

to organize our members along with our allies.

Among some of the most important allies we have are those we elect. Brothers and Sisters, I know you have all heard this before, but if we do not vote, we do not have a right to complain. Unlike most workers in this country, we really do have an opportunity to elect our bosses. This year we will have an opportunity to finally rid ourselves of a Governor with one of the poorest track records with labor — and he thinks he is going to be President!

At our recent AFSCME convention, President McEntee announced plans to spend \$60 million more a year to campaign for universal health coverage, to unionize 70,000 workers annually and to register 280,000 union members to vote.

We also announced the 21st Century Initiative, a plan that promises to make our union into one of the most aggressive unions in organizing and in politics. It is the only way to go Sisters and Brothers. We need labor to get stronger, we need allies in public office who will always stand with us and we need to

turn the tide against working families in America if we are to still hold true to the basic promise that this nation once stood for.

It is that promise, I am sure, that recently led the AFL-CIO to form a historic partnership agreement with the National Day Laborer Organizing Network (NDLON). The agreement paves the way for AFL-CIO, Central Labor Councils and State Federations and NDLON's day laborer worker centers to work together on issues ranging from workplace rights to immigration reform to health and safety and other job-related concerns.

When I reflect on all the organizing and mobilization that took place across this country by millions of immigrant workers and their families, who arrived from places like Mexico, Ireland and China and who were concerned about proposed anti-immigrant legislation in Washington, I feel confident that measures like the one mentioned above will not only help labor grow, but will also allow labor to reclaim its position as the vanguard struggling for the dignity and respect of working families everywhere.

LONG ISLAND REGION PRESIDENT *continued from page 12*

officers is utilized effectively. It also led us to the realization that the Region could not have done the work it did if it had not been notified quickly. Sometimes the units and locals forget to pass information along immediately to the right people at the Region, and that can cause more problems than it solves. So please, make sure you share important information with the Region staff or me right away. We care, and we are here to help, but we cannot if we are not notified quickly.

After Katrina hit, Long Island Region members responded to the cries for help. One of our DMNA unit members, Tom Payton, who works as an airport firefighter at Gabreski Air National Guard Base, reported for duty with his National Guard unit in New Orleans. And in the Village of Freeport, the whole unit rallied around a member whose New Orleans family members lost everything to Katrina. The CSEA members basically adopted her family, sending money and clothing to help them get back on their feet. In the Town of North Hempstead several workers were injured, one very seriously, when he was buried up to his waist in hot asphalt during a road project. His co-workers and the Nassau Municipal Local did everything they could to ease the stress on his family. They donated sick leave, then held two extremely successful fund-raisers, which gave the family a cushion when they needed it most.

On a political note, the majority of the candidates backed by CSEA were successful at the polls, thanks to the support of CSEA members and activists. One of the most satisfying examples of that was the special election in the first assembly district.

Despite the fact that a Republican had always held the seat, and that the governor pulled all kinds of dirty tricks to undermine his candidacy, Democrat and former PAC Coordinator Marc Alessi still won the election. It was a situation where they said it could never be done, but the members, activists and staff of the Long Island Region pulled together and proved all the naysayers wrong.

Last fall, a particularly difficult contract campaign concluded

successfully, when CSEA's Custodial and Grounds Unit reached a fair contract agreement with the Copiague School District. It was a two-and-a-half year fight, primarily over the district's insistence on weakening the men's seniority clause. The Region's efforts, spearheaded by Director Ron King, left no stone unturned in what became a textbook contract campaign.

The director, the LRS, Communications, PAC and I all worked together, and made effective use of every resource we could muster. We testified at board meetings, held protests, used the media, and flexed our political muscle. At one point, because the workers could not get off, we brought all of the Region staff down to protest on the unit's behalf at the school during a visit by the state education commissioner. Despite management's best efforts to stop us, our protest was actually seen by the commissioner and I was able to speak to him about it personally. It did not take much longer before the men finally had their contract.

As hard as we worked on their behalf, none of that would have been possible if the men themselves had not stuck together. They had their doubts at first, but they stuck to their guns, supported our efforts, and together we showed management what CSEA can do.

I testified on behalf of in-home day care providers in opposition to a resolution in the Suffolk County Legislature, which called for regulation by local municipalities. The resolution was ridiculous because these day care providers are already regulated by the state. Because of CSEA's efforts in conjunction with PAC, Communications and Organizing, we were able to beat back that legislation.

At University Hospital on the SUNY Stony Brook campus, the local is working with all the resources at the Region and state level, to fight the contracting out of our work on in-house construction projects. We mounted a well-attended and boisterous protest, where the CSEA Rat made its debut on Long Island. Members wore shirts that said, "CSEA

workers save tax money." In addition, we have filed numerous grievances, an IP, and we are even working with the Legal Department on a possible lawsuit.

The Long Island Region had the heartbreaking task of paying tribute to not only Michael Sallee from Miller Place, but also to Patrick Mapleson of the DOT. He was killed while doing roadwork in early 2006. The Region held a touching workers memorial ceremony to remember them, and we called on the state to pass the Worksite Security Act.

The Worksite Security Act requires public employers with more than 20 employees to assess risk and develop a plan of action to prevent potential workplace violence. The bill also establishes a complaint procedure for workers to call attention to the potential for violence.

In May, I led a Long Island contingent of members and activists to Albany, where we joined brothers and sisters from all over the state, in calling on the governor to sign the bill. When he did, it became one of our union's finest moments. It was the culmination of many years of work, which began when several CSEA members were killed at work in 1992.

Unfortunately, the Region also suffered a blow when one of our staff members, LRS Ray Delfyette, had a very serious car accident while working and never recovered. Although we feel his loss keenly, we know that we were fortunate to have the benefit of his experience and dedication for seven years. Several unit and local officers who worked most closely with him told stories of his hard work, strength as an advocate and quiet professionalism.

It led me to reflect on the fact that so much of what we do as activists, officers, staff and members, is more than a list of duties or assignments on a page. *It's often so much more than what we have to do.*

This union work we do is actually a way of life; it is a calling.

It is a daily fight for justice, for respect;

It is a process to make the way easier for those who follow us; It is a way to right the wrongs that we

see being done all around us. In short, Brothers and Sisters, our union work is an awesome responsibility, not to be taken lightly.

You have my unflagging commitment. I hope CSEA has yours!

And if you feel called to this work as I do, then let us stand in solidarity, work in unison, and do everything we can to leave this union, this state, this world a better place than when we entered it.

CENTRAL REGION PRESIDENT *continued from page 13*

helping feed the hungry, clothing the needy, beautifying our communities, and providing happier holidays for many who would otherwise have little to celebrate.

The creation of our Member Activist program, due to the non-stop efforts of staff members Joe Maratea, Mark Kotzin, Mike Ottaviano and Roslie Tallman, has proven to be a strong asset for CSEA.

Our Education Committee has met the challenge of providing training and workshops across our Region that allow our activists to keep current in the changing world of labor relations and the difficult issues we face.

I am leaving CSEA prior to the conclusion of my current term of office for two reasons:

First and foremost, I want to spend some quality time with my son and wife. They have been so supportive of me for many years.

Just as important, it will give our Region's potential leaders the opportunity to present themselves to the Local and Unit presidents, as well as our rank and file members, for possible election to the position of President, as well as other leadership roles within the Region.

So in closing, let me say "Thank You" for the tremendous support each of you have given me. I am convinced each of you will give the future Presidents of our great Region the guidance and assistance you have bestowed on me. It has been a great "Run."

SOUTHERN REGION PRESIDENT *continued from page 13*

our two DDSO's, Hudson Valley and Taconic, I am proud to report active volunteerism in our Statewide Special Olympics. Several developmental aides belonging to CSEA generously donate their own time to ensure their consumers have the recreational opportunities they deserve. In the area of Corrections, the Eastern and Ulster State Correctional Facilities in Ulster County each have their own Local after years of a merged Local.

I am also proud to report that in the Private Sector our influence continues to grow. We settled our first contract with the Sodexo Food Service Local at Westchester Medical Center and, just this past July, won the right to represent the Crothall couriers who also work at WMC. Despite the privatization of many former public sector jobs, we continue to fight to ensure these workers enjoy fair wages and respect in the workplace.

The Southern Region Political Action Committee had an extremely successful local government election cycle in November 2005, with 75 percent of endorsed candidates winning their elections. Largely due to CSEA's efforts, the Ulster County Legislature shifted from Republican to overwhelmingly Democratic control, while only one seat separates Republicans from Democrats in both Orange and Dutchess Counties. In addition, the Mayor and entire Village Board in

Suffern – opponents of CSEA organizing efforts – were decisively defeated due to CSEA efforts. That new Unit is now in negotiations for its first contract. The year wrapped up with seven Southern Region activists being awarded Political Power Point jackets thanks to their tireless work. In fact, more Southern Region members volunteered their time on legislative and political activities over the past year than ever before.

In addition, our political activism helped stabilize the finances of Westchester Medical Center, avoid layoffs and bring a final contract settlement for Yonkers School District members, protect Putnam County retirees from drastic health care cost increases, shore up support for Ulster County's public nursing home (despite a \$12 million county budget shortfall), and to provide the margin for passage of several school board budgets and candidates, among other activities and projects.

In closing, I would like to welcome Janice Beaulieu, a familiar face as Region Women's Committee Chair and a former SUNY New Paltz Local Officer, to her new role as Southern Region Secretary. She replaces Chris Mumma, who recently took a new job. We send our best wishes to Chris in her new job and thank her for her years of hard work, in addition to welcoming Janice to the Region Executive Board.

