

The **WORK FORCE**

Local budget pressures mount



Photo by Mark Kotzin

See story, Page 3.

Photo of the Month



Photo by Stephen Madarasz

Former Gov. George Pataki recently recorded a video interview for the CSEA 100 History Project. Pataki shared his perspective on his relationship with CSEA throughout his time in office. For the past decade, CSEA has been conducting interviews with key individuals who played a role in CSEA's history. Nearly 100 interviews have been conducted and will be used as part of a book and video documentary being prepared for the union's 100th anniversary in 2010. The interviews are also archived at the University at Albany's Grenander Special Collections. Material including nearly 2,000 photographs can be accessed via the CSEA website at www.csealocal1000.org.

2010 CSEA calendars now available

CSEA's 2010 calendar promoting the union's 100th anniversary is available. You can request your free calendar at www.csealocal1000.org.*

*You will need to log into the members' only area of the web site to fill your order.



Clarification: A photograph of CSEA Executive Vice President Mary Sullivan in the November Work Force did not give credit to the photographer, Joan Heffler.

Congressional watchdog questions work safety reports

Congress' General Accounting Office has issued a report showing employer policies and practices that discourage the reporting of workplace injuries and illnesses are widespread and undermining the safety and health of America's workers.

The results of a GAO survey of more than 1,000 occupational health practitioners are alarming: more than two-thirds reported that workers were afraid of discipline or termination for reporting injuries; 53 percent reported that they were pressured by company officials to downplay injuries; and more than a third were asked by company officials to withhold necessary medical treatment to injured workers so the injury wouldn't be recorded on the federal Occupational Safety and Health Act (OSHA) log.

CSEA members working in the public sector are covered by the state Department of Labor's Public Employee Safety and Health act, which offers similar protections to OSHA. CSEA members are encouraged

to contact their local or unit president if they suspect there is a hazard in their workplace that needs to be addressed. CSEA members should not hesitate to contact either their local leadership or the CSEA Occupational Safety and Health Department if they suspect there are safety violations in their work place. They should also report any injuries that occur on the job.

The GAO results are consistent with the results of a recent local union survey conducted by the AFL-CIO and national unions. More than half of local union leaders surveyed reported there were safety incentive programs, injury discipline programs, absenteeism policies with demerits for injuries and/or post-injury drug testing policies in their workplaces and that these policies discouraged the reporting of workplace injuries by workers.

For the first time in two decades OSHA is focusing on employer injury recordkeeping practices with the National Emphasis Program.

Almost time to retire?

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



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

- Access to insurance plans at CSEA's low group rates
- Travel discounts
- A discounted consumer items buying service
- Discounted dental and vision care programs

- A personal legal services referral network
- The Retiree News quarterly

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

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

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

Pressure mounts in localities

Across the state, CSEA members are being squeezed in budget fights in counties, towns and villages. In many instances, employers have failed to take into consideration cost-saving measures offered by CSEA, and instead are trying to cut costs on the backs of workers. Here are some of the fights CSEA is engaged in:

Town of Harrison

CSEA members in the Town of Harrison in Westchester County are standing strong even as town Supervisor Joan Walsh has been trying to float the idea of a 20 percent pay cut for employees to offset a projected 30 percent property tax increase.

Despite reminders from CSEA that it will not reopen contracts and that imposing a pay cut would violate the Taylor Law, Walsh has continued to press the idea in local media outlets.

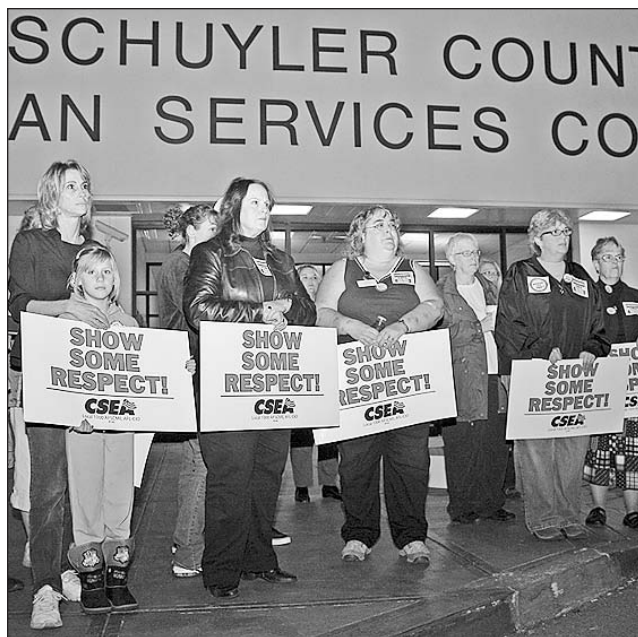
CSEA has informed members in Harrison, which operates as a consolidated town/village government, that immediate legal action will be taken on their behalf if Walsh was to impose a pay cut.

