



Governor signs executive order allowing daycare providers to join CSEA, pages 10 and 11.

THE WORK FORCE

IS THIS FACILITY LOCATED IN AN AREA THE LOCAL POLICE CONSIDER AS HIGH CRIME AREA OR "BAD NEIGHBORHOOD"? OR, DO EMPLOYEES HAVE TO ENTER THESE AREAS?

Insist on accountability

IS THIS FACILITY PROVIDED WITH SECURITY GUARDS?
___ YES **Landmark Worksite Security law taking effect, pages 3, 4, 5**
___ NO

*Worksite Security Assessment
A Tool for Activists*

BUILDING EXTERIOR AREAS

CSEA has been fighting for legislation that will require employers to make workplaces safer by addressing issues of violence and assault. This act passed both the NYS Senate and Assembly.



Secure Worksite NOW!

Secure Worksites NOW!

MADE IN U.S.A.

Secure Worksites

CSEA

ARE EXTERIOR WALKWAYS AND STAIRWAYS KEPT CLEAR OF OBSTACLES?
IS THERE A CLEAR EXIT ROUTE TO THE STREET?

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Photo of the Month



Several CSEA members from the Capital and Southern regions will have photographs in an exhibit opening June 2 at the New York State Museum in Albany as part of the unseensamerica photo project.

Exhibiting their work are: Regina Brown (Newburgh), Toie Calhoun (Newburgh), Karen Jabonaski (Albany), Thomas Kuruvilla (Newburgh), Wanda Lubinski (Albany), Gary McWilliams (Albany), Joyce Quinn (Newburgh), and Craig Waltz (Albany). The photo above shows the instruments of David Scaringe, an innocent bystander killed by Albany police during a shootout Dec. 31, 2003. Karen Jabonaski was his fiancée. View a gallery of photos and learn more about the program at http://www.csealocal1000.org/photo_gallery.php unseensamerica NYS is a collaboration of the Workforce Development Institute, NYS AFL-CIO and Bread & Roses Cultural Project of 1199 SEIU.

W'chester County workers fight for contract fairness

WHITE PLAINS — CSEA members working for Westchester County are sending a strong message to county officials through a series of successful rallies aimed at drawing attention to their contract stalemate.

The Westchester County Unit's 4,000 members have been working without a contract since Dec. 31, 2005. CSEA declared impasse earlier this year.

Joined by CSEA's 15-foot inflatable rat, several hundred CSEA members in March demonstrated prior to County Executive Andrew Spano's 10th annual State of the County Speech. Among the issues are the county's proposed double-digit percent raises for appointed positions.

Workers demonstrated again April 10 during their lunch breaks. Sticking points in negotiations are wages and health insurance.

"We are looking to be respected with a fair and equitable offer," said Unit President Jack McPhillips. "Our members perform the bulk of the services the county provides to its taxpaying citizens, many of whom are our members. We have been doing our jobs despite cutbacks and requests to do more with less."

McPhillips and other unit officers have argued repeatedly that workers in certain departments, particularly the Department of Social Services, are understaffed and stretched thin to a dangerous point. DSS has been a frequent source of critical media attention after two young Yonkers children, who had been assigned to a DSS caseworker, died at the hands of their parents.

— Jessica Ladlee

Wayne County workers rally

LYONS — More than 250 CSEA members recently filled the Lyons village square, but the gathering came without cause for celebration.

The CSEA members, workers in the Wayne County general and supervisory units, demonstrated outside the Wayne County Court House to protest their 500th day without a contract.

"Our members have stood together for the last 500 days and we will continue to stand together until we get a good contract," said CSEA Western Region President Flo Tripi.

Throughout negotiations, the county's hired negotiator has told lie after lie in an attempt to make CSEA members look greedy. The county held a "media only" news conference in March, at which the county's negotiator accused CSEA of repeatedly walking out on contract talks.

"This is not a matter of negotiating

unfairly, it's a matter of the county fabricating information they are giving to the board of supervisors and to the public," said Paul Peters, Wayne County Local political action committee chair.

Union leaders met with several members of the media immediately after the county's event. Union officers answered questions and provided reporters with the truth.

"In its press conference, the county's negotiator failed to mention that CSEA came to the table with proposals in hand," said Wayne County General Unit President Mark Braccio.

Between the two units, about 800 CSEA members are affected. The county declared impasse on both units last year. Talks are now in the fact-finding stage and a recommendation is expected any day.

— Lynn Miller



ALERT



CSEA President Danny Donohue to meet Capital Region Members June 14

CSEA President Danny Donohue will visit the CSEA Capital Region on June 14 to meet with members. The meetings will be held at the Crowne Plaza Hotel, 1 Olympic Drive, Lake Placid. Donohue will meet with union members from 1 to 7 p.m. Please call the Capital Region office at (518) 785-4400 or 1-800-874-7344 for an appointment and directions.

Note to readers

The Work Force will be combining the July and August editions into one summer edition. The July-August edition will be in the mail during the first week of July. The next edition will be the September edition, which will be mailed Aug. 17.

Making employers accountable

CSEA members and activists across the state are being proactive in using the Worksite Security Law to address potential risks to workers and the public in public buildings and work sites. CSEA fought for and won passage of the Worksite Security Act, which took effect in March. Sadly, sometimes all the preparation possible is not enough to protect us from those who wish us harm, as a story about a stabbing in Clarkstown on this page illustrates. We cannot completely prevent spasms of violence and attacks on workers in the public and private sector. But as the stories on this page and on Page 5 show, CSEA members are taking advantage of new protections afforded them in the Worksite Security Act to eliminate as much as possible the daily threats and risks they encounter at work.

Capital District Psychiatric Center plan reduces risks

ALBANY — A new plan to reduce workplace violence is already having an effect at the Capital District Psychiatric Center.

The Violence Reduction Plan completed this spring stemmed from concerns CSEA had regarding increased incidents of violence and mandates primarily associated with one of the center's six units. One employee was attacked with a pen and had her eyebrow slashed, requiring 11 stitches.



Reedy

Assaults from patients, some having come from prisons, were increasing in numbers and severity. The units are staffed with mental health therapy aides (MHTA) and licensed practical nurses (LPN).

"You just didn't feel safe," said Jim Reedy, an LPN and local president.

Grievances and agreement

CSEA filed grievances in January and February. Labor management meetings led to an agreement.

An Assault Prevention Performance Improvement Committee was assembled to carry out the plan. The committee meets periodically to update progress and address action items.

"I believe the combination of the grievances, the labor management meetings and the pressure from CSEA really helped things come together as far as the plan," said Reedy.

Action items of the plan include increased follow-up and support for staff who have been assaulted, expanded staff training, improved treatment planning for abusive patients, staff changes including a new program director, a new nurse administrator as well as the addition of 23 secure care therapy aide positions that are being phased in.

"It's amazing. It's already had a great impact, a tremendous turnaround," Reedy said.

— **Therese Assalian**

Buffalo State addressing worker concerns

BUFFALO — At any time of the day or night, anyone having business on campus — or not — can silently make their way from building to building at Buffalo State College.

If they use one of the several tunnels connecting buildings underground, chances are good they won't be noticed.

"There are tunnels from the student union to other buildings that are not monitored," said Buffalo State College Local 1st Vice President Jerry Richmond. "Anyone can get in there at any time."

Creepy passageways

Those tunnels, generally empty, cinder block-lined passageways lacking safety mirrors and video cameras, are one of the issues to be discussed soon by a work site safety committee being established at the urban campus.

"We have met with management and they seem open to the idea of the committee," said Helen Hughes, Buffalo State College Local president. "We

Code officer stabbed in attack, despite safety measures

CLARKSTOWN — A CSEA member and code enforcement officer in Clarkstown, Rockland County, is recovering from injuries after being stabbed while doing his job.

Code enforcement officer Jeffrey Meara was photographing several junk cars located on a piece of property on Jerrys Avenue in the hamlet of Nanuet when he noticed the property owner, Russell Trojan, 51, standing behind him holding a steak knife, Meara told authorities.

Charges brought

Trojan is charged with stabbing Meara several times in the chest and hands before a neighbor pulled him away from Meara and dialed 911.

"This was an isolated incident, something no one ever thought would happen," said Rockland County Local President Billy Riccaldo. "This was a good neighborhood and the town had good safety precautions in place."

CSEA Occupational Safety and Health Specialist Gary China said Clarkstown code officers carry



Buffalo State College Local President Helen Hughes, right, and 1st Vice President Jerry Richmond, demonstrate a blind corner in the college's tunnel system. CSEA raised safety concerns have been raised about lack of security in the tunnels.

will have representatives of several different campus interests involved. We are going to work together toward meeting the new safety legislation requirements." Work site safety is also a concern for workers in admissions and financial aid, where balance between protecting employees and effectively serving students must be found. Occasionally, a student will threaten a worker from across the counter.

"We have an open-door policy for students, but that can put us in danger," Hughes said. "Our main priority is to make this campus more safe for everyone."

— **Lynn Miller**

cellular phones on the job in the event of an emergency and are trained in conflict resolution.

Code officers in Clarkstown are able to report concerns or troublesome encounters with property owners, with subsequent visits often involving police backup.

Review under way

At the time of the incident, Clarkstown officials were in the process of assessing their work sites for compliance with the Worksite Security Act.

The incident involving Meara, who was discharged from Nyack Hospital and is now recovering at home, will be addressed in the assessment.

A grand jury hearing resulted in Trojan being charged with second-degree attempted murder and first-degree assault, felonies, and fourth-degree criminal possession of a weapon, a misdemeanor, according to published reports.

— **Jessica Ladlee**

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IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue

Virginia Tech tragedy reminds us work site security must not be taken for granted

None of us should ever take security for granted.

In recent weeks, the tragedy at Virginia Tech once again brought home the nightmare of violence erupting in what should be safe surroundings. Our hearts and prayers go out to the victims, their families and the entire community who were traumatized. We have seen too many of these incidents before, including some that have taken the lives of our own brothers and sisters.



We must not live in fear. But we must also not let down our guard.

Last year, CSEA succeeded in securing a landmark Worksite Security law in New York. It requires public employers to assess risks in their work sites and take responsible action to reduce them. The law is just now being implemented but it is only as good as our efforts to see it enforced.

It may not always be possible to make every work site 100 percent risk free at all times. It is possible to make every work site significantly safer and more secure. It is up to all of us to hold our employers accountable under the law for regularly assessing risks and taking appropriate action. Some employers are embracing the new law and taking steps to ensure better security — they deserve tremendous credit. Others have not yet recognized its importance — they need to step up.

Remember — an ounce of prevention is worth a pound of cure. Each of us needs to insist on accountability.

Labor, management address Bronx Psychiatric Center risks

BRONX — A tour through several wards at the Bronx Psychiatric Center revealed unsafe working conditions members have complained about for years.

Only this time, those taking the tour, state Assemblyman and Assembly Mental Health Committee Chair Peter Rivera and state Office of Mental Health Director Dr. Lloyd Sederer were in the position to do something about it.

"I'm here to listen and to learn," said Sederer.

Prevalent violence

Members said they hope Sederer and Rivera would also notice and remember the sight, smells and security concerns in many of the wards visited one recent afternoon.

"It's a problem," said Rivera. "It should not be part of your duties to deal with workplace violence."

Before the meeting, Rivera, Sederer and Bronx Psychiatric Center staff got an earful from union leaders and safety and health coordinators.

At Bronx Psychiatric alone, some 38 accidents and injuries had been reported the month before the meeting, the highest in any state mental health facility. Of these incidents, 20 were assaults on staff.

"We have some patients that sit in the background, who have a forensic past and who take on the role of coaching the other patients," said Bronx Local president Abraham Benjamin.

CSEA leaders told Rivera and Sederer that local



Assemblyman Peter Rivera, standing, speaks with concerned Bronx Psychiatric Center workers at a meeting. Listening are, from left, Office of Mental Health Director Lloyd Sederer, PEF Council Leader Darlene Williams, Bronx Psychiatric Center CSEA Local President Abraham Benjamin, PEF Vice President Pat Baker and CSEA Metropolitan Region Executive Vice President Denise Berkley.

police usually disregard calls from the facility, often leaving matters to be handled by mental health police.

"If we are trying to get people to re-assimilate into the general population, then we have to hold them accountable," said Benjamin. "If they can get away with it here, they can assume they can get away with it on the outside."

Appalling conditions

As the delegation made its way through the first ward the stench of urine was present everywhere.

"It's really rough," said therapy aide Selena Johnson. "They are constantly urinating. If they become violent we can't do anything but call for assistance. We are short staffed."

During the tour, Benjamin told Rivera and

Sederer that while it is usually necessary to have at least five therapy aides in a ward, there are usually just two in a ward that may contain as many 30 patients.

For instance, in another ward for male patients with criminal backgrounds, there were three therapy aides for 32 patients.

"It's a really dangerous situation," said therapy aide Trevor Brooks. "A lot of employees are getting hurt."

Solution for safety

Later, during a standing room only general membership meeting for union members at the facility, Rivera and Sederer heard more complaints and

comments from workers.

Rivera assured members that he would call for a meeting with local law enforcement and the Bronx district attorney as a first step. He cautioned, however, that safety concerns aren't unique to the Bronx and will require further measures.

"This is not a Bronx problem, it's a statewide problem and we have to look at statewide solutions," said Rivera.

Sederer also told workers that he understood their concerns and would work to resolve them.

"In any setting safety comes first," said Sederer. "We are invested in the same thing that you are, which is that patients get good care and the staff doesn't get hurt while taking care of patients."

Metropolitan Region President George Boncoraglio, who worked many years as a CSEA

activist in state mental health facilities, said he hopes the tour would result in the safety improvements workers are demanding.

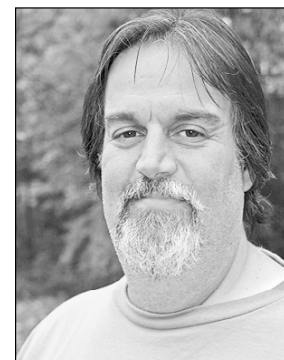
"Our OMH members work under some of the most difficult conditions in the state," said Boncoraglio. "We owe it to them, and we will not rest, until they can go to work without having to worry about their safety."

— David Galarza

CSEA
NEW YORK'S
LEADING UNION
Represents 60,000 Workers in
HEALTH CARE
SERVICES

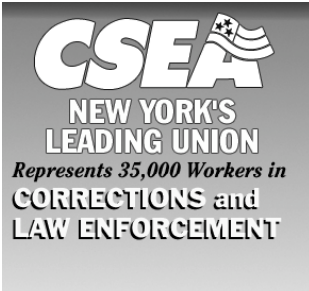
"In any setting, safety comes first."

CSEA Voices



"I believe a work site security plan is something that's been needed for a long time, and I'm glad to see that our management here on campus is being proactive about it. They're trying to assess the risks. They did hold a meeting with us, they've listened to our concerns and they've asked for our help. The potential for workplace violence is always there, and we'll definitely feel much safer when some of this stuff is implemented."

