

THE WORK FORCE



**Aid for libraries
overdue!**

Photo by David Galarza

Cheryl M. Perkins, Library Clerk at SUNY Health and Sciences Center in Brooklyn.

See Pages 10 and 11

Photo of the Month



An Oswego County highway crew uses heavy equipment to cut back snow banks recently in the village of Parish. Parts of the county have been hit with more than 10 feet of snow, keeping highway workers and other state and municipal workers busy. *Photo courtesy of Janet Clerkin, Oswego County Public Information Office.*

CBTU slates national convention

ALBANY — The Coalition of Black Trade Unionists will hold its 36th international convention May 23 to 28 in Chicago.

The convention theme will be “Lessons Learned, New Visions for the Future.”

The event will include general sessions and workshops as well as the national women’s, retirees’ and youth conferences. Guest speakers will include Sens. Barack Obama and Hillary Rodham Clinton.

For additional information, contact Portia Given at (518) 257-1210, (800) 342-4146 or given@cseainc.org.

Greg Szurnicki, 83, longtime activist



Former CSEA activist Greg Szurnicki died recently at 83.

Szurnicki began his public career as an attendant at the now defunct Kings Park Psychiatric Center. He went on to become president of the CSEA local there and the union became his passion.

He is particularly remembered for the many years he served as chairman of the Statewide Election Committee.

Szurnicki served in the Army during World War II and fought at Normandy.

Burial was in the Calverton National Cemetery.

Newburgh Unit OKs five-year pact

NEWBURGH — After four years of arduous negotiations, members of the Town of Newburgh Unit have unanimously approved a five-year contract that will bring them to parity with nearby municipalities of a similar size.

Members voted Jan. 31 to approve a report issued by an impartial fact finder appointed through the Public Employees Relations Board after negotiations with town officials came to a halt late last year.

The contract, retroactive to Dec. 31, 2003, and running through Dec. 31, 2008, includes wage increases in each year of

the contract, longevity increases, a stipend for workers holding Class A CDL licenses, and the implementation of a vacation buy-back program. One notable inclusion in the fact-finder’s report is the reduction of the percentage of health insurance premiums members will pay.

The fact-finder’s report does not resolve the town proposal to reduce the two-person crew in sander trucks during snowstorms to one-person crews, recommending instead that the issue be resolved by a committee to be formed to study the issue.

— Jessica Ladlee

Lefkowitz eyed for PERB

ALBANY — CSEA is praising Gov. Eliot Spitzer for recently nominating CSEA Deputy Counsel Jerome Lefkowitz as chair of the state Public Employment Relations Board.

“Jerry Lefkowitz is the expert on New York’s Taylor Law,” said CSEA President Danny Donohue. “We can literally think

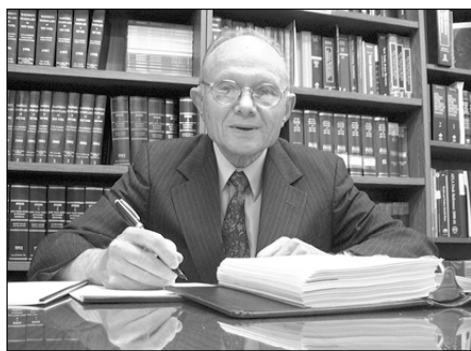
of no better choice for the job.”

As an attorney in the state Labor Department under Gov. Nelson Rockefeller, Lefkowitz helped craft the Public Employees’ Fair Employment Act, also known as the Taylor Law, which was enacted in 1967.

The law granted employees the right to organize and bargain collectively with their employers while prohibiting strikes. PERB was created as an independent, neutral agency to administer the Taylor Law.

After the law’s enactment, Lefkowitz served as PERB’s executive director for many years before joining CSEA in 1987.

“Jerry’s experience, integrity and high ethical standards are unparalleled,” Donohue said. “He is respected by labor and management alike, and he will bring credibility to the process of labor relations and raise the bar for fairness here in New York.”



CSEA Deputy Counsel Jerry Lefkowitz has been nominated to chair the Public Employee Relations Board.

Medina worker killed on the job

MEDINA — CSEA members in the Western Region are mourning the death of activist Michael J. Russo, 47, who died Jan. 31, after falling out of a bucket lift while trimming a tree.

Russo had been working with a crew from CSEA’s Medina Department of Public Works Unit when the bucket lift apparently hit part of the tree. The

impact caused the bucket to tip and Russo fell 25 feet to the ground.

He had worked for the village for 23 years and been the unit’s vice president for many years.

CSEA and PESH are investigating the accident. An inspection of the truck and its controls and safety devices is also planned.

Spitzer budget a wise move

ALBANY — CSEA's overall assessment of Gov. Eliot Spitzer's proposed state budget is positive and a step in the right direction to address New York's needs.

"Gov. Eliot Spitzer has delivered an ambitious and challenging agenda in his budget proposal. There is much to admire in his objectives and energy," said CSEA President Danny Donohue.

Initial budget analysis shows Spitzer has recognizes the importance of strengthening state operations, a move that could help reverse the erosion of resources and morale in state government.

The proposal also recognizes that cash-strapped local governments need help in shoring up their finances to meet the needs of their communities.

CSEA is opposing the governor's



Photo by John Whipple

Gov. Eliot Spitzer gives his inaugural address on Jan. 1.

proposals on the state's health care system, especially their impact on public health care. CSEA is committed to a public health care system that meets the needs of real people in the communities where they live. "We will not back away from that commitment and will work to ensure that principle is reflected in the budget," Donohue said.

Spitzer proposes spending \$120.6 billion, a 6.3% increase over last year.

General impact on CSEA

At this time that the budget proposal will have a positive impact on state, county, local government and school district employees. Affects on public health care are yet to be determined.

There is an increase of approximately 2,500 positions at the state level. Specific funding streams for local governments are still under review however there are no severe cutbacks and there is increased aid for fiscally distressed municipalities. There is also a multi-year overall increase in school aid.

Taxes/Revenue

The Governor has proposed several measures that will close loopholes that allow corporations and the very wealthy to avoid paying their fair share of taxes in New York State Tax deduction for private school tuition

- The Governor has proposed a \$1,000 per child tax deduction for private and parochial school tuition for grades K-12
- STAR - \$1.5 billion in state funds for STAR enhancements and property tax relief. Details will follow
- Expands bottle bill law (\$25 million in state revenue this year and \$100 million annually thereafter)

Health Care

Impact on State Employees

- 90 new positions for State Department of Health and 157 new positions for Office of Medicaid Inspector General
- Creates a new Office of Health Insurance Programs in DOH to consolidate oversight and administration of Medicaid,

EPIC, Child Health Plus and Family Health Plus

- \$78 million in support for Roswell Park Medicaid
- \$1.2 billion in Medicaid cuts and \$485 million in HCRA and other cuts.
- Authorizes conversion of not-for-profit health insurers (including GHI) to private entities and dedicates 95% of proceeds to HCRA

Hospitals

CSEA is reviewing the proposed hospitals cuts and more information on how these cuts affect specific CSEA represented hospitals will be available soon.

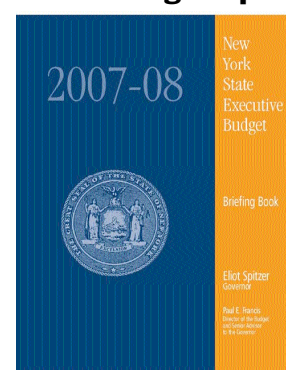
- Freezes inflationary trend factor funding stream for hospitals and nursing homes
- Revises Graduate Medical Assistance (GME) for teaching hospitals which results in a funding cut

Nursing Homes

The funding cuts are still under review.

- CSEA's nursing home grants & rebasing - continues the rebasing and state grant programs which will provide \$15 million in the current fiscal year, \$35 million next year and \$100 million each year thereafter. This is the funding CSEA won in last year's budget.
- Freezes inflationary trend factor
- Work force recruitment and retention phased out over 3 years
- Makes permanent 6% assessment on nursing home revenues

Visit www.csealocal1000.org for more budget updates



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IN TOUCH WITH THE WORK FORCE CSEA President Danny Donohue

State Legislature chose the right comptroller for the right reasons

There's been a near-hysterical response in the media in recent weeks over the selection of the new state comptroller. It has been shocking and out of whack with reality.

As far as CSEA is concerned, state lawmakers made the right choice for all the right reasons.

There is no position of responsibility in New York state government more important to CSEA members than state comptroller. As the sole trustee of the public employee retirement system, the comptroller must be an individual who will make the right decisions to protect those funds and maintain the stability of the system in both the short and long term.

The selection of Tom DiNapoli as comptroller is strong on its merits.

We have enormous confidence in Tom DiNapoli's integrity and abilities. He is an individual of excellent character and qualification. CSEA has worked with him on many state and local issues over a long and distinguished career. We know that his abilities and honesty will serve him well as state comptroller and they will quickly become apparent to all as he works on behalf of the people of New York.

In exercising their legitimate constitutional right to fill the vacancy, the state Legislature has demonstrated courage, independence and foresight to make an outstanding choice. Our democracy is better when there is healthy debate and a separation of powers.

The system did work — CSEA active and retired members and their families can rest easy knowing Tom DiNapoli is the guardian of the retirement system.



Putnam health care workers earn national distinction

CARMEL — CSEA-represented workers at the Putnam County Department of Health's Certified Home Health Care Agency have been recognized in a national survey ranking it among the top home health care agencies in the country.

The county agency is part of the 2006 HomeCare Elite, a compilation of the most successful home care providers in the country issued by DecisionHealth, a publisher of home



Putnam County maternal child health nurse Anka Roberto instructs new mothers in child health care. The county's child health nurses also make home visits.

health care-related media, and OCS Inc., a clearinghouse of health care statistics.

"Being such a tiny agency, it is such an honor to be included," said Putnam County Local President Jane Meunier-Gorman, who works as an intermediate clerk/intake coordinator in the department. "It's due to our caring staff that we are on the HomeCare Elite list."

Commitment to excellence

The excellent outcomes of care experienced at Putnam County's agency are due not just to the excellent care, but also to workers' dedication to improving their skills. Direct care workers attend monthly training programs. The county also employs a quality improvement coordinator, CSEA member Maureen Iacono, to coordinate staff education programs.

"We try to keep everyone up to date because there are changes all the time," said Thel Simon, a CSEA member who coordinates rehabilitative services training.

Mary Piacente, the department's account clerk/home health aide



Putnam County Department of Health's Certified Home Health Care Agency staff, who have been ranked among the top in the country.

coordinator, is one of several CSEA members who provide clerical support to ensure the ever-growing mountain of paperwork common in the health care industry is complete.

"If we open up a new patient case, we have about 30 pages of information that needs to be completed," she said.

Top-notch public health care

As a public body, the Putnam body ensures quality rehabilitative home care, regardless of income or ability to pay.

"We are mandated to provide care," said Simon. "If somebody is uninsured and gets into a terrible accident, we provide services regardless of ability to pay."

Agency workers also help low-income residents by collecting

used rehabilitation devices such as canes, walkers and wheelchairs that may be given free to uninsured patients.

While most rehabilitative services are given to the county's elderly population, the agency also employs two maternal child health nurses who make home visits to new mothers and babies. Those public services also factored into the agency's place on the HomeCare Elite list.

"The county offers services that don't cost a thing," said Anka Roberto, a maternal child health nurse at the agency. "We're able to get out there and educate the public, which is unique to the public sector."

— Jessica Ladlee



"We're able to get out there and educate the public, which is unique to the public sector."



"Any cuts in Medicaid would affect our consumers, and the middle class workers who keep these programs running. We have over 300 patients in our young adult day program for patients with mental illnesses who depend on us."

— Ardis Alaqarbeh, head nurse, Rockland County Department of Health Young Adult Center, on Gov. Eliot Spitzer's proposed budget.



Nine out of 10 people polled (in a recent Zogby poll) believe that rehabilitation and treatment for incarcerated youths can help prevent future crime.



"I am happy to see some tax relief for middle class taxpayers in the form of an expanded STAR program. Also, some breaks for volunteer firefighters are a good thing."

— Patrick O'Connor, president, Colonie Public Safety Unit, on Gov. Eliot Spitzer's proposed budget.

Concerns remain at OCFS

BRONX — Sandra Bryson vividly remembers the 16-year-old client she received one day at the state Office of Children and Family Services' Pyramid Reception Center.

"He behaved like a 5-year-old," said Bryson, a youth development aide at the South Bronx facility for the past 18 years. "I spent a lot of time with him."

As the first point of contact at the main reception site for the agency, Bryson readily admits she can hardly afford to spend too much time on any one client.

Nearly every day a new group of preteen and teenage boys, who need to be tested and prepared for other residential programs throughout the state, arrive at the 14-day reception program at Pyramid.

"The majority of the youths we get now have a lot of mental health issues," said Bryson. "Back then, we didn't have as much."

While there may be more troubled youths entering facilities than in the past, public opinion supports treatment rather than incarceration.

CSEA is working to set up a meeting between President Danny Donohue and acting OCFS Commissioner Gladys Carrion to discuss CSEA's concerns about the agency, its policies and other issues related to CSEA members' abilities to do their jobs in what has been a troubled agency.

Courtney Victor, a youth development aide who is also responsible for transporting clients to appointments and sites across the state, fears the



Youth development aides Sandra Bryson and Courtney Victor at OCFS' Pyramid Reception Center.

clients he encounters are often not getting the kind of care and evaluation they merit.

"We're the most critical phase," said Victor about Pyramid, since the tests and evaluations performed there will determine the placement of clients. Emphasis on individual clients, and improved communication and input between staff and supervisors, Victor insisted, would go a long way toward better serving the clients.

At Pyramid, there are usually two youth development aides working with a group of 12 to 16 clients with wide-ranging mental and behavioral patterns. Lacking staff and additional training in dealing with more serious mental and developmental issues will often make ordinary tasks more difficult.

"I can only attempt to make them as comfortable as possible and help them get through the process," said

Bryson. "With a lot of the mental health issues, not every client gets it."

Bryson and Victor also agreed existing protocols to deal with aggressive and unruly clients have to be re-evaluated.

"Every situation is unique and may require different methods," said Bryson, who was physically attacked by a client several years ago and has grown accustomed to receiving verbal threats. "We have to remember that some of these youths have mental health issues and we have to use different techniques to reach them."

Despite these concerns, Bryson enjoys her job and takes great pains to make herself available and receptive to clients during their brief stay.

"This job is not for everybody," said Bryson. "You need to have patience and be able to communicate."

— David Galarza

Zogby poll: public supports rehab, not prison, for youths

A new poll by Zogby International, and commissioned by the National Council on Crime and Delinquency (NCCD) — the oldest criminal justice research organization in the U.S. — shows the public strongly supports rehabilitation and treatment, not prosecution in the adult court or incarceration in adult jails or prisons. Major findings from the survey of likely voters included:

- Nine out of 10 people polled believe that rehabilitation and treatment for incarcerated

youths can help prevent future crime, and eight out of 10 thought spending money on rehabilitative services and treatment for youths will save money in the long run.

- Seven out of 10 of those polled said putting young people (under age 18) in an adult correctional facility will make them more likely to commit future crimes. More than two-thirds (68 percent) disagreed that incarcerating youths in adult facilities "teaches them a lesson and deters them from committing future crimes."

OCA negotiation team set for talks



ALBANY — CSEA's Office of Court Administration negotiating team is ready to begin contract talks with the state in late March. The team recently met in Albany, poring over the entire OCA contract and comparing files and notes. Sets of proposals have been drafted. The team, at left, are New York City State Employees Local President Vinnie Martusciello, team chair; Capital Region Judiciary Local and Court of Claims Statewide President Nicole Ventresca-Cohen; Long Island Region Judiciary Local President Kevin Ray; Southern Region Judiciary Local President Bob Lorenc, team vice-chair; and Central Region Judiciary Local Vice President Donald Lynskey. Western Region Judiciary Local President Nancy Hart is in front.