CAPITAL REGION PRESIDENT *continued from page 13*

Here at CSEA, we take pride in our voter registration efforts and can easily boast a very high rate of registered voters among our membership. But, being registered will only get us so far if we do not take the time to vote in primaries and general elections. It is so important that everyone make a concerted effort to get out and vote for our endorsed candidates this fall.

Though progress has been made, there are numerous and growing issues that impact all workers throughout the state and country. A recent survey of 1200 HR professionals identifies the following as some top issues that American workers are struggling with: rising health care costs, increased outsourcing of jobs to other countries, retirement of large numbers of baby boomers (those now turning 60), rise in the number of individuals without health insurance and identity theft. These issues are already having an impact on union members and our contracts and will undoubtedly be the focus of a much larger debate nationwide in the years to come.

We face growing challenges in an era of increasing taxes, especially school taxes that are impacting school budgets and resulting in layoffs of CSEA members, most recently in Mechanicville and Saranac School districts.

This year saw a textbook case of the pitfalls of privatization play out in the Warren County City of Glens

Falls. The decision several years ago to privatize water and sewer services ended a few months ago when the city severed the contract with the private company, Earth Tech, a division of Tyco, calling the entire escapade a "failed experiment." Those employees, by now, should be completing their transition back to city employment.

Last year at this time, I wrote about an attempt by a rogue "union" to steal two of our bargaining units. I do not even like to call them a union because rather than organize workers who have no rights or representation they spend their time, like pirates, stealing members from other unions. In both campaigns last year and the year before, we were victorious. But that did not stop them from trying again with our City of Troy unit. At the time of the convention the mail ballots will be in the process of being sent to PERB and we will learn the outcome in early October. We remain optimistic that we will beat them back again.

The 3rd Annual Capital Region Spring Conference was held in March. Attendance records were set and conference attendees enjoyed a range of workshops from education, to health and safety to wellness. As I write this, we are preparing for our annual meeting in Lake Placid in late August. Special thanks to all committee members for their hard work and the valuable role they play throughout the year with these important and educational events.

WESTERN REGION PRESIDENT *continued from page 13*

November, trained many of our local and unit officers and stewards and joined in rallies and protests with our labor brothers and sisters to again get labor's message out to the public. Our Region Committees planned all of the above events. Now is the time to give recognition to all our Committees for their dedication and hard work. Member involvement is and has been our goal; and while it is working, we have much more to do.

With all our successes, it is important to remember what we in the union are all about. We in CSEA

must study and appreciate labor's history. So many assume that the benefits we enjoy today, such as the 40-hour work week, OSHA laws, Civil Rights, Child Labor Laws, worker protections, health insurance, and vacation and sick leave, have always been there. Many seem to have forgotten that those who came before us gave a great deal, some even their lives, so that we can enjoy the benefits of a union contract. All the benefits we enjoy, whether negotiated or legislated, we have because of the unions' struggles. Now, when union membership is at

an all time low, when unions are constantly under attack, when union busting is now the norm rather than the exception, and when our very government is changing all that unions considered sacred, now more than ever we must fight for dignity, respect and equality among workers. Brothers and Sisters, take pride that you belong to a labor union. Take pride in the fact that we who belong to a union have higher wages, better benefits and many worker protections. CSEA is a strong and well-respected union in New York State; and with our affiliation with

AFSCME, we become stronger and have a voice nationally.

I know in many cases that I am preaching to the choir, but the message needs to get beyond us. The battle lines have been drawn and we must forge ahead. We must Organize, Organize, Organize to improve the quality of life for working people and to maintain the standard of wages and benefits for all of us. Brothers and Sisters, never lose sight of our purpose and our goals. This is our charge! This is our mission! Our future depends on it.

Safe travel to all.

Off the job personal injury: What you should know

In the August issue of *The Work Force*, an overview of the CSEA Personal Injury Plan was presented. That article involved both on-the-job (Workers' Compensation) injuries as well as those sustained off the job. In response to member questions, additional information on this area of program coverage is presented below. This article focuses on off-the-job injuries.

If you or a family member has been injured in an accident **off the job** as a result of someone else's carelessness, you may have the right to seek money damages for injuries resulting from that accident by pursuing a Personal Injury Lawsuit.

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 step at a building you don't own and break your ankle.
- A relatively new piece of equipment that you own malfunctions due to poor design or manufacture, causing you injury.

For a successful Personal Injury claim, two essential elements are needed: "liability" and "related significant injuries."

Liability equals Fault

To be successful with an off the job personal injury claim, you must have been injured as the result of someone else's carelessness. If the person who caused your injuries failed to act as a "reasonable person" would, his/her actions are "negligent." But, that is not enough. The law requires that the "accident" causing your injuries must be "foreseeable."

When someone is negligent and it is foreseeable that an accident might occur as a result of that negligence, the injured person can seek money damages for injuries that were caused by the accident. In other words, "foreseeable" means that a reasonable person would have or should have seen that injury and/or accidents could have occurred if they acted in the fashion they did.

Related Significant Injuries

Insurance companies are responsible to pay money only for injuries that were caused by negligent

parties whom they insure. **If the person who caused the accident was negligent, but you did not sustain any damages or injuries, the insurance company is not responsible for paying anything.**

However, if you have sustained damages and injuries caused by the accident, the insurance company is responsible for paying for those damages, up to the policy limits that the negligent party had in place on the day of the accident. Automobile accidents present a special situation, since the No-Fault Law was enacted. That law creates a threshold that must be met before you have a right to sue under the No Fault Law.

It is important for you to document your injury so evidence of your injury can be provided to the insurance company. The medical evidence used to support your case will be your treating doctor's medical records, pictures and reports. It is important that your doctors know the full extent of the injury you sustained and how it has changed your life.

Are there specific time frames or statutes of limitations for commencing off the job Personal Injury lawsuits?

Yes! Statutes of Limitations are restrictions placed on the time in which a lawsuit may be commenced. In other words, there are "deadlines for suing." These time limitations vary according to the subject matter of the lawsuit and who is being sued. So, it is important to seek advice and pursue your rights as soon as possible so that you do not miss any relevant timeframes.

Personal injury law is complex and, at times, confusing. This is especially so when you or a family member is seriously hurt or otherwise affected. Because of the complexities and the time limits, you should seek guidance to help you sort out what to expect.

Remember: When an injury happens on the job, you are more than likely 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.

CSEA EXECUTIVE VICE PRESIDENT *continued from page 11*

The point I wish to make is this: We, as citizens of this great country, deserve to live in a nation that is secure, that provides for those like our brothers and sisters in the Gulf Coast, that offers the assistance and care for those who have been injured while serving in the military and so many others who cry out for help to a government that is not listening.

To accomplish that goal, we must do all that we can to elect candidates who support what is best for our country and to hold them accountable for their actions once they take office.

CSEA does a wonderful job of educating our members about where candidates for elected office stand on the issues that matter to us. Our Political Action Committees spend many hours interviewing candidates and recommending endorsements for those whose record or position on the issues supports our views. Once an endorsement is given, CSEA members across the state work tirelessly and enthusiastically to elect our endorsed candidates.

CSEA members have a track record we can be proud of here in New York whether it is a local school board vote, a mayoral race or electing candidates to statewide office or Congress.

Unfortunately, not enough of

us get involved, not enough of us do our part. We can and must change the course that our nation has taken. We can and must elect candidates on November 7th who respond to the needs of the citizens of our communities, our state and our country. Then we, as citizens, as union members, must ensure, through our continued activism, that our issues, the hopes and dreams of working people, are addressed.

Call your Region Political Action coordinator today and volunteer to help register new voters, make phone calls or distribute literature on behalf of CSEA's endorsed candidates, encourage co-workers, family, friends and neighbors to vote and help get them to the polls if necessary. When the November 7th elections are over, stay involved and informed. Volunteer to serve on your Unit or Local Political Action Committee, attend village, town, school board and county legislature meetings; call or write politicians to let them know that you support or oppose what they are doing.

My brothers and sisters, now is the time to step up and get involved. Now is the time to let your voice be heard. Now is the time to act. It is our future, the future of our children and our grandchildren that is at stake. It is up to each and every one of us to do all we can to ensure that it is safe and secure.

When there is both a Workers' Compensation and Personal Injury case, you may be able to recover lost wages, medical expenses and, in some situations, additional compensation for your personal injuries. For help in these difficult situations, call the **CSEA Legal Services Program** promptly after sustaining injuries.

Call CSEA at (800) 342-4146, follow the prompts for **Legal Services Program**, followed by "Injury Related Matters." Our CSEA Legal Services Program injury-related attorneys will help you to determine your rights and, if you choose, represent you in enforcing those rights.

Empire Plan health insurance choices for 2007

Once again, it's that time of year to start thinking about your health insurance options.

The NYSHIP Option Transfer period will be held after the 2007 health insurance premiums are approved. During the option transfer period, CSEA-represented state enrollees will have the ability to change their health insurance

plan for the 2007 plan year.

Members will be able to choose from the Empire Plan or one of the NYSHIP-approved health maintenance organizations (HMOs) in their area.

In the past enrollees may have received, from the state Department of Civil Service, a copy of "Choosing Your Health Plan." If you found that

information helpful you may want to request a copy of the 2007 "Choices" guide from your agency's health benefits administrator. Members should review each of the options carefully to determine which health insurance plan will best meet their needs and the needs of their family.

Please watch for more

information in *The Work Force* as the option transfer period draws nearer. The Joint Committee on Health Benefits will publish additional information on health insurance premiums for the 2007 plan year in an effort to assist you in making the most informed choices for you and your families' health care needs.

Planning for 2007 health care expenses? Consider the Health Care Spending Account

The Health Care Spending Account (HCSAccount) is a negotiated employee benefit that helps state employees pay for health-related expenses with tax-free dollars. This includes medical, hospital, laboratory, prescription drug, dental, vision, and hearing expenses that are not reimbursed by your insurance or other benefit plans.

