

*CSEA charts strategy to fight back at Spring Workshop, pages 10-11*

# THE Work Force

*June 2011*

*Vol. 14 No. 6*



## **VOICE in our Capital**



*Photo by Jill Ascencio*

*Excitement, enthusiasm as child care activists set their agenda. See page 3*

## Photo of the Month



Photo courtesy of the Plattsburgh Press Republican

Ella Rascoe, 8, of Plattsburgh, warms up with a glove toss before taking the field on the opening day of Little League. Her "CSEA" team is sponsored by CSEA's Clinton County Local. The local began supporting Little League 10 years ago through sponsorship of the Plattsburgh Little League All Star Tournament. The local continues as a major sponsor of that event and for the past five years, team sponsorship. The Clinton County Local supports other sports, events and charitable causes such as the Carol Wallet Memorial Gold Tournament (Major Sponsor), Battle of Plattsburgh (Chamber of Commerce, Major Sponsor), the Champlain Children's Home (Christmas presents for children), Hospice (Relay for Life), Alzheimer's Walk and Suicide Prevention Walk. "In any given year we support eight to 10 teams and events within the community and people are asking for our support all the time," said Clinton County Local President Joe Musso. "We are proud of our community commitment in Clinton County."

# Court layoffs will hurt services, slow system

CSEA members working in the court system are wondering how New York will be able to deliver the services the judiciary system provides in light of Gov. Andrew Cuomo's 600 New York State Unified Court System layoffs.

"The excessive cuts will undermine our court system and cost New Yorkers a lot more in the long run but first they will

wreak havoc on the lives of hundreds of dedicated people and their families. No good can come from that," CSEA President Danny Donohue said.

"No one should believe this is a necessary action — a state budget that relied on cuts alone while giving tax breaks to millionaires is out of whack with good management," Donohue said.

"I've had several drug court resource coordinators question (the layoffs). They seem more worried about what's going to happen to their clients than they are about their jobs," said Region III Judiciary Local President Kevin Mahler. "We lost a bunch of people to retirement and now we are losing more people through these layoffs. I am pretty sure it will impact the availability of the court system to those who need it."

Mahler said the drug court resource coordinators were concerned about

whether their clients will receive the services they need to be rehabilitated.

"People don't realize the important role the court system plays in their lives — until they need the courts — for an

adoption, small claims court, traffic court, etc.," said Capital Region Judiciary Local President Nicole Ventresca-Cohen. "At some point in your life you will need the

courts' help and if cuts continue those services will be harder and harder to access."

"The wheels of justice will move very slowly. When times are tough, court caseloads skyrocket, as they are now, caseloads keep going up and the number of staff decreases," Ventresca-Cohen said.

According to Region IV Judiciary Local President Scott Gartland, in an earlier round of layoffs, many employees with 20-plus years of experience were let go as they were in confidential titles. The current round has confidential and non-competitive titles, many of them court analysts. Since most of the Office of Court Administration budget is personnel, not programs, across-the-board cuts have a direct impact on operations.

— **Therese Assalian and Jessica Ladlee**

**"The wheels of justice will move very slowly. When times are tough, court caseloads skyrocket, as they are now, caseloads keep going up and the number of staff decreases."**

From the Office of President Danny Donohue



## CSEA President Danny Donohue to meet Capital Region members on June 28 in Plattsburgh



CSEA President Danny Donohue will visit the CSEA Capital Region on June 28 to meet with members. The meeting was rescheduled from June 14.

The meetings will be held at the Plattsburgh Satellite office, 6 Booth Drive, Plattsburgh.

Donohue will meet with union members from 1 to 7 p.m. Please call the satellite office at (518) 563-0761 for an appointment and directions.

## CSEA staff, labor activist Bob Dillon, 55

Longtime union activist and CSEA staff member Bob Dillon passed away May 3.

Dillon began his career with CSEA in the fall of 1989. Before coming to CSEA, Dillon was a radar air traffic control specialist for the Federal Aviation Administration in Portland, Maine. An active member



of Professional Air Traffic Controllers Organization (PATCO), Dillon was local treasurer, political action chair and was involved in the 1981 air traffic controller's strike.

In 1983, Dillon was hired as a field representative with AFSCME in Augusta, Maine, and later became an international union representative for AFSCME before joining CSEA as an assistant contract administrator.

# VOICE/CSEA moves into next chapter

ALBANY — As unions around the country are increasingly under attack, a new group of working people are standing up for their rights and finding a VOICE through CSEA.

From humble beginnings in 2002 when a small group of Family and Group Family in-home child care providers from Schenectady approached CSEA for help, to a statewide movement of thousands strong across the state, VOICE/CSEA is gaining momentum and becoming a more integrated part of the CSEA family. As they work to ensure a decent standard in their field and expand the accessibility and affordability of child care for families in New York state, VOICE/CSEA Local 100A journeys into its next chapter stronger than ever.

Recently, more than 230 VOICE/CSEA representatives met in Albany as the single largest gathering of VOICE members to date. The energy level was high as they reminisced and celebrated, retracing Local 100A's roots for members and invited guests with an interactive presentation.

They looked back on the executive order issued by former Gov. Eliot Spitzer in 2007 that granted child care providers the right to form collective bargaining units; the support of an

overwhelming majority of licensed and registered providers, to when they were officially certified as the bargaining agent for family and group family child care providers in all 57 counties of New York outside of New York City. They recalled February 2010, when VOICE/CSEA members ratified their first ever contract with the state Office of Children and Family Services. Providers passionately chanted, 'Who can?,' 'VOICE can!' after each milestone.

They pressed public officials for commitments to maintain decent standards, gaining the support they need to provide quality care, seeking pledges to work on expanding the accessibility and affordability of quality child care for New York's families.

Public officials and CSEA leaders recognized the valuable contribution VOICE members make and pledged cooperation to help VOICE accomplish its agenda. U.S. Rep. Paul Tonko, state Sen. Diane Savino, chair of the state Senate Committee on Children and Families; and CSEA statewide officers, President Danny Donohue,



**Tonko**



**VOICE providers listen to speakers at the VOICE in our Capital conference.**

Executive Vice President Mary Sullivan, Secretary Denise Berkley and Treasurer Joe McMullen all spoke with the participants.

"We want you treated with dignity and respect because we understand," Donohue said. "You provide quality care to children who need you the most. I pledge we will continue to do whatever it takes to make VOICE/CSEA stronger," Donohue said.

Tonko listened as Melissa Allen, an Albany County VOICE/CSEA member, asked on behalf of providers for help in sustaining a federal funding boost to the Child Care Development Fund in the fiscal year 2012 budget. "It will help ensure that New York's families keep earning and children keep learning," Allen said.