“Our contract with the Town of Harrison is legally binding,” said Southern Region President Billy Riccaldo. “We expect Supervisor Walsh to honor our contract just as she would any other.”

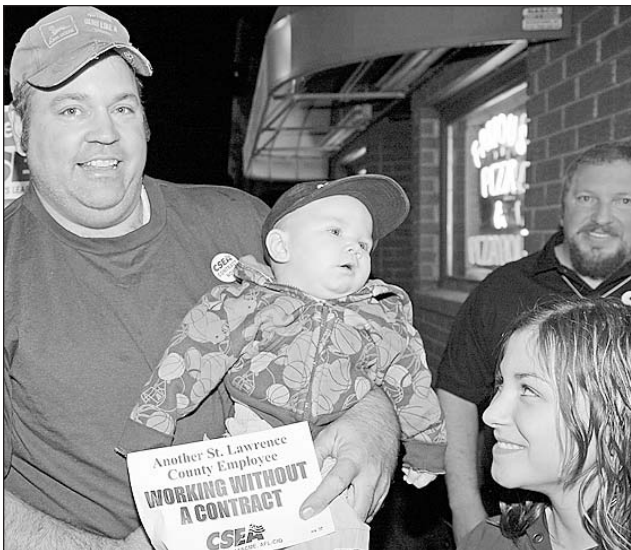
City of Kingston

City of Kingston Unit members aren't taking Kingston Mayor James Sottile's proposed job cuts lightly.

With 19 CSEA-represented jobs in the city's



Schuyler County CSEA members demonstrate outside a county office building.



Department of Public Works, Recreation Department and City Hall slated for elimination, members have been packing city budget hearings, explaining to Common Council members that cutting these jobs will ultimately hurt the city.

CSEA members have received overwhelming support from city residents, many of whom recognize that cutting back on services such as sanitation pickup and after school programs for teens could negatively affect quality of life in the city and possibly even lead to an increase in crime. The budget also includes cuts in the police department ranks.

CSEA Kingston Unit leaders recently authorized advertisements in local print publications that demonstrate the positive effects of the services union members provide in Kingston.

City of Newburgh

CSEA members working for the City of Newburgh showed their strong opposition to city job cuts recently by jamming the city's public hearing on the proposed 2010 budget. CSEA members made up a large portion of the standing-room-only crowd.

Southern Region 3rd Vice President Joyce Howard, a City of Newburgh resident, was among the speakers pressing the City Council to restore the job cuts in the budget.

Howard cited the trickle-down impact that cuts in city services, from public workers to recreation, would have on the city's efforts to fight crime and improve the quality of life. At press time, the budget included 32 layoffs.

CSEA has undertaken a campaign to lobby City Council members to restore the jobs slated for elimination.

— Jessica Ladlee



Above, CSEA members in the City of Newburgh demonstrate recently outside a City Council meeting, protesting job cuts. Above left, a St. Lawrence County CSEA member makes a demonstration a family affair.

Albany County

ALBANY — CSEA members are fighting a five-day furlough plan, as well as 100 layoffs, 23 from CSEA's bargaining unit, and a proposal for no money to fill vacant positions in the 2010 Albany County budget.

CSEA members have been mailing and calling legislators as well as attending budget meetings where county legislators are preparing the final budget to be passed in December.

Members and supporters are warning of the devastating impact service cuts will have and urging legislators to find better ways to balance the budget.

At a recent budget hearing, CSEA Capital Region President Kathy Garrison told legislators that more progressive measures should be taken to increase revenues and decrease spending. Garrison also warned of the financial impact of layoffs on the economy and the county's bottom line through increased spending in social services and decreases in tax revenues.

