



THE Work Force

June 2010

Vol. 13 No. 6



See story, page 3

Photo by Ed Molitor

1910-2010


New York's Leading Union

Photo of the Month



Photo by Nancie Battaglia

CSEA's Occupational Safety and Health mascot, the Canary, mingles with union members at CSEA's Occupational Safety and Health Conference. See page 12 for more conference coverage. Visit http://www.csealocal1000.org/osh_conference_2010.php to take CSEA's 'Don' Zone Out' safety pledge and for more OSH resources and information.



Make sure to check your region's web pages at www.csealocal1000.org for member benefit discounts to various summer events and parks!

New CSEA/AFSCME membership cards will protect your identity

CSEA members have spoken!

Because you asked, Social Security numbers are being replaced by CSEA ID numbers for CSEA business. In January, you should have received your 2010 CSEA/AFSCME membership card with a new CSEA ID NUMBER. You will no longer have to use your Social Security number to identify yourself as a CSEA member.

KEEP THE CARD IN A SAFE PLACE SO YOUR CSEA ID NUMBER IS AVAILABLE WHEN YOU NEED IT.

Report echoes union's warning on OCFS policies

ALBANY —State Office of Child and Family Services Commissioner Gladys Carrion's policies are endangering workers at the agency according to a report released by state Assemblyman Rory Lancman. CSEA President Danny Donohue said the report echoes an alarm the union has been sounding for years.

"In her zeal to push through her so-called 'sanctuary model,' Commissioner Carrion has shown complete disregard for the safety of her staff," Donohue said. "CSEA has consistently and loudly warned about the danger in which she has placed our members and we commend Assemblyman Lancman for amplifying our concerns."

According to the report, workplace injuries at OCFS are higher than at any other agency in the state Executive Branch, with workers compensation claims at the agency rising 42 percent between 2007 and 2009. The report also suggests a correlation between increased violence on staff and the agency's shift from a correctional model to Carrion's sanctuary model, which centers on reducing or eliminating restraints and creating a more therapeutic environment in which staff build relationships with residents.

Donohue said agency officials, including Commissioner Carrion, have repeatedly ignored CSEA's concerns that

front line workers aren't being given the resources and support, including adequate staffing levels and proper training, necessary to make the sanctuary model work.

Donohue called Lancman's report a much-needed dose of reality, in light of a rash of recent news articles painting delinquent youths as innocent victims of the system, while vilifying staff that care for them. He said the articles were part of Carrion's dangerous campaign to close state youth detention facilities and quickly move youths into the community, whether community programs are ready to meet their needs or not. He said current community-based programs are entirely inadequate at the present time for handling this population and there is no evidence that OCFS has a plan for ensuring that the appropriate resources can and will be provided.

Donohue said CSEA remains willing to work cooperatively with OCFS to create a juvenile justice system that will serve everyone better — youths, staff and the community. He said such a system must ensure there is adequate staff and necessary training to carry out the new therapeutic approach and include a restraint policy that protects youths and staff from abuse.

— Ed Molitor

Dear Friends in CSEA:

On behalf of the Tripi Family, we wish to extend to you our sincere thanks for your kind thoughts, prayers, cards and wishes of condolences during the recent loss of our mom.

My mom had a wonderful life for almost 96 years. She attended many CSEA events and I know many of you met her at many of the CSEA functions she attended. Though never a member of a Labor Union, she loved CSEA and all the people she met. She was treated with respect wherever she was and for that I am eternally grateful to all.

I truly believe that we in CSEA are family. Never was that more evident than in the past two months. I am very appreciative of your love and support during this difficult time.

Western Region President Flo Tripi and all the Tripi Family

Federal court halts furloughs

ALBANY — In a major victory for working people, the U.S. District Court for the Northern District of New York has granted a temporary restraining order preventing Gov. David Paterson from proceeding with his planned furloughs of state employees.

“CSEA is proud that the court agreed with our contention that this action would cause irreparable harm to our members and undermine state services,” said CSEA President Danny Donohue.

Thousands of CSEA members across the state turned out May 10 to tell Paterson “Furlough You!” CSEA members joined with Public Employee Federation (PEF)

members in more than a dozen rallies.

“Governor David Paterson’s plan was ill advised and demonstrates action that was not in the best interest of New Yorkers. CSEA believes that the governor’s plan would have created even more chaos and crisis,” Donohue said.

The restraining order also enjoins the governor from submitting further extender appropriation bills that include provisions requiring furloughs or exclude the payment of contracted-for salary raises.

A hearing was set for May 26 on the next step in the legal challenge.



CSEA Statewide Treasurer Joe McMullen leads union members in a demonstration against the governor’s furlough plan in front of the State Office Building in Binghamton.



CSEA New York City State Employees Local activist Marie Rogers and State Insurance Fund Local activist Lester Crockett demonstrate against the governor’s furlough plan.



CSEA President Danny Donohue, Executive Vice President Mary Sullivan, Statewide Secretary Denise Berkley and Capital Region President Kathy Garrison take part in the Albany rally. Below, CSEA Long Island Region members rally at the State Office Building in Hauppauge. At bottom, CSEA members rally in Rochester.



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Work Force

IN TOUCH WITH THE
CSEA President Danny Donohue

Elected officials are not above the law

Our recent success in stopping Gov. David Paterson's ill-advised attempt to impose furloughs and throw state operations into chaos is about much more than state employees. It is an extremely important ruling for all CSEA members no matter where you work and beyond our union too.

The federal court's order states that Gov. Paterson may not break the law, violate contracts and run roughshod over peoples' rights. Those are important principles for all New Yorkers. All of us are at risk if a governor or government can get away with overstepping its authority.

Unfortunately, Gov. Paterson just doesn't seem to get it.

Within hours of the court order, Paterson was bad-mouthing the judge to the media. He was then threatening layoffs even though he made a no-layoff agreement with us last year as part of his drive for pension reform, which he claimed would save taxpayers more than \$35 billion over time. The courts have already upheld CSEA's no-layoff agreement. We gained a restraining order against the administration's attempt to ignore the agreement earlier this year. The administration had to settle the case.