Westchester County Unit declares impasse

WHITE PLAINS — The Westchester County Unit recently declared impasse in its contract negotiations with county officials. Reasons for the contract stalemate include issues related to health insurance and salary increases. CSEA represents about 4,000 county employees.

No word yet on start of state contract negotiations

CSEA's state contract negotiating team remains prepared to begin contract talks for a successor agreement to contracts that expire April 1 of this year. At press time, there was still no word on who Gov. Eliot Spitzer will appoint to head the Governor's Office of Employee Relations and conduct negotiations.

If a new contract is not reached by the time the current contract expires, all terms and conditions of the current contract remain in effect until a successor agreement is reached. Such items as pay (including increments), health insurance, leave accruals, etc. continue at the same levels. There is one exception: if the expired provision contains a "sunset" or specific end date, then that benefit ends on that date.

CSEA will communicate news about the status of talks through every means possible. There will be regular updates on our website (www.csealocal1000.org) and your local leaders will be regularly kept up to date by members of the team and through other means. Much information about negotiations is already posted on the website.

CSEA Voices



"It's good to hear that IOMRDD will receive another 237 positions statewide. Quality care is our first concern and this will help us continue to provide quality care to the consumers who depend on us every day."

— **Rick Ortel, development aide/job coach and 24-year member of the Western New York DDSO Local, on Gov. Eliot Spitzer's proposed budget.**



Depression does not discriminate.

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

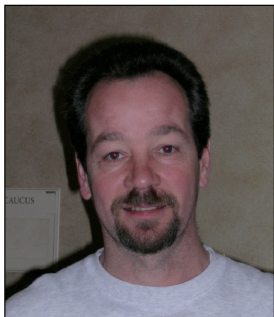
While depression is treatable, most people suffering from depression do not seek the help they need.

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



“A number of our CSEA brothers and sisters also serve in the military, so it is important that we show our support for them both on the job and during deployments.”

CSEA Voices



“This is great for the hospital and great for patient care. Hopefully, it will help us be successful on our mission to find a cure for cancer.”

— Bruce Porter, carpenter and Roswell Park Memorial Institute Local President, on Gov. Eliot Spitzer’s proposed budget.

Career a call to service

HIGHLAND — Many CSEA members spend their entire careers serving other New Yorkers, but an increasing number of members are also serving their country via long-term overseas military deployments.

Richard Call is one of those CSEA members who serve both his state and his country.

An almost 20-year U.S. Navy Reserve member, Call has spent his civilian career working at the New York State Bridge Authority, which oversees toll bridges spanning the Hudson River.

Call, a senior toll collector employed with the authority since 1978, supervises other collectors on the Franklin D. Roosevelt Mid-Hudson Bridge that spans Ulster and Dutchess counties.

In his other life, as a military policeman with the Navy Seabees, Call’s military deployments have taken him as nearby as New York City and as far

away as the Middle East and Indonesia.

Soon, he will be back on military duty in the Middle East.

“This will be my third tour,” said Call, who last served in Iraq in 2004 and also spent time in Kuwait during Operation Desert Storm.

A busy second career

While the minimum time requirements consist of one weekend per month and two weeks of annual training, deployments for reservists are common.

One trip to East Timor occurred during a period of conflict there where it was difficult for military forces to gain entry, but upon arrival, troops received more of a welcome.

“A lot of the people welcomed us,” said Call. “Many of them wanted to learn English.”

In Iraq, despite the busy days, there are occasional chances to be out in public.



Richard Call in his office at the Mid-Hudson Bridge in Highland. One of the bridge’s toll booths is in the background.

“We are allowed to go out once we go through a course teaching about their culture,” he said.

Regular deployments of military reservists are becoming more common at CSEA work sites. The deployments are tough for the reservists themselves, but they can also be a burden on the families back home.

“It is an inconvenience,” said Call. “My wife has to run the house by herself and make sure our kids are taken care of.”

As for himself, in Iraq, Call said he, “works 12-hour days, every day, with no time off. Working 12-hour days makes the deployment feel even longer.”

Call’s job with the bridge authority will be filled by co-workers during his absence.

“Rich’s job will be filled by part-timers during his deployment,” said Bridge Authority Local President Frank Gentilquore, who said co-workers and bridge authority management support Call.

“A number of our CSEA

brothers and sisters also serve in the military, so it is important that we show our support for them both on the job and during deployments,” said Southern Region President Diane Hewitt. “These frequent deployments put a huge strain on the lives of members like Richard Call. We owe them our gratitude for the personal sacrifices they make on our behalf.”

— Jessica Ladlee

Call to Duty

Some of Richard Call’s missions

- Operation Desert Storm, Kuwait
- TWA Flight 800 crash recovery support, Long Island
- Sept. 11 Homeland Security efforts, New York City
- Tsunami aid and recovery, Indonesia
- Medical team security, East Timor
- Operation Enduring Freedom, Iraq



Are you a public employee who needs information on active military or veterans’ benefits in relation to your public employment? Get a free copy of CSEA’s handbook, “Public Sector Employment Benefits for Veterans & Military Personnel.”

Call CSEA’s Legal Department at 1-800-342-4146 or visit CSEA’s website at www.csealocal1000.org and follow the menu prompts for the “legal publications” page.

CSEA fights, wins \$9,000 for member

GREENWICH — Imagine being on the hook for \$9,000 and not even knowing it.

That's exactly what happened to Greenwich School District Unit member Sandy Colby after her insurance company denied a claim for her husband's emergency medevac flight.

Thanks to CSEA, Colby, a bus driver for the district, now doesn't need to worry about the bill.

In August 2005, Colby's husband fell through basement stairs and was rushed to Albany Medical Center from their Greenwich home.

A few weeks later, the Colbys began getting bills from the medi-flight company. Colby's health insurer, Empire Blue Cross, denied the claim stating the flight was not medically necessary. Empire also claimed Colby did not notify the company of the incident.

Colby's husband was

treated and released that night, so she did not call. Her insurance card states she must notify the insurer within 48 hours after being admitted to the hospital.

Still, the bills were coming quickly, along with threats to take the matter to collections. The Colbys worried about their credit rating and also feared the company would garnish wages.

At one point, the company offered her a payment plan of \$200 per month. "There is no way we would have been able to pay that," she said.

After trying to resolve the matter on her own for six months and exhausting two appeals, Colby turned to a co-worker, who put her in touch with CSEA's Health Benefits Department.

CSEA went to work on the issue and immediately ended the threatening letters that were piling up, a welcome reprieve for Colby.



Sandy Colby on the job as a bus driver for the Greenwich Central School District.

After going to Empire Blue Cross and again being denied, CSEA Health Benefits Specialist Margaret Gannon suggested taking matters to the school district.

"I knew it was either that or go to the legislature," said Gannon. At CSEA's urging, school officials intervened and Empire Blue Cross relented. The Colbys got the good news just before Christmas.

"Because of CSEA's help, Sandy and her husband were able to put their

minds as ease this Christmas," Greenwich Central School District Unit and Washington County Local President Brenda Facin said. "Sandy has been battling this company for over a year and I am so thrilled that CSEA was able to assist her."

"They did a great job and weren't going to let up until they got satisfaction," Colby said. "Without the union and everyone fighting for us, we would still be paying for this."

— Therese Assalian



"Without the union and everyone fighting for us, we would still be paying for this."

CSEA Voices



"Two hundred positions spread over all the SUNY schools doesn't put a lot of positions at each school. If you compare these positions to how many we have lost over the years, we still have a long way to go. I'm not sure this will help with the shortstaffing we've experienced, but it's a good start."

— Laurie Hildebrant, calculations clerk and member of the SUNY Brockport Local, on Gov. Eliot Spitzer's proposed budget.

Spitzer education budget boosts funding

ALBANY — Gov. Eliot Spitzer's proposed education budget gives needed funding boosts to public schools and the State University of New York, but CSEA is concerned about the governor's plan to increase the state's number of charter schools.

"We are pleased with Governor Spitzer's commitment to strengthening aid to New York's public schools and colleges," CSEA President Danny Donohue said. "Our children need adequate resources and services to help them prepare for

their futures."

Spitzer is proposing a \$1.4 billion overall increase in aid for school districts this year, and a \$7 billion

increase in school funding over three years. BOCES also gets a boost, with a proposed \$37 million funding increase. The budget also proposes \$99 million for universal pre-kindergarten programs.

The governor's plan also adds 97 new positions to the state Education Department, and 200 new positions at SUNY.

Charter school plans

CSEA is concerned about the governor's plan to increase the cap on charter schools across the state from 100 to 250 schools. The

union has long been concerned about charter schools because the schools take away needed resources to public schools and many have been unsuccessful in improving academic success as opposed to public schools.

For more on the state budget, see Page 3.

Stay updated on the latest state budget news by visiting CSEA's website at www.csealocal1000.org.

Spitzer budget by the numbers

SUNY:

- 200 new positions

School districts:

- 97 new positions in state Education Department.
- \$1.4 billion overall increase for school districts this year and \$7 billion increase over three years
- \$99 million for Universal pre-K

Charter schools:

- Increase cap on charter schools in state from 100 to 250
- Transition aid of \$15.2 million to five districts

BOCES:

- \$37 million aid increase

INSIDE THE WORK FORCE

CSEA joins fight for more library funding

CSEA is joining forces with New York State United Teachers, AFSCME District Council 37 and the New York Library Association to support closing the funding gap for libraries caused by eight years of flat funding eroded by inflation. "CSEA supports closing the gap in funding for libraries and providing more operating aid directly to libraries so they can have the resources necessary to meet the growing needs of their communities," said CSEA President Danny Donohue. CSEA members are encouraged to take part in the New York Library Association Lobby Day March 13. Here, several CSEA members share their experiences and speak of the funding need.



Kathleen Cronin, head of children's services for New Rochelle Public Library, takes a moment to read to a few of the library's younger patrons.

The job of librarians has changed somewhat with the increasing role of the computer in libraries. "[The librarians] have to learn a lot more and work a little harder with it. You have to make sure what the kids are watching. The librarians here don't complain. We're here for public service. We give top-notch public service."

— Mary Miceli, New Rochelle Public Library Unit President, senior typist in the library's Community Relations Office.



Nioga Library System Senior Library Clerk Laura Krzemien, above. CSEA members at Nioga plan to travel to Albany March 13 to emphasize the importance of library funding to state legislators. Because of funding cuts, the Lockport Nioga facility has been continually short-staffed and unable to offer member libraries as many services and programs as it once had. "We have suffered lots of losses due to no increases in funding," Local President Diane Hunt said. "We used to have all sorts of supplies for children's programs. We've also lost home delivery and adult and children's services due to low staff. There has been a progressive loss."



Library clerks Cheryl Perkins and Gabriel Pimentel scan old medical reference books at the SUNY Health and Science Center which will enable students at the school to access information and data from these books electronically. Perkins appears on *The Work Force* cover this month before a card catalog, a reference system being replaced by computers in many libraries.

Guilderland librarian one of top in nation

GUILDERLAND — Librarian Maria Buhl assumed a recent call from *The New York Times* was to offer her a deal on a subscription.

She was taken aback upon learning she was getting a call only 24 other librarians in the nation would receive.

The Guilderland Public Library employee was recently named one of the top librarians in the nation.

"I thought they were trying to sell me a subscription," joked Buhl, who was chosen from more than 1,300 nominees from 45 states. "I was totally floored."

The New York Times award, given annually for the past six years, honors working librarians for their public service and positive impact on the community. Buhl was one of 25 to receive the honor.

Buhl traveled to New York in mid-December for the award ceremony where she also received a plaque and a \$2,500 prize. "There were people there from all over the country," Buhl said. "It was inspiring to see the work being done in various communities."

Buhl's efforts with the library's English as a second language (ESL) program and her work as a health services librarian won her recognition.

Buhl became a certified health services librarian in 2001 and has taken special interest in helping patrons find accurate medical information.

"So much of the information out there, especially on the Web, is not accurate," she said.

The library promoted the availability of such services and was promptly inundated by community members. "Clearly people were happy to know this is out there," Buhl said.

As coordinator for the library's ESL program, Buhl wrote many of successful grant applications and forged a collaboration between the library and the local literacy community. Seventy-five volunteers have been recruited as literacy tutors who use the library's meeting spaces and training materials. The program fills a niche in the community for many residents whose first languages were Asian.

"That's what being a good library is about, getting a good read on the things the community is looking for," Buhl said.

— Therese Assalian



For more information and pictures on this topic, visit www.csealocal1000.org

FACTS ABOUT NEW YORK'S LIBRARIES

- ☐ New Yorkers make 107 million visits to their public libraries each year — 10 times higher than attendance at professional sporting events.
- ☐ New Yorkers found answers to 27 million research questions, borrowed 135 million books and other items, and attended 317,000 programs at their public library in 2005.
- ☐ Libraries serve 75 percent of New York's households; 52 percent of New Yorkers have library cards.
- ☐ Libraries are a \$1.6 billion industry in New York, generating another \$3 billion in economic activity.
- ☐ New York state ranks 11th in the nation in per capita ongoing state support for public library construction, behind states like Florida, Georgia, Illinois, Pennsylvania and Massachusetts.
- ☐ A 2006 Zogby Poll showed New Yorkers support increased funding for libraries: 63 percent support more state funding for libraries, and 85 percent support more state aid for public library construction.

Safety and health grant trainings available

CSEA has secured a state Department of Labor Hazard Abatement Board training grant that provides all CSEA-represented work sites with the opportunity to take advantage of free training programs.

The programs are aimed at increasing members' knowledge and understanding of potential safety and health hazards to help reduce or eliminate workplace injuries or illnesses.

"Through education and awareness, we can make a difference in the lives of all CSEA members and ensure that everyone has a safe and healthy place to work," CSEA President Danny Donohue said.

CSEA is offering the following programs to members:

Office Ergonomics Train-the-Trainer

A 10-hour course designed towards reducing musculoskeletal disorders, such as carpal tunnel syndrome, associated with heavy computer use. Participants will learn to recognize the risk factors that lead to injury and to properly assess and set up a computer



workstation. On the second half-day participants will practice training and discuss training techniques.

Office Ergonomics Direct

A seven-hour training course identical to the Train-the-Trainer without the training element.

HAZWOPER

First-on-the-Scene Responder

An eight-hour training course that will help public employers in meeting the training requirements of the Occupational Safety and Health Administration's HAZWOPER standard for first-on-the-scene workers. This training is for workers who may either discover, witness, or are likely to encounter an emergency situation involving hazardous materials.

Safe Refuse Collection

The purpose of this training is to protect sanitation workers from falls from moving vehicles, exposure to household hazardous waste and back injuries. This course will cover:

- safe riding on refuse collection

Monroe County workers injured in trench collapse

ROCHESTER — Two Monroe County workers were injured recently when the trench in which they were working collapsed, trapping the men in the dirt.

Chris Fiutka and Jim Guerra were in digging in the seven-foot deep trench with other co-workers Jan. 18 when the northern wall suddenly gave way. The dirt buried Guerra to his knees and Fiutka to about his armpits, according to a report by CSEA's Occupational Safety and Health Department.

Both men were taken by ambulance to Strong Memorial

Hospital in Rochester. Guerra was evaluated by doctors and released. Fiutka suffered a collapsed lung and other internal injuries. He was placed in a medically induced coma as his injuries began to heal. As *The Work Force* went to press, Fiutka remained hospitalized but is no longer in the hospital's intensive care unit.

An investigation determined a trench box was not yet in place in ditch. PESH and CSEA continue to review the accident.