— Therese Assalian

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IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue

Future of meaningful health care reform remains unclear

As we approach the start of our 100th anniversary year, we are facing some of the most challenging times in our history. It is essential that all CSEA members recognize the importance of understanding the issues, getting personally involved and supporting your union as we fight for fairness and respect.

These are not new ideas, but they have never been more relevant.

Perhaps the most significant fight before us is the national debate over health care reform. If you're confused about what it all means, that's no surprise. Some of the most outrageous propaganda ever produced has been slung from various directions.

The national Republican Party ought to be ashamed to show its face in public for their misrepresentations, lack of meaningful ideas, and obvious intent to simply block health care reform.

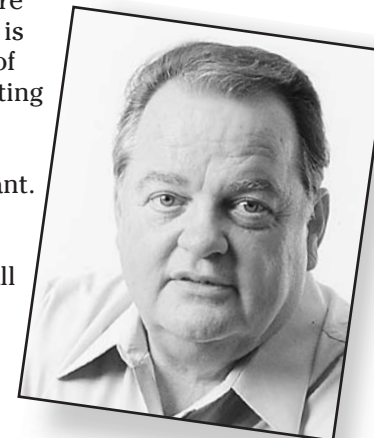
But neither the Obama administration nor the Democrats in Congress have yet to craft a clear, coherent plan that the public can fully understand and support.

There is a crying need for meaningful change. Nearly 50 million Americans do not have health insurance coverage — and that's unacceptable. Those who do, including most CSEA members, continue to feel the squeeze of price increases and changes in coverage, including too many outrageous loopholes. Employers who provide coverage have even greater pressure from rising costs and the trend will only get far worse with a lack of action. CSEA members have long seen this issue rear its ugly head at the bargaining table when we negotiate our contracts.

CSEA and AFSCME support the health care reform legislation recently approved by the U.S. House of Representatives. It's not perfect, but it moves us in the right direction, including a public option as an alternative to being at the mercy of the private insurance companies. It is far better than the proposals pending in the U.S. Senate. CSEA opposes the Senate legislation, which could make a bad situation even worse by taxing existing benefits and undercutting competition.

CSEA and AFSCME will be in the thick of the fight and do all that we can do, but the outcome is very unclear.

I urge you to pay close attention and let your members of Congress and U.S. senators hear from you. Tell them you do not want to see the opportunity for real improvements squandered.



Danny

Otsego County workers gain contract

Since 1910



COOPERSTOWN — After working nearly three years without a contract and an extensive contract campaign, Otsego County Unit members finally — and unanimously — ratified a new, five-year agreement with the county.

The contract includes raises, including retroactive raises, and no changes to health insurance. The county also agreed to investigate alternative health plans and prescription drug options.

Reaching a new contract was difficult for unit members, but they stood strong for a fair agreement. Their solidarity paid off and for many members, the contract was worth the wait.

“We needed to wait for something better, because the county believed their employees were not worth their pay. I believe we finally got something that we deserved,” said Keyboard Specialist Pamela Correale, who works in the E-911 Department.

Rejecting a bad deal

In October 2007, Otsego County Unit members voted down management’s initial contract offer by a more than a 10-1 ratio. That deal included no wage increases for that year and changes to their health insurance plan, including increased co-payments.

Unit leaders mobilized members to get a fair contract, reaching out to CSEA staff and other activists.

Showing solidarity

Unit members showed their solidarity in numerous ways, including posting signs in windows, demonstrating outside county buildings, speaking out at county legislative meetings, marching in parades and educating the community.

Central Region President Colleen Wheaton wrote newspaper editorials in support of workers and mailed board representatives information



Otsego County workers demonstrate outside the county office building in 2008.

showing that county workers were paid less than workers in surrounding counties.

A better deal

This fall, CSEA and county officials used a state fact finder’s recommendations to eventually come to a tentative agreement that satisfied everyone.

“We told them we were going to hold out for a better contract, and that’s exactly

what our members did,” CSEA Otsego County Unit President John Imperato Sr. said. “Our leaders and our negotiating team were very proud of the support we had throughout these difficult negotiations and that’s what made the difference. We did not lose anything due to our solidarity.”