— Joe Miceli, president, State University of New York at Oswego Local



“They went above and beyond the call of duty.”

CSEA Voices



“It is important to keep our members safe. If members feel safe they are more productive. With the kind of work we perform in a hospital it is important to be safe. We do a lot of hands-on work with our patients and it’s important that we’re safe and that we are not taking anything that is unsafe back to our families. ”

— Allyson Baptiste, licensed practical nurse and grievance representative, New York State Veterans Home at St. Albans

State parole workers win civil service grade increase

MANHATTAN — The word at the gritty side street offices of the New York State Division of Parole, located near the Port Authority, is that when you want to get something done, the go-to-guy is Fernando Correa.

Yet, when Correa wanted to receive better pay for the many jobs he and four other colleagues at parole offices throughout the city were performing, Correa, a supply assistant for 16 years, came to his union.

He hit pay dirt. He and his co-workers in the same grade, 4, were recently reclassified by the state Department of Civil Service to Mailroom Supply Clerk, Grade 6, and were also given retroactive pay to August 2006.

“I didn’t think it could happen, but it happened,” Correa said.

Turning to his union

Frustrated by a previous attempt to get his grade reclassified, Correa approached Parole Local President Peggy Eason for help.

Correa and the other parole workers in his grade were often performing jobs that went well beyond the



CSEA member Fernando Correa on the job as a mailroom supply clerk at the state Division of Parole offices in Manhattan.

regularly assigned clerical assignments and included manual labor, janitorial duties and maintenance.

“It’s very unusual to do this,” said Eason. After consulting with Don Kelly, director of CSEA’s Research Department, the union decided to include all the workers in a class action to reclassify their grades and titles.

After submitting the appropriate forms and with the support of Parole’s director of personnel, the CSEA members met with representative from the state Civil Service department and won the grade reclassification they requested.

“Director of Personnel Keith Wilson worked hand-in-hand

with us,” said LRS Charles Bell. “He was on board from the beginning.”

Beyond the call of duty

As part of the agreement, Correa and

his co-workers must also pass the civil service test for grade 6 within the next two years. The local has offered assistance with test preparation.

“They went beyond the call of duty,” said Bell. “Fernando kept saying, ‘I’m working too hard.’”

As he made his rounds around the Parole offices recently, greeting co-workers and performing various tasks, Correa beamed with enthusiasm.

“I come in every day and give 150 percent,” said Correa. “I’m not looking for a handout; I just want to earn where I am at.”

— David Galarza

Rensselaer County 911 Unit wins pact

Members of the Rensselaer County 911 Unit have a new contract after lengthy negotiations.

Unit members and the Rensselaer County Legislature recently ratified the five-year agreement.

Details about the contract and CSEA’s fight for a fair agreement were previously reported in

the February and May editions of *The Work Force*.

CSEA represents 40 Rensselaer County 911 employees in two titles; communications officers and senior communications officers. They are the front-line call center employees for residents of the county, coordinating all aspects of emergency calls.

Staffing increase boosts productivity, morale

GOSHEN — When CSEA member Ann Marie Myruski spent hours last year compiling information needed for a state-mandated study on county social service offices, she wasn't sure if or when she would hear of any benefits from her and others' hard work.

To her surprise, results came quickly and soon. She and her co-workers at the Orange County Department of Social Services will enjoy a long-needed increase in caseworkers. The Orange County Legislature recently approved hiring 12 new employees to take some of the pressure off current workers.

"Orange County is the first county in the state to hire more workers in response to the study," said Myruski, a senior foster care caseworker with 15 years on the job.

The study Myruski and many others cooperated in, the New York State Child Welfare Workload Study submitted to the state Office of Children and Family Services,

recommended workers in child protective, foster care and preventative care departments in county social service offices handle a caseload almost half of the average load workers currently handle.

Caseloads too high

While that recommendation would require Orange County to hire dozens more workers, the addition of 12 positions is a gesture Unit President Ron Greene said makes a huge difference.

"Understaffing has been a big issue, so 12 positions being added all in one shot is pretty significant," said Greene. "Throughout the years, it has been the most recurrent issue. Our



Ann Marie Myruski, a senior foster care caseworker, in her office at the Orange County Department of Social Services.

caseloads are just too high. The county is growing by leaps and bounds, but the number of caseworkers hasn't risen to accommodate the growth."

Myruski said the average caseload of a foster care caseworker in Orange County is 20. The workload study recommended an average caseload of 12. Bringing that number down would allow her to do more proactive work with her clients that could eventually allow children to return to their birth parents.

"It would allow us to have the time to have more face-to-face contact with clients," Myruski said. "If we had the time to meet two to three times per month rather than one time, we might be able to effectuate change much more quickly."

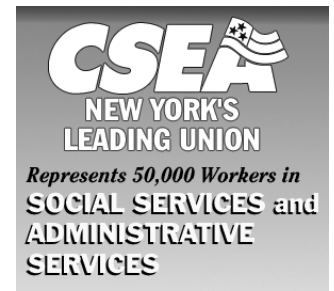
Morale boost

Beth Gold-Lentino, a senior caseworker and unit shop steward, said she expects the staff increase to boost morale in a department where the stressful nature of the job makes for high turnover.

"In the foster care division, workers will stay for two to three years before transferring to another division because there is such a volume of responsibility," Gold-Lentino said.

"Hopefully, this may keep some workers there longer, which would boost morale and keep experienced workers in that division."

— Jessica Ladlee



"Our caseloads are just too high. The county is growing by leaps and bounds, but the number of caseworkers hasn't risen to accommodate the growth."

CSEA Voices



"The kind of work we do is very emotional. We've been very fortunate not to have too much of a problem, but you never know. Child Protective Services often removes children from their families, which creates a safety risk for the workers involved, so workplace security is very important to us."

— Beth Gold-Lentino, senior caseworker, Orange County Department of Social Services

By the numbers

20 = the average caseload of Orange County foster care caseworkers.

12 = the caseload total the state Child Welfare Workload Study recommends.



Town workers give historic tavern new life

CLIFTON PARK — An old building has been given a new lease on life, thanks to the hard work of CSEA Clifton Park Unit members.

The town saved several thousand dollars by having employees do the work instead of hiring a private contractor.

CSEA *Voices*



“In my agency we deal with people who can be upset or hostile. We always need to have some kind of security to make sure no one gets hurt. If you are afraid to come to work you will not be able to perform a good day’s work. If you are in a safe environment it is also good for morale.”

— **Johnnie Dink, Keyboard Specialist, Brooklyn VESID, State Education Department**

The historic Grooms Tavern, which opened in 1826, housed a tavern and numerous other businesses over the years before being shuttered. It sat vacant since the 1970s before the town acquired the property and planned the restoration.

“If you could have seen it before, you

would really appreciate it,” said unit member Pat Gibbins of the transformation. Gibbins spent a lot of time repairing and painting the interior walls. “Lots of scraping, lots of caulking, lots of compounding.”

Paint colors were chosen to re-create colors of the period.



Pat Gibbins shows some of his handiwork at the newly restored building that had once been a tavern.



Dan Clemens shows a fireplace that was covered in plaster. Employees removed the plaster, filled holes, poured concrete and rebuilt the hearth.

Private contractors did the electrical, plumbing and heating work. After that work was completed, town employees from the Buildings and Grounds Department stepped in and stepped up to speed the completion in five weeks.

The crew logged more than 1,000 hours of work, mostly in the areas of carpentry, painting and masonry. The town employees also worked extensively on the grounds and parking lot.

Town saves money

The town saved several thousand dollars by having employees do the work instead of hiring a private contractor. In the former carriage house alone, the installation of wood clapboard style walls alone are thought to have saved more than \$2,000.

“We were under a deadline but the project

kept expanding,” said unit member Dan Clemens, who did much of the carpentry work on the project. “The more you did the more you had to do.”

A new life

The Greek-revival structure that served as a town meeting place from 1828 to 1848 is now once again the site of town meetings. Plans also call for the structure to serve as a cultural center with historic exhibits.

The successful completion could not have happened without the cooperation of unit members.

“Whenever we needed anything they came down; pretty much everyone in our entire department, regardless of their title,” Clemens said. “We all did what we had to do.”

— **Therese Assalian**

Naples school unit contract campaign delivers results

NAPLES — After more than a year working without a contract, members of the Naples Central School District Unit have completed a new deal with management.

“Our Naples Central School District members really stepped up and worked together to accomplish their goals,” said CSEA Western Region President Flo Tripi. “Member involvement is key to any successful campaign. I applaud their efforts and encourage them to keep the momentum going.”

Contract negotiations in the

district began in March 2006 and moved into impasse several months later.

“In our third session with the PERB mediator, late into the night, we finally reached an agreement,” said Unit President Shawn Mason. “We took the proposal back to the membership and by a vote of almost 3-to-1, they approved the deal.”

Educating the public

Throughout the contract campaign, members worked to educate the public about the value of the work they do. Efforts

included posters and business signs, lapel stickers, advertisements and letters to the editor.

Getting politically active

Members also came together and formed a unit political action committee. The committee interviewed candidates for the Naples Board of Education and decided to back three school board trustee hopefuls.

The new contract runs through 2009.

— Lynn Miller



“Member involvement is key to any successful campaign.”

CSEA *Voices*

CSEA members wanted to volunteer for Special Olympics Summer Games

ALBANY — More than 2,500 athletes and coaches will put their training to the test in eight Olympic-style events in the New York State Special Olympics 2007 Summer Games held June 14-17 at the University at Albany.

CSEA members who work at the university will be actively involved

in the event.

But Special Olympics New York would not be able to exist without the devotion of volunteers.

A network of more than 25,000 volunteers do everything from coach, drive the team bus and repair uniforms. Choose between general jobs and sport venues.

Volunteering can be a



rewarding and fun activity for the entire family. Involvement with Special Olympics

Left, Heather Soroka, a CSEA member working for SUNY Central Administration, escorts the delegation from Western New York's Chautauqua County into the 2006 opening ceremonies for the Special Olympics Summer Games.

creates pride, lifelong friendships and rewards of immeasurable value.

Volunteer your time solo, with friends or the family.

Please visit www.csealocal1000.org to download a volunteer schedule and registration form. Instructions are easy; just download, print, fill out and mail it back to us.



“A safety plan is needed for peace of mind. The security of feeling safe helps you do your job better.”

— **Robin Armao, 30-year CSEA member, Mental Health Therapy Aide and Medical Services Coordinator, Capital District Psychiatric Center**



INSIDE THE WORK FORCE

Daycare providers win critical step to forming union

Independent child care providers across the state are one step closer to having a union voice after Gov. Eliot Spitzer signed an executive order allowing them union representation.

Shortly after Spitzer signed the executive order, CSEA filed for certification with the New York State Employment Relations Board to represent more than 7,000 of the providers.

"This is a landmark victory for independent child care providers across the state," said CSEA President Danny Donohue. "We applaud the governor for recognizing the critical role they play in keeping New York's families working and our economy moving."

"This could not have come at a more critical time for thousands of New York's family childcare providers, who run small, daycare operations in their homes," said Donohue. "These providers play a critical role in keeping New York's families working and our economy moving. They now have the momentum they need to fight for the respect they deserve as professionals."

Below, some of the providers tell their stories.

Suffolk County struggle

Roxanne Savage, a family daycare provider in Suffolk County, learned about the need for union strength after she faced being shut down in 2002. In business for 20 years and licensed for 12, the Town of Islip on Long Island served her with a summons and tried to shut her down citing existing zoning laws.

"The most frustrating thing was that I realized I had no support. The Suffolk County Childcare Council proved to not be supportive specifically, of home daycare. When I went to OCFS (state Office of Children and Family Services), they told me 'not to worry about it,' that a letter would be sent to the town and that would take care of it. When that didn't work they said they couldn't help me because there was a 'conflict of interest.'"

Savage wrote to her local legislators, the attorney general's office and even former Gov. George Pataki's office, all of which rerouted her back to OCFS, which already refused to help.

From the pressure of legal counsel, the town eventually dropped the case but to this day there has still been no change in the code.

"They didn't fix anything. Now if someone else wants to open a family daycare they will



Suffolk County daycare provider Roxanne Savage, one of thousands of providers looking for the strength that comes from union membership.

read the code and think they can't. This is something I know VOICE/CSEA will be able to change."

Facing fear head-on in Saratoga County

Christine Longo of Saratoga County has been a registered daycare provider for 10 years, spending four as a family provider and the last

six years as a group provider. She had no previous exposure to unions before VOICE; in fact she was a little scared.

"But I learned, there's nothing to be afraid of, to stick up for your rights," she said. "And together we can talk about safety, early education, business resources and nutrition or even just the best way to reach OCFS."

Demanding Respect in Fulton County

Cheryl Oare, VOICE activist and daycare provider in Fulton County, has worked in child care for 17 years, owning her own business since 2000. During the process of renewing her license last year, she faced some surprising rules, which she was not aware existed during her 17 years in the business.

First Care Daycare operates within a section of her home as well as in an outbuilding specifically purposed for daycare, just a stone's throw from the main house.

Upon license renewal this past year, Oare was told she needed separate staff for each



Group provider Cheryl Oare, second from left, and her assistant Karen Bristol pose for a group photo with the children in their care.



Independent child care provider Christine Longo of Saratoga County with 1-year-old Drake Riley.

building. She said she realizes staff could not be in two places at once but, if the staffing needs changed in the backyard and an

employee was needed inside the house, by regulation, this was not allowed.

"The regulations are missing the point," Oare said. "OCFS made the decisions to cap my enrollment and restrict my five staff members from moving between the two places before they even came to look at the property."

Oare was eventually granted a waiver after she pleaded with the agency to come look for itself.

Fighting for Fairness in Ulster County

Beth White, a registered family daycare provider for 14 years in Ulster County is a founder and the president of the Ulster County Daycare Association (UCDA). She learned that the union could do more for the UCDA and has encouraged all of her members to join VOICE.

"Ulster County providers are scared to rock



"Every daycare provider has been waiting for Governor Spitzer to sign the executive order," said Claudia Ruiz, above on right, with her assistant Jennifer Rios and the children in their care. "We can make a difference if we work together. We just need a voice behind us. I believe in the strength of a union."



Beth White guides Jaedon Campos on the monkey bars while Makenna Black waits her turn. White has been a strong advocate among Ulster County daycare providers for the benefits and strength that come from joining a union.

the boat by themselves because they fear retaliation," White said.

White encourages other providers in Ulster County to join VOICE because the union can approach the council and make changes faster and there are no worries with regard to personal retaliation and misuse of power.

"We have no support without the union. We need to be able to go to the state and put pressure on the council to do their job or lose their job. They are not allowing providers to make educated and responsible decisions for themselves. They don't treat us with fairness and respect."

White said overbearing restrictions and crazy rules are a big part of why Ulster County has a problem with illegal daycare. Providers just don't want to deal with the rules.

"The rules are just asinine," she said. "The United States has more overweight kids in the world than any other country and we as daycare providers have to deal with restrictions against dodgeball and kickball? Repeatedly, we are subjected to the philosophy of one bad apple ruining the pie."