— Lynn Miller



In this 2005 file photo, CSEA members in the town of Hempstead get training in safely handling hazardous material spills.

vehicles training and the American National Standards Institute standard for Mobile Waste and Recyclable Materials Collection, Transportation, and Compaction Equipment Safety requirements;

- sanitation hazard
- communication training in the recognition of common household waste and worker protection;
- personal protective equipment in sanitation training using a job hazard analysis to determine proper selection of such equipment, and;
- ergonomic risk factors that lead to back injuries and prevention methods.

Work Zone Safety and Safe Flagging Training

The purpose of this training is to protect workers from being struck by oncoming traffic and by heavy equipment.

Work zone safety training will educate road workers on best practices of work zone layout, application of control devices, knowledge of the development and implementation of traffic control plans, ability to interpret traffic control plans, recognition of illumination and visibility considerations and identification and control of hazards in the work zone.

Safe flagging will cover: When flagging is necessary, the best practices for safe flagging procedures, understanding flagging procedures, understanding the use of required equipment and

increased ability to safely coordinate traffic movement through the work zone.

OSHA 10-Hour General Industry

A 10-hour training program spanning two days that follows the specific guidelines of the OSHA outreach-training program. The course will consist of seven hours of mandated training and three hours of industry specific training.

For more information or to schedule a training, call CSEA's Occupational Safety and Health Department at 1-800-342-4146.

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

DEFEND YOUR RIGHTS!

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

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

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

Helping their own in Madison County

WAMPSVILLE — CSEA member Luke Rivenburgh, an engineering technician with the Madison County Highway Department, had worked for the county less than six months before a December car accident left him with many serious injuries and the fear he may no longer be able to provide for his family.

His injuries — a shattered kneecap, a broken right femur, a cracked hip, a hand injury and a spleen injury — would take months to heal. As a newer employee, he almost immediately exhausted his accumulated leave time and wasn't eligible for the county's sick bank.

Rivenburgh feared his wife, a

full-time nursing student, would have to drop out of school and return to work to support them and their two young daughters.

Luckily, his fears turned out to be unfounded when labor and management co-workers teamed up to come to his rescue.

CSEA Madison County White Collar Unit Secretary Betty Jo Johnson said the union took up

a monetary collection to help Rivenburgh and his family during his recovery. Workers also held a 50/50 raffle, from which the winner donated his prize back to Rivenburgh.

CSEA also worked with county management to establish a special sick leave donation program that would allow Rivenburgh to remain out of work at full pay and continue his health care coverage.

Rivenburgh said his co-workers' efforts to help mean a lot to him. He said he's getting



better, and that much of the strength he's regained was bolstered by the outpouring of support

"It's been amazing that everybody helped out so much. I'm blessed by

everybody's help," Rivenburgh said. "I would like to thank everyone for what they did. I just hope I can someday help someone else as much as they helped me."

— Mark M. Kotzin

Federal, state laws protect workers with disabilities

Editor's Note: This is the 10th article in a series of discrimination articles that have appeared in *The Work Force*, to provide valuable information regarding important areas of protection available through the CSEA Legal Assistance Program (LAP). The Legal Assistance Program covers employment and labor issues involving disciplinaries, contract grievances and arbitrations, court litigation and agency proceedings. Get more information about legal services in the LAP by calling CSEA Headquarters at 1-800-342-4146, extension 1443, or by visiting www.csealocal1000.org, and clicking on the legal programs and services menu item.

Both federal and state law prohibit disability discrimination and require, in certain circumstances, that employers provide "reasonable accommodations" to disabled employees.

This article provides an overview of disability discrimination, as defined under the New York State Human Rights Law. The next *Work Force* article will feature disability discrimination as defined under the

federal Americans with Disabilities Act (ADA).

The New York State Human Rights Law provides broad protections for disabled employees. State and federal law contain different definitions for who is considered "disabled." The main issue in a disability discrimination case is whether the employee's particular circumstances meet the definition of "disability" under the applicable law. The fact that an employee has some form of physical, mental or medical impairment does not guarantee that the employee is considered "disabled" under the law for employment law purposes.

Under New York law, the term "disability" is defined as: a) a physical, mental or medical impairment resulting from anatomical, physiological, genetic or neurological conditions which prevents the exercise of a normal bodily function or is demonstrable by medically accepted clinical or laboratory diagnostic techniques or b) a record of such an impairment or c) a condition regarded by others as such an impairment, provided, however, in all circumstances the term is limited to disabilities which,

upon the provision of reasonable accommodations, do not prevent the complainant from performing in a reasonable manner the activities involved in the job or occupation sought or held.

Under state law, an employee can be disabled if the impairment can be proven by medically accepted techniques. Unlike the ADA, state law does not require that the impairment "substantially limit" the employee's normal life activities. Our broader state law definition has led courts to find that some employees with conditions such as obesity and panic disorder with agoraphobia are "disabled" under the New York law.

State law defines "reasonable accommodation" as actions taken by the employer to permit a disabled employee "to perform in a reasonable manner the activities involved in the job or occupation" including but not limited to: a) providing an accessible worksite; b) obtaining or modifying equipment; c) providing support services for persons with impaired hearing or

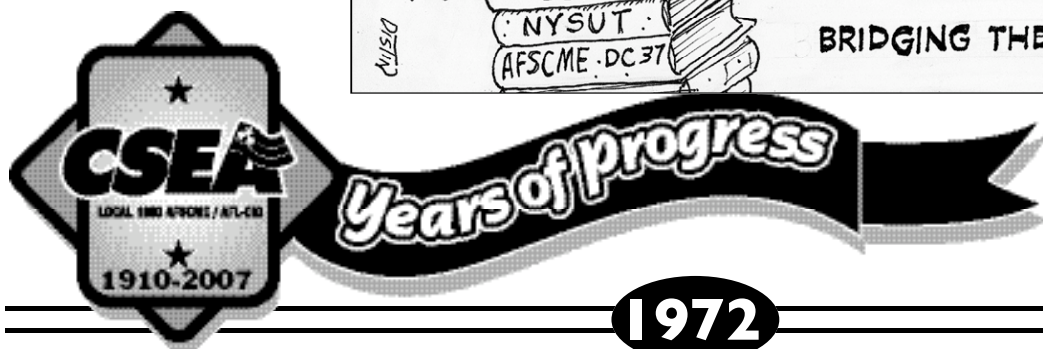
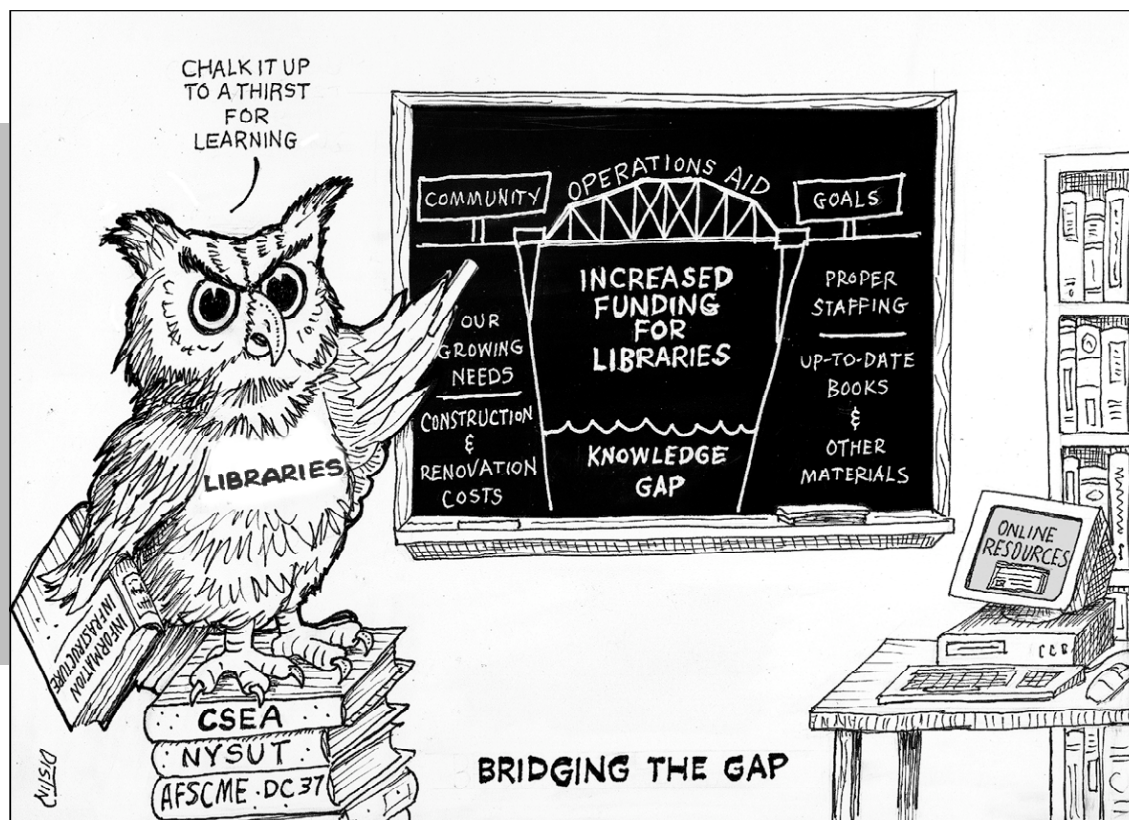


vision; d) job restructuring; e) altering a work schedule.

Under state law, a reasonable accommodation is not required if it would impose an "undue hardship" on the employer. To

determine whether a particular accommodation would constitute an undue hardship, the courts consider: a) the cost of the accommodation; b) the size, number of employees and financial resources of the employer; c) the impact the accommodation will have on the employer's operation including the impact the accommodation will have on the ability of other employees to perform their duties.

Due to the complexity of the law regarding disability discrimination and reasonable accommodation, it is extremely important that CSEA locals and units contact CSEA labor relations staff immediately when reasonable accommodation issues arise. Where necessary, the Legal Department should be contacted as well.



35 years ago ...

In 1972, CSEA members secretly let a young, local television reporter named Geraldo Rivera in a back door of the Willowbrook State School for the Mentally Retarded on Staten Island to document the appalling living conditions for the clients caused by understaffing and neglect by state officials.

The exposé caused a firestorm of public outcry and many lawsuits, and eventually led to a better system of care for developmentally disabled individuals across the state that is today a national model.

In Willowbrook's aftermath, CSEA aggressively and successfully advocated for numerous reforms and resources for the developmental disabilities field. Beginning in the mid-1980s, CSEA worked with the state Office of Mental Retardation to move state operations from institutional settings into community based homes.

Last year, CSEA launched the Quality Care campaign to address the serious problem of low pay and poor benefits for workers in the not-for-profit agencies providing developmental disabilities services that threatens to undermine the quality of care throughout the system. The legislation was overwhelmingly approved by the state legislature, only to be vetoed by Gov. George Pataki in one of his last acts as governor. The Quality Care Act was shockingly opposed by the management of the not-for-profit operators even though it would have helped support better pay for their employees.



Courtesy: Museum of Disability

Television reporter Geraldo Rivera, shown here during the early 1970s, exposed appalling living conditions at the Willowbrook State School with the help of CSEA members employed there.

Also in 1972 ...

- * President Richard Nixon makes a historic eight-day visit to Communist China and meets with Chinese leader Mao Zedong.
- * Eleven Israeli athletes at the Olympic Games in Munich, Germany are killed by members of a terrorist group who invaded the Olympic village.
- * President Richard Nixon is re-elected to a second term by a landslide; five men are caught breaking into the Democratic National Committee headquarters in Washington, D.C., kicking off the Watergate scandal that would end Nixon's presidency.
- * Time, Inc. transmits HBO, the first pay cable network.
- * M*A*S*H premieres on CBS.
- * RCA develops the first compact disk.
- * Electronic mail is introduced.

Fast for justice for all working New Yorkers!

Join the 12th annual 40-Hour Fast

Sponsored by the New York Labor-Religion Coalition

- Begins Monday, March 5, at 8 p.m.
- Ends Wednesday, March 7, at noon

In New York state, farmworkers are excluded from many of the state's labor laws. Farmworkers are not considered "employees" and therefore have no right to overtime pay, even though they might work 70 or 80 hours a week. They are also denied the right to a day of rest each week and to the collective bargaining protections legally given other workers.

By identifying with farmworkers (and others in New York who work hard but fall further and further into debt), participants in the 40 Hour Fast can better understand that low-income workers do not need charity, but justice—which can be accomplished through simple changes in the laws of the state. CSEA is a longtime supporter of the Fast and urges members to participate,



For more information about Fast events in your region or to sign up for the Fast, contact the New York State Labor-Religion Coalition at (518) 213-6000 or visit the Labor-Religion Coalition's website at www.labor-religion.org.

Subscribe to *The Canary*!

The Canary is a quarterly newsletter that informs members of the latest safety and health regulations and trends, and provides valuable information for labor/management safety and health committees. To subscribe to *The Canary*, fill out the form on this page and return it to the address below. **Please clearly print the following information:**



CSEA Member's Local or Unit Name: _____

CSEA Member's Name: _____

CSEA Member's Address: _____

Phone Number: Work: () _____

Home: () _____

Last four digits of Social Security Number: _____

Please mail this form to the following address:

CSEA
Attn: Membership Department
143 Washington Ave.
Albany, N.Y. 12210

You can also fax this form to (518) 465-2382.

March region calendar of events

Long Island Region:

Mar. 3: Civil Service Test Preparation Workshop, 9 a.m. – 4 p.m., Long Island Region Office, Commack

Mar. 7-8: Defensive Driving, 5:30 p.m. – 8:30 p.m., Long Island Region Office, Commack

Mar. 13: Sexual Harassment Workshop, 5:30 p.m. – 9 p.m., Best Western East End, Riverhead

Mar. 14: Family and Medical Leave Act Workshop, 5:30 p.m. – 9 p.m., Best Western East End, Riverhead

Mar. 21-22: Contract Negotiations Workshop, 5:30 p.m. – 9 p.m., Hempstead Local Office, Merrick

Mar. 24: Defensive Driving, 9 a.m. – 3 p.m., CSEA Long Island Region Office, Commack

Metropolitan Region:

Mar. 6: Information Day, 11:30 a.m. – 2 p.m., Metropolitan DDSO

Mar. 7: Information Day, 11:30 a.m. – 2 p.m., Department of Motor Vehicles, Jamaica

Mar. 16: Information Day, 11:30 a.m. – 2 p.m., Office of Disability and Temporary Assistance, Brooklyn

Mar. 25: Commemoration of the Triangle Shirt Waist Factory Fire.

Contact Communications Associate David Galarza at the Metropolitan Region Office for more information.

Mar. 30 – April 1: Sisters on the Frontline conference. Sponsored by Cornell University's Institute for Women and Work, 25 West 43rd Street, Manhattan.

Southern Region:

Mar. 7-8: Defensive Driving, Westchester County Local Office, White Plains. Call 1-800-942-6874 to register.

Mar. 10: Defensive Driving, Orange County Local Office, Middletown. Call (845) 343-0172 to register.

Mar. 13-14: CSEA Partnership class: Carpentry Advanced, Mid-Orange Correctional Facility, Warwick

Mar. 20: CSEA Partnership class: Catching Errors: A Proofreader's Guide, Department of Transportation office, Poughkeepsie

Mar. 24: Defensive Driving, Westchester County Local Office, White Plains. Call 1-800-942-6874 to register.



Mar. 27: Family and Medical Leave Act Workshop, 5:30 p.m. – 9 p.m., Sullivan County BOCES, Liberty

Mar. 28: Family and Medical Leave Act Workshop, 5:30 p.m. – 9 p.m., Orange County Local Office, Middletown

Capital Region:

Mar. 7: Member Information Day, 10 a.m. – 1 p.m., Empire State Plaza, Albany

Mar. 10: Defensive Driving, 9 a.m. – 3 p.m., Capital Region Office, Latham. Call (800) 942-6874 to register.