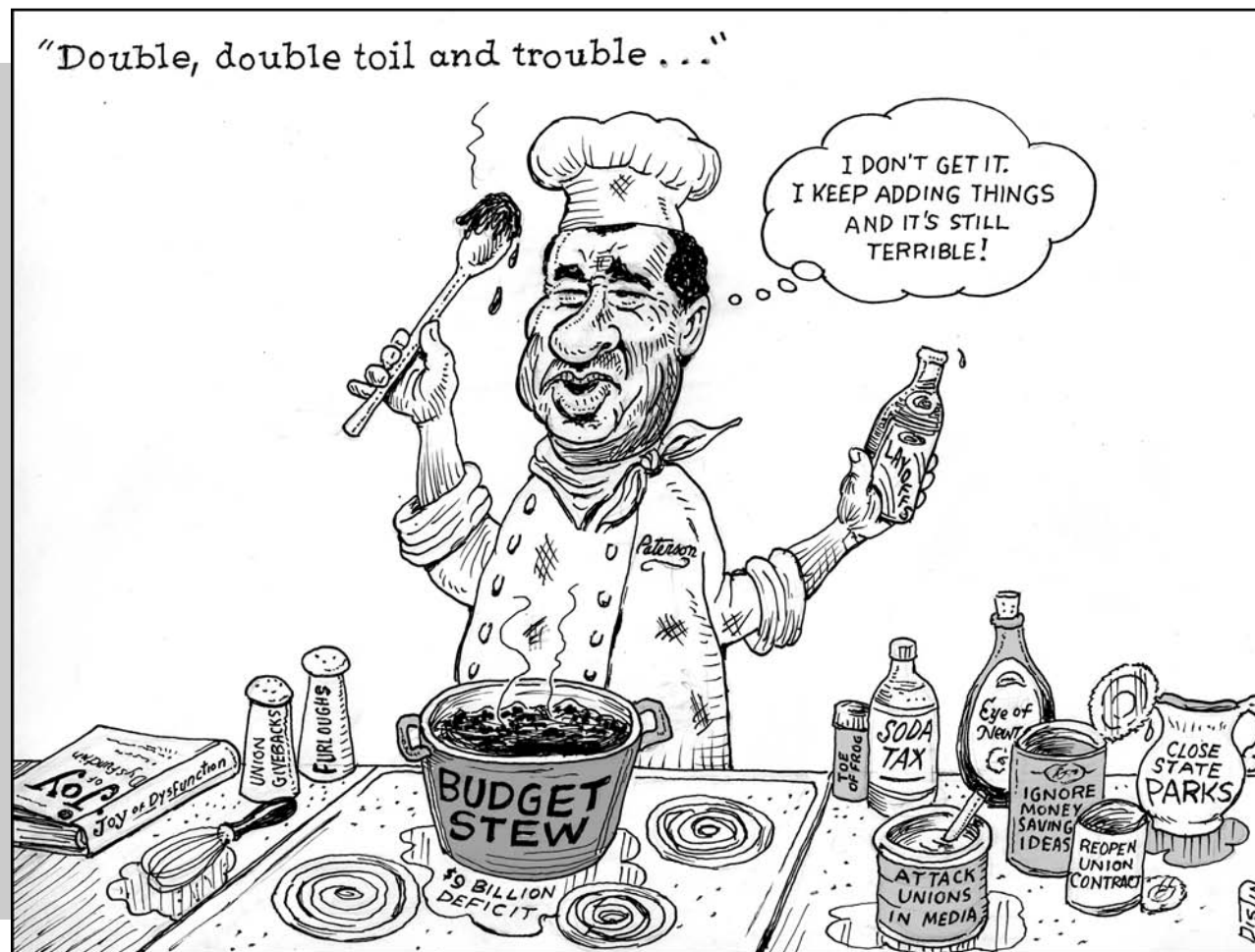
CSEA understands the severity of the state's fiscal crisis. But we also understand that it has been made far worse by the incompetence of the Paterson administration. They have severely mismanaged the situation and at times have demonstrated a total lack of ethics.

There are always ways to find common ground when people act in good faith but Gov. Paterson has repeatedly undermined cooperation with CSEA and others.

On a few occasions throughout our nearly 100 years of history, CSEA has had to sue governors and other elected officials. Legal action means there has been nearly a total breakdown of relations that make it impossible to resolve the dispute in any other way. The lesson that should not be lost on elected officials is that CSEA always comes out on the right side in those circumstances.

Gov. Paterson has a right to be wrong, but CSEA has a right to respond when he is. We will continue to do whatever it takes to protect the interest of CSEA members and the services we provide for the people of New York.





Get your copy of “A Century of Service: The story of CSEA’s first 100 years” today!

ALBANY – CSEA has unveiled one of the most significant projects of the union’s centennial year.

A Century of Service: The story of CSEA’s first 100 years, a book that chronicles the history of CSEA and growth of New York decade by decade through the 20th century and into the present day, is now available.

It is the story of CSEA as it has never been told before.

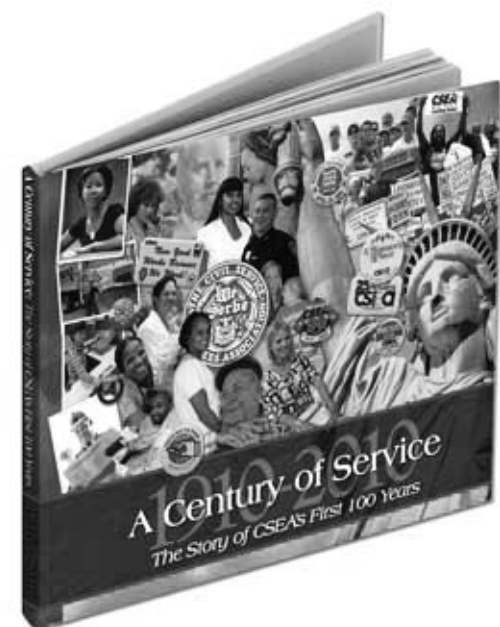
“The history of CSEA is not as well understood or appreciated as it should be ... until now,” said CSEA President Danny Donohue. “This book is a must-read for CSEA members and every New Yorker.”

The coffee table-style book features thousands of photos and other images that complement the historical narrative. It also includes colorful first-hand comments, anecdotes and other perspectives from key New Yorkers and CSEA leaders and activists.

CSEA has been working on A Century of

Service: The Story of CSEA’s First 100 Years for more than 10 years. Work began on CSEA’s centennial in the late 1990s. Initial work focused on organizing all of CSEA’s historic materials and establishing the union’s official archives at the Grenander Special Collection at the University at Albany. CSEA then began interviewing key individuals about their role in the union’s history. Nearly 100 video interviews were conducted and have since been archived at the university and will be soon be available on the Internet. These activities and materials formed the basis for the book, which was put together by the CSEA Communications Department.

The limited edition book can be ordered online through the CSEA e-store. There is a link from the home page of the CSEA website at www.csealocal1000.org. Soft cover editions are \$20.99, and hard cover editions are \$34.99, plus tax. The prices include shipping and handling. Order yours today while they last!



Workers fight union busting employer

Workers from the Center for Family Support (CFS) have been fighting to form a union but management is using union-busting tactics to fight the campaign and refusing to meet with the workers.

The workers, who provide services to individuals with intellectual and developmental disabilities throughout New York City, want neutrality; in other words, management to respect their rights to form a union free from harassment and intimidation and meet with them to discuss a fair process for unionization.

In December 2009, workers notified Steven Vernikoff, CFS executive director, that they were forming a union and requested a meeting to discuss a fair process for organizing. Instead of working with employees to improve working conditions and quality of care for the individuals with whom they work, CFS hired Adams, Nash, Haskell and Sheridan, a consulting firm that advises employers on ways to discourage workers from unionizing.

In a recent press conference, workers reported that management has been spying on them and held up a document titled "Union Sightings," charging that management is using the document to conduct surveillance on workers' union activity, which may be in violation of the National Labor Relations Act (NLRA).

Alleged violations

"[Executive Director, Steven Vernikoff] is using a union buster and is spying on us," said CFS direct care worker Sabrina Ladson. "This is wrong and illegal."

CFS workers are forming a union to address problems at the agency including concerns about quality of care and lack of job security, low pay (CFS workers make \$9 to \$10 per hour) high turnover and short staffing, inadequate benefits, inadequate training, and favoritism in hiring and promotions.