— Jill Asencio

NYCOSH honors CSEA members, staff

MANHATTAN — The New York Committee for Occupational Safety and Health (NYCOSH) recently honored CSEA activists and staff who, as members of 90 Church Street Labor Coalition, helped to improve the overall safety and health conditions at their Lower Manhattan work site.

Concerned the air was still not safe to breathe at 90 Church St., a building next to Ground Zero that was hit by the landing gear from one of the two hijacked airliners that struck the World Trade Center on Sept. 11, 2001, CSEA members joined many workers from other unions to form the 90 Church Street Labor Coalition.

“This award shows the strength and the importance of union activity,” said Health Research, Inc. Local President Deb Hanna. “We began organizing before we were moved to the building and then we joined

forces with other unions to form the coalition. This is why it’s so important to have unions. We are so grateful to everyone that joined us and just kept working day and night on this effort.”

Accepting the award from CSEA were Hanna, Public Service Commission Local President Renee Jackson, Department of Health Local activist Marie Rogers, Metropolitan Region Safety and Health Committee Co-chair Frank Cosentino, former CSEA Occupational Safety and Health

“This award shows the strength and importance of union activity.”

Specialist Komilla John, CSEA Industrial Hygienist Mark Stipano, and Health Research Local activist Mark Hammer.

90 Church St. was heavily contaminated with lead, asbestos, mercury, dioxin, mold and other dangerous poisons. It took nearly three years for the building to be decontaminated and opened. Yet,

workers continued to demand better testing and safety and health improvements.

“The work performed by our activists and staff as members of the 90 Church Street Labor Coalition cannot be overemphasized,” said Metropolitan Region President George Boncoraglio. “They were tenacious, organized, disciplined and determined to make the safest building it could be, and needed to be, for thousands of workers.”

Workers also feared for their health and safety given the numerous environmental hazards they would have to face because of demolition of contaminated buildings nearby and the massive construction projects around the World Trade Center site.

They attended numerous meetings, conducted inspections, collected and presented petitions,



held demonstrations, attended press conferences, and joined other World Trade Center families and groups demanding the truth about the air quality and improved cleanup of the area.

The coalition scored many victories, including the

installation of double windows to protect workers from excessive noise and contaminated air, improved air filtration systems, and quarterly monitoring systems.

“I am extremely proud of the coordination between CSEA staff and our activists on this all too important issue,” said CSEA Occupational Safety and Health Department Director Janet Foley, a 2006 NYCOSH award recipient.

— David Galarza

CSEA honors fallen members on Workers Memorial Day

CSEA members across the state joined other AFL-CIO labor unions in remembering workers who were killed or injured on the job, including six CSEA members who died on the job this past year: Dean Norris, Robert L. Batt, Michael Len, Ryan Thomas Brady, Michael J. Russo and John Hollman.

On this page are photos from some of the Workers Memorial Day events CSEA participated in this year.



CSEA member Brenda Schaffer-Weiner sings the National Anthem during the Workers' Memorial Day commemoration sponsored by the Westchester-Putnam Central Labor Body.



Chautauqua County Local President Rose Conti honors fallen workers at the annual Workers' Memorial Day ceremony held by CSEA and other unions.



Left, CSEA State Negotiating Team members plant a tree in front of the Troy hotel where contract negotiations are taking place as part of a Workers Memorial Day ceremony.

Right, Central Region President Ginger Sheffey, left, lays a wreath along with USW Local 1000 Financial Secretary Becky Coumbe, center, and Steuben County Local Secretary Sue Brace, right, at the region's recent Workers Memorial Day ceremony.



Erie County activist honored by CBTU

BUFFALO — A CSEA activist from Erie County recently received the Coalition of Black Trade Unionists' Barbara Smith Memorial Chapter Award.

Ron Kreavy, an Erie County employee, received the award last month during the CBTU Buffalo Chapter's annual awards dinner. The award recognizes a member who has shown true commitment to the Buffalo CBTU Chapter, the community and political action.

"Ron Kreavy is a dependable CSEA activist who can be counted on to complete any task assigned in the name of labor," said CSEA Western Region President Flo Tripi. "I am pleased the CBTU has recognized his efforts with this honor."

Kreavy has been a public employee for more than 30 years, working his way up through the ranks. A CSEA member for 20 years, Kreavy works as a supervising maintenance mechanic for the county

Department of Environment and Planning's Northern Region. He and his crew are responsible for 350 miles of gravity sewer lines, 50 miles of force main sewers, 25

pumping stations and two storm weather stations in five towns and two villages.

After work, Kreavy can often be found with other members of the Erie County Local and General Unit. During the 2005 Erie County "red budget"

crisis, Kreavy could always be found working toward a resolution.

"Ron is an asset to our Erie County Unit," said CSEA Erie County Local and Unit President Joan Bender. "He is always ready and willing to lend a hand whenever we need help. We congratulate him on receiving this award."

Right thing to do

Lending a hand, Kreavy said, is always the right thing to do.

"Being an activist is very important," he said. "If you don't like the way things are going, you



Erie County activist Ron Kreavy, a supervising maintenance mechanic for the county Department of Environment and Planning's Northern Region, indicates one of the lines his department oversees. Kreavy recently received the Coalition of Black Trade Unionists' Barbara Smith Memorial Chapter Award.

need to get involved. With a union you have a voice and you have protection. I like what the union stands for."

Kreavy's activism is not limited to CSEA. He currently serves as sergeant-at-arms of the Buffalo CBTU Chapter. He is excited about the group's upcoming plans for action and involvement in labor and in the community.

"I truly enjoy meeting people and discussing the struggles they have faced in their lives," Kreavy said. "CBTU has been involved in many issues throughout the year,

giving people a voice."

Kreavy received the award from AFSCME International Secretary-Treasurer William Lucy, who is a founder of CBTU and the coalition's national president.

"I was very honored and humbled to be on the same stage as Bill Lucy," Kreavy said. "It is a moment I will always remember. To meet Bill Lucy — that's even better than meeting the president of the United States. It doesn't get any better than that."

— Lynn Miller

BALCONY discusses universal health care

ALBANY — BALCONY, the Business and Labor Coalition of New York, held a forum on universal health care May 10 at the Empire State Plaza in Albany. CSEA was a major sponsor of the program.

The forum addressed the state's struggles in achieving affordable health care for New Yorkers despite skyrocketing health care costs.

Included in the program was a discussion of BALCONY's support for a universal health care plan in the wake of the state budget's recent major expansion of the Child Health Program.

BALCONY believes a universal health care plan could provide coverage for the



Catherine Abate, president and CEO of the Community Healthcare Network, moderates a panel on the financial challenges facing health care providers.

remaining 2.4 million uninsured New Yorkers. About 200 people attended the daylong forum.

Health care fight heats up

CSEA is stepping up the pressure on state lawmakers over the ill-conceived plans that threaten the future of the Upstate Medical University Hospital and Van Duyn Nursing Home and Hospital in Syracuse, the Erie County Medical Center in Buffalo, and the Glendale Nursing facility in Schenectady County.

CSEA has already filed a lawsuit challenging the state's plans for the facilities and the union is now joining forces with the Public Employees Federation, New York State United Teachers and United University Professions on an advertising campaign to help make the case for a better approach.

"The governor and state legislators can and should act to address the problems caused by the Berger Commission recommendations," said CSEA President Danny Donohue. "It is clear the plans for these facilities will not improve the quality of care or access to it for New Yorkers. We need responsible action now."



Be informed.
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2008

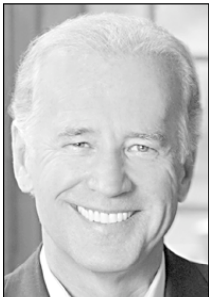
The 2008 presidential race has begun early and in earnest. CSEA takes its endorsements seriously, whether it's a school board race in a small village or president of the United States. We will be making our presidential endorsement soon and want to hear from you. On these pages you'll find brief descriptions of where the major candidates stand on issues that matter to you. You should also seek out more information about all of the candidates. Send your opinions to: Work Force Presidential Survey, 143 Washington Ave. Albany, N.Y.

12210 or log into the members only area at www.csealocal1000.org, and select "Presidential Survey" from the website's left menu.

Thank you.

Danny Donohue
CSEA President

Democrats



Biden

Joe Biden (D)

Who he is: U.S. Senator from Delaware

Where he stands:

Health Care: Supports modernizing the health care system, containing costs of health care and providing health care access to those who lack insurance. Wants to expand health care access for children. Supports states that are pursuing alternatives to ensure everyone has access to health care.

Social Security: Opposes privatization of Social Security.

Employee Free Choice Act: Co-sponsored the Employee Free Choice Act in the Senate and strongly supports organized labor.

Minimum Wage: Voted to raise the federal minimum wage from \$5.15 to \$7.25 an hour.

Campaign Website: www.joebiden.com



Edwards

John Edwards (D)

Who he is: Former U.S. Senator from North Carolina, 2004 Presidential and Vice Presidential candidate

Where he stands:

Health Care: Supports a universal health care system and affordable health insurance coverage for all.

Social Security: Opposes privatization of Social Security, raising the retirement age and cutting benefits.

Employee Free Choice Act: Strongly supports the Employee Free Choice Act and organized labor.

Minimum Wage: Favors increasing the minimum wage to \$7.50 an hour.

Campaign Website: www.johnedwards.com



Clinton

Hillary Clinton (D)

Who she is: U.S. Senator from New York, former First Lady

Where she stands:

Health Care: Has called the current system "immoral." Supports a universal health care system.

Social Security: Opposes privatization of Social Security.

Employee Free Choice Act: Co-sponsored the Employee Free Choice Act in the Senate and strongly supports organized labor.

Minimum Wage: Voted to raise the federal minimum wage from \$5.15 to \$7.25 an hour.

Campaign Website: www.hillaryclinton.com



Kucinich

Dennis Kucinich (D)

Who he is: U.S. Representative from Ohio; 2004 Presidential candidate

Where he stands:

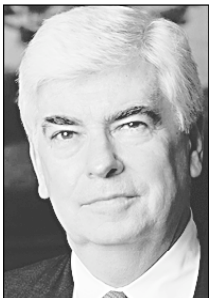
Health Care: Supports single-payer health care system.

Social Security: Opposes privatization of Social Security and rolling back the retirement age to 65.

Employee Free Choice Act: Co-sponsored the Employee Free Choice Act in the House and strongly supports organized labor.

Minimum Wage: Voted to raise the federal minimum wage from \$5.15 to \$7.25 an hour.

Campaign Website: <http://kucinich.us>



Dodd

Chris Dodd (D)

Who he is: U.S. Senator from Connecticut

Where he stands:

Health Care: Supports affordable health care access for all Americans; supports controlling health care and prescription drug costs.

Social Security: Opposes privatization of Social Security; wants to strengthen program and maintain benefits.

Employee Free Choice Act: Co-sponsored the Employee Free Choice Act in the Senate and strongly supports organized labor.

Minimum Wage: Voted to raise the federal minimum wage from \$5.15 to \$7.25 an hour.

Campaign Website: www.chrisdodd.com



Obama

Barack Obama (D)

Who he is: U.S. Senator from Illinois

Where he stands:

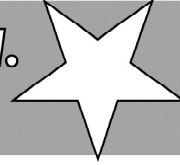
Health Care: Supports a universal health care system; supports providing quality, affordable health care to all Americans

Social Security: Opposes privatization of Social Security. Favors "an equitable mix of benefit and tax changes" to extend the solvency of the program. Is open to lifting the amount of income that is taxed for Social Security.

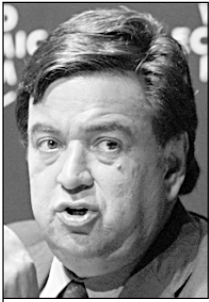
Employee Free Choice Act: Co-sponsored the Employee Free Choice Act in the Senate and strongly supports organized labor.

Minimum Wage: Voted to raise the federal minimum wage from \$5.15 to \$7.25 an hour.

Campaign Website: www.barackobama.com



Democrats (continued)



Richardson

Bill Richardson (D)
Who he is: Governor of New Mexico
Where he stands:
Health Care: Supports a universal health care and providing affordable, secure health insurance for all Americans.
Social Security: Opposes privatization of Social Security; supports "universal pensions."
Employee Free Choice Act: Strongly supports the Employee Free Choice Act and organized labor; fought for collective bargaining for New Mexico public employees.
Minimum Wage: Says that among jobs in New Mexico, "the prevailing wage is the union wage."
Campaign Website: www.richardsonforpresident.com



Giuliani

Rudy Giuliani (R)
Who he is: Former mayor of New York City
Where he stands:
Health Care: In a speech to the Hoover Institution, Giuliani called our health care system "the best in the world" because it is "primarily private, market-driven, and profit motivated." (Hoover Institution, Stanford University, Feb. 26). Hasn't presented a health care plan.
Social Security: Giuliani supports privatized Social Security accounts.
Employee Free Choice Act: Has spoken out against the Employee Free Choice Act and the majority sign-up process.
Minimum Wage: Focuses his economic policy on tax and spending cuts.
Campaign Website: <http://www.joinrudy2008.com>

Republicans



Brownback

Sam Brownback (R)
Who he is: U.S. Senator from Kansas
Where he stands:
Health Care: Supports market-based approaches to health care reform: "regulatory competition" among states, association health plans and health savings accounts.
Social Security: Wants to offer a privatized, market-based alternative to Social Security. In 2004, he co-sponsored the Ryan-Sununu bill to reform Social Security by allowing for large personal savings accounts.
Employee Free Choice Act: No position.
Minimum Wage: Brownback's approach to creating economic growth is through tax cuts. The Club for Growth rates his record on tax cuts as "stellar."
Campaign Website: <http://www.brownback.com>



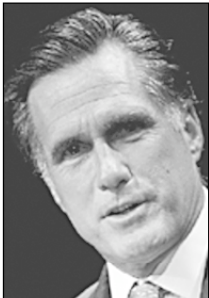
McCain

John McCain (R)
Who he is: U.S. Senator from Arizona
Where he stands:
Health Care: Has advocated shifting health care responsibility to individuals.
Social Security: McCain voted against a resolution amendment saying Congress should reject any Social Security plan requiring deep benefit cuts or massive increase in debt. (S. Con. Res. 18, 3/15/05) Says Social Security, Medicare and Medicaid cannot remain "unchecked."
Employee Free Choice Act: No position.
Minimum Wage: McCain has voted against raising the federal minimum wage to \$7.25 an hour.
Campaign Website: <http://www.johnmccain.com>



Gilmore

James Gilmore (R)
Who he is: Former governor of Virginia
Where he stands:
Health Care: Touts several health care measures enacted when he was governor of Virginia, including requirements that health insurance plans cover at least minimal hospitalization following mastectomies and a "Patient's Bill of Rights." Has been criticized for the effects on health care and other public services of his tax policies.
Social Security: In an interview during the 2000 Republican Convention, Gilmore praised the Bush administration plan to privatize Social Security.
Employee Free Choice Act: No position
Minimum Wage: Plan for the nation's economy is based on tax cuts, including the Bush tax cuts.
Campaign Website: <http://jimgilmore08.com>



Romney

Mitt Romney (R)
Who he is: Former governor of Massachusetts
Where he stands:
Health Care: As governor, Romney signed into law the Massachusetts health care system that among other things requires individuals to have health coverage.
Social Security: Romney wants to reform programs such as Social Security and Medicare but has not promised to preserve benefits.
Employee Free Choice Act: Has spoken out against the Employee Free Choice Act and the majority sign-up process.
Minimum Wage: Job creation plan relies on tax cuts.
Campaign Website: <http://www.mittromney.com>



Thompson

Tommy Thompson (R)
Who he is: Former governor of Wisconsin, former Secretary of Health & Human Services
Where he stands:
Health Care: Has predicted that our health care system will collapse by 2013 — thanks in part to union-won health care benefits.
Social Security: Supported the Bush administration plan to privatize Social Security.
Employee Free Choice Act: No position.
Minimum Wage: Points to tax cuts as the basis for job creation in Wisconsin.
Campaign Website: <http://www.tommy2008.com>

Shop smart, shop union!