Mar. 20-21: Steward Workshop, 5:30 p.m. – 9 p.m., Holiday Inn, Saratoga

Mar. 27-28: Defensive Driving, 5:30 p.m. – 8:30 p.m., Capital Region Office, Latham. Call (800) 942-6874 to register.

Mar. 28: All About Our Union, 5:30 p.m. – 9 p.m., Holiday Inn, Saratoga

Central Region:

Mar. 13-14: State/Local Government Discipline and Interrogation Workshop, 5:30 p.m. – 9 p.m. Howard Johnson Hotel, Norwich. Call the region office to register.

Mar. 20-21: Contract Negotiations Workshop, 5:30 p.m. – 9 p.m., CSEA Herkimer County Local Office, Herkimer

Mar. 28-29: Advanced Grievance: Power in Numbers, 5:30 p.m. – 9 p.m., CSEA Oswego County Local Office, Fulton

Mar. 29: Sexual Harassment Workshop, 5:30 p.m. – 9 p.m., Holiday Inn, Oneonta

Western Region:

Mar. 10: Defensive Driving, 9 a.m. – 3 p.m., Western Region Office, Amherst. Call the region office to register.

Mar. 20-21: Contract Negotiations Workshop, 5:30 p.m. – 9 p.m., Country Inn & Suites, Henrietta.

For more information on the listed events or to participate, 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 other than those listed here, so check your region calendar page on the CSEA website.

What's In It For You?

Visit the CSEA Employee Benefit Fund website

Members can learn a lot from the CSEA Employee Benefit Fund website that can save them time and phone calls.

While navigating through our website at www.cseaebf.com, you will see some of the great features we have to offer.

EBF serves CSEA-represented state employees and employees from more than 450 local government, school district and public authority units that have negotiated dental, vision and other health care benefits into their contracts.

You can download from EBF's website many types of forms that will help you take greater advantage of the many benefits the Fund has to offer, including forms related to prescription co-payment reimbursement,

vision care reimbursement, annual physicals and your children's benefits through EBF.

Provider search

You can also search for dental and vision providers on our panel that have contracted with EBF. Changes are made to this listing daily, so this resource is always up-to-date.

Information pertaining to your benefits can be downloaded. Examples of the books available include the State Plan Summary Description, Unified Court System Summary Description, and local government plan booklets for dental and vision benefits.



Retiree Dental Program

Retirees have a section on the website that explains the dental program available to them.

This program is for retirees who were previously covered by an EBF dental plan with continued dental coverage from the date of retirement. Application for coverage must be made no later than 90 days from the date of retirement, end of COBRA or termination of another dental plan.

Other links

There is a link on our home page that can link you directly to Davis Vision.

On this link, you can access

your eligibility date with CSEA EBF for vision benefits. You can also call us to check your eligibility at (800) 323-2732 ext. 880.

When you call EBF to inquire about a spouse, please be aware that due to the Health Insurance Portability and Accountability Act (HIPAA), we cannot provide the caller with information unless we have a signed HIPAA Authorization Form, which can be downloaded from our website. Complete the form and forward to EBF. Forms must be updated every two years.

Visit the CSEA Employee Benefit Fund's website at www.cseaebf.com.

An Ever Better Future

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

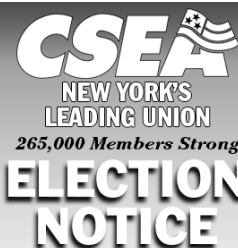
Proposed resolutions and proposed amendments to the CSEA Constitution & Bylaws for consideration by CSEA delegates to the union's 2007 Annual Delegates Meeting must be submitted by May 15, 2007.

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

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

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

NOTICE • NOTICE • NOTICE • NOTICE • NOTICE



REMINDER TO PRIVATE SECTOR LOCAL PRESIDENTS

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

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

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

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

Protecting Your Benefits

Deadline for 2006 Empire Plan claims is March 31

Empire Plan enrollees have until March 31 (90 days after the end of 2006) to submit medical expenses incurred during 2006 to the addresses listed below:



Caremark
P.O. Box 52071
Phoenix, AZ
85072-2071.

For prescriptions filled at non-participating pharmacies or at participating pharmacies without using your New York government employee benefit card.

As a reminder: Empire Blue Cross & Blue Shield insures and jointly administers the Empire Plan Prescription Drug Program with Caremark, its pharmacy benefits manager.

Enrollees can call the Empire Plan at 1-877-7NYSHIP (1-877-769-7447) with questions or to get claim forms. As a reminder, when using the Empire Plan's toll-free telephone number, please pay extra attention to the choices offered by the automated system.

Network providers/pharmacies will submit claims directly to the appropriate insurance carrier on your behalf. If you have a non-network claim submission, make sure you complete the requested subscriber information on the claim forms, include the original billing or receipt, if requested, and sign the claim form.

United Health Care Service Corp.
P.O. Box 1600
Kingston, N.Y. 12402-1600
For the Empire Plan Basic Medical Program, the Home Care Advocacy Program (HCAP) and non-network physical therapy or chiropractic services.

Empire Blue Cross and Blue Shield

For help with the claim filing process of inpatient or outpatient hospital services, contact Empire Blue Cross and Blue Shield at 1-877-7NYSHIP (1-877-769-7447).

ValueOptions

P.O. Box 778
Troy, N.Y. 12181-0778
For non-network mental health and substance abuse services received in 2006.

Important reminder for Empire Plan enrollees

LabCorp continues as participating lab

As of Jan. 1, 2007, Quest Diagnostics is no longer a participating provider of laboratory services with United HealthCare under the Empire Plan Medical Program.

Laboratory Corporation of America (LabCorp) is now the national participating provider of laboratory services for the Empire Medical Program. In addition to LabCorp, other regional and local laboratory providers will continue to participate in the Empire Plan.

To find an Empire Plan participating laboratory, call the Empire Plan toll free at 1-877-7NYSHIP (1-877-769-7447); select United HealthCare (option 1) and then select the option for Plan Benefits (option 1). You can also visit the Empire Plan's laboratory locator website at www.empireplanlablocator.com.

Promoting Good Health

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.

Procedure protects rights

AFSCME's constitution includes a rebate procedure to protect the rights of members who disagree with how the union spends money for partisan political or ideological purposes.

Article IX, Section 14 of the International Constitution, which establishes the procedure for dues rebates for members who object to AFSCME's partisan political or ideological expenditures, was amended at AFSCME's 33rd International Convention.

The amended language requires those persons who object to the expenditure of dues for political or ideological purposes submit their objection in writing to both the International Union and CSEA Local 1000 by certified mail between April 1 and April 16 (dates inclusive) each year for the prior year ending Dec. 31.

The timing of the steps in the procedure is tied to the International's fiscal year. The procedure, including the requirements for submitting a proper rebate request, is spelled out in Article IX, Section 14 of the International Constitution. **THESE REQUIREMENTS WILL BE STRICTLY ENFORCED.**

Here's how it works. Members who object to the expenditure of a portion of their dues for partisan political or ideological purposes and want to request a rebate must do so individually in writing between April 1 and April 16, 2007. That request must be timely filed by registered or certified mail with: the International Secretary-Treasurer and the CSEA Statewide Treasurer. The requests must contain the following information: name, Social Security number, home address and the AFSCME local to which dues were paid during the preceding year. This information must be typed or legibly printed. The individual request must be signed by the member and sent by the individual member to: International Secretary-Treasurer at AFSCME Headquarters, 1625 L St., N.W., Washington, D.C. 20036-5687; and CSEA

Statewide Treasurer, Empire State Plaza Station, P. O. Box 2611, Albany, N.Y. 12214-0218. Requests for more than one person may not be sent in the same envelope. Each request must be sent individually. Requests must be renewed in writing every year the member wishes a rebate.

Upon receipt by the International of a valid rebate request, an application for partisan political or ideological rebate will be sent to the objecting member. The objecting member will be required to complete and return the application in a timely manner. In accordance with the constitutional amendment adopted at the 1998 International Convention, the application will require the objecting member to identify those partisan or political or ideological activities to which objection is being made, and no rebate will be made to any member who fails to complete that portion of the application. In determining the amount of the rebate to be paid to any member, the International Union and each subordinate body shall have the option of limiting the rebate to the member's pro-rata share of the expenses for those activities specifically identified in the application.

Upon receipt by CSEA of the valid, certified request, the constitutional maximum of 3 percent rebate will be processed. No phone calls or e-mail correspondence will be accepted.

Any member who is dissatisfied with the amount of the rebate paid by the International Union may object by filing a written appeal with the AFSCME Judicial Panel within 15 days after the rebate check has been received. Appeals should be sent to the Judicial Panel Chairperson at the AFSCME International Headquarters at the address listed above. The Judicial Panel will conduct a hearing and issue a written decision on such appeals, subject to an appeal to the full Judicial Panel. If dissatisfied with the Judicial Panel's ruling, a member can appeal to the next International Convention.

Leading Russo

WATERLOO – After many years serving as local and unit treasurer, two years ago Seneca County’s Carmina Russo, a paralegal in the county attorney’s office and 24-year county employee, decided to run for Seneca County Local president, believing the local needed “a breath of fresh air.”

Since winning her election, she’s been more like a whirlwind, working hard to get members of the local more involved in the union, so it came as no big surprise when she was recently honored by Seneca County as “Employee of the Quarter.”

In her nomination for the award, her boss, County Attorney Steven Getman, cited Russo’s “tireless work” on behalf of her co-workers as union president as a key reason he nominated her. Russo also does interesting and unusual volunteer work in her community and Communications Associate Mark Kotzin recently spoke with Russo to hear more about her union activism and her “other” life.

Q: Describe some of the initiatives that you’ve undertaken since becoming local president?

A: Well, we resurrected the local’s Community Service Program, collecting gloves, mittens and hats for those in need, and raising money to make donations for three area food pantries and a local animal shelter. We also got more involved in the Rochester Labor Council, and now two others and I regularly attend meetings. We’ve also been recognizing our retirees at local meetings, and recently recognized our World War II veterans.

Q: Why get involved in community service projects?

A: It not only benefits our community, but it gives our members a sense of involvement in the community and the union. They’re all very generous in their donations.

Q: Why is it important to be a part of the labor council?

A: The idea is that we not only hear from the other CSEA units that attend, but the other unions in the area as well. It’s a good place to network, to share ideas, and to brainstorm over our common concerns.

Q: How have your efforts to get the local more active paid off?

A: We’re bringing people back into the union. People who would never come before are coming to the meetings. We had good turnout of about 60 percent at our end of year local meeting. Maybe my enthusiasm is contagious, but I don’t really like the word “I.” In the union, it’s more about “we.”

Q: How do you feel about being local president?

A: I find it interesting, and challenging. It’s a big responsibility. I’m always aware that as president, I represent CSEA to the members and the community.

Q: Speaking of the community, is it true that you have an alter ego that’s fairly well known in the community?

A: Yes. I’m known as Daffy Dill the Clown. In 1999, I went to “clown school” once a week for two months, to learn how to do makeup, costumes, make balloon animals and learn the general antics of a clown and how to work with kids. Now I do community events, picnics and birthday parties. Every year, I volunteer a day at my local elementary school, and the excitement and the reaction from the kids, it cracks me up. It’s the funniest thing.



Russo as Daffy Dill the Clown.

Q: So you enjoy working in

CSEA ‘Tireless work’ wins praise



Edward Barto, Seneca County Board of Supervisors chair, presents CSEA Seneca County Local President Carmina Russo with a plaque and a gift certificate as recognition of her service and dedication to county government.

your community and helping out your co-workers?

A: I enjoy helping out people, and as long as I have the ability to do it, I’m going to keep doing it. I guess I’m a people person.

Summary of Jan. 11 Board of Directors meeting

Editor's note: The Work Force publishes a summary of actions taken by CSEA's board of directors. The summary is prepared by CSEA Statewide Secretary Barbara Reeves for union members.



743 (Waste Water Treatment Plant Employees at Glens Falls/Earth Tech);

- Approved appointment of Todd Smith to the Capital Region Political Action Committee and Scott Mulholland to the Long Island Region Political Action Committee;
- Authorized additional funding for the Field and Member Services Department, the Information Systems Department, the Occupational Safety and Health Department and the Insurance Department;
- Authorized 2007 maximum miscellaneous allowances;
- Created position of Part Time Cleaner/Laborer-Night; and
- Placed into administratorship Amsterdam Headstart Local 733, Town of Hyde Park Unit 814-6667-01, Town of Wappinger Unit 814-6673-00, LaFargeville Central School Unit 823-7157-00, Marlboro Central School District Unit 856-8956-00 and Clyde-Savannah School Unit 859-9115-00.

Questions concerning the summary should be directed to CSEA Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Ave., Albany, N.Y. 12210, (800) 342-4146 or (518) 257-1253.

ALBANY — CSEA's statewide board of directors met on Jan. 11. In official business, the board:

- Authorized a new Member Benefit discount program for Apple products;
- Approved a language change to Hudson Decision procedures;
- Created four new locals: Local 749 (NYS School of Ceramics at Alfred University), Local 758 (SUNY Cobleskill Auxiliary Services), Local 761 (Westchester Medical Center Food Service/Sodexo) and Local 764 (Touro College-Fuschberg Law Center Employees);
- Dissolved Local 748 (Correctional Medical Services/CMS at Albany County Correctional Facility) and Local

CSEA scholarship applications available

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

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

PEOPLE PERSON — The PEOPLE recruiter of the month of January is Junio Alvarado of the Westchester County Local in the Southern Region. He recruited 19 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 ... **PARC COMPLAINT FILED** — CSEA, working with employees at Putnam ARC, recently filed a quality care complaint with the state Office of Mental Retardation and Developmental Disabilities on behalf of Putnam ARC workers concerned about conditions at their work sites. The workers, who are employed by the non-profit organization serving persons with developmental disabilities, cited many violations of state standards, including chronic understaffing, which leaves workers and consumers at risk, as well as unsanitary conditions and building code violations in Putnam ARC group home ... **BENEFITS EXPANDED** — CSEA members in Ulster County have been successful in extending insurance benefits to same-sex partners of county workers. CSEA members Maureen Ford, Natalie Korniloff and Susan Qamar filed a class-action lawsuit, which was joined by CSEA, on the ground that the county was violating the state's Sexual Orientation Non-Discrimination Act by not extending the benefits to same-sex partners ... **LAMORTE HONORED** — Long Island Region President Nick LaMorte was honored by the Suffolk County Dr. Martin Luther King Jr. Commission for his efforts at promoting justice, diversity and



respect in the workplace. He accepted the honor on behalf of all CSEA members ...

ACTIVIST REMEMBERED — The Cattaraugus County Local and Cattaraugus-Little

Valley School District recently established the Barbara Ploetz Corey Memorial Scholarship in memory of Corey, a CSEA activist who died unexpectedly in August at age 52. The annual award will be presented to a Cattaraugus-Little Valley senior who plans to pursue a business or clerical degree. Corey, secretary of the union's Cattaraugus County General Unit and the Cattaraugus County Local, was active in her community and with the Little Valley Speedway. Local members collected donations to the scholarship fund during the Western Region's fall meeting in Ellicottville, in Cattaraugus County. Contributions to the Barbara Ploetz Corey Scholarship Fund can be sent to Sally Hadley at Cattaraugus Little Valley School, 207 Rock City St., Little Valley, N.Y. 14755 ...

ARBITRATION HELPS UNIT — The inclusion of binding interest arbitration in the Cohecton Unit's original contract in 1995 with CSEA has helped the small Sullivan County Local unit in its subsequent contract fights. The latest contract negotiations went to arbitration that ended in October, and resulted in unit members receiving a contract with wage increases in each year of the contract, putting them close to parity with similar units in the area. Binding arbitration benefitted the unit after a long contract fight, which started with an outside negotiator for the town essentially trying to rewrite the entire CSEA contract by making more than 160 new proposals.