Before participating in the HCSAccount program, you should carefully consider what your eligible expenses might be. Reviewing your expenses from previous years can help.

Once you have estimated the amount of your expenses, you may then determine how much to contribute to your HCSAccount. Under Federal law, any money you put into your HCSAccount must be

used for expenses incurred during the plan year in which it was contributed.

For the 2007 plan year, the program allows a maximum annual contribution of \$4,000 and a minimum annual contribution of \$100.

The Health Care Spending Account open enrollment period for the 2007 plan year begins Sept. 25, 2006, and continues through Nov. 10, 2006. The program's plan year will operate from Jan. 1 through Dec. 31, 2007.

If you would like to know more about the Health Care Spending Account program or would like an enrollment kit sent to you, you may contact the program's administrator, Fringe Benefits Management Co. at (800) 358-7202 or enroll online at www.flexspend.state.ny.us.

New Empire Plan coverage for HPV vaccine

The Empire Plan covers vaccinations and immunizations in accordance with recommendations by the national Centers for Disease Control and Prevention and the American Academy of Pediatrics.

The state Insurance Department recently added a requirement for health plans to offer pediatric immunization coverage for immunizations recommended by the Advisory Committee on Immunization Practices (ACIP).

The ACIP has endorsed Gardasil, the new vaccine for prevention of the human papillomavirus (HPV) in females ages 9 to 26.

Effective June 29, 2006, the (HPV) vaccine became a covered immunization under the Empire Plan for the following categories of young girls/adults.

- Dependent females up to age 19

are eligible to receive the HPV vaccine under the pediatric immunization benefit, either through a participating provider or from a non-participating provider (basic medical coverage, subject to deductible and coinsurance) of the Empire Plan.

- Eligible females ages 19 to 26 are eligible to receive the HPV vaccine under the adult immunization benefit through a participating provider only.

United HealthCare will review its claims history and reconsider HPV vaccine claims retroactive to June 29, 2006. If eligible females have received the vaccine after June 29, 2006, and you are not sure if the claim was submitted to the Empire Plan, contact your health care provider's office.

Do you know the value of your Empire Plan drug coverage?

True or false — thousands of New Yorkers with insurance lack adequate coverage for prescription drugs and must buy them at full price. According to the New York state attorney general's prescription drug website, it is true.

CSEA negotiates with the state to ensure adequate drug coverage is provided to our membership even as the cost of prescription drugs continues to be one of the fastest-growing components in the overall cost of health care.

More than 80 percent of individuals covered by health insurance use their prescription drug benefit at least once a year, and the average number of prescriptions filled by each person covered under the plan exceeds 11 per year.

In an effort to provide enrollees with the "true" value of prescription drug coverage, on this page is a list of commonly prescribed brand-name drugs and their costs.

While many CSEA state enrollees have probably seen an increase in their out-of-pocket expense for

prescription drugs as a result of co-payments, your health insurance plan continues to pay most of the cost of your prescription drugs.

To keep your out-of-pocket costs for prescription drugs low, let your doctor know that your co-

payments are lower when you use generics and/or preferred brand-name drugs. Ask if there are alternative prescription drugs that may be right for you.

Medication Type	Purchased At	Day Supply	Employee Cost		Plan Cost		Annual Enrollee Savings
			90-Day Copay Amount	Annual Copay	90-Day Script Cost	Annual Cost	
Osteoporosis	Mail Order	90	\$20	\$80	\$450	\$1,801	\$1,721
	Retail Pharmacy	90	\$30	\$120	\$482	\$1,928	\$1,808
High Blood Pressure	Mail Order	90	\$20	\$80	\$164	\$655	\$575
	Retail Pharmacy	90	\$30	\$120	\$171	\$685	\$565
Alzheimer's	Mail Order	90	\$20	\$80	\$378	\$1,512	\$1,432
	Retail Pharmacy	90	\$30	\$120	\$404	\$1,615	\$1,495
Infertility	Mail Order	90	\$20	\$80	\$1,204	\$4,817	\$4,737
	Retail Pharmacy	90	\$30	\$120	\$1,300	\$5,199	\$5,079

NYS & CSEA Partnership offering “Skills for Success” courses

This fall and winter, CSEA-represented state employees have opportunities to take “Skills for Success” training courses offered by the New York State & CSEA Partnership for Education and Training.

“Skills for Success” courses are designed to help employees prepare for the challenges and demands of current and future jobs.

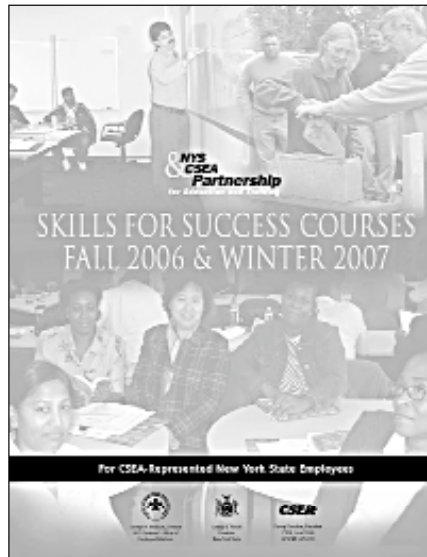
The courses are scheduled statewide from early October through mid December and early February through March. Courses are available at no cost to employees or their agencies. Reimbursement for employee travel, lodging, meals, and parking expenses is at the discretion of agencies. All courses are held during the day at conveniently located training sites.

CSEA-represented state employees are eligible to participate in courses if they are a member of the Administrative Services Unit (ASU), Institutional Services Unit (ISU), Operational Services Unit (OSU), or the Division of Military and Naval Affairs (DMNA) bargaining units.

Choose from 23 job-related and personal development courses under the following topic headings:

- Adult Education Basics
- Clerical and Secretarial
- Educational Advisement
- Operations and Maintenance
- Work and Life

Employees may take any of the courses offered, not just courses that typically reflect the work they do. Supervisory



approval is needed for employees to directly apply for these courses. Applications should be sent as soon as possible and not later than four weeks before the start of a class.

The “Skills for Success” course catalog contains eligibility information, course descriptions, course schedules, training locations, and an application form. Catalogs and application forms are available from CSEA local presidents and agency personnel/training offices, or can be downloaded at the Partnership’s website at www.nyscseapartnership.org.

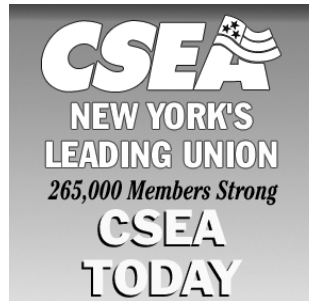
Request a catalog by calling (518) 486-7814, or for areas outside the Capital Region (800) 253-4332, or by e-mailing the Partnership at learning@nyscseapartnership.org.

PEOPLE PERSON — The PEOPLE recruiter of the month of August is Jayne Clancy of the Rockland County Local in the Southern Region. She recruited 69 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 ...

DEPENDENT CARE ADVANTAGE ACCOUNT —

CSEA-represented state employees have the opportunity to save money on costs for child, elder or disabled dependent care by enrolling in the Dependent Care Advantage Account. The open enrollment period for the 2007 plan year is Sept. 25 to Nov. 10. Each year, account enrollees can contribute up to \$5,000 from their paychecks tax-free



to pay for dependent care expenses. CSEA members enrolled in the DCAAccount can also receive up to \$700 tax-free in employer contribution rates. For more

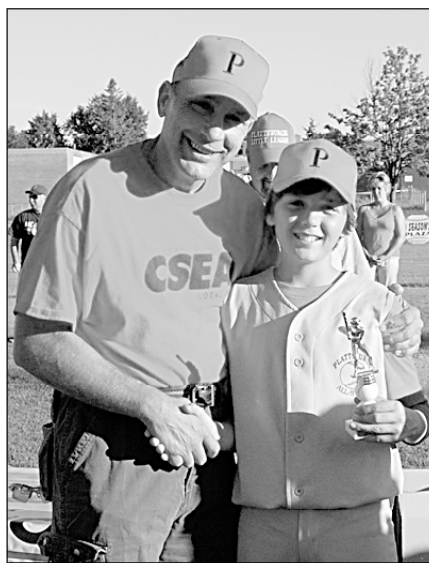
information, visit the Contract Administration page at CSEA’s website at