Whether you need essential supplies for your home or are splurging on a gift for a special person in your life, it's easy to support

working people. When you buy union, you are not only getting high-quality products but you are protecting union members' job security and families.

When you buy fair trade, you are supporting workers who are fighting for fair wages. The CSEA eStore, Dean's Beans and the shopunionmade

website provide you with high-quality, union made and fair trade products for all your shopping needs.

Buy Dean's Beans and support free trade

Get your java and help support the work of the New York State Labor-Religion Coalition and workers struggling for decent wages by buying Fair Trade coffee from Dean's Beans.

All Dean's coffee is organic, kosher, fair trade, and shade grown to support health environments for coffee growers and protect critical migratory bird habitat.

Visit the Dean's Beans website at www.deansbeans.com and enter "CSEA" in the promotion code box when ordering.



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CSEA members who wish to shop to support union-made products and the workers who make them can visit www.shopunionmade.org, a web site exclusively endorsed by the Union Label and Service Trades Department of the AFL-CIO.

The thousands of union-made products and services you can find here include "Golden Books" for your child, Red Wing shoes, leather items from Leathermark Accessories and even cruises through Norwegian Cruise Line.

ShopUnionMade.org

Break in membership affects eligibility for union office, voting privileges

A break in union membership status can have long-term future implications. Your membership status affects your eligibility with respect to:

- seeking or holding union office;
- signing nominating petitions for potential candidates;
- voting in union elections, and;
- voting on collective bargaining contracts.

Only members "in good standing" can participate in these activities. To be in "good standing," your dues cannot be delinquent.

If you go on unpaid leave or for any other reason have a break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without pay status due to becoming disabled by accident, illness, maternity or paternity, you may be eligible for dues-free membership status for a period not to exceed one year. If you are called up for active military duty you may also apply for dues-free status.

Note, however, you **must** continue to pay dues to run for office. Dues-free or gratuitous membership allows members to continue their insurance coverage while out of work. It does not protect your right to run for or hold office. This does not apply to members who are on leave due to being called up for military duty. Members on active military duty, upon return, are considered to have had continuous membership status for all CSEA election purposes.

Please notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 1327, of any change in your status and what arrangements you are making to continue your membership in CSEA.



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Second Quarter Jacket Specials

<p>CSE-149 Warm-Up Jacket</p> <ul style="list-style-type: none"> • dupont nylon • wind and water repellent, kasha-lined • 2 large reinforced pockets, byron collar, raglan sleeves, drawstring bottom and elastic cuffs • features an embroidered logo <p>COST/SIZE: \$25.95 \$20.25 (M-XL) \$28.75 \$21.50 (2X) \$31.60 \$23.75 (3X) COLOR: navy</p> 	<p>CSE-144 Blue Hooded Sweatshirt</p> <ul style="list-style-type: none"> • 100% cotton • full zip hoody with welt pockets • hemmed open bottom and sleeve cuffs • features an embroidered logo <p>COST/SIZE: \$25.50 \$28.75 (M-XL) \$27.25 \$20.00 (2X) \$28.45 \$20.75 (3X) COLOR: sky blue</p> 
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Protecting Your Benefits

New York state alters domestic partner NYSHIP policy

The CSEA Health Benefits Department would like to



for participating agencies and participating employers.

To help implement this change, there will be a special enrollment period from May 1, 2007, through May 31, 2007, during which enrollees may enroll same-sex spouses in NYSHIP without regard to the usual enrollment effective date rules.

To help implement this change, there will be a special enrollment period from May 1, 2007, through May 31, 2007, during which enrollees may enroll same-sex spouses in NYSHIP without regard to the usual enrollment effective date rules.

Effective enrollment dates

As of May 1, 2007, the New York state Department of Civil Service altered its prior policy and recognized any same-sex marriage that is legal in the jurisdiction where it was performed, for purposes of providing spousal benefits eligibility in NYSHIP.

During the special enrollment period, the effective date of the spouse's coverage will be May 1, 2007, if a legal marriage took place before this date and the enrollee requests that effective date. Applications submitted during the special enrollment period for marriages that occur after May 1, 2007, will be effective on the date of the marriage. Applications signed after May 31, 2007, will be subject to the usual effective date rules used for spouse eligibility due to marriage.

Legal same-sex marriages recognized

At this time, a same-sex marriage from the following jurisdictions will be recognized if it is legal in the jurisdiction itself: Massachusetts, Canada (including all of its provinces), Spain, South Africa, the Netherlands and Belgium. Please note that the laws governing the legality of same-sex marriages in these jurisdictions vary. In general, NYSHIP will assume, absent any indication to the contrary, that the possession of a marriage certificate from the jurisdiction is proof that the marriage is legally recognized there.

Although these dependents are recognized as spouses by NYSHIP, enrollees may still be subject to imputed income for the value of the benefits provided to the spouse, if the spouse does not meet the qualifications as a dependent under IRS Code Section 152.

Civil unions continue to be acceptable as part of proof requirements for domestic partner coverage. The offering of coverage for domestic partners will continue to be discretionary

Any questions regarding this change in policy or the recognition of a marriage for NYSHIP purposes should be directed to your agency's Health Benefits Administrator, usually located in the personnel office.

Promoting Good Health

What's In It For You?

New eyeglass frames are here

As summer approaches, everyone looks forward to warm weather and the changes that it brings.



Garbo or Hepburn? New to the collection are frames that include magnetic clip-ons and two styles from Memory Eyewear that feature

flexible metal technology. Not to be outdone, frames for children are included from the Game Point collection. Not impressive enough? How about styles that offer Vision Lock technology that will put an end to replacement screws. They're all available through the frame collection offered through the CSEA panel providers.

Are you ready for a change in your eyewear? The annual updates to the eyeglass frame collection just arrived at all Employee Benefit Fund provider offices.

flexible metal technology.


Not to be outdone, frames for children are included from the Game Point collection. Not impressive enough? How about styles that offer Vision Lock technology that will put an end to replacement screws. They're all available through the frame collection offered through the CSEA panel providers.

If your vision benefits are through EBF, celebrate! Thirty-five new styles have been introduced to the frame collection.

Check your eligibility and make an appointment today!

An Ever Better Future


Local 1000 Members



AFSCME, AFL-CIO

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

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

Leading Rising



Leading in the labor community

POUGHKEEPSIE — The influence of AFL-CIO Central Labor Councils in New York is growing at a rapid pace, and CSEA activists are among the CLC leaders working to show the power of labor solidarity in their communities.

Micki Thoms and Debbie Downey, CSEA local presidents respectively from Hudson River Psychiatric Center and Taconic Developmental Disabilities Services Office, are raising CSEA's profile in Dutchess County through their leadership of the Dutchess Central Labor Council, a local coalition of unions belonging to the AFL-CIO. Thoms is the Dutchess CLC's newly elected president, while Downey has assumed one of two vice president positions.

Communications Associate Jessica Ladlee spoke with Thoms and Downey during a break from their busy schedule on the CSEA State Contract Negotiating Team so the two local presidents could inform *Work Force* readers about the importance of unions working together and their goals for the Dutchess CLC.

WF: What is the purpose of having a Central Labor Council?

Thoms: For us, it is a mechanism, along with the Hudson Valley Area Labor Federation, to bring unions together to work with one another, whether it be during contract talks or job stoppages. It's a mechanism to show the county legislators and the Hudson Valley legislators that we are all together and one unified body.

WF: What are the priorities of the CLC?

Thoms: Right now, elections. We are involved in some local elections and the upcoming county executive election. When it's not political season, we form coalitions within Dutchess County and make our

presence known so people realize the union force is out there and that we're a part of their county. We form coalitions with civic groups and faith-based organizations.

WF: How big a role does CSEA play in the Dutchess CLC?

Downey: Our number of seats in the CLC is determined by the union membership in the county. CSEA is such a large group within the Hudson Valley that we do have large representation in CLCs throughout the region.

Thoms: Right now, we have a large group in the Dutchess CLC. My facility has four seats, while Debbie's has 16. CSEA members make up over one-fifth of the Dutchess CLC membership.

WF: What are the areas of debate?

Thoms: There are some areas where we have debates, usually around election time if different unions are supporting different candidates. Still, there are plenty of times when we are all behind the same candidate. In the Dutchess County Executive race, for example, we'll be quite the force to be reckoned with.

WF: Is this the first time the Dutchess CLC has been led by a woman?

Downey: There was a female president for 18 years before Micki, so that is nothing new. There is a history of female leadership in this CLC.

WF: What other issues does the CLC get involved in?

Thoms: We have worked to educate people about the issues involving Wal-Mart. We have had occasions when we have rallied outside Wal-Mart stores to protest their labor practices. When construction is going on locally using non-union labor, we support our local building trades. We rev up the forces whenever necessary.



CSEA activists Debbie Downey, left, and Micki Thoms, second from right, speak with Office of Mental Retardation and Developmental Disabilities Commissioner Diana Jones Ritter, right, at a recent forum to address health care needs for New Yorkers with developmental disabilities.

WF: Has the recent split in the AFL-CIO affected the CLC?

Thoms: No, it really hasn't. Those groups that split no longer have voting members in the CLC, but people from those unions do still attend some meetings. Our goals and objectives may be different, but still we are all there for each other. Our primary concern is to support each other and show unity within Dutchess County.

June CSEA calendar of events

Statewide:

June 8-10: **CSEA Spring Workshop**, Rochester

Long Island Region:

June 6-7: **Defensive Driving**, 5:30 - 8:30 p.m., Long Island Region Office, Commack

June 13-14: **Contract Negotiations Workshop**, 5:30 - 9 p.m., CSEA Long Island Region Office, Commack

June 23: **Defensive Driving**, 9 a.m.- 3 p.m., Long Island Region Office, Commack

Metropolitan Region:

June 12: **Private Sector Weingarten Rights Workshop**, 5:30 - 9 p.m., CSEA Metropolitan Region Office, Manhattan

Southern Region:

June 26-27: **Contract Negotiations Workshop**, 5:30 - 9 p.m., CSEA Westchester Local Office, White Plains

Capital Region:

June 6: **Member Information Day**, 10 a.m. - noon, Empire State Plaza, Albany

June 6: **Sexual Harassment: What Union Officers & Activists Should Know**, 5:30 - 9 p.m., Best Western Albany Airport, Albany

June 9: **Defensive Driving**, 9 a.m. - 3 p.m., CSEA Capital Region

Office, Latham

June 26-27: **Defensive Driving**, 5:30 - 8:30 p.m., CSEA Capital Region Office, Latham

Central Region:

Check with the region office for the latest events.

Western Region:

June 6: **Family and Medical Leave Act**, 5:30 - 9 p.m., CSEA Western Region Office, Amherst

June 7: **Sexual Harassment: What Union Officers & Activists Should Know**, 5:30 - 9 p.m., Country Inn & Suites, Henrietta

June 12: **Family and Medical Leave Act**, 5:30 - 9 p.m., Holiday Inn, Jamestown

June 13: **Sexual Harassment: What Union Officers & Activists Should Know**, 5:30 - 8 p.m., CSEA Western Region Office, Amherst

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



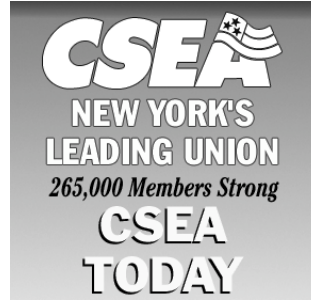
CSEA President Danny Donohue and Assemblyman Paul Tonko recently presented Montgomery County Department of Public Works employees with the CSEA Special Presentation Award as part of the American Red Cross of Northeastern New York's annual Salute to Hometown Heroes. The workers were honored for their dedicated service and tireless efforts to aid their community during and after the June 2006 flooding that severely damaged areas of Montgomery County and other parts of the Capital, Central, Southern and Western regions. In the photo, from left, are Tonko, Capital Region President Kathy Garrison, Montgomery County employee Mark Hoffman, Montgomery County Local President Ed Russo, Montgomery County employee Terry Bieniek and Donohue.

PEOPLE PERSON — The PEOPLE recruiter of the month of April is Charles Guidarelli of the Westchester County Local in the Southern Region. He recruited 34 new PEOPLE members. CSEA's PEOPLE

program protects and improves our jobs, benefits and pensions in Washington, Albany and in your community. Your support and participation in PEOPLE strengthens CSEA's clout in the workplace, in the legislature, in your community and in the labor movement ... **RECRUITING "PEOPLE"** — A successful one-day recruiting drive at Roswell Park Cancer Institute in Buffalo resulted in PEOPLE signing up 43 new MVP members, who contribute \$100 annually to PEOPLE ... **LOBBYING TO PREVENT CUTS** — Ulster County Unit President Kevin DuMond and unit members are showing support for two small tax changes that could prevent future layoffs of county workers and service cuts to county residents. DuMond asked county legislators to support a small county mortgage recording tax and a small increase in the county hotel/motel tax. The measure requires approval in the state Senate and Assembly in addition to the legislators' support. DuMond said the changes could also prevent further dramatic property tax hikes in the already cash-strapped county...

NEW CONTRACT — City of Glens Falls Unit members recently ratified a new contract. The four-year deal includes salary and benefit increases in each year and no givebacks. The city was expected to ratify the agreement in May ...