Visit CSEA's new web site, csealocal1000.org, and begin accessing a wide variety of online materials and benefits that can save you money and help you get ahead in your job!

New, easy log-in method

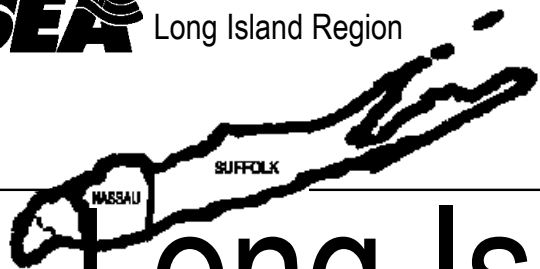
Up-to-date union news

Choose to receive notices online

Our ever-popular test preparation services

Coming soon — online learning!

Log on today at www.csealocal1000.org!



Long Island Reporter

Officer trainings help leaders to lead



Executive Vice President Mary E. Sullivan holds up one of the manuals given to students at her class.



Above, the large attendance at Statewide Secretary Barbara Reeves' class, given from 11 a.m. to 2 p.m. on a Saturday, may lead to more training programs being offered on Saturdays.



Left, importance of accurate records was one of the key points made by Reeves in her class for unit and local secretaries.

C

COMMACK — Two of CSEA's four statewide officers, Executive Vice President Mary Sullivan and Secretary Barbara Reeves, conducted classes for Long Island local and unit leaders recently.

Sullivan led a class for presidents and vice presidents at the region office on Jan. 17, while Reeves led a session for secretaries at the

Please see Trainings continued on Page 3



Above, local and unit presidents and vice presidents fill out registration for Executive Vice President Mary Sullivan's course. John Mooney of the City of Long Beach Unit is at right. At right, two students attending class for presidents and vice presidents study material given out by Sullivan.



In top photo, the turnout for the classes was high. This is part of the group of students who took Mary Sullivan's course. Above, student, left, has a question for Statewide Secretary Barbara Reeves.

Trainings cont'd from Page 1

Huntington Hilton Feb. 3.

The classes highlighted the obligations of local and unit leaders to meet CSEA's standards and governmental regulations as they serve their fellow members.

Both classes drew large turnouts and praise from the students for the value of the three-hour sessions.

John Mooney, a head water maintenance worker for the City of Long Beach, said the course given by Sullivan "was very good, educational and informative," and written materials handed out to the students added to the usefulness. "We have a couple of situations where the books will definitely help," said Mooney, who has been executive vice president of the City of Long Beach Unit of Nassau Municipal Local 882 for two years. "It's a lot to read but you learn. Knowledge is power. The training course will help make the Long Beach Unit a lot stronger."

Jim Logan, president of the Town of Huntington Unit of Suffolk Local 852, said the course was time well spent. "It was informative and the subject matter was excellent. I attended with my 1st vice president, Rich Vaccio, and we both gained a tremendous amount of knowledge from this. I believe it will assist me in my duties as president, and, in turn, the knowledge I gain will assist all my members."

Logan was 1st vice president of the unit for five years before assuming the presidency a year and a half ago. Although you have considerable service as an officer under your belt, was the course useful, he was asked. "Absolutely," he said.

About 40 officers took the course.

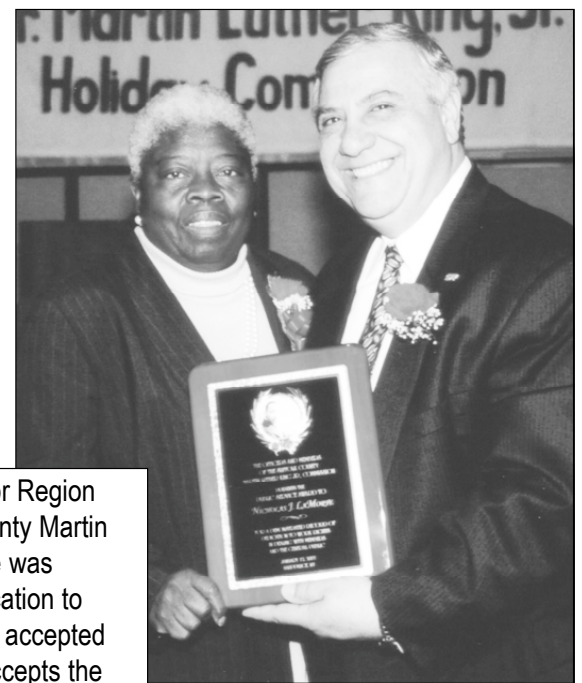
Brendan Brown was one of 65 officers who attended the course Reeves conducted for secretaries. "Barbara did a very good job," said

Brown, secretary of the Brookhaven Highway Unit of Local 852 for six years. "The part on the way we conduct the minutes was very helpful."

After her class, Reeves praised her students. "It was a great class," she said. "People came early, there was a large turn out, the material was very well received and excellent questions."

The class was given beginning at 11 a.m. on a Saturday. "This is only the second region that's done Saturday training," said Reeves. "I think the Saturday format works well for people here and we may do it again."

LaMorte honored



Long Island Region CSEA members turned out to honor Region President Nick LaMorte as he received the Suffolk County Martin Luther King Jr. Commission's Public Service Award. He was honored for his long and demonstrated record of dedication to fighting for dignity, respect and workers rights. LaMorte accepted the reward on behalf of all CSEA members. Here he accepts the award from Commission Chair Mary Reid.

PHOTO OF THE MONTH



Holding their copies of CSEA "Cooks From the Heart" cookbook are, from left, Robert Pritchard, Suffolk Local 852; Long Island Region President Nick LaMorte; Jim McDowell, Local 852; Fran Nosek, Suffolk Education Local 870; John Fuery, Nassau Education Local 865; Pat Densieski, Local 852 and Brendan Brown, Local 852. Proceeds of the cookbook sales will help build a home for Hurricane Katrina victims living in the Gulf Coast region. Habitat for Humanity is participating with the union in the project. "We have raised over \$40,000 so far and should be able to start the house soon," LaMorte said. The book costs \$10 at the region office or \$15 if ordered by mail.

Family illness cited

Suffolk Cooperative Library president resigns

BELLPORT — Jim Balletta has resigned as president of the Suffolk Cooperative Library Local 701 because of the illness of a close family member.

Eileen Milewski, local vice president for the past 2 1/2 years, will serve as acting president until the local elects officers in July.

Long Island Region President Nick LaMorte expressed regret at the resignation, calling Balletta a



Jim Balletta

"new and energetic local leader." "We all wish him and his family the best," LaMorte said.

Balletta, coordinator of computer services, has worked at the library for 11 years. He served as a steward and vice president before stepping into the

presidency five years ago. "I really enjoyed representing the people at the cooperative," he said. "They are a great bunch of dedicated, hard workers."

Milewski said local members were sorry that he had left office. "All are very upset that he's leaving because he's been such a good president," she said.

Milewski served as the local's recording secretary for five years before assuming the vice presidency. She has worked at the library for 12 years and is office manager for acquisitions and services.

The local's two other officers, Treasurer John Richardson and Recording Secretary Terese McCormick, will remain in those posts.

Message from Long Island Region President Nick LaMorte



Greetings brothers and sisters,

As March is Women's History Month, I would like you to consider a few facts.

According to the latest US Census figures:

- **72 million** women in the United States age 15 and older worked in 2004. Of this number, 59 percent worked year-round, full time.

- 37 percent of women age 16 and older work in management, professional and related occupations, compared with 32 percent of men.

And yet women age 15 and older, who worked full time, year round, **earned only 77 cents for every \$1 their male counterparts earned in 2004.** (That's an increase from 76 cents for every dollar in 2003.)

I am sure you feel as do I there is no excuse for this disparity.

The solution for this kind of inequity is very simple: work union.

coordinated turnout by hundreds of CSEA members at a town board meeting turned back the threat.

That's why it is so important when you get a notice from CSEA about a protest or a demonstration going on in a school district, a municipality or a library, that you make a note of it and take the time to come out and help.

Even if you can just come for a few minutes, wear something with the CSEA logo, pick up a sign and let the union know you are there to lend some support. Let them know that you are there to help your brother and sister members. And know that one day, you might need their help.

In solidarity,

Nick LaMorte, president
Long Island Region

For example, in the Town of Brookhaven, CSEA fought back when the town attempted to cut or reduce our Package 7 benefits, which pertain to eye exams, glasses and dental coverage, among other things. But a well-

Brookhaven Unit gets a benefit refresher

White Collar CSEA members in the Town of Brookhaven were recently treated to a thorough review of what are referred to as their "Package 7 benefits."

CSEA Employee Benefit Fund Senior Benefit Specialist Linda Sclafani spent some time at a general membership meeting, doing a presentation and answering questions. She said that the current benefit plan has been extended through 2009.

Package 7 includes dental and optical (eyeglass) benefits; legal, hearing aid, and maternity benefits; an annual physical, a \$200 per family per calendar year prescription drug co-payment; and a workplace security benefit **in addition** to the health insurance coverage provided under the contract.

The importance of the Package 7 benefits was highlighted recently by the very public battle between the Town Board and CSEA, over the town's attempt to save money by cutting back on Package 7. In December Brookhaven's CSEA Presidents in White Collar (Meg Shutka), Blue Collar (Bill Walsh) and Highway Units (Richie Leute) rallied the membership, and turned back the town's effort.

"As a follow-up I asked Linda Sclafani here (to the membership meeting) to explain what CSEA has secured for them, and why we were fighting so hard to preserve it," said White Collar Unit President Meg Shutka.

"Basically, we're not going to be bullied into signing any agreement. And I'm not going to be conned into signing away anything we have earned. Bill Walsh, myself and Richie Leute stand together, we are united, and we will not let kind words separate us," said Shutka.

Town Supervisor Brian Foley also stopped in to pay a visit to the White Collar members. He said he valued their work and thanked the town employees for their service.



Senior Benefit Specialist Linda Sclafani reviews the many options available under Package 7.

Inside Reporter

Stony Brook takes stock

STONY BROOK — For the CSEA State University of New York at Stony Brook Local, the first general membership meetings of the New Year were designed to keep members up to date and give them the opportunity to ask the officers questions.

During the look back at 2006, it was noted that Local 614 was the first local to break in the new CSEA rat. The 20-foot-high rodent was erected on Nichols Road in April to protest University Hospital giving work of CSEA-represented titles away to outside contractors. It also marked the launch of several legal filings and an actual lawsuit, which are in the pipeline.

"Our message is, we're fighting back," said Local President Carlos Speight. "We're not going to roll over and take them giving our jobs away; we're not going to take them walking up to us. Our motto now is, 'Don't give in; Don't give up.' We're fighting back! With you, and with your help we're pushing forward."

The officers also cited the massive Stony Brook turnout at the December demonstration to oppose the Berger Commission's plans to privatize SUNY hospitals.

"We came out strong, and we were heard. We got on News 12, and even in Newsday," said Speight. "The state saw us and heard us and together we got them to back down."

Speight, who said the fight is not yet over, said the state had put the privatization plan on hold for now because of a temporary injunction but CSEA would remain vigilant.

Long Island Region President Nick LaMorte praised the officers and members for standing together. "I am with you; the region is with you, and CSEA is behind you," he said. "Your involvement is critical to our success. Remember this, when we fight, we win!"

Getting involved

Local Executive Vice President Debbie Nappi-Gonzalez said the local needs as much member participation as possible. "We're forming a local newsletter, and we need you to get involved and give us information," she said. "There's 10 of us, 3,000 members and a lot of locations so we need your input and assistance."

The officers passed around sign-up sheets for the newsletter, women's, social and human rights committees, as well as for new grievance officers. Any member who was not able to attend the meeting is welcome to participate by contacting their shop steward or by calling the local office.

The meeting also touched upon the beginning of state

contract negotiations. Negotiations are only in the initial stages, so no real movement or progress could be reported.

Local 2nd Vice President Joe Longo not only represents local members on the state negotiations team, but along with the rest of the Long Island Region representatives, the interests of all state members in the region.

He said any member with questions or concerns about the state negotiations could send him a note at joseph.longo@stonybrook.edu.

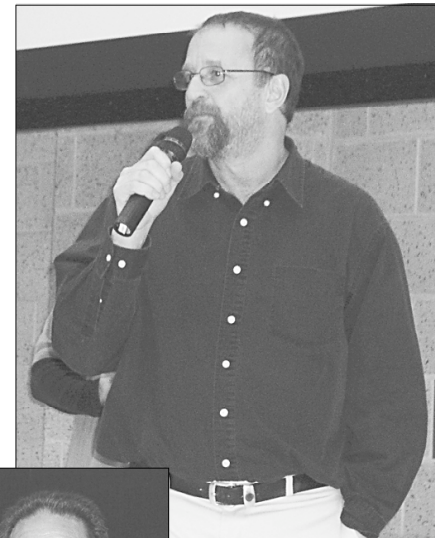
— Rachel Langert

Below left, at a demonstration last April to protest contracting-out of work done by CSEA-represented employees, SUNY Stony Brook members used the CSEA rat for the first time.

Below, some of the Local 614 members at the CSEA meeting in the hospital.

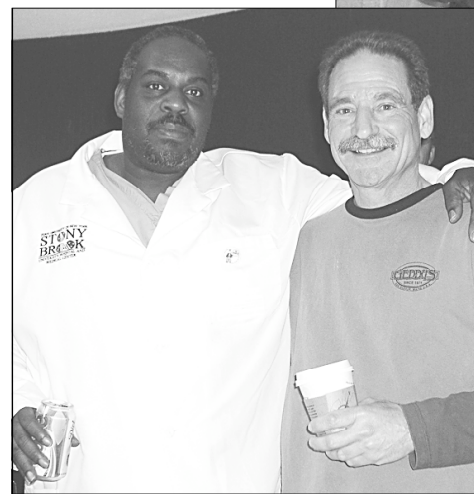


Above, President Carlos Speight addresses a group on the Stony Brook campus.



Right, Local 2nd Vice President Joe Longo is one of the Long Island Region representatives on the state contract negotiating committee.

Below, Local 3rd Vice President Aldoray Cowell and Delegate Marty Catapano pose for a shot.



Above, some of the Stony Brook members on the campus side listen to presentations at one of the meetings.

Below, CSEA members listening to the officers at a recent meeting at the hospital.



Mattituck-Cutchogue hits the street

‘If members don’t participate, they are only hurting themselves, and that’s why our members in Mattituck-Cutchogue deserve a lot of credit.’

MATTITUCK — Not even the cold rain could deter CSEA members in the Mattituck-Cutchogue School District from hitting the streets for a fair contract.

“We want to send a clear message: the CSEA members in this district deserve more respect than the disregard this school district has shown them – and their president Sam Strickland,” said CSEA Long Island Region President Nick LaMorte. “The members in Mattituck-Cutchogue deserve a fair contract and we will not rest until they have one.”

“We want to thank all of the CSEA members who came to support us at our last demonstration! We were deeply grateful for the strong show of solidarity from our fellow union members,” said Unit President Sam Strickland. “It really demonstrated to us what a union is about. We also want people to know that we are serious about getting a fair contract, and we will continue to do everything we can to secure it.”

Labor Relations Specialist Stanley Frere was pleased at the turnout. “Whenever there’s a contract fight going on, it is vitally important that the membership show a united and strong front. Management will use any opening it can find to try and weaken our bargaining position at the table, and our strength as a union,” he said.

“Sometimes I hear members say that they don’t think they’re needed at union events because other people will show up,” LaMorte said. “Nothing could be further from the truth. What if everybody said that? You can’t have a union of one or two people. That just wouldn’t be effective.”

“When members fail to participate in contract campaign events, they undermine the union’s efforts on their behalf. If members don’t participate, they are only hurting themselves, and that’s why our members in Mattituck-Cutchogue deserve a lot of credit,” said LaMorte.