Patrick Hogan, a VOICE member from Westchester County, asked for Savino's help in maintaining subsidy reimbursement rates. "If the standard is rolled back, it will make it much harder to continue to deliver high quality early learning and care," Hogan said.

"This is very exciting. It's the next significant of many chapters in our VOICE story and unprecedented for us. We are building power with strength in numbers, bringing our vision for family childcare to the forefront and making a difference for children, families and our communities across New York," said Pam Wells, Washington County group family child care provider.

— Jill Asencio



**From left, CSEA Secretary Denise Berkley, Treasurer Joe McMullen, Executive Vice President Mary Sullivan, state Sen. Diane Savino and CSEA President Danny Donohue take part in the VOICE in Our Capital conference.**

## Action plan

VOICE/CSEA members from every region of the state ratified an Action Plan moving Local 100A into 2012 with ambitious goals. They voted to:

- protect reimbursement rate formulas for child care subsidies;
- secure funding at all government levels for child care;
- seek more affordable insurance needed to maintain their home-based operations; and,
- work to clarify and simplify regulation, rules and policies and ensure fair enforcement.

# THE WORK FORCE

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# Work Force

IN TOUCH WITH THE

CSEA President Danny Donohue

## Gov. Cuomo and his millionaire friends

Gov. Andrew Cuomo is personally very popular in the polls right now. His policies are not.

No big surprise. New Yorkers are hungry for some real leadership. But New York is a big, diverse state and people also want budgets, public policies and good management that works for all New Yorkers. Governor Cuomo risks forever alienating working New Yorkers if he's not careful.

New Yorkers want smart, fair government and they don't want to be scammed.

Governor Cuomo got his on-time budget, but he balanced it through cuts in essential services and funding alone. The consequences of that budget are just starting to become clear to New Yorkers — reduction and elimination of necessary state services at the same time aid has been cut for schools, local government services and even private-sector human services programs. It will hurt real people in real places.

The governor's response of "deal with it" makes good political rhetoric. It's not very effective for managing the state.

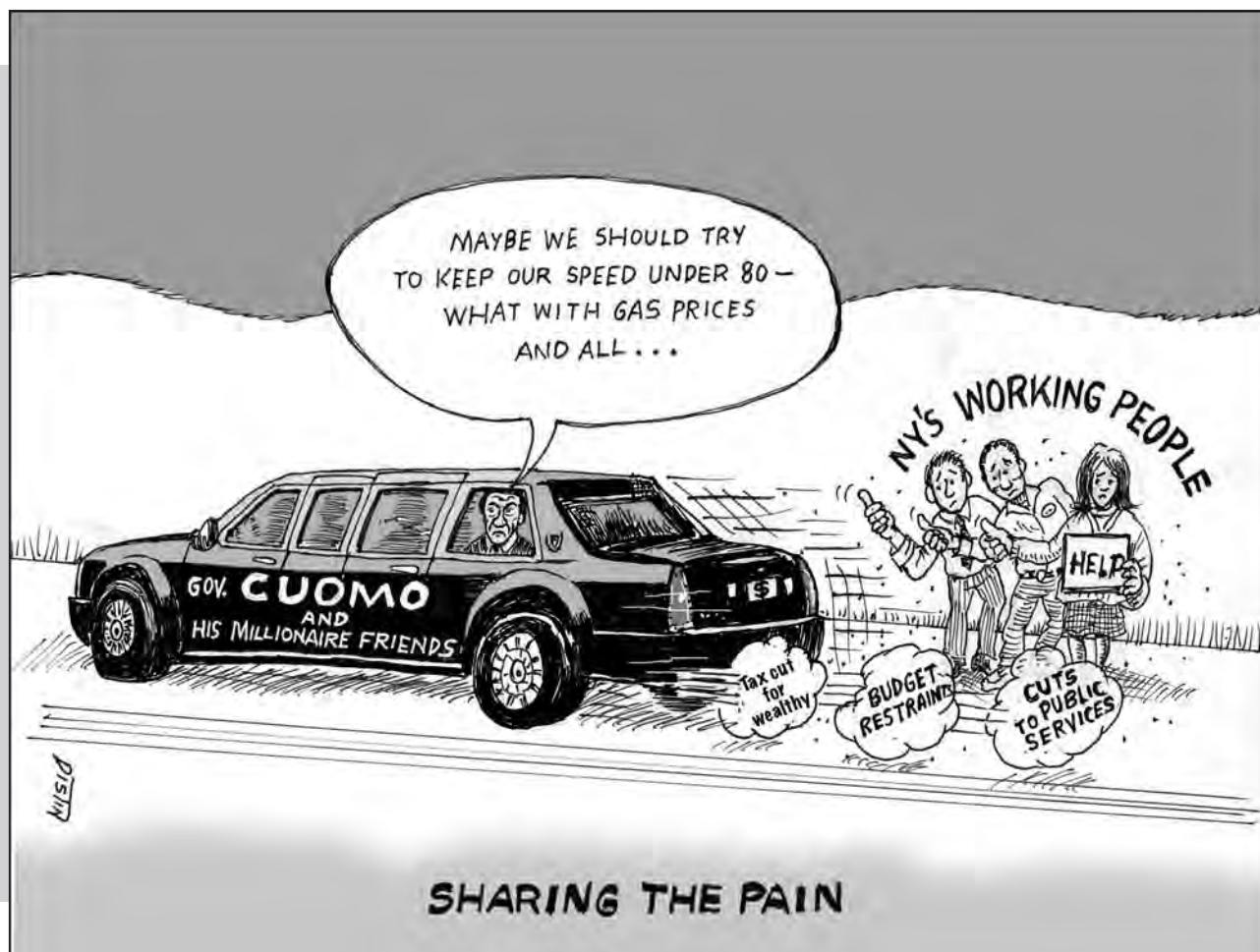
Adding insult to injury as the governor continues his call for shared sacrifice from working people is the tax cut the governor is giving to the wealthiest 3 percent of New Yorkers. It's an action that makes no sense and goes against 30 years of evidence that it's bad economics.

The governor is also relentlessly pursuing a tax cap for schools and localities that will only make it harder to manage budgets. There is no quick fix and once again it makes no sense to tie the hands of school administrators and local government leaders.

Governor Cuomo is at a crossroads. He must decide if he is going to continue to grandstand for his millionaire friends or if he is going to be the governor for all the people of New York.



*Danny*



## Cutting taxes for millionaires doesn't work — and hasn't for 30 years

**G**ov. Andrew Cuomo and the state Senate keep pushing for tax cuts for New York's wealthiest residents. Their reasoning? Cutting taxes creates jobs.