NO BULLYING — The CSEA Western Region Women's Committee recently held its biennial Women's Conference that carried the theme "No Bullying." Workshops addressed the issue both on the job and in



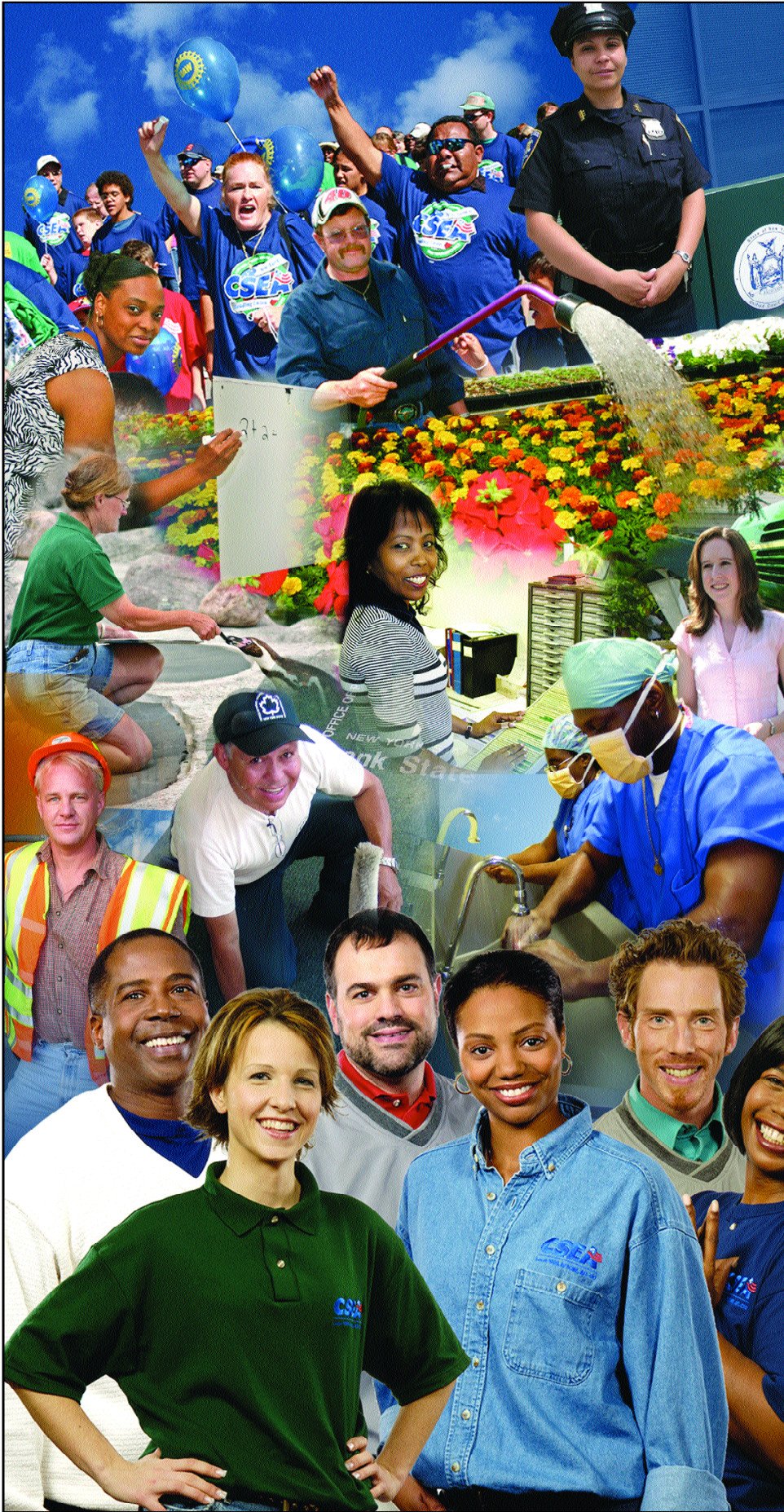
the community, including a session on how to spot bullying in the workplace and how to address it. Participants also learned about gangs and gang behavior ... **WALKING TO**

FIGHT CERVICAL CANCER

— Members of the Metropolitan Region Women's and Education committees were to go to Washington, D.C., May 19 to participate in the first "Beat the Clock" Cervical Cancer Walk, organized by Coalition of Labor Union Women and AFSCME member Tamika Felder, a cervical cancer survivor. ... **LABOR FIGHTS KUHL'S 'NO'** — CSEA members attending the Rochester and Genesee Valley Area Labor Federation's annual meeting in Corning demonstrated outside a meeting attended by Rep. John "Randy" Kuhl to protest his "no" vote on the federal Employee Free Choice Act. Kuhl left the meeting while the 150 protesters loudly chanted "Randy Kuhl must go!" ... **KIDS ESCAPING DRUGS**

— The CSEA Erie County Local Women's Committee recently made a \$5,000 donation to Kids Escaping Drugs. The committee raised the money through its 7th annual theme basket auction held in March ... **MEMBER'S DAUGHTER NEEDS KIDNEY**

— CSEA members in the Nassau County Local are reaching out to their community on behalf of local member Susan Dillon, whose daughter Alice is in desperate need of a kidney transplant and needs a donor. Alice, whose story has been featured in the local media, has no compatible match in her family and a potential donor fell through because of an unforeseen medical condition. For more information or to help, call Susan or Marty Dillon at (516) 223-3264, or visit www.kidneyforalice.com, a website dedicated to Alice's fight.



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

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

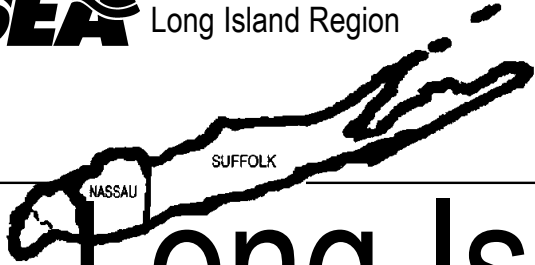
We're 265,000 members strong. Dedicated. Keeping our skills sharp and our knowledge current. Doing the vital work that all New Yorkers depend on. And doing it right.

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

Quality. Effectiveness.

And a better community for all.

CSEA
New York's
Leading Union
Local 1000 AFSCME, AFL-CIO
Danny Donohue, President
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Long Island Reporter



Long Island LEADers

Proud Long Island Region graduates of CSEA's L.E.A.D. program are, from left, Richard Acevedo of Nassau Educational Local; Carol Croston, Nassau Local 830; President Bill Walsh of Suffolk Local 852; Sonia Tasso of Suffolk Educational Local 870; Debbie O'Connell, 7th vice president of Nassau Local 830; Debbie Nappi-Gonzalez, executive vice president of SUNY Stony Brook Local 614 and Herman Williams, Pilgrim Psychiatric Center Local 418.

COMMACK — Seven leaders of the Long Island Region graduated from CSEA's second Leadership Education and Development (LEAD) program, more confident of their skills as union leaders.

"When you finish, you know you are a leader," said Debbi Nappi-Gonzalez, executive vice president of SUNY Stony Brook Local 614.

The other graduates are Herman Williams, Pilgrim Psychiatric Center Local 418; Carol Croston, president of the Nassau Community College Unit, and Debbie O'Connell, 7th vice president, of Nassau Local 830; Bill Walsh, president of Suffolk Local 852;

Richard Acevedo, president of the Port Washington Custodial Unit of Nassau Educational Local 865, and Sonia Tasso, executive vice president of the Connetquot Transportation Unit of Suffolk Educational Local 870.

Please see LEAD continued on Page 3

LEAD continued from Page 1

Long Island Region President Nick LaMorte praised the LEAD program, which is supervised by CSEA Executive Vice President Mary Sullivan. "CSEA cultivates the strength and leadership potential of individuals because an educated and involved member is the foundation of our union's strength," he said.

The second LEAD class began in March 2006 and ended on April 29, 2007, when the class held its graduation from the program in Albany. Joining the Long Island Region graduates were 29 other CSEA activists from across the state who successfully completed the program.

"We have become very close," said Nappi-Gonzalez, "and will always remain friends thanks to the program."

The group met six times upstate for a weekend of concentrated study. The topics included public speaking, mapping out a plan from start to finish, globalization, diversity training, the law and effective political action.

"Each time we came back," said Nappi-Gonzalez, "we had homework to do. After the first weekend, we had to do demographics of the local — women, men, age, nationality — to give a range of the people we cover at our own local."

In addition to the classroom sessions, each of the students

undertook a project. After consulting with her local's Communications Committee, Nappi-Gonzalez chose to write newsletters in English and Spanish. She hopes the newsletters will become a permanent means of communication between the local and the 2,700 workers it represents.

Nappi-Gonzalez became a shop steward in 1995 and has been an officer of the local for nine years. Although she had a good deal of experience, the course made her more confident. "Going into this I knew I was a leader," she said. "This made me a stronger leader. Being a leader is something you have within you. This just makes you a stronger leader."

"It also taught me it was OK to ask for help," she said. "You can't do everything by yourself."

Acevedo, an employee of the Port Washington School District, also has a part-time job at Touro Law School, which was then located in Huntington. His LEAD project was organizing other maintenance, custodial and grounds employees there.

First, he had to overcome the workers' distrust of a union because they had been abandoned by a shady outfit that didn't fight for them. "There was a lot of discomfort with the workers," he said. "That outfit abandoned them; was unreachable. The workers didn't know what they had in the contract. They were paying dues (to this outfit) for the past three years without a raise. I had to convince them and build their confidence that CSEA would be a much better route for them."

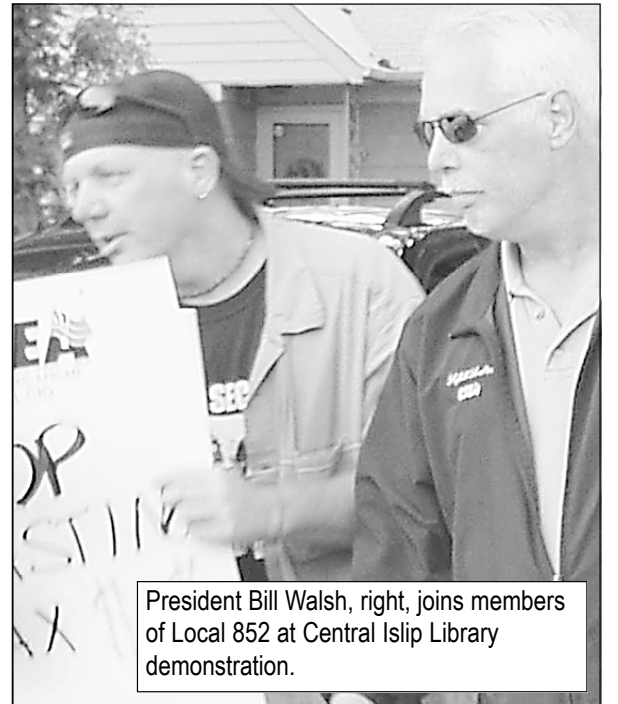
In a National Labor Relations Board election last September, all the workers voted for CSEA. Then the negotiating committee, made up of Mark Higgins, Labor Relations Specialist Les Eason, Acevedo and a rotating unit member, began its work. "We had to start at ground zero," said Acevedo. "We knew there had been an agreement but no one had one."

On May 9, by an overwhelming margin, the workers ratified a two-year agreement. It provides raises, overtime at time and a half after 40 hours instead of hour-for-hour comp time, and a minimum of four hours call-in pay at time and a half.

Members of the newly established Touro College Local 764 are eager to learn more about their union and how to strengthen it by attending workshops and taking part in region activities.



Debbie Nappi-Gonzalez is shown at a SUNY Stony Brook Local demonstration.



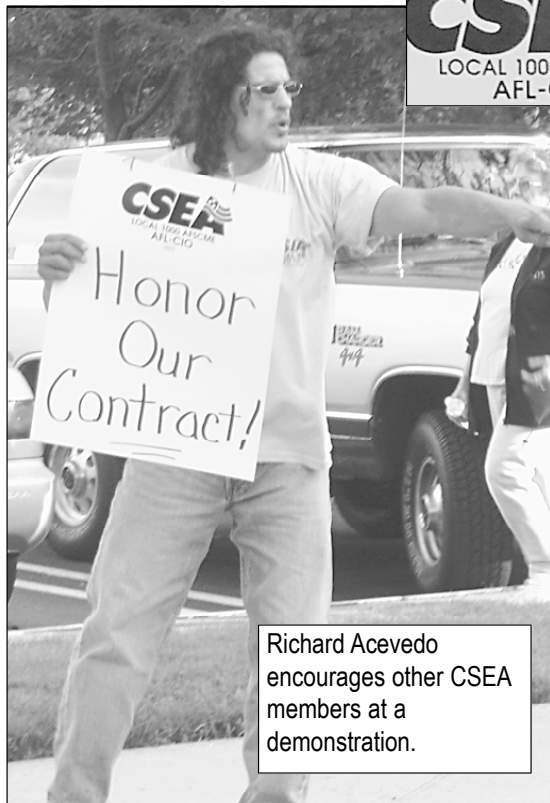
President Bill Walsh, right, joins members of Local 852 at Central Islip Library demonstration.

The law school, which moved to Central Islip to be near the court complex, is expected to add 10 employees to the unit.

"Hopefully we can reach out to them and other employees in the law school and organize them in the future," said Acevedo, who has been appointed head shop steward of the local.

He said the CSEA program had been a wake-up call. "LEAD really gave me years of motivation," he said.

Four other Long Island Region activists completed the LEAD program earlier. They are President Manny Mangual and Executive Vice President Catherine Custance of Pilgrim Psychiatric Center Local 418; Region Treasurer Christine Urbanowicz of the Longwood School District Unit of Suffolk Educational Local 870 and Region Veterans Committee Chair Maryann Phelps of SUNY Stony Brook Local 614.



Richard Acevedo encourages other CSEA members at a demonstration.

“When you finish, you know you’re a leader.”

PHOTO OF THE MONTH



Region President Nick LaMorte, left, receives United Way of Long Island's annual award for outstanding philanthropic leadership in the community from Yacov Shamash, dean of engineering at SUNY Stony Brook. The two co-chair the State Employees Federated Appeal (SEFA) for Nassau and Suffolk Counties and serve on the United Way's board of directors. In his acceptance, LaMorte thanked members of CSEA for their generosity and concern for those less fortunate.

Message from Long Island Region President
Nick LaMorte



Greetings!

What if you were told you couldn't join a union, even if you wanted to?

That probably sounds kind of silly, considering you're reading this in a union publication. We've all come to accept and enjoy the benefits of belonging to CSEA: our strength in negotiating decent contracts, good health benefits for us and our families, the ability to grieve unfair or unsafe working conditions.

According to the AFL-CIO, 60 million American workers would join a union if they had the chance. Hard-working men and women are routinely denied this vital opportunity by corporations unwilling to let their workers bargain fairly for benefits and wages.

This can change, with your help.

The Employee Free Choice Act, supported by a bipartisan coalition in Congress, would level the playing field for workers and employers and help America's struggling middle class.

This proposal would bring stronger penalties against employers who coerce or intimidate workers trying to form a union or during first-contract negotiations.

It would provide mediation and arbitration for first-contract disputes. It also would allow workers

to form unions by signing cards authorizing union representation, rather than holding elections, at which workers are often intimidated by management.

In this month's *Work Force*, you can see where several candidates for president stand on this issue. Take a look at who is supporting this. You can also go to the AFL-CIO web site at www.afl-cio.org and take action: tell your senator you support this important act. There are 60 million workers who would appreciate it.