— Rachel Langert

A demonstration in support of CSEA members in the Mattituck-Cutchogue School District will be held Feb. 15, as this issue is going to press. A full report of the demonstration will appear in our next issue.



In photo above, inclement weather didn’t diminish the enthusiasm of CSEA members at the demonstration.



At left, CSEA members in the Mattituck-Cutchogue School District made their presence known at a recent school board meeting.

Around the Region

Calendar of Upcoming Events: March 2007

- | | |
|---|---|
| 1 – Member Action Team Committee — 5:30 p.m. | 15 – Health and Hospital Committee — 5 p.m. |
| 5 – Human Rights Committee — 5:30 p.m. | 19 – Women's Committee — 5:30 p.m. |
| 6 – Veterans Committee — 6 p.m. | 20 – Safety and Health Committee — 5:30 p.m. |
| 7 – Defensive Driving — 5:30-8:30 p.m. | 24 – Defensive Driving — 9 a.m.-3 p.m. |
| 8 – Defensive Driving — 5:30-8:30 p.m. | 26 – Member Action Team Committee — 5:30 p.m. |
| 12 – Education and Training Committee — 5:30 p.m. | 27 – Political Action Committee — 5:30 p.m. |
| 13 – PEOPLE Committee — 5 p.m. | 28 – Region Executive Board Meeting — 5:30 p.m. |
| 14 – Local 430 Executive Board meeting — 3:30-5:30 p.m. | 29 – Local 430 Shop Steward meeting — 5-7 p.m. |
| 14 – Local 430 General Membership meeting — 5:30-7 p.m. | |

CSEA's Veterans Recognition Day!

May 19, 2007, from 9:30 a.m. to 12 p.m.
At the CSEA Long Island Region office
3 Garet Place, Commack

If you are a veteran, the
CSEA Long Island Region
Veterans Committee wants to
salute YOU!



Any CSEA Long Island Region member who has served in the Armed Forces, and would like to be recognized, should call the Long Island Region office to participate.

Veterans will be treated to breakfast and will be awarded a certificate of merit for their service.

REGISTRATION IS REQUIRED.

**Please call the Long Island Region office
(631) 462-0030**

BY MAY 8th 2007

Long Island Region
Nick LaMorte, President

Maryann Phelps, CSEA Long Island Region
Veteran's Committee Chair

Veterans centers thank CSEA for support

COMMACK —The Northport Veterans Administration Medical Center and the Long Island State Veterans Home at Stony Brook have thanked CSEA contributors and the Veterans Committee for their gifts to hospitalized veterans at during the holiday season.

"On behalf of the veterans and staff at the Northport VA Medical Center we would like to thank you and the members of CSEA for your generous donation," Lynn Mott of the medical center wrote to Maryann Phelps, chair of the Veterans Committee.

A similar letter of thanks came from Lee Grace Cannella of the veterans home. "Our residents greatly appreciate your generosity and caring, especially all the time and effort that it took to gather such a wonderful assortment of clothing and useful items," she wrote.

"The veterans are always so appreciative of the generosity of our members and it helps lift their spirits tremendously," said Phelps, a member of SUNY Stony Brook Local 614.

The union contributions came from many members and friends. "There was a group of Local 830 members who chose to purchase gifts of clothing and blankets instead of buying grab bag gifts to exchange at their holiday luncheon," said Phelps. "There were members from Stony Brook University Hospital who collected toiletries from a Girl Scout troop that wanted to participate. We received articles of clothing and toiletries from members at

Smithtown Public Library, Pilgrim Psychiatric, Judiciary Local 330, Suffolk and Nassau school districts, the Town of Brookhaven, the Town of Oyster Bay, the Nassau County Retiree Local, the DOT."

Other Veterans Committee members are Edward Hussey, Local 852; Herman Williams, Local 418; Jill Mallon, Local 506; Dominic Ciaramella, President of Local 919; Valerie Ciaramella, Local 830; Barbara Maniscalco, Local 330; Frank Campbell, Local 870, Debbie O'Connell, Local 830; William Gwynn, Local 920 and Michael Tanner, Local 614.

Phelps said the Veterans Committee is collecting international phone calling cards for soldiers overseas. The calling cards can be purchased at any U.S. Post Office and elsewhere. (If purchased from another supplier, buyers should make sure they are *international* phone calling cards.) The cards can be dropped off at the region office at 3 Garet Place in Commack, marked to the attention of the Veterans Committee. For more information or to make other delivery arrangements, call Phelps at (516) 971-4629.

Local 852 Health and Safety Committee moving ahead

SOUTHOLD — Suffolk Local 852's Health and Safety Committee is moving ahead on several issues affecting members employed by the Town of Brookhaven, including the preparation of an emergency action plan for Town Hall and unsafe working conditions for Blue Collar Unit members at town facilities.

"The committee will be reaching out to various departments of the town, asking questions and urging the town to resolve the situations," said Tom Skabry, committee chair and Southold Unit

president.

He said the committee hopes to get all 35 units involved in the committee's work. "Our primary focus is to give everyone a thorough grounding in safety and health issues," he said.

Units that wish to send a member to the March committee meeting should leave a message for Skabry at the local office.

Members worked hard for O'Connell

COMMACK — CSEA political activists worked as hard as they could for Maureen O'Connell, the union's endorsed candidate for the 7th State Senate District special election.

O'Connell, a Republican, was defeated in a close contest by Democrat Craig Johnson in the Feb. 6 election. The seat became vacant with former Senator Michael Balboni accepted a top security post in Albany.

Despite frigid weather for days before the balloting, the CSEA campaigners handed out literature on the streets and to residents in the north Nassau County district, served at campaign headquarters and staffed phone banks at the Long Island Region office.

"CSEA members are priceless volunteers," said Gretchen Penn, Long Island Region political action coordinator.

John Shepherd, president of Nassau Municipal Local 882 and chair of the region's Political Action Committee, called the volunteers' efforts "a wonderful part of the democratic process that we Americans are so justifiably proud of."

In addition to Shepherd, those who took part in the campaign were Judiciary Local 330 President Kevin Ray and Barbara Maniscalco; LIDDSO Local 430 President Daryl Wilson, Rutha Bush, Mickey Jackson and Pete Marriott; SUNY Stony Brook Local 614, Debbie Nappi-Gonzales and Maryann Phelps, and SUNY Old Westbury Local 618 President Mary D'Antonio.

Also helping with campaign efforts were Nassau Local 830 President Jerry Laricchiuta, Jane D'Amico, Ron Gurrieri, Scott Mulholland, Ken Nicholson, Debbie O'Connell and Earl Stroughton; Suffolk Local 852 President Bill Walsh; Oyster Bay Local 881, Bobby Rauff, and Suffolk Retirees Local 920, Millie Lucas.

The Long Island region members were bolstered by a group of CSEA staff members and interns from other parts of the state who came to Long Island to help.

Rauff, one of the most active campaigners, said he enjoyed meeting people from other unions who took part in the O'Connell campaign as well as the voters. "Every time we went out, we met people face to face," he said. "We were able to tell them what we believe and listen to what they said. We were able to share issues and share our fight for what we believe in."

The campaign was hard-fought right down to the wire. Some voters became irritated with the stream of mail, phone calls and personal visits. At one house on the day before the election, a man came to the door in response to the knock.

"He was almost angry we were still coming around," said Rauff. "I told him I wasn't going to riddle him with paper, just to go out and vote. When he was about to shut the door he kept it open. I said the way to speak your voice is to vote. He held the door open and thanked me. That one incident made it worth me being out there."



CSEA members Rutha Bush from Long Island Developmental Center, Judiciary Local President Kevin Ray, Long Island Region President Nick LaMorte, SUNY Stony Brook Local Executive Vice President Debbie Nappi-Gonzalez, and Judiciary Local member Barbara Maniscalco work the phones for Maureen O'Connell.

Oyster Bay CSEA helps Foundation

CSEA member Marybeth Krummenacker's second child Laura came into the world at more than 8 pounds and seemed perfectly healthy. But after she reached her first birthday, Laura stopped growing.

Doctor after doctor told mom not to worry, but Marybeth instinctively knew something was wrong with her daughter.

"At 2 she was admitted to the hospital, severely dehydrated," said Marybeth Krummenacker. "Her potassium level was so low that they didn't know how she didn't die. She spent a week in the hospital, with no answers. Nobody knew what was wrong." But an alert kidney specialist had a hunch that saved Laura's life. It took eight months for the diagnosis — cystinosis. The reason it took so long was because most doctors have never seen it.

Cystinosis is a rare disease. Krummenacker said there are only about 500 people in America who have it.

Cystinosis is a metabolic disorder that causes amino acids to accumulate in organs such as the kidneys, eyes, liver, muscles, pancreas, brain and white blood cells. Children who do not receive the proper treatment can develop kidney failure by age 9.

Fortunately, around the time she was diagnosed, Laura Krummenacker's doctors found out about a study being conducted by the National Institutes of Health to test a new medication.

"If it wasn't for that nephrologist, Laura wouldn't be here today," said Marybeth Krummenacker.

Eighteen years and one kidney transplant later, Laura Krummenacker is still being closely watched by her doctor and researchers at the National Institutes of Health.

"I feel fine," she said. Of all the medical visits she said, "You get used to it."

Although she is on nine medications, Laura is going to college to become an elementary school teacher and she works two jobs.

"The disease doesn't control our life; it fits into our life," said Marybeth.

Because of what the Krummanacker family has endured, Marybeth, along with the parents of another child with the disease, started a foundation 10 years ago to support cystinosis research, provide the latest information, and find a cure.

Today, Marybeth Krummenacker is on the Board of Directors and a vice president of education for the Cystinosis Research Network.

"I want to raise the awareness about the disease," she said. "We try to connect families dealing with the disease. We have a newsletter. We hold a conference every two years to bring doctors and families together. We have an online support group. I don't want another family to go through what we went through."

While Marybeth Krummenacker was



Marybeth and Laura Krummenacker with Town of Oyster Bay Executive Vice President Bobby Rauff.

helping other families through this foundation, people in the Town of Oyster Bay, where she is a secretary, simply had no idea.

"She's such a nice person," said CSEA Town of Oyster Bay Local Executive Vice President Bobby Rauff. "She's also very quiet."

Although she is active in the union and is on the local's Women's Committee, it wasn't until recently that she mentioned the foundation to Rauff.

"Because Marybeth works in the town's Communications Department, she has helped us a great deal over the years to get the word out about CSEA events throughout the membership," said Rauff. "She has been there for our union. So, when she told me about the group, we wanted to do what we could to help her and support the foundation. I just can't imagine what these families have to go through."

That's why the CSEA Town of Oyster Bay Local is conducting a fund-raising campaign for the Cystinosis Research Network, and encouraging members everywhere to give generously.

— Rachel Langert

Checks can be made out to:
Cystinosis Research Network, c/o CSEA Town
of Oyster Bay Local
150 Miller Place, Syosset, NY 11791
Donations are tax deductible. The Cystinosis
Research Network is a non-profit, tax-exempt
entity. For more information on the Internet:
www.cystinosis.org



EXPRESS



Message from CSEA Local 830 President Jerry Laricchiuta

Contract Negotiations Time Approaches

The time has come for your union to begin the process of negotiations toward our next contract. I use the word "process" because that is what it truly is. Some people may believe that I just sit down with the county executive and start negotiating with him. That's not the way CSEA or the county negotiates. It's a long process that begins right here at the union's local office.

As most of you know we sent out 'proposal request forms' to all members through their unit presidents. We asked that any CSEA Local 830 member who had an idea for enhancing our next contract to fill it out and send it back to us. Well, you did a very good job and we received more than 800 proposals. Now your local negotiating team has some serious homework to do since we need to trim that number to about 100. This is an extremely tough and grinding assignment, and it requires many meetings by our negotiating team to accomplish.

That is where we are right now, and we have made some considerable progress. I have scheduled three more all-day sessions just between our negotiating team before we meet for the first time with the county. It should also be noted that several of our unit presidents are new to negotiations because they were recently elected for the first time. This is not a negative thing because new people bring innovative and fresh ideas. However, they will have to learn quickly because the process is long, tiring and can get complicated. I have all the confidence in the world in our negotiating team, and I am ready to begin this serious task with them.

I want you, the CSEA Local 830 member, to know that I believe in you and how vital you all are to this county. We have spent a great deal of time and energy getting this message out to our county officials and residents. I've said it many times and I'll

Now we need to work together, with ourselves and, yes, with management to make our workplace better, more secure and employee friendly.

repeat it here: without our CSEA county work force Nassau County would cease to function. Other public employee unions represent one or two titles, and they do a fine and respectable job at it. CSEA represents more than 800 titles! That in itself is incredible and it makes our job as your union that much more difficult. So, rest assured that my entire team and I will be fighting hard to get you a fair and equitable contract.

On the health care side of our union, I am very concerned about Governor Spitzer's budget as well as his overall plan on health care for New York. As I have stated many times before, our members working under the umbrella of the Nassau Health Care Corp. are far better off today than they were a year and a half ago. Much of the credit goes to Art Gianelli and his leadership team for realizing where the problems existed and addressing them head on. Mr. Gianelli has worked hard to secure millions of dollars in grant money as well as state and federal aid. Under Governor Spitzer's plan, NUMC could take a loss of up to \$35 million a year in Medicaid and Medicare funds. Although the governor seems to be on a mission to strengthen those hospitals that will survive the closings recommended by the Berger Commission, he is shortsighted when it comes to Long Island's health care needs.

We will continue to work closely with Mr. Gianelli and his team to help ensure the entire Health Care Corp. becomes more financially stable and sound. After all, it is the job security of our 3,000 members

who work for the corporation that concerns us most. I still feel much better today than I did a year and a half ago about our members' job security there, and this subject is what drove me and our team to lobby for the change in leadership there.

On that same topic, let me remind our members that you are the first line of relations with the public. I am very proud of our members

Please see Message continued on page 2

Message continued from page 1

who work day in and day out in the county and the Health Care Corp. Let's lead the way to make the hospital a more attractive place for our residents to come when they need medical care. A smile goes a long way, as does a professional manner. I know

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The Work Force
CSEA Nassau County Local 830
EXPRESS

March 2007 • Vol. 12 No. 3

A Monthly Publication of CSEA Nassau County Local 830

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

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



most of our members take a great deal of pride in their jobs but you have all been through the mill there over the years. With Gianelli leading the way toward a more modernized and better equipped facility, it will come down to us to take the lead in presenting our health care system to the public. I know you will do a fine job and make us all proud.

In the meantime, county and health care workers are still trying to overcome years of neglect and disrespect from management. I believe on both sides, those issues have been addressed and although we are not at 100 percent acceptance, we are all moving forward with that goal in sight. The battles are not over, the fight still remains, but the war is off. Now we need to work together, with ourselves and, yes, with management to make our workplace better, more secure and employee friendly. Until next month, stay strong, stay unified and remember to call me at 571-2919, ext. 19 if there's anything you need.

Salary Discrimination in the Workplace

October 2005

This article provides an overview of salary discrimination in the workplace. It is one in a series of articles that have appeared in *The Work Force*.

1. Salary Discrimination: The Equal Pay Act

Under the Equal Pay Act (EPA), it is illegal for an employer who is subject to the Fair Labor Standards Act (FLSA) to pay different wages based on the gender of the employees who perform substantially equal work. It is also illegal for a union to encourage an employer to violate the EPA.

For an EPA claim to be successful it must be shown that the jobs are "substantially equal" and that they are located in the same work location. The jobs do not have to be identical. Whether the jobs are "substantially equal" will depend on the actual work performed rather than the duties listed in the written job descriptions.

Unlike other discrimination laws, the EPA does not require proof that the employer intended to discriminate.

2. Employer Defenses to Equal Pay Act Cases

After an employee establishes that male and female employees are paid different wages for equal work, an employer must show that the salary difference is justified by either a merit system, a seniority system, a system that measures earnings by quantity or quality of production, or a differential based on any factor other than gender.