They are also concerned about

oversight by the state Office of Mental Retardation and Developmental Disabilities (OMRDD). Recently, workers in a CFS residence in Queens complained to management for over three months about bed bugs with no results. OMRDD's subsequent inspection failed to discover them and an exterminator later concluded that bedbugs had been in the residence for six months.

At their news conference, workers were joined by state Assembly members Peter Rivera, Michael A. Benjamin, Vanessa L. Gibson, and Marcos Crespo, along with the New York State AFL-CIO, the New York City Central Labor Council, state labor religious leaders and community activists, in demanding that CFS management stop union-busting and the illegal surveillance of workers, and instead work with employees to improve working conditions and quality of care for the individuals with whom they work.

"Employers who engage in union busting stand in grave violation of moral law that supports the right of workers to join together and bargain collectively," said Joseph Fahey, chair of Catholic Scholars for Worker Justice.

"The right to organize and be part of a union affords working families stability," said New York City Council member Annabel Palma. "In today's uncertain environment, that fundamental human right is more pertinent than ever."

"They deserve the opportunity to freely organize, and join and maintain a union. It's disheartening to learn that the Center for Family Support is working against these people rather than with them," said Assembly Mental Health Committee Chair Felix Ortiz.

"I support the right of workers to organize free of harassment and intimidation," said New York Public Advocate Bill de Blasio, "I strongly urge the Center for Family Support to meet with the employees and the union together to discuss the concerns."

— Jill Asencio

We're looking for a really good sport

Do you know a CSEA member who makes a difference for high school athletics? If so, let us know.

As part of CSEA's 100th anniversary celebration, the New York State Public High School Athletic Association and CSEA will be honoring a CSEA member who has displayed extraordinary dedication to and support for high school athletics. CSEA has long been a sponsor of NYSPHSAA's 30 high school championships. The Excelsior Award



will go to a CSEA member who has helped promote and foster athletic spirit in their local school district, either as a volunteer or as part of their job. The member's commitment to high school athletics can be as a parent, coach, booster or staff member.

Nominations will be accepted through June and forms are available at www.csealocal1000.org. The award will be presented at CSEA's 100th Annual Delegates Meeting in Albany in October 2010 and at the NYSPHSAA Football Championships at the Syracuse University Carrier Dome in late November 2010.



"Wherever our members are involved, and whatever they may do to help young athletes, we want to recognize those actions and let our communities know that there are outstanding CSEA members who are helping young athletes reach their goals."

— CSEA President Danny Donohue

“If someone knocks on your door asking you to sign a petition to dissolve your village, ‘think before your ink.’”

‘It takes a village’ — to save them

CSEA members throughout the Western Region are fighting a series of proposed village dissolutions that would eliminate small local communities and potentially add to residents’ tax bills.

In Erie County, CSEA is working to push back a self-proclaimed “activist” pushing for the dissolutions. The interloper enters villages and preaches tax savings, encouraging residents to sign petitions to force a vote on the dissolution issue.

“The heritage and strong sense of community in our Erie County villages is being threatened by a man who is feeding false information to villagers,” said CSEA Western Region President Flo Tripi. “CSEA



Greg Urbanski operates sanitary sewer cleaning equipment on a Depew village street. The high quality of services is jeopardized if the village is dissolved.

is working with community coalitions to present the facts and to explain the dire consequences of dissolution to residents.”

Research has shown that dissolving villages will not necessarily create lower property tax bills. In fact, the opposite may prove to be true. Research by village officials in Sloan

revealed that village residents actually pay less in municipal taxes than residents of the town in which Sloan lies.

The creation of special districts and repayment of village debt will also add to residents’ tax bills if the villages are dissolved.

In addition to Sloan, anti-dissolution campaigns

are gearing up in the villages of Depew, Lancaster, East Aurora, Williamsville, Blasdell and Hamburg.

Outside of Erie County, CSEA is working with a community coalition in the Village of Brockport in Monroe County. Targeted mailings, phone calls to voters and door-to-door walks are planned. Voters in that community will go to the polls to decide the issue in mid-June.

A dissolution study is also under way in Dansville, in Livingston County. Study results are expected this fall.

“If someone knocks on your door asking you to sign a petition to dissolve your village, ‘think before you ink,’” Tripi said. “Don’t sign anything until you know all the facts.”

— Lynn Miller



CSEA members from Westchester County prepare to go on a labor walk in White Plains. Photo by Elio Guiliani.

Region takes fight to their neighbors

WHITE PLAINS — Southern Region CSEA members want their neighbors to know that public employees go to the same grocery stores, put their children through the same schools and face paying their mortgages in a tough economy, just like anyone else.

Yet public employees also serve as the backbone of counties and municipalities, literally keeping their communities safe and clean — and keeping their local



Riccaldo

governments running smoothly.

That’s the essence of the region’s ‘Neighbor-to-Neighbor’ campaign, recently launched in White Plains by Southern Region President Billy Riccaldo and a region task force on local government.

Region and Westchester County Unit officials recently organized a lunch hour labor walk in White Plains, when more than 200 CSEA members employed by the county, Westchester Medical Center and local municipalities and school districts distributed fliers to community members detailing the public

services union members provide — and accurate information about the level of benefits public employees receive.

“We’re really out there trying to let our neighbors know that we go to the same grocery stores and daycares that they do; that CSEA members are community members, too,” Riccaldo said. “We’re the ones who keep the mom-and-pop businesses open.” Riccaldo said the region is planning to expand the campaign beyond Westchester County.

Westchester County Unit President Karen Pecora said the union wants the public to know

how they are affected by cuts to services. County officials recently offered a retirement incentive to eligible workers, a move CSEA is hoping will generate enough savings to stop other possible county service cuts.

“We want to explain to the public that laying off people won’t save any money or solve our problems, but will make them worse,” Pecora said. “We’re not just looking out for our jobs, but for the services we provide. We want people to understand what we do.”

— Janice Marra

PERB: Erie County, executive acted improperly toward county workers

“This ruling again proves that Chris Collins’ ideology of running government like a business is discordant with the county’s mission.”

BUFFALO — The state Public Employment Relations Board recently ruled that Erie County



Bender

and County Executive Chris Collins acted improperly when dealing with CSEA and county employees.

PERB ruled Collins and the county violated the Taylor Law when it unilaterally implemented a policy of hiring “regular part-time” employees to replace full-time employees without any change in the nature or level of service provided by the county. The county must now make whole any regular part-time employees for loss of wages and benefits, with interest.

“This ruling again proves that Chris Collins’ ideology of running government like a business

is discordant with the county’s mission,” said CSEA Western Region President Flo Tripi. “County residents rely on the essential services CSEA members provide. This ruling will help the county hire and maintain the best and the brightest employees.”

Harmful policies

In 2008, Collins ordered that new hires be classified as “regular part-time,” working 39 hours per week and receiving 50 percent of the benefits of a full-time employee, yet handing a full-time caseload.

“These men and women work just as hard and provide services to just as many county residents as ‘full-time,’ 40-hour employees,” said CSEA Erie County Unit and Local President Joan Bender. “To pay them less and withhold benefits is a slap in the face. Chris Collins will not

be happy until he can destroy the middle class. CSEA will not let that happen.”

CSEA filed an improper practice charge against the county shortly after Collins instituted this “policy.” PERB ruled in favor of the union in April 2009 but the county appealed. PERB upheld the original ruling and again ordered the county to make the regular full-time employees whole.

