

THE WORK FORCE



Photo by Ed Molitor

See Page 3

Photo of the Month



John Hewitt, shown here at work for the state Canal Corp., hauls a cable aboard a Canal Corp. derrick boat recently. Hewitt recently became a U.S. citizen. Story, Page 13.



OCA TALKS BEGIN — CSEA's Office of Court Administration negotiating team meets with OCA negotiators in Albany recently to begin contract talks. The OCA contract expires April 1. For more information, visit www.csealocal1000.org/ca/oca.php

CSEA
NEW YORK'S
LEADING UNION

ALERT



CSEA President Danny Donohue to meet Western Region members on May 17

CSEA President Danny Donohue will visit the CSEA Western Region on May 17 to meet with members. The meetings will be held at the Holiday Inn Batavia, 8250 Park Road, Batavia.

Donohue will meet with union members from 1 to 7 p.m. Please call the Western Region office at (716) 691-6555 or 1-866-568-7734 for an appointment and directions.

Sanitation worker dies after collapsing on job

HEMPSTEAD — After nearly three decades of working for the town, sanitation worker John Hollman died on the job Feb. 14.



John and Dorothy Hollman

Hollman was doing backyard trash pick up and had just thrown a load into the truck when he collapsed in the street.

“There was no inkling when he went to work that morning that he

wouldn't come home. It was just so sad, both for the family and for the guys who worked with him for so many years,” said A.J. Smith, 4th vice president of the Town of Hempstead Local.

Hollman suffered a heart attack. “We collected nearly \$500 for the family,” said Smith. “Guys were coming around and contributing whatever they could. He was a great guy, hardworking, very dedicated. Nobody had a bad word to say about him. He was just a great guy.”

Hollman was two weeks shy of completing 30 years of service. He leaves a wife, Dorothy.

Activist Bette James, 54

OYSTER BAY — The Town of Oyster Bay Local is mourning the death of Bette James, its 2nd vice president and devoted activist, on Feb. 14 at age 54.

“She was such a large part of everything in the local,” said Executive Vice President Bobby Rauff. “Her death has devastated the local.”

A town employee for 25 years, she was a management information specialist supervisor for the Intergovernmental Affairs division at the time of her death.

James had served as a shop

steward before being elected 5th vice president in 2002. She was elected the local's 2nd vice president last year.

“She was probably the most energetic woman in our local,” said Rauff. “She came to every event we ever had. What she brought to our members was a lot of family feeling. She made us feel more like a family than a union.”

James is survived by her mother, Rebecca; two children, Donald Chandler, who works for the town's highway department, and Jennifer Marie Chandler-King.

Spitzer appoints GOER director

ALBANY — Gov. Eliot Spitzer has named Gary Johnson to serve as the Director of the Governor's Office of Employee Relations (GOER). GOER is the state's labor relations agency responsible for negotiating and administering the state employee contracts with CSEA.

The appointment sends a signal that the state may shortly be prepared to begin negotiations on a new contract to succeed the agreements that expire April 1.

Johnson has most recently served as Associate Counsel for the New York State United Teachers and previously served as Associate Counsel and Director of Litigation for the New York State Public Employment Relations Board (PERB), the agency responsible for the state's public employee fair employment law.

CSEA's bargaining team has been prepared to begin negotiations since the beginning of the year.

Deaf ears at OCFS

CSEA continues to have concerns that the state Office of Children and Family Services is an agency in crisis unable to serve those in need of services and unwilling to develop clear-cut policies and procedures to help its employees do their jobs.

The union repeatedly raised concerns about staffing levels and policies during the Pataki administration. Most recently things took a turn for the worse when new OCFS Commissioner Gladys Carrion refused to meet with CSEA President Danny Donohue so

Donohue could express the union's concerns and discuss ideas for improvement.

"Simply closing the door doesn't make the problems go away," Donohue said. "Our members continue to have valid concerns about lack of direction from the agency in how to do their jobs, unclear policy, and a changing population at youth facilities."

Concerns for youths

CSEA members have expressed concerns that youths coming into some facilities need mental health services the agency is not prepared to provide. The front-line youth division aides say the intake phase of a youth's entry to the system is most critical, because it determines how the client will be placed.

There are other concerns as well.

"The biggest problem is with labor management. There is no trust between the parties. I am really concerned for

the employees and also it's detrimental to the kids who are supposed to be rehabilitated. Our labor-management meetings are a real mess. It's impossible to get information. It's just a mess," said Brookwood Center Local President Mark Davis.

Lack of communication

"The day before OCFS shut down Camp Cass, I was at a statewide labor management meeting where OCFS told us Cass was not being shut down and that kids would be returning. The NEXT DAY I see on the news that is being shut down. I've been working here for 17 years and I can't remember a time when morale has been this low," Davis said.

CSEA Tryon School Local President

Joe Melita has similar concerns.

"The biggest problems are with morale, staffing and mandates. Morale is low, interrogations are up, the members feel they are losing control of the floor. The kids know and



Davis

manipulate the system. They taunt the staff, are verbally abusive and at times violent," he said.

"We are dealing with staff shortages and scheduling screw-ups that are

adding to the problems. The mandates are a big problem when you are mandated you work two shifts for 16 hours straight. I talked to someone the other day who was mandated nine times in one month," Melita said.

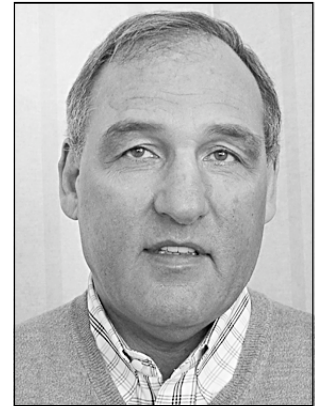
More emphasis is needed on individual youths, and improved communication between staff and supervisors would help immensely in best serving youths in need, union members have said.

Longstanding criticism

Unfortunately, OCFS as an agency is giving the appearance of being unwilling or unable to come to terms with the need for change, a criticism the agency has faced for the past 12 years.

Meanwhile, recent polling by Zogby International shows the public supports rehabilitation and treatment for at-risk youths, rather than prosecution in the adult court system or incarceration in adult jails or prisons.

"The public and the people caring for youths in the OCFS system can't both be wrong. They know what they want and know what they need. It's too bad the agency itself can't grasp these fairly simple realities," Donohue said.



Melita

“The public and the people caring for youths in the OCFS system can't both be wrong. They know what they want and know what they need. It's too bad the agency itself can't grasp these fairly simple realities.”

— Lou Hmieleski

THE WORK FORCE

ISSN 1522-1091

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

STEPHEN A. MADARASZ
Communications Director & Publisher

STANLEY HORNAK
Deputy Director of Communications

LOU HMIELESKI
Executive Editor

JANICE MARRA
Associate Editor

CATHLEEN FEBRAIO
Graphic Production Specialist

JANICE M. KUCSKAR
Graphic Production Specialist

BETH McINTYRE
Communications Assistant

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

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

Readers:

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

COMMUNICATIONS ASSOCIATES

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

The Publications Committee

LONG ISLAND REGION *Jane D'Amico*
METROPOLITAN REGION *Annie Campbell*
SOUTHERN REGION *Deborah Downey*
CAPITAL REGION *Helen Fishedick*
CENTRAL REGION *Doreen Gilbert*
WESTERN REGION *Mary Jo Tubbs*

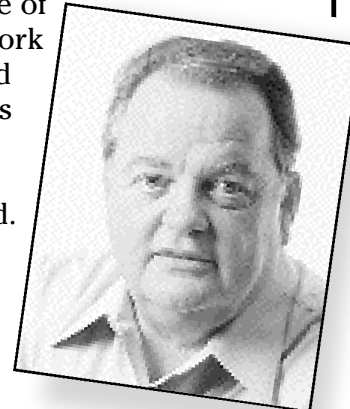


IN TOUCH WITH THE WORK FORCE CSEA President Danny Donohue

Good is not good enough when caring for individuals with developmental disabilities

There's been a lot of focus in recent weeks on the care of individuals with developmental disabilities in New York state. It's with good reason. The tragic life of 13-year-old Jonathan Carey in both public and not-for-profit facilities should serve as a reminder that we must all do more to improve the quality of care for individuals with developmental disabilities no matter where it's provided.

Carey, diagnosed with autism, died while in the care of a state facility. He was there because of allegations of abuse and mistreatment while in the care of a not-for-profit operation.



CSEA has a long history advocating for better care for our state's most vulnerable citizens. Nearly 40 years ago, CSEA members helped expose the horrors of intolerable conditions at Willowbrook and set New York on the path to meaningful reform. Since that time, CSEA has worked tirelessly with the state Office of Mental Retardation and Developmental Disabilities to improve care. For more than a generation New York has a good record of addressing needs of individuals with developmental disabilities. But as the Jonathan Carey case demonstrates, good is not good enough.

There is clearly a need for more resources, better and specialized training, improved oversight and transparency in OMRDD facilities and not-for-profit contractors. The alarming staff turnover rates in the not-for-profit sector continue to undermine quality and continuity of care and cannot be ignored.

Last year CSEA launched the Quality Care Campaign to begin addressing these issues. We remain committed to its objectives and will continue our efforts to advance it. We have a moral duty to do no less.

Nursing home residents potentially at risk

Workers stop electrical fire

ELMIRA — Several CSEA members working for Chemung County recently moved quickly to stop an electrical fire that was a potential threat to the health and safety of county nursing home residents.

The small electrical fire started in the county Health Department's dental clinic. CSEA members working in the building complex, which houses the 200-bed county nursing home, were among the first responders.

As fire and rescue

vehicles from three counties worked quickly to extinguish the blaze, some smoke spread through the ventilation system, leading the county to initiate a disaster evacuation plan.

As employees scrambled inside to prepare to move residents, several off-duty workers who were nearby rushed back to the scene to offer assistance and aid.

“They’re my patients. I came to help.”

“They’re my patients. I came to help,” off-duty aide and CSEA member Geraldine Bauman told a local newspaper.

Firefighters were able to use fans to clear the smoke and the nursing home did not need to be evacuated. “Everyone involved did an excellent job, and they all deserve

recognition,” said CSEA Chemung County Unit President Mary Buchanan.

Central Region President Jim Moore,

who was to retire at the end of March, agreed.

“The response of those who were both on and off-duty shows the high level of dedication, professionalism and care that is typical of our county work force,” Moore wrote in a letter to the editor. “To them, we all owe a debt of gratitude and thanks. Kudos for a job well done.”

— Mark M. Kotzin



“The response of those who were both on and off-duty shows the high level of dedication, professionalism and care that is typical of our county work force.”

CSEA Voices



“We have suffered lots of losses due to no increases in funding. We used to have all sorts of supplies for children’s programs. We’ve also lost home delivery and adult and children’s services due to low staff. There has been a progressive loss.”

— Dianne Hunt, president, Nioga Library System Local, on libraries’ need for more public funding.



Depression does not discriminate

Depression is a serious illness that affects individuals of all ages, races, status and abilities. It’s a lot more than just feeling blue and it does not go away by itself.

While depression is treatable, most people suffering from depression do not seek the help they need.

To learn more about depression, visit the Mental Health Foundation’s website: www.mentalhealthfoundation.net.

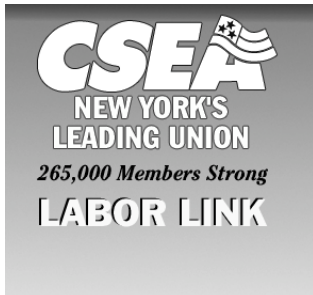
Local 1000 Members **CSEA** AFSCME, AFL-CIO
LEGAL SERVICES PROGRAM

KNOW YOUR RIGHTS!

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

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

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



“We’ve fought hard to win these benefits, and we’re not going to let them be challenged without more fighting.”

CSEA Voices



“I wish there were more room for advancement within our titles. We don’t want to lose CSEA members, but for those individuals who get advanced training and education, there is no advancement.”

— Cheryl M. Perkins, Library Clerk, SUNY Health and Sciences Center, Brooklyn, on need for more state funding for libraries.

Retiree benefit challenges fought

SYRACUSE — CSEA is fighting to stop a move by the city to take more money out of the pockets of retirees for their health insurance coverage, telling the Common Council the city has a “legal and moral obligation” to continue their benefits unchanged, as provided for by the union contract.

Recently, the union filed a class action grievance to protect the retirees’ rights.

CSEA has had several challenges to retiree benefits in other parts of the state, and has been successful in beating them.

“This is an issue that’s critical to our membership, because it involves the security of their future. We’ve fought hard to win these benefits, and we’re not going to let them be challenged without more fighting,” said CSEA President Danny Donohue.

“I find it awesome that CSEA is bringing forth their legal and other staff to assist in this situation,” said CSEA City of Syracuse retiree activist Lee Fordock, who retired in 1997 as a Civil Engineer 2 for the City Water Department after 35 years of service.

The issue arose when the city Common Council passed a law to amend the City Charter to increase contributions of retired city workers and their dependents toward their health insurance premiums, as well as increasing co-payments for office visits and prescription drugs.

According to the councilor behind the legislation, the city wanted to lessen their “unfounded liability” from retiree health insurance commitments, due to the new Government Accounting Standards Board (GASB) reporting requirements to which municipalities must soon begin adhering. CSEA represents retired city



CSEA Political Action Coordinator Rick Noreault, left, discusses the union’s opposition to changing retiree health insurance contributions with retiree Lee Fordock.

white-collar administrative workers, but at this point, it is unclear how many would be affected.

In filing the grievance, CSEA is arguing the city promised retirees they would have no contributions toward health insurance premiums, and that the workers gave up other benefits to maintain that promise. Fordock agrees.

“Having negotiated contracts and knowing some of the players, I’m upset that they think they can get away with it. I think it’s foolish on their part because we negotiated for years to maintain that benefit and now they’re just unilaterally changing it,” he said.

— Mark M. Kotzin

Almost time to retire?

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

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

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



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

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

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

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

CSEA efforts save county jobs

KINGSTON — CSEA-spearheaded efforts last fall have resulted in 22 members of the Ulster County Unit being placed in different county jobs after their original job titles were eliminated during budget season.

CSEA Ulster County Local President Kevin DuMond lobbied county legislators to find alternate county positions for the workers after officials announced the cuts.

“It was spread out across the county,” said DuMond of the cuts. “It affected the Department of Social Services, the employees of the Alternative Sentencing Department and the Buildings and Grounds employees.”

Now, all but one of the full-time workers has been placed, and DuMond said he expects the final full-time worker to have a new position shortly.

He said morale has

improved since the initial announcement of layoffs.

“Unfortunately, making an announcement to employees shortly before the holidays that they may be without a job come April 1 is not only disheartening to the employee, but also the family, especially when there were single mothers involved,” said DuMond.

CSEA has actively lobbied the county over the past year to consider other cost-savings

measures before resorting to elimination of jobs.

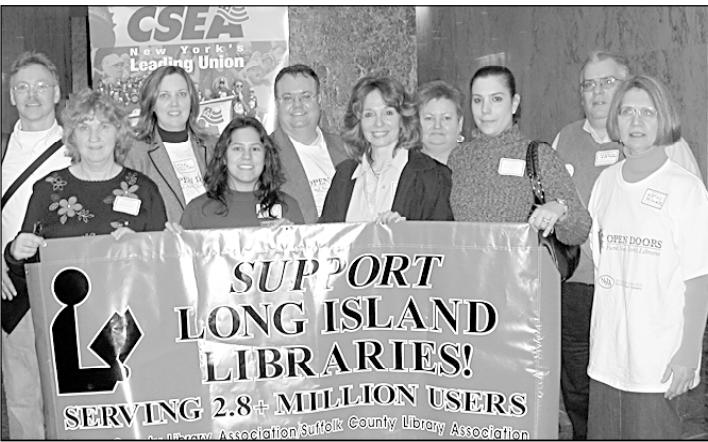
DuMond said cost-saving ideas from a county employee suggestion program have not been fully used, while the county instead opted to double employee co-payments for doctor visits and prescriptions. CSEA has an improper practice charge pending on that issue.

— Jessica Ladlee



CSEA has actively lobbied the county over the past year to consider other cost-saving measures before resorting to elimination of jobs.

Fighting for libraries



Several CSEA members and their library directors recently traveled to Albany to take part in Library Lobby Day with other unions and the New York Library Association, to urge lawmakers to provide critical funding for public libraries. Pictured here are CSEA member Ove Overmeyer, a member of CSEA's Western Region Political Action Committee and a Rochester Public Library worker, at left; CSEA member Janet Scheuering, a Rockville Centre Public Library worker, second from left; Christa Lucarelli, a CSEA member in the Nassau County Local, fourth from left; and Robert Mannion, a CSEA Westchester Local member working at Warner Library in Tarrytown, second from right. Kathy Miller, New York Library Association Legislative Committee Chair, is at right. Several library directors are also pictured.

CSEA Voices



“**A**n anywhere they want to put additional state money, we would certainly use it to the best of our ability for the public. The circulation and registration area in our library does need upgrading. We're behind the times back here, but we are always in need of more funding, so it would go to good use anywhere.”

— Evelyn Sokel, principal clerk, New Rochelle Public Library, on libraries' need for more state funding.

DMV cashier's winning suggestion

AUBURN — Sometimes it takes a mistake to realize there must be a better way of doing things.

That's exactly what happened to CSEA member Krista Neville, a cashier who's worked for the Cayuga County Department of Motor Vehicles for 30 years, who came up with a brainstorm when processing snowmobile registrations earlier this year.

Her confusion stemmed from the fact that there are two registration rates for snowmobile owners — a \$45 discounted fee for those belonging to snowmobile clubs, and a \$100 fee for everyone else.

Unfortunately, there was nowhere on the statewide Department of

Motor Vehicles' computerized snowmobile registration system that asked whether registrants belonged to a club. DMV workers would manually enter the proper fee.

After Neville realized she had mistakenly overcharged a club member, she went to her supervisor with an idea.

“After I charged somebody too much, I said there should be something on here (the computer system) that asks whether they belong to a club,” she said. “My supervisor said I should suggest that, so I did.”

Neville's suggestion was recently adopted statewide in the form of a new pop-up screen that asks about



Neville on the job.

club membership for snowmobile registrants and automatically calculates the correct fee.

Asked about her winning entry, Neville humbly takes pride, but still chuckles over how it came about.

— Mark M. Kotzin



Wood is the only material that can hold up against the elements, lasting 20 years or more.

CSEA Voices



Libraries have been underfunded for so many years. CSEA members in particular have been working so hard at the grassroots level not only on the local level but on the state level as well to get the vital funding that is so important. ”

— Ove Overmeyer, Rochester Public Library employee, on libraries' need for more state funding.

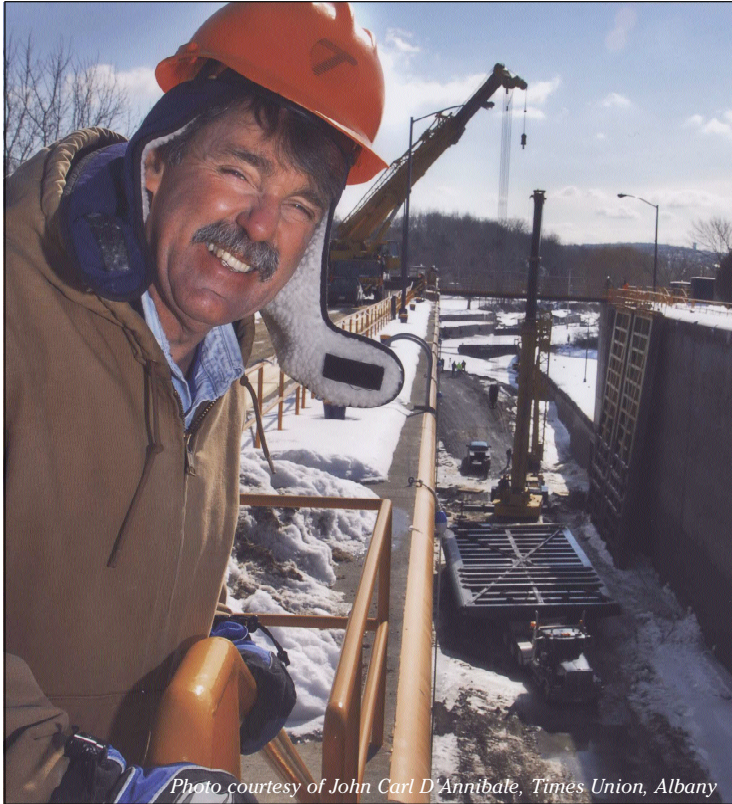


Photo courtesy of John Carl D'Annibate, Times Union, Albany

Thomas Schroeder, a chief lock operator and vice president of the state Canal Corp. Local, waits for installation of steel miter gates at Erie Canal Lock 4 in Waterford on March 7. Schroeder and other CSEA members employed at the Canal Corp. played a key role with the gate replacement project at the lock.

New gate for old canal

WATERFORD — State Canal Corp. employees at the canal shop here recently played a key role in a gate replacement project at Lock 4.

The project, part of routine maintenance of the canal system, involves the transport and installation of two 50-ton, 50-foot gates. While the gate transport and install are handled by contractors, the job could not be completed without the help of canal workers at the sawmill in Waterford.

“We’re doing the quoins and miter work,”

Canal Corp. Local President Walter Sprouse said. “That involves taking a giant piece of oak and shaving it down to size.”

The milled oak becomes a key component of the new gate. The wood is fitted to prevent water from leaking out of the lock.

Sprouse said the wood is the only material that can hold up against the elements, lasting 20 years or more.

— **Therese Assalian**

Union members take part in fast’s vigil for justice

MANHATTAN — Members of the Greater New York Labor-Religion Coalition, workers and activists demanded “Justice for Security Officers” during an interfaith vigil in front of the Time Warner Center.

The vigil was part of the 12th Annual 40 Hour Fast sponsored by the Greater New York Labor-Religion Coalition. Under the theme of “Let Justice Surge Like Water ...” the Fast invites all New Yorkers to go without solid food for 40 hours. During this experience of hunger, Fast participants are asked to hunger for justice by petitioning elected officials to stand for dignity and a living wage for the workers who help keep New York City secure.

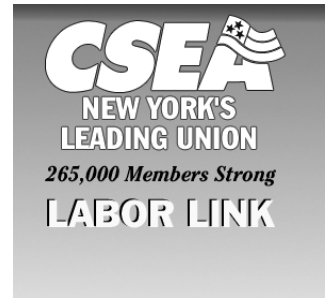
The vigil was one of many events taking place across the state to raise awareness of exploited and mistreated workers.

“The 40-Hour Fast is a call to conscience — a time to stand for justice for low wage immigrant workers in our communities,” said Rabbi Michael Feinberg, executive director of the Greater New York Labor-Religion Coalition.

The Time Warner Center has is one of several companies in New York that contract with Guardsmark, a privately held security company which operates in more than 400 cities. A survey of workers in June 2006 found that Guardsmark, the sixth largest contractor in the city, paying its workers far less than what most security workers are paid.

“This year, we focus on the situation of security guards in New York, who keep us all safe but lack basic economic security for themselves and for their families,” Feinberg said. “We join them in their demand for dignity and a living wage.”

— **David Galarza**



Members get education with WORK Institute programs

SARATOGA SPRINGS — CSEA-represented support staff at the Saratoga Springs School District recently got an education of their own when they participated in a staff development day coordinated by the union's WORK Institute.

The district hosted the training and released support staff from their regular job duties to attend.

CSEA members attended workshops on topics that included dealing with difficult students, improving communication skills and gang awareness.

Attendees said the trainings were beneficial and should continue. "Even if I learn just one thing that I can take back to work with me, it will be worthwhile," said Rachel Thorne, a secretary at the high school who attended all three sessions.

Real life lessons

In addition to learning valuable information, attendees also got a chance to share real life experiences and strategies for increasing effectiveness at work.

"It's nice to get feedback from others," said Lorraine Montgomery, a computer



Left, Saratoga Springs School District Teacher Aide Bonnie

Wilson attends a training session on how to deal with difficult students.



Effective Communication Facilitator Elizabeth Heilpern, left, discusses real-life strategies for workplace communications with Saratoga Springs School District employees Lorraine Montgomery, middle, and Rachel Thorne, right.

support technician who has worked at the district for more than 10 years. "This is the first training of this type that I've been to."

"We are pleased to be able to partner with the school and with the WORK Institute to do this training and we look forward to doing more," said Unit President Gerry Weatherwax.

Unit Steward Don Woodward, who also played a key role in coordinating the event, was pleased with the turnout. Weatherwax and Woodward have been working with the school to schedule more workshops.

"Professional development like this is more common for teachers, yet all district personnel benefit from it," Capital Region President Kathy Garrison said. "By providing these trainings and release time so support staff can attend, schools show that they recognize and respect the important role that support staff play in school districts."

plans to schedule more training sessions for school employees across the state. The institute has also sponsored similar workshops in the Geneva City and Greenwich Central school districts, both with positive results.

"CSEA's WORK Institute is looking forward to facilitating more training around the state and is regularly expanding available training as more topics are requested," said WORK Institute Director Liz Asadourian. "This is really a win-win situation for CSEA-represented school district employees and the for the districts they work in. Members really appreciate the recognition and professional development, and districts are getting great public relations benefits as well."

— **Therese Assalian**

Teacher Aide Bonnie Wilson, who works at Geysers Road Elementary School in Saratoga Springs, found the sessions to be informative and necessary. "We need more of these types of trainings; we are the ones down in the trenches."

More programs planned
The WORK Institute

To set up a training session ...

Interested in setting up a professional development day at your school district with training sessions provided by the WORK Institute?

Training sessions include:

- **Dealing with Difficult Students**
- **Gang Awareness**
- **Effective Communication**
- **Disability Awareness**
- **Emergency Preparedness and Evacuation**
- **Retirement Planning**

For more information, contact Liz Asadourian at the WORK Institute by e-mail at asadourian@cseainc.org, or by phone at (518) 782-4427 or (866) 478-5548.



"Even if I learn just one thing that I can take back to work with me, it will be worthwhile."

CSEA Voices



"I believe it is vital we give libraries enough financial support to maintain patron services. Our staff has been cut to bare bones; on a daily basis we scramble to fulfill the promise of opportunity libraries represent to our communities."

— **Laura Krzemien, senior library clerk, Nioga Library System, on libraries' need for more state funding.**

INSIDE THE WORK FORCE

Dealing with all manner of creatures

CSEA members across the state are often unsung heroes in coming to the rescue of abused or neglected animals, while at the same time keeping the public safe from wild and feral creatures that pose a threat. Here, three such members talk about their jobs and more importantly to them, their love of animals.

GRAND ISLAND — On Grand Island, located on the Niagara River between Buffalo and Niagara Falls, Animal Control Officer and CSEA member Greg Butcher and his two part-time deputies respond to domestic pet and wildlife calls.

Butcher's duties stretch far beyond the civil service responsibilities of "dog warden." Butcher is a peace officer who wears the uniform of the Grand Island Police Department.

In addition to the police academy, he has also graduated from an animal control academy and he is qualified to investigate animal cruelty cases.

"We are a suburban setting; we have dense population clusters and vast open areas," Butcher said. "The animal control officer title addresses the needs of the community beyond just dogs. In the open areas, we have fox and coyote. In the neighborhoods we have a lot of calls about companion animals."

Much of Butcher's time is spent on "neighbor relations," smoothing over occasional disputes between neighbors about roaming pets.

As the island is developed and housing stock increases, wildlife will



Grand Island Animal Control Officer Greg Butcher deals with homeowner's pets in suburban settings and would animals in more remote reaches.

sometimes move into the communities, creating concern among residents. Butcher encourages residents to be responsible pet owners who keep their animals safe by not letting them roam.

— Lynn Miller

SMP (single male python) seeks 'right match'

TROY — An 11-foot Burmese python is calling the city Department of Public Works garage home.

Troy Animal Control Officer and CSEA member Kevin McDonough is caring for the snake in his office until he finds a good home for him.

A friend turned the snake over to McDonough after deciding he could no longer care for it. The snake's original owner gave the snake to McDonough's friend when the man moved.

The 70-pound snake is housed in a large metal crate with wood walls. A lamp is placed on top of the crate to provide extra warmth for the snake, which normally prefers a much warmer climate.

Every three weeks, the snake is fed three rats, which must be fed to him one at a time.

"They won't eat dead ones; they have to kill the food themselves," said McDonough, who has experience handling snakes and gets about five calls per year about snakes.

When the snake first



Troy Animal Control Officer Kevin McDonough holds an 11-foot Burmese python the city shelter received after the snake outgrew its owner. Though the python is up for adoption, McDonough said it will only go to someone he feels is competent to care for the animal.

arrived, he was agitated and McDonough figured he was hungry. "After he ate, he calmed down and was able to be handled," said McDonough, who now describes him as "really

mellow."

McDonough's comfort and knowledge with snakes and other exotic animals comes from a lifelong love and interest in animals combined with on-the-job experience.

As the city's only animal control officer, McDonough is on the go constantly, especially in the summer months where he could easily put in 70 hours a week. He is on call 24 hours per day, seven days per week doing investigative work, including finding owners, issuing tickets and tracking the outcome of the cases in which he is involved.

A love of animals is at the core of his work. "I help out the animals and will check on them to make sure they are OK," he said.

McDonough said he is excited to be part of a county-wide task force that is forming to prevent animal abuse.

As far as his new office mate, McDonough said he will work hard to find the proper home for the snake. He's had a few inquiries but hasn't found the right match yet.

"I don't do it for the money," he said. "I do it to help animals."

— Therese Assalian

Shelter's dogs 'spoiled rotten'

PUTNAM VALLEY — For Patricia Smith, caring for her community's homeless dogs isn't a 9 to 5 job; it's a career built on her lifelong love of animals.

Smith, a CSEA member with the Putnam Valley Unit, doesn't just put in the 40 hours per week her job as dog control and code enforcement officer requires. Her love for her canine charges is so fierce that she makes extra night and weekend trips to the dog shelter across from Town Hall, ensuring the dogs receive as much hands-on care as possible following their stints with homelessness or abuse.

"When these dogs are here, they are spoiled rotten," said Smith, who uses skills from her side job as a dog behavioral trainer to help dogs at the town pound become more adoptable.

When she's not taking care of the eight or so dogs at the shelter, Smith is responsible for enforcing animal codes in the town, whether the issue is dogs barking constantly, suspected animal abuse or vicious dogs.

One memorable case that turned out for the best occurred when, on a garbage pickup route, several local sanitation



Putnam Valley Animal Control Officer Patricia Smith with one of her canine charges. Smith often spends off hours at the shelter making sure the dogs get extra hands-on care.

workers heard barking after dumping a load of trash in their garbage truck.

They retrieved a garbage bag, which contained three newborn puppies.

"We found the owners and they were prosecuted," Smith said with a smile. "The owner had decided to cull the litter because the mother was unable to feed all the puppies."

Smith doesn't just adopt her shelter dogs out to anyone. She conducts an interview and often

insists on a brief waiting period before placing a dog with a new owner, mainly so she is sure the dog behaviorally is ready.

As happy as Smith is to find homes for the shelter inhabitants, it's tough to see them go.

"But it's so rewarding taking these broken little dogs, rehabilitating them and finding them better homes than where they came from," she said.

— Jessica Ladlee

Spitzer signs workers' comp reforms

ALBANY — Gov. Eliot Spitzer recently signed legislation to reform New York's workers' compensation system.

The new law, which was supported by business and labor leaders, will increase benefits for injured workers while reducing costs to employers.

"This landmark legislation is a victory for workers and employers alike," CSEA President Danny Donohue said. "It is an outstanding example of what can be achieved when the labor and business communities work together for what's in the best

interest of the people of this state."

The law raises the maximum weekly benefit for injured workers from \$400 to \$600 over three years, and to two-thirds of the average weekly wage in New York in the fourth year.

Once the maximum benefit reaches two-thirds of the average weekly wage, it will be indexed annually. In addition, the law more than doubles the minimum benefit from \$40 to \$100 per week.

Meanwhile, the law is expected to reduce employer

costs for workers' compensation premiums by 10 to 15 percent primarily by capping the number of years claimants with permanent partial disabilities can receive cash benefits. Medical coverage will continue for life after the cap is reached. A safety net will be established to help these workers return to gainful employment and workers with an 80 to 90 percent or greater



disability can seek an extreme hardship re-determination to extend benefits.

The law also contains anti-fraud measures recommended by the CSEA-supported Fiscal Policy Institute. It

increases sanctions against businesses and employees who commit workers' compensation fraud and closes a loophole that allows some insurance carriers to avoid paying claims.

CSEA to honor fallen members on Workers Memorial Day

CSEA members will join other AFL-CIO labor unions April 28 in remembering workers who were killed on the job. CSEA mourns six members who died on the job this past year.

Fight for the Living!

Dean Norris, 37, a CSEA-represented Orange County Department of Public Works employee, died June 10, 2006, after being struck by a vehicle when flagging traffic away from a county road crew working to improve sight lines of the road.

Robert L. Batt, 56, a Wyoming County Department of Public Works employee who died on the job in July 2006, after a forklift he was picking up from a job site slid from a flatbed truck and struck him.

Michael Len, 45, a state Canal Corp. worker, died Dec. 7, 2006,

after losing his footing and falling into the Mohawk River at Lock 9 of the Erie Canal in Rotterdam.

Ryan Thomas Brady, 31, an Allegany State Park employee and CSEA activist, died Dec. 16, 2006, when the truck he was driving while on a work assignment struck a tree in a remote section of the park.

Michael J. Russo, 47, a Medina Department of Public Works employee and CSEA activist, died Jan. 31, 2007, after falling out of a bucket lift while trimming a tree.

John Hollman, 54, a Town of Hempstead sanitation worker, died Feb. 14, 2007, from a massive coronary while doing a trash pickup.

For more information about Workers' Memorial Day events in your region, contact your local or unit president or CSEA region office, or visit the events calendar page on CSEA's website at www.csealocal1000.org for updates.

Safety fair



Tioga County Department of Social Service Foster Care Caseworker Andrew Kneller gives a CSEA balloon to 4-year-old **Jaclyn Farr** of Apalachin at the Tioga County Safety Fair sponsored by CSEA. The event focused on safety education and accident prevention. More than 100 area children took advantage of the Child Identification Program (CHIP) from the Free and Accepted Masons, which records pictures, fingerprints and other identifying information onto a CD for parents in case their child goes missing. The county Health Department donated bicycle safety helmets that were given away, and the Owego Police Department gave away 20 approved car seats. CSEA member **Dan Young**, an adult protective caseworker in the county Department of Social Services, even dressed up as McGruff the Crime Dog to greet children. Event organizer **Joan Kellogg**, a principal account clerk in the Health Department, developed the project through her participation in the CSEA LEAD program and plans to hold a similar event next year.

U.S. citizenship more than a test for CSEA member

WATERFORD — State Canal Corp. employee and CSEA member John Hewitt recently took time off from his work to study for a very important test — a test to become a United States citizen.

It's a test he's been practicing for since 1978, when he first came to the United States from Guyana, in South America.

He discovered Albany while on vacation visiting his sister and fell in love with the Capital District.

"I never looked back," said Hewitt.

In 1997, he started as a seasonal employee at the Canal Corp. and in 2000 became a full-time worker as a



maintenance assistant marine. He works on a Derek boat that dredges and cleans up debris from the canals.

Life as a non-citizen with a green card had continued for years until

Hewitt decided to become a U.S. citizen.

He wanted to make his citizenship official to be able to visit his brother in Canada without a hassle. So, last summer, he started the process and filled out an application and began studying for his test.

"The guys here at work helped me study," Hewitt said.

Hewitt took a verbal test during which he had to answer 10 questions about U.S. history and government, getting nine of the questions correct.



John Hewitt, shown here at work for the state Canal Corp., recently passed a U.S. citizenship test and was sworn in as a citizen.

He was then mailed a form giving him the date for the official swearing-in ceremony that took place in Albany in late February.

"I was very happy that day,"

said Hewitt. "It's a day I will never forget."

— **Therese Assalian**

AFSCME sponsors Presidential candidate forum

More than 800 AFSCME members and retirees recently attended the union's Democratic Presidential Forum, which was broadcast live on C-SPAN and ABC News Radio, and online at C-SPAN's and ABC News' websites.

The forum was the first that AFSCME, CSEA's affiliate union, has ever hosted.

The forum, held in Carson City, Nev., focused on issues affecting working families and featured eight Democratic presidential candidates, including Sen. Hillary Clinton. ABC News' George Stephanopoulos moderated the AFSCME-sponsored forum.

In addition to Clinton, Sen. Joe Biden, Sen. Chris Dodd, former Sen. John Edwards, former Sen. Mike Gravel, Rep.

Dennis Kucinich, New Mexico Gov. Bill Richardson and former Iowa Gov. Tom Vilsack participated in the forum. Vilsack has since withdrawn from the race. Sen. Barack Obama did not attend the forum because of another commitment.

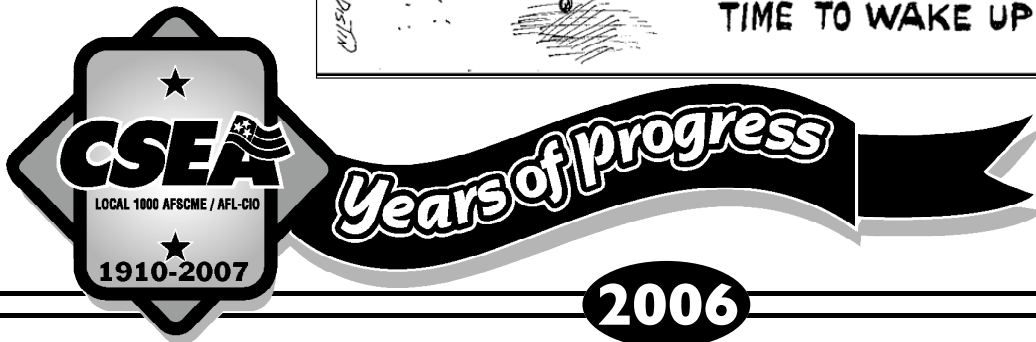
"As America's public service union, the 1.4 million members of AFSCME have always led the way when it comes to fighting for working families," AFSCME President Gerald McEntee said. "Today is the first step, the first step in rolling back the damage done by this administration; the first step in taking back this country for the people who built this country and make it work every single day."

Each candidate took the stage individually, and began and ended their

presentations with a brief statement. After their introductory two-minute speeches, the candidates sat with Stephanopoulos and answered questions from AFSCME members and retirees that included:

- Will they pledge to support a vibrant public sector work force?
- What will they do to protect Social Security and ensure that every American retires in dignity?
- How will they make college more affordable for poor and middle class families?

For more information or to watch the forum online, visit the presidential forum page on AFSCME's website at www.afscme.org/nevadaforum.cfm.



1 year ago ...

On June 28, 2006, severe flooding ravaged parts of the Central, Capital, Southern and Western regions, damaging many homes and highways. The most widespread damage occurred in the Central Region, where floodwaters rose to more than 3 feet in some areas.

While CSEA members spent weeks repairing damage to roads and public buildings and providing food, shelter and relief to affected residents, many members also saw their own homes severely damaged.

During the summer and fall last year, CSEA members, especially in the Central Region, held numerous events to raise money, and efforts to help extended to union members statewide.

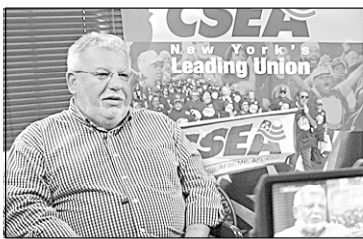
During the 2006 Annual Delegates' Meeting, AFSCME President Gerald McEntee presented CSEA with a \$50,000 check to be used toward flood relief efforts.



Mark Hoffman, a Montgomery County mail clerk, views damage to the County Annex office building in Fonda following the flooding in 2006.

Also in 2006 ...

- * London Metropolitan Police make 21 arrests in connection with an apparent terrorist plot that involved aircraft traveling from the United Kingdom to the United States.
- * After midterm elections, Democrats win the majority of seats in the U.S. House of Representatives and Senate for the first time since 1994. Rep. Nancy Pelosi becomes the first woman elected as Speaker of the House.
- * Former President Gerald Ford dies at 93.
- * The 1 billionth song is purchased from the Apple iTunes Store.
- * Golfer Tiger Woods clinches his 12th victory in the majors after winning the PGA championship. Only legendary golfer Jack Nicklaus has won more titles.
- * Pluto is "demoted" from one of nine planets in the solar system to a "dwarf" planet.



Central Region President Jim Moore, who has served in that office for nearly 30 years, is recently interviewed in Syracuse on his long, distinguished union career for the CSEA 100 History Project. A profile will appear in an upcoming edition of *The Work Force*.

Treasurer Maureen Malone retiring from office

After 33 years as a CSEA activist, statewide Treasurer Maureen Malone is retiring from her union office as well as her state job.

As she was preparing to leave office, Malone recently looked back on her 33-year union career.

"CSEA has given me so many opportunities," she said. "I went to a Presidential (Bill Clinton's 1997) inauguration and consider Hillary Clinton a friend. It's beyond my imagination of what I've been able to achieve."

Looking at a framed collage of Clinton and Vice President Al Gore from the 1997 inauguration, Malone said, "This is my career, right here."



Malone

A look back

An Oneida native, Malone's CSEA activism began in 1974 when she faced an injustice at her job as a Madison County medical laboratory technician. She began her union career by attending a Central Region meeting and soon joined the CSEA Board of Directors as the Madison County representative.



Maureen Malone at a Central Region meeting in 1978.

Before being elected as statewide treasurer in 1994, Malone served in numerous elected offices for the Madison County Local and Central Region. She eventually left county employment to work for AFSCME and own a yarn shop for several years before once again becoming a CSEA member in 1983 when she began working at Mohawk Valley Psychiatric Center. She most recently worked at SUNY Health Science Center in Syracuse.

Malone served on the blue ribbon panel that studied CSEA's 1978 affiliation with AFSCME.

"The affiliation was one of the greatest changes in my time here," she said. "It made us part of the AFL-CIO. Our affiliation with AFSCME gave us a national presence and standing that has been positive for CSEA."

"I take pride in CSEA's operations, including our training programs and how we spend our membership dues," she said. "We are head and shoulders above other unions in this regard."

She said the statewide treasurer's office is important as the officeholder is responsible for upholding the union's financial rules and regulations.

To help unit and local treasurers adapt to their offices and hone their skills, Malone travels across the state twice a year to conduct treasurer training.



Secretary Barbara Reeves and Treasurer Maureen Malone at the union's tribute to Sept. 11, 2001, victims during the 2002 Annual Delegates Meeting in New York City.

"I have tried to be there for the members whenever they need me, and I'm always available to them," she said.

One of Malone's proudest moments as statewide treasurer was her work in developing the CSEA flag quilt that members and staff sewed together during the 2001 Annual Delegates Meeting in Buffalo.

The quilt, which features squares, stars and "helping hands" depicting officers, locals and staff, was especially poignant to Malone in the aftermath of the Sept. 11, 2001, terrorist attacks.

"The quilt represents a lot of our pride and everyone pulled together and put it together,"

Malone's service

Below is a listing of some of CSEA Treasurer Maureen Malone's elected offices and committees over the years.

- Statewide Treasurer
- CSEA Board of Directors, Madison County representative and later as Central Region mental hygiene representative
- Central Region 2nd Vice President, Corresponding Secretary and Treasurer
- CSEA Judicial Board member
- Statewide Constitutions and By-laws Committee member
- Chair, CSEA Methods and Procedures Committee
- Madison County Local President
- Active in other efforts, including the CSEA Women's Committee

she said. "It was awe-inspiring. We had always planned for it to be a flag, but Sept. 11 gave more meaning to the quilt."

Another accomplishment Malone is proud of is leading the union's ongoing efforts to build CSEA Street in Louisiana, which suffered extreme damage from hurricanes Katrina and Rita. To date, CSEA members have raised more than \$80,000 toward the project.

One Katrina fund-raiser Malone spearheaded was the "CSEA Cooks From the Heart" cookbook consisting of recipes from union members and staff.



Treasurer Maureen Malone speaks at the union's Women's Conference in 2006, standing in front of the CSEA flag quilt she helped create.

Looking ahead

Malone will serve CSEA members in a new way as a business development liaison for Pearl Carroll & Associates. She will work at increasing the number of locals and units that can have payroll deduction availability for CSEA sponsored insurance programs.

"I'll still be working with CSEA activists, but in a different setting," she said. "We have some wonderful insurance programs and it's something that I really believe in."

— Janice Marra



Treasurer Maureen Malone sells "CSEA Cooks From the Heart" cookbooks at the 2006 Women's Conference in Tarrytown to raise money to build CSEA Street for Louisiana people whose homes were damaged by hurricanes Katrina and Rita.

What's In It For You?

Change is in the air

The CSEA Employee Benefit Fund is pleased to announce that all vision plans were enhanced as of April 1, 2007.

Information detailing the new changes were mailed the last week of March to all CSEA members enrolled in any of the EBF vision plans. An overview of the enhancements is outlined on this page.

State employees: The \$25 co-payment for contact lenses will be removed.

Local Government & Office of Court Administration employees: Polycarbonate lenses will now be covered under all plans.

State, Local Government and Office of Court Administration employees: Contact lenses covered under the plan will now include **Planned Replacement** and **Disposable** lenses. A **Contact Lens Formulary** will now be included and will be used for the initial supply of many of the popular and commonly prescribed brands of soft contact lenses. Initial supplies of contacts may vary depending on the lens type, wearing habits and prescribing doctor's instruction regarding replacement schedule. If specialty (not covered under the plan) contact lenses such as Toric, Multifocal or Rigid Gas Permeable lenses are required, the allowance will be applied **toward** the total cost of the contact lenses.



New covered items for all enrollees, only available at a participating provider's office, include:

- **Scratch Guard**, which will be added to all vision plans.
- **Dilation** will be covered only when professionally indicated without any additional cost to the member.

The Employee Benefit Fund also has a new discount program, which entitles members to buy various lenses and coatings at a discount with a **fixed co-payment**.

A fixed co-payment means that lenses and/or coatings not covered by your plan can be purchased at a discount at all EBF vision provider offices. These items include anti-reflective coatings, UV coatings, polarized lenses, plastic photosensitive lenses, premium progressive lenses, and high index lenses.

If you are interested in buying any of these items separately for a fixed co-payment, discuss this with the provider during the examination.

For more information, call the CSEA Employee Benefit Fund at (800) 323-2732 or visit EBF's website at www.cseaebf.com.

May 15 is deadline for submitting proposed resolutions, changes to CSEA's Constitution & Bylaws

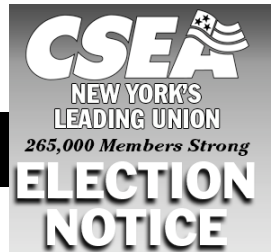
Proposed resolutions and proposed amendments to the CSEA Constitution & Bylaws for consideration by CSEA delegates to the union's 2007 Annual Delegates Meeting must be submitted by May 15, 2007.

Proposed resolutions and proposed amendments to the CSEA Constitution & Bylaws may be submitted only by a delegate and must be submitted on the proper forms. Forms for submitting resolutions are available from CSEA headquarters and region offices.

Proposed resolutions and proposed amendments to the Constitution and Bylaws must be submitted no later than May 15 to Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Ave., Albany, N.Y., 12210-2303.

The 2007 CSEA Annual Delegates Meeting will be held Sept. 17 - 21 in Lake Placid.

NOTICE • NOTICE • NOTICE • NOTICE • NOTICE



REMINDER TO PRIVATE SECTOR LOCAL PRESIDENTS

The term of office for current Private Sector Local officers will expire on June 30, 2007. Elections for office must be conducted and completed before the new term begins on July 1, 2007.

A letter was sent by the Statewide Election Committee (SEC) on Aug. 15, 2006, to each Private Sector Local President requiring each Local Executive Board to select an election committee and chairperson prior to Oct. 15, 2006.

If you have not selected an election committee, please do so immediately. Please refer to the SEC's Aug. 15 letter for procedural requirements.

If you did not receive a copy of the Aug. 15 letter, or have questions pertaining to it, please contact the SEC at 800-342-4146, ext. 1447.

An Ever Better Future

NYSHIP biweekly premium rate change effective April 1, 2007

In January 2006, the state began requiring state employees and retirees to share in the cost of reimbursing Medicare-primary enrollees in the New York State Health Insurance Program (NYSHIP) for their Medicare Part B premium contribution.

The state added the expense for the Medicare Part B premium reimbursement to the NYSHIP premium rates. CSEA

and other state employee unions challenged this action. A recent Appellate Court Division decision ordered the removal of the Medicare Part B expense from the 2006 and 2007 Empire Plan and HMO rates.

Because of the court's decision, ***the state is changing the 2007 NYSHIP premium rates effective April 1, 2007.***



The biweekly premium contribution for most CSEA members will decrease. However, for employees in HMOs that are more costly than the Empire Plan, their biweekly premium contribution will increase. This is because, while the state pays 90 percent of the cost for individual coverage and an additional 75

percent for the cost of dependents for family coverage, the state's contribution for HMOs is capped at the Empire Plan's premium.

Since the 2007 rates currently in effect included the cost of the Medicare Part B component, the premium for the Empire Plan was higher than it should have been, resulting in an overpayment of the state's share of the premium for employees enrolled in HMOs that cost more than the Empire Plan.

NYSHIP April 1, 2007 Premium Rates (For CSEA Executive Branch Active Employees)

Health Plan Name	4/1/07 Individual Premiums	4/1/07 Family Premiums
The Empire Plan (001)	\$21.30	\$89.59
Aetna (210)	56.84	250.61
Blue Choice (066)	14.77	66.78
CDPHP (Capital) (063)	17.50	86.12
CDPHP (Central) (300)	29.15	138.16
CDPHP (W. Hudson Valley) (310)	36.24	156.37
Community Blue (067)	17.54	132.30
Empire BC/BS (Upstate) (280)	28.08	144.52
Empire BC/BS (Downstate) (290)	45.10	189.07
Empire BC/BS (Mid-Hudson) (320)	64.90	240.83
GHI HMO (Albany Region) (220)	17.88	109.28
GHI HMO (Hudson Valley & Ulster) (350)	28.68	141.79
HIP (050)	18.92	89.42
HMO Blue (Central NY Region) (072)	59.39	179.53
HMO Blue (Utica Region) (160)	79.07	271.24
Independent Health (059)	15.45	82.53
MVP Health Care (East) (060)	16.69	82.92
MVP Health Care (Central) (330)	24.20	111.08
MVP Health Care (Mid-Hudson) (340)	32.49	131.81
Preferred Care (058)	13.59	64.43
Univera Healthcare (057)	16.28	111.79

Payroll Effective Dates

The April 1, 2007, rate changes will begin on March 29, 2007, for Institution payroll employees; on April 4, 2007, for Administrative Lag payroll employees and on March 21, 2007, for Administrative Lag exempt payroll employees.

Retroactive Adjustment

In addition to the April 1, 2007, rate change, a retroactive adjustment will be done to account for the removal of the Medicare Part B surcharge from the rates that were charged to enrollees between Jan. 1, 2006, and March 31, 2007. This is a complex process that will take several months to complete. CSEA will work with the state regarding the retroactive adjustment.

If you have any questions regarding this change, please feel free to contact the Health Benefits Department directly at 1-800-286-5242.

Leading Voices

Fran Nantista has been a family daycare provider for 11 years, operating Frannie's House in Albany. She is a founding VOICE member, the Voice of Organized Independent Childcare Educators, which with CSEA is fighting for collective bargaining rights for daycare providers across the state. CSEA VOICE Local 100a is poised to win that recognition. *Work Force* Editor Lou Hmieleski recently spoke with Nantista, who once said, "Children are half the population and all of our future." Nantista spoke about concerns providers have with the state Office of Children and Family Services (OCFS) and how a union voice can help providers.

WF: Why should day care providers such as yourself have a voice?

FN: Because there's always a problem with the state regulations. The Office of Children and Family Services cites a lot of us for strange things, but they don't always cite the same person with the same thing. None of the registrars or licensors agrees with themselves. They all have a difference of opinion in issuing citations. We need to have the right to respond.

WF: Two years ago, you challenged OCFS to change terminology on its web site, do any concerns remain?

FN: The state needs to address the entire web site to give us the opportunity as to whether we want to have our specific information about our homes or not. I'm willing to give directions to my home for someone who wants day care, but I don't want it out there for everyone to see. It's a matter of security and common sense.

WF: What is your greatest administrative challenge as

a provider?

FN: Oh, I don't have a single problem! I was an administrator for a group of physicians for 25 years so I know how to take care of everything.

WF: How could joining a union help you as a provider?

FN: It would give us a bigger voice than as a single individual. When I as an individual contact the state about a single problem, they don't heed my concerns. I believe if a union representative contacts OCFS with the same question I have, their response will be different. I've been taken to task by different registrars for different reasons on the same issue, which wasn't an issue at all. When they come to inspect me now, they send two people because they know how defensive I am. I'm not going to have them shove me out of business because this is my life. The union would give us a louder voice, because they're not listening to us each as individuals.

WF: The VOICE campaign has had great momentum over the past year. Do you think success for the campaign is near?

FN: Oh, I'm crossing my fingers — the need is great. I'm hoping the union will help us. CSEA has been able to find us insurance for our homes through the CSEA program. There have been a number of us who have had our homeowners insurance canceled because of having a day care, even though I wasn't asking them to cover anything for the day care. With health insurance, I have to pay \$1,100 a quarter. That's one hope that we have. We just want someone to listen to us and I think VOICE is the way to go. We just need to speak louder and together we can.

WF: What are some of the rewards of being a



A leading VOICE



Albany day care provider and CSEA/VOICE founding member Fran Nantista outside her home with some of the children for whom she cares.

provider?

FN: Oh, it's the best thing in the world. It's a rewarding occupation because it shows you what kind of difference you can make to a child. If I had known this, I would have done it 25 years ago! It's very rewarding, especially for me, who has never had the opportunity to have children. I think part of the responsibility is to educate the parent as well. I'm just as happy as I can ever be.

April CSEA calendar of events

Statewide:

April 12: CSEA Board of Directors Meeting, 9 a.m., Desmond Hotel & Conference Center, Albany

April 28: Workers' Memorial Day. Contact your local or unit president or your CSEA region office for details about commemoration events in your area.

Long Island Region:

April 4-5: Defensive Driving, 5:30 p.m.- 8:30 p.m., Long Island Region Office, Commack

April 5: Family and Medical Leave Act workshop, 5:30 p.m.- 9 p.m., Hempstead Local Office, Merrick

April 21: Defensive Driving, 9 a.m.- 3 p.m., Long Island Region Office, Commack

Metropolitan Region:

April 3-4: Steward Training, 5:30 p.m. - 9 p.m., Metropolitan Region office

April 18: Recruiting Activists, 5:30 p.m. - 9 p.m., Metropolitan Region office

April 19: Sexual Harassment: What Union Officers and Activists Should Know, 5:30 p.m. - 9 p.m., Creedmoor Psychiatric Center Local Office, Queens Village

April 25: Family and Medical Leave Act workshop, 5:30 p.m.- 9 p.m., Kingsboro Psychiatric Center, Brooklyn

Southern Region:

April 4: Family and Medical Leave Act workshop, 5:30 p.m.- 9 p.m., Westchester Local Office, White Plains

April 10-11: Contract Negotiations Workshop, 5:30 p.m.- 9 p.m., Holiday Inn, Kingston

Capital Region:

April 14: Defensive Driving, 9 a.m. - 3 p.m., CSEA Capital Region Office, Latham

April 18: Member Information Day, 10 a.m. - 12 p.m., Empire State Plaza, Albany

April 24-25: Defensive Driving, 5:30 p.m.- 8:30 p.m., CSEA Capital Region Office, Latham

April 24-25: Contract Negotiations workshop, 5:30 p.m.- 9 p.m., Queensbury Hotel, Glens Falls

Central Region:

April 4-5: Local Government Discipline & Interrogation workshop, 5:30 p.m. - 9 p.m., CSEA Herkimer County Local Office, Herkimer

April 12: Family and Medical Leave Act workshop, 5:30 p.m.- 9 p.m., CSEA Binghamton Satellite Office, Binghamton

Western Region:

April 14: Defensive Driving, 9 a.m. - 3 p.m., CSEA Western Region Office, Amherst

PEOPLE PERSON — The PEOPLE recruiter of the month of February is Susan Balsano of the Western New York DDSO Local in the Western Region. She recruited 10 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 ... **SEPT. 11 RESPONDERS: REGISTER FOR WORKERS' COMP** — Many Sept. 11 responders are now eligible to receive Workers' Compensation benefits under recent changes to state law. The state recently changed its Workers' Compensation Law to allow people who worked at Sept. 11 recovery efforts between Sept. 11, 2001, and Sept. 11, 2002, but who are not ill, to be eligible to file a workers' compensation claim should they become ill from a Sept. 11-related illness in the future. Many health experts predict thousands of exposed workers will become ill in the future. Hundreds of CSEA members across the state worked as paid and volunteer



Sept. 11 responders. You must register with the state Workers' Compensation Board by Aug. 14, 2007, to be eligible for Sept. 11 Workers' Compensation

benefits at any time in the future. For more information or to download a registration form, visit CSEA's website at www.csealocal1000.org and follow the links for the New York Committee for Occupational Safety and Health and the state Workers' Compensation Board ... **FIRST AID TRAINING** — CSEA members working at Wallkill Correctional Facility in Ulster County are improving their first aid skills. Members, who previously were required to have CPR training, will now also be trained in the use of an Automated External Defibrillator (AED). The device improves the chance of saving the life of a victim of cardiac arrest. Wallkill has several AEDs throughout the prison ... **AUCTION FOR KIDS** — The CSEA Erie County Local Women's Committee held its seventh annual theme basket auction in March. Proceeds from this year's event will benefit Kids Escaping Drugs, a Buffalo-area organization.

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

CSEA scholarship applications available

April 16 is the deadline for graduating high school seniors who are the children of CSEA-represented employees to apply for scholarships offered through CSEA. A single application covers three scholarships.

Applications are available from local and unit presidents, CSEA Headquarters, region or satellite offices, or may be downloaded from the Member Benefits section at CSEA's website at www.csealocal1000.org.

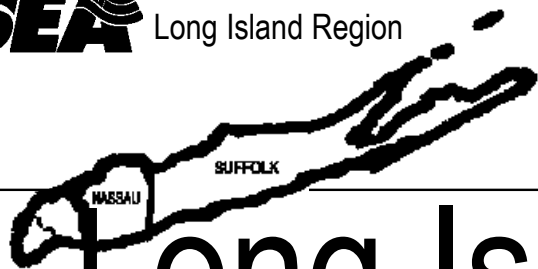
PC

PEARL-CARROLL
& ASSOCIATES

1-800-697-2732

*Same people, same great service
and now with in-state ownership!*

Visit <http://www.cseainsurance.com> for more
information on available programs.



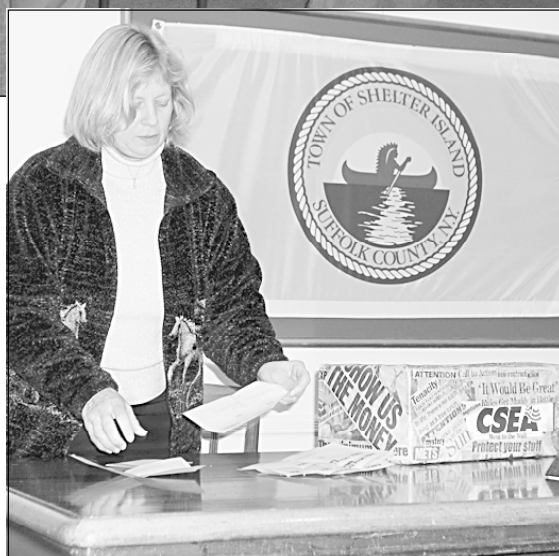
Long Island Reporter

Shelter Island, Smithtown and East Hampton have agreements



Above, CSEA members in the Town of Shelter Island vote on their first contract.

Right, Shelter Island Assessment Clerk Sue Klenawicus volunteered to count the ballots.



Big landmark for small town

Members in the Town of Shelter Island Unit have ratified their first CSEA contract by a 7 to 2 margin. It was their first contract since voting to join CSEA over the strenuous objections of management.

The new four-year agreement provides for raises retroactive to 2005, plus salary adjustments for some titles; and increases in the next two years. It also provides personal leave, bereavement leave, and 30 days a year sick time, though members can accrue no more than 60 days sick time.

The collective bargaining agreement also guarantees that currently employed CSEA Shelter Island workers will get 100 percent of their health insurance paid for by the town when they retire. Employees hired after 2007 will be guaranteed 85 percent of their health insurance costs will be paid into retirement. Current employees will receive employer-paid medical insurance coverage, but employees hired after January 2007 would have to pay 15 percent of the premium.

Perhaps most significantly, the contract institutes a new three-step grievance procedure to address worker's disputes with the town

"This is a real landmark for a small but tough and determined group of individuals who decided to put their foot down and demand respect from management," said CSEA Long Island Region President Nick LaMorte. "They reached out to CSEA to represent them and we have been with them every step of the way," said LaMorte.

Labor Relations Specialist Guy DiCosola organized the group in 2005. "With this contract in place, we have developed a framework to protect the rights of Shelter Island employees into the future. This is a big thing for a group of employees who never had a union before," he said.

"Shelter Island is the fifth East End town that CSEA represents, and we had to fight management all the way, even

PHOTO OF THE MONTH



George Herbst, third from left, holds the plaque he was given by the Town of Oyster Bay Local 881 on his retirement recently. With him, from left, are Alex Bard, 1st vice president, Augie Buckhardt, president, and Bobby Rauff, executive vice president. A town employee for 34 years, Herbst served as shop steward for members in the Solid Waste Division for five years.

Message from Long Island Region President
Nick LaMorte



Greetings brothers and sisters

When we change our clocks to Daylight Savings Time, many fire departments use that time to remind us about the importance of checking the batteries in our smoke detectors. They can be lifesaving devices, but without occasional updating, they are worthless. After all, a smoke detector without a working battery just isn't going to protect anyone.

Speaking of protection, when was the last time you checked to see if you had the tools in place to protect your family if something should happen to you? It's something most of us don't like to face, but sometimes despite our best efforts at taking care of ourselves, the unexpected happens. We have car accidents. We fall off ladders while working on our homes. A moment's distraction and we get caught in a machine or a motor at work. One day, we're fine, and then we get diseases we never saw coming and probably can't name. These are the times we wish we had some kind of insurance to protect our families.

The funny thing about insurance is that it's the thing we need to get when we don't think we need it. That's when we might actually qualify, and when the rates are at a rate we can actually afford. If you wait until you need life or disability insurance, it's probably too late.

The CSEA-endorsed insurance vendor is Pearl Carroll & Associates. You've probably seen their representatives at an information fair or at a work site near you. They have special programs for life insurance, disability protection and so many other products. They have been helping CSEA members protect their families from the unexpected for many years.

Some of us live paycheck to paycheck. Many people say they can't afford to buy insurance. What would happen

to you, your home or your children if the paychecks stopped? Could you really afford to be without some insurance protection?

If you want to reach a Pearl Carroll & Associates representative, toll free 1-800-929-6656, or visit CSEA's website at www.csealocal1000.org and click on the "insurance programs" link on the left-side menu.

Remember to take care of yourself. I'm sure there are people counting on you.

In solidarity,

Nick LaMorte, president
Long Island Region

Town of Oyster Bay Local
mourns loss of an officer

OYSTER BAY — The Town of Oyster Bay Local is mourning the death of Bette James, its 2nd vice president and devoted unionist, on Feb. 14 at age 54.



Bette James

"She was such a large part of everything in the local," said Executive Vice President Bobby Rauff. "Her death has devastated the local."

A town employee for 25 years, she was a management information specialist supervisor for the Intergovernmental Affairs division at the time of her death.

James had served as a shop steward before being elected 5th vice president in 2002. She was elected the local's 2nd vice president last year.

"She was probably the most energetic woman in our local," said Rauff. "She came to every event we ever had. What she brought to our members was a lot of family feeling. She made us feel more like a family than a union."

Terry Boryk, the local's office manager, worked closely with James on the local's Women's Committee, which James started and has grown to 20 members.

"She was so active with the union. She worked on the region's Women's Committee and the Education & Training Committee. She started the Women's Committee here; she was our 2nd vice president. She was such a good person," Boryk said.

James is survived by her mother, Rebecca; two children, Donald Chandler, who works for the town's highway department, and Jennifer Marie Chandler-King, and their spouses; Tia Goodrich, her partner; four grandchildren and nine brothers and sisters.

At the funeral services, hundreds of people filled the Hood AME Zion Church in Oyster Bay, while others stood outside.

"She made everything look beautiful," said Rauff.

"It's amazing how much we miss her," said Boryk.

Long Island Reporter welcomes Nassau Educational Local 865

Editor's Note:

During the nearly three years that the *Long Island Reporter* has been published, we have made every effort to get out to cover the events and issues that are important to the members in each subscribing local, as listed below:

Suffolk Municipal Local 852, Nassau Municipal Employees Local 882, Town of Oyster Bay 881, Suffolk Co-Op Library Local 701, SUNY Old Westbury Local 618, SUNY Stony Brook Local 614, SUNY Farmingdale Local 606, Department of Transportation Local 508, Long Island Developmental Center Local 430, Long Island Judiciary Local 330, and Long Island State Employees Local 016.

Now, we are very pleased to welcome Nassau

Educational Local 865 to the *Long Island Reporter!*

The Nassau Educational Local has about 5,000 members in the following school districts: Baldwin, Bellmore, Bellmore-Merrick, Bethpage, East Meadow, East Rockaway, East Williston, Farmingdale, Floral Park-Bellerose, Franklin Square, Freeport, Garden City, Hicksville, Island Trees, Jericho, Levittown, Locust Valley, Lynbrook, Malverne, Massapequa, Merrick, North Bellmore, Nassau BOCES, New Hyde Park, North Merrick, Oceanside, Oyster Bay-East Norwich, Plainedge, Port Washington, Rockville Centre, Roosevelt, Seaford, Sewanhaka, Syosset, Valley Stream and Wantagh.

Since this is a lot of ground to cover, it would be very helpful if we could have your input. If you have a

story idea, please contact Executive Editor Lou Hmieleski at (800) 342-4146 ext. 1273, or Local President Monica Berkowitz at the union office.

We are pleased that the *Long Island Reporter* is growing. It is an opportunity to share information, support each other's struggles, share our victories and build a better union.

Port Washington School District Custodial Unit Members active in community, raise money for Children's Health Fund Mobile Unit



CSEA members from the Port Washington School District Custodial Unit were instrumental in a recent fund-raiser for their community.

They helped staff a basketball game to raise money for the Children's Health Fund Mobile Unit.

The CSEA members in the Port Washington School District have been very involved in community events. Last year through the Rotary, they helped raise thousands of dollars for numerous area charities.

They are pictured here with a sketch of the

mobile unit. From left, in front row, are Santos Palacios, James Oldford, Unit President Richie Acevedo and Mark Ell. In the back row from left are Owen Steve Stalvey, Jerry D'Agostino, Tom Garofalo, Long Island Region President Nick LaMorte and Monte Vane.

Nassau Education Local officers

The officers of Nassau Education Local 865 are Monica Berkowitz, president; Linda DeMott, 1st vice president; Ken Grant, 2nd vice president; Jean Ahlert, recording secretary, and Lee Reynolds, treasurer.



All are longtime CSEA activists and leaders of the county's educational employees. Ahlert is a member of the CSEA Statewide Board of Directors, representing school districts in Nassau and Suffolk counties. Berkowitz, DeMott, Grant and Reynolds serve on the Long Island Region School Districts Committee.

Berkowitz is a teacher aide at Nassau BOCES and president of the CSEA unit there.

DeMott, a stenographer at the Bellmore/Merrick Central High School District, is president of the district's clerical unit.

Grant, assistant head custodian in the Locust Valley School District, serves as president of the district's CSEA's custodial unit.

Ahlert, a teacher aide at Nassau BOCES, is secretary of the CSEA unit there.

Reynolds is an account clerk in the Farmingdale School District and serves as co-chair of the region's Social Committee.

Inside Reporter

Three towns in Suffolk win contracts

Smithtown Takes a New Tack

SMITHTOWN — CSEA members in Smithtown have overwhelmingly ratified a new contract that was groundbreaking in a couple of ways.

It was done in record time. The memorandum of agreement was signed Feb. 12, less than two months after the old contract expired. Of the 322 members who voted, 264 gave the agreement a thumbs-up.

It was Unit President Kelly Brown's idea to have CSEA negotiate directly with the town supervisor for the first time in the town's history.

"I had participated in the past negotiations," Brown said. "I had a good relationship with the supervisor and I said, 'Why don't we sit down together?' He was a little apprehensive at first, but he is the chief negotiator for the town. So, we went step by step from there."

Brown, the unit's first female president, said in the past, the town had always hired an outside negotiator and a lot of

time and money was wasted in the process.

"In the past, we got nowhere and the negotiator never brought back anything to the supervisor and the negotiator never got the freedom to really negotiate," she said. "It just ended up wasting a lot of time and money, and we usually had to wait for our new contract."

This time, Brown said they did all the preparation well in advance.

"I had my negotiating team in place back in May or June and we worked through the summer putting the contract requests together," she said. "Nov. 1 was our first meeting with the town supervisor."

CSEA Labor Relations Specialist Jimmy Wall said the team knew what it wanted and went right for it.

"The team set goals from day one, and set out to meet those goals, including getting a decent raise, demanding respect and protecting health insurance. We also wanted to protect the contract," he said.

"So, this is a home run. The membership is protected for the next four years,"

Key provisions of the contract include:
– Wage increases over the next four years;

– About 22 titles will be upgraded over a four-year period, affecting more than 60 people;

– No change in the quality of the health insurance.

Long Island Region President Nick LaMorte, who was on hand for the signing, hailed the agreement.

"We're just blue collar and white collar hardworking employees; people who just want to pay their bills and put their kids through college," he said. "This agreement will be very helpful to our members in Smithtown. They did a great job."

Wall also praised the negotiating team. "It was a lot of dedication for this

team," he said. "They put in the time. They worked hard and that's what allowed them to put this agreement forward to the membership."

When asked whether this was the best way to negotiate a contract, Brown said, "It's the only way!"



— Rachel Langert



Present at the signing of the agreement are, standing from left, CSEA Smithtown Unit Vice President Joni Peterson, Smithtown Town Council member Pat Biancianiello and CSEA Smithtown Unit 1st Vice President Joe Cannone. Seated from left are Unit President Kelly Brown, Smithtown Supervisor Pat Vecchio and Labor Relations Specialist Jimmy Wall.

Town of East Hampton agrees to five-year contract

EAST HAMPTON — The 249 CSEA members of the Town of East Hampton Unit voted overwhelmingly to ratify a five-year agreement with substantial wage increases and retention of 100 percent payment of medical insurance premiums by the town.

"We feel we've gotten a very good contract and one that they can be proud of," said Bob Pease, unit president and a CSEA bargaining team member.

The pact, the unit's first that runs five years, provides wage increases over the term of the contract.

Next year, one half of 1 percent of the total CSEA payroll will be set aside for regrading of members' titles. Members Jeanne Hamilton and Gail Feceto co-chair the committee that has been working on regrading for several months.

The agreement provides that the spouse and dependent children of an employee who dies in service will receive medical coverage for a year after the member's death.

Members hired after Jan. 1 of this year will pay half of the increase in the

optical and dental coverage premiums. "This is a small giveback in my eyes," said Pease. "Our medical coverage was left untouched. I believe we are one of the very few municipalities on the East End that pays full medical coverage."

Language in the new agreement improves the crediting of vacation, computation of overtime and release time for union officers and corrects an inequity in payout for retirees' unused sick time.

The contract states there will be only one personnel file for an employee, located in the personnel office, which employees may review once each year, and that nothing derogatory can be placed in the file without the employee's knowledge.

Negotiations for the agreement began in the fall of 2005. Negotiating with Pease were John (JJ) Kremm, the unit's 1st vice president, and Steve Arkinson, treasurer, Tara Burke and Christine Schnell, who recently left the town's employment. Assisting the committee was Labor Relations Specialist Stephanie Teff.

"She did an outstanding job for us," Pease said. "She is a consummate professional in what she does."

To ensure members were informed, everyone received copies of the expired and proposed agreements well before the ratification vote. There was a drop-in four-hour meeting for any questions before a general membership meeting at which all the provisions were gone over in detail.

On the day of the vote, the polls were open from 5 a.m. to 6:30 p.m., with three-quarters of the members casting ballots. Eighty-nine percent voted in favor of the proposed contract. "Eighty-nine percent is a pretty good indication that our membership is happy with the agreement," Pease said.

He thanked Long Island Region President Nick LaMorte, Ron King, the region director, Local 852 President Bill Walsh and three other CSEA town unit presidents — Matt Hatorff of Riverhead, Pete Collins of Southampton and Tom Skabry of Southold.

"This was my first negotiations, so I turned to them for guidance," said

Shelter Island cont'd from Page 1

in court, to get to this point. But it shows that CSEA is strong, resourceful and committed to fighting for the betterment of its membership. It shows we are willing to help the disenfranchised," said DiCosola.

During the contract fight, Shelter Island was able to benefit from the experience and support of other CSEA members, including Town of Southold President Tom Skabry, Town of Riverhead President Matt Hatorff and Suffolk Municipal Local President Bill Walsh.

"We are one local and we try to cooperate and interact with each other and share our experiences. So I would like to thank Tommy and Matt, and all the other officers on the East End who got involved, and lent their time and experience, because that is what it's all about — teamwork!" said Suffolk Municipal Local President Bill Walsh.

"The Shelter Island executive board did a really fine job, especially for their first contract. They did a great job. I'm proud of all of them," said Walsh.

Unit President Linda Klenawicus said the contract took a lot of work, but it was worth the effort. "This is just the beginning," she said. "We hope that the next time we will be able to build on this contract and move forward for the betterment of our members."

LaMorte agreed. "Like all cornerstones, this contract lays the foundation for an atmosphere of fairness and cooperation between the union and the town. It's a win-win for everyone," he said.

"The town didn't want us in there at first, and they fought hard against us, but now they've come to accept us as partners and that is a positive thing. We've established a relationship with the town that is one of

courtesy and respect for the employees — for the very first time. That's something to be proud of," said DiCosola.

At press time the agreement was due to come up for a vote by the Town of Shelter Island Town Board.

Right, Town of Shelter Island Vice President Linda Cass, President Linda Klenawicus, Secretary Treasurer Beverly Pelletier and CSEA Labor Relations Specialist Guy DiCosola take a last look at the Memorandum of Agreement prior to the vote.



Members help Village get out the vote

HEMPSTEAD — Three dozen members of Nassau Municipal Local 882 spent a recent Saturday morning giving out campaign fliers on behalf of two union-endorsed candidates seeking re-election as Hempstead village trustees.

The candidates, Don Ryan, a Republican, and Perry Pettus, a Democrat, were re-elected March 20.

"Both trustees have been in office for more than one term and both have come to the aid of labor in different ways in the past," said John Shepherd, who chairs the Long Island Region Political Action Committee and serves as president of the local and its Village of Hempstead Unit. "Both Don and Perry have shown a willingness to work with working people."

The fliers were dropped at the homes of residents who vote regularly in village elections.

In addition to the literature drop, the union set up phone banks and sent two mailings to the 1,800 CSEA members who live in the village. "We mailed voter registration cards to every one of them," said Shepherd. "We told them if they were registered to give the card to a family member or friend who wasn't."

He thanked Gretchen Penn, region political action coordinator, for her efforts in the campaign for the two candidates.

Below, Gretchen Penn, standing, region political action coordinator, gives last-minute instructions to union members before they go out on the literature drop. Others in the photo are, from left, Jacqueline De Silva, Nassau Municipal Local 882 Treasurer Mike Delasant and Steve Abramson.



action coordinator, for her efforts in the campaign for the two candidates.

Left, John Shepherd leaves a union flier at the home of a Hempstead voter.

Below, officers and members of Nassau Municipal Local 882 were among the three dozen volunteers who went door-to-door giving out fliers.



Below, Hempstead member Moises Alou, left, is thanked for his help in the campaign by Don Ryan.



CORRECTION

An article on page 7 of the March issue about the region Veterans Committee incorrectly identified two members. Jill Mallon is a member of DOT Local 508 and Mike Tanner is a member of LIDDSO Local 430. We regret the errors.

Technology in Nassau County provides efficiency for the courts

MINEOLA — An article by Judiciary Local 330 member Patrick Santos, "Nassau County Court's Techology Courtroom," describes how technology can streamline litigation, increase jurors' understanding of evidence presented to them and provide efficiencies for the courts.

The article appeared in *Nassau Lawyer*, publication of the county bar association, and was the basis for a presentation the author made at ComputerFest 2005, held in Rochester.

"The Technology Courtroom has arrived in Nassau County," wrote Santos, a principal court analyst at State Supreme Court in Mineola and a court employee for nine years. He set up the system in the courtroom of Supervising Judge William Donnino and has been training staff in its use.

The Evidence Presentation System, one of two key elements, puts monitors in the jury box, at the judge's bench, at the lawyers' tables and in front of the courtroom. Attorneys can offer documents and three-dimensional objects as exhibits, and can bring their own laptop computer in and plug into the console that serves as a control center for all the equipment.

"It helps with evidence being presented," said Santos. "For instance, instead of passing around pictures, jurors can see them all at once on the displays."

The judge retains the ability to decide what documents and exhibits jurors view. "The judge can override the jury box monitors and projector with a simple on-off switch to ensure that exhibits are not viewed by the jurors until ruled admissible," Santos wrote.

After they are shown on the monitors, the images of documents and three-dimensional objects are scanned and saved for later reference or printing out.

The other basic feature of Santos' system is the Interactive Pen Display, which is set up on the witness stand. Using a special pen-like device, the witness can highlight a section of a document or direct jurors' attention to an area of an exhibit without marking the original. The document is displayed on all monitors and can be saved. "It ensures the integrity of actual evidence being displayed," said Santos.

Two upgrades are in the works. One will allow the court reporter's transcription to be seen on all monitors in real time. The other will put monitors in the jury room to speed up the deliberation process. "If the jurors ask to see something, we can put it on the screen right away," said Santos.

The technology can be brought into existing courtrooms at a relatively low cost. "That was the whole idea of setting up this courtroom, so you can retrofit existing courtrooms instead of starting from scratch," Santos said.

In Nassau County, other judges have used the courtroom for presentation of visual evidence, such as VHS and security monitor tapes, and several prosecutors in the district attorney's office are interested in the Interactive Pen Display.

Santos said that he hopes that the technology will be adopted in other courtrooms. "If we can mainstream into each courthouse in Nassau County, we can go into the digital age, where everything is paperless," he said. "That's where we want to go; where everything is stored in the computer in pristine condition and for easy retrieval, without having to go to a file room and look for the files. Instead we'd just pull it up on the computer."

"The technology courtroom is going to be more efficient, and that's what we want, more efficiency," he said.

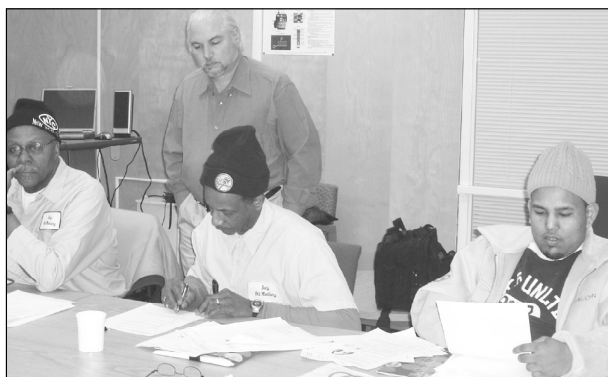
Around the Region

Calendar of Upcoming Events: April 2007

- | | |
|---|---|
| 1 – Member Action Team Committee — 5:30 p.m. | 16 – Women's Committee — 5:30 p.m. |
| 2 – Human Rights Committee — 5:30 p.m. | 17 – Safety and Health Committee — 5:30 p.m. |
| 4 – Defensive Driving — 5:30-8:30 p.m. | 18 – Local 430 Executive Board meeting — 3:30-5:30 p.m. |
| 5 – Defensive Driving — 5:30-8:30 p.m. | 18 – Local 430 General Membership meeting — 5:30-7 p.m. |
| 9 – Education and Training Committee — 5:30 p.m. | 21 – Defensive Driving — 9 a.m.-3 p.m. |
| 10 – PEOPLE Committee — 5 p.m. | 24 – Political Action Committee — 5:30 p.m. |
| 11 – Veterans Committee — 6 p.m. | 25 – Member Action Team Committee — 5:30 p.m. |
| 11 – Local 920 General Membership meeting — 11 a.m.-3:30 p.m. | |



CSEA Occupational Safety and Health Specialist Jeff Hyman, standing, looks on as John Pettway (seated, center) completes his answers. Other Local 618 members in photo are Noakram (Nick) Mangra and Clarence Johnson.



Two groups of members took the health and safety sessions, which were held for five hours a day on two consecutive days. Custodian Falisha Medina is at the far end of the table.



Discussing the need to use the proper tool, teacher Douglas Miller tells a class on tool safety that "screwdrivers are not chisels." During the class, students told a photographer that standing on a chair to take a photo was not doing the job safely.



SUNY Old Westbury workers attend safety and health training

OLD WESTBURY — The job safety training that 20 maintenance and custodial workers at SUNY Old Westbury took made them a lot more aware of hazards at the workplace — as the college administration discovered.

The training, 10 hours over two days, impressed the students, members of SUNY Old Westbury Local 618. "There were a lot of good points," said Falisha Medina, a custodian who has worked at Old Westbury for two years. "The teacher explained everything and answered questions. You learn a lot of things about the job and how it could affect you."

"They came out of the class saying we've got to be sure our surroundings are safe," said Mary D'Antonio, president of SUNY Old Westbury Local 618. "They became aware of chemicals they mix and really concerned with their environment."

One hazard affecting the safety of dozens of young children was soon brought to the union's attention. The youngsters attend the college's day care center, which is run by AHRC, a nonprofit organization. "Our students work there, our students' children go there and staff members' children and grandchildren go there, so it's a great combination for all of us," said D'Antonio, who has two grandchildren, ages four and three, attending the center.

Parents bring children into the campus center on staircases and walkways 30 feet or more above the ground floor, where the day care center is located. There are large horizontal spaces between the handrails, large enough for a child to fall through and drop to the floor below.

D'Antonio asked Jeff Hyman, a CSEA occupational health and safety specialist, to check on the railings. Hyman found the railings did not meet federal safety standards.

When D'Antonio brought the union's concerns to the college, the administration told the day care center to fix the handrails.

"Instead of fixing it, they dumped the problem in the day

care center's lap," she said. "To me, that's irresponsible. There are always children on campus. Any child can go right through the railing. How in good conscience, when someone tells you this is the situation there, can you *not* fix it?"

She said the college may hire a safety and health specialist. "When that happens, I hope to work with that person," said D'Antonio. "Hopefully, that person will hear our complaints and listen to us. I'll bring in all the things we've complained of over the years."

Medina offered one suggestion to improve the safety and health training — bring the bosses in, too. "Maybe supervisors should have a class like that so they know what workers are going through," said Medina, who worked at SUNY Stony Brook for six years before moving to the Old Westbury campus. "They tell you 'do this' and 'do that.' They don't realize you have to be trained. They just tell you 'do that,' tell you to do a job without training. You know something is unsafe but supervisors say 'do it,' and will write you up if you don't."

The course was presented by the joint state-CSEA Partnership for Education and Training. Douglas D. Miller of Occupational Safety Consultants was the teacher. Stephanie S. Rockmacher, a program associate at the Partnership, supervised the classroom sessions.

Mt. Sinai School District workers approve contract

CSEA members in the Mt. Sinai School District Non-Instructional Unit have ratified a new agreement by a ratio of 2:1.

The agreement was reached only after the membership got fed up and kicked off a contract campaign to demand respect from management and took their story to the local press.

"The contract expired last June," said Labor Relations Specialist Guy DiCosola. "We declared impasse, and had a couple of mediation sessions, but it really wasn't until the membership started attending school board meetings and word got out about the situation, that the district started to budge. So, the members in Mt. Sinai deserve a lot of credit for stepping up to the plate. They showed what pulling together for the common good can accomplish."

Once the contract campaign was launched, so many members turned out that the district had to move the school board meeting to a new, larger location. "They really put the pressure on and they hadn't done that before," said DiCosola.

The new contract provides for a 9 percent wage increase over three years as well as numerous enhancements including additional money through step increases and an increase in night differential for custodians.

Aides will receive two paid floating

holidays and an additional two days during Thanksgiving week. CSEA will receive 20 workdays notice in advance of any future layoffs. For the first time, members will also have the right to arbitration if CSEA has a dispute over an employee's evaluations.

Other changes include the following: members can accumulate more leave time, up to 275 sick days; the buy-back has increased; and upon retirement any unpaid sick days will count toward retirement credit, which will mean an increase in longtime members' pension checks.

"One of the biggest things was the health insurance," said Unit President Dorette Christiansen. "Those who had to pay 15 percent now only have to pay 8 percent. They'll get to keep more of their money, and that's always a good thing."

"The contract is a solid one, and it's fair to the membership as a whole," said Christiansen. "Did we get everything we wanted? Of course not; no one ever does. But this is a good start, and a real step forward for our members because for the first time we took a stand and management had to take us seriously."

At the contract meeting, members were also introduced to school board candidate Lynn Jordan, a nurse and a former unit member. The unit's executive board is backing Jordan's candidacy and will be working to get another union supporter on the school board. That too, is a first for the unit,



which has not participated in political action in the past.

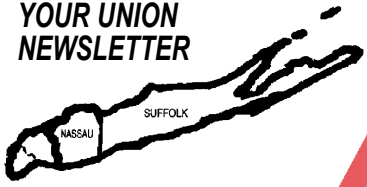
Above, some of the Mt. Sinai School District employees who packed a recent school board meeting.

— Rachel Langert

Below, some of the unit membership listens to a presentation by Labor Relations Specialist Guy DiCosola and Unit President Dorette Christiansen on the details of the contract.

Left, school board candidate Lynn Jordan tells members they deserve better treatment than they have been getting from management. She vows to help if elected.





EXPRESS



Message from CSEA Local 830 President Jerry Laricchiuta

Looking Deeper Into the County's Out-of-Title Audit

We have arrived at the point in time when my concerns will soon be yours. At this point, I am speaking specifically about the county's compensation title review. I was never fully satisfied or happy that all of our job titles would come under scrutiny by an outside vendor who would make recommendations to the county regarding their findings. The county likes to state that CSEA was in favor of this review when it was first conceived. But, since my first day in office, I have been on the record about the multitude of issues which can arise from such a study.

Let me tell you now that this is a big issue. This audit stands as a major event in the entire timeline of Nassau County workers. The last time our titles were updated was during the 1960s! I have spoken to many people about this audit, both county and union officials alike. In many ways it is apparent that some kind of review is needed because we have such antiquated titles such as 'copy machine operator,' 'keypunch operator' and 'stenographer,' to name a few.

It is not my intention to frighten my members with this article. Instead, I believe we have hit a point in time when I need to tell you what I know about the process, the possible outcomes and most importantly, what your union plans on doing. By the time you have read this article, you will have most likely completed that long questionnaire. The lengthiness in and of itself has posed problems for me. However, I advised all of our unit presidents to tell our members to answer the questions honestly and in great detail.

Let's face it, most of our county employees work 'out-of-title' to some extent. What that means is that you are performing duties that should be performed by somebody in a higher graded title. Sure, you are

! Sure, you are probably doing your own job, but over the years as people retired and left service you have been forced to pick up their work as well. Some people have been working out of title for so long they don't even know it.!

probably doing your own job, but over the years as people retired and left service you have been forced to pick up their work as well. Some people have been working out of title for so long they don't even know it. They just assume that this is actually their job as defined by civil service. We want you to be painfully honest about everything you do during the course of your workday. Do not leave anything out, because we want the vendor to be able to evaluate all your duties, whether they are right or wrong.

During our many meetings with the county on this issue, I expressed my strong demand that no current members be adversely affected by the outcome of this audit. I was assured by the county that no members would go down in salary or grade. That still holds true today, but as we move forward I am concerned that certain situations could become a problem.

There are so many aspects of this audit that could pose problems such as the broad-banding issue. Under broad-banding, career ladders would be consolidated into fewer titles. I always use the clerk's title as an example. Instead of Clerk I, II, III, and IV, we may wind up with Clerk Supervisor and Clerk. Under my demands, most of those titles would need to be raised in grade. If Clerk IV became the Clerk Supervisor, then Clerks I, II and III must become a Clerk. At best, the county would have to raise Clerk I and II to a Clerk III's salary!

So you might ask, why am I so concerned about

this? Well, it's my job to be concerned about something as important as this review. Rest assured that I will never sit down and agree to allow any of my members to lose anything they have built up in their careers. Maybe we will get updated, more accurate job specifications, resolve the out-of-title issue and actually get some people the promotions they have honestly deserved and worked toward for such a long time. I plan on visiting our units about this audit, and we will continue addressing this in future columns and on our website, www.csealocal830.org. Stay tuned.

Yours in Solidarity,

Jerry Laricchiuta

WHAT'S INSIDE

April 2007 Express

Pages 4 and 5

- **New AMT and BMU/Fleet Service Unit Presidents**
- **Before and After at D.A.'s Office**

Page 6

- **Update on Handicapped Parking at 240 Old Country Road**
- **"Meet the Leaders" is Great Success**

The Work Force **CSEA Nassau County Local 830 EXPRESS**

April 2007 • Vol. 12 No. 4

A Monthly Publication of CSEA Nassau County Local 830
 JERRY LARICCHIUTA, President

Ryan 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:
 JERRY LARICCHIUTA, President
 DIANE RUSS, Executive Vice President
 RON GURRIERI, 1st Vice President
 ROBERT CAULDWELL, 2nd Vice President
 DEBRA IMPERATORE, 3rd Vice President
 SCOTT MULHOLLAND, 4th Vice President
 TIM CARTER, 5th Vice President
 EARL STROUGHTON, 6th Vice President
 DEBBIE O'CONNELL, 7th Vice President
 BARBARA LANG, 8th Vice President
 ROBERT McLAUGHLIN, 9th Vice President
 JOHN ALOISIO, 10th Vice President
 PETER KIERNAN, 11th Vice President
 SUSAN COHEN, Secretary
 BETH LUTTINGER, Treasurer

Unit Presidents/Executive Board:
 CHUCK ALBERS, Fire & Rescue Services
 JOHN ALOISIO III, Treasurer's Office
 ROB ARCIELLO, Deputy Sheriffs
 STANLEY BERGMAN, Comptroller's Office
 LISA SINAGRA-TIRPAK, Public Safety
 ROBERT CAMPO, Public Works Department
 RAY CANNELLA, Civil Service Commission
 ROBERT CAULDWELL, Social Services
 STEPHEN COHEN, Medical Examiner's Office
 CAROL CONTI, County Clerk
 CAROL CROSTON, Nassau Community College
 VIVIAN CROWLEY, General Services
 KENNETH DASH, SR., Board of Elections
 MARY DELMARE, Crossing Guards
 ROBERT CONTI, Police Communications Operators
 ALICE BARRON, A. Holly Patterson
 HEDRY PRESIDENT, Senior Citizens Affairs
 ROSE SACCHETTI, County/District Attorney
 NANCY IANSON, Drug & Alcohol
 DEBRA IMPERATORE, Police Civilian
 ROBERT JOHNSON, Health Department
 LARRY LOISELLE, AMTs
 KEN HAMEL, Sheriffs Support
 PILAR MILLER, Assessment Department
 JOHN RINALDO, Parks, Recreation & Museums
 MARLA ROWE, Probation Department
 DIANE RUSS, Consumer Affairs
 EARL STROUGHTON, Nassau University Medical Center
 RUDY WATSON, BMU/Fleet Services
 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.

Fight Age Discrimination in the Workplace

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

This article provides an overview of age discrimination in the workplace and is reprinted from the March, 2006, edition of *The Work Force*.

Under the federal Age Discrimination in Employment Act (ADEA), it is illegal to discriminate against an employee because that employee is 40 years of age or older. The ADEA prohibits discrimination with respect to compensation, retirement, or other employer actions, which materially impacts an employee's employment

(i.e. forced early retirement, age-based harassment). In addition, it prohibits employers from applying age-based classifications on employees in any manner that would deprive them of employment opportunities or otherwise negatively affect their employee status.

Under the ADEA, in certain narrow circumstances, an employer may act based on an employee's age where the employer can demonstrate that age is a bona fide occupational qualification.

Moreover, the ADEA permits employers to use a seniority system as long as it is not a mask for discrimination. The seniority system must be based on the length of service as the primary criterion.

New York state law contains similar but more detailed protections against age discrimination. Unlike the ADEA, New York protects individuals 18 years of age or older from age discrimination.

As a labor union, CSEA remains committed to fighting unlawful discrimination.



MEMBERS ONLY PROGRAM INFORMATION

1-800-342-4146

or
 Go to the CSEA website at www.csealocal1000.org and click on the Legal Services menu item.

This Month in Labor History

April 14, 1930

More than 100 farm workers were arrested for their union activities in Imperial Valley, Calif. Eight were subsequently convicted of "criminal syndicalism."

They Said It:

Quote of the Month

"I have a great deal of respect for you and CSEA and all the labor leaders I have dealt with over the past several years. I want to be apprised of what's going on and if there's any way that we can make it better."

— 13th District Legislator Norma Gonsalves on "Talkin' Labor with Local 830" on Feb. 28

ATTENTION

Anyone suffering from diabetes and in need of supplies:

Call National Diabetic Pharmacies
 HCAP network supplier for diabetes supplies
 1-888-306-7337 ext. 3

Take Part in CSEA Local 830's Defensive Driving Course!



CSEA members can take part in defensive driving courses being offered frequently throughout March and April.

There is a \$22 member fee and \$27 for non-members for the courses taking place:

March 24, April 14, and April 25-26

Completing the course will give you 10 percent off your insurance premium for the next three years and a four-point reduction on your driving record.

Call Alice at 571-2919 ext. 10, for more information

Bethpage  Banking among friends®
Federal Credit Union

Sign up today for Bethpage@Work Program

Exclusive benefits available to members of CSEA Local 830 and their families!

CSEA Local 830 has partnered with Bethpage to offer you and your family these exclusive Bethpage services:

Bethpage@Work – Bethpage offers all the same services as a bank, but with lower fees and better service. Bethpage representatives are available to open accounts, help you apply for loans and answer questions about products and services first hand at your business site.

Special rates on loans and savings – Get discounts on loans, higher rates on savings accounts and other promotional offers simply by joining Bethpage through the Bethpage@work program

Be sure to include the direct deposit form indicating full direct deposit to receive your \$75. You must open a new Bethpage savings account or checking account and have direct deposit of your paycheck.



SAVE THE DATE!!!

Monday, July 9, 2007

CSEA Local 830 Annual Scholarship Classic

Eisenhower Park Red Course in East Meadow

SCHOLARSHIP APPLICATIONS ARE AVAILABLE AT THE CSEA LOCAL 830 OFFICE IN MINEOLA OR BY LOGGING ON TO WWW.CSEA830.ORG

DEADLINE IS MAY 15

Call Steve Cohen at 571-2919 ext. 21 for more details

Longtime CSEA Member Becomes President of New BMU Unit

More Long-time Members Take Over at AMT, Health Department and Senior Citizens

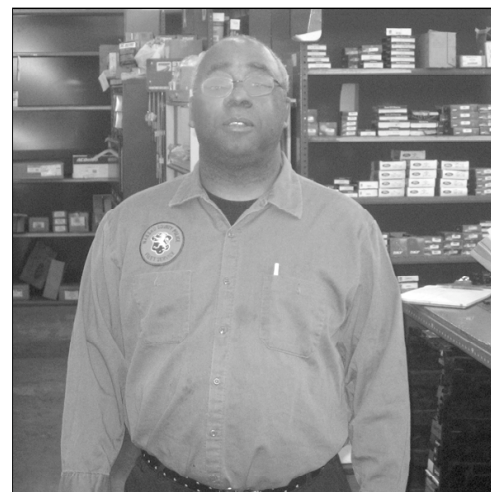
BETHPAGE — Thirty-five-year CSEA member Rudy Watson has taken over as president of the new CSEA Fleet Services/Building Maintenance Unit, which consists of 70 members from Fleet Services and 15 from the BMU.

Previously Fleet Services and BMU were under the Police Civilians Unit under Debbie Imperatore. Watson, a shop steward at Fleet Services for 20 years and vice president of the Police Civilians Unit on three different occasions, is very excited to take on the role as president of this new unit. He was sworn in at the CSEA Executive Board meeting March 1.

Over at the Ambulance Medical Technician (AMT) Unit, Larry Loiselle has assumed the reins of the 150-member unit. Loiselle has been an ambulance medical technician for 16 years and has been involved in the union for six years as vice president of the AMT Unit. He had also served as a unit secretary.

In other news, Robert Johnson has taken over as president of the Health Department Unit and Hedry President has taken over at Senior Citizens Affairs.

We would like to wish luck to Rudy Watson, Larry Loiselle and Bob Johnson in their new positions and thank them for their many years of dedicated service to CSEA. If you would like to contact any unit president, sign up for www.csea830.org. Phone and fax numbers are available for all of them under the 'contacts' link.



BMU/Fleet Services Unit President Rudy Watson.



Jerry Laricchiuta with AMT Unit President Larry Loiselle.

CSEA members at the Fleet Services Bureau in Bethpage.



CSEA Officials Attend Annual Long Island Federation of Labor Dinner and Irish-Americans Luncheon

WOODBURY — March 8 marked the annual Long Island Federation of Labor Dinner at the Crest Hollow Country Club in Woodbury, which was followed a day later by the Irish Americans in Government annual luncheon at the Carltun on the Park restaurant at Eisenhower Park.

The two events gave a great opportunity for CSEA Local 830 President Jerry Laricchiuta, along with his executive board, to meet with various government officials, while supporting the 250,000-member Long Island Federation of Labor, of which Local 830 is a member, and the well respected Irish Americans in Government organization.

CSEA thanks both organizations for the invitation to these wonderful events and looks forward to working with both in the future.

Clockwise from top right: From left, CSEA Nassau Local administrative assistants Tim Corr and Susan Cohen, vice presidents Ron Gurrieri and Scott Mulholland and President Jerry Laricchiuta; the Nassau Police Emerald Society played the bagpipes; Jerry Laricchiuta and Vice President Ron Gurrieri meet with various government officials.



Before & After Remodeling at D.A.'s Office

MINEOLA — The Nassau County Department of Public Works, in association with CSEA Local 830, is in the process of a complete overhaul of much of the workspace at the district attorney's offices in Mineola.

Public Works employees have already completed some of the renovations.

As seen in the pictures on this page, there has already been a complete remodeling of some rooms at the offices at 272 Old Country Road. CSEA members employed as members of the district attorney's support staff in the county court trial room now have brand-new, uniform office furniture, cabinets and carpeting.

This is just the tip of the iceberg as far as renovations go, said Jeff Stein, chief of administration for the Nassau County district attorney's office.

"We are working our way down the hall to remodel more offices here," Stein said. When there are more finished products in the coming months at 262 and 272 Old Country Road, the *Express* will show you more "before and after" features.

Before: Feb. 6



After: March 6



“Meet the Leaders” Appears 50 times in March; Also on CSEA830.org

WOODBURY — As mentioned in last month’s *Express*, CSEA Local 830 President Jerry Laricchiuta joined Nassau County 10th District Legislator Lianne Altmann for the latest installment of Cablevision’s half-hour show, “Meet the Leaders.”

The show aired 50 times in March in Nassau County, as well as 12 times in Suffolk County. If you were unable

to tune in, excerpts of the show will be available in April on www.csea830.org in the Special Features section.

Topics on the show included an in-depth discussion on where your tax money really goes accompanied by a pie chart that illustrates it, as well as discussions about county health care and Nassau University Medical Center. Altmann spoke about her initiative for

electronic voting machines.

From left to right, “Meet the Leaders” host Pat Halpin, Nassau County Legislator Lianne Altmann and Jerry Laricchiuta



UPDATE!

Accessibility for People with Disabilities to Be Improved at 240 Old Country

MINEOLA — In the April 2006 edition of the *Express* we broke the news of CSEA Local 830 working closely with the Nassau County Office of the Physically Challenged to improve accessibility for people with disabilities at 240 Old Country Road, which houses departments such as the county comptroller’s, assessor’s and clerk’s offices.

At that point, CSEA Local 830 President Jerry Laricchiuta followed through on a campaign promise of securing a reserved space near the building’s door for a CSEA member who had two broken legs and previously had to cross County Seat Drive on occasion to get to work.

In addition to that was the initiative to reconfigure the whole parking lot and interior for increased accessibility for people with disabilities. This initiative is still very much in the works,



as CSEA is staying in constant communication with Don Dreyer, director of the Nassau County Office of the Physically Challenged.

Despite no real construction to speak of yet, there is a plan of progression for the future. “These things tend to take a while,” Dreyer said. “The next step is the contract bidding process and getting this onto the legislative agenda.” That could come in April.

There still needs to be further investigation of the “real needs” at the building, and seeing how many employees are actually in need of increased accessibility for people with disabilities. The design plan for this project is nearly complete and will be done

once this investigation is completed.

The first phase of the remodeling will be all exterior, including parking lot refurbishment, a ramp on the south side, electric doors, and signs large enough to indicate handicapped parking spots. The second phase will include interior work such as restrooms and door hardware.

CSEA is adamant about more steadfast progress on this project, and Dreyer is willing to comply, and said, “This is certainly a top-of-the-list, front-burner issue.”

Scenes from the March 15 A. Holly Patterson Info Fair



Above, Nancy Ianson shows a CSEA member the great benefits of joining the PEOPLE committee. Above, CSEA



Member Benefits Specialist Delores Carter helps a member with member benefits information.

Right, CSEA Local 830 President Jerry Laricchiuta speaks with CSEA representatives of the PEOPLE committee.



Veteran's Corner

By Debbie O'Connell

Members are invited to join CSEA Long Island Region leaders for the union's Veterans Recognition Day on May 19 from 9:30 a.m. to noon at the region office at 3 Garet Place in Commack.

Any CSEA Long Island Region member who has served in the armed forces and would like to be recognized should call the region office to participate. Registration is required, so call (631) 462-0030 before May 8. Breakfast will be served, and all veterans will be awarded a certificate of merit for their service.

If you want CSEA to put an American flag at the gravesite of a deceased veteran this Memorial Day, please contact Debbie O'Connell at (516) 571-2919 ext. 22.

Nassau County Executive Thomas R. Suozzi joined veterans and officials from veterans' organizations at the Cradle of Aviation Feb. 14, to announce a new federally funded county Vet Center aimed at helping those returning from Iraq and Afghanistan. The center will offer readjustment counseling, marital and family counseling, alcohol and drug education and referral and help in securing employment and education. Center staff will also treat combat veterans suffering from post traumatic stress disorder and help families cope with military deaths.

U.S. Veterans Affairs officials were very impressed with the active and cooperative nature of Nassau's veterans' organizations, which made their decision to place a veterans' center in Nassau an easy one.

The Northport VA Medical Center now has a "My Healthvet" website at www.myhealth.va.gov. On the site, veterans can submit prescription refill orders online, check status of refill orders and view and track prescription histories among many other features.

Dennis O'Connell of the Blinded Veterans Association said any veteran who loses his or her sight for any reason should call Ed Richards at VAMC Northport at (631) 261-4400 ext. 2113, for the latest in benefits assistance.

Coming up Aug. 4 at Eisenhower Park will be the Salute to Veterans, with Gary Pucket being the featured act. Also part of the show will be the USO Troupe, a military equipment display, antique car show and the swearing in of our nation's newest recruits.



Foy Salmeron

February 2007 Nassau University Medical Center Employee of the Month

At a reception hosted by the employees of the Nassau University Medical Center, Foy Salmeron, an admissions officer, was honored as the February Employee of the Month. Salmeron, of Hempstead, exemplifies the true meaning of a dedicated employee. She greets everyone with a warm smile that helps put many of the patients' fears aside and offers compassion and dignity to all NUMC patients.

A. Holly Patterson February and March Employees of the Month

At a reception hosted by the employees of the A. Holly Patterson Extended Care Facility in Uniondale, Cheryl Scott-Marshall, a pharmacy assistant, was honored as the February Employee of the Month.

She is always pleasant, professional and goes out of her way to assist the residents of the nursing home. Scott-Marshall, of Elmont, accepts new tasks with a positive attitude and is very deserving of this recognition.

In March, McKay Williams, a certified nursing aide, was recognized for his dedication in providing care to the residents of the nursing home. Williams, of Hempstead, is a very well-liked employee who goes out of his way to ensure the residents are well taken care of and who shows compassion and commitment to their needs.



Cheryl Scott-Marshall



McKay Williams

A Message From Long Island Region President Nick LaMorte



Can you Really Afford to be Without Insurance?

Greetings brothers and sisters
When we change our clocks to Daylight Savings Time, many fire departments use that time to remind us about the

importance of checking the batteries in our smoke detectors.

They can be lifesaving devices, but without occasional updating, they are worthless. After all, a smoke detector without a working battery just isn't going to protect anyone.

Speaking of protection, when was the last time you checked to see if you had the tools in place to protect your family if something should happen to you? It's something most of us don't like to face, but sometimes despite our best efforts at taking care of ourselves, the unexpected happens.

We have car accidents. We fall off ladders while working on our homes. A moment's distraction and we get caught in a machine or a motor at work. One day, we're fine, and then we get diseases we never saw coming and probably can't name. These are the

If you want to reach a Pearl Carroll & Associates representative, call toll free 1-800-929-6656, or visit CSEA's website at www.csealocal1000.org and click on the "insurance programs" link on the left-side menu.

times we wish we had some kind of insurance to protect our families.

The funny thing about insurance is that it's the thing we need to get when we don't think we need it. That's when we might actually qualify, and when the rates are at a rate we can actually afford. If you wait until you need life or disability insurance, it's probably too late.

The CSEA-endorsed insurance vendor is Pearl Carroll & Associates. You've probably seen their representatives at an information fair or at a work site near you. They have special programs for life

insurance, disability protection and so many other products. They have been helping CSEA members protect their families from the unexpected for many years.

Some of us live paycheck to paycheck. Many people say they can't afford to buy insurance. What would happen to you, your home or your children if the paychecks stopped? Could you really afford to be without some insurance protection?

If you want to reach a Pearl Carroll & Associates representative, call toll free 1-800-929-6656, or visit CSEA's website at www.csealocal1000.org and click on the "insurance programs" link on the left-side menu.

Remember to take care of yourself. I'm sure there are people counting on you.

In solidarity,


Nick LaMorte, President
Long Island Region

This Month from "Talkin' Labor With Local 830"

MINEOLA — "Talkin' Labor with Local 830" had another busy month welcoming many guests including Nassau County legislators Norma Gonsalves and Diane Yatauro; AIG Valic representatives who specialize in deferred compensation and financial planning at Nassau Health Care Corp., Don Goldstein, and Danielle Faldetta; and Suffolk County Democratic Committee Chairman Rich Schaffer.

Gonsalves and Yatauro spoke with CSEA Local 830 President and "Talkin' Labor" host Jerry Laricchiuta about many issues including sub-contracting, quality of life and the Nassau County Hub. Goldstein and Faldetta shed light on the

services that AIG Valic offers to CSEA members at Nassau University Medical Center and A. Holly Patterson. Schaffer discussed some of the differences and similarities between Nassau and Suffolk politics.

If you missed these shows, they can be accessed by clicking on the "Talkin' Labor" icon on the front page of www.csea830.org. For more information on AIG Valic, please sign on to be a member of csea830.org, and click on the benefits link under "members" on the top toolbar.

Right, Jerry with Nassau County

Legislator Norma Gonsalves.

Below, Jerry with Don Goldstein and Danielle Faldetta.