3. Collective Bargaining Agreements and the Role of the Union

The fact that a contract contains unequal rates of pay for equal work does not constitute a defense for either an employer or the union to an EPA claim. Contracts that provide for unequal rates of pay in conflict with the EPA would be viewed by the courts as null and void. It is inappropriate for a CSEA local unit to knowingly enter into or renew a contract that continues known wage differences which violate the EPA.

4. Enforcement of the Equal Pay Act

The EPA can be enforced through a complaint with the United States Department of Labor (US DOL) or through a lawsuit in federal or state court.

Generally EPA claims must be commenced within two years of the date of the alleged offense. However, if it can be shown that the employer willfully violated the law, a three year time frame is allowed. If successful, an employee can receive back wages for a maximum of two years, or three years in the case of a willful violation.

They Said It:

Quote of the Month

"The backbone of this country is the working men and women. Most of those people are union people. The unions have always been great Americans. They have been the catalysts for many movements that have taken place in this country."

— 4th District Nassau County Legislator
 Denise Ford on "Talkin' Labor with Local 830"
 on Jan. 31

This Month in Labor History

Mar. 15, 1917

The Supreme Court approved the Eight-Hour Act under the threat of a national railway strike. This was the first federal law that regulated the hours of workers in private companies.

The eight-hour day was realized for many working people in the U.S. in 1938, when the Fair Labor Standards Act under the New Deal made it a legal day's work throughout the nation.



SAVE THE DATE!!!
Monday, July 9, 2007

CSEA Local 830 Annual Scholarship Classic
Eisenhower Park Red Course in East Meadow

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

DEADLINE IS MAY 15
Call Steve Cohen at 571-2919 ext. 21 for more details

Jiminy Peak Mountain Resort Discounts

CSEA is now offering lift ticket discounts to Jiminy Peak. For more information about Jiminy Peak, visit www.jiminypeak.com

How To Order

Go to www.cseasolutions.com or send us an e-mail to jpaservices@gmail.com. Place your union name on the subject line of the e-mail. In your email, please let us know which product package you wish to purchase, along with the quantity of your order. Please leave your billing information as well. Pay Pal will send you an invoice via e-mail. You don't have to be a Pay Pal member to take advantage of discounted tickets!

Weekend/Holiday

Weekend/Holiday adult tickets are valid for the 2006-07 ski season. Tickets purchased, if not used, will be honored until Dec. 24 of the following season at no charge and after that time may be used for a fee of \$5. Tickets will not be honored after April 30, 2008. For example, a ticket valid during the 2006-07 season will be valid until Dec. 24, 2007, and will not be honored after April 30, 2008. Price: \$42

Midweek Twilight

Midweek Non-holiday/twilight ticket valid for the 06/07 ski season. Twilight tickets valid everyday after 3 p.m. Tickets purchased if not used will be honored until December 24th of the following season at no charge and after that time may be used for a fee of \$5. Tickets will not be honored after April 30 of next year. For example, a ticket valid during the 06/07 season will be valid until December 24, 2007 and will not be honored after April 30, 2008. Price \$26.00

Hundreds of CSEA members have done it so far . . .
YOU can be next!

THERE ARE GREAT BENEFITS OF SIGNING UP FOR

www.CSEA830.ORG!!!

New Website Includes:

- Brand new, functioning "Members" section with Contracts, Unit Constitution and Member Benefits Information;
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- Archives of all radio shows, video links to the CSEA commercial and footage from CSEA meetings, pictures and current *Express* newsletters;
- Up-to-date information on all the latest in CSEA news;

AND MUCH MORE!

Sign up Today!



CSEA Teams up with County to Clean up Probation Center and JDC

WESTBURY — CSEA Local 830, in cooperation with the county executive's office, and CSEA members from the Nassau County Department of Public Works, teamed up to clean the office at Nassau's Probation Department Family Division at 1200 Old Country Road in Westbury and the Juvenile Detention Center on Carman Avenue.

The office was hit with a major flood in early January, damaging ceiling tiles and creating unworkable conditions for CSEA members at the facility. Local 830 President Jerry Laricchiuta quickly got in touch with Nassau Deputy County Executive John Donnelly to make sure the problem would be rectified.

Pictures were taken initially on Jan. 8 with missing ceiling tiles, wet rugs and tarps galore. A subsequent visit on Jan. 29 showed night and day improvements, as the ceiling tiles were back in place, the rugs were sanitized until new rugs are installed and all workers seemed to be pleased. The installation of the new rugs is the only improvement that remains.

This job could not have been done without the work of Probation Department Unit President Marla Rowe, who was instrumental in getting the job done as quickly as it was.

Similar measures were taken right across the street from the Probation Department, at the Nassau Juvenile Detention Center on Carman Avenue.

In March 2006, CSEA was joined by numerous county legislators and CSEA Long Island Region officials in a tour of the old JDC building.

This has been a huge initiative for CSEA, and now major progress has finally been accomplished as DPW was at it again, cleaning up and painting the building.

Laricchiuta was very pleased with the undertaking of both of these projects, and said, "I am glad that we were able to call on Nassau County, and that we were able to work together with them on this project. It's important to know that we can work with the county and get these sorts of things done in such short order."

BEFORE



Above, Nassau's Probation Department Family Division at 1200 Old Country Road in Westbury after the office was damaged by a flood in early January. The photo at left was taken Jan. 29 to show the improvements made since the flood. Similar measures were taken at the Nassau Juvenile Detention Center on Carman Avenue which was also hit by the flood.

AFTER



CSEA Attends 5th Annual Nassau Labor Breakfast

WOODBURY — The CSEA Local 830 team attended the Nassau County Executive's 5th Annual Labor Breakfast Feb. 6 at Crest Hollow Country Club.

The event started off with the convocation by the Rev. Thomas Hartman, followed by remarks from County Executive Tom Suozzi. The focal point of the morning was the presentation on the Nassau County Hub, a plan to link all assets in Nassau County by means of a monorail system. These assets would include Eisenhower Park, Nassau Coliseum and the Roosevelt Field and Source Malls for easier accessibility.

This plan is in its early stages and would need approval from the Nassau County Legislature each step of the way.

Following the presentation, CSEA Local 830 President Jerry Laricchiuta spoke with Reckson Associates Realty Corp. Chief Executive Scott

Rechler about his thoughts on the plan.

"I wanted it to be known that CSEA will not support this endeavor unless it includes public employees," Laricchiuta said. "It was an impressive presentation and excellent plan, but we need to look at how this could affect our CSEA members."

CSEA thanked the county executive for the invite to the event, and union officials look forward to attending again in the future.

Photo top right, from left to right, CSEA Local 830 staff members Vice President Ron Gurrieri, Administrative Assistant Tim Corr, Administrative Assistant Debra Buonagura, Administrative Assistant Felicia Staub, Office Manager Steve Cohen, and CSEA Nassau University Medical Center Unit Vice President Kenny Nicholson.

At right, Jerry Laricchiuta speaks with government officials following the breakfast.



CSEA & Bethpage Federal Credit Union Work Together to get new ATM



A member uses the new ATM in the Nassau County Local Office Building.

If you are in the Mineola area, you can take advantage of the new ATM installed in our offices in the basement of the South Wing at 400 County Seat Drive, courtesy of the people at Bethpage Federal Credit Union.

Bethpage Federal Credit Union and CSEA had an official kickoff on Feb. 8 and Feb. 9 from 11 a.m. to 2 p.m. at the local office. Credit union representatives offered all CSEA members information on all the programs they have to offer. There was also a similar event at Nassau University Medical Center on Feb. 22 and 23.

BFCU is offering CSEA members and their families \$75 when you open a savings or checking account with full direct deposit of your paycheck.

If you're opening the checking account, then you can get two free Islanders tickets instead. Then, if you're opening a savings

account, they will deposit the first \$5 to get you started.

In addition, there is surcharge-free access to ATMs at all King Kullen supermarkets, 7-Eleven stores and hundreds of credit union shared service centers throughout the county.

Other free services include free checking with your VISA check card, free online banking, free bill payment, free telephone banking 24 hours per day, seven days a week, and free credit counseling and financial planning services to go along with low-rate loans and mortgages.

There is more information available on our website's members section at <http://www.csea830.org/pages/benefits.asp>.



Three CSEA members from the Board of Elections won raffle prizes from BFCU on Feb. 9

Local 830 President on “Meet the Leaders”

WOODBURY — CSEA Local 830 President Jerry Laricchiuta joined forces with Nassau County Legislator Lianne Altmann, from the 10th Legislative District, for the latest installment of Cablevision’s half-hour show, “Meet the Leaders.”

The show was taped Feb. 16 at the Cablevision studios and will air frequently throughout March in Nassau County, with exact times yet to be determined (log onto www.csea830.org

as air times will be posted once they become available).

The host of the show is Pat Halpin, who has been a regular stand-in for Alan Colmes on “Hannity and Colmes,” shown on the Fox News Channel.

Altmann, a longtime supporter of labor and of CSEA, joined Laricchiuta to discuss many topics, including their accomplishments during their tenures, what is in store for the future, preserving the quality of life for Nassau

County and other labor issues that affect CSEA and its members in Nassau County.

“I am very excited for this opportunity to let Nassau County know about the hard work of our CSEA members, and all that our local is doing to support them,” Laricchiuta said. “The more the public knows about us, then the better off we will be in the future.”



Scenes from the Kitchen at A. Holly Patterson

CSEA members employed in the kitchen at the A. Holly Patterson Extended Care Facility in Uniondale work hard to provide meals for all residents of the 889-bed nursing home. Here are some scenes from the kitchen as our members do their jobs:

Right, it’s 10 a.m. and everyone is working hard to prepare lunch.

Below right, James Cohen Jr. gets all the trays ready as lunchtime approaches.

Below left, with so many meals to prepare, there are lots of dishes to be cleaned.



Picture This



Veteran's Corner

By Debbie O'Connell

Greetings to everyone! We all hope you are staying warm and having a pleasurable start to 2007. Here's what's new in veterans' news:

- There's still time for veterans' organizations planning to "flag the graves" of veterans on Memorial Day weekend to get their requests for flags to the Veterans Service Agency, 1425 Old Country Rd., Building H, Plainview, N.Y. 11803 by April 1. Long Island National Cemetery has reported it does not have the funding to replace 20,000 worn-out grave flags.

- The Independent Budget, Veterans Service Organizations (IBVSOs), AMVETS, Disabled American Veterans, Paralyzed Veterans of America and Veterans of Foreign Wars have released their 21st annual "Critical Issues Report." Adequate funding for Veteran Affairs Health Care, sufficiently funded Mental Health and Traumatic Brain Injury programs, a sufficient construction budget, reduction of the claims backlog at the VA, seamless transition from active duty to civilian life, VA's Homeland Security role, and commitment to the National Cemetery Administration are explained in detail in this comprehensive and clear report. For a copy go to [//es1.pva.org/independentbudget/pdf/CI_FY08.pdf](http://es1.pva.org/independentbudget/pdf/CI_FY08.pdf) or call the Veterans Service Agency at (516) 572-8452.

- VA officials announced that veterans of the 1991 Persian Gulf War who have disabilities from undiagnosed illnesses will continue to qualify for veterans' health care and benefits until Dec. 31, 2011. Before this Dec. 18, 2006, decision, the coverage would have expired on Dec. 31, 2006. For the latest information on government funded research into the Gulf War illnesses, depleted uranium, SHAD and other health threats to our service men and women, check out www.deploymentlink.osd.mil.

- The CSEA Veterans Committee is looking to meet again in the coming month. Please call Debbie O'Connell at 571-2919 ext. 22 if you have any questions, or suggestions on anything. In the meantime we are still collecting DVD movies and anything else that you think might help for those deployed overseas. Thanks, and see you next month!



January 2007 Nassau University Medical Center Employee of the Month

At a reception hosted by the employees of the Nassau Health Care Corp., Maycil McDowell, a registered nurse, was honored as the January 2007 Employee of the Month for the Nassau University Medical Center. McDowell, a resident of Uniondale, has been employed at NUMC since 1996 as a nurse. She works in the Women's Pavilion, keeping the clinic running smoothly and efficiently, going the extra mile for patients. She works well with the attending physicians and fellow staff members. McDowell is an asset to the unit and a pleasure to work with.



Left to right: Hilda Lees, clerk, OB/GYN Department; Julie Mirkin, senior vice president for patient care services; Maycil McDowell, registered nurse; Arthur Gianelli, president/CEO, Nassau Health Care Corp., Earl Stroughton, president, CSEA NUMC Unit, and Dr. Lennox Bryson, acting chair, OB/GYN Department.



Isaura Abrego, nursing aide

January 2007 A. Holly Patterson Employee of the Month

At a reception hosted by the employees of the A. Holly Patterson Extended Care Facility in Uniondale, Isaura Abrego, a nursing aide and resident of East Rockaway, was honored as the January Employee of the Month at the nursing home. Abrego is an exceptional person who performs her duties with kindness and treats all residents with respect and caring. She takes pride in her work, has a good record of attendance and is always professional in manner and dress.

A Message From Long Island Region President Nick LaMorte



Solidarity Beats Inequities Every Time

Greetings brothers and sisters

As March is Women's History Month, I would like you to consider a few facts.

According to the latest US Census figures:

- 72 million women in the United States ages 15 and older worked in 2004. Of this number, 59 percent worked year-round, full time.

- 37 percent of women 16 and older work in management, professional and related occupations, compared with 32 percent of men.

And yet women ages 15 and older, who worked full time, year-round, **earned only 77 cents for every \$1 their male counterparts earned in 2004.** (That's an increase from 76 cents for every dollar in 2003.)

I am sure you feel as do I that there is no excuse for this disparity. Simply put, two individuals who do the same or comparable work should be paid the same fair wage. It should not matter whether the worker is male or female, and it certainly should not matter what the person's race, ethnicity, religion or sexual preference is, either. A fair wage should be a fair wage, period.

The solution for this kind of inequity is very simple: work union.

Of course, that's getting harder and harder for our friends, neighbors and children to do these days, with the number of people represented by unions shrinking

every day. Whole industries and companies that once promised good-paying stable union jobs have vanished, or are on the verge of disappearing. Companies are dumping their pension plans left and right. And because so many working people are getting shafted by these trends, they are becoming resentful about what unions like CSEA have been able to secure or acquire for their members.

For example, in the Town of Brookhaven, CSEA fought back when the town attempted to cut or reduce our Package 7 benefits, which pertain to eye exams, glasses and dental coverage, among other things. But a well-coordinated turnout by hundreds of CSEA members at a Town Board meeting turned back the threat.

The sniping that resulted in the press smacked of envy, and I'm sure we haven't heard the last of it. School districts and libraries all over the island are also trying to hike the premiums our members pay, or make them pay if they aren't already. And CSEA is right there, fighting back.

That's why it is so important when you get a notice from CSEA about a protest or a demonstration going on in a school district, a municipality or a library, that you make a note of it and take the time to come out and help.

Even if you can just come for a few minutes, wear something CSEA, pick up a sign, and let them know you are there to lend some support. Let them

know that you are there to help your brother and sister members. And know that one day, you might need their help.

CSEA members, officers and staff people are out there every day fighting for fair contracts, defending benefits and other contractual items, demanding respect from management, and representing members on the job. Just about all of us could use a little help sometimes.

It's times like these that demonstrate what a union is all about — unity, solidarity, and fairness.

Yes, it's unfair that so many women still only make 77 cents for every dollar a man earns. But CSEA is doing its part to make sure that ALL of our members get fair pay, fair treatment, and fair representation. That's the union way to work so that the inequities plaguing so many workers, women and men, can one day become just a note in the history books.