By appealing, Collins has wasted thousands in taxpayer dollars. His dictatorial style when dealing with employees does little to advance Erie County. Rather his “my way or the highway” approach repeatedly harms the very taxpayers he claims to protect.

Upgrades restored

PERB also found the county violated the Taylor Law when it refused to sign a memorandum of

agreement between CSEA and the Erie County Medical Center Corp.

At the medical center, Collins attempted to block an upgrade agreement negotiated in 2008 between CSEA and hospital management. The upgrades, approved by CSEA members and the hospital’s board, would advance employees working in several laboratory titles. The upgrades will allow the hospital to hire and retain highly qualified individuals.

“Our hardworking ECMC employees are very deserving of these upgrades,” Bender said. “The delay is not the hospital’s fault; management there agrees with us that public employees are valuable and essential.”

— Lynn Miller

Almost time to retire?

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



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

- Access to insurance plans

at CSEA’s low group rates

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

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

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

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

June 30 is deadline for J.J. Kelly Scholarship Awards

CSEA is seeking applicants for the J.J. Kelly Scholarship Awards.

The J.J. Kelly Memorial Scholarship Fund provides award recipients with college scholarships for up to four years.

Scholarships are awarded to meritorious students who are sons and daughters of CSEA members who were killed or permanently disabled as a result of their jobs, or who died while an active CSEA member. The awards are based on the applicant’s academic records, financial need, school activities, outside work, community involvement and career goals.

To request an application, contact: **CSEA Scholarship Committee, 143 Washington Ave., Albany, N.Y. 12210.**

Completed applications are due June 30.

Quality programs keep children learning, families earning

Where can a toddler pet horses, learn about a chicken's egg hatching cycle, learn how to befriend and deal with the temperament of a goat, look for tadpoles, tie a shoe, take a nap and learn how to read all in one day?

At VOICE/CSEA member Susan Caswell's Mountain Brook Group Family Daycare in Ulster County.

Family child care and group family child care offer a home-based setting for children to thrive, preparing them for school and life, but what is less well known is how unique these home-based settings can be.

"One of the great aspects about the setting I offer, being very organic, it allows physical fitness to come naturally through our numerous daily nature walks, and other activities on the farm," said Caswell.

"Physical fitness is just as important as cognitive

development so we kind of have the whole package with that," she said.

"Gross motor skills are developed while the children enjoy themselves, and sensory development honed through the many sights and sounds on the farm," said Caswell.

"The children get a chance to learn things that are not typically found in a classroom environment, experiencing hands-on respect for animals and our environment," said Caswell.

Thousands of working parents across New York state rely on safe, nurturing home-based programs for child care every day. Whether based in a suburban, an urban or rural setting, one thing is the same: parents want to be reassured that their children are receiving quality care and learning while they are at work earning.

— Jill Asencio



Above and bottom left, Mountain Brook Family Daycare and VOICE/CSEA member Susan Caswell leads children in her care through a variety of activities on her farm.



"Families need to feel their children are safe and well cared for in a professional environment because it's a home away from home. All quality child care programs, no matter which setting, share the opportunity to give the best foundation for learning. We all share common goals. VOICE/CSEA is a critical asset for us. It gives us the ability to communicate with the state Office of Children and Family Services, get support and knowledge and overall brings together the whole connection between the family, the provider and the state. As a business owner and a director, my VOICE/CSEA membership is an important and essential part of my program."

— Susan Caswell, VOICE/CSEA member and owner of Mountain Brook Group Family Daycare in Ulster County

AFSCME leader Lucy retiring after 38 years of stewardship

AFSCME Secretary-Treasurer Bill Lucy's labor activism began in the civil rights movement, witnessed the end of apartheid in South Africa and survived the destructive chaos of George W. Bush's anti-labor presidency.

At the end of June, Lucy will retire, concluding a 38-year term of office. There are few current labor leaders who can compare longevity with Lucy and nearly none who can compare accomplishments.

"Bill Lucy's legacy in the labor movement reached across the world, in civil rights, with a record of fighting for human rights and workers rights, not just in this country, but across the world," said CSEA President Danny Donohue. Donohue is a candidate for Lucy's AFSCME secretary-treasurer office.

"Bill led national coalitions and is a founding member of the Coalition of Black



AFSCME Secretary-Treasurer Bill Lucy speaks at a CSEA rally in Manhattan in the 1990s.

Trade Unionists. He has been instrumental in the struggle for workers rights in South Africa, in Asia and in Africa and in the struggle for Nelson Mandela's freedom in South Africa," Donohue said.

"This day is over because you are men and must stand together as men and demand what you want."

— Secretary-Treasurer Bill Lucy addressing striking sanitation workers in 1968. The men had walked off the job 51 days earlier over demands for higher wages, dues check-off, time-and-a-half for overtime, safety measures and recognition of their union: AFSCME Local 1733.

"He has never forgotten the average working man or woman, and the day-to-day struggles they face in this country and around the world. He has been a friend to CSEA in our struggles here in this state. We are proud to call him our friend and will truly miss him. As

Gerry McEntee has been the voice of AFSCME, Bill Lucy has been its heart," Donohue said.

Labor career

Lucy was first elected AFSCME Secretary-Treasurer in May 1972. Before being elected in AFSCME, Lucy was president of Local 1675, Contra Costa County Employees Association of Contra Costa County, Calif., for 13 years. He also serves as president of the Coalition of Black Trade Unionists, and was president of Public Service International, a global organization of public sector unions.

Lucy's most visible civil rights work came when he was sent to Memphis in 1968 to work on behalf of striking sanitation workers, who were AFSCME members. He worked closely with the Rev. Martin Luther King Jr. during the strike until King's assassination.

"Bill's been in and out of here at CSEA so many times it's hard to count. He's just Mr. Labor to me, the epitome of a labor leader. He not only talks the talk, he walks the walk. He is the heart and soul of AFSCME and he's given his life to the labor movement," said CSEA Executive Vice President Mary Sullivan.

Metropolitan Region President George



AFSCME Secretary-Treasurer Bill Lucy is retiring after decades of union activism that began in the 1960s and covered some of the most momentous periods in American labor history.

Boncoraglio echoed the other CSEA leaders' comments. Donohue, Sullivan and Boncoraglio are also International Vice Presidents of AFSCME.

"I've traveled the world with Bill Lucy when he was president of Public Service International," Boncoraglio said.

"If I had to say there was one person who influenced me in doing my job and mentored me, and whom I respect, it would be Bill Lucy. He's been there both professionally and personally for me through the entire course of my labor involvement," Boncoraglio said.

Challenges

The greatest challenge facing public sector unions like CSEA is demonstrating the value of public services in a political climate that increasingly favors contracting out of public

services, Lucy said. "We've got to do a better job ourselves educating the general public about the need for these services and clearly, we've got to confront the issue that these are not freebies and need to be paid for," Lucy said.

Showing the value of publicly provided services becomes clear when put in the right contexts, Lucy said. "If you ask anyone, 'Would you like to have your elderly grandmother taken care of in a quality nursing home?,' people say 'yeah!' If you ask them if they'd like to have their food inspected before they purchase it, they say, 'yeah!' I don't know anybody who would like to eat a hamburger prepared by the lowest bidder. These are the challenges of getting people to understand the value of quality public services," he said.