In solidarity,

Nick LaMorte, president
Long Island Region

Suffolk Local 852

New Twin Forks Committee has first meeting to discuss mutual interests

RIVERHEAD — Suffolk Local 852's new Twin Forks Committee held its first meeting at the VFW Hall here April 24.

The main purpose of the committee, said Tom Skabry, president of the Southold Unit, is to bring leaders and activists of Local 852 and Suffolk Educational Local 870 together to discuss their common concerns.

"We all share issues that are basic to our area and this will be a chance for us to come together in a relaxed forum for discussion of mutual interests," he said.

The committee plans to bring union-building programs to locations on the North and South Forks and Riverhead. The programs will include shop steward training, grievance handling, contract negotiations, Workers' Compensation, defensive driving and financial programs to help members get the most for their money.

"Another goal of the committee is to sponsor social events to celebrate our union solidarity," said Skabry. "We are exploring the feasibility of holding a CSEA Day at one of the local oceanside beach clubs."

All CSEA members on the East End are invited to attend the next meeting of the Twin Forks Committee, which will be held on May 29 from 5:30 p.m. to 8 p.m. at the Riverhead Public Library.

Bill Walsh is president of Suffolk Local 852 and Marie Knox is president of Suffolk Educational Local 870.

Health and Safety Committee to conduct training program

MEDFORD — Suffolk Local 852's Health and Safety Committee will conduct a training program, "How to Run an Effective Health and Safety Committee," for units on the East End.

The program will be led by Jeff Hyman, the Long Island Region's occupational health and safety specialist, on June 5 and 11 at the office of Suffolk Educational Local, 1731D North Ocean Ave., just south of L.I.E. Exit 63, in Medford.

The committee, which is chaired by Tom Skabry, president of the Southold Unit, has invited Suffolk Educational Local 870 to join members of Local 852 at the session.

More information is available by e-mailing Local 852 at LOCAL852@aol.com or Skabry at ckayaker@optonline.net.

The committee is surveying Local 852 units to determine what training it should offer members.

"These workshops will give unit officers the skills and tools they need to ensure their members' safety by identifying and correcting as many health and safety hazards as possible," Skabry said.

Inside Reporter

Rave reviews

Twelfth annual School District Conference

HAUPPAUGE — The reviews are raves!

More than 500 members of Nassau Educational Local 865 and Suffolk Educational Local 870 took part in the 12th annual School District Conference at the Hyatt Regency Windwatch on Saturday, April 21.

Everyone who Nassau Educational Local President Monica Berkowitz spoke to gave the conference high praise.

"We've gotten rave reviews," said Berkowitz. "They liked everything from the presenters to the vendors and the speakers. They learned a lot. They enjoyed the food at the luncheon and the workshops. It was a relaxed day. They're very happy with the way things went."

With 2007's success behind them, the locals have already set the wheels in motion for the 2008 conference.

"We're in the process of planning next year's," said Berkowitz. "We just haven't set a date yet, but it'll be at the same time of the year, in April."

Marie Knox is president of Suffolk Educational Local 870, which co-sponsors the annual event.

Below, Rutha Bush, chair of the region's PEOPLE Committee, has material on the union's voluntary federal political action campaign for Sharon Woods, right, of Western Suffolk BOCES. At center is Shirley Baker, chair of the region's Human Rights Committee, who recently retired after 40 years of service at the Long Island Developmental Disability Services Office.



Above, CSEA Retirement Counselor Loret Williams' workshop on retirement draws a large turnout.



Above, Don Gabor asks those who feel ill at ease in certain social situations to raise their hands. His workshop, "How to Make a Great Impression," focused on how to be comfortable when approaching people and engaging them in conversation.

Left, leaders of the locals sponsoring the conference are Marie Knox, president of Suffolk Educational Local 870, at microphone, and Monica Berkowitz, president of Nassau Educational Local 865.

Below, Nancy Tannazzo, left, Joanne Pellegrino, Kathy Palandro and Kathy Galati chat before going on to their next workshop. All are members of the East Meadow Unit of Nassau Educational Local 865.



Below, after Eileen Alcus, right, president of the West Suffolk BOCES unit of Local 870 signed in, she receives conference program from Local 865 Treasurer Lee Reynolds, left. Local 865 1st Vice President Linda DeMott is in center.



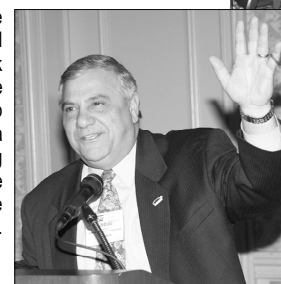
Right, officers of the Educational Locals are, from left, 2nd Vice President Ken Grant and 1st Vice President Linda DeMott of Nassau Educational Local 865; 2nd Vice President Chris Marshall, Treasurer Marion Hulse, Executive Vice President Harry Ader and President Marie Knox of Suffolk Educational Local 870; Long Island Region President Nick LaMorte; Secretary Maria Navarro of Local 870, and Treasurer Lee Reynolds, Secretary Jean Ahlert and President Monica Berkowitz of Local 865. Al Saar, 1st vice president of Local 870, was unable to attend.



Right, before Mary Ann Brittingham's workshop, Jesse Hunt, left, 2nd vice president of the Nassau Retirees Local, chats with, from left to right, Brigida Nallan, Emilia Costabile, Mary Scorsese and Debbie Capobianco. The women are members of the Nassau BOCES Unit of Local 865.



Right, at the conference luncheon, Long Island Region President Nick LaMorte thanks those who worked hard to make the conference a big success, including the locals' officers, the conference committee and all who attended.



Above, in the "Simple Happiness" workshop, James Ryan presents the characteristics of happy people and how audience members can make their own lives happier.



Above, Margie Ingram, right, got a laugh from this group of members at her workshop, "HAHA: Healthy Aging, Humorous Aging."



Below, Joe Nunziata drew a large crowd for his workshop, "How to Attract Exactly What You Want Into Your Life."



Left, after his presentation on Social Security disability, attorney Marvin Anderman listens to a workshop attendee's question. At left is Sandee Horowitz, one of the region Education & Training Committee members who introduced workshop speakers.



Above, CSEA Executive Vice President Mary Sullivan, right, helps Jean Ahlert, seated left, and Monica Berkowitz of the Nassau Educational Local sell raffle tickets. Dozens of prizes were donated by vendors, the educational locals and individuals.

Left, Arlene Dopwell of the Brentwood Unit of Local 870 holds her raffle tickets.



Above, Carol Brenneman, left, and Gina Rudowski of Old Westbury Unit of Local 865 hold their conference bags.

Nassau County Local member needs your help

A Kidney for Alice



Alice

Susan Dillon, a CSEA Nassau Local 830 member in the Parks Administration Building, needs your help.

Her daughter Alice is in desperate need of a kidney transplant. You may have seen her on the front page of *Newsday* on the day after Thanksgiving last year, when a wonderful donor

passed through many gates of donating his kidney to help her out. Alice and her father, Marty, were even featured on the *News 12* show "Long Island Talks." However, since that point, the prospective donor has been turned down due to a medical condition.

People have come forward, but it is sometimes difficult to find a match due to various medical conditions. One of the original donors was actually a call-in from "Long Island Talks."

To qualify for laparoscopic surgery, you must have type-O blood, be between the ages of 18 and 60 and in good health, without a history of high blood pressure, cancer, diabetes, hepatitis or a heart condition.

All medical expenses are paid by Alice's insurance, and the Merrick Kiwanis Foundation has a fund earmarked for the donor's out-of-pocket expenses, such as transportation, housing and possible lost wages.

To help out Alice, please call (516) 223-3264 and ask for Sue or Marty Dillon. You can also e-mail them at mdillon897@aol.com. Further information is available at www.kidneyforalice.com.

Farmingdale State College Local

FARMINGDALE — Farmingdale State College Local 606 will hold its annual barbecue and health fair on Friday, June 22, from noon to 4:30 p.m. on the campus.

Vendors who wish to participate should call Amanda Gist, the local's secretary, at (631) 420-2656.

Judiciary Local 330

WANTAGH — Judiciary Local 330's Executive Board has appointed Barbara Maniscalco as vice president. She replaces Pat Annunziato, who moved to a court whose employees are not represented by the local.

Bob Schneider is now chief steward and grievance representative of the local.

The other officers are Kevin Ray, Sr., president; Linda Luhrs, secretary and Dennis Downer, treasurer.

SUNY Stony Brook Local 614

STONY BROOK — SUNY Stony Brook Local 614 will hold its first Scholarship and Charity Golf Outing on Friday, June 29, at the Rock Hill Golf and Country Club in Manorville.

Play begins with a shotgun start at 8 a.m. The outing includes a continental breakfast and luncheon for all golfers.

For information, call the union office at (631) 444-3680 or (631) 632-6575.

Maryann Phelps is chair of the event.

Region Women's Committee honored in cancer fight

COMMACK — The American Cancer Society honored the Long Island Region and its Women's Committee recently as a labor flagship for CSEA's continuing efforts in the struggle against breast cancer.

The award was accepted by region President Nick LaMorte and Bobbi Eisgrau, committee chair. Carol VandeVelde, director of corporate relations at the society's Hauppauge office, made the presentation at the committee's April 16 meeting.

"The award was for our support over the years," said Eisgrau. "CSEA has done a great job."

The Women's Committee coordinates the union's participation in the Cancer

Society's Strides Against Breast Cancer, a 5-kilometer walk at Jones Beach each October. Last year, CSEA members and friends raised about \$30,000 in the battle against breast cancer.

Planning for this year's walk will begin at a breakfast at 7 a.m. on Aug. 8 at the Crest Hollow Country Club in Woodbury. Anyone who would like to attend should call Eisgrau at the region office (631) 462-0030.

Carol VandeVelde of the American Cancer Society holds award that she presented to the Women's



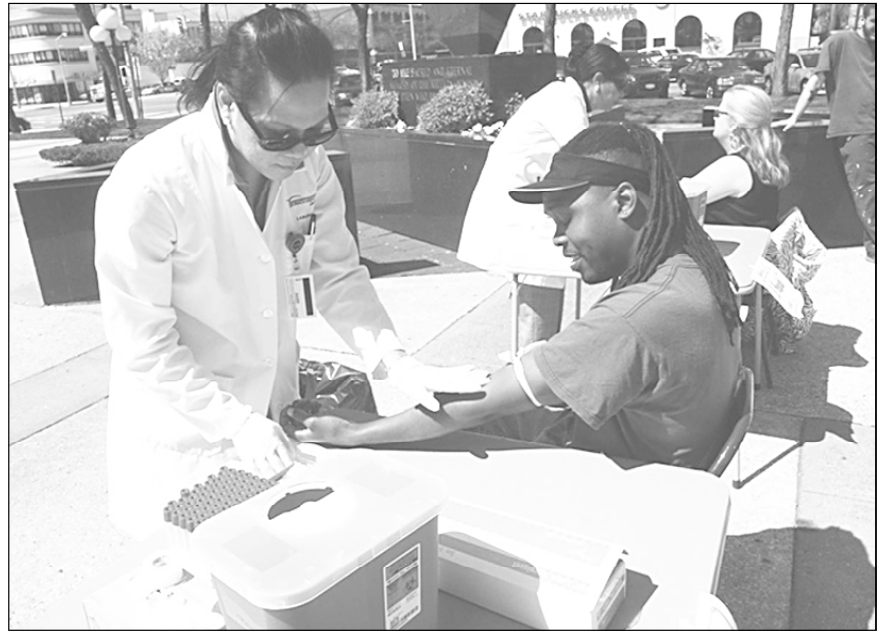
Committee and CSEA at the committee's April 16 meeting.

Holding award are, left to right, Long Island Region President Nick LaMorte, Carol VandeVelde of the American Cancer Society and Bobbi Eisgrau, chairperson of the Women's Committee.

Around the Region

Calendar of Upcoming Events: June 2007

- | | |
|--|---|
| 4 – Human Rights Committee — 5:30 p.m. | 18 – Women’s Committee — 5:30 p.m. |
| 6 – Defensive Driving — 5:30-8:30 p.m. | 20 – Local 430 Executive Board meeting — 3:30-5:30 p.m. |
| 7 – Defensive Driving — 5:30-8:30 p.m. | 20 – Local 430 General Membership meeting — 5:30-7 p.m. |
| 8 – Public Relations Committee — 5 p.m. | 23 – Defensive Driving — 9 a.m.-3 p.m. |
| 11 – Education and Training Committee — 5:30 p.m. | 26 – Political Action Committee — 5:30 p.m. |
| 12 – Safety and Health Committee — 5:30 p.m. | 27 – Member Action Team Committee — 5:30 p.m. |
| 13 – Contract Negotiations Workshop — 5:30-9:30 p.m. | 28 – Local 430 Shop Steward Meeting — 5-7 p.m. |
| 13 – Contract Negotiations Workshop — 5:30-9:30 p.m. | |



Above, visitors to the health fair have blood taken for cholesterol screening by technicians from Long Beach Hospital.

Hundreds gather for Long Beach health fair

LONG BEACH — Hundreds of health-conscious members of the Long Beach Unit of Local 882 and other public employees visited the unit’s health fair on March 3.

The fair was held in Kennedy Plaza, in front of City Hall.

“The health fair was great,” said Colleen Silvia, president of the unit and coordinator of the event. “It was a huge success and everyone enjoyed the fact that it was held outdoors. We had over 30 vendors and one of our largest member turnouts this year.”

Also visiting the fair were Long Island Region President Nick LaMorte, Nassau Local President John Shepherd, members of other CSEA locals and employees of the city’s Police and Fire Departments, the Long Beach School District and the Long Beach Housing Authority. City Manager Edwin Eaton granted employees release time to attend the event.

More than 20 raffle prizes were donated by vendors, which included the CSEA Employee Benefit Fund, New York State Deferred Compensation Plan, Pearl-Carroll, Long Beach

Hospital, health care providers, Nassau Country Federal Credit Union, banks and attorneys.

Vendors who would like to participate in future events should call Silvia at (516) 220-1913.

The unit represents 225 employees of the city of Long Beach.

At right, Colleen Silvia, president of the Long Beach Unit of Local 882, and Benny Torres of Pearl-

Carroll hold one of the raffle prizes donated by his firm. Thirty vendors took part in the event.



Above, making good use of their visit to the health fair are, from left, Long Beach Unit members Laurie Kavazanjian, shop steward Marion Derosa, and Executive Vice President John Mooney.



To Your Health!

Former major leaguer helps kids on base paths of life

SYOSSET — Rusty Torres played major league baseball in the 1970s. Now, decades later, the kids he teaches have two questions for him. They want to know if he's in the Baseball Hall of Fame and if he'll drive his Rolls-Royce to the park tomorrow.

"Then I have to explain what a utility player is, why I'm not in the Hall of Fame and I have never driven a Rolls-Royce," said Torres, who is now Oyster Bay's coordinator of youth services and a member of Local 881.