www.csealocal1000.org or the state Flex Spending Account page at

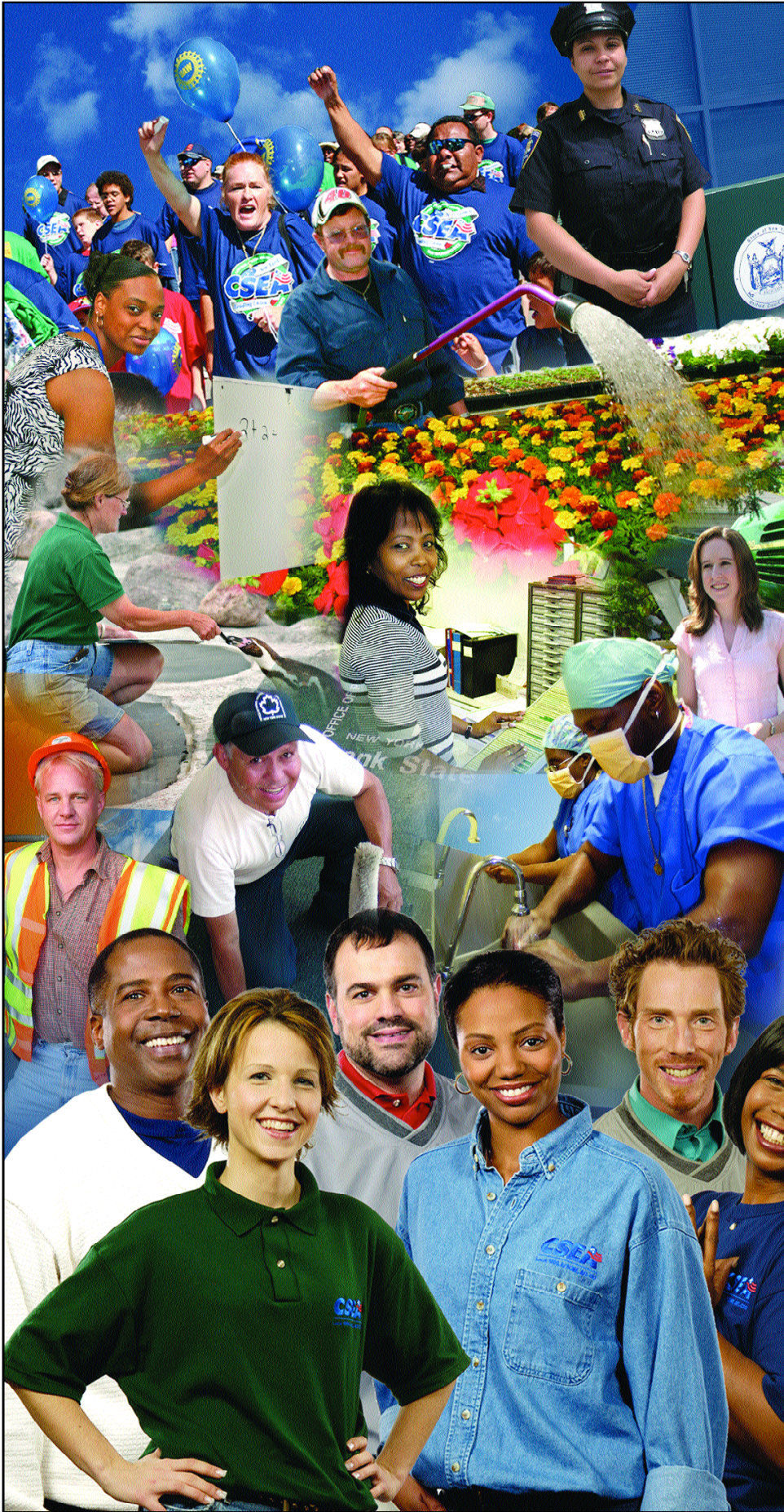
www.flexspend.state.ny.us...

HELPING IN MONTGOMERY COUNTY — Following the devastating June floods, many CSEA members in Montgomery and Fulton counties were left with heavily damaged properties. The worst-hit members in Montgomery County were able to apply for direct assistance thanks to the generosity of the Montgomery County Local that authorized that six \$200 checks be distributed to members with the most severe damage to their homes.

A home run



Clinton County Local President Joe Musso, left, congratulates a member of the winning team of the Plattsburgh All-Star Little League Tournament the local supported July 22-23. The local even provided souvenir water bottles and baseball caps bearing CSEA’s logo for the tournament’s 150 players from 20 teams.



Our Reputation: New York's Leading Union. **We've Earned It!**

We're CSEA – a positive force throughout New York State for nearly a century.

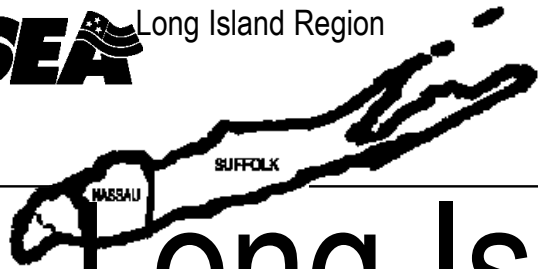
We're 265,000 members strong. Dedicated. Keeping our skills sharp and our knowledge current. Doing the vital work that all New Yorkers depend on. And doing it right.

We fight for fair pay, decent benefits, fairness and respect. It's not just the right thing to do – it's a great investment.

Quality. Effectiveness.

And a better community for all.

CSEA
New York's
Leading Union
Local 1000 AFSCME, AFL-CIO
Danny Donohue, President
www.csealocal1000.org



Long Island Reporter

Long Island Region steps up



Above, members from Long Island march in the New York City Labor Day Parade.

The CSEA Long Island Region members really made their mark at the New York City Labor Day Parade. A record number of members turned out in a show of strength, solidarity and brotherhood for the march up 5th Avenue. Region President Nick LaMorte said it was a joy to see that virtually every local was represented.

"I just want to personally thank every single one who came out, the CSEA

Please see Parade continued on Page 3

Labor parade cont'd from Page 1

members as well as their friends and relatives. I was also glad to see that so many marchers were first timers. It was great to see such sprit and participation!" he said.

Photo highlights from the parade appear on this page and Page 1.



Above, the Long Island Region was well represented at the New York City Labor Day Parade by members from all over Nassau and Suffolk counties.



Above, members came from many locals and units, including towns, villages, school districts and state agencies, to participate.



Above, CSEA Oyster Bay Executive Vice President Bobby Rauff and Long Island Developmental Center Member Rutha Bush lead a chant of "CSEA." followed by Judiciary Local 330 President Kevin Ray.



Above, Long Island Region members marched with enthusiasm up 5th Avenue.



Right, officers and members from Long Island Developmental Center Local 430 proudly displayed their pride.

PHOTO OF THE MONTH



The Long Island Region Women's Committee holds a yard sale outside the region office in Commack Sept. 16. Committee members, from left, are Jill Mallon, Catherine Custance, Jeanne McGinty, Maryann Phelps, Bette James, Loretta Zuch, Bobbi Eisgrau, committee chair, Shelly Davidson and Nydia Concepcion. In front is a prospective buyer, Erin Gallagher, daughter of Laura Gallagher of SUNY Old Westbury Local 618.

Message from Long Island Region President Nick LaMorte



I was so delighted that a record number of CSEA members turned out for this year's Labor March in New York City! We had a great day for it, and the mood was upbeat and positive. It was a day to celebrate the legacy of the American labor movement and our position in it today, as modern CSEA activists. It was a day to show our unity and strength. I hope it was also an eye-opening experience to the first-timers who may have seen for the very first time they are part of a much larger family of labor.

The key thing is that members from virtually every local participated and for that I am very proud! I know that it could not have happened without the support and active encouragement by our locals, and they certainly deserve credit for the turnout as well.

I want to personally thank every member and their friends and family members who made the trip with us. I want you to know that your participation made the difference! It also shows the open, inclusive nature of our union, that we welcome the participation, input and contribution of every member. That is one reason why we say CSEA is a democratic union. We are always looking for the input

of members, we listen to their voices and we actively encourage their participation in all aspects of CSEA.

Whether it is in a contract ratification, a rally, a demonstration, a parade or a general membership meeting, there is no shortage of opportunities for members to really shape what CSEA can be. So, I hope your participation will not end here.

In solidarity,

Nick LaMorte, president
Long Island Region

Suffolk Local 852 President Bill Walsh named statewide Political Action Committee Chair

COMMACK— Suffolk Local 852 President Bill Walsh has been named chair of the CSEA statewide Political Action Committee by CSEA President Danny Donohue.

"I am very grateful," said Walsh of his appointment, made June 14. "I am honored. It is a privilege."

Long Island Region President Nick LaMorte hailed the appointment. "Bill Walsh's appointment as CSEA state PAC Chair is no surprise to those politically active in CSEA," he said. "He is a natural at the job and I'm sure he feels very comfortable in it. He is non-partisan, favoring only political candidates who are pro-labor. His wit and political sense matches his keen common sense on every issue."

"I am extremely proud President Donohue selected our region PAC vice chair to be the state PAC Chair," LaMorte said. "Bill's selection is an honor for him, CSEA and our region."

The statewide Political Action Committee consists of Walsh, the six region political action chairs and 12 other members appointed by the statewide president. The Long Island Region's Political Action Committee chair is John Shepherd, president of Nassau Municipal Local 882.

The main purpose of the committee is to make endorsements for state Senate and state Assembly. After each region screens candidates from their respective areas, the region committees forward their endorsement recommendations to the statewide Political Action Committee, which then makes the formal endorsements. (*Endorsements in this*

year's elections on Pages 4 and 5.)

The state political action committee's other key function is to advise the union's president on political and legislative issues.

"We look at issues and legislation and give our recommendations to the statewide president so he can get a feel for what the membership around the state thinks he should do, the direction he should go and what pieces of legislation he should put forward," said Walsh.

In the late 1980s and early 1990s, Walsh served as chair of the region's Political Action Committee and served on the state committee. "I'm familiar with politics at both the region and state level," he said.

Walsh began working for Brookhaven in 1981. He has led Local 852's Blue Collar Unit since 1989 and been president of the 3,100-member local since July 2005.

Kathleen, his wife, is an elected member of the Brookhaven Town Council, which means there are some topics that are not discussed by them. "My wife and I don't discuss politics that pertain to her job," he said. "Her role is as a town councilwoman and my role is as local president. We don't discuss situations where there may be a conflict."

Making Strides Against Breast Cancer walk Oct. 15

JONES BEACH — The Women's Committee is preparing to welcome several hundred walkers to the American Cancer Society's annual Making Strides Against Breast Cancer walk Oct. 15, at Jones Beach.

Last year, more than 300 CSEA members completed the 5-kilometer walk on the boardwalk, raising nearly \$30,000 for cancer research, advocacy, education and patient services.

"This year we're going to do even better — absolutely," said Bobbi Eisgrau, committee chair.

Those interested in signing up sponsors and taking part in the walk can get more information from Eisgrau at (516) 571-1559 or from the region office at (631) 462-0030.