Likewise, the public and private sectors depend on each other.

"If you're going to have a good industrial base, you're going to have roads and infrastructure, and the investor sees the value in putting their dough down and they have the infrastructure to get their products to market, etc. etc.," Lucy said.

Accountability

Lucy said the greater challenge to unions at present is keeping public officials accountable.

"We've got to make sure that we argue for no waste in government, we've got to make the argument for no graft in government, and that political leaders have to be committed to the constituency. We're partners in that process," Lucy said.

Lucy said winning the right to collectively bargain and organize public sector workers has inspired him as a labor leader.

"We changed the perception of the entitlements of public employees from public begging to public bargaining, and we may not be all the way there yet, but we are a far cry from where we were when I came in back in 1953," Lucy said.

"The experience, the skill and the education required for public sector employees for their job in the public sector is fundamentally no different than that of private sector workers. And if the law gives them the right to organize and bargain collectively, we're entitled to that same right," he said.

"There's no special discount that we get at the grocery store because we work for the public sector," Lucy said.

"These things are looked at politically as victories for the unions, but they are really victories for the workers. And I make that distinction because government will never intervene in the relationship between a worker and an employer on behalf of the worker. The only way that workers will get the



Top, CSEA President Danny Donohue and AFSCME Secretary-Treasurer Bill Lucy at a recent CSEA function.

Above, from left, Lucy, then-CSEA President Bill McGowan, and then-Long Island Region President Danny Donohue in the 1970s.

wages and benefits that they are entitled to is by having a formal right to organize and bargain," Lucy said.

— Lou Hmieleski

More than 1,100 activists turn out at Statewide Conference on Occupational Safety and Health

CSEA at 100: Better. Stronger. Safer.

LAKE PLACID — More than 1,100 CSEA officers, activists and members recently participated in the union's biennial Statewide Conference on Occupational Safety and Health.

This year's conference theme was "CSEA at 100: Better, Stronger, Safer," a nod to the union's many safety and health achievements.

Despite these strides, too many members still die on the job. The union held a Workers' Memorial Day observance honoring fallen brothers and sisters, including five from the past two years:

- **Nicole Gaulin**, 35, an Orleans County Social Services worker, died April 21, 2010;
- **Nancy Lou Dell-Olio**, 62, an Amityville School District school monitor, died Nov. 5, 2009;
- **Gary L. Farrell**, 48, a state Department of Transportation Alder Creek Sub-Residency, Highway Maintenance Worker I, died Nov. 2, 2009;
- **Sharon M. LaDuke**, 57, a Village of Potsdam Senior Clerk/Registrar, died May 29, 2009, and
- **Kevin Forsyth**, 46, a state Department of Transportation - Niagara County, Highway Maintenance Supervisor 1, who died July 23, 2008.

CSEA President Danny Donohue also presented the William L. McGowan Occupational Safety and Health Award to Village of Suffern Unit activists Scott Brown and Joseph Hunt. (See page 18 for more.)



Village of Suffern Unit activist Joseph Hunt accepts the William McGowan Occupational Safety and Health Award from CSEA President Danny Donohue. Hunt shared the award with his co-worker, Scott Brown.
Photo by Nancie Battaglia



Statewide Treasurer Joe McMullen moderates the "Don't Zone Out" program.



Statewide Occupational Safety and Health Committee Chair Frank Consentino speaks at the Workers' Memorial Observance as committee members Anthony DeCaro, Michele Netzer, Paul Blujus, Jeannette Engle, Karen Pecora and George Walsh look on.
Photo by Nancie Battaglia

Another conference highlight was the debut of CSEA's "Don't Zone Out" campaign, aimed at raising awareness of highway work zone safety and urging drivers to stay alert when in work zones. State Department of Transportation Utica Local



State Liquidation Bureau Local President Scott Lowman, seated, makes a point during a workshop as Statewide Occupational Safety and Health Committee member Anthony DeCaro stands by.

President Peter Niznik and Southold Unit President Tom Skabry presented the campaign.

CSEA members are urged to sign "Don't Zone Out" pledge cards, which are available for download on CSEA's website at www.csealocal1000.org.

— Janice Marra



One of four flags honoring fallen CSEA members hangs at the Workers' Memorial Day observance at the conference.
Photo by Nancie Battaglia



CSEA officers, activists and members, including statewide Executive Vice President Mary Sullivan, Western Region President Flo Tripi and Long Island Region activists Tom Skabry and Maryann Phelps, honor fallen members.
Photo by Nancie Battaglia

CSEA Delegates to the AFSCME Convention

The following are results for the **contested** races for AFSCME delegates. The listing of all **unopposed** AFSCME delegates (Regions 1, 2, 5 and 6 appeared in the April, 2010 edition of The Work Force.)

CSEA members vote for delegates to AFSCME's convention to represent the Membership. The Convention is held every two years, during which changes to AFSCME's constitution and bylaws, which ultimately affect CSEA, are voted on. This year's convention is scheduled for June 28-July 2, 2010, in Boston, Mass.

Southern Region (Region 3):

William "Billy" Riccaldo
Debbie Downey
April L. Shuback
John "Jack" McPhillips
Barbara "Bobbie" DiBattista
Patricia M. O'Leary
Karen Pecora
Valerie Simmons
Jane A. Meunier-Gorman
Thomas Murray
Nancy Hueben
Terri Kraus
Tatiana Dolinsky
Debra Raguseo
Mary Miguez
Joe Roche
Charles "Charlie" Guidarelli
Mark Semo
Fritz Ernest
Franco Zani
Christian Espejo
John Jenney
Thomas Holahan, Jr.
James Schultz
Joyce Howard
Lizabeth Piraino
Monique Gadson
Brian Spillman
Peter Piazza
Ken Malkemus

John Staino
Robert Erps
Basil Townsend
Maria Mach
Rosemarie Kukys
Thomas "Tom" Mignone
Michael Gonzales
Anthony Adamo
Susan Nakutavicius
Earl Herbert

Capital Region (Region 4):

Kathy Garrison
Ron Briggs
Mike Gifford
Elizabeth "Betty" Eagan
Dowell Harrell
Mary Hamilton
Kim Wallace
Al Mead
Ethel Facticeau
Marie Baldwin
Amanda Clemens
Jack Rohl
Nicole Ventresca-Cohen
Tracy Carnavale
Dottie Dutton
Ron Revers
Gwen Owens-Parsons
Gail Connell
Kevin Brannock
Jackie Goldsmith
William "Bill" LeBaron
Betty McLaughlin
Bill VanGuilder
Maureen Wolfe
Kathleen Follett
Dave Harrison
Patty Kaufman
Ed Russo
Donna Keefer
Frank Strack
Mike Rimmer
Patty Goyette
Mark Unser
George Greiner
Carol Harvin
Karen Jazvinski

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A page from our history ...



Throughout 2010, The Work Force will be marking CSEA's 100th anniversary taking a look back at CSEA's history by reprinting pages of past and present publications.

Featured here is a reprint of a page from a 1983 edition of The Public Sector, then CSEA's official newspaper. This ad addressed Gov. Mario Cuomo's attempts to undermine state workers by proposing massive cuts, including thousands of state layoffs, in the wake of a huge budget deficit – much like most state workers are going through today. The ad notes that state workers had been doing more with fewer resources for years. In the end, CSEA managed to avert the layoffs, but the governor's relationship with CSEA never recovered.