— Mark M. Kotzin



CSEA members pass out information to the public attending the parade at the Otsego County Fair in 2008 to gain public support during their contract struggle.

“He’s always happy, he’s always here, and should he decide to retire, we will really miss him.”

Retirement not a thought for 85-year-old member

ALBANY — CSEA member Carl Shank, a longtime maintenance employee at Capital District Psychiatric Center was honored recently for his dedication, hard work and longevity.

He is 85 years old and still working.

The World War II Navy veteran has been taking care of the buildings and grounds at the psychiatric center since 1982. He worked for 25 years at Tobin Manufacturing before that and served with the Navy from 1943 to 1946, receiving an honorable discharge.

“I like the work,” said Shank. “If I was home, I’d be sitting around and that’s not good.”

Workers and Shank’s family members recently gathered for a ceremony and plaque dedication that included speeches from psychiatric center administrators and a proclamation from



Capital District Psychiatric Center Local Vice President Dwayne Parsons, left, congratulates Carl Shank following the ceremony.

the Albany County Executive naming Shank “an outstanding public servant.”

Shank spoke briefly, thanking his co-workers for making his workplace so enjoyable. “I like the work I do and the

people I work with every day,” he said.

CSEA and other unions at the psychiatric center helped buy the plaque placed prominently near the psychiatric center entrance under a pine tree.

Capital District Psychiatric Center Local officers and members also attended the event. “We should have more employees like Carl,” said Capital District Psychiatric Center Local President Jim Reedy, “He’s always happy, he’s always here, and should he decide to retire, we will really miss him.”

As for the topic of retirement, “I never give it a thought,” Shank said.

— Therese Assalian

Union pride? You can shake on it

MOREAU — South Glens Falls School District Unit President Don Ostrander is more than willing to extend a hand to management — especially now that his right hand features a “CSEA” tattoo.

Ostrander, who has been working at the district for 20 years, said he got the idea, and the tattoo, this past summer.

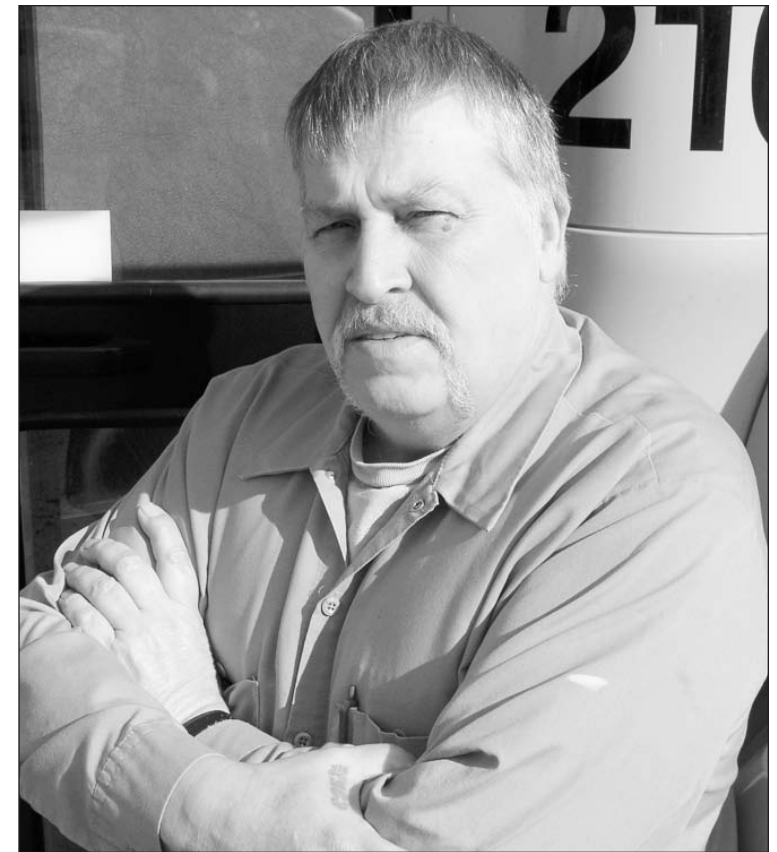
“I wanted to send a message to management,” he said. “They think we are weak. CSEA has 300,000 members across the state. We’re not weak, we’re strong!”