Those who bring a sponsor sheet for \$50 or more to the CSEA tent at Jones Beach will receive a special union T-shirt.

Inside Reporter

Members urged to vote for candidates who will be fair to those who work for a living



CSEA endorsed candidate for governor, Eliot Spitzer, shakes hands with Pilgrim Psychiatric Center Local Executive Vice President Catherine Custance. Other supporters on hand were Pete Mariot, Maryann Phelps, Herman Williams and Gretchen Penn.

Photo above right: From left to right, gubernatorial candidate Eliot Spitzer, Suffolk County Legislator Ricardo Montano, Suffolk Democratic Committee Chair Rich Schaffer, New York State Assemblyman Phil Ramos and Suffolk County Legislator Vivian Vilorio-Fisher at a Spitzer rally in Brentwood.

COMMACK — Long Island CSEA members are being urged to vote for union-endorsed candidates when they go to the polls on Election Day, Nov. 7.

Long Island Region Political Action Committee Chair John Shepherd said the union's members should cast their ballots for candidates who understand the needs of Nassau and Suffolk's working men and women and their families.

"As public employees, we don't have the benefit of binding arbitration or the right to strike," said Shepherd, who also serves as president of Nassau Municipal Employees Local 882.

"Our only avenue to get good and fair contracts is through political action. To maintain our salaries, health coverage and safety protections, we have to support candidates for public office who understand the needs of our members."

He noted that political action committees in units and locals as well as the region have spent hundreds of hours considering candidates.

"We studied the voting records of the incumbents, and talked to local and unit officers and CSEA field staff about the incumbents," Shepherd said. "We looked at the promises of

challengers.

"When we made endorsements, candidates were endorsed not because they are Democrats or Republicans, incumbents or challengers. We endorsed candidates as individuals who will be fair to those who work for a living."

The union's endorsement process is one step in electing candidates who will benefit working people, he said.

"The key to the success of our union's endorsement process is your vote," Shepherd said. "CSEA's voice and votes are a very powerful tool. We have over 50,000 CSEA members who live on Long Island, and our political clout is greatly multiplied by our families and friends."

"Make your job and your workplace better for yourself and your family by voting for candidates who will be there for us."

Shepherd urged all CSEA members to vote on Election Day as a way of showing their pride in being an American and having the right to vote.

"In this difficult time for our nation," said Shepherd, "all of us should remember how fortunate we are to live in this great nation."



"Our only avenue to get good and fair contracts is through political action. To maintain our salaries, health coverage and safety protections, we have to support candidates for public office who understand the needs of our members."

These are the candidates who have been endorsed by CSEA for election on Nov. 7. Please support them when you go to the polls.

For Governor
Eliot Spitzer

For Lt. Governor
David Paterson

For Attorney General
Andrew Cuomo

For State Comptroller
Alan Hevesi

For U.S. Senate
Hillary Clinton

For United States Congress

C.D. 1 **Tim Bishop**

C.D. 2 **Steve Israel**

C.D. 3 No endorsement

C.D. 4 **Carolyn McCarthy**

C.D. 5 **Gary Ackerman**

For State Senate

S.D. 1 **Ken LaValle**

S.D. 2 **John Flanagan**

S.D. 3 **Caesar Trunzo**

S.D. 4 **Owen Johnson**

S.D. 5 **Carl Marcellino**

S.D. 6 **Kemp Hannon**

S.D. 7 **Michael Balboni**

S.D. 8 **Charles Fuschillo**

S.D. 9 **Dean Skelos**

For State Assembly

A.D. 2 **Fred Thiele**

A.D. 3 **Pat Eddington**

A.D. 4 **Steve Englebright**

A.D. 5 **Ginny Fields**

A.D. 6 **Philip Ramos**

A.D. 7 No endorsement

A.D. 8 **Philip Boyle**

A.D. 9 **Andrew Raia**

A.D. 10 **James Conte**

A.D. 11 **Robert Sweeney**

A.D. 12 **Joseph Saladino**

A.D. 13 **Charles Lavine**

A.D. 14 **Bob Barra**

A.D. 15 **Rob Walker**

A.D. 16 **Thomas DiNapoli**

A.D. 17 **Tom McKeivitt**

A.D. 18 **Earleen Hooper**

A.D. 19 **David McDonough**

A.D. 20 **Harvey Weisenberg**

A.D. 21 **Thomas Alfano**



A.D. 1 **Marc Alessi**

CSEA files charges against Village of Hempstead

CSEA has filed an Improper Practice charge against the Village of Hempstead alleging it has violated members' rights under the Taylor Law.

"In this case we are alleging that the village purchased and installed GPS (Global Positioning System) equipment in some of the village's vehicles, without negotiating it with the union," said Labor Relations Specialist Cynthia Smalls. "The employer cannot unilaterally change our members' terms and conditions of employment like that."

GPS systems allow the location and movements of a user to be tracked with great precision. The village has claimed it has a right to know where all of its assets are located.

Although the contract does not cover the use of any kind of GPS equipment, this kind of technology has only recently come into widespread usage, with an increasing number of municipalities using the equipment to track workers' movements.

Oyster Bay Women's Committee meeting

OYSTER BAY — The Oct. 15 Strides Against Breast Cancer and computers were the two main topics at the Oyster Bay Local Women's Committee's Sept. 13 meeting.

Town Councilwoman Rose Walker, the guest speaker, thanked members for encouraging town employees to participate in the cancer walk at Jones Beach. She expressed the hope that soon there would be a cure for cancer and then such walks would be unnecessary.

Terry Wulforst was named the local's Strides chair. Local members who want information about the walk should call her at the Finance Department.

Iris Williams gave a class on e-mail and computer basics, and Diana Wright

"Our concern is that, even though the village claims it just wants to know where its equipment is located, that doesn't tell the whole story," said Hempstead Village Unit President and Nassau Municipal Local President John Shepherd.

"The real issue is, with this technology an employer can act as Big Brother, timing and tracking every movement a worker makes during his or her day," Shepherd said. "Right now they're tracking the vehicles, but cell phones can also be used in that manner, showing how long a person stands in one spot, exactly how long they use a restroom, exactly when they enter and leave the workplace. It's only a matter of time before it is used to discipline people, and that's something we want to try to avoid."

gave a class on Excel, a data management program.

Bette James, Women's Committee chair and the local's 3rd vice president, said membership is growing.

"The word is getting out and more women are getting involved," she said. "Members are learning more about CSEA and teaching members to help others," she said. "That's what it's all about."

The next meeting will be in December.

New Occupational Safety and Health Specialist at region

There is a new face at CSEA. Jeff Hyman is the new Occupational Safety and Health Specialist for CSEA's Long Island Region. He also serves New York City and Westchester County.

Because of his extensive background in safety and health, Hyman is highly qualified to tackle the many challenges facing CSEA members.

He most recently worked for 10 years as the trainer and director of occupational safety and health programs at the New York City Central Labor Council, where he conducted occupational safety and health training for council affiliates.

Before working for the Central Labor Council, Hyman also worked as an occupational safety and health organizer for SEIU Local 1199. He spent 10 years investigating safety and health complaints from the membership, and he educated members on ways to mitigate or avoid exposure to occupational illnesses and safety hazards at work.

"Originally, I was a member of 1199," said Hyman. "I worked as a safety and health technician at Albert Einstein College of Medicine in the Bronx. That's how I got involved in unionism. I was a member, then a delegate (shop steward); I joined the negotiating committee and then I was hired by the union."

He said his goal is to eliminate or at least reduce the incidence of occupational illness, injury and death.

"One of the things I always say is that we don't come to work to get sick. We work to provide for our families and enjoy our lives," he said.

Hyman replaces Komilla John, who has gone on to work as a trainer at the New Jersey AFL-CIO. He can be reached at the Long Island Region office at (631) 462-0030.



Jeff Hyman

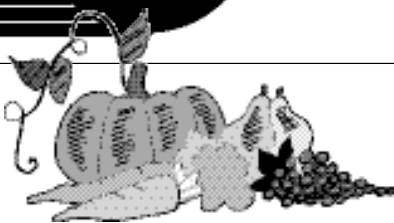
Condolences to the Allen family

COMMACK — The union mourns the death of Emma Joan Allen, mother of Barbara Allen, retired region treasurer, and grandmother of Stacey McCarthy, a member of the region headquarters staff.

Condolences may be sent to the McCarthy family at 343 Rockaway St., Island Terrace N.Y. 11752.

Around the Region

Calendar of Upcoming Events: October 2006



- | | |
|--|--|
| 2 – Human Rights committee Meeting – 5 p.m. | 16 – Women’s Committee Meeting — 5:30 p.m. |
| 4 – Veterans Committee Meeting – 6 p.m. | 17 – Health & Safety Committee Meeting — 5 p.m. |
| 5 – Staff Meeting — 10 a.m. | 23 – Advanced Grievance Training Workshop — 5:30-8:30 p.m. |
| 10 – PEOPLE Committee Meeting — 5 p.m. | 24 – Advanced Grievance Training Workshop — 5:30-8:30 p.m. |
| 11 – Women’s Committee Meeting — 5:30 p.m. | 25 – MAT Committee Meeting — 5:30 p.m. |
| 11 – Local 920 General Membership Meeting – 10:30 a.m.- 3 p.m. | 31 – Political Action Committee Meeting — 5:30 p.m. |
| 12 – Education & Training Committee Meeting — 6 p.m. | |

Local 852 Health and Safety Committee works to improve work site conditions

SOUTHOLD — Tom Skabry, chair of Suffolk Local 852’s Health and Safety Committee, has been working to improve health and safety problems affecting Southold employees.

“I’ve met with Jeff Hyman (the Long Island Region’s new occupational health and safety specialist; see story on page 6) a couple of times to deal with the situation in my unit,” said Skabry, the Southold Unit president.