How much more can we give at the office?

It's very stylish these days to talk about making sacrifices. Political leaders spout sacrifice, editorial writers call for sacrifice, even the interviewed "man on the street" is nodding. "It's time for sacrifice."

But for 107,000 New York State employees, sacrifice has been a ten-year reality. Since 1975, the base pay of state employees, in real dollars, has dropped by more than one third. The years of wage freezes and sub-standard pay increases have taken their toll. In fact, the average salary of a state employee represented by CSEA, New York's largest public employee union, is only about \$12,500.

They've also had their pension benefits substantially cut in this same period of time, and now some state employees must contribute more of their personal earnings to their pensions than ever before.

It's common knowledge that the CSEA contract negotiated in 1982 was the first time in a decade that state workers had even the chance to increase their modest earnings faster than inflation. But to get that contract, state employees gave up more than a quarter of a billion dollars in concessions.

Now state employees face the prospects of austerity, more than 11,000 jobs to be abolished in the current fiscal year, and the possibility of layoffs.

Let's be fair. To the mental hygiene workers; to road maintenance crews; and to all those public employees who help make our state a better place to live.

They've been "giving at the office" for more than a decade. The very least they deserve is your respect.

CSEA
The Civil Service Employees Association, Inc.
Local 1000, AFSCME, AFL-CIO
William L. McGowan, President

CSEA, 1983

NYSHIP Dependent Eligibility Verification Project enters final stage

Over the past year, the New York State Health Insurance Program (NYSHIP) has conducted the Dependent Eligibility Verification Project to ensure any dependents covered under NYSHIP met the state's definition of a qualified dependent.

We are now entering the final stage of the Dependent Eligibility Verification Project. Enrollees who had an "ineligible dependent" removed during the verification period of the project must repay claims incurred from Feb. 1, 2009, to present (repayment of claims does not

affect enrollees who voluntarily removed dependents during the special "amnesty period," as they are held harmless from claims incurred prior to removal of their dependent).

The Empire Plan carriers will initiate recovery of claims, which will take some time to finalize. During this process, if an enrollee submits acceptable documentation to prove the eligibility of their dependent, the dependent's coverage will be reinstated retroactive to Feb.



1, 2009, and claims recovery will cease immediately.

Enrollees with questions about the recoupment amounts should contact the appropriate Empire Plan carrier at **1-877-769-7447**.

Enrollees looking to submit acceptable documentation to prove the eligibility of their dependent should contact the NYSHIP Dependent Eligibility Project Service Center at **1-800-409-9059**.

Empire Plan notifications regarding class action settlement with United HealthCare

Last year, a settlement was reached as a result of the class action lawsuit filed on behalf of the American Medical Association (AMA), health plan members, health care providers and state medical societies regarding issues that were raised concerning United HealthCare's reimbursement of out-of-network services.

Many Empire Plan members, who received out-of-network

medical services through United HealthCare between March 15, 1994, and Nov. 18, 2009, received a notice in the mail describing enrollees' rights under this class action settlement.

Please note that if you are eligible to participate in this class action, you must complete, sign and mail your claim form and supporting documentation to the claims administrator no later than Oct. 5, 2010.

All questions related to your eligibility under the settlement or submission of forms should be directed to Berdon Claims Administration LLC. For more information regarding the settlement or to view the settlement notice, please visit their website at www.berdonclaims.com or you may contact them toll free at **1-800-443-1073**.

Monroe County Local announces scholarship recipients

The CSEA Monroe County Local Executive Board and the local's Scholarship Committee are pleased to announce the recipients of the 2010 George M. Growney Scholarship Awards.

This is one of the many ways in which the local gives back to our community and members.

This year's recipients are listed below. For more information about the recipients and the scholarships, visit the local's blog at

www.voiceforthemembersslate.blogspot.com.

Monroe County Local first-year \$1,000 recipients:

Alexa DiRaimo, whose father, David DiRaimo, is employed by the Monroe County District Attorney's office;
Lauren Goewey, whose mother, Anne Goewey, is employed by the Monroe County Probation Department;
Ethan Harding, whose father, Edward Harding, is employed by the Monroe County Department of Environmental Services; and
Andrew Zielinski, whose father, Joseph Zielinski, is employed by the Monroe County Health Department.

Monroe County Local first-year \$500 recipients:

Jacob Bliss, whose mother, Katharine Bliss, is employed by the Rochester

Public Library's Winton Branch;
Shannon Cook, whose mother, Diane Cook, is employed by the Monroe County Fire and EMS Bureau;
Andrew Mantione, whose mother, Elizabeth Mantione, is employed by the Monroe County Community Hospital; and
Jonathan Nemeth, whose father, David Nemeth, is employed by the Monroe County Medical Examiner's Office.

Monroe County Local second-year recipients:

Katelyn Armes (\$1,000), whose father, Frederick Armes, is employed by the Monroe County Department of Weights and Measures;
Brittany Gugel (\$1,000), whose mother, Barbara Fraser-Gugel, is employed at Monroe Community Hospital; and
James Arcediano (\$500), whose father, John Arcediano, is employed by the Town of Webster.

Monroe County Unit second-year recipients:

Matthew Stevens (\$1,000), whose mother, Tina Verno-Stevens, is employed by Monroe County, and
Samantha Dunn (\$500), whose mother, Joanne Dunn is employed by the Monroe County Health Department.

Your Union. Your Benefits. We Have You Covered.

More information about CSEA EBF benefit ID cards



In February 2010, the CSEA Employee Benefit Fund issued benefit identification cards to all primary policyholders in a dental and/or vision plan.

The cards were issued in an effort to move away from using a member's Social Security number to access benefits, personal information, and process claims. The new EBF card uses a randomly generated, nine-digit number that members can use instead of their Social Security numbers when they visit a dentist or call with a question on a claim.

The card is red and white with the image of the U.S. flag along the top. A sample of the new EBF card is pictured on this page.

Since the cards were issued, some questions have arisen as well as some misunderstandings regarding the use of the card.



What you should know about the ID card

- The EBF ID number is listed directly below the primary policyholder's name. It is a nine-digit number in bold print. Please use this number for dental and/or vision services, to check on the status of claims and to verify personal information in our enrollment system.

- Each primary policyholder has been issued two benefit cards in the policyholder's name. The same number will be used for all dependents. Since the card contains the Member ID number, it is not necessary for all covered dependents to produce a card at the dental or vision provider's office.

- If you did not receive a benefit identification card or if you lose a card, please contact the Member Services Department at the CSEA Employee Benefit Fund by calling toll free 800-323-2732. Processing

time for replacement cards is four to six weeks.

- If you do not have your card on hand, but need to either use your benefit, check on claims or another need, your Social Security number may still be used. While we encourage using the EBF ID number as often as possible, members can rest assured their Social Security number can still allow access to benefits for both services and personal information.

- Please remember that receipt of the new EBF benefit identification card is not an automatic guarantee of enrollment in both dental and vision plans. All EBF plans are negotiated benefits. To verify which plans have been negotiated for you, please refer to your contract or contact the CSEA EBF Marketing Department at **1-800-323-2732**.