Nine years as a utility outfielder with five major league teams between 1971 and 1980 made Torres a serious student of the sport. For the past five years, he's used that knowledge to teach the game to hundreds of youngsters.

Torres a 'super sub' in majors

Rusty Torres was drafted by the Yankees in 1966, the year he graduated from high school. "I left home at 17 and went on my adventure as a professional baseball player," he said during a recent interview in the office of Local 881, which represents 1,200 Town of Oyster Bay employees.

After five years' seasoning in the minors, he came up to the New York Yankees in 1971. He played eight of the next nine years for the Yankees and four other major league teams. In 1981, he signed with the Pittsburgh Pirates as a free agent but was traded to a team in Mexico. "Then I said I think I better forget about baseball," he said. "I was 33 years old."

Fast and with a good throwing arm, he was a solid, smart and reliable outfielder in 581 games. One baseball encyclopedia called him "a defensive specialist," and a journalist in Kansas City, where he played for the Royals, called him a "super sub."

"I had an excellent arm, so I played right field more than any other position because the throw is longest," said Torres, who called himself a center fielder by trade. He played one game in the infield, at third base for the California Angels in 1976, scared out of his wits, he admitted. A switch hitter, he came to the plate in 654 games and hit 35 homers.

"I worked very hard, and was a good defensive player," he said. "If they had a separate Hall of Fame for utility players, I bet I'd be there."

Rusty Torres holds a baseball card of himself from the '70s.



With the expertise of employees of the Recreation Division, he developed Learn to Play in Oyster Bay, a program that offers indoor and outdoor baseball and softball instruction for young athletes, coaches and parents. Over the last five years, he estimates that 2,000 boys and girls in the town have participated.

"They learn to run the bases properly, how to throw the ball properly, how to field the ball properly and how to hit the ball properly," he said.

He uses his own life's experience, from stickball in a Brooklyn schoolyard to some difficult times after he left professional baseball, to compare the sport to life, the bases to steps to success.

"At the plate you're in the game," Torres said. "You have the knowledge to make good and bad decisions. In life, your goal at first base is to graduate from high school. Second base is reaching college, higher education. From second base, it's career, how are you going to support yourself and your family. From third, now your goal is to score and that's your family. That's home plate."

Home for Torres and Ada, his wife, is North Massapequa. They have been married for more than 40 years and have four children and seven grandchildren.

Just as the pitcher tosses fastballs, curves, sliders, change-ups, knuckleballs and even spit balls to get the batter out, life throws crime, bad decisions, addiction and peer pressure at the young batter.

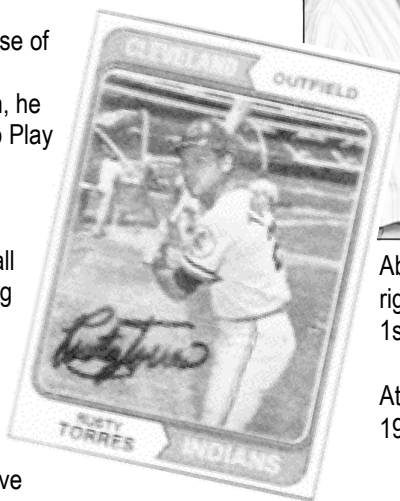
"I stress education, obedience, behavior, respect for authority," said Torres. "If you don't listen to your parents, how can you listen to the umpire?"

He also conducts clinics for coaches. "I add a little bit of major league flavor for them," Torres said.

Fifteen years ago, at a baseball dinner, he met Tom Sabellico, a lawyer who now works in the town attorney's office. They became good friends and set up Winning Beyond Winning. Through this non-profit organization, Torres began speaking about baseball to boys and girls



Above, Rusty Torres, center, talks baseball to Bobby Rauff, right, executive vice president of Local 881, and Alex Bard, 1st vice president.



At left, Torres played for the Cleveland Indians in 1973 and 1974.

clubs and Little League and other youth organizations.

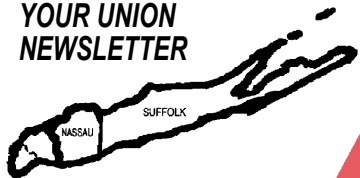
Five years ago John Venditto, the town's supervisor, invited him to bring his message to the town's youngsters.

"This is an opportunity beyond my dreams," Torres said. "I've been a lot of places. This community is unbelievable, like a dream come true."

Town of East Hampton agreement

JJ Krem, right, president of the Town of East Hampton Unit of Suffolk Local 852, and Labor Relations Specialist Stephanie Teff review a provision in the agreement the unit reached recently with the town. Krem, formerly the 1st vice president, assumed the presidency when Bob Pease was promoted to management. The unit represents 250 town employees.





Message from CSEA Local 830 President Jerry Laricchiuta

Striving for the Recognition Our Members Deserve

On a recurring basis, we hear the county administration's four-year doom and gloom scenario, which is getting ready to be played out in 2008. Coincidentally, as of Jan. 1, 2008, our collective bargaining agreement is to expire unless we have successfully negotiated another by then. The reason I say this is the four-year doom and gloom scenario, is that it always appears that in the out year of the CSEA contract, the county claims to be running out of money.

I have spoken several times to the administration, and of course, our County Executive Tom Suozzi. In Suozzi's 2007 State of the County Address on March 13, he stated "Today the budget is balanced, our debt service is lower and our bond ratings are higher than in 15 years." What has happened since that point? It appears as if the county faces a deficit in a year, unless they come up with some good sound financial initiatives. But I don't believe the answer is to balance the deficit on the backs of CSEA members.

In any event, before the county begins its "the sky is falling" cheer, it needs to take a good hard look at some internal practices and spending before it comes looking to the lowest paid employees in the county. Lest we forget that for the last two years in a row, non-union county workers received at a minimum a 4.5 percent salary increase!

Remember the lag payroll? Remember the sewer and storm water authority? Remember the 10 percent hold back in all overtime accruals? How about the several zeros CSEA members took over the years after going a long time without a contract? Then, when the county still owned and operated the Nassau University Medical Center we suffered a total of 941 layoffs. My point is that CSEA members have

While I'm discussing the county side of things, let me say that our local has taken a serious and hard look at the use of private sub-contractors to perform our members' jobs.

always made their sacrifice for Nassau County and it seems we never get any credit for it. The time for getting credit for being good employees and a union which has always done its fair share of helping a county in distress has arrived. I guess this is just a reminder to the county executive and his closest staff.

While I'm discussing the county side of things, let me say that our Local has taken a serious and hard look at the use of private sub-contractors to perform our members' jobs. It seems that there is an unlimited supply of cash for contracting out. I can cite one case just to show an example. At the Old Bethpage Village Restoration, our CSEA members have actually built and restored many of the antiquated and historical buildings which adorn that priceless property. I was asked by a member what I thought it would cost to replace a roof on a 60-foot barn type building. Now, I'm no contractor, but I know what I paid for the roof on my house. Basing my judgment on that alone, I figured that would be at best four times the cost of my own roof, or approximately \$20,000. He told me the county paid a private contractor several times that amount. We grieved it and won tens of thousands more in an award for our members there.

Imagine how much work could have been done by full-time employees that could have been hired with

that money, other than just a single roof. By the way, there are dozens of buildings at this one sight alone and private contractors have been used on many of them. Stay tuned for this battle, which is sure to heat up as the summer goes on.

Congratulations to our CSEA members who work at the Nassau Health Care Corp. for passing the Joint Commission on Accreditation of

Please see Message Continued on Page 2

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The
Work ForceCSEA Nassau County Local 830
EXPRESS

June 2007 • Vol. 12 No. 6

A Monthly Publication of CSEA Nassau County Local 830
JERRY LARICCHIUTA, PresidentRyan Mulholland, Editor
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 RUDY WATSON, BMU/Fleet Services
 JOSEPH WHITTAKER, Fire Marshal's Office

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

Pearl-Carroll & Associates**Valuable Insurance Programs Seminar**

Jerry Laricchiuta, your CSEA Local 830 President, invites you to attend one of the upcoming informative seminars. Steve Neithardt, regional sales director with Pearl-Carroll & Associates, will be conducting seminars to discuss these valuable insurance programs available to you as CSEA members.

**Term Life Insurance
 Disability Income Protection Insurance
 Group Whole Life Insurance
 Universal Life Insurance
 Critical Illness Insurance**

SCHEDULE:

Mon. June 4, Tues. June 5, Wed. June 6: 400 County Seat Drive, Union Meeting Room: noon – 2 p.m.

Wed. June 13: Aquatic Center, Eisenhower Park, Room 119: noon – 2 p.m.

Thurs. June 14: A. Holly Patterson Auditorium: noon – 2 p.m.

Mon. June 18: Nassau University Medical Center Auditorium: noon – 2 p.m.

Tues. June 19: 60 Charles Lindbergh Blvd., Room D035: noon – 2 p.m.

Wed. June 20: 101 County Seat Drive, 3rd Floor Conference Room: noon – 2 p.m.

Thurs. June 21: NCC Tower, 11th Floor: 11:30 a.m. – 2 p.m.

Tues. June 26: 40 Main St., basement: noon – 2 p.m.

Thurs. June 28: 1194 Prospect Ave., Westbury, Conference Room B, 2nd Floor: noon – 2 p.m.

To sign up for any of these sessions call Susan Cohen at CSEA Local 830 at 571-2919, ext. 20 or contact Steve Neithardt, regional sales director, at 1-800-681-2654.

Check out Great Member Benefits Available From Bethpage Federal Credit Union and AIG Valic online!



Bethpage offers all the same services as a bank, but with lower fees and better service.

Bethpage representatives are available to open accounts, help you apply for loans and answer questions about products and services, first-hand at your business site. There is information on these exclusive benefits & much more available to members of CSEA Local 830 and their families on the www.csea830.org homepage!

AIG VALIC

AIG Valic is the exclusive provider of the Nassau Health Care Corporation's Deferred Compensation Plan.

By logging on to www.csea830.org and going to the BENEFITS section you will get a link to the AIG's official NHCC website!

For any more questions call CSEA Local 830 at 571-2919.

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

"There's about five months in preparation that goes on. From pre-registration, getting mechanisms in place, ordering clothes, filing permits for paperwork, and getting graphics for materials you ordered, it's all things that nobody thinks of."

– Long Island Marathon Race Team Member Teddy Bial says of all the hard work CSEA members did for the 35th Long Island Marathon on May 6.

Message Continued From Page 1

Healthcare Organizations (JCAHO) inspection recently. This was not a small feat and it took the cooperation of all our members, management and the union to work together to get our health care corporation in great shape.

I am certain that NUMC and the A. Holly Patterson Extended Care Facility are well under way to becoming the standard in health care in the United States. Our trauma center is already one

of the finest and busiest in the country. Recently, under the leadership of Art Gianelli, NUMC has opened a state-of-the-art Breast Imaging Center as well as a much needed and brand new substance abuse center. The Emergency Department is also looking towards an entire renovation and will be the best equipped and most efficient level one trauma center in the area. It's amazing how well the partnership between

Gianelli and his employees have resulted in a positive turnaround. Keep it up ... we all need that hospital to thrive and we are all proud to be a part of its growth and success.

Until next time, stay strong and stay informed.

Yours in solidarity,
Jerry Laricchiuta

This Month in Labor History**June 10, 1963**

Congress passes the Equal Pay Act, mandating that women be paid equal wages to men. In 2007, women still earn an average of 23 percent less than men.

A Kidney for Alice

Susan Dillon, a CSEA Nassau Local 830 member in the Parks Administration Building, needs your help.

Her daughter Alice is in desperate need of a kidney transplant. You may have seen her on the front page of *Newsday* on the day after Thanksgiving last year, when a wonderful donor passed through many gates of donating his kidney to help her out. Alice and her father Marty



Alice

were even featured on the *News 12* show "Long Island Talks." However, since that point, the prospective donor has been turned down due to a medical condition.

People have come forward, but it is sometimes difficult to find a match due to various medical conditions. One of the original donors was actually a call-in from "Long Island Talks."

To qualify for laparoscopic surgery, you must have type-O blood, be between the ages of 18 and 60 and in good health, without a history of high blood pressure, cancer, diabetes, hepatitis or a heart condition.

All medical expenses are paid by Alice's insurance, and the Merrick Kiwanis Foundation has a fund earmarked for the

donor's out-of-pocket expenses, such as transportation, housing and possible lost wages.

To help out Alice, please call (516) 223-3264 and ask for Sue or Marty Dillon. You can also e-mail them at mdillon897@aol.com. Further information is available at www.kidneyforalice.com.

UPDATE!

Asbestos Air Monitoring at 240 Old Country Road

As promised and reported in last month's *Express*, CSEA's industrial hygienist did asbestos monitoring of the areas at 240 Old Country Road that Nassau County testing showed to be positive but well below the PEL (Permissible Exposure Level).

The CSEA Transmission Electron Microscopy (TEM) showed that two air tests were zero and one was positive, but well below the PEL, therefore making it safe.

NHCC Staff and Crossing Guards Honored

WESTBURY — CSEA Local 830 members from Nassau University Medical Center, A. Holly Patterson Extended Care Facility and Nassau County Crossing Guards were honored twice last month for their excellence.

At the April 25 dinner at the Chateau Briand, nearly 500 Nassau Health Care Corp. workers were honored for their fifth, 10th, 15th, 20th, 25th, 30th, and 35th anniversaries working for the county. Those workers' tenure total more than 10,000 years of service to the county, which NHCC CEO Art Gianelli and CSEA Local 830 President Jerry Laricchiuta say they appreciate greatly. CSEA represents more than 3,000 NHCC workers.

"We are proud to have our union CSEA here tonight to support us," Gianelli said. A year ago, Local 830 was at odds with the past CEO and helped usher in Gianelli, who has helped the hospital regain financial stability. CSEA's weekly meetings with Gianelli have proved to be helpful in aiding the effort of working together.



Laricchiuta also spoke before the NHCC employees that night. He also spoke at Nassau County Crossing Guards'

Dinner the following night at Verdi's. CSEA represents about 450 county crossing guards, headed by Unit President Mary DelMare. Awardees included Antonia Rizzo, Barbara Chapman, Carmella White, Carol Colvell, Carole Pohalski, Deborah Alvino, Eileen Burke, Izoora Freeman, Janice Romano, Maryann Sjolholm and Susan Torres.

"It's always important to attend member functions like these," Laricchiuta said. "It's important to keep camaraderie and worker morale at a high level and recognizing these members as a whole certainly does that."

Pictures of all awardees from the Crossing Guard Dinner are available on the News Section of www.csea830.org.

Above: Jerry Laricchiuta addresses the NHCC crowd.

Left: Longtime crossing guard Antonia Rizzo is honored, with Nassau Police Department Commissioner James Lawrence, left, and CSEA Crossing Guard Unit President Mary DelMare, right.



Heroics of NCC Public Safety is Awarded

GARDEN CITY — Nassau Community College honored the courageous nature of its employees over the past year at its second annual Public Safety Awards on April 25.