Among the items they’ve discussed are conditions at Town Hall, where a flat roof is being repaired.

“Workers have been subjected to noxious fumes from the asphalt machine,” said Skabry. “They’re complaining of sore throats, dizziness and nausea.”

There are also problems of contaminants in ceiling tiles and mold and asbestos in Town Hall. “We’re making arrangements for Mark Stipano, CSEA industrial hygienist in Albany, to come down to do an air quality sampling at Town Hall and Town Hall annex,” he said.

Mold caused by last October’s heavy rains have led to air quality concerns reported by many units. “We need to educate our members as to the ways to remediate the mold, and educate our employers as to the seriousness of the problem, even with the lack of federal statutes covering these issues,” he said. “These are health concerns that present

possible financial losses to governments because of the loss of workers’ time, including workers being out sick and increased worker’s compensation costs.”

Suffolk Local President Bill Walsh wants all the local’s three dozen units to create their own health and safety committees.

“Then we’d form a network of health and safety committees, so they can learn from each other’s experiences,” said Skabry. “That’s the main goal for the local health and safety committee and to supplement the region Health and Safety Committee.”

He added that all members interested in joining the committee should leave a message for Walsh at the local’s office at (631) 696-5482.

Skabry, who works in the Highway Department, is also a member of the region Health and Safety Committee.



Tom Skabry

Elmont Library Unit has agreement

ELMONT — Members of the Elmont Library Unit of Nassau Municipal Employees Local 882 have a new, four-year contract that increases salaries each year and improves longevity payments.

The agreement provides a boost retroactive to July 1, 2006, and on July 1, 2007, July 1, 2008 and July 1, 2009.

The longevity payment provision was also improved. Workers will now receive a one-time payment of \$650 after five years of service, \$800 after 10 years, \$950 after 15 years, \$1,100 after 20 years, \$1,250 after 25 years and \$1,450 after 30 years.

Christmas Eve and New Year’s Eve were added to the holidays.

The library director, who recently assumed the position, requested a dress code provision, which the members agreed to add to the agreement.

The negotiations began early this year. The unit’s previous agreement expired June 30.

Negotiating for the 13 unit members were Unit President Connie Thorpe and Cynthia Smalls, CSEA labor relations specialist.

The unit members include librarians and librarian trainees, library and typist clerks, audiovisual helpers, custodians and maintenance employees.

Suffolk Cooperative Library seeks wage reopeners for 2006 and 2007

BELLPORT — Suffolk Cooperative Library Local 701 has met with management on wage reopeners for 2006 and 2007.

For this year, the local’s negotiators are seeking a \$500 salary increase retroactive to July 1. For next year, the union is asking for a 5 percent raise or \$2,500, whichever is greater.

“We want to bump up low-paid clerical workers to the county average for the 2007 salary year,” said Jim Balletta, local president and one of its negotiators.

The next bargaining session is scheduled for Oct. 3.

The reopener is part of the local’s five-year agreement, which expires on Dec. 31, 2007.

The local represents librarians, clerical and maintenance workers, technicians, drivers and Internet specialists who provide important services to 56 public libraries and library users throughout Suffolk County.

**DON’T FORGET: OCTOBER 28
TURN-BACK
THE-CLOCK NIGHT**

Long Island Developmental Center Members Have Fun Day

Clouds didn't dampen the enthusiasm of CSEA members at the recent Local 430 Family Fun Day at Holtsville Park and Ecology Site.

The local has a socialization committee that did a lot of the planning, but Executive Vice President Ronnie Oliver says all the local officers pitched in.

"We wanted to give the membership back something to mark our first year in office," she said. "Through the socialization committee we're also getting feedback from the membership on what other events they want to see. We have a lot of other events planned. We're trying to get the membership more involved than they have been in the past."

From games like Twister and Checkers to contests like pie eating and egg throwing, there were a lot of giggle-provoking activities to keep the kids occupied.

"It's very nice they have a lot of events," Developmental Aide Levi Schwartz said. "That's good!"

"It's great to get everyone together. And it's really nice to

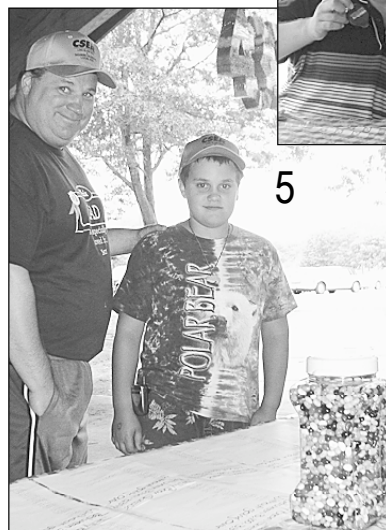
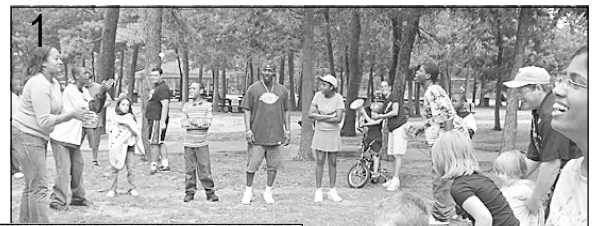
include the families," LIDC Maintenance Worker Wayne Walker said.

Brookhaven town employees who work at the ecology site are members of the Highway Unit of Suffolk Local 852. "It was a pleasure to host the picnic," said Rich Leute, president of the unit. "It's good to see fellow CSEA members use the facilities."

In addition to the picnic grounds, there is an ecological center, a zoo and an exercise track.

— Rachel Langert

1. It wasn't quite a food fight, but participants did have to be careful in the Egg Toss. The eggs were not cooked!
2. LIDC Local President Daryl Wilson was swamped when he went to hand out some cold treats.
3. Ten-year-old Aisha Morris said she could do the Hula Hoop all day. Aisha is the daughter of Sagamore's Frances Jackson.
4. From left, Developmental Aide Levi Schwartz, his 7-year-old daughter Leah and wife Pamela, receive soda can caps from 1st Vice President Pete Marriot.
5. LIDC Maintenance Worker Wayne Walker and his 9-year-old son, Sean, were among those trying to figure out how many jellybeans were in the jar.
6. Third Vice President Michaelle Jackson made sure supply kept up with demand on the food line.
7. Executive Vice President Ronnie Oliver thanks CSEA Labor Relations Specialist Mickey Cruz for doing such a great job manning the grill.
8. The children of LIDC local members really got into the swing of things, trying to get candy out of the piñata.
9. The little ones got right down to it in the pie eating contest!
10. From left, Rothchild Pierre and Vincent Palazzalo are congratulated by Local President Darryl Wilson, center, for taking the pie-eating contest by storm.
11. Developmental Aide Eileen LoRusso brought her son Rocco.





Message from CSEA Local 830 President Jerry Laricchiuta

Keeping Tabs on Job Title Review

It is hard to believe summer is gone and the holiday season is just around the corner. As we approach the holiday season, we all become more aware of just how difficult it can be to live on Long Island. Raising a family today has become a challenge like never before and trying to settle into retirement here can sometimes prove to be impossible. For these reasons and many others, I realize how important the next few years will be for all CSEA members to ensure job security and retain those benefits we already have.

Another important factor we all deal with is salaries and promotions. County Executive Suozzi has been going through with this plan to have a complete title review of all county employees. When I was first elected, I opposed the concept and made my position clear because the county would not commit to the idea that no matter what the result of this audit, no county employees would wind up with a lower salary. Within a couple of months I did get that guarantee, vague as it might be. I have been assured that no current county employees will go down in grade, but I am still concerned about the long-range implications.

Shortly, you will begin to see people from the compensation review vendor, who are supposed to interview each and every one of you. You will be asked to describe your workday. As many of you know, most of us are working 'out of title' to some degree. I urge you all to answer these questions honestly and leave nothing out. I am very interested in how the auditors will respond to this vast problem. Remember, the principle behind this audit is to achieve pay equity. I have yet to figure out how they will achieve equity when they compare all that you do to those working in other municipalities. I cannot

see them being able to do this. Many of you have been working out of title for so long that your original job description attached to your civil service title is completely out of sync with reality. Be assured that your union is watching every step of the way. You must keep in touch with us during this audit, because if I believe that the audit is headed in a direction that could cause us harm, I will take the appropriate action. For now, let's give the county the benefit of the doubt. For one thing, it is within their prerogative to have this audit performed. The actions taken as a result of the audit, however, will come under the scrutiny of Civil Service, the Public Employee Relations Board, the state Department of Labor and, of course, CSEA.

For our members at the Nassau Health Care Corp., I want to tell you that the long awaited contract books should be out shortly. I am hoping to deliver them to you some time in October. The main reason for the huge delay is there is a discrepancy in one section between CSEA and the corporation, but I have requested we print the books without that section in it. The section deals with union release time, so it is not an issue that warrants further delay. There were several other discrepancies as well, but we were able to work them out recently. Unfortunately, we will need to go to court to solve the release time section, so this could take a while.

We have been working closely with NHCC's CEO Art Gianelli regarding several key issues such as promotions, subcontracting, the Family Practice Plan for doctors and the dress code. I believe we have made some significant strides in all those areas and once they are put to pen and paper, I will confirm the results with you. In any event, I feel good about the future of NHCC and the manner in which CSEA and

the management team there are heading. We will continue to take baby steps with caution, but I can say that today, labor relations with the Health Care Corp. have become much better than they were when I first got into office.

Until next time, stay safe and healthy.