That's the CSEA Employee Benefit Fund.

MEMBERS ONLY INFORMATION

LOCAL 1000 **CSEA** AFSCME, AFL-CIO

Legal Services Program

<i>Workers' Compensation and Social Security Disability</i>	<i>Personal Legal Matters</i>	<i>Personal Injury Matters</i>	<i>Taking Care of Business & Elder Law</i>
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This members only benefit program provides attorney representation for Workers' Compensation, Social Security Disability, Personal Injury and Personal Legal matters including Taking Care of Business for members and their dependents. Quality legal representation at little or no out-of-pocket cost for injury/illness related matters; quality legal representation at pre-negotiated/discounted fees for other personal matters.

Finding a CSEA Legal Services Program attorney is as simple as calling the CSEA toll-free number: **1-800-342-4146** and following the prompts for the Legal Services Program. Listen to the directions for accessing the Injury-Related Plans, or the Non-Injury Related Plans, which includes the Taking Care of Business Plan. Information is also available on the CSEA website at www.csealocal1000.org.

Local 1000 AFSCME, AFL-CIO

1-800-342-4146

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PEOPLE is CSEA and AFSCME's political action program. The 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. **Learn more about PEOPLE and MVP Awards at:** http://www.csealocal1000.org/pac/people_info_public.php

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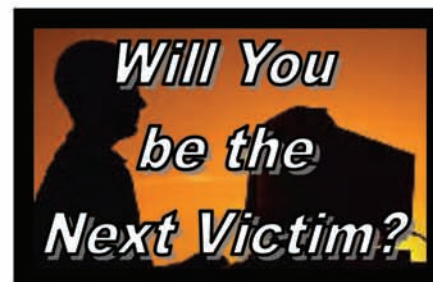
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Activists honored for work site safety efforts

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

This month features a profile of Southern Region activists Joe Hunt and Scott Brown, who have elevated occupational safety and health awareness at the Suffern village Department of Public Works and who were recently awarded the William L. McGowan Occupational Safety and Health Award at CSEA's Statewide Conference on Occupational Safety and Health.

SUFFERN — For years, safety and health training for Suffern village employees was limited to state-mandated trainings.

Now, the Rockland County village's work site safety and health efforts is a model of excellence for CSEA locals and units across the state.

And much of the credit for the turnaround goes to Joe Hunt, a senior mechanic at the village's Department of Public Works, and Scott Brown, the CSEA Suffern Unit president. Shortly after Hunt came to work for the village and joined the then newly organized CSEA unit, he realized the need for more safety and health knowledge at his work site.

"I've worked nights at Rockland BOCES as an adult education instructor

in auto mechanics for the past 15 years, so I knew that experience meant I was good at getting my point across and training people," Hunt said.

Brown encouraged Hunt to sharpen his skills via a "train the trainer" program offered through the AFSCME Training and Education Institute. Since then, Hunt has been eager to participate in all safety training programs. He serves as the unit safety and health chair, conducting regular trainings for village workers and overseeing the safety officers recently installed in each department. Hunt's safety expertise has become so well known, he's also conducted safety trainings for union members in neighboring municipalities.

"Before Joe got involved, there was no concrete plan here for training," said Brown. "Now, we're doing it the right way."

Village employees now attend about two safety-related trainings per month, and topics have included working around equipment, safe lifting and weather emergencies.

The effort to improve safety and health in Suffern has paid off. Hunt said there has been a dramatic drop in on-the-job injuries. Unit members also now approach Hunt when they notice a possible safety hazard. Before, that might not have happened.

"The trainings help open the door on things you don't see," said Hunt. "Trip factors are a big issue here. When we take something apart in the shop, we lay pieces out on the floor, or when guys are out on refuse pickup, there is the risk of stepping in a pothole or tripping."



Village of Suffern activists Scott Brown and Joe Hunt have made worker safety a priority in the Department of Public Works.

"The guys are more aware of what they're supposed to be doing," said Brown, "how different safety aspects of the job are supposed to be handled and it cuts down on lost time injuries or any injuries at all."

Still, Hunt said he sees room for improvement. Work zones are one big concern, something with which Hunt hopes local police can help. While workers are trained in relevant safety procedures, he said, "Drivers don't respect the work zone signs. They drive right through them without thinking about the workers' safety."

For these efforts, Hunt and Brown are this year's recipients of the union's William McGowan Occupational

Safety and Health Award, which CSEA President Danny Donohue awarded at the recent Statewide Conference on Occupational Safety and Health in Lake Placid. Hunt accepted the award on behalf of himself and Brown.

"It was exciting and scary at the same time, considering that I've never talked to a room of 1,100 people," Hunt said. "But it was definitely motivating to see all the brothers and sisters stand up and applaud and give us the thumbs up, saying that our programs are working."

— Jessica Ladlee

VOICE providers fight for kids



VOICE/CSEA family child care providers, Kim Brown, left, and Wendy Nashid-Jackson joined fellow Westchester County child care advocates at the “Rally 4 kids” last week in White Plains. Organized by VOICE/CSEA and a coalition of Westchester child care groups, hundreds stood to demonstrate that children and youth are still a priority for Westchester, even during tough times. Recent cuts to children’s services in Westchester County have threatened both the foundation for early learning and parents’ ability to work and earn a living. These services are important to Westchester’s working families, children and the providers who serve them every day.

June CSEA calendar of events

Statewide:

- June 28-July 2: AFSCME Convention, Boston

Long Island Region:

- June 1-2: **State Government Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6-9 p.m., SUNY Old Westbury Campus Center, Old Westbury
- June 1-2: **Local Government Discipline: Representing Members in Interrogations Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6-9 p.m., Holiday Inn Express, Riverhead
- June 9-10: **State Government Discipline & Interrogations: Representing Members Under Article 33 Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6-9 p.m., CSEA Long Island Region Office, Commack
- June 22-23: **Steward Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6-9 p.m., Huntington Town Hall, Huntington

Metropolitan Region:

- June 15: **Public Speaking Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6-9 p.m., CSEA Metropolitan Region office, Manhattan
- June 16: **Public Speaking Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6-9 p.m., CSEA Creedmoor Psychiatric Center Local office, Queens Village

Southern Region:

- June 1: **Local Government Discipline: Representing Members in Interrogations Workshop**, Sign-in: 9-9:30 a.m.; Workshop: 9:30 a.m. - 4 p.m., Westchester County Local office, White Plains. *Appropriate leave time must be used to attend this workshop (if applicable).*
- June 8-9: **State Government Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6-9 p.m., Southern Region office, Beacon
- June 22-23: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6-9 p.m., Rockland County Local Office, New City
- June 23-24: **Local Government Discipline: Representing Members in Interrogations Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6-9 p.m., Aloy’s Italian Restaurant, Poughkeepsie

Capital Region:

- June 5: **State Government Grievance Representation Workshop**, Sign-in: 8:30 - 9 a.m.; Workshop: 9 a.m. - 3:30 p.m., Days Inn, Plattsburgh. *This workshop is open to Capital and Central Region members. Call the CSEA Plattsburgh Satellite Office at (518) 563-0761 to register.*
- June 5: **Local Government/Private Sector**