They couldn't be more wrong. In fact, this sort of "trickle-down economics" has been around since Ronald Regan was president. Cutting taxes for the wealthy failed to create any jobs then, it failed under President George W. Bush, and it will fail to do so now.

What creates jobs is demand for workers.

Wealthy people don't create jobs with their wealth. If they happen to own a factory that

still produces goods in the United States, and they see a demand for more goods, they may hire more American workers, which is job creation. Cutting the taxes they pay on their personal wealth and income has nothing to do with creating those jobs.

"Lots of regular people having money to spend is what creates jobs and businesses. That is the basic idea of demand-side economics and it works. In a consumer-driven economy designed to serve people, regular people with money in their pockets is what keeps everything going," said Dave Johnson, a fellow for Campaign

for America's Future, a former CEO in the technology industry who now writes about trade and economic and industrial policy.

Johnson's quote comes from a post on the Campaign for America's Future website.

### Jobs equal prosperity

According to Johnson's analysis, for "regular" people to have money, they need to have jobs. So how does Cuomo laying off workers and cutting taxes for millionaires make that happen?

"When all the money goes to a few at the top everything breaks down. Taxing the people

at the top and reinvesting the money into the democratic society is fundamental to keeping things going," Johnson states.

"This idea that a few wealthy people — the "producers" — hand everything down to the rest of us — "the parasites" — is fundamentally at odds with the concept of democracy. In a democracy we all have an equal voice and an equal stake in our society and our economy," Johnson states.

Read more at:  
[www.ourfuture.org](http://www.ourfuture.org).

— Lou Hmieleski

# CSEA members respond to North Country flooding

RAY BROOK — Residents from Clinton, Essex, Warren and parts of Saratoga counties are dealing with the fallout from flooding that swept through the North Country leaving damage and devastation in its wake.

Water levels were already high from snowmelt in late April when more than five inches of rain fell on the Adirondacks over six days, causing lake and river banks to spill over.

Lake Champlain water levels were three feet above flood stage. Jason Juneau, a lineman from CSEA's Village of Rouses Point Unit, said members there scrambled to help homeowners and businesses along the shore. They also staffed a pumphouse around the clock, pumping 3 million to 4 million gallons of water a day, to prevent further

flooding.

In Essex County, 70 roads were closed and two bridges collapsed. Damage to the roads and bridges is estimated



**CSEA Village of Rouses Point Unit President Jason Juneau stands by a flooded boat ramp in Rouses Point.**

to be several million dollars, prompting Gov. Andrew Cuomo to declare a state of emergency. Local officials in cash-strapped North Country towns are hoping that aid will become available through the Federal Emergency



**CSEA High Peaks State Employees Local members fill sandbags at the Saranac Lake Village garage.**



**CSEA members Jesse Fitzgerald, Jon Charland, John Lefebvre and Ross Robert lay sandbags at Swiss Marine in Saranac Lake.**

**“We did a lot of deliveries to marinas, hotels and storefronts.”**

Management Agency (FEMA.

In Moriah, where damage was estimated at \$1.5 million, Town Supervisor Thomas Scozzafava told reporters, “If we don’t get federal help, they might as well hang a sign on the town line that says ‘Closed for Business’.”

In Saranac Lake and Tupper Lake, 18 CSEA-represented state Department of Environmental Conservation employees led a relief effort that netted 15,000 sandbags. The employees, including carpenters, maintenance assistants, mechanics and recreation staff, went into action on a moment’s notice, putting their personal lives on hold to help residents.

In addition to the physical work, DEC staff helped with coordination and all logistical

aspects of the operation. They filled and loaded sandbags, drove them to various locations and helped place them in flooded waters.

“We did a lot of deliveries to marinas, hotels and storefronts,” said Jesse Fitzgerald, a DEC maintenance assistant.

A supervisor from DEC’s Saranac Inn Maintenance Center, J.P. Kavanagh, managed a crew at the operations center.

“It was a good team-building exercise, since we don’t always get to work together,” said Robert Stickney, normally a caretaker at Rollins Pond Campground. “By the third day, everyone was sore, but that didn’t stop anyone from chipping in.”

— **Therese Assalian**



**“The residents who depend on Westchester Medical Center deserve a regional hospital with the highest level of care.”**

# Cuts compromise world-class care

VALHALLA — CSEA leaders at Westchester Medical Center say a management tactic of slowly chipping away at vital services is compromising the hospital’s reputation as a leading hospital in downstate New York.

CSEA leaders and activists are undertaking a public campaign to expose management’s pattern of quietly cutting services while maintaining fat compensation packages for upper managers.

“Management has decided to focus on preserving services that bring in lots of revenue and cutting services that are badly needed, but don’t bring in the dollars,” said Southern Region President Billy Riccaldo. “As a public benefit corporation, Westchester Medical Center must provide the safety net

services that the private hospitals no longer offer.”

## Cuts to crisis services

The latest victims of the hospital management’s budget ax are the licensed social workers working in the hospital’s Comprehensive Psychiatric Emergency Program. In a recent restructuring, management eliminated the Mobile Crisis Intervention Service, a team of mental health professionals who provide on-site care in the community.

“The mobile crisis team is a valued community resource,” said Westchester County Local President John Staino, a hospital worker. “Local police departments depend on these professionals when they are dealing with people in crisis. The decision to cut these workers is going to

put our police officers and residents at risk.”

CSEA members have been lobbying state and local elected officials to call on hospital CEO Michael Israel to restore funding for mobile crisis services.

## Privatization

Ever since the hospital went from a county hospital to a public benefit corporation in the late 1990s, several hospital departments have been targeted for outsourcing. The latest privatization attempt is in the hospital’s Materials Management division.

“These are longtime dedicated employees who work as hard as everyone else at this hospital,” said Westchester Medical Center Unit President Peter Piazza. “If they come back to work here under a private

company, the wages and benefits offered under a private company are not likely to be comparable to our current contract.”

## Public campaign

CSEA is preparing for a media campaign calling for an investigation into the hospital’s finances.

“The residents who depend on Westchester Medical Center deserve a regional hospital with the highest level of care,” said Piazza. “We, the workers who deliver the front-line care, are concerned that the constant cuts in services and privatizations are putting our patients at risk. We want the public to know what is really going on here, because we need their support as we continue to fight these cuts.”

— Jessica Ladlee

## CSEA fights sneak privatization attack

KINGSTON — Ulster County Unit members are mobilizing to preserve county mental health services after workers discovered County Executive Mike Hein is quietly trying to privatize some department functions.