*Yours in Solidarity,
Jerry Laricchiuta*

WHAT'S INSIDE

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☛ Pages 4 and 5

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• **Membership Meeting at Nassau University Medical Center**

• **Juvenile Detention Center Update**

The
Work Force

CSEA Nassau County Local 830

EXPRESS

October 2006 • Vol. 11 No. 10

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JERRY LARICCHIUTA, PresidentRyan Mulholland, Editor
(516) 571-2919 Ext. #13

www.csealocal830.org

CSEA Long Island Region Communications Associate Rachel
Langert (631) 462-0030**NASSAU LOCAL 830****Executive Officers:**

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 MARLA ROWE, Probation Department
 DIANE RUSS, Consumer Affairs
 EARL STROUGHTON, Nassau University Medical Center
 JOSEPH WHITTAKER, Fire Marshal's Office

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

LEGAL UPDATEBy: *Louis D. Stober, Jr., Esq.*
CSEA REGION ATTORNEY

www.Stoberlaw.com

Double Jeopardy in the Disciplinary Setting

Under the terms of the Collective Bargaining Agreement between the CSEA and the county of Nassau, most employees are covered by Section 10 dealing with disciplinary procedures. While the county has the right to discipline employees for misconduct and incompetence on stated charges, that right has many limitations.

One of the important rights an employee has is the right not to be disciplined twice for the same infraction. In criminal law that concept is called double jeopardy. While the strict rules of criminal procedure do not apply in disciplinary settings, the concept that one should not be disciplined twice for the same act has been universally adopted by arbitrators.

Related to the concept of double jeopardy is the concept that rapid fire disciplines in an attempt to create a trail of progressive discipline where the employee is not given the opportunity to correct the "offensive" behavior will not be condoned either.

In a recent case handled by Heather Patton of my office, both concepts formed the core of our successful defense of a CSEA member. The case involved the termination of an employee on allegations of sick leave abuse for the period of Dec. 14, 2005, through Feb. 22, 2006. What prompted our motion to dismiss the charges is the fact that this employee had already been served with a reprimand for the Dec. 14, 2005, through Jan. 19, 2006, absences, a reprimand for the Jan. 23 through 25, 2006, absences, a \$200 fine (the CBA only allows a \$100 fine) for the Jan. 27, 2006, through Feb. 1, 2006, absences, and a two-step demotion for the Feb. 3 through 9, 2006, absences.

In other words, the county was trying to recharge the employee with misconduct and terminate him for the very same absences they had previously imposed discipline for. This is the essence of a double jeopardy claim.

To make matters worse, the timing of the disciplines were as follows:

Jan. 20, 2006, reprimand, Jan. 25, 2006, reprimand, Feb. 1, 2006, fine, Feb. 9, 2006, demotion and March 1, 2006, termination. Therefore, we believed the county was hitting the

employee with disciplines at such a fast clip that he had no opportunity or ability to show an improvement and therefore the arbitrator should not find that progressive discipline had occurred.

In winning the case and obtaining reinstatement, the arbitrator held: "The arbitrator finds the union has credibly established that the grievant has been subjected to double jeopardy discipline by the county which the county relies on in support of its termination of the grievant..."

After outlining the timing and nature of the disciplines and penalties as we have above, the arbitrator went on to hold: "The arbitrator finds the county sought to include the aforementioned discipline and NOPA's as confirmed prior discipline despite the fact that other than the grievant's instant termination the other four prior disciplines have been grieved and not yet adjudicated to determine whether the county had contractual justification for each NOPA... Moreover the arbitrator clearly perceives an effort by the district attorney's office to repeatedly discipline the grievant over a short period of time as cited in the grievant's notice of termination in an escalating measure for essentially the same offense, i.e., sick leave abuse. And then represent to this arbitrator that the grievant has already been progressively disciplined based upon these prior NOPAs, not yet adjudicated, in order to sustain this instant termination ... the arbitrator finds in favor of the union's double jeopardy argument..."

If you believe that you are the victim of an attempt to "pile on" discipline for the same acts in an effort to end your employment, you have to immediately contact CSEA to challenge same. Remember, the collective bargaining agreement sets forth a limited period of time to make the challenge so do not delay in exercising your rights.

PLEASE MAKE NOTE!

CHANGE OF DATE! CHANGE OF DATE!**CSEA LOCAL 830 ANNUAL HOLIDAY PARTY**

Wednesday,
Dec. 20, 2006

7 -11 p.m. • Crest Hollow Country Club, Woodbury

Ticket purchasing information to be detailed in next month's
Nassau Express!

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

"The turnaround of Nassau County would not be possible without the great work of CSEA day in and day out."

— Nassau County Executive Tom Suozzi
at the Nassau County Labor Picnic, Sept. 10

MEMBERS HELPING MEMBERS

FRIENDS OF THE BASSO FAMILY

Organized by Nassau County Police Department Crossing Guards

Laurie Jackson and Diane Keane

TUESDAY, OCT. 3, 2006, 7 P.M.

JACKIE REILLY'S BAR AND GRILL

3964 HEMPSTEAD TURNPIKE, BETHPAGE (516) 731-7544

\$20 DONATION AT THE DOOR

CHECKS MADE PAYABLE TO CASH

FREE BUFFET/CASH BAR

50/50 RAFFLE

TOMMY GUNN BAND

IMPORTANCE:

Joanne Basso, age 28, is a North Merrick resident who at age 12 had an ankle injury that never went away. She was diagnosed with REFLEX SYMPATHETIC DYSTROPHY. Tragically, Joanne's leg was amputated and the RSD condition remains. It has now spread to her right hand causing excruciating pain, which disables her from using it. Her only hope for a cure is an extensive procedure that is very costly and too expensive for her family to afford.

"10-78 PARTY"

POLICE COMMUNICATIONS OPERATOR MARION WOOD, COMMUNICATIONS BUREAU, NASSAU COUNTY POLICE DEPARTMENT NEEDS YOUR HELP.

Due to increased medical bills from a serious illness, we would like to help Marion during her time of need.

SEPT. 28, 2006

Jackie Reilly's — 7 p.m.

\$20 Donation Suggested at the Door (Cash Only)

Donations can also be made to: "Marion Wood Benefit Fund"

Communications Bureau, 1490 Franklin Avenue, Mineola, N.Y. 11501

Call (516) 573-7600 for more information



SHAWN BRUCE

Son of Department of Public Works Employee
Rudy Bruce

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

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

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

Send Check to:

Attn. Patricia M. Sheehan

Chase Bank

216 Old Country Rd., 1st Floor

Mineola, N.Y. 11501-4265

**YOUR GENEROSITY
IS GREATLY APPRECIATED
BY RUDY AND HIS FAMILY!**

Local 830 to Air Commercials on Cablevision

CSEA Local 830 is in the process of beginning a new image awareness campaign by running 30-second television commercials on Cablevision networks. The ads will begin airing in early October and will feature footage of CSEA members in various units performing their jobs. The commercials will air primarily on *News 12 Long Island*, but will also air on other cable stations.

CSEA has long used image advertising to promote the value of CSEA members' work on a statewide basis.

The new Local 830 ads will localize the approach showing the hard work that CSEA members do every day, right here in Nassau County.

For the first year of Local 830 President Jerry Laricchiuta's term, CSEA took out an ad each week

in the *Long Island Press*, aimed at gaining more publicity for CSEA members and educating the public about the union. Now, this newest venue of advertising will expand on that premise.

"With these TV commercials, I feel we can reach a different and more wide-ranging audience," Laricchiuta said. "It's important that our members be seen and recognized for all that they do for Nassau County. I have said it many times and will say it again. A day without CSEA members and this county would cease to function."

LOG ON TO www.CSEA830.ORG!!!

New Website Includes:

- Brand New Functioning Members Section with Contracts, Unit Constitution & Member Benefits Info
- Links to all CSEA Staff and Unit Presidents
- Archives of all Radio Shows and Current Express Newsletters
- Up to date info on all the latest in CSEA News

& MUCH MORE!



CSEA Local 830 Participates in Nassau County Labor Picnic

EAST MEADOW — On Sunday, Sept. 10, about 500 CSEA members and staff attended the 4th annual Nassau County Labor Picnic at Eisenhower Park in East Meadow.

The picnic was flooded with numerous union officials, dignitaries and of course hardworking union members and their families enjoying themselves. Entertainment included a live band, games for children and plenty of raffles and giveaways.

CSEA was one of the only public employee unions to attend the picnic, and Local 830 President Jerry Laricchiuta felt it was important for his members to be present. "Today is a great day for labor and it's a chance for the public and private-sector unions to get together," Laricchiuta said.

CSEA Long Island Region President Nick LaMorte echoed that thought and said, "This is the biggest day for Long Island labor, bar none. I have been trying to get CSEA to be a part of this the past three years, but Jerry Laricchiuta made it happen."

Local 830 even broadcast its radio show that day directly from the picnic. The esteemed guests included state Sens. Mike Balboni, Charles Fuschillo, John Flanagan and Owen Johnson; Assemblymen Chuck Lavine and Dave McDonough; Nassau County Legislators Dave Mejias and Lisanne Altmann, and Long Island Federation of Labor President John Durso and Executive Vice President Roger Clayman. It was certainly a day of recognition for Long Island's work force overall, as well as CSEA and its members.

County Executive Tom Suozzi delivered a 10-minute speech in which he said, "The turnaround of Nassau County would not be possible without the great work of CSEA day in and day out."

CSEA Local 830 was very happy with the turnout of the event and definitely plans to attend in the future to further honor Long Island's work force.



Above, Jerry Laricchiuta with other union leaders on stage.

Left, Laricchiuta interviews Legislator Dave Mejias.



Above, Sen. John Flanagan & Nick LaMorte.