MASSAPEQUA CONTRACT RALLY

— CSEA members across the Long

Island Region recently came out in force to support Massapequa School District Custodial Unit members in a demonstration in front of the high school, held to urge district officials to settle a fair contract with workers. Unit members have been working without a contract for nearly three years, and school board members have been unwilling to negotiate an agreement in good faith. More information about the contract campaign was detailed in the May Work Force ... **PROVIDERS HONORED** — On May 7, state Office of Children and Family Services officials visited VOICE member Christine Kresloff’s Albany County group family child care program to deliver the Provider Appreciation Day proclamation for all providers across the state. OCFS



TODAY

designated May 7 as Provider Appreciation Day “in order to

acknowledge and express gratitude to child care providers, teachers, and educators of young children and to commend the selfless dedication, commitment and compassion they demonstrate each and every day” ... **ROCHESTER LIBRARY PACT** — Members of the CSEA Rochester Public Library Unit have unanimously ratified a new labor agreement with the City of Rochester. The agreement calls for a cost of living increase each year, retroactive pay, a parking subsidy and no change in the threshold of yearly hours worked to be eligible for holiday pay. “The new agreement required compromise and sacrifice on both sides and we believe it’s respectful to taxpayers and employees alike,” Unit President Ove Overmyer said.

- Grievance Representation Workshop**, Sign-in: 8:30 - 9 a.m.; Workshop: 9 a.m. - 3 p.m., Peru Primary School, Peru. *Call the CSEA Plattsburgh Satellite Office at (518) 563-0761 to register.*
- June 7-8: **State Government Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6-9 p.m., Best Western Albany Airport Inn, Albany

Central Region:

- June 1-2: **Local Government Discipline: Representing Members in Interrogations Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6-9 p.m., Large Group Instruction Room, Vernon Verona Sherill School, Verona
- June 5: **State Government Grievance Representation Workshop**, Sign-in: 8:30 - 9 a.m.; Workshop: 9 a.m. - 3:30 p.m., Days Inn, Plattsburgh. *This workshop is open to Capital and Central Region members. Call the CSEA Plattsburgh Satellite Office at (518) 563-0761 to register.*
- June 9-10: **State Government Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6-9 p.m., CSEA Central Region office, East Syracuse
- June 12: **Local Government Discipline: Representing Members in Interrogations Workshop**, Sign-in: 8:30-9 a.m.; Workshop: 9 a.m. - 3:30 p.m., Holiday Inn Downtown, Ithaca
- June 22-23: **Steward Workshop**, Sign-in:

- 5:30 - 6 p.m.; Workshop: 8:30 - 9 a.m., CSEA Canton Satellite Office, Canton
- June 29-30: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6-9 p.m., CSEA Binghamton Satellite Office, Binghamton

Western Region:

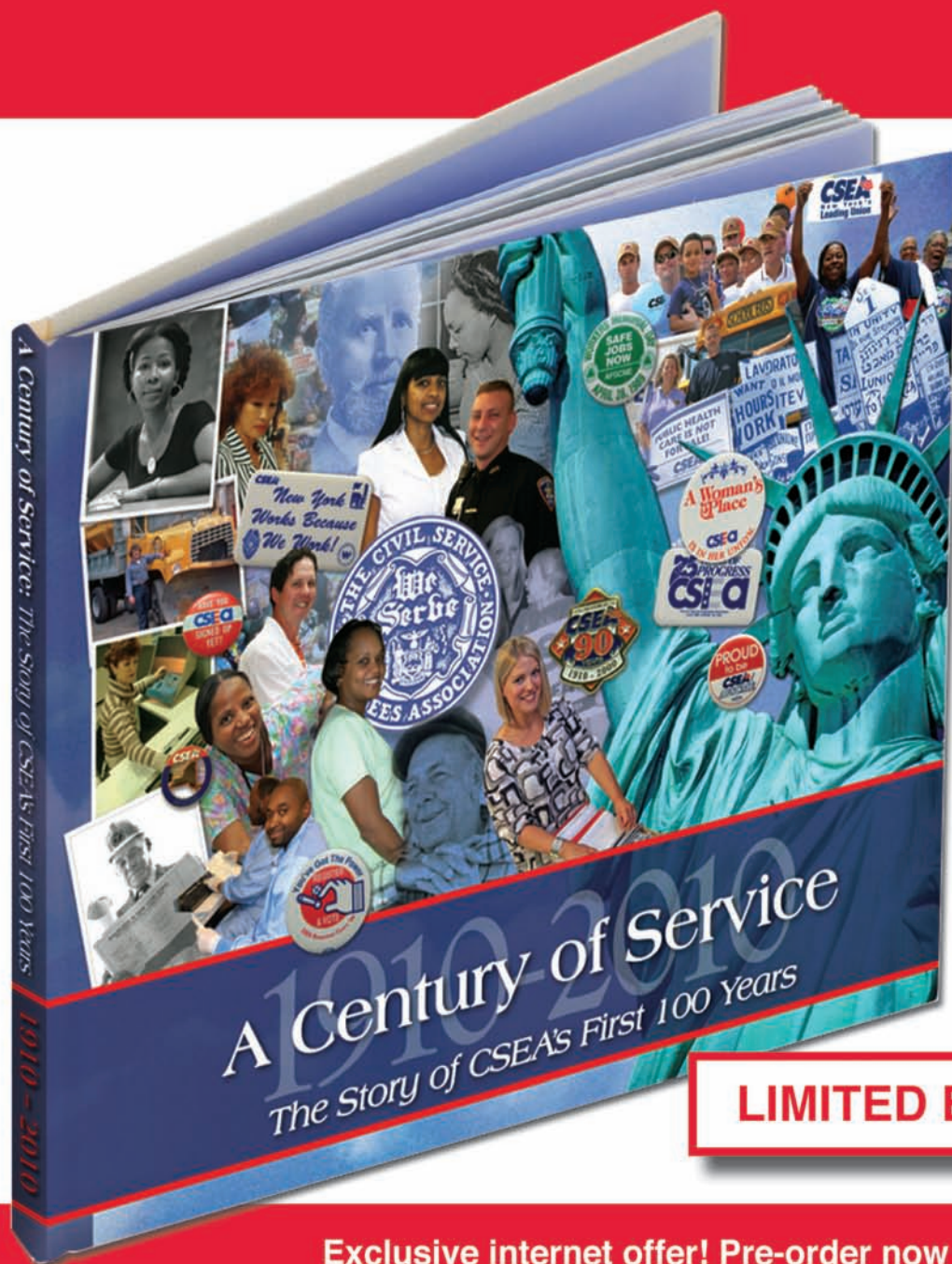
- June 15-16: **State Government Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6-9 p.m., Williams Center, SUNY Fredonia
- June 17 & 24: **Local Government Discipline; Representing Members in Interrogations Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6-9 p.m., Erie County Local Office, Cheektowaga. *This workshop is open to Erie County Local 815 members only. Please call Marlene Astran at the Erie County Local office at (716) 896-1640 to register.*
- June 22-23: **Steward Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6-9 p.m., Cattaraugus County Local Office, Olean

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

THE Work Force

www.csealocal1000.org

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On Oct. 24, 1910, a group of New York State employees came together at the state Capitol in Albany to form the Association of State Civil Service Employees.

It was a humble beginning in a simpler time.

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It is a story about individuals, but it is also a story about collective action – people working together. Most importantly, it is a story about aspiration – people wanting to do better and believing it could help make New York a better place.

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