The longtime unit president, who drives buses and does maintenance work at the garage, describes himself as a lifelong union supporter whose father was a union member. Ostrander likes the tattoo and the impression it makes. “It’s better than a business card,” he said.

— Therese Assalian

South Glens Falls School District Unit President Don Ostrander, right, and his new tattoo (inset).



“I wanted to send a message to management. They think we are weak. CSEA has 300,000 members across the state. We’re not weak, we’re strong!”

Grassroots effort brings win for dispatchers

RIVERHEAD — CSEA had a recent major victory, getting a referendum passed to keep the town's public safety dispatchers working for the town.

The situation drew media attention after the union mounted a radio and print advertising campaign, issued fliers around town and conducted an information mailing.

CSEA also backed a candidate for supervisor in the recent town election whose key issue was to keep the Riverhead dispatchers working locally for the town.

The previous administration often showed an extremely anti-worker, anti-union attitude, resulting in CSEA bringing numerous grievances and lawsuits.

“This campaign was a classic example of CSEA marshalling its resources on a unit,

local and state level, as well as the political action process, to influence the tide of a critical election,” said Long Island Region President Nick LaMorte. “It should serve as an example of how grassroots CSEA members, working in concert with the organization, rose to the occasion and showed themselves to be a force for positive change.”

At right, a flier CSEA members used in their fight to keep Riverhead dispatchers’ jobs.

When seconds count, we know who we can count on

Riverhead residents know that when they call their town-operated 911, the person answering their calls will have both the highest level of training for handling emergency calls and the detailed knowledge of our town's roads and landmarks to help police and medical responders to answer calls FAST! As local residents, Riverhead 911 dispatchers also provide more efficient and more personal service.

“Last February, in the middle of my early morning routine before work, I felt an odd sharp burning pain and became dizzy and faint. I called my sister for help and by the time she arrived – in less than 10 minutes – I couldn’t even move my legs. She immediately recognized that I was having a stroke and called Riverhead 911. I live in Glenwood Village, a trailer park with 500 units. My sister hung up with the dispatcher and literally two minutes later the police and ambulance were at my door. I am amazed at how quickly they arrived. I’m living proof that having local 911 can make the difference in response time.”



— Stanley McCormick,
School Bus Driver, Riverhead

“As the co-owner of a towing business, I have become accustomed to a higher level of responsiveness from our Riverhead 911 dispatchers. People who’ve been in accidents or are broken down use landmarks or places where old businesses used to be all the time to explain to 911 where they are. Those dispatchers know where every current and past landmark is and that helps our drivers get to the scene quicker. I know first hand that having local 911 means more efficient and more personal service.”



— Trish Burton,
Jet Towing, Riverhead

“Riverhead’s current emergency dispatch system connects the caller, police and ambulance responders through a single point of contact, an integrated service Suffolk’s much larger 911 system cannot duplicate. Riverhead Volunteer Ambulance Corps has always had the option of being dispatched by Suffolk County, but has stayed with Riverhead’s dispatchers for 31 years because Riverhead’s system can better serve and protect our members and Riverhead’s residents.”

— Keith Lewin, President,
Riverhead Volunteer Ambulance Corps



Don’t Get Left Hanging!
Vote “NO” on Proposal FOUR on Nov. 3.
Keep Riverhead 911 local!

Liverpool Library setting “shining” example for workplace violence law

“The implementation, the training continues. This was just a starting point.”

Contact your unit or local president, labor relations specialist or the CSEA Occupational Safety and Health Department at **800-342-4146** for help with a workplace violence program.

You can also visit the Occupational Safety and Health page on CSEA's website at **www.csealocal1000.org/osh.php** for more information and tools.

LIVERPOOL — Yvonne Fuller was at an evening program at the Liverpool Library with her young children 15 years ago when a man lurking outside the library windows frightened her.

Later that evening, the man shot and killed another woman, later revealed to be the man's wife, as she was leaving the library. Fuller, other library patrons and staff watched from inside.