Left, CSEA Local 830's tent

NUMC Holds Membership Meeting

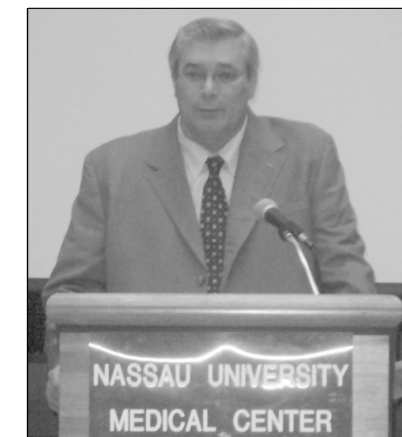
EAST MEADOW — CSEA Local 830 held a membership meeting at Nassau University Medical Center on Thursday, Aug. 31. Many Local 830 members attended the afternoon meeting and were addressed by CSEA Executive Vice President Diane Russ, Vice President Rob McLaughlin, and President Jerry Laricchiuta.

Most members seemed please with CSEA's recent progress in aiding in revitalizing the hospital, due to the lack of complaints and questions during the proceedings. Laricchiuta has been meeting with new Nassau Health Care Corp. CEO Art Gianelli at least twice a month, and is excited about the prospect of having more membership meetings like these due to the availability of the Auditorium at the hospital to do so.

Laricchiuta says getting NUMC back on the level of one of the top hospitals in the state is certainly an attainable goal. "It's important to show pride in your job and represent the hospital as best you can," Laricchiuta said. "If we all stay strong, and do our jobs, together we can once again make this hospital one of the best around."



Diane Russ



Jerry Laricchiuta addresses the crowd at NUMC.

UPDATE!

Juvenile Detention Center Condition

WESTBURY — CSEA Local 830 has emphasized the Nassau County Juvenile Detention Center (JDC) as one of its main projects for improvement over the past six months.

After touring the facility Feb. 27 and conducting a press conference in front of the center in Westbury March 28, the local has proved to be committed to the improvement of poor working conditions for CSEA members and youths housed in the center.

Some of the poor conditions included mold in the basement, asbestos in the boiler room, unbearably warm temperatures and an overall unsanitary environment.

However, according to Karen Garber, assistant director of services to children in Nassau County, improvements are now under way. Fire alarm and sprinkler systems have been completely installed, tested and certified. The ceiling in the dining room

was also replaced, according to the center's director, John Blatny.

The Nassau Public Safety Department will give the center a complete security analysis. In addition, legislators have approved a \$2.8 million budget to put toward repairs and upgrades at the JDC. This allocation makes the facility eligible for an additional \$3.5 million in state funding under the Capital Development Plan through the Office of Children and Family Services.

Most importantly, new Department of Social Services Commissioner John Imhof has established an impartial JDC Advisory Committee, with one of the members being Local 830 President Jerry Laricchiuta.

"We recognize that the JDC needs an overhaul, and I want the process of making changes to the Juvenile Detention Center to be a collaborative

effort involving all those stakeholders with an investment in our youthful offenders," Imhof said. "I have understood the frustration and complaints of the JDC critics and know they have only the best interests of the children as well as staff at heart, as we all do."

This situation remains a top priority of CSEA. Despite wheels being in motion over the past six months, there is still a lack of noticeable progress.

"As I have been saying for months, we need a complete overhaul," Laricchiuta said. "We can't just patch up the problem and hope it will go away. This is a concern not just for our members, but for the children who live there."

Golf Outing Plaques Awarded

CSEA Local 830 is proud to award Steve Neithardt of Pearl Carroll & Associates a plaque for his invaluable assistance in helping to make the first Local 830 Golf Outing on July 24 such a great success. Neithardt has provided CSEA with great contributions to many different endeavors over the years.

CSEA member and president of the AMT Children of Hope Foundation, Tim Jaccard, was also awarded a plaque for his contributions to the Local 830 Scholarship Classic.



Above, Neithardt with Local 830 President Jerry Laricchiuta.

Left, Jaccard with Laricchiuta.

2nd Annual USA Track and Field
National 5 Kilometer Cross Country Disability Championship Meet



SUNDAY, OCT. 1, 2006

9 A.M.

SUNKEN MEADOW STATE PARK
KINGS PARK, N.Y.

SPONSORED BY CSEA
AND CO-DIRECTED BY CSEA LOCAL 882 VICE PRESIDENT STEVE CUOMO

Please call (516) 349-7646 for more information!

Veteran's Corner

By Debbie O'Connell

The 5th Annual Homeless Veterans Stand Down will take place Nov. 20, 2006, at the New York Armory at 63 Babylon Turnpike in Freeport. Hundreds of veterans will be provided with many necessities including food, clothing, medical, legal and mental health assistance, job counseling and referrals and assistance in going back to school. Local 830 will be collecting all non-perishable food and personal care items between now and Nov. 6, so please drop items at 400 County Seat Drive in Mineola.



If you are having problems suffering from Post Traumatic Stress Disorder (PTSD) please contact John Javis of the Mental Health Association of Nassau County at (516) 489-1120 for information on treatment and services paid for by New York state.

There are several companies out there ripping off veterans and widows applying for Veterans Affairs pension benefits by offering services in Nassau County for a fee of \$900. The Veteran Services Agency is offering application assistance at no cost.

This month from "Talkin' Labor With Local 830"

"Talkin Labor with Local 830" made history this month by taping its first radio show on the road, Sunday Sept. 10, from the 4th Annual Nassau County Labor Picnic at Eisenhower Park in East Meadow. Guests for the day included various union leaders and government officials.

More traditional radio shows from Local 830 studios in Mineola also took place with guests including CSEA Unit Presidents Mary DelMare and Bob Arciello, and Nassau County Police Department Commissioner James Lawrence.

Please tune in Wednesdays at 6:30 p.m. on WGBB AM 1240 or log on to www.csea830.org to listen to an archive of all recent shows.



Laricchiuta with Lawrence.

If you have any questions that you would like President Jerry Laricchiuta to answer on the air, please e-mail Ryan Mulholland at rmulholland@csea830.org with your name, question, and what department you work in. If you would like to remain anonymous, that is OK too.

**Wednesdays at 6:30 p.m. on WGBB AM 1240
or log on to www.csea830.org**

CSEA
Nassau Local 830

Nassau County's Largest Public Service Union
10,000 Members Strong!
Jerry Laricchiuta, president

Come to the
Local 830 Info Fair

Refreshments will be served!



Attention

- Meet with Approved CSEA Vendors
- Get Member Benefits Information
- Speak with CSEA Local 830 President Jerry Laricchiuta and members of his executive staff!

Tuesday, Oct. 17, 2006

Noon-2 p.m.

Local 830 Offices
400 County Seat Drive
Mineola

CSEA Nassau County Local 830
is asking for donations of
new or used DVD movies
for those deployed overseas.



**Please leave DVDs
with your unit president
or drop off at the
Local 830 office at
400 County Seat Drive, Mineola**

A Message From Long Island Region President Nick LaMorte



Greetings Brothers and Sisters,

I was so delighted that a record number of CSEA members turned out for this year's Labor March in New York City! We had a great day for it, and the mood was upbeat and positive. It was a day to celebrate the legacy of the American labor movement and our position in it today, as modern CSEA activists. It was a day to show our unity

and strength. I hope it was also an eye-opening experience to the first-timers who may have seen for the very first time they are part of a much larger family of labor.

The key thing is that members from virtually every local participated and for that I am very proud! I know that it could not have happened without the support and active encouragement by our locals, and they certainly deserve credit for the turnout as well.

I want to personally thank every member and their friends and family members who made the trip with us. I want you to know that your participation made the difference! It also shows the open, inclusive nature of our union, that we welcome the participation, input and contribution of every member. That is one reason why we say CSEA is a democratic union. We are always looking for the input of members, we listen to their voices and we actively encourage their participation in all aspects of CSEA.

Whether it is in a contract ratification, a rally, a demonstration, a parade or a general membership meeting, there is no shortage of opportunities for members

to really shape what CSEA can be. So, I hope your participation will not end here.

I hope you will visit the region office when we have events or meetings. I hope you will take part in our training sessions. I hope you will get involved in our political action work, getting out the vote for labor-friendly candidates. I hope if we need your help in a tough contract fight somewhere, we will be able to count on you. (Remember that a tough fight in one unit or local today could be your tough battle tomorrow. We can always use each other's support and aid at times.)

It's easy to find out what's happening. Check our website regularly at <http://www.csealocal1000.org/r1/region1.php>. Check your unit or local's union bulletin boards for new announcements and fliers. And, of course, we always have plenty of information in your union newspaper.

Remember that you are part of a union that is larger than your work site, larger than your unit, your local and even your region, and that CSEA has the resources and the tools to get things done. We just can't do it as effectively without YOU.

In solidarity,

Nick LaMorte, president
Long Island Region

I want to personally thank every member and their friends and family members who made the trip with us. I want you to know that your participation made the difference!

DEFENSIVE DRIVING COURSE

- Receive 10 percent off your Insurance Premium for the next three years
- Four-point reduction on your driving record

Once you complete the program, you are eligible for an immediate 10 percent discount on your auto liability and collision insurance for a three-year period on all vehicles for which you are the principal operator.

The cost of the six-hour course is \$25 for members and \$30 for non-members.

NO REFUNDS — NO RESCHEDULING

**Family & Friends Welcome
No Children Allowed in Class**

Please make check payable to "Nassau Local 830," attention Alice, and send to above address.

CIRCLE SESSION: Oct. 11-12 OR Oct. 25-26

Name _____

Work Phone _____

Home Phone _____

Department _____

Number of People _____ Amount Enclosed _____

Wednesday and Thursday

Oct. 11 & 12, 2006 • Oct. 25 & 26, 2006

CSEA Local 830, 400 County Seat Drive, Mineola, N.Y. 11501