NCC Director of Public Safety Martin J. Roddini emceed the ceremony and honored 30 CSEA members with either the medal of honor, commendation medal, meritorious duty medal or excellent duty medal all for going above and beyond what was required of them.

The service started with the NCC Color Guard doing the Presentation of Colors. NCC Public Safety works closely with the Office of Emergency Management at the Nassau County Police Department to help prevent any problems on campus.

"We are very lucky to have such a great public safety crew," said NCC



President Sean Fanelli, who also spoke.

CSEA members awarded include Douglas Griffin with the Meritorious Duty Medal for saving a girl stuck in an elevator on Nov. 6. Frank Angelo and Michael Berg were given the Excellent Duty medal for breaking up a fight and getting the perpetrator arrested. William McDermott and Diane Stachniewicz responded to a false fire alarm being pulled on Nov. 1 and calmed the situation to avert any disaster.

Those are just some of the many situations that 30 people were honored for on this occasion. CSEA congratulates all the honorees and encourages them to keep up the good work.

Above: NCC's Color Guard

Left: Douglas Griffin receives his Meritorious Duty Medal

NUMC Opens New Detox Unit

EAST MEADOW — At a May 1 press conference, Nassau Health Care Corp. CEO Art Gianelli announced the opening of a 30-bed inpatient chemical dependency rehabilitation unit for residents of Long Island.

"This vital initiative treats patients who are struggling with alcoholism or substance abuse related issues," Gianelli said.

The 10th floor, 20,000 square-foot unit cost \$900,000 to build, and staff will include CSEA members comprising psychiatrists, nurses and other medical specialists, social workers, addiction counselors, recreation therapists and a dietician.

CSEA Local 830 President Jerry Laricchiuta was on hand to support this endeavor, and spoke before the crowd and for "Long Island News Tonight."

"We are always looking to support Art and the hospital on important endeavors like this," Laricchiuta said.

Gianelli also thanked CSEA for its continued support and attendance in events like this one.



Above: Jerry speaks with "Long Island News Tonight."

Left: From left, Art Gianelli, president/CEO Nassau Health Care Corp.; Jo-Anne Fuina, director, Chemical Dependency at NUMC; Dr. Nyapati Rao, chair, Psychiatry Department at NUMC; Icilda McCormik, RN, nurse manager 10th floor at NUMC and Dr. Kenneth Skodnek, director, Detox Division at NUMC.

Nassau Fire Marshals Work With FDNY

By Fire Marshals' Unit President Joe Whittaker

Nassau County Fire Marshals Hazardous Materials Technicians responded to Randall's Island in Manhattan recently to train with Fire Department of New York (FDNY) Hazardous Materials Technicians.

Nassau Haz-Mat 1 met FDNY's Haz-Mat 1 at the FDNY training facility. Both units operate 24 hours a day, seven days a week.

Haz-Mat Division Supervisor Stephen Kluck said this training is very important to both units as each unit can call upon the other in the time of a terrorist attack or similar incident.

"This training provided an opportunity for members of each Haz-Mat unit to see what equipment each carries on their response trucks," Kluck said. "A mutual aid agreement with the City of New York and Nassau County provides highly trained technicians and equipment in the event of an attack."

Industrial Division Supervisor Carey Welt said fire marshals receive training for responding to reported incidents involving weapons of mass destruction, radiological, chemical and nuclear threats. Fire marshals attend state and federal training in actual safe handling of deadly chemicals and radiological devices.

"Sept. 11 has made us more aware of the level of

threats that the United States has received, thus we must be ready with highly trained staff and proper equipment for any attack," Welt said.

CSEA Fire Marshal Unit President Joseph Whittaker said this training between the Nassau Fire Marshals Office and FDNY is invaluable as these are the first responders that will rescue and decontaminate victims of an attack and identify, recover and preserve evidence for prosecution of the criminals involved.

Whittaker said members of each unit worked hands on with the equipment carried on the other's truck.

"The time to see what equipment is available is now, before an attack," he said.

Top right: Nassau Fire Marshal Haz-Mat 1 and FDNY Haz-Mat 1.

Bottom right: Fire Marshals Jerry Flower, Jim Siviglia and Greg Smith work with detection equipment.



35th Long Island Marathon Couldn't Go On Without CSEA Members

Local 830 members were crucial to the success of the 35th Long Island Marathon, Half Marathon and 10K race that took place May 6 throughout Nassau County.

The race started at Charles Lindbergh Boulevard in Uniondale across from Nassau Coliseum, venturing throughout the county, and finished at Eisenhower Park in East Meadow.

The race was followed by free giveaways from donors including Dunkin Donuts, News 12 and Michelob Ultra, as well as a live performance by the Billy Joel cover band "Big Shot."

The two days before the race consisted of a Fitness Expo at Mitchel Field where dozens of companies set up booths with information and giveaways, as well as a pasta party and free IMAX movie for all runners.

A total of 4,463 runners, from 25 states and five countries, crossed the finish line May 6 and took part in the overall festivities.

People traveled from near and far to encounter a course and overall event that would not have gone on without the great work of CSEA Local 830 members. The course was packed with DJ entertainment, hydration posts and signs directing runners where to go and how far they had gone.

Local 830 members from Nassau County Parks, Recreation & Museums and Public Safety departments worked endless hours to prepare for the marathon, starting work months before the race.

"There's about five months in preparation that goes on," said Teddy Bial, a CSEA member employed in the Parks Department.

Bial, an equipment operator III, has been involved in the marathon for 20 years. "From pre-registration, getting mechanisms in place, ordering clothes, filing permits for paperwork, and getting graphics for materials you ordered, it's all things that nobody thinks of," he said.

They were also accountable for putting up 12 tents that would be used for different companies and for first aid and massage services following the race.

Mark LaMarr, director of Cantiague Park, served as the race team director for the first time. He oversaw dozens of parks employees who helped getting the course together.

"We worked from about 8 a.m. to 10 p.m. (every day) all week," LaMarr said of the week leading up to the race. "We (worked) even later the day before the race because of the Fitness Expo and Pasta Party."

LaMarr also distributed awards at the ceremony following the race.

Pete Cimino, a part-time, 35-year county employee, was also a key member of the Race Team and another

huge help to the team's efforts.

Nassau County Public Safety was just as essential in getting things together. While marathon runners were resting up, longtime CSEA member Frank Ambrosini along with most of the crew reported no later than 5 a.m. on race day to put the final finishing touches on the course.

"We expect to have about 60 guys here on race day," Ambrosini said during the days before the race. Public Safety was responsible for putting up fences, barriers,



signs for parking and working on the command post at Eisenhower.

The maintenance crew from Parks also assisted in those efforts, led by Maintenance Superintendent Mike Fritz, and Supervisors Mitch Brumberg and Don Kink.

When it was all said and done, there was a great sense of accomplishment not just for the runners who completed the rigorous race, but for CSEA members who gave them the opportunity to do so.

Left: Nassau County Public Safety Workers Frank Ambrosini and Joe Wigdzini hammer down a marathon parking sign at Eisenhower Park.

Below: Parks workers hammer in signs along the home stretch toward the finish line at Eisenhower Park.

Bottom: Finish line structure put up by CSEA members, where 4,436 runners finished the race.



CSEA LOCAL 830

Annual Scholarship Classic

Monday, July 9, 2007, at Eisenhower Park Red Course

This will be the driving force behind our new CSEA Local 830 Scholarship Foundation that will be awarding scholarships to the children of our members.

\$150 per golfer all inclusive/Barbecue Only \$65

Registration Breakfast: 10:30 a.m.
 Shotgun Start: 12 p.m.
Barbecue & Awards Ceremony follows the Tournament

- Mail check payable to: CSEA Nassau Local 830
 - Return check and completed form to: Steve Cohen, CSEA Local 830, 400 County Seat Dr., Mineola, N.Y. 11501.

Please list foursomes, partners or individual players below:

1. Name _____	3. Name _____
Address _____	Address _____
City _____ Zip _____	City _____ Zip _____
Phone _____	Phone _____
Fax _____	Fax _____
2. Name _____	4. Name _____
Address _____	Address _____
City _____ Zip _____	City _____ Zip _____
Phone _____	Phone _____
Fax _____	Fax _____

WE'RE ASKING FOR YOUR SUPPORT. BE A CSEA LOCAL 830 SCHOLARSHIP SPONSOR!

- ___ Hole Sponsor: \$125
(Includes Personalized Sign at Hole)
- ___ Refreshment Sponsor: \$200
(Includes Personalized Sign)
- ___ Breakfast Sponsor: \$300
(Includes Personalized Sign)
- ___ Lunch Sponsor: \$750
(Includes Presentation Plaque & Personalized Sign)
- ___ Barbecue Sponsor: \$1,000
(Includes Presentation Plaque & Personalized Sign)

ATTENTION ALL MEMBERS



If you or someone in your household has a disability, the organization Home Free Home wants to provide FREE architectural services to permanently disabled individuals who need to renovate their homes to accommodate their disabilities.

For more information, go to www.HomeFreeHome.org or apply to participate in the pilot project by e-mailing info@HomeFreeHome.net

Veteran's Corner

By the CSEA Veterans Committee

An April 20 *USA Today* article showed that veterans from Iraq and Afghanistan visited Veteran Affairs walk-in clinics 21,681 times in 2006, up from 8,965 in 2004.

During that same time, staffing only rose from 992 to 1,063. A VA survey showed that 114 of the 209 centers need at least one extra psychologist or therapist. So, in other words, visits went up by 142 percent, with staffing only rising 7 percent.

Now, under specific conditions, the VA may authorize veterans to receive care at non-VA health care facilities when such services are needed and are not available at the VA. This must be authorized in advance. You can contact the VA Medical Center, Northport Fee Basis Unit at 1-631-261-4400, ext. 2535.

If you know of a military member (Active, Reservist, National Guard) that has been wounded in the current war and has unresolved medical issues, have them call the Wounded Soldier and Family Hotline from the U.S. Army at 1-800-984-8523.

Anyone who has a disability award from the VA can access the National Parks system. Apply at any National Parks office and have verification of your disability rating available.



Local 830 President Speaks at New York Institute of Technology

OLD WESTBURY— May 4 marked the Annual Long Island LERA (Labor and Employment Relations Association) Spring Conference at the de Severesky Conference Center at the New York Institute of Technology.

LERA was founded in 1979 to enable people in the field of labor relations to become better acquainted, keep up-to-date on new developments and practices and to exchange ideas.

The two main issues discussed at this year's conference were immigration on Long Island, and seeking answers to health care and health costs.

CSEA Local 830 President Jerry Laricchiuta weighed in on the health care issue in a 20-minute speech before LERA members,

comprised of labor officials, attorneys, government officials, academicians, arbitrators and students. Some NYIT students were also on hand.

Other speakers on health care included the President of the Long Island Coalition for a National Health Plan and a representative from GHI.

Below: Local 830 President Jerry Laricchiuta at the conference table with Dr. Carol Pincus Smith, president of the Long Island Coalition for a National Health Plan, and with George Babitsch, vice president of sales and account management for GHI.



IMPORTANT INFORMATION ON BREAST CANCER SCREENING!!!

The New York State Legislature passed a law pertaining to breast cancer screening.

Here are some of the specifics:

- Each county employee is entitled to four hours (that can be taken fractionally— two, two hour leaves) per calendar year of paid leave to obtain breast cancer screenings.
- Travel time is included in the four-hour allotment.
- Allotment must be used on workdays
- Screenings include mammograms but is not limited to that procedure (includes any exam related to breast cancer detection).
- Screening may be obtained from sources other than NUMC.
- For timekeeping purposes, the employee should submit a leave slip and attach an original note from the doctor's office.



**CALL THE LOCAL AT 571-2919
IF YOU HAVE ANY FURTHER QUESTIONS!**

NUMC Participates in Revlon Run

Nassau Health Care Corporation employees formed a team to participate in the Revlon Run/Walk starting at Times Square in Manhattan and finishing at Central Park on Saturday, May 5th.

NUMC is one of the beneficiaries of the Revlon Run and the hospital receives a very substantial grant each year for the Breast Health Center. CSEA is proud of all the participants in this event!



Above, team leaders include Angela Lozza, Marian Epstein, Concetta Bjeland, Amy Pakes.

A Message From Long Island Region President Nick LaMorte



Help Support the Employee Free Choice Act

Greetings!

What if you were told you couldn't join a union, even if you wanted to?

That probably sounds kind of silly, considering you're reading this in a union publication. We've all come to accept and enjoy the benefits of belonging to CSEA: our strength in negotiating decent contracts, good health benefits for us and our families, the ability to grieve unfair or unsafe working conditions.

According to the AFL-CIO, 60 million American workers would join a union if they had the chance. Hard-working men and women are routinely denied this vital opportunity by corporations unwilling to let their workers bargain fairly for benefits and wages.

This can change, with your help.

The Employee Free Choice Act, supported by a bipartisan coalition in Congress, would level the playing

... 60 million American workers would join a union if they had the chance. Hard-working men and women are routinely denied this vital opportunity by corporations unwilling to let their workers bargain fairly for benefits and wages.

field for workers and employers and help America's struggling middle class.

This proposal would bring stronger penalties against employers who coerce or intimidate workers trying to form a union or during first-contract negotiations.

It would provide mediation and arbitration for first-contract disputes. It also would allow workers to form unions by signing cards authorizing union representation, rather than holding elections, at which workers are often intimidated by management.

In this month's *Work Force*, you can see where several candidates for president stand on this issue. Take a look at who is supporting this. You can also go to the AFL-CIO web site at www.afl-cio.org and take action: tell your senator you support this important act. There are 60 million workers who would appreciate it.

In solidarity,

Nick LaMorte, president
Long Island Region

This Month from "Talkin' Labor with Local 830"

This month CSEA Local 830 President Jerry Laricchiuta spoke with some interesting guests including Nassau County Parks, Recreation and Museums Commissioner Jose Lopez, new 11th Legislative District County Legislator Wayne Wink and Oyster Bay Supervisor John Venditto.

Lopez has been in office since February 2006, and was one of the first guests on "Talkin' Labor" last April. He spoke about what has been accomplished over his past 15 months in office, and what he will look to achieve in the future.

Wink reflected on his past experiences in government, and on what some of his goals are as the newest member of the Nassau Legislature. Venditto spoke about some of the differences and similarities between the structure, and labor movement in Oyster Bay and in Nassau County.

All of these shows can be accessed online at www.csea830.org/pages/talkinlabor.htm.



Above, Jerry Laricchiuta with Wayne Wink.



At right, Laricchiuta with Jose Lopez.

Laricchiuta Appears on WTBE's Lewis & Clarke

On April 11, Local 830 President Jerry Laricchiuta joined Village of Hempstead Trustee Don Ryan, and hosts Lewis and Clarke (pictured, left to right) for their weekly one-hour radio show on WTBE 1520 AM. Jerry discussed the diversity of CSEA in regards to ethnicity and job titles, as well as initiatives that have been made by Local 830 to promote diversity among the membership.