In solidarity,

Nick LaMorte, president
Long Island Region

This month from Talkin' Labor With Local 830

MINEOLA — January marked "Talkin' Labor's" first repeat guest as Nassau County District Attorney Kathleen Rice stopped by to discuss labor issues such as the Nassau County out-of-title audits and her initiative to open the Early Case Assessment Bureau to cater to her part-time workers.

Later in the month, host and Local 830 President Jerry Laricchiuta interviewed his 10th and 11th different Nassau County legislators in the 10 months this radio show has been on the air by speaking with 4th District Legislator Denise Ford and 7th District Legislator Jeffrey Toback. Ford, a former union member in CWA

locals 1101 and 1106 until 1999, brought a unique perspective to the show.

Coming in February, CSEA is working on some high-profile guests to come on and talk about labor. U.S. Rep., Peter King, who represents New York's 3rd Congressional District, is already scheduled to be a guest, and there has also been back and forth contact with U.S. Sen. Hillary Rodham Clinton's office in the efforts to schedule her for "Talkin' Labor".

"Having guests that are very prominent figures on both a local and a statewide level, is very important for CSEA and our members," Laricchiuta said. "It helps put CSEA on the map, gives our members

much needed exposure, and emphasizes the fact of how powerful we are with over 10,000 members here in Nassau County, and 265,000 overall in New York state."

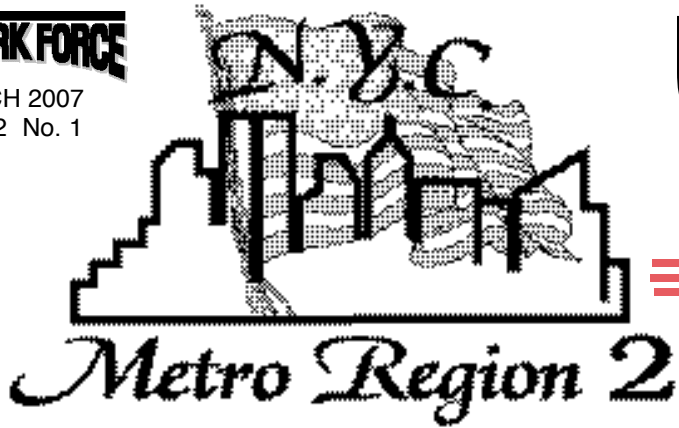
Top photo, Jerry with Denise Ford.

At right, Jerry with Kathleen Rice.



THE WORK FORCE

MARCH 2007
Vol. 12 No. 1



UNION SKYLINER

CSEA

NEWS

CSEA • Local 1000 American Federation of State, County & Municipal Employees, AFL-CIO

A Message From Metropolitan Region President

GEORGE A. BONCORAGLIO



Brothers and Sisters,

I certainly hope you are all excited about the drastic political changes that have taken place across the state and across the country. It's been a long time since we had any good political news but finally, it seems the tide is turning.

For starters, we have a new tenant in the Governor's Mansion. Members across the city played a big role in making sure that former state Attorney General Eliot Spitzer became the next governor. We are all grateful and very proud for all the work you did in this race and other important statewide and local races.

Now that we have a Democrat for governor, however, we can't afford to rest on our laurels and expect that he will do everything that we ask. That's not what history has taught us and we would be foolish to think otherwise. On the contrary, as we gear up for a new round of state contract negotiations, we need to continue to educate, energize, organize and mobilize all of our members to insure that Gov. Spitzer hears our collective voices and responds affirmatively to our demands.

The same goes for the new Congress sworn in earlier this year. With a new Democratic Congress leading the charge, we can't assume that it will pass legislation and implement new policies to benefit workers and unions in this country. We expect help because labor played such a big role in helping the Democrats win the leadership of both houses of Congress. But once again, history has shown us that old habits die hard. We need to hold them accountable and let them know we're watching and we vote.

There's a lot at stake for organized labor at every level of government and it's important to remain vigilant, educate others and stay involved in our union and in civic affairs.

We wouldn't have been able to pass a new minimum wage law without that kind of vigilance and participation on behalf of labor. We will need to get even more involved around another piece of legislation involving a worker's ability to join a union.

America's working people are struggling to make ends meet these days and our middle class is disappearing. The best opportunity working people have to get ahead economically is by uniting to bargain with their employers for better wages and benefits.

But the current system for forming unions and bargaining is broken. Every day, corporations deny workers the freedom to decide for themselves whether to form unions to bargain for a better life. They routinely intimidate, harass, coerce and even fire workers who try to form unions and bargain for economic well-being.

The Employee Free Choice Act (H.R. 800), is supported by a bipartisan

Mensaje del Presidente Regional Metropolitano

Hermanos y hermanas,

Espero que esten feliz con todos los cambios políticos que han ocurrido a través del estado y a través del país. Se que hemos esperado mucho tiempo para buenas noticias política pero finalmente, me parece que la marea está dando vuelta.

Para empezar, tenemos un nuevo inquilino en la mansión del gobernador. Los miembros de nuestra union a través de la ciudad desempeñaron un papel grande en asegurando que el abogado general del estado, Eliot Spitzer, sería el proximo gobernador. Todos estamos agradecidos y muy orgullosos por el trabajo que ustedes lograron en esta y otras elecciones estatales y locales.

Sin embargo, ahora que tenemos un gobernador demócrata no nos podemos reclinar y pensar que él haga todo lo que pidamos. Eso no es lo que nos ha enseñado la historia y seríamos absurdos pensar de otra manera. Al contrario, como nos preparamos para un nueva redonda de negociaciones para uno nuevo contrato estatal, necesitamos continuar educando, organizando y movilizand a todos los miembros para asegurar que el gobernador Spitzer oye nuestras voces colectivas y responde afirmativo a nuestras demandas.

Igual va para el nuevo congreso en Washington, DC. Con un nuevo congreso democrático no podemos asumir que aprobarán la legislación y pondrán nuevas políticas en ejecucion para beneficiar trabajadores y uniones en este país. Esperamos que nos ayuden ya que ellos saben la gran ayuda del movimiento

sindicalista le presto para capturar ambas casas del congreso. Pero de nuevo, la historia nos demostrado que los viejos hábitos mueren dificilmente. Necesitamos estar vigilantes y tambien déjarlos saber que estamos mirando y votamos.

Hay mucho en juego para el movimiento laboral en varias niveles del gobierno y es importante que sigan siendo vigilante, eduquen otros y permanezcan envuelto en nuestra unión y en asuntos cívicos.

No habríamos podido aprobar leyes para aumentar el salario mínimo si no fuera por ese tipo de vigilancia y de la participación sindicalista. Necesitaremos el apoyo de más sindicalistas con la nueva legislación que se trata de la habilidad de obreros que quieren ser miembros de una unión.

Obreros en América está luchando cada día y nuestra clase mediana se está desapareciendo. La mejor oportunidad para obreros que quieren mejorar su posicion económica es uniendose para negociar salarios y ventajas mejores con sus patrones.

Pero el sistema actual para formar uniones no sirve. Cada día, corporaciones niegan a trabajadores la libertad para decidir para sí mismos si formando una union puede mejorar sus vidas. Intimidan, acosan, y despiden trabajadores que intentan formar uniones para negociar mejores salarios y beneficios.

La legislación (H.R. 800), tiene el apoyo de una coalición de ambos partidos políticos en el congreso, sería justo para

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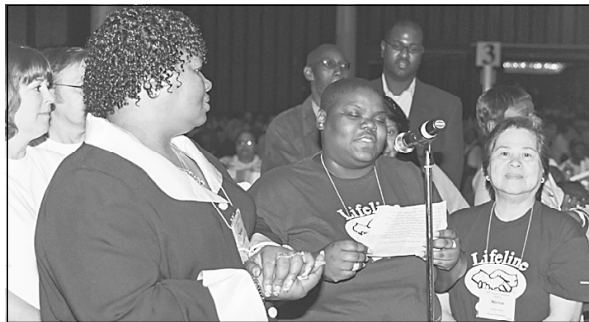
Happenings and Events
 N.Y.C.
 Metro Region 2
 Around the Metro Region

ADM
 2006

Right, Eliot Spitzer joins members of the New York City Annual Delegates Meeting host committee.



Right, Lifespire worker and new CSEA member Natasha James speaks to CSEA delegates about their organizing victory at the Annual Delegates Meeting. She's joined by, from left, Pam Marshall and Norma DeGuzman. Etienne Julius and Marcus Simmons are in the background.

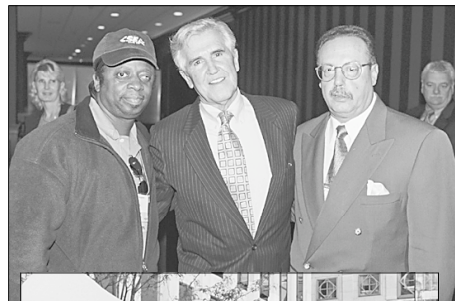


Above, the young men and women from the New York Military Academy under the direction of MSG Fletcher Bailey were the color guard during the opening ceremony for the 96th Annual Delegates Meeting.

CSEA Host Committee members Linda Williams and Adrian Hudson greet delegates with a smile and a pretzel.



Right, New York City State Employees Local member Donald Bryant, State Sen. Joe Bruno and New York City State Employees Local Local President Vinnie Martusciello share a moment during the Annual Delegates Meeting.



Left, CSEA President Danny Donohue presents Metropolitan Region President George Boncoraglio with the PEOPLE Cup during the Annual Delegates Meeting.



Right, Brooklyn Developmental Center Local members Frederick Judd and Carl Smith join television actors Tichina Arnold and Terry Crews from the hit show *Everybody Hates Chris* during a segment of *The Early Show*.

Celebrating
 Hispanic
 Heritage



Above and left, dancer, choreographer and instructor Nydia Ocasio shows members how to salsa during a Hispanic Heritage Month event at the state Taxation and Finance Department.



Right, members of the state Taxation and Finance Department Hispanic Heritage Committee take a break from the festive event, now celebrating its fourth year. Rebecca Garcia, host and an event coordinator, holds a stand with mini flags representing the many nations of Latin America.



Lifespire
 agreement



Left, members of the Lifespire contract committee and CSEA staff hail agreement with management that will soon be voted on by members. From left, top row, are Metropolitan Region President George Boncoraglio, Faye Livingstone, Marcus Simmons, CSEA organizer Jose Schifino, Etienne Julius, CSEA organizer Mary Bryant, CSEA Organizing Supervisor Paul Frank and CSEA Strategic Campaign Coordinator Cora Macvilla. Bottom row, from left, are Natasha James, Norma DeGuzman, Pam Marshall and Carmen Ortiz.

CSEA
 N.Y.C.
 Metro Region 2

THE WORK FORCE
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Workers Shine at Queens Children

QUEENS —Winston Ferrell is making environmental services and his co-workers shine at Queens Children's Psychiatric Center.

As the supervisor of environmental services supervising 10 cleaners, this CSEA member has gone out of his way to develop a training course for his staff while also working with the facility to acquire better equipment.

"Ten years ago, workers in environmental services were just going to work and not knowing why," said Ferrell. "Through education and staff development there is now a sense that their work is appreciated."

Ferrell's department recently held an Environmental Services Awareness Week event where the workers were acknowledged for their contributions.

"When I first started at this facility, I felt the morale was low," said Ferrell. "Now (the workers) feel like they are making a contribution."

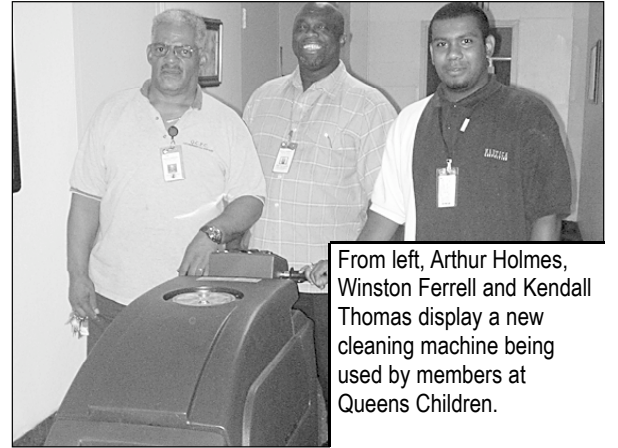
The workers, in turn, also appreciate Ferrell's efforts in obtaining the new equipment. New automatic scrubbers, carpet extractors and auto burnishers are among some of the machines workers are now using.

Arthur Holmes, a house cleaner at the psychiatric center for the past 31 years remembers how it used to be.

"We had no machines. We had to do everything by hand," said Holmes. "The machines have made it a whole lot easier."

Other changes implemented by Ferrell include color-coded mops that limit cross contamination. For instance, red mops are for bathrooms, blue for offices and green for stripping.

The department has also started using cleaning agents that are less toxic for the environment and humans, in accordance with a state executive order issued last year requiring state agencies to use "green" cleaning products.



From left, Arthur Holmes, Winston Ferrell and Kendall Thomas display a new cleaning machine being used by members at Queens Children.

"It shows the quality of work that union members provide," said Sarah Smith, the local's recording secretary. "Their high standards and the quality of their work are just as important as any other job in this facility."

A bookshelf in Ferrell's office contains the large binders with the training program he's implemented. It covers six basic topics including floor and carpet care, disinfecting and cleaning, rest rooms, and bloodborne pathogens.

"Whatever I have learned in my years of working I want to share with someone else," said Ferrell. "I can't keep it all to myself, you have to pass it on."

Junior Moses has been working as a cleaner for only a short time but knows how critically important his department is to the facility.

"If we don't keep this place clean and organized, they'll shut us down," said Moses. "We work for the state, but more importantly, we work for the children."



Above left, CSEA member and Cleaning Supervisor Winston Ferrell displays the new equipment he requested for his department. Above right, CSEA members at Queens Children recently celebrated Environmental Services Week and held a ceremony for staff. Seated, from left, are CSEA activist Sarah Smith, Creedmoor Local Vice President Carlota Williams, Bernadette Mercado, Ines Hernandez and Sahadeo Khublall. Standing, from left, are Arthur Holmes, Kendall Thomas, Winston Ferrell, Junior Moses and Travis Brown.

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measures to protect those who are still suffering from the effects of Sept. 11. Many firefighters and police officers have already died or become seriously ill as a result of toxins and other contaminated debris they were exposed to in the aftermath of the terrorist attack. If this is how the heroes of Sept. 11 are treated what should we expect for the rest of us?

Unlike many workers, in a few days we'll have the ability to elect our new boss. It's especially important this year since we'll soon begin negotiating a new contract for state workers. By voting, we demonstrate our strength

and our ability to reward those who treat labor fairly and respectfully and punish those who don't.

Brothers and sisters, as we head into the holiday season, I would also like to wish you and your loved ones peace, happiness and good health.

In solidarity,
George Boncoraglio

Mensaje continuacion de Pagina 1

mintieron, por muchos años, sobre la calidad del aire en la zona baja de Manhattan, sindicatos se han reunido con grupos de la comunidad, residentes y otros activistas en un llamado para legislación y otras medidas para proteger a los que todavía están sufriendo de los efectos del 11 de septiembre. Unos cuantos bomberos y policías han muerto o están sufriendo de enfermedades resultando de la contaminación. ¿Si así tratan a los héroes del 11 de septiembre, qué nos espera a nosotros?

No hay muchos trabajadores que puedan elegir a nuestro nuevo jefe. Es especialmente importante este año por que pronto comenzaremos a negociar un nuevo contrato para los trabajadores del estado. Con nuestros

votos demostraremos nuestra fuerza y nuestra habilidad de recompensar a los que nos traten respetuosamente y castigar a los que no lo hagan.

Hermanos y hermanas, ya pronto vamos a celebrar varios días de fiesta como el día de acción de gracias y las navidades. Quisiera desearles a todos y a sus familias paz, felicidad y buena salud.

En solidaridad,
George Boncoraglio