Workers first got wind of a county plan to privatize mental health treatment and substance abuse counseling services after a meeting with management in March. CSEA represents about 130 county mental health and substance abuse staff members.

Days later, during the early morning hours, several workers found management giving tours of the mental health offices to CEOs from local private treatment providers.

“The county residents who receive mental health and substance abuse treatment provided by the CSEA Ulster County work force deserve much better than the show of arrogance we’ve seen from Mike Hein as he attempts to privatize their care without anyone knowing,” said Southern Region President Billy Riccaldo.

While Hein appears to be taking the lead in this privatization attempt, he has deferred to county legislators to decide the future of the county-run Golden Hill Health Care Center.

CSEA and county legislators, who only learned of Hein’s plans after union members alerted them, are criticizing Hein

for that inconsistency in policy.

“The secrecy surrounding this is simply unethical,” said Ulster County Local President Terry Gilbert. “The people who receive mental health and substance abuse treatment through the county had to find out about this proposal through the newspaper since our workers have been ordered not to discuss it.”

CSEA Ulster County Unit activists have been circulating petitions calling for a stop to privatization. CSEA members are lobbying legislators to reject any privatization resolution Hein may bring before the legislature.

— Jessica Ladlee

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New York State Department of Health



**“Closing this health center pokes another hole in an already frayed safety net.”**



From left, SUNY Stony Brook Local President Carlos Speight, Suffolk County Legislator Sara Anker and SUNY Stony Brook Local Executive Vice President Debbie Nappi-Gonzales fight to keep Elsie Owens Health Center open.

# Members fight to save health center

CORAM — More than 50 SUNY Stony Brook Local members recently demonstrated in front of the Elsie Owens Health Center in Coram to protest the proposed closure of that facility, which treats about 30,000 people each year.

The potential loss of this critical facility is directly related to drastic reductions in aid from the state and is likely to place an added burden on hospital emergency rooms in close proximity, putting the health of Suffolk County residents at greater risk. The demonstration drew significant local media coverage.

“Closing this health center pokes another hole in an already frayed social safety net,” said SUNY Stony Brook Local President Carlos Speight. “It will also mean that the 24 CSEA members who work there in clerical, custodial and patient care positions will lose their jobs.”

Other demonstration attendees included Suffolk Municipal Employees Local President Bill Walsh and Suffolk County Legislators Kate Browning and Sara Anker, who all attended to show solidarity and try to fend off funding

cuts slated for July 1.

“The unintended consequence of closing this health center is that there will be many more people visiting emergency rooms for treatment, which will end up costing more in the long run,” said SUNY Stony Brook Local Executive Vice President Debbie Nappi-Gonzales.

— Rich Impagliazzo



SUNY Stony Brook Local members come out in force to support the health center.

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**“So many thoughts were racing through my mind, but I felt relieved and thankful for my training.”**

# Custodian saves man’s life

COLONIE — A cool, calm and collected custodian recently proved to be the difference between life and death for an Albany man.

Doug Hutton, a CSEA member who works as a custodian at South Colonie School District’s Roesseville Elementary School, was in the school’s break room around 6 p.m. when he heard a woman scream, “Call 911!”

Hutton asked his co-worker to dial 911 while he ran to the gym. A 72-year-old man, William Johnson, had been playing basketball with an over-50 league when he collapsed on the court. When Hutton came on the scene, two men were administering cardiopulmonary resuscitation (CPR), but Johnson was unresponsive.

“He didn’t look good,” said Hutton.

He grabbed the defibrillator and went to work. As the machine charged, Hutton told everyone to stand back. He hit the button, a shock was delivered and Johnson’s body jumped.

Just then, the paramedics arrived and went to work delivering a second shock. Suddenly Johnson was talking.

“So many thoughts were racing through my mind, but I felt relieved and thankful for my training,” said Hutton.

An emergency responder later told Hutton that he saved the man’s life. “I was so wound up, I didn’t sleep at all that night,” Hutton said.

A few weeks later, Hutton learned that a computer chip taken by paramedics from the defibrillator revealed that the man had flat-lined before the initial shock.

Hutton, a little sheepish about all the attention, jokes about his “15 minutes of fame.” A local newspaper interviewed him and he received recognition from the Town of Colonie Board. State Assemblyman Bob Reilly also presented him with a certificate.

But none of that comes close to an event that happened a few weeks after the incident.

Hutton was at work when Johnson, along with his son, approached him. “He gave me a hug and said, ‘I don’t know how to thank you.’”

“You just did,” Hutton told Johnson.

— **Therese Assalian**



**South Colonie School District custodian Doug Hutton stands on the basketball court where he used a defibrillator to save a life.**

## CSEA seeks entries for the Nadra Floyd Award

CSEA is seeking entries for the Nadra Floyd Award, which the union will present during the Annual



**Floyd**

Delegates Meeting in October to a member who has made an extraordinary contribution to the growth of CSEA’s membership.

Floyd, who was serving as CSEA’s Organizing director when she passed away in November 2001, was a dedicated trade unionist committed to her

union, her family and the civil rights movement.

She spent most of her career with AFSCME, beginning in California, where she served as executive director of AFSCME Council 10, representing University of California Employees. In 1995, Floyd moved to Washington, D.C., to become AFSCME’s International Union Assistant Area Director.

In 1997, she went to work at the AFL-CIO as the director of the federation’s Community Service and Community Action. During this time, Floyd won a

battle against lymphoma after undergoing rigorous treatment.

In August 2000, Floyd became CSEA’s organizing director and was working to grow the union’s membership and transform CSEA’s organizing program before she passed away.

Floyd brought vision, leadership and a team-building spirit to every position she held.

CSEA created the award to honor Floyd’s commitment to labor and union growth.

— **Jill Asencio**

## CALL FOR ENTRIES

**D**o you know a member, committee or local that has worked to grow CSEA’s membership or has made a significant contribution to a CSEA organizing campaign?

Please read the nomination guidelines found on the official nomination form on CSEA’s website at [www.csealocal1000.org](http://www.csealocal1000.org).

All nominations must be submitted by **Aug. 19, 2011**, to the:

**CSEA Membership Committee  
c/o CSEA Organizing Department  
143 Washington Avenue  
Albany, N.Y. 12210**

## CSEA holds annual Spring Workshop

# Uniting for today, building for tomorrow

NIAGARA FALLS — CSEA members from across the state met at the union's annual Spring Workshop last month to unite, build and mobilize New York's Leading Union.

CSEA members provide essential services every day, yet they have come under fire in the attack against public employees. Unions have become the scapegoat for special interests trying to hold on to their privileges, but CSEA is pushing back, making noise and facing those special interests head on.

"When CSEA has tough times ... we are at our best," said CSEA Statewide President Danny Donohue. "This is not Wisconsin, but it can be if we don't do our jobs and remind those politicians we put into office that we can also take them out of office."

As state legislatures nationwide attempt to weaken or remove workers' rights, CSEA is keeping its collective eye on the New York State Capitol. Every CSEA member must be involved in the fight to protect the Triborough Amendment and to tell the governor no tax breaks for his rich millionaire friends.

"You make this union what it is," Donohue said. "You standing up for what you believe is important makes the difference every day."

Activists in attendance learned about the fight ahead and brainstormed ways to mobilize



CSEA Next Wave members Andre Medlock, Sheri Ambuske, Michele Weaver, and Justin Lelonek staff their table at the Spring Workshop.

and get involved. Many members took a pledge to be involved and to encourage their co-workers to step up and do the same.

In addition to the plenary and mobilization sessions, workshops focused on state government negotiations, on CSEA's "Don't Zone Out" campaign, Working People's

History, the CSEA Next Wave movement, and "Uniting for Today, Building for Tomorrow."

— Lynn Miller

See more photos of CSEA's Spring Workshop at [www.csealocal1000.org](http://www.csealocal1000.org).



CSEA members filled the room to capacity in a workshop focusing on state contract talks with the Cuomo administration.

## 2011 CSEA Mission Achievement Award honorees

**Editor's note:** CSEA awards its Mission Achievement Award annually to activists who exemplify the union's mission. This year's honorees are activist Bob Bostwick, a State University of New York at Buffalo worker, and Joanne LeClair, the Herkimer County Unit president.

Bob Bostwick never imagined he might be a Mission Achievement Award recipient. After all, he's not in it for the recognition; he's in it to fight the good fight.

Bostwick, a janitor at the State University of New York at Buffalo, is the 2011 State Mission Achievement Award winner. He has been a state employee for 30 years and an active CSEA member for almost that long.

"Bob is the most dependable person I know," said CSEA Western Region President Flo Tripi. "If there is a job to do, Bob takes care of it. He has attended our rallies, our meetings, has been a loyal dedicated member of several region committees. I just can't say enough except congratulations Bob, you deserve this recognition."

### Protecting the underdog

CSEA protects the underdog. With 300,000 members statewide, the union is a small army and Bostwick is proud to be a member.

"This union helps people; we fight for those who may not always be able to stand up for themselves," he said. "It is important that union members stand together and stay strong no matter what obstacles we may face."

Bostwick became active in CSEA at the urging of former SUNY Buffalo President Ken Penski. Over time, he became a member of the SUNY Buffalo executive board, and eventually 3rd vice president of the local. He also continued to be involved at the region level.

"One of the best things about CSEA is the people, and the education," Bostwick said. "The people you meet — the senators, the assembly people, the governor — you do meet some high-ranking officials and sometimes they listen."

Bostwick once found himself nose-to-nose with then-Gov. David Paterson at a demonstration in Niagara Falls. He jumped



Statewide President Danny Donohue presents the State Employee Mission Achievement Award to CSEA activist Bob Bostwick, a janitor at the State University of New York at Buffalo, and to Joanne LeClair, the Herkimer County Unit president.



at the chance to make CSEA's position known.

"I asked him 'Do you like state workers?'" Bostwick said. "He didn't know what to say. How could he like state workers and do what he did to us?"

Bostwick is a member of the CSEA Western Region planning, safety and health, and political action committees. He also volunteers at the region golf tournament.

### LeClair dedicated to boosting member education, empowerment

Joanne LeClair, this year's CSEA Local Government Mission Achievement Award recipient, was very humble about being chosen for the award.

"I don't know who thought I deserved it, but I'm very honored to receive it," she said. LeClair, who has served as unit president in Herkimer County since 2007, works as an office assistant 1 in the Herkimer County Community College library.

She said one of the hallmarks of her leadership has been an increase in member education.

"I think the biggest thing we've been able

to accomplish over the past years with our members is the education, in all aspects — with their jobs, with the Civil Service process, with everything there is to know about CSEA and even the political process," she said. "I think it's allowed our members to feel more empowered about their own rights."

CSEA President Danny Donohue, in presenting the award, said LeClair is "the perfect example" of the union's local government activists who get very little recognition or fanfare.

"She asks nothing from her union, but gives it everything she has," Donohue said. He said LeClair has fought countless battles dealing with grievances, improper practice charges, safety issues, layoffs, contract fights and attempts to privatize county facilities, all while working two jobs.

For LeClair, it's just what she does. "I just go along and do what I do, working every day to do what I can for the members," she said.

— Lynn Miller and Mark M. Kotzin



# CSEA remembers fallen workers

CSEA members recently participated in Workers Memorial Day remembrance ceremonies across the state to remember those who have passed away or sustained serious injuries while doing their jobs, including the following members who have passed away during the past year:

- **Stacie Williams**, 45, a patient care assistant at Nassau University Medical Center, passed away June 16, 2010, due to workplace

violence stemming from a domestic incident;

- **David Page**, 56, a Central Region activist and Central New York Developmental Disabilities Services Office worker (last serving as local president), passed away from injuries sustained in a motorcycle crash while he was on his way to a region executive board meeting;

- **Anthony Ruggiero Jr.**, 48, a Village of Tarrytown Department of Public Works employee, passed away Sept.

6, 2010, while working in a village manhole;

- **John P. Kelly**, 51, a state Department of Transportation worker at the department's Region 8 Eastview Residency in Westchester County, passed away Sept. 6, 2010, while responding as a volunteer firefighter to the Tarrytown village manhole incident that also claimed Ruggiero;

- **Thomas Dowdney**, 56, president of CSEA's SUNY Farmingdale Local, passed away Nov. 2, 2010, from

injuries sustained after being struck by a vehicle near the campus two weeks earlier and

- **Sandra A. Marasco**, 49, a program coordinator at the Roswell Park Cancer Institute in Buffalo and a member of CSEA's Health Research, Inc. Local, passed away Jan. 27, 2011, from injuries sustained in an automobile accident while on the job.

Photos from several Workers Memorial Day events are on this page.



Central Region Safety & Health Committee members planted this tree as a living memorial to fallen workers outside the state DOT's Jefferson Residency.

Right, CSEA President Danny Donohue speaks at the state Department of Transportation's Workers Memorial Day remembrance ceremony in Albany.



Long Island Region President Nick LaMorte and Nassau County Local President Jerry Laricchiuta take part in the Workers Memorial Day service in Hauppauge.



State DOT workers participate in a Workers Memorial Day ceremony in Watertown's Jefferson Residency.



These empty chairs represent fallen workers at a Workers Memorial Day ceremony at the state Department of Transportation's Jefferson Residency in Watertown.

Right, CSEA Central Region Executive Vice President Jeffrey Colburn speaks at a Workers Memorial Day ceremony at the state DOT Jefferson Residency as region Occupational Safety and Health Committee members James Jackson, Anthony DeCaro, Andy Roche and Committee Chair Joe Miceli look on.



CSEA Western Region President Flo Tripi, second from right, speaks during the annual ceremony at Western New York DDSO in West Seneca.

# Cuomo undermines mental health services

The Cuomo administration has announced plans to close the Hudson River Psychiatric Center in Poughkeepsie and downsize at least 10 other psychiatric centers run by the state Office of Mental Health.

The service reductions come as the governor has also cut local government funding for mental health services and private sector human service programs.

It is not entirely clear how many layoffs are likely to result from the downsizing and consolidation but there is little doubt that access to mental health services will suffer statewide.

“This is a budget driven action that’s bad for people in need of mental health care and bad for the people who deliver care,” said CSEA President Danny Donohue. “Governor Cuomo should get it straight that he can’t talk about creating jobs and making a better New York

## Upstate Medical Center purchase good for jobs, health care

SYRACUSE — CSEA officials say the acquisition of a private hospital in Syracuse by SUNY Upstate Medical University will be a lifeline for the financially ailing Community General Hospital and will preserve jobs and health care services in Central New York.

CSEA recently participated in a benefits fair for the Community General workers, reassuring them the union would help make their transition as easy as possible.

“We want to make sure that the rights of all employees involved are fairly respected,” said CSEA Central Region

while laying off people off and running down services.”

The downsizing will affect Rockland, Bronx, Binghamton, Buffalo, Kingsboro, Manhattan, Rochester, Mohawk Valley, Mid-Hudson, Creedmoor and Pilgrim Psychiatric Centers.

As part of the Cuomo budget, a temporary change was enacted in the law enabling the state to close or downsize facilities with only 60 days notice.

CSEA is bracing for announcements on prison and juvenile justice facility consolidations, downsizing and closures expected soon. Cuomo has said that any layoffs that result from these actions are separate and apart from the 9,800 layoffs he has threatened if CSEA and other unions don’t agree to concessions at the bargaining table.

At press time, CSEA was still in negotiations with the state offering alternatives to help avoid layoffs.

President Colleen Wheaton.

Wheaton said CSEA has been monitoring the transition process to ensure once the acquisition is effective, planned for the beginning of July, CSEA will be ready to address any issues that may arise.

CSEA Upstate Medical University Local President Kathy Yeldon said the union’s first priority is to participate in orientations for the new workers, familiarizing them with the union and to set up trainings to establish a steward network at the hospital.

— Mark M. Kotzin

# ‘A Century of Service’ coming to a library near you

CSEA has been donating copies of *A Century of Service: The Story of CSEA’s First 100 Years* to libraries across the state.

In CSEA’s Western Region, Region President Flo Tripi, along with Rochester City Library Unit President Ove Overmyer, presented the Rochester City Library System with a dozen copies of *A Century of Service: The Story of CSEA’s First 100 Years* during a library board meeting in April. Tripi plans to present books to libraries throughout the region in communities where CSEA members are represented.

In the Central Region, Region President Colleen Wheaton presented a copy of the book to the SUNY Potsdam library and plans to donate other copies to libraries in the region.

Long Island Region President Nick LaMorte also donated a copy of the book to the Smithtown Library. “Libraries play a vital role in the community and provide a place for children to strengthen



City of Rochester Library Workers Unit President Ove Overmyer, CSEA Western Region President Flo Tripi and Rochester Public Library Board President Sharon Orienter after Tripi presented a copy of the book to the Rochester libraries.

their minds outside of school,” he said.

— Lynn Miller, Mark M. Kotzin and Rich Impagliazzo

Copies of the book are still available for sale at CSEA’s website, [www.csealocal1000.org](http://www.csealocal1000.org).



CSEA Central Region President Colleen Wheaton, front center, presents a CSEA Centennial History Book to Jenica Rogers, director of libraries at SUNY Potsdam, as a gift from CSEA to recognize National Library week. To Wheaton’s left is SUNY Potsdam Local President Diane Billings. Standing behind them from left to right are CSEA members working in the college’s libraries: Kay Newman, Glen Bogardus, Frank Cayward, Jill Murray, Rita Bridgen, Sheila Muller and Angie Donah. CSEA will be donating copies of our Centennial History book to libraries throughout New York state that are staffed by CSEA-represented workers.

## CSEA community service in bloom



Flowers are in bloom outside the Mohawk & Hudson River Humane Society in Menands, thanks to a group of CSEA 100th Annual Delegates Meeting attendees who spruced up the animal shelter's grounds and facility and helped recycle bottles as part of the Annual Delegates Meeting's Day of Service last October. Delegates also participated in several other community service projects that day, including volunteering at the Regional Food Bank of Northeastern New York and the Louise Corning Senior Services Center. *(Photo provided by the Mohawk & Hudson River Humane Society.)*

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### Break in membership affects eligibility for union office, voting privileges

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

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

Only members "in good standing" can

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

If you go on unpaid leave or for any other reason have a break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without pay status due to becoming disabled by accident, illness,

maternity or paternity, you may be eligible for dues-free membership status for a period not to exceed one year. If you are called up for active military duty you may also apply for dues-free status.

Note, however, you must continue to pay dues to run for office. Dues-free or gratuitous membership allows members to continue their insurance coverage while out of work. It does not protect your right to run for or hold office. This does not apply to members

who are on leave due to being called up for military duty. Members on active military duty, upon return, are considered to have had continuous membership status for all CSEA election purposes.

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

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**“Buses have to be safe. There is precious cargo onboard. We can’t make mistakes with buses. There is no room for error.”**

## Save the dates!

CSEA has set dates and places for these statewide events:

- **Retiree Delegates Meeting:** Aug. 18-21, Niagara Falls; and
- **Annual Delegates Meeting:** Oct. 3-7, New York City.

Check [www.csealocal1000.org](http://www.csealocal1000.org) for information about these events. Registration information and details about other events will be posted on the website as it becomes available.

# Bus mechanic gets high grades for expertise, child safety

WEST SENECA — Could you find 10 things wrong with a school bus in 10 minutes? Mike Lagoda can.

Lagoda, a CSEA member and mechanic with the West Seneca Central School District, recently won a bus mechanic regional “road-eo.” He moves on to the state competition this summer in the Albany area. It’s a chance to highlight the skills he uses to keep children safe.

“We take a lot of pride in our work,” Lagoda said of the mechanics in West Seneca. “Buses have to be safe. There is precious cargo onboard. We can’t make mistakes with buses. There is no room for error.”

The competition involves a written test, and an inspection challenge. Lagoda said competitors may be asked to use specialized equipment,



**Mike Lagoda works on one of the West Seneca School District buses he was recently honored for maintaining.**

such as a volt meter, as part of the process.

“Bus mechanics are not simply ‘public employees,’” said CSEA Western Region President Flo Tripi. “They do whatever they need to do to keep up with changing technology. They do whatever they need to do to keep the buses in top shape for the children. They all do a great job.”

Lagoda is no stranger

to the school bus competition. He has won the regional many times, taken top honors at the state level and tied for third place in the national competition.

“Mike and all the mechanics are members of the West Seneca community,” said West Seneca Schools Unit President Kathy Rupert. “CSEA members are

important because the children are important. They are the future.”

Working as a mechanic is in Lagoda’s blood. He began to learn young, watching his father, also a mechanic, work on vehicles.

“I have always been around cars and trucks,” he said. “I enjoy working with my hands. I always have.”

He completed a BOCES program, took mechanic classes at the college level and worked on jobs maintaining garbage trucks and tractor trailers. But the West Seneca Central Schools hold a special place in his heart.

“I am from West Seneca. I live in West Seneca,” he said. “This is a good place to work with a good group of (workers).”

— Lynn Miller

## Activist honored with SUNY Chancellors Award

ROCHESTER — Things tend to run smoothly at Monroe Community College thanks to people who often work behind the scenes, including those who work in shipping and receiving.

Tom Pollizi, president of CSEA’s Monroe Community College Unit and a driver/mover in the college’s shipping and receiving department, has been recognized for the seamlessness of his work by the State University of New York.

He is recipient of the SUNY Chancellors Award in Classified Service, a statewide award that recognizes employees who demonstrate excellence



**Pollizi**

in activities beyond the scope of their job description. They are creative and flexible and consistently provide exemplary customer service to students, staff and members of the campus community.

“Staff and students have what they need and equipment is where it needs to be because of people like Tom Pollizi,” said CSEA Western Region President Flo Tripi. “He is one of many dedicated union members who work hard every day to make Monroe Community College a great school.”

“I’m stunned, surprised and honored,” Pollizi said. “There are four guys in the department and we have a system down very well. When someone isn’t here, the rest of us pitch in and cover the work.”

A 15-year college employee, Pollizi

drives one of the college’s trucks and helps move supplies or furniture on and off campus.

“The work Tom does is physically demanding and he always dives in with a positive attitude and friendly smile,” said Monroe County Local President Bess Watts. “He is obviously well-liked and respected.”

Pollizi started working at Monroe Community College right after attending the college. He left for a different job and quickly realized how much he missed the college. He returned at his first opportunity.

“My job is different every day; I never do the same thing two days in a row,” he said. “I get to know so many people on campus. I really love my job.”

— Lynn Miller

# Some facts about the CSEA Health Benefits Department

The CSEA Health Benefits Department is responsible for the coordination and oversight of all negotiated health benefit arrangements. Our primary objectives include developing, enhancing and expanding health related benefits, while containing costs to employers and our members.

The department serves as a resource to all CSEA divisions (state, local government and private sector) by providing direct assistance and support to union staff, local and unit officers and members.

The department is comprised of two units: the **Joint Committee on Health Benefits** and the **Local Government/Private Sector Division**. Each unit has its own area of responsibility, but function together to provide the most

comprehensive understanding of health insurance coverage and related issues, including health care reform, health care trends, market products, Medicare coordination and wellness. More about each unit is detailed on this page.

The Health Benefits Department also educates members on the efficient use of their health care benefits and provides education regarding trends in the industry. Staff is available to attend information days, health fairs and to provide educational workshops and presentations.

**The CSEA Health Benefits Department can be reached at 518-785-4774 or 1-800-286-5242 or by email: [healthben@cseainc.org](mailto:healthben@cseainc.org).**

## The CSEA-NYS Joint Committee on Health Benefits (JCHB)

(JCHB), pursuant to Article 9 of the state contract, is primarily responsible for the oversight and administration of the New York State Health Insurance Program (NYSHIP). NYSHIP includes the Empire Plan and health maintenance organizations located throughout the state. Our staff is always available to answer member inquiries and help with many issues, including claims, appeals, eligibility, layoffs, retirement and coordination of benefits. JCHB works hard to keep members informed about any changes the state makes to the NYSHIP program through the Work Force, the CSEA website and leadership mailings.

## The Local Government/Private Sector Division

provides labor relations specialists a valuable resource to ensure that members' rights and needs are being protected. Staff members have expertise with analyzing benefit designs proposed by employers and providing alternative options available in the health care industry. They are especially helpful during contract negotiations in which health benefits are generally a major point of contention. Outside of negotiations, whenever an employer proposes changes to health care, a health benefits specialist can provide insight and clarity by preparing plan comparisons, analysis and other important information.

### MEMBERS ONLY INFORMATION

LOCAL 1000



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## Legal Services Program

Workers' Compensation and Social Security Disability

Personal Legal Matters

Personal Injury Matters

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**T**his members-only benefit program provides attorney representation for *Workers' Compensation, Social Security Disability, Personal Injury, Veterans*

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The Injury Related Program is administered by the firm of FINE, OLIN & ANDERMAN, LLP through its statewide network of offices. Personal Legal Services are provided by a closed network of specially selected attorneys dedicated to quality service for CSEA members.



**1-800-342-4146**

Call during normal business hours, 8 a.m. – 5 p.m., Mon.–Fri., and follow the menu instructions for the Legal Services Program

CSEA Headquarters, 143 Washington Ave., Albany, NY 12210  
Web site: [www.csealocal1000.org](http://www.csealocal1000.org) (through the CSEA members-only portal)

Danny Donohue, President

**Need more information on these or other CSEA resources? Just visit our website at [www.csealocal1000.org](http://www.csealocal1000.org)**

# New website feature helps you easily find your Employee Benefit Fund plans

The CSEA Employee Benefit Fund website has been revised to include new features to better assist our membership.

One of these new additions, the “Not Sure What Benefits You Have?” website search tool, was launched in mid-February.

The new search capability allows members to find out which dental, vision, and/or reimbursement plan(s) have been collectively bargained with their employer. The search navigates members through three easy steps, gradually narrowing the search by county and finally by employer name. Each benefit contains a link for the complete plan summary and any applicable claim forms for reimbursement.



Members are provided with a complete snapshot of the negotiated benefit(s) for their bargaining unit without having to call our customer service department to find out which plan they may have. The website can be accessed 24 hours a day.

“Now more than ever before, it is important for our members to understand the benefits that are available to them and their families,” CSEA President and EBF Chairman Danny Donohue said. “CSEA has fought hard for quality benefits. This new, web-based tool will put information directly in the hands of our members so they can make informed decisions about their dental, vision and other benefit coverage.”

“The EBF is committed to serving our members and this tool will help to us to do a better job of explaining the benefits for which our members are eligible,” EBF Director

Bill Howard said. “This information will be especially helpful to our members employed by local government, where it seems confusing to sort through the various plans that a public employer may be offering even within a single county.”

Please visit the EBF website at [www.cseabf.com](http://www.cseabf.com) for more information. For your convenience, below is a QR code for the “Not Sure What Benefits You Have?” link. The QR code is used in conjunction with a smart phone, plus a QR Code reader app and data plan as a way to access web content without typing a web address.



The EBF's new Quick Response code.

## CSEA Members Great Escape Appreciation Days!

An Event for CSEA Workers, Friends and Their Families!  
**Aug. 6 to Sept. 5**

Thirty-one great days of fun, thrills, chills, and family fun and fond memories at the area's best family theme park and water park-The Great Escape and Splashwater Kingdom!

Tickets are on sale NOW online at: [www.sixflags.com](http://www.sixflags.com). Once entering the site, ordering is as easy as 1-2-3:

- Pick a park and choose Six Flags Great Escape and Splashwater Kingdom
- Enter promo code CSEA11 in the upper right hand corner and click “Go”
- Choose your quantity of tickets and follow the prompts.

Come enjoy the Theme Park and the Waterpark for one low price! Tickets are priced at \$21.99 plus tax (\$5.00 per order processing fee) That's more than 50 percent off the regular admission price of \$45.99 plus tax per person. Tickets will be good any one day of the 31 days listed above!

Cool off at the area's best water park, Splashwater Kingdom.

Also enjoy:  
Sasquatch — Based on the mythical creature, Sasquatch is a legendary drop ride with two 19-story steel towers.  
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## Smith is PEOPLE Recruiter of the Month

HEMPSTEAD — A.J. Smith of the Town of Hempstead Local in the Long Island Region is the PEOPLE Recruiter of the Month for April. He recruited 44 new PEOPLE members at the MVP level.

“The PEOPLE program takes on added significance in these difficult economic times when public employees are criticized and attacked on a daily basis,” said Smith. “That’s why we are taking a sustained and practical approach to recruit new members and plan to focus our initial efforts on locations with the greatest concentration of 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.



Smith

## Celebrating the Next Wave



CSEA Statewide Secretary Denise Berkley, center, joined Erie County Local and Unit President Joan Bender, far right, Erie County Department of Social Services Section President Kevin Kumor and members of the Erie County Local Next Wave Committee for an anniversary party celebrating the committee’s accomplishments during its first year. The section’s Next Wave members participated in numerous union and community events, including the CSEA Annual Delegates Meeting, region conferences and meetings, campaigning for State Comptroller Tom DiNapoli, marching in the Buffalo Labor Day parade, appearing in the AFSCME “A Better New York For All” video, hosting a “Union 101” seminar for new members and creating a Next Wave Facebook page and cleaning up of a local park. The Next Wave program is CSEA’s initiative to recruit younger activists and respond to the needs of younger members.



**The CSEA Next Wave will hold a retreat July 29-31, 2011, at the Rensselaerville Institute. To learn more and to download an application for a spot at the retreat (space is limited), visit CSEA’s website at [www.csealocal1000.org](http://www.csealocal1000.org).**

## Stay up-to-date with your region

Be sure to stay up to date between Work Force editions by checking your region’s web page and Facebook page. Members in the Central and Western regions can also follow their regions on Twitter.

### Long Island Region:

<http://www.csealocal1000.org/r1>  
<http://www.facebook.com/csealongisland>

### Metropolitan Region:

<http://www.csealocal1000.org/r2>  
<http://www.facebook.com/csearegion2>

### Southern Region:

<http://www.csealocal1000.org/r3>  
<http://www.facebook.com/csearegion3>

### Capital Region:

<http://www.csealocal1000.org/r4>  
<http://www.facebook.com/csearegion4>

### Central Region:

<http://www.csealocal1000.org/r5>  
<http://www.facebook.com/csearegion5>  
[http://twitter.com/#!/CSEA\\_Region5](http://twitter.com/#!/CSEA_Region5)

### Western Region:

<http://www.csealocal1000.org/r6>  
<http://www.facebook.com/cseawesternregion6>  
<http://twitter.com/#!/@csearegion6>



## YOU NEED YOUR CSEA ID NUMBER TO PARTICIPATE IN THE YEAR 2012 ELECTIONS (Statewide, Region, Board of Directors and AFSCME Delegates)

Your 10-digit CSEA ID Number was assigned to you in 2010 and is printed on your CSEA/AFSCME membership card. It is the only number you need when conducting CSEA business. This includes Union election-related business – running as a candidate, signing candidates’ nominating petitions, voting, etc.

If you are unsure of your ID Number or have lost your card, you may contact CSEA’s Membership Department to request your CSEA ID Number or to request a replacement card by calling toll free at 1-800-342-4146 and asking for the Membership Department.

# THE Work Force

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

Published by CSEA

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Danny Donohue, President

(518) 257-1000 • (800) 342-4146

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**CSEA's message for drivers in work zones:**






## Don't Zone Out!

**A message for New York State drivers**

**There is a work zone fatality EVERY 10 hours and a work zone injury EVERY 13 minutes.**



### What You Can Do

-  Obey posted speed limits.
-  Put the phone down and drive.
-  Never send or read text messages while driving.
-  In work zones, focus only on your driving.
-  If someone calls you while they're driving, hang up.
-  Sign up for CSEA's Don't Zone Out Pledge at [csealocal1000.org](http://csealocal1000.org)
-  Move over where possible. Give our men and women working on the roads the same respect that we now give to emergency workers and traffic stops.

**It's not right to call them accidents because most of the time a little bit of attention could prevent them.**

**Think about it and drive responsibly.**

• Governor's Traffic Safety Committee: [www.safeny.com](http://www.safeny.com)

• Federal Department of Transportation:  
[www.workzonesafety.org](http://www.workzonesafety.org)

• CSEA Occupational Safety and Health:  
[www.csealocal1000.org/safety](http://www.csealocal1000.org/safety)



[www.facebook.com/DontZoneOut](https://www.facebook.com/DontZoneOut)

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