Memories of that night are never far from Fuller, who now works for the library as a librarian assistant in Community Relations and Reference. At the time of the murder, library workers feared for their safety, but weren't sure how to best respond to protect themselves and their patrons, she said.

Working together

Thanks to the state's passage of workplace



Liverpool Library workers listen to the presentations about the library's new workplace violence prevention program.

violence prevention legislation in 2006, which CSEA led the way to passing, library workers and the public are more secure. Liverpool Library has proved to be an example of how public employers can help reduce the risk of violence for workers and the public.

Part of the law requires employers to work with labor to ensure an effective

workplace violence prevention program is in place. At Liverpool Library, such a program is in place after months of labor and management working together.

The program includes a new policy, an ongoing program of risk assessment, identifying and implementing control measures to minimize risks, and ongoing employee training.

The process began in July, after Dorothy Morgan, the library's administrator of personnel and business, reached out to CSEA to help develop a workplace violence prevention program.

Ongoing training

Library workers recently completed a day-long training on preventing violence.

“We needed to be made aware of the dangers (of potential violence), and this training really brought

it into focus,” Fuller said. “We do think that libraries are safe places, but we have unusual people who frequent the library and their behavior can get riled up. You don't know if it's going to escalate or not, so you need to make our workplace as safe as possible without compromising our level of service to our patrons.”

“The implementation, the training continues. This was just a starting point,” Morgan said.

CSEA Liverpool Library Unit President Pam Sprague said the cooperation between the library and CSEA set a great example. “This current management has been really open and willing to work with the union on this issue, and they really did it enthusiastically,” she said. “I thought the program was excellent. The staff got to see that there were CSEA representatives and management and supervisors working together. I thought that was a really good example to set.”

“The union bent over backward to make sure we had all the information we needed to come into compliance with the law and going beyond that to embrace the mindset of workplace violence prevention,” Liverpool Library Executive Director Jean Armour Polly said.

— Mark M. Kotzin



CSEA Occupational Safety and Health Specialist Lynnet Witherell, left, writes down the violence concerns of library worker Yvonne Fuller, right, during workplace violence prevention training.



Freezin' For A Reason

**POLAR
 PLUNGE**

The Polar Cap will be presented to the CSEA region that achieves the best combination of participation and fund-raising results for this season's Polar Plunge events.

HAVE YOU MOVED?

Have you notified Pearl Carroll of your new address? If not, this could result in a delay of benefits when you need them the most! Pearl Carroll is the endorsed insurance broker for your CSEA sponsored insurance benefits.

Please update your address by visiting www.pearlcarroll.com or calling 1-877-VIP-CSEA (1-877-847-2732).



www.pearlcarroll.com
 1-877-VIP-CSEA (1-877-847-2732)

Polar Plunge time is here

It's time once again for "freezin' for a reason."

As a reflection of the growing enthusiasm CSEA has seen over the past two years for regional participation in the Special Olympics' Polar Plunge events, CSEA President Danny Donohue has established the President's Polar Cap award.

The Polar Cap will be presented to the CSEA regions that achieve the best combination of participation and fund-raising results for this season's Polar Plunge events.

The President's Polar Cap will be awarded at the 2010 Spring Workshop. "The Polar Cap will be a fitting recognition of one aspect of CSEA's community service record in our centennial year. Thank you for all of your efforts in this project and for your past involvement. CSEA can be very proud of the support that has been demonstrated for Special Olympics," Donohue said.

New events

There are some new events this year including Rockaway, Syracuse, St. Lawrence and a western New York event in Buffalo to complement Rochester, Verona, Lake George, Staten Island, Fishkill, Rye and Long Island. Teams can set up their own lists on the Special



Special Olympics
 New York



Livingston County Local President Robbie Ellis and Wyoming County Local President Delia Bertrand emerge from Lake Ontario. Team CSEA Region 6 raised more than \$3,000 for the Special Olympics on their Feb. 8, 2009, plunge.



CSEA members Mary Brownell, Brenda Facin and Heidi Holcomb, all of the Greenwich School District Unit, before jumping into a frigid Lake George last winter.

Olympic website at: www.specialolympicsny.org to make it easier for CSEA members to find CSEA teams.

Upcoming Plunges

- Dec. 5:** NYC Polar Plunge, Great Kills Beach
- Dec. 5:