

2010 Officers Reports to the delegates of the 100th Annual Delegates Meeting enclosed



# THE Work Force

November 2010

Vol. 13 No. 10

## Protect your pension!



*State Comptroller Tom DiNapoli supports you. His opponent does not. See Page 3.*

1910-2010

New York's Leading Union

## Photo of the Month



Photo by Rich Impagliazzo

**Southold Town Bay Constables Andrew Epple, left, and Don Dzenkowski prepare for patrol aboard their boat. They uphold rules and regulations relating to marine fisheries, wetlands, recreational boating and fishing, salt and fresh water marshes and water fowl hunting in the areas of their municipality. They also enforce federal wildlife protections and U.S. customs laws as deputized federal marshals.**

# CSEA facing tough fights in local government

While CSEA members working in some county bargaining units are already dealing with the potential impact of proposed budgets for 2011, others are bracing for the release of proposed county budgets in coming weeks.

Increased costs due to state mandates coupled with state funding cuts have resulted in some county leaders calling for cuts in the work force in order to keep taxes flat. Some county executives appear determined to hold taxes flat at all costs, regardless that the cuts would be devastating to vital county services. Here are a few examples.

### Westchester County

From the time he took office in January, Westchester County Executive Rob Astorino has promised to gut county government, though he hasn't backed up that threat by saying where he'd actually be able to make cuts.

Astorino projected a county deficit of \$166 million in early 2010, a number that he later announced was closer to \$72 million due to savings from retirement incentives and other savings.

In the media, Astorino has been quoted making layoff estimates that vary wildly, from several hundred to more than 1,000 workers. Westchester County Unit President Karen Pecora has told local media the county work force is already stretched thin and could not function if Astorino guts the work force that provides such critical services to county residents.

Democratic County Legislature Chairman Ken Jenkins has been quoted in the media objecting to Astorino's estimates, saying the county executive has exaggerated the seriousness of the county's financial situation.

### Dutchess County

With the Nov. 1 deadline for the county budget looming, Dutchess County Executive William Steinhaus has proposed a massive consolidation of county government, a move he said would downsize government and eliminate numerous department heads. Steinhaus said he expects a \$40 million shortfall in 2011.

What was unclear as of press time was what impact Steinhaus' proposal would have on the county's CSEA work force, which is already quite lean.

### Ulster County

Seven layoffs are included in Ulster County Executive Mike Hein's proposed budget for 2011, six of which were CSEA members working in the county Department of Public Works.

CSEA is fighting the layoffs, pointing out that savings from layoffs would be minimal when compared to the effect it would have on county staffing and the cost of unemployment and other benefits the workers would be eligible for.

On top of the budget, workers are continuing to fight to keep the county-owned nursing home, Golden Hill Health Care Center, public. The county recently issued a request for proposals for the facility, putting it at risk of privatization.

### Long Island layoff threats

Budget proposals in Brookhaven and Riverhead call for eliminating 69 and 13 positions, respectively. But Brookhaven town board members recently temporarily tabled a motion to receive the budget from Supervisor Mark Lesko, a procedural move that would allow them to submit amendments to the budget proposal.

CSEA's presence at the board meeting and a public statement from Brookhaven White-Collar Unit President Meg Shutka helped sway the board to hold off on the vote.

In Riverhead, CSEA members showed their solidarity at town hall after learning the budget proposal called for eliminating 13 jobs.

### Capital Region fight

In the Capital Region, preliminary budgets in Schenectady and Albany counties include layoffs, but at press time it was not clear how many CSEA-represented positions might be affected.

In Albany County, Capital Region 3<sup>rd</sup> Vice President Dowell Harrell is scheduled to attend a meeting of the Albany County Legislature to urge legislators to find a way to balance the budget that does not include layoffs or hits to services.

Last year, Albany County legislators found a way around Albany County Executive Mike Breslin's extreme budget that called for layoffs and restored most of the county positions scheduled to be cut.

— Rich Impagliazzo, Jessica Ladlee and  
Therese Assalian

From the Office of President Danny Donohue



## CSEA President Danny Donohue to meet Long Island Region members on Dec. 8

President Danny Donohue will visit the CSEA Long Island Region on Dec. 8 to meet with members. The meetings will be held at the Long Island Region office, 3 Garet Place, Commack.

Donohue will meet with union members from 1 to 7 p.m. Please call the region office at (631) 462-0030 for an appointment and directions.



# An election season Q & A with state Comptroller Tom DiNapoli



*Note: CSEA has endorsed Tom DiNapoli for state comptroller based on his record of protecting public employee pensions. A complete list of CSEA statewide endorsements begins on Page 6.*

**Q: What made you want to enter public service?**

**A:** I have always been drawn to public service. I grew up in a union household. My father was a member of his union at work, and my mother was actually a member of the CSEA Nassau County Local. The values that my parents instilled in me are the values of the working men and women of New York: hard work, honesty, integrity and service to others. At age 18, I was elected to my local board of education. At the time, I was the youngest elected official in the history of the state of New York. To this day, I have retained my enthusiasm for and commitment to public service and remain committed to moving our great state forward.

**Q: What have you accomplished as comptroller?**

**A:** In 2007, I took over an office that was mired in scandal. In 2010, the Pew Research Center and Governing Magazine both reported that our pension fund is one of the strongest and most secure in the nation at a time when others are facing devastating shortfalls. I have instituted major reforms in the comptroller's office, making it more transparent, independent and ethically sound. As the state's fiscal watchdog, I have made sure New Yorkers' tax dollars are spent wisely. I have uncovered nearly \$3 billion in waste, fraud and cost savings through audits of local and state government. I am proud to have achieved so much in such a short amount of time.

**Q: What are the key differences between you and your opponent?**

**A:** I believe that this election presents voters with a clear choice. I have spent my life in public service standing up for the taxpayers of New York. My opponent has spent his entire career on Wall Street, most of it in the least regulated, least transparent sector of our financial markets, the hedge fund industry. While working in hedge funds, he made millions of dollars by taking the same risky bets that caused our economy to collapse and 8 million jobs to be lost.

**Q: What else should CSEA members know about your commitment to pension protection?**

**A:** Of particular interest to CSEA membership, my opponent has called for the pension fund to move to a 401(k) model for new hires, a new Tier 6 level of pension benefits and a change in the fund's assumptions that would cost homeowners \$2,500 in new taxes in the first year alone. That's not in anyone's best interests and certainly not the working men and women of this state.

In contrast, I remain committed to the defined benefit system that has provided financial security for millions of New Yorkers and their families. We can't afford to have Wall Street gamble with the retirement benefits of more than 1 million New Yorkers and their families. My opponent's values are out of step with New York and his plans for the pension fund are not a risk that I, or any New Yorker, should be willing to take. We, as a state, deserve better and that's why I am asking for your vote on Nov. 2.

# THE WORK FORCE

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# Work Force

IN TOUCH WITH THE  
CSEA President Danny Donohue

## Vote – because your future depends on it!

Welcome to the start of CSEA's second century.

These are challenging times. But so were the times when CSEA was founded. New York's government was blatantly corrupt and dysfunctional. Political patronage undermined public employees trying to deliver services. Reform and fairness for working people seemed out of reach.

That did not stop our founders.

They were dedicated to their principles and had a vision that things could be made better. They did not back down. They organized, they found allies and kept working until they achieved results.

This association grew from a small group of activists simply with an idea of a better future into what we are today – 300,000 members in every part of the state who make one another stronger. Today, we have tremendously powerful forces aligned against us. But no CSEA member should doubt our ability to stand strong if we continue to stand together.

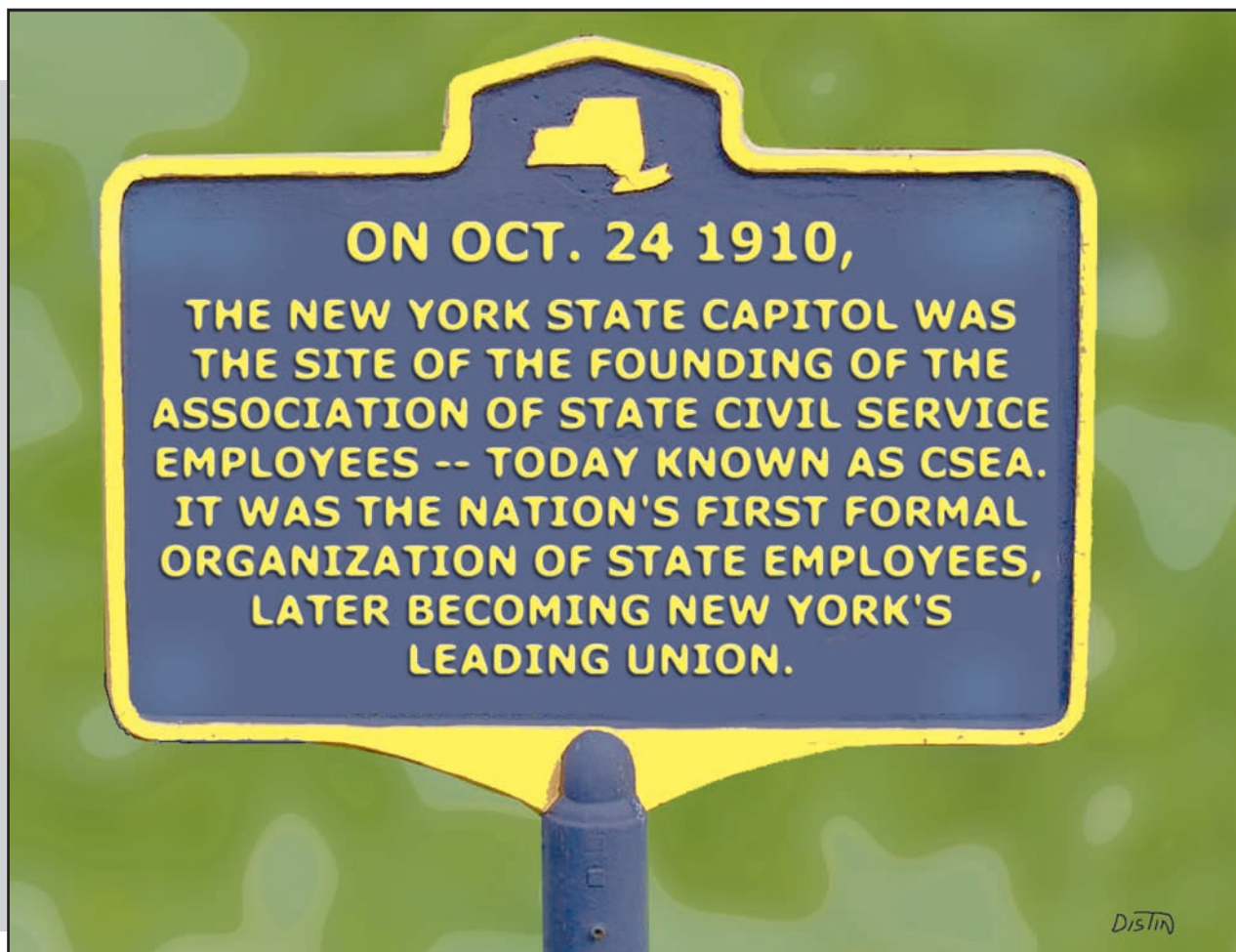
It starts with this Election Day – Nov. 2. We need good people elected who share our commitment to fairness, respect and a better New York. We need change at all levels of government throughout New York. But let's be clear – simply "throwing the bums out" is foolish. There are many good elected officials in office who need our support. There are many dangerous and irresponsible candidates seeking office. All of us need to be responsible in how we cast our votes.

CSEA political endorsements have only gone to candidates who have earned our support. Many who received our support in the past did not receive it this year because we are holding them accountable for action, not words.

I hope you will consider CSEA's endorsements when you make up your mind about who you will support. We have a serious situation ahead of us in New York and will need all the allies we can get. Whatever you do, however, please be sure to vote on Nov. 2. Our future depends on it.



The image at right, created by CSEA graphic artist Ralph Distin, is a history marker honoring CSEA's centennial. The marker was unveiled at the union's Annual Delegates Meeting and will be placed in Albany.



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# CSEA's 2010 endorsements



**The past two years have brought severe attacks on our jobs, benefits, and pensions.**

**Because of this, CSEA Political Action Committees set the bar higher to evaluate criteria used to endorse candidates for elected office.**

**This year, candidates had to prove that they not only talked the talk, but walked the walk in supporting workers.**

**Don't know your voting district?**

Visit <http://nymap.elections.state.ny.us/nysboe/>

to find your voting district.

## Congressional

U.S. Senate		
	Charles Schumer	Endorsed
	Kirsten Gillibrand	Endorsed
U.S. House of Representatives		
1	Tim Bishop	Endorsed
2	Steve Israel	Endorsed
3	Peter King	no endorsement
4	Carolyn McCarthy	Endorsed
5	Gary Ackerman	Endorsed
6	Gregory Meeks	Endorsed
7	Joseph Crowley	Endorsed
8	Jerrold Nadler	Endorsed
9	Anthony Weiner	Endorsed
10	Edolphus Towns	Endorsed
11	Yvette Clark	Endorsed
12	Nydia Velazquez	Endorsed
13	Mike McMahon	no endorsement
14	Carolyn Maloney	Endorsed
15	Charles Rangel	Endorsed
16	Jose Serrano	Endorsed
17	Eliot Engel	Endorsed
18	Nita Lowey	Endorsed
19	John Hall	Endorsed
20	Scott Murphy	no endorsement
21	Paul Tonko	Endorsed
22	Maurice Hinchey	Endorsed
23	Bill Owens	Endorsed
24	Michael Arcuri	Endorsed
25	Dan Maffai	Endorsed
26	Chris Lee	no endorsement
27	Brian Higgins	Endorsed
28	Louise Slaughter	Endorsed
29	Open Seat	no endorsement

## State Senate

Long Island Region 1		
1	Ken LaValle	Endorsed
2	John Flanagan	no endorsement
3	Lee Zeldin	Endorsed
4	Owen Johnson	no endorsement
5	Carl Marcellino	Endorsed
6	Kemp Hannon	Endorsed
7	Craig Johnson	no endorsement
8	Charles Fuschillo	no endorsement
9	Dean Skelos	Endorsed
Metropolitan Region 2		
10	Shirley Huntley	no endorsement
11	Frank Padavan	Endorsed
12	Mike Gianaris	Endorsed
13	Jose Peralta	Endorsed
14	Malcolm Smith	no endorsement
15	Joe Addabbo	no endorsement
16	Toby Ann Stavisky	Endorsed
17	Martin Dilan	Endorsed
18	Velmanette Montgomery	no endorsement
19	John Sampson	Endorsed
20	Eric Adams	Endorsed
21	Kevin Parker	Endorsed
22	Martin Golden	Endorsed
23	Diane Savino	Endorsed
24	Andrew Lanza	Endorsed
25	Dan Squadron	no endorsement
26	Liz Krueger	Endorsed
27	Carl Kruger	no endorsement
28	Jose Serrano	no endorsement
29	Tom Duane	Endorsed
30	Bill Perkins	Endorsed
31	Adriano Espaillat	no endorsement
32	Ruben Diaz, Sr.	no endorsement
33	Gustavo Rivera	no endorsement
34	Jeffrey Klein	no endorsement
Southern Region 3		
35	Andrea Stewart-Cousins	Endorsed
36	Ruth Hassell-Thompson	no endorsement (R2, R3)
37	Suzi Oppenheimer	Endorsed
38	Open Seat	no endorsement
39	William Larkin, Jr.	Endorsed
40	Open Seat	no endorsement
41	Stephen Saland	Endorsed
42	John Bonacic	Endorsed
Capital Region 4		
43	Roy McDonald	Endorsed
44	Hugh Farley	Endorsed
45	Elizabeth Little	no endorsement
46	Neil Breslin	Endorsed
Central Region 5		
47	Joe Griffo	Endorsed
48	Darrell Aubertine	Endorsed
49	David Valesky	no endorsement
50	John DeFrancisco	Endorsed
51	James Seward	Endorsed
52	Thomas Libous	Endorsed

**State Assembly, rest of State Senate on Page 7**

# CSEA's 2010 candidate endorsements

## State Assembly

Long Island Region 1		
1	Marc Alessi	Endorsed
2	Fred Thiele, Jr	Endorsed
3	Dean Murray	no endorsement
4	Steven Englebright	no endorsement
5	Open Seat	no endorsement
6	Philip Ramos	no endorsement
7	Michael Fitzpatrick	no endorsement
8	Philip Boyle	no endorsement
9	Andrew Raia	no endorsement
10	James Conte	Endorsed
11	Robert Sweeney	Endorsed
12	Joe Saladino	Endorsed
13	Charles Lavine	Endorsed
14	Open Seat	no endorsement
15	Michael Montesano	Endorsed
16	Michelle Schimel	Endorsed
17	Tom McKeivitt	no endorsement
18	Earlene Hooper	Endorsed
19	David McDonough	no endorsement
20	Harvey Weisenberg	Endorsed
21	Open Seat	no endorsement
Metropolitan Region 2		
22	Grace Meng	no endorsement
23	Audrey Pheffer	Endorsed
24	David Weprin	no endorsement
25	Rory Lancman	Endorsed
26	Open Seat	no endorsement
27	Nettie Mayersohn	no endorsement
28	Andrew Hevesi	no endorsement
29	William Scarborough	no endorsement
30	Margaret Markey	no endorsement
31	Michele Titus	no endorsement
32	Vivian Cook	no endorsement
33	Barbara Clark	no endorsement
34	Michael DenDekker	Endorsed
35	Jeffrion Aubry	no endorsement
36	Open Seat	no endorsement
37	Catherine Nolan	Endorsed
38	Mike Miller	no endorsement
39	Francisco Moya	Endorsed
40	Inez Barron	Endorsed
41	Helene Weinstein	Endorsed
42	Rhoda Jacobs	Endorsed
43	Karim Camara	Endorsed
44	James Brennan	no endorsement
45	Steve Cymbrowitz	no endorsement
46	Alec Brook-Krasny	no endorsement
47	William Colton	Endorsed
48	Dov Hikind	no endorsement
49	Peter Abbate, Jr.	Endorsed
50	Joe Lentol	Endorsed
51	Felix Ortiz	Endorsed
52	Joan Millman	no endorsement
53	Vito Lopez	no endorsement
54	Darryl Towns	no endorsement
55	William Boyland, Jr.	no endorsement
56	Annette Robinson	no endorsement
57	Hakeem Jeffries	Endorsed
58	Nick Perry	no endorsement
59	Alan Maisel	Endorsed
60	Janele Hyer-Spencer	Endorsed
61	Matthew Titone	Endorsed
62	Louis Tobacco	no endorsement
63	Michael Cusick	Endorsed
64	Sheldon Silver	Endorsed
65	Micah Kellner	no endorsement
66	Deborah Glick	Endorsed

67	Linda Rosenthal	no endorsement
68	Open Seat	no endorsement
69	Daniel O'Donnell	no endorsement
70	Keith Wright	Endorsed
71	Herman Farrell, Jr.	Endorsed
72	Open Seat	no endorsement
73	Jonathan Bing	Endorsed
74	Brian Kavanagh	no endorsement
75	Richard Gottfried	Endorsed
76	Peter Rivera	Endorsed
77	Venessa Gibson	Endorsed
78	Jose Rivera	no endorsement
79	Open Seat	no endorsement
80	Naomi Rivera	no endorsement
81	Jeffrey Dinowitz	no endorsement
82	Michael Benedetto	no endorsement
83	Carl Heastie	Endorsed
84	Carmen Arroyo	no endorsement
85	Marcus Cresbo	Endorsed
86	Nelson Castro	Endorsed
Southern Region 3		
87	J. Gary Pretlow	no endorsement
88	Amy Paulin	no endorsement
89	Robert Castelli	no endorsement
90	Sandra Galef	no endorsement
91	George Latimer	no endorsement
92	Tom Abinanti	Endorsed
93	Michael Spano	Endorsed
94	Kenneth Zebrowski	Endorsed
95	Ellen Jaffee	Endorsed
96	Roxanne Donnery	Endorsed
97	Myrna Kennitz	Endorsed
98	Aileen Gunther	Endorsed
99	Open Seat	no endorsement
100	Frank Skartados	Endorsed
101	Kevin Cahill	Endorsed
102	Joel Miller	Endorsed
103	Marcus Molinaro	Endorsed
Capital Region 4		
104	John McEneny	Endorsed
105	Angelo Santabarbara	Endorsed
106	Ronald Canestrari	Endorsed
107	Clifford Crouch	no endorsement
108	Tim Gordon	Endorsed
109	Robert Reilly	Endorsed
110	James Tedisco	no endorsement
111	William Magee	no endorsement
112	Tony Jordan	no endorsement
113	Teresa Sayward	no endorsement
114	Janet Duprey	Endorsed
Central Region 5		
115	Open Seat	no endorsement
116	RoAnn Destito	Endorsed
117	Marc Butler	Endorsed
118	Addie Jenn Russell	Endorsed
119	Sam Roberts	Endorsed
120	William Magnarelli	Endorsed
121	Albert Stirpe	Endorsed
122	Open Seat	no endorsement
123	Gary Finch	no endorsement
124	Will Barclay	no endorsement
125	Barbara Lifton	Endorsed
126	Donna Lupardo	Endorsed
127	Peter Lopez	no endorsement
128	Robert Oaks	no endorsement
129	Brian Kolb	no endorsement
Western Region 6		
130	Open Seat	no endorsement
131	Harry Bronson	Endorsed
132	Joseph Morelle	no endorsement
133	David Gantt	no endorsement
134	Bill Reilich	no endorsement
135	David Koon	no endorsement

## State Senate

Continued from Page 6

Western Region 6		
53	Open Seat	no endorsement
54	Michael Nozzolio	Endorsed
55	James Alesi	Endorsed
56	Joseph Robach	Endorsed
57	Catharine Young	Endorsed
58	Open Seat	no endorsement
59	Open Seat	no endorsement
60	Antoine Thompson	Endorsed
61	Mark Coppola	Endorsed
62	George Maziarz	Endorsed

## State Assembly

136	Open Seat	no endorsement
137	Open Seat	no endorsement
138	Open Seat	no endorsement
139	Chris Barons	Endorsed
140	Robin Schimminger	no endorsement
141	Crystal Peoples	Endorsed
142	Jane Corwin	no endorsement
143	Dennis Gabryszak	no endorsement
144	Sam Hoyt	no endorsement
145	Mark Schroeder	Endorsed
146	Brad Rybczynski	Endorsed
147	Dan Burling	no endorsement
148	James Hayes	no endorsement
149	Joseph Giglio	no endorsement
150	Open Seat	no endorsement

Election Day is  
**Tuesday, Nov. 2.**

Show your  
 power!

**VOTE!**

## Bus driver Judy Young earns first Excelsior Award

# Driver's love and respect a two-way street

The **Excelsior Award** was developed through a partnership between New York State Public High School Athletic Association and CSEA to recognize a CSEA member who has helped promote and foster athletic spirit in their local school district as well as display extraordinary dedication and support of high school athletics in New York State. Dozens of CSEA members were nominated and Judy Young of East Rochester schools was selected as this year's recipient from among the finalists who are recognized on the opposite page. CSEA and NYSPHSAA expect this to be an annual award.



EAST ROCHESTER — Students, parents, teachers and staff at the East Rochester Schools love Judy Young so much, they're not going to let her retire at the end of the year. That's what the school superintendent says, with a smile.

For 22 years, Young has been a bus driver for the East Rochester Schools. She has been named recipient of the first Excelsior Award, developed through a partnership between CSEA and the New York State Public High School Athletic Association.

### Trustworthy and safe

"East Rochester is especially grateful and proud to employ a true Champion School Bus driver, Judy Young," said Mark Michele, East Rochester director of athletics. "Judy has provided every ER student-athlete an extraordinary athletic trip experience in a trustworthy and safe environment, with spirited, kind and supportive leadership."

Students, athletes and parents appreciate her dedication — and her ability to cheer the team up when needed.

"Mrs. Young deserves this award for so many reasons. She was my bus driver since 7th grade," said former student Julia Koska. "When we win, she is the first person to cheer for us and when we lose she helps

us leave it on the field. Mrs. Young is just amazing."

Young's love for the kids does not end with sports, field trips and morning bus runs. She has also driven busloads of East Rochester students to the "senior bash" and to the high school prom.

"My husband and I have raised five children while living in this district and Mrs. Young has been an important part of their lives," said parent Colette Morabito. "She cares for each athlete as if they were her own child or grandchild. If they need a kind word, she gives it to them. If they need to vent, she listens."

After more than two decades at East Rochester, Young is seeing the second generation of students come through; her earliest students now have children of their own on the bus.

"When I started as a bus driver, I knew this was the job for me," Young said. "You know when you take on a job if you like it or not; I just wasn't happy in an office. I liked this from day one. I think of the students as 'my children and my grandchildren.' I rarely

have problems with the kids. I respect them. I don't judge them. I get that respect back. I keep the bus clean for them and they keep it clean for me."

A life-changing experience as a teenager gives Young the drive to make a difference with kids. At age 19, a drunken driver hit her. Even though she fully recovered from her injuries, she devoted herself to helping youths and high school kids from that point on. She is often able to sense a problem before it unfolds and she can step in as needed.

CSEA and the athletic association recognized Young during the union's Annual Delegates Meeting in Albany last month.

"I love this job so much," she said. "It is such a great honor that people thought that much of me that they'd nominate me."

— Lynn Miller

## Lisa Vanderburg

Lisa Vanderburg is the senior accounting clerk for the Health, Physical Education and Athletics Department of the Career and Technical Center in the Levittown Public School District. A long time Levittown resident, Vanderburg is past PTA president and current member of the district's Wellness Committee.



Physical Education Director Paul Snyder nominated her for the New York State Public High School Athletic Association Excelsior Award for her enduring advocacy of the programs and activities available to students through her department.

"Lisa is a model employee, a real professional with a great work ethic," said Snyder. "She is also very efficient and community oriented. That's why I have come to rely on her and wished to nominate her for this award."

— Rich Impagliazzo

## Gary Van Asselt

While his job title with the Haldane School District is head cleaner/maintenance, Gary Van Asselt is better known to students in the tiny village of Cold Spring by a different title: Coach.

In addition to his day job, CSEA member Van Asselt coaches girls' varsity soccer and boys' lacrosse for Haldane. An avid golfer who has played in charity tournaments as far away as Minnesota, Van Asselt also assists with the district golf team.

"As a mentor, I enjoy coaching because the reward is watching these kids grow up to become well-rounded adults," said Van Asselt, whose passion for athletics stems from his grandfather and father, who played as professional and semi-pro soccer players in Europe, respectively.

"Sports teach the students about teamwork because they're going to be working their whole lives, and being involved in sports teaches them how to work well with others," he said.

— Jessica Ladlee



## Excelsior Award finalists

### Rick Geercken

Rick Geercken, a groundskeeper with the West Seneca Central School District, single-handedly maintains football, soccer, baseball, field hockey and lacrosse fields at West Seneca East High School. It takes 160 gallons of paint to stripe the football field alone, Geercken said. He's been a groundskeeper at the school for about 10 years and a district building and grounds employee for almost two decades. "I appreciate that people have noticed what I do," he said. "Out here by yourself, it can be easy to think no one notices your hard work."

— Lynn Miller



### Joyce Howard

Whether they see her in school as head of security at Newburgh Free Academy, on the basketball courts through youth sporting programs, or at the local Boys and Girls Club, teenagers in Newburgh know Joyce Howard is cheering them on.

Howard, president of the Newburgh School District Unit and 3rd vice president of the Southern Region, has a 25-year history of steering Newburgh youths toward positive athletic activities. As head of security at the district's high school, it is Howard who oversees security at varsity athletic events.

Outside of school, Howard has helped create a youth basketball league at the local Boys and Girls Club, served as president of a Pop Warner football league, and coached cheerleading.

"It is up to us to give youths positive guidance and direction," said Howard. "We need to be involved to mentor them and push them in the right direction."

— Jessica Ladlee





# One nation working together

WASHINGTON, D.C. — CSEA members from across New York joined tens of thousands of activists at the Lincoln Memorial on Oct. 2 for the One Nation Working Together rally.

More than 400 labor and social justice groups took part in the rally, which was intended to show that the majority of Americans respect diversity in terms of race, age, gender, classism and sexual orientation.

Speakers, including AFL-CIO President Richard Trumka and civil rights leaders Julian Bond and Harry Belafonte, called for a more robust jobs program funded by the federal government and the passage of big legislative programs, such as overhauling immigration laws,

passing civil rights legislation and providing more money for education.

City of Corning Unit President Steve Panton and City of Corning Unit members Daniel Vitulli and Forrest Wright were at the march to show support for their fellow union workers. “I think it’s

an important day for the labor community. The crowd here is fabulous and everyone is getting along,” said Wright.

“Our challenge now is to keep our Congress intact, and move toward making our country a more just and inclusive nation,” said Monroe County Local President Bess Watts. “This should be seen as a launching pad for real policy change.”

Since 1910



From left, Central Region activists Karen Bright, Rosemary French, Central Region President Colleen Wheaton, Larry Joseph, retiree activist Sue Bowley, Diane Carlin, and Laurie Hoalcraft take part in the One Nation Working Together rally.



Activists from the CSEA Metropolitan Region, including region Executive Vice President Lester Crockett, gather on stage during the One Nation Working Together march in Washington, D.C. Below, from left, Monroe County Local President Bess Watts, City of Corning Local President Steve Panton, and City of Corning Local members Forrest Wright and Daniel Vitulli take part in the march.



Photos by David Galarza and Ove Overmyer.

Learn more about how you can become part of the One Nation Working Together movement at:

[onenationworkingtogether.com](http://onenationworkingtogether.com)



Since 1910



**“We are now working tirelessly to keep 39 of our brothers and sisters on the job.”**

# Workers wage fight for nursing home

GOSHEN — Following the release of the proposed 2011 Orange County budget, members of the Orange County Unit are fighting to save 39 jobs slated for elimination at the county-owned nursing home.

The announcement of the job cuts comes on the heels of a feasibility study commissioned to study options for the future of the nursing home, the Valley View Center for Health and Rehabilitation.

“In addition to our fight to keep Valley View a county-owned facility, we are now working tirelessly to keep 39 of our brothers and sisters on the job,” said Orange County Unit President Thomas Mignone.

While the positions were funded until the end of the year, workers were informed their jobs would be



**Orange County Unit activist Susan Culver hands a Valley View Action Committee bracelet to county Legislator Thomas Pahucki.**

eliminated in late October. County Executive Ed Diana attributed the cuts to the closure of a building at Valley View.

Unit leaders immediately began working on behalf of the affected workers, lobbying county legislators on behalf of them. Unit leaders have also been

investigating other vacancies within the county and looking into the possibility of job retraining that could allow workers to assume vacancies for certified nursing assistants.

“The last thing Orange County needs at a time like this is 39 more people out of a job,” said Southern Region

President Billy Riccaldo. “We are doing everything possible to keep our members working.”

The campaign to keep workers on the job coincides with efforts by the unit’s Valley View Action Committee, which has been doing outreach at public events to raise the profile of Valley View and draw attention to the feasibility study and the privatization risks that come along with it.

Committee Chair Vanessa Bisone and committee members have hit local fall festivals, non-profit group fund-raisers and other events to distribute fliers touting the quality care delivered to county residents regardless of ability to pay, a service no other nursing home in the county can provide.

— Jessica Ladlee

## Vote for Project Hope

Washington County Unit member Julie Hunt’s daughter, Caitlyn, has started Project Hope in memory of her classmate Hope Palazzo-Smith who, along with five other children, died in a house fire in Fort Edward in June.

An investigation into the fire found that the home lacked enough fire detectors.

The goal of Project Hope is to ensure that every home in the community has a working smoke detector and batteries.

Caitlyn Hunt applied for a \$5,000 Pepsi Refresh grant. If enough people call or text in the month of October, Project Hope will move up to the top 10 ranked ideas and receive this grant.

CSEA members are urged to vote during October. You can vote twice daily online by visiting [www.refresheverything.com/hopedfordward](http://www.refresheverything.com/hopedfordward) or by text message by **texting “102725” to Pepsi (73774)**. Standard text rates apply.

— Therese Assalian

## Village workers keep up contract pressure

EAST HILLS — Members of the East Hills Highway and Sanitation Unit and their supporters recently demonstrated in the village park as part of an intensive contract campaign.

The workers were demonstrating because the village’s mayor has declined to negotiate even an initial contract agreement in the three years since workers there formed a union with CSEA.

The mayor has employed a union-busting strategy since then, using numerous tactics, including spending taxpayer money on a law firm to provide advice on circumventing labor laws. For the past 18 months, he has obstructed the collective bargaining process by postponing



**Long Island Region President Nick LaMorte and East Hills Village Unit activist Mickey Consolatore demonstrate in front of the Rat.**

and canceling meetings and by refusing to agree to consider basic rights and benefits.

Unit members are wearing “Contract Now” and “Show Some Respect” buttons every day.

“The actions of this mayor have made it clear that coming to an

agreement with us is not his top priority,” said Long Island Region President Nick LaMorte. “That is why we will continue to take proactive measures even after the rally and not just settle for the crumbs they want to throw at us.”

— Rich Impagliazzo

# 2011 health programs: important dates to remember

It's that time of year for state employees (including the Unified Court

System) to start thinking about your health insurance options for 2011.

Watch your mailbox for important information including the 2011 health insurance premium rates, option transfer information and deadlines.

In addition to the health insurance option transfer information, the upcoming months are the time for you and your family to make important decisions about other benefits as listed below.

## Flex Spending Account

**Sept. 20 — Nov. 15, 2010: Open Enrollment**

**Health Care Spending Account (HCSAccount):** allows you to set aside up to \$4,000 in pre-tax salary to pay for health-related expenses not reimbursed by your health insurance). *Please note that recent changes to federal law have affected some of the rules under which the HCSAccount operates. Before you enroll, carefully review the information on the Flex Spending Account website concerning restrictions on over-the-counter drug reimbursement, as this may affect the amount of money you wish to contribute to your account.*

## Dependent Care Advantage

**Account (DCAAccount):** allows you to set aside up to \$5,000 in pre-tax salary for eligible child care, elder care or disabled dependent care expenses.

If you are currently enrolled in one of the flexible spending accounts, you must re-enroll to continue your participation in 2011. For more information, visit [www.flexspend.state.ny.gov](http://www.flexspend.state.ny.gov) or 1-800-358-7202.

## Productivity Enhancement Program (PEP)

**Oct. 25, 2010 — Nov. 26, 2010: Open Enrollment**

Exchange vacation credits and/or personal leave in return for a

## Health Benefits



credit to be applied toward the employee share of your New York State

Health Insurance Program (NYSHIP) premium. Full-time employees who enroll in the PEP Program during 2011 will forfeit a total of three days (22.5 or 24 hours for 37.5 and 40-hour workweek, respectively) of annual and/or personal leave at the time of enrollment. In return, they receive a credit of up to \$500 to be applied toward the employee share of NYSHIP premiums. Eligible part-time employees will be allowed to participate on a prorated basis. Ask your agency personnel office for details and an application. If you are currently enrolled in PEP, you must re-enroll to continue your benefits in 2011.

## Pre-Tax Contribution Program (PTCP)

**Nov. 1 — 30, 2010: Open Enrollment**

Your share of health insurance premium is deducted from wages before taxes are withheld, which may lower your taxes. You were automatically enrolled in PTCP when you became eligible for health insurance, unless you declined.

Under Internal Revenue Service (IRS) rules, if you are enrolled in PTCP, you may change your health insurance deduction during the tax year ONLY after a qualifying event. If you wish to change your pre-tax selection for 2011, see your agency health benefits administrator and complete a health insurance transaction form (PS-404) by Nov. 30, 2010.

## Open enrollment for young adult coverage

**Begins Nov. 1, 2010**

See article on this page for more information about this program.

## NYSHIP Option Transfer Period Dates to be determined

See article on this page for more information.

# NYSHIP special enrollment for adult children begins Nov. 1

Several elements of the federal Patient Protection and Affordability Act signed by President Barack Obama earlier this year will affect the administration of the New York State Health Insurance Program (NYSHIP). Perhaps the biggest change for many enrollees will be the extension of coverage to adult children up to age 26. As a result of the federal health care reform legislation, your young adult child under age 26, who is not eligible for health insurance through his or her own employer, may be eligible to be enrolled as a dependent under your NYSHIP family coverage effective Jan. 1, 2011, regardless of his or her student status, or marital status.

Watch your mailbox this fall for a "NYSHIP Special Report" that will include details on:

- Special enrollment period that will begin on Nov. 1, 2010 for young adult children under age 26
- Eligibility requirements
- Enrollment instructions, and
- Information for young adults who do not meet eligibility requirements.

Enrollees with questions regarding enrolling a young adult child under age 26 can contact their agency health benefits administrator (typically in personnel office) or call the state Department of Civil Service at 518-457-5754 or 1-800-833-4344.

# NYSHIP enrollees: watch for 2011 health insurance choices

Despite the Special Option Transfer period that was held in August for active and retired state employees (including Unified Court System), the annual NYSHIP Option Transfer period will be held once the 2011 health insurance premium rates are approved.

During the option transfer period, enrollees will have the ability to change their health insurance plan for the 2011 plan year. Members will be able to choose from the Empire Plan or one of the NYSHIP-approved health maintenance organizations (HMOs) in their area. No action is required to keep your current health insurance option.

If you are currently enrolled through a NYSHIP HMO, please be aware that many will be making changes for the 2011 plan year. These changes may include out-of-

pocket increases. Watch your mail for information regarding the 2011 benefits.

In October, your agency health benefits administrator (typically located in personnel office) will receive "Choices for 2011," your guide to New York State Health Insurance Program (NYSHIP) health insurance options. If you are thinking about changing your option, read the descriptions of plans in your area and compare and contrast the benefits important to you and your family.

When the 2011 premium rates are approved and sent to agencies, enrollees will have 30 days from the date the agency receives the rates to change options. Please watch your mailbox and The Work Force for more information, including option transfer dates and the 2011 health insurance premium rates.

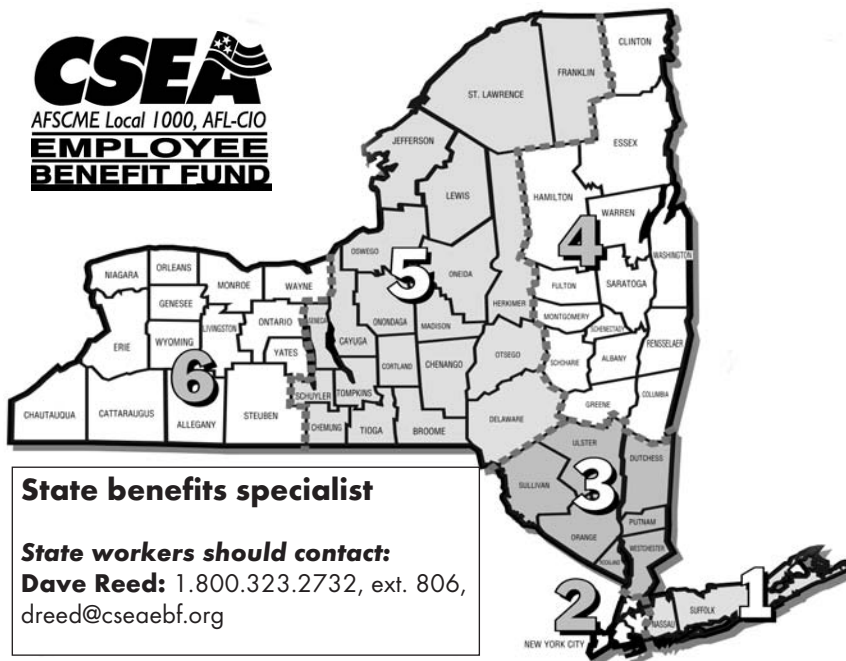
# CSEA Employee Benefit Fund: your benefit resource

The CSEA Employee Benefit Fund has assigned a senior benefits specialist to each region to help with the complex process of negotiating our dental and/or vision benefits into local government contracts.

The specialists are available to attend negotiation sessions, membership meetings, information days and give benefit presentations. They are also available to draft a dental or vision comparison to compare a plan you currently have to one of our own so you are well informed when it comes time to go to the negotiating table. We are valuable resources to CSEA members, so make sure you know who to contact when you need us. Find your region's specialist on the chart on this page.

EBF also has a state benefits specialist to support the regions and help state members with their EBF benefits. Our state representative is available to attend information days and membership meetings, give presentations to members about their benefits, and answer any questions members may have about their dental and vision coverage. State workers should contact the state benefits specialist listed on this page.

This information and more can be found with a few clicks of the mouse at [www.cseabf.com](http://www.cseabf.com).



## State benefits specialist

**State workers should contact:**  
**Dave Reed:** 1.800.323.2732, ext. 806,  
[dreed@cseabf.org](mailto:dreed@cseabf.org)

Our website is very easy to use and does not require a user name or password to navigate.

You can search for providers in your area, download forms such as our universal enrollment form, student proof form, the HIPAA authorization form, and any other form you may

need. You can also send us an e-mail directly from the website or get the latest news and updates from EBF or change your address. Just remember — we're here for you!

## Senior benefits specialists

### Long Island Region 1:

**Linda Sclafani:** 631.462.5224,  
[lsclafani@cseabf.org](mailto:lsclafani@cseabf.org)

### Southern Region 3:

**Carisa Guild:** 1.800.323.2732,  
 ext. 813, [chguild@cseabf.org](mailto:chguild@cseabf.org)

### Capital Region 4:

**Erin Bazinet:** 1.800.322.2732,  
 ext.860 or [ebazinet@cseabf.org](mailto:ebazinet@cseabf.org)

### Central Region 5:

**Chuck Guild:** 1.800.323.2732,  
 ext. 818, [cguild@cseabf.org](mailto:cguild@cseabf.org)

### Western Region 6:

**Mike Wagner:** 1.800.323.2732,  
 ext. 808, [mwagner@cseabf.org](mailto:mwagner@cseabf.org)

## Don't have prescription drug benefits? Here is some help

The CSEA Strategic Benefit Trust (SBT) has secured a discount drug plan that provides deep discounts on all FDA approved prescription drugs.

There are no limits and no lists. On average, you will save 15 percent or more on brand name drugs and 40 percent or more on generics. The SBT Agelity Plan is accepted at more than 53,000 pharmacies across the United States and includes major chains as well as independent pharmacies. The plan applies to your entire family simply by using the Agelity identification card.

There is absolutely no annual fee or cost for the card or claims to file.\* The card has already been activated for your immediate use.



To learn more about the program, locate a pharmacy, identify which pharmacy in your area offers the deepest discount, review drug education information, obtain mail-order pricing or convert the entire website to Spanish, visit us at [www.cseasbtr.org](http://www.cseasbtr.org) today!

To receive your card in the mail, please complete the tear off form on this page and mail to:

**CSEA SBT**  
**1 Lear Jet Lane, Suite 6,**  
**Latham, NY 12110**

You can also go directly to [www.cseasbtr.org](http://www.cseasbtr.org) and print your identification card to use immediately.

## CSEA SBT AGELITY IDENTIFICATION CARD REQUEST FORM

NAME \_\_\_\_\_

STREET \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

**I acknowledge that this is not an insurance program and that I am not currently enrolled in a prescription drug benefit through my employer or any other public or private source.**

**\*In connection with this program, the CSEA SBT receives a \$1.00 per claim administrative fee from Agelity for all claims that are adjudicated at Agelity's negotiated discount rate. The CSEA SBT does not receive said administrative fee if your pharmacy claim is not adjudicated at Agelity's negotiated discount rate.**

# Leading Edge

Since 1910  
**CSEA**  
New York's LEADING Union

## 'Catering Champion' also a champion in life

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

This month features a profile on Cynthia Digby, who has worked in food service at the Erie County Medical Center for almost seven years. She has worked through a difficult life to become an inspirational and motivational person who always wears a smile. The Work Force's Lynn Miller recently spoke with Digby to learn why the hospital named her a "Catering to You Champion."

**Work Force: Tell me about what you do here every day.**

**Digby:** I go into the rooms and speak with everyone. If they can't speak, I will help determine what they would like to eat based on their medical condition. I take my job very seriously – I love people. When I smile, you smile; it's catchy. When I go up on my floor and meet my patients, they can feel the love I have for them. I build relationships with the nurses and my patients.

**WF: But your job goes beyond visiting with patients and obtaining their meal orders. Tell me about the training program for new staff.**

**Digby:** I want everyone who works here to be the best they can be when helping our patients. 'Catering to You' is all about customer service. I'll go over all the rules and regulations. We have tests and videos. I require their undivided attention. We teach them about the 12 modified diets. We teach them

how to be professional. We teach them how to help the patients place their food orders. The patients are counting on us to be here every day.

I am very proud of the young people who work here. This program is working out very well. It has a big impact on the entire hospital. We try to do a lot of things for the workers here so they want to come to their jobs. I tell them I want them to do well so they can move on and move up within the hospital. Customer service is about being kind and gentle to people and knowing how to treat people. When we do that we are great caterers.

**WF: You mentioned you've been singing gospel for 35 years. You must have been very young when you started?**

**Digby:** I was born in the south and brought up in foster care. I was 3 (years old) and the middle of five children. Our foster mother was a religious lady. I figured if I had to go to church, I might as well do something there. I've been singing ever since. Singing has taken me to Toronto, North Carolina, Cleveland, Georgia and many other places.

**WF: Your life hasn't always been as good as it is now, has it?**

**Digby:** I have had good breaks and bad breaks. I have been through some very hard times. I have done everything I had to do to prove to myself and to other people that I am not a reject. I got out of an abusive relationship. I got off a bad path. I raised my babies myself. I have two sons in the military and now two grandchildren.

I came to Buffalo because I have a sister here. When I came here, my life started to take off. I kept pushing and encouraging myself. I have worked and I stand here today with a business degree.



**Cynthia Digby on the job as a catering associate at Erie County Medical Center.**

**WF: Your life has given you a unique perspective. What advice would you give to your co-workers and to other people you meet?**

**Digby:** When you are young you can be anything you want to be. Don't give up no matter how bad things get. You can beat any obstacle. Sickness. Abandonment. Abuse. I have been through it all and I got through it. When you have a hard life if you hang on things will get better. You've got to keep trying. You've got to get up and get to work every day and things will get better.

— Lynn Miller

## Kolota is PEOPLE Recruiter of the Month

Patti Kolota of the Broome Developmental Center Local in the Central Region is the PEOPLE Recruiter of the Month for September. She recruited 24 new PEOPLE MVP members.



Kolota

"It's important all the time, but even more so with the economy the way it is, that we have people speaking out on behalf of the best interests of our members," said Kolota the local president. "There's so many issues that come up on the federal level that pertain to us,

not only as workers but as citizens, and we can't be everywhere at once, so you've got to have people on the front lines fighting for you, and that's what the PEOPLE Program provides. Our voices need to be heard. I'd like to thank my whole board for recruiting our new PEOPLE members. This was really a team effort."

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.

— Mark M. Kotzin

**Editor's note:** A story about the PEOPLE program in the October Work Force had the wrong picture for Lovetta Nixon. Here is her quote, with the correct picture:

"If we don't lobby and tell the government what we need we will not be heard. If it weren't for PEOPLE, those in government would do whatever they wanted to do."

Lovetta Nixon, therapy aide,  
Pilgrim State Psychiatric Center



## November CSEA calendar of events

### Long Island Region:

- Nov. 16-17: **Contract Negotiation Strategies: Maximizing Our Leverage Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6 - 9 p.m., Town of Hempstead Local Office, Merrick

### Metropolitan Region:

- Nov. 6: **State Government Discipline and Interrogation: Representing Members Under Article 33 Workshop**, Sign-in: 8:30 - 9 a.m.; Workshop: 9 a.m. - 3 p.m., SUNY Downstate Medical Center, Brooklyn
- Nov. 15-16: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Metropolitan Region Office, Manhattan
- Nov. 29: **An Overview of the Family and Medical Leave Act**, Sign-in: 5:30-6 p.m.; Workshop: 6 - 9 p.m., Creedmoor Psychiatric Center Local Office, Queens Village
- Nov. 29: **Sexual Harassment: Workshop for Union Officers and Activists**, Sign-in: 5:30-6 p.m.; Workshop: 6 - 9 p.m., Creedmoor Psychiatric Center Local Office, Queens Village

### Southern Region:

- Nov. 3-4: **Contract Negotiations: Constructing Proposals Workshop**, Sign-

- in: 5:30-6 p.m.; Workshop: 6 - 9 p.m., Orange County Local Office, Middletown
- Nov. 16: **An Overview of the Family and Medical Leave Act**, Sign-in: 5:30-6 p.m.; Workshop: 6 - 9 p.m., Orange County Local Office, Middletown
- Nov. 17: **An Overview of the Family and Medical Leave Act**, Sign-in: 5:30-6 p.m.; Workshop: 6 - 9 p.m., Rockland County Local Office, New City
- Nov. 29-30: **Contract Negotiations: Constructing Proposals Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6 - 9 p.m., Westchester County Local Office, White Plains

### Capital Region:

- Nov. 3: **An Overview of the Family and Medical Leave Act**, Sign-in: 5:30-6 p.m.; Workshop: 6 - 9 p.m., Pasqualli's Restaurant, Amsterdam
- Nov. 3-4: **State Government Discipline and Interrogation: Representing Members Under Article 33 Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6 - 9 p.m., CSEA Plattsburgh Satellite Office, Plattsburgh. Please call the Plattsburgh satellite office at (518) 563-0761 to register.
- Nov. 9-10: **Local Government Discipline:**

### NEW CONTRACT

— CSEA members in the Bellmore School District recently ratified a new four year contract by an overwhelming majority. The agreement calls for annual salary percentage increases and a negligible increase in employee health insurance contributions



### ... OPEN ENROLLMENT

— The open enrollment period for the Dependent Care Advantage Account (DCAAccount) for 2011 is Sept. 20 — Nov. 15, 2010. For more information about the program, visit [www.flexspend.ny.gov](http://www.flexspend.ny.gov) or call (800) 358-7202, option 2.

## Mamaroneck unit members help save animals in need

Town of Mamaroneck Unit members are going the extra mile to care for animals in need. After a stray cat delivered kittens on the property of the Westchester County town highway garage, CSEA members working there



nursed the kittens back to health and found them homes. Spark Plug, Turbo, Grinder and Kingpin were adopted by several of the workers and their families. Unit President Chris Gonch adopted another stray kitten, Greasy, who wandered into the highway garage two years ago. The local Pet Pantry Warehouse assisted the workers by donating supplies. The workers are now trying to find the kittens' mother so she can be spayed. Pictured with kitten Rusty, the remaining cat in the litter who is now a shop cat, are, from left, Joe Lucente, Stefano DiFiore, John Galli, Gonch and Frank Caporale.

**Representing Members in Interrogations Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6 - 9 p.m., Bricklayers & Allied Craftworkers Local 2 Office, Albany

### Central Region:

- Nov. 3-4: **Steward Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Mowtac Building, Mohawk Correctional Facility, Rome
- Nov. 3-4: **State Government Discipline and Interrogation: Representing Members Under Article 33 Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6 - 9 p.m., CSEA Plattsburgh Satellite Office, Plattsburgh. PLEASE NOTE: This workshop is open to Capital and Central Region members. Call the Plattsburgh satellite office at (518) 563-0761 to register.
- Nov. 8-9: **Steward Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6 - 9 p.m., Jefferson County Local Office, Watertown
- Nov. 16-17: **Contract Negotiations: Constructing Proposals Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6 - 9 p.m., CSEA Central Region Office, East Syracuse
- Nov. 20: **Honoring Diversity Workshop**, Sign-in: 8:30 - 9 a.m.; Workshop: 9 a.m. - 3 p.m., CSEA Central Region Office, East Syracuse

### Western Region:

- Nov. 3-4: **Contract Negotiations:**

- Constructing Proposals Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6 - 9 p.m., CSEA Rochester Satellite Office, Rochester
- Nov. 8-9: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Cattaraugus County Local office, Olean
- Nov. 16: **An Overview of the Family and Medical Leave Act**, Sign-in: 5:30-6 p.m.; Workshop: 6 - 9 p.m., CSEA Western Region Office, Amherst
- Nov. 17: **Inside the Time and Attendance Process Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6 - 9 p.m., SUNY Fredonia
- Nov. 20: **Steward Workshop**, Sign-in: 8:30 - 9 a.m.; Workshop: 9 a.m. - 3:30 p.m., CSEA Rochester Satellite Office, Rochester
- Nov. 30-Dec. 1: **State Government Grievance Representation Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6 - 9 p.m., Holiday Inn (Batavia-Darien Lake Area), Batavia

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

# THE Work Force

[www.csealocal1000.org](http://www.csealocal1000.org)

Published by CSEA

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Danny Donohue, President

(518) 257-1000 • (800) 342-4146

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***Exercise your right to vote on Nov. 2!***

Office	3 COMPTROLLER  (Vote for ONE)	4      5 ATTORNEY GENERAL  (Vote for ONE)	6 UNITED STATES SENATOR (6 Year Term)  (Vote for ONE)	7      8 UNITED STATES SENATOR (2 Year Unexpired Term)  (Vote for ONE)
	3A    Thomas P. DiNapoli	4A    Eric T. Schneiderman	6A    Charles E. Schumer	7A    Kirsten E. Gillibrand

***Be sure to fill in the circle for CSEA's endorsed statewide candidates!***

***See Pages 3, 4, 6 and 7 for more about CSEA's endorsed candidates.***

# 2010 Officers Reports to the delegates of the 100th Annual Delegates Meeting



## Danny Donohue, CSEA President

### Toward a more perfect union

**Y**ou only turn 100 once! In this very special centennial year marking the milestone of CSEA achieving a Century of Service, our union has never been bigger, better or stronger. But the

challenges we face have never been greater either. That means we must never take anything about what we do and why we do it for granted.

We have 100 years of accomplishment and good work on behalf of members and the people of New York. We can and should build on that experience and history moving forward. But what is most important to our members and our future is what we do today and tomorrow.

For the past year CSEA has been engaged in a process of listening to our members and leaders and focusing on ways that we can become better. We have

done a lot of things well over the past century and one of the things that is impressive about our union is how the core values at our founding are still the same today: We are all about ensuring fairness and respect for working people to make New York a better place.

While we must not remake our organization simply for the sake of change, there is always room for improvement and the changing realities of the world today demand that we take a good hard look at how we do things.

The events of the past year should make it clear that we need the active involvement of all our members like you, as never before. Working people generally and public employees specifically, are under attack by powerful forces fueled by greed and a lust for control. That includes many corporate interests rationalizing the indefensible under the banner of "globalization and stockholder responsibility." They are aided by misguided politicians who often do their bidding. In the process they are shamelessly undermining the middle class and destroying our communities.

### The union makes us strong

As bad as things may be for working people and public services in New York, they are far better than in most parts of the country. The reason is that we still have strong unions like CSEA and others in our state standing up for what is right.

The past year ranks among the most active and challenging in our history and demonstrates the importance of solidarity. CSEA members have stood strong. We have not reopened contracts; we have turned back attempts to furlough employees; we have guarded against a wholesale erosion of our pension system despite enormous pressure; we have protected rights and benefits. We have done all this because you

continued on page 8



## Mary E. Sullivan, CSEA Executive Vice President

**H**appy Anniversary Brothers and Sisters.

We should all be very proud that our union is celebrating its 100th anniversary and we do have many reasons to celebrate. Merely existing as a labor union for 100 years is, in

itself, an accomplishment. We have prevailed despite the many obstacles that have been placed in our path over the course of our history.

This is especially true today, considering the decline in union membership in recent decades. The resistance to allowing workers to decide for themselves whether to have union representation, not to mention the anti-union climate perpetuated by the previous presidential administration as well as politicians, business owners and the media every day has not deterred us from our mission: To represent our members the best we can, every way we can.

In this anti-union climate, it's not enough for labor unions to continue to just exist. It's essential that we change with the times in order to grow and thrive,

to restore the middle class to its rightful place in our society. One of the keys to CSEA's success has been our ability to adapt to the changing needs of our members and to lead the fight for all working people.

### Hearing Every Voice

In 2009, with our centennial year approaching, CSEA held a series of town hall meetings in each region, held an Electronic Town Meeting at the 2009 Annual Delegates Meeting, conducted a series of focus groups for CSEA staff and surveyed rank & file members. The purpose of this first phase of the "Hearing Every Voice" project was to solicit input, ideas and suggestions that will help us to begin charting our course and to develop our agenda for CSEA's second hundred years.

We asked you what you thought CSEA is doing well, as well as what we need to do differently to move our union forward. You answered loud and clear, and two of the things you told us we needed to improve are the ways that information is shared among all of us and the programs available to develop our current and future leaders.

The days of sharing information with you, as well as your sharing information with your union solely

**'We pledge that we will do all we can to move our great union forward. With your continuing support, we can make the changes needed to ensure CSEA is a powerful, progressive union for another 100 years.'**

via snail mail or phone trees will be coming to an end. More and more, we will be communicating and exchanging information through the use of technology. CSEA has to be on the cutting edge of communications technology because it will greatly enhance our ability to exchange information with each other in a more efficient and timely manner.

The benefits of using today's new technology to communicate are two-fold: It will allow union leaders to reach members in a quick and instantaneous way when we need them to act in a quick and powerful way, whether it be to walk a picket line, attend a rally, or contact their political leaders about an issue affecting working people. It will also provide Local and Unit leaders with the ability to communicate with CSEA's leadership and with their members.

Using technology to share information with each other can only enhance our collective ability to build

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## Denise Berkley Statewide Secretary

*“Everyone is entitled to their opinions but the facts are the facts.”*

Daniel Patrick Moynihan, who was a U.S. senator from New York between 1976 and 2000, famously made the statement which holds truer today than ever before.

I say it holds truer today because we are in an era of information overload. Not only do we have local news 24/7 we have round-the-clock Internet access that can

take us “live” to just about anywhere in the world. So much access brings with it the power to create as well as the power to destroy.

Let me share with you some examples.

You can now go to our CSEA website, [csealocal1000.org](http://csealocal1000.org), for the most up to date information about the union. You can use it to contact our officers, you can use it to get information, you can even use it to tell us what you think. I was especially impressed by YouTube coverage of the recent AFSCME Convention in Boston.

It also has the power to destroy. We saw that when a blogger “doctored” a video that was shown on his website which reportedly showed a black U.S. Department of Agriculture (USDA) employee, Shirley Sherrod, saying in a two-and-a-half minute clip that she had discriminated against a white farmer because he was white and arrogant.

The story was quickly picked up by Fox News and spread rapidly to other news organizations and on the Internet. Fortunately, there were a few news organizations that grew suspicious and questioned the legitimacy of the tape.

They uncovered that not only was the video selectively edited, it totally misrepresented what Shirley Sherrod said. In the full version, she stated “God helped me to see that it’s not just about black people – it’s about poor people.” She ended up playing a decisive role in helping the farmer save his farm a fact that he and his wife testified to in subsequent media interviews.

We cannot underestimate the power of the right-wing media.

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## NICK LaMORTE LONG ISLAND REGION PRESIDENT



Good morning/afternoon and greetings to all. Happy birthday, CSEA! That seems a fitting way to begin this address, especially since we are here in Albany to celebrate our union’s centennial anniversary.

So I think this is a good time to recall the many positive ways CSEA has impacted the lives of working people across our state and remember that our union has regularly and consistently set standards for workers and advocated for better government services.

We must be proud of our history and tell anyone who will listen how our union grew from a small association of state employees to rank among the largest labor unions in New York; one that represents nearly 300,000 members in state, local government and private sector employment and negotiates more than 1,100 contracts in municipalities throughout the state.

We must also recognize that many challenges lie ahead and understand there will always be some management type lurking in the shadows waiting for the chance to reverse some of the gains we have made. That is why we must be diligent and make every effort to add to our accomplishments in the coming decade and beyond.

There is no doubt in my mind; CSEA members will meet and overcome the challenges that lay before them. That being said let me tell you the year leading up

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## Joseph McMullen Statewide Treasurer

CSEA is 100 years old! Looking through our recently published Century of Service book multiple times, it is amazing how much history our union has made.

I have spoken to some retirees about what life was like 50 years ago. I was just a child then and we had one black and white TV, a party line telephone and played with our friends from sun up to sundown outside with no fears of today’s world.

During that time, CSEA was earning its stripes in long and hard fought battles to help workers get decent wages, better working conditions and a 40-hour workweek. Once these goals were accomplished it was expected that unions could move on to the next hurdle and keep moving forward. Not so.

From then until today, we have had to fight the same battles over and over again to hold on to what we have. It has been even harder as the years go by to win public support because too many people are easily led astray by newspaper editorials, as well as radio and TV “talking heads” who blame all our problems on union members and their “high wages” and “extravagant pensions.” Well, here are the facts. The average salary is in \$40,000-range; the average pension is \$16,000.

While our critics carry on and on, I think they forget that the unions set the standard for the working conditions most people take for granted. Employers did not give them a standard workweek, overtime, holidays, vacations and sick time out of the kindness of their hearts. They did it only because the Unions fought the good fight. And won.

The last year has been a nightmare. The governor tried to take back negotiated raises from the state work force and threatened furloughs and layoffs while our local government and school district members had to deal with the same threats, too.

CSEA stepped up to the plate. Many rank and file members took time from their busy lives to participate in informational picketing so that our collective 300,000 voices could be heard. CSEA’s Legal Department took fast action to stop the governor in his tracks, while we used all our resources and did our best to

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## GEORGE BONCORAGLIO METROPOLITAN REGION PRESIDENT



Brothers and Sisters:

As we approach the 100th Anniversary of CSEA and I reflect on a lifetime of union activism, I am reminded of many great battles that we have waged for workers and for human rights.

Now more than ever, it is important to remember these campaigns and use the knowledge that was gained to strengthen our movement as we continue to improve the lives of millions of workers and their families.

Personally, I have some fond memories of the ground-breaking work we did to end apartheid in South Africa and free Nelson Mandela. Marching with the CSEA contingent when Mandela came to New York and having the privilege of meeting this remarkable leader was one of the most transformative moments of my life.

That campaign and our victory, reinforced my long held belief that a movement by and for the people is a great and mighty power that no government can suppress. As a union member who also helped bring the National Coalition Building Institute to CSEA, it also thrilled me to see the fruits of a coalition that was truly international, multiracial, multiethnic and intergenerational.

Working with the legendary labor leader Cesar Chavez to bring dignity and

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## Billy Riccaldo Southern Region President



**D**ear CSEA Brothers and Sisters:  
I want to start by saying congratulations to CSEA on celebrating 100 years of service! From winning our first contracts, rights and benefits for our members to where we are today a century later – nearly 300,000 members strong – we have come a long way.

Our centennial year has been marked by many of us facing the fight of our lives, but, together, we can fight our way through these tough times and come out stronger than ever. Fiscal deficits have led to budgets cuts, layoffs, furloughs and other losses of services for the state, local governments and school districts across the state and unfortunately, the Southern Region is no exception.

We are being attacked not only by government officials, but by private sector business associations who are not only attacking our contracts, but our benefits and pensions. We are facing battles across our seven-county region, but when times are tough, our members are much tougher.

Our specific battles have been many, frequent and sometimes fierce. In Westchester County, the new county executive is forecasting a deficit of \$166 million and the County may lay off from 600 to 1,600 workers. In addition to the layoffs, the county executive wants CSEA represented county employees to give up our already negotiated raises, take pay cuts, take furloughs and pay into their health insurance.

CSEA members working for the City of White Plains have also had to stand strong, withstanding two rounds of layoffs through their two-year long battle for a fair contract. Congratulations to City of White Plains Unit President Joe Roche, his officers and negotiating team for their good work!

Members from the Westchester County, City of White Plains and other units and locals throughout the county recently showed their resolve to stand

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## Colleen Wheaton Central Region President



**S**isters and brothers, it is a tremendous honor for me to join together with you in the City of Albany, where our union was formed, to celebrate our 100-year anniversary, and reflect back on our past, while we look ahead to our future.

Before I do so, I must first thank all our Region officers, activists and staff for everything they do on behalf of this union and our members, every day. Without their dedication and support for our cause, we would never have reached this impressive milestone.

In recognizing this special anniversary, we are compelled to look beyond our current struggles and look at the bigger picture. What has our union meant over the long haul, where have we been, and where are we going?

Having only been active in our union for the past 20 or so years, it is hard for me to put into true perspective all that has happened in CSEA in the last 100 years. Thank goodness we have a history book to look back on and help us remember. So much growth, so many fights, and so many victories on behalf of working men and women throughout our state, and even our country. Much has changed, yet if we take a look at where we came from, and where we are now, we might see a glimpse of where we are headed, and why we have to keep fighting for growth and change.

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## Kathy Garrison Capital Region President



**B**rothers and Sisters:

This year our Annual Meeting will be held in Albany. It is certainly a pivotal year in CSEA's history. One hundred years. Quite an accomplishment and due, no doubt, to the hard work, gumption, sweat and tears of those who toiled before us and paved the way for the privileges we as working men and women enjoy today. It is certainly with pride that Capital Region activists will welcome delegates throughout the state to conduct business on behalf of our members. One hundred years ago the founding members committed themselves to the ideals of unionism and strength through association.

I know I speak for all Capital Region members when I tell you that the Capital Region is truly a beautiful place to live, work and play. And, just like the CSEA members who live here, Capital Region folks are proud, independent and welcoming.

As we celebrate this milestone it is appropriate to reflect on the past. It is also necessary to chart a course for the future, as CSEA has been doing. But we must also stop and look at where we stand right now, as a union, and as working people.

It's fair to say that we are at a crossroads. Union membership is down and the forces who oppose us have been galvanized. A poor economy, high unemployment rates, and growing tax burdens all contribute to the anti-union animus in this country. We've all heard the anti-union tirades on the radio and TV and read the nasty comments on blogs and in newspapers.

It is infuriating and exasperating. There is so much anger and apathy. So much ignorance and hate, that at times it seems insurmountable. Personally, I will never tire of defending the rights of working people. Just like our predecessors in the early years of the labor movement who faced the worst odds, we must forge ahead in the same spirit of progress.

Nationally our elected representatives have made numerous promises to working

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## Flo Tripi Western Region President



**B**ROTHERS AND SISTERS IN CSEA:

Where does the time go? It is wonderful to be together again, especially as we celebrate this important event in CSEA's history – 100 years! This is a celebration that not only marks CSEA's accomplishments, but honors those who have brought us to this time in our history. This is a great time for all.

This has been a stellar year for Western Region 6. It's a year based on partnerships – with staff, with officers, with activists, and with members of every Unit and Local. Through these partnerships, we position CSEA for the next 100 years.

In 2010 we have faced many challenges: negotiating good contracts for our members in tough economic times, fighting privatization of public services at a time when public employees are blamed for every economic problem in the country, and meeting with and mobilizing our membership, which in tough times is difficult. We have succeeded in many of those challenges. Our biggest contract battles seem to be in Erie County, Monroe County and Genesee County. In each instance we have a county executive or county manager who couldn't care less about the very employees that make them look good. In the end, I know CSEA will prevail. Our members are the backbone of those counties and we will do whatever we have to do to get our CSEA members a fair contract.

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to our centennial anniversary was both a challenging and rewarding time for CSEA members in the Long Island region.

So much has happened since we met last year in Buffalo and it seems appropriate to summarize some of our more important labor actions and significant community outreach efforts in the midst of this landmark occasion. Time will not allow me to recount every action so here is an abridged report.

**L**et's start with the effort of members from locals in Nassau and Suffolk counties, who gathered at Nassau University Medical Center (NUMC) to draw attention to the contract violations and union-busting tactics being perpetrated by administrators there.

A large contingent fanned out all over the facility to distribute informational literature detailing the irresponsible actions of management and highlighting the mandated policies and procedures that threaten to endanger the safety of patients and employees at NUMC.

Soon after, our people gathered in great numbers outside Southampton Town Hall prior to a town board meeting to rally against a drastic budget proposal that threatened to layoff 49 town workers, close the animal shelter and privatize two waste transfer stations.

Long Island region members also made time to support the USA Track & Field 5K National Disability Championship Meet at Sunken Meadow State Park. This event is sponsored by the Rolling Thunder Special Needs Program; the first mainstream running, walking and cycling club for developmentally and physically challenged athletes, some of whom are the sons and daughters of CSEA members.

The region again participated as a flagship sponsor of the American Cancer Society's Making Strides against Breast Cancer Walk at Jones Beach and was able to raise more than \$7,000 to help find a cure. We recruited hundreds of walkers due to the diligent efforts of our Women's Committee and the dedication of CSEA members in general.

CSEA members from the Wantagh Public Library Unit and Nassau Municipal Employees Local 882 staged a spirited rally in front of that facility to protest an impasse in contract negotiations. The vocal assemblage sought to inform local residents that talks with the library board had stalled for over a year because members were not inclined to bargain in good faith and displayed contempt for the collective bargaining process.

Around the same time, Local 881 officers and activists coordinated a bicycle donation and repair charity drive to benefit children of needy families in Oyster Bay Town. This was no easy task because they had to collect and repair damaged bicycles, network with charitable organizations to identify recipients and present the restored bicycles to those selected.

The charitable work of Hempstead Town Local 880 members was also impressive. They helped to ease the hunger and hardship of those less fortunate by tapping into the innate generosity of CSEA members and the resident population. Food collection boxes were set up all over town and quickly loaded with canned and non-perishable food items, which were then distributed to people in need.

**A** successful organizing effort in Brookhaven Town brought 230 new members into the CSEA fold and provided union representation to hard working people whose futures were previously left to the mercy of management. A similar attempt is currently being directed at employees working on the various campuses of Suffolk Community College.

Nassau Municipal Employees Local 882 once again mobilized officers and activists in response to a budget plan from Freeport Village Mayor Andrew Hardwick that proposed to eliminate the jobs of union members and raise property taxes nearly 5 percent in a dubious attempt to close a projected deficit of about \$3 million. This action was particularly impressive because more than 100 members participated on a frigid night.

A bus load of region members traveled to Albany and took the opportunity to personally relate their concerns to state legislators as part of the CSEA involvement in AFSCME Lobby Day. They fanned out in the Legislative Office Building to speak with elected officials from their home districts about issues vital to working people.

Chief among those concerns were an opposition to privatization, the use of temporary workers and the outsourcing of public employee jobs, a resistance to proposals to expand the number of charter schools in New York State and support for alternative revenue proposals as an option to harmful state budget cuts to health care, education and local government aid.

That is when things really started to heat up. Hundreds of CSEA members from locals all over Long Island staged an energetic protest rally at the New York State Office Building in Hauppauge intended to thwart Governor Paterson's plans to furlough state workers one day each week and withhold contractually obligated 4 percent salary increases.

This action followed closely on the heels of a rally at Heckscher State Park to protest a harsh Paterson proposal to close 10 state parks and an earlier demonstration at the state office building aimed at derailing expected attempts to lay off thousands of CSEA members working for state agencies in Nassau and Suffolk next year.

A few days later, members from practically every local in the region gathered in front of Massapequa High School to protest the fact that the custodial unit servicing 11 facilities throughout that district had been working with an expired contract for nearly three years. This rally capped a successful contract campaign and led to a favorable contract agreement about a month later.

CSEA members from the City of Long Beach Unit made a significant contribution to the success of a "Wounded Warrior" program by hosting an evening barbecue for 34 United States service men and women seriously injured in Iraq and Afghanistan. The menu consisted of turkey, corn on the cob, assorted salads and desert. I must mention that these turkeys were slow-roasted to perfection rotisserie-style by unit member Mike Miraldi, who works at the water pollution control plant. Mike is known all over the city for his barbecue turkey sandwiches. And for good reason; they are delicious.

Southold Town Unit President and Occupational

Safety and Health Committee member Tom Skabry discussed the "Don't Zone Out" highway crew safety campaign with radio talk show host Sara Jane Fusco on "Labor-Lines." He informed the listening audience about this critical effort and detailed its potential to reduce the risk of fatality and injury faced by union members working for highway departments in various municipalities.

**S**UNY Stony Brook Local 614 members came out in force for a "Rally for Justice and Respect" to protest the closure of the Southampton satellite campus and the union-busting policies of SUNY Stony Brook management. This action added to momentum generated by a previous letter writing campaign expressing CSEA opposition to a proposed law empowering SUNY administrators to purchase goods or services and sell or lease state land without approval from the attorney general. Local 614 members sent over 1,000 letters regarding this issue to their local legislators.

Thank you for your attention to this review of major events in the Long Island Region. I look forward to joining you next year to recap the first year of our second century.

In solidarity,

*Nick LaMorte*

CSEA Long Island Region President

**CSEA STATEWIDE SECRETARY** continued from page 2

They have many people convinced, for instance, that the Bush tax cuts need to be extended because they prime the pump ... supposedly fuel the economy.

How then can they justify the Great Recession? How have these cuts benefited the economy? The truth is the top 1 percent got richer expanding the wealth gap between Wall Street and Main Street.

Sadly, the government elite cares more about the richest 1 percent but very little about the plight of Americans who can't find work.

The greed of Corporate America is based on layoffs and cuts in wages and benefits. Exploiting workers. Now, our elected officials want to apply those same failed policies to the public sector.

Unions in general, and public employees in particular, are under attack.

Where is the outrage? Where is the shame? When will the public grasp that job losses and stagnant wages are the reason why we cannot escape the Great Recession?

I'd like to believe the answer is stronger unions and solidarity. In other words, it depends on us.

Organize! Organize! Organize!

In our second century, our goal must be a more perfect union.

In solidarity,

*Denise Berkley*

CSEA Statewide Secretary

## METROPOLITAN REGION PRESIDENT *continued from page 2*

justice to farm workers was yet another highlight of my life in labor. It saddens me to know that too many of these farm workers, right here in New York, who plant, harvest, pack, deliver and prepare the food we eat still suffer from the same indignities Chavez fought so valiantly against. I am immensely proud of CSEA's ongoing campaign to give farm workers the right to organize, get paid a living wage, obtain adequate healthcare and other benefits.

It is important to wage these battles for dignity and justice because so often, it is the community at large that joins us when we fight unjust budgets and proposals such as the one to furlough the state work force earlier this year. As a union and as a community, we stood together and told the governor: "Furlough You!" It was a message that was received loud and clear in Albany, and a message that the courts ultimately agreed with as well.

I want to thank all the activists who worked on letters, visits to legislators, attended the massive rallies we held throughout the city and demonstrated that we are a mighty union always ready, willing and able to show our strength and fight for our rights.

At a time when record numbers of Americans are without work, we cannot afford to cede one inch to the privateers of corporate America. Unlike the Wall Streeter's who filled their pockets with our money, we are fighting for health care, schools, jobs for all, renewable energy and an economy that works for everyone.

We all had and continue to have some very high hopes for this administration, but as we have seen with the effort to pass a comprehensive healthcare bill and are now seeing with immigration reform, this is not going to be easy. We need to continue organizing to ensure that the labor agenda is not pushed aside.

That is why it is incredibly important to be registered to vote and get involved in local, state and congressional races. As a union, we support people who understand that we are not getting rich off the public dime. We support politicians who know that our pensions are not responsible for draining the state's budget. We stand by public servants who comprehend that our union is made up of professional, efficient, responsible workers who love their jobs and the people we serve and who often time are doing more with less.

It is a message that we are took to Washington, D.C. on Oct. 2 during the One Nation, Working Together march. CSEA had members leaving from Buffalo to Brooklyn, and they joined hundreds of thousands from across the country marching for jobs, justice, education and the promise of the American dream.

The site of so many working men and women on the Washington Mall is deeply moving. There are some who would try to trivialize our mass demonstrations and rallies by staging cynical rallies and events that mock what we represent as a nation. However, our coming together from all walks of life on that day represents the promise that this country has to offer and we will challenge her to fulfill that promise to those who make

her shine.

It is a promise embedded in the history and mission of CSEA and as we celebrate this great and mighty union's 100th Anniversary, let us remember and honor those courageous men and women who had the vision, the commitment and determination to create, run and maintain this invaluable vessel for the working people of this state.

We have had many good experiences and victories over the years and have also gone through our rough periods, but I can honestly say, as our statewide President Danny Donohue often states, that we are the best damn union in this state!

I would urge all our officers, activists and members to take a moment to reflect on their involvement with the union. In order for us to be more effective, increase our membership, impact the lives of our fellow citizens we all need to take a critical look at what we have done right and also at what we could do better.

Brothers and Sisters, I am confident that CSEA will survive and thrive for another hundred years. As long as there are workers who need help at work or at home, we will be there to serve them. We did not get into this business to make money. We do it to make a difference in the lives of our members, our families and our communities.

In solidarity,

*George Boncoraglio*

CSEA Metropolitan Region President

## SOUTHERN REGION PRESIDENT *continued from page 3*

strong against these attacks with an April labor walk in White Plains as part of the region's new "Neighbor to Neighbor" campaign. During that walk, we distributed fliers to community members detailing the public services union members provide — and accurate information about the level of benefits public employees receive. We want to show our neighbors that we are part of our communities, yet our services are also the backbone of those communities. We are expanding the campaign across other parts of the region, which are also struggling.

In Ulster County, we are not only fighting layoffs, but we are facing the county executive's "shared services" plan. Under this proposal, the county executive would eliminate the county Department of Public Works and close or privatize the public Golden Hills Nursing Facility.

CSEA members in Orange County are also fighting to save their public nursing home from the county executive's plan to privatize the county facility, just the latest fight in his continuing efforts to undermine his own workers.

Sullivan County Local members are

also fighting against layoffs and other cuts caused by budget shortfalls.

In Rockland County, CSEA members are still providing quality services despite poor management by the county executive. The county is facing revenue shortfalls and state budget cuts, much like other local governments, but cash flow problems are still strong even after two voluntary worker buyouts.

It's not just our counties and cities feeling the pain; school districts have been especially hurt by budget cuts. One of the biggest cuts the governor proposed this year was to slash state aid to school districts, which not only hurts the quality of education children receive, but is devastating to the CSEA members who literally keep our school buildings open, clean and safe. Districts across the region proposed layoffs and other deep budget cuts this spring, and many voters were forced to choose the "lesser of the evils" in their school budgets. This is no way to educate our children.

Of course, I haven't forgotten the impact budget cuts have on our state agencies and the hardworking public employees who keep the state operating. The governor's plan to balance the state budget on the backs of his employees

is nothing short of appalling. State employees didn't cause this budget crisis, so why should we have to pay for this administration's incompetence through layoffs, furloughs and reopening our contract? A contract is a contract and CSEA will never reopen a contract.

Despite these fights — and fewer resources that are still being cut all the time — we still provide high-quality services to the people of New York every day. Thanks to our members' dedication, I know our state agencies will be great again someday. We know that times are tough and, despite media reports to the contrary, we are willing to be part of the solution. CSEA has repeatedly offered the governor ideas to cut spending without harm to public services, yet they have been consistently rejected and the governor chooses to publicly attack CSEA in the media instead of working with us to solve this fiscal crisis.

As we stand now, our challenges are twofold. First, we need to stand strong while fighting our way out of this recession. Second, we are facing anti-labor business associations and "tea party" groups that are spreading misinformation about our wages, benefits and pensions. We all know the

truth about our wages, benefits and pensions and here's one more truth for these groups — we have fought hard for years for everything that we have and we will fight hard again to keep it.

To do that, of course, we will need to stand together — ourselves and our brothers and sisters in other unions who are facing this fight, too. The fight will be long and hard and we will need all the help we can get. We will not only reach out to all of you and other workers, but we will reach out to our elected officials. All of you are important to our fight, including the CSEA Southern Region and Headquarters staff who I would like to thank for all of their help and guidance.

Whether we have to face this fight with more friends or more enemies, we will overcome this just as we have overcome so much more in our first 100 years. Remember, the best way to honor our union's great history is to keep making history.

Respectfully submitted,

*Billy Riccaldo*

CSEA Southern Region President

families. And even when a majority of those elected officials share the same basic principles that guide our unions, the progress that they have made on our behalf is painfully slow. This November another election will be held and the balance of power could once again change. Issues that affect workers should never be a campaign slogan. If issues that affect workers are not high on the priority list for an administration then we must change our priority list when looking to help candidates with their elections.

In New York State, our governor has made the state work force public enemy No. 1. He has launched a series of vicious

**When we unite and turn our focus to a single issue we are a force to be reckoned with. We, all of us together, are catalysts for positive change in the lives of working men and women.**

attacks against his own workers and the unions that represent those workers. This governor supposedly supported issues that affected these workers for years, but you must wonder if his rhetoric was just that, hollow words that never meant anything to him. It is very easy to say that you will stand by your work force when times are good, but the true test is when the economy falls and times are bad. Any relationship is always tested during difficult times and it is the decisions that are made during those difficult times that define our character and our priorities. I would say there is some character missing in the governor's office and the only thing that exists is a caricature of a desperate politician trying to point the blame at the people who have helped him the most.

Here in the Capital Region we have waged the same battles as many of you over the last year; attempts at privatization, rising health care costs being passed down to our members and inertia in contract negotiations. We are also fighting the perception problem, the negative press surrounding public employees.

In most of our localities, our officers have been asked to open contracts to

forgo negotiated raises and to make concessions in health care coverage. The promise from these employers is always that there will be fewer layoffs if we comply. These types of requests are disingenuous at best and purely lies and deceit at worst. In the Capital Region the activists and Labor Relations Specialists have rejected these types of proposals. In many localities our negotiating teams have settled contracts that include modest pay increases and protect health care benefits. The economy doesn't appear to be bouncing out of the recession any time soon, but with motivated and capable leaders we will continue to see gradual progress.

As we continue to fight for our rights to receive fair wages and benefits we must remind ourselves of our mission. We must be a voice for those without. We must remain vigilant and reject complacency. We must not settle and we certainly won't back down. We have tremendous resources and prowess. When we unite and turn our focus to a single issue we are a force to be reckoned with. We, all of us together, are catalysts for positive change in the lives of working men and women.

The stakes are getting higher. Men

and women are working harder today than at any point in our nation's history. Our salaries have not kept up with inflation. Plain and simple, a dollar just doesn't go as far as it once did. A living wage is becoming more and more unattainable for more people and poverty has become the sad reality for many families in this country. The ability for workers to form a union is still appallingly difficult. Our own members, especially in rural counties, have to work two or three jobs just to get by. The forces that seek to oppose us are many. They are organized and they are angry.

So, we are at a crossroads in the labor movement. We have many battles ahead of us. Our ability to summon the qualities of labor activists before us, to work together, will determine our success and shape our future. I am humbled to serve as the Capital Region President and I look forward to continuing the fights on behalf of working families.

Respectfully submitted,

*Kathy Garrison*

CSEA Capital Region President

One hundred years of fighting – are we tired? Maybe a little, but are we going to stop? Hell no!

If we can say one thing about this union, it is that our fights define us. It is always easier to sit by and allow our battles to go unchallenged, but is that the union way? Hell no! When we face a challenge, what do we do? WE FIGHT! That is the CSEA way!

On behalf of any member who is wronged, what do we do? WE FIGHT!

On behalf of our communities, what do we do? WE FIGHT!

On behalf of quality public services? WE FIGHT!

On behalf of the middle class? WE FIGHT!

On behalf of the American Dream? WE FIGHT!

Sisters and brothers, we fight because it is not just our survival as a union at stake; it is our quality of life, a struggle for the working man and woman, and a rebuilding of the middle class. We fight for our next 100 years, and we fight for

the American Dream that is slowly being allowed to vanish before our eyes. It is a fight that has come almost full-circle.

When CSEA was just getting started in the beginning of the 20th century, it was the public sector unions who were weaker, and the private sector industrial workers who were gaining strength. At the time, they were working to build the middle class. It was a fight between the haves and the have-nots. Fortunately, the growth of the labor movement helped restore some of the balance, and allowed the middle class to arise.

In our next hundred years, we face similar fights. We cannot allow the wealth of our country to be concentrated in the hands of so few, as our middle class disappears. We cannot allow ourselves to become the working poor, while corporations continue to export our jobs overseas. It is not just for ourselves we fight, but for our entire country, for the American Dream. If we do not, there will be no middle class, NO American Dream.

What do we need to do to prevent that? We need to adapt, we need to change, and of course, WE FIGHT!

It is time once again for us to band together with fellow workers, with other unions, in solidarity, and in the fight for our very existence. We must gather up all the passion and energy and activism that has built up over our last hundred years, and pour that into the fight for our next hundred years. We must build alliances with our communities, with the private sector, and with our neighbors and friends. We must use modern technologies to do better at communicating in the information age. We must embrace change, and not be afraid of it. We must engage in efforts to educate our fellow Americans about where we came from, so they can see where we might be headed. If we can do that, we can prevent the past from becoming our unwanted future.

I look forward to facing our challenges together, knowing that you'll be right beside me as we head into the fight.

Congratulations to all of us on our anniversary, and here's to our next hundred years!

In solidarity,

*Colleen Wheaton*

CSEA Central Region President

**On behalf of any member who is wronged, what do we do? WE FIGHT!  
On behalf of our communities, what do we do? WE FIGHT!  
On behalf of quality public services? WE FIGHT!  
On behalf of the middle class? WE FIGHT!  
On behalf of the American Dream? WE FIGHT!**

Working in partnership with our committees, Western Region has held many events this year. Region Conferences have been exceptional with our highest attendance ever. Our Planning Committee has worked hard and dedicated so much time to make those conferences successful. The Region Education Committee has planned programs at those conferences. We hosted our Golf Tournament which raised over \$5,000 for our Sunshine Fund. We held our first-ever School Conference, which was well attended by rank and file members who work in many of the school districts in our region. A second conference will be held in Western Region in November of this year. Our Veterans Committee continues to improve the lives of veterans at the Batavia Veterans Home by serving dinner, providing entertainment and just spending the day honoring the residents of that home. Our Veterans Committee also hosts a ceremony every year which is a wonderful tribute to our Vets. The Region Women's Committee continues to provide workshops, the topics of which have become models for other CSEA Educational programs. The committee will plan and host another Women's Conference in 2011. The Health and Safety Committee planned a Region Conference and dedicated the entire weekend to safety issues in the workplace. Of course, politics has kept our Political Action Committee running, whether it was chasing the governor, attending rallies, making those important calls to the legislators, or just taking on one issue after another. It has been quite a year!

Our biggest success story deals with the issue of village dissolution. In Erie County, a self-proclaimed "activist" began floating an idea that villages should be dissolved. He claimed it would save taxpayers money if the village was dissolved and the town would be responsible for the services. We have CSEA members who work in those villages. We, CSEA, mounted a major campaign that took all of us, CSEA members, Staff and community organizations. CSEA led the way in all the campaigns and we won handily in every instance. Brockport, Lakewood, Williamsville and Sloan all voted down the resolution that would have dissolved their villages. Dissolving a village does not save money for the taxpayers. It merely transfers the dollars, from a village which has an identity

and controls its services, to a large township that does not have to provide the needed services to the citizens of the village. It also proves another point that is so important to CSEA's history. We, as members form a partnership with our staff and those who provide special services like our political action coordinator, communications specialist, our LRS, and when we work together no one — and I mean no one — can beat us.

This has been a tough year too! Our governor has been hell-bent on making our CSEA state employees suffer. He refused to pay our contractual raise due on April 1st of this year. He has continually threatened CSEA state workers with furloughs, lag pay and layoffs. Many of our members gave up hope that we, CSEA, could resolve those issues. CSEA's Legal team went to court and resolved the problems. Through a tough court case, we won first a temporary restraining order and then the courts backed the temporary restraining order with a decision that supported CSEA. There would be no furloughs. The state had to pay the raises and had to pay retroactively to April 1. Again through that partnership I mentioned, we realized success. Our legal team fought hard and won. By stopping the governor in his tracks, we again proved that CSEA is a force to be reckoned with and no one stops us from doing all we must to protect our members and preserve our benefits.

This is a special year for me. I celebrated my 10th anniversary as CSEA Western Region President. You know the saying: "time flies when you are

having fun." I can only tell you what a pleasure it has been for me to serve our members as Western Region president. It is a pleasure because of that partnership — because of the leadership, officers and activists in Western Region. We have folks that go above and beyond the call of duty and never forget the reason they are Leaders in CSEA: Our members. Our members deserve the best representation, and by God, that is what they get. I cannot begin to express my gratitude to all our leaders and activists. Our region has been and continues to be an incredible source of joy and satisfaction for me. We truly are a family.

We have experienced sadness in the region. A while back, we lost a Niagara DOT member, Kevin Forsythe, to a workplace accident. Kevin had a wife and family who expected him home that night, but a driver in a private vehicle attempted to pick up a cigarette that had dropped on the floor of his car and he plowed into Kevin, killing him. There have been other potential accidents where our CSEA DOT workers were actually pulled out of harms way by co workers or they would have been killed. Work zone accidents are becoming more commonplace and that is why CSEA is launching a "Don't Zone Out" campaign. Using media, alerting our membership and eventually getting legislation passed for drivers to be more careful when approaching and passing a work zone. People are doing everything but paying attention, which puts our workers at risk. This is a great opportunity to prevent workplace accidents. Again CSEA's Health and Safety Department,

Communications, and CSEA members and activists working together will make this a successful endeavor. That partnership again!

This is the year for Public Employee bashing. We as Public Employees have always been under scrutiny. There have been elements of our society that have always looked at us as second class citizens. As the private sector and our industrial base has been disappearing, public services have increased as need increased. Now some will have you believe we are the problem. Don't believe anyone who tells you that our salaries are more than the private sector. It is just not true. Don't apologize for having a pension system that will provide each of us some dignity in retirement. Don't underestimate your importance as a public servant. You are the very heart of our communities. Whether you care for patients, keep children safe on school buses or in the classrooms, whether you are maintaining a correctional facility, keeping our water and food safe, working in a hospital or nursing home, keeping our roads safe for public travel, or taking applications so people can eat and pay rent, you are important. I think you get the message.

Public servants provide essential services. Be proud of what you do and don't be afraid to tell others how proud you are of what you do. Expand the CSEA partnership to your family and neighbors. Tell them about how most of you are working short staffed and working harder with less. Explain

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protect our local government and school district members and their jobs. Unfortunately, we could not protect them all.

What am I trying to say? Involvement, teamwork and determination are all partners in these trying times. What is the lesson here? We must become more involved to protect what we have. Leaders — take this message back to your facilities and share it with your members. The next time we have to fight a battle, why not have every one on those lines? It is their jobs we are fighting for.

On a personal note, some of the best times for me this year were once again traveling all across the state doing

Treasurers Training. I have met many interesting officers, and I still get new questions at every training. Being in the position for three years now, I no longer feel like a newbie. I enjoy attending Local and Unit meetings, as well as their special events such as picnics and clambakes. It is great to meet and speak with our members. They are truly the backbone of this great union.

I am happy to report that as a result of being fiscally responsible in tough economic times we are in pretty good shape. Under the direction of our Internal Operations Director David Stack, we have invested our funds wisely. I also appreciate the efforts of Director of Finance Cathy Bruno and

the entire Finance Department staff to keep us structurally sound. A word of thanks also to my secretary, Connie Bonacquisti, who helps me with all the details of my daily work.

The officers I meet every day prove one thing to me. They are here for a reason, and that reason is to make a difference for our membership. They believe in what they are doing and want to make life better for all of us. The members that I talk to also believe in our union and what we stand for.

Thank all of you for the vote of confidence.

Respectfully submitted,

*Joe McMullen*  
CSEA Statewide Treasurer

and other CSEA members have stood together.

It has not been easy. It has not always been clean and neat. We have not been perfect but labor relations rarely are. We still have our share of challenges ahead of us that will require our focus and determination. But you and other CSEA members know what is important and what we all have to do. We know it from 100 years of experience and from the unity of purpose that is very much alive in our union.

Compare our circumstances to workers in other states — even surrounding states in our region — and the strength of our union should be very clear. We need to continue to build that strength and encourage better solidarity between unions throughout the land because that is the best response to the divide and conquer strategy that we are up against.

To be sure, CSEA recognizes the necessity of forging constructive labor-management dialogue and working cooperatively to solve the difficulties that public and private employers face. In fact, we have seen lots of examples in the past year where employers in many different parts of the state have worked with us to address budget and operational problems. That is good. We will always work in cooperation with employers who reach out to us to partner with fairness and respect. The results have been more positive outcomes than we would otherwise have faced and stronger working bonds.

Unfortunately, constructive labor-management relations have been more of an exception than the rule for too many of the employers we face across the state in recent time. That is a shame for all concerned.

**WESTERN REGION PRESIDENT**

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that public servants are the backbone of our towns, villages, counties, school districts and yes the state of New York. Many people forget that we are taxpayers and consumers in our communities. Remind them. Many forget that we have historically taken less salary than comparable jobs in the private sector. Remind them. It is important that our message gets out there. Talk to your neighbors, friends and relatives. Many know how hard you work and many of them will spread the message for us.

Well, let's get back to the message at hand. We are fortunate to be a part of this great union. Other unions have come and gone but for the last 100 years, CSEA has developed a reputation that puts us well in front of other unions. Over the past 100 years CSEA has built a bridge that stretches across time. CSEA went from an association to one of the strongest unions today. CSEA has created our destiny by always reaching for the best for our members. CSEA has never forgotten the least of our Brothers and Sisters and continually works to make our lives better. It is with sincere gratitude that I say "HAPPY BIRTHDAY CSEA."

*Flo Tripi,*  
CSEA Western Region President

**Dialogue not lectures**

It is also interesting that all types of elected officials, echoing political commentators and other special interests, see fit to lecture at us about what we should be doing rather than speaking to us as equals across a bargaining table. It is also ironic that they are trying to give us history lessons at a time when we're marking our centennial and have a whole lot more appreciation and understanding of history than they do. Worst of all, their version of New York's history does not always square with the facts.

For instance, we keep hearing about how the unions stepped up to help solve the New York City fiscal crisis in 1975 when Gov. Hugh Carey first took office. Yes, CSEA helped solve that crisis but only after we were brought into the discussion in a constructive and respectful way. Some of the early rounds of that crisis produced their share of heated public confrontation until Governor Carey recognized the necessity of involving us as full partners in finding the solutions. The cooperation did not happen until there was some enlightened leadership.

The leadership and members of CSEA care deeply about this great state of ours.

There is no group to be found that is more of a reflection of the population of New York State as a whole than CSEA. We live in every community. We do every kind of job. We raise our kids here and contribute to the places where we live and work in every conceivable way. We are committed to doing everything in our power to improve the quality of life for all New Yorkers to enjoy.

People who bash CSEA do not know CSEA. We are decent folk, dedicated to doing the best work possible and adding value to our communities on and off the job. The strength of CSEA is in our members and you are some of the greatest resources in all New York — no one should take that for granted.

Throughout our history, CSEA has always been at its best in the times of greatest crisis and challenge. In difficulty we have found the inner strength and resolve to come together for everyone's best interest. It speaks volumes about the character of CSEA members. It is also a lesson that should not be lost on those who lecture us.

There are no easy solutions to what is in front of us as New Yorkers and CSEA members. But hard work, good ideas and solidarity have always served us well. As a CSEA member, you should look to the uncertain future with confidence and pride in who you are and what you do.

As we prepare to begin our second century, we must rededicate ourselves toward a more perfect union.

In Solidarity,  
*Danny Donohue*  
CSEA President



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a stronger, more effective and more powerful union. CSEA members will have easy access to information as well as their CSEA leaders. However, we must never forget that the best way to exchange information, ideas and concerns is by talking, one on one, with each other.

**Our next generation of leaders**

In order to enable our CSEA leadership to carry out their responsibilities more effectively, to help them better represent the members of their locals and units, we will need to provide them with a more formal basic education following a curriculum similar to that of CSEA's LEAD program, which has prepared scores of CSEA activists to become our next generation of leaders.

Programs that provide information about our union's Constitutions and Financial Standards Code, the ethical conduct required by those who serve as officers and leaders, the multitude of program and staff resources available, understanding the needs of our diverse membership, public speaking, strategic planning, and the "big picture" issues facing us such as the attacks on our pensions and the ongoing attacks on Social Security, along with grievance and disciplinary representation training and more are essential to enhancing the skills of our current leaders as well as developing the leaders of the future.

We will need to explore other ways to provide training, in addition to face-to-face methods, such as webinars and video conferencing, which offer an opportunity to provide information to a larger audience while maximizing staff time and training dollars. And we will need to explore the opportunities that exist for the "seasoned" leaders in our union to mentor the next generation of CSEA leaders, whether they are 25 or 45.

It will take a bit of time to fully implement such major changes in the way our union operates so I ask for your patience. The changes you asked for and we agree are necessary are coming. But we don't just want to do things fast; we want to do things right.

We also want you to know that this is a work in progress. Your ideas, suggestions and constructive criticisms are welcome and encouraged at any time. We continue "Hearing Every Voice."

We pledge that we will do all we can to move our great union forward. With your continuing support, we can make the changes needed to ensure CSEA is a powerful, progressive union for another 100 years.

In Solidarity,  
*Mary Sullivan*  
CSEA Executive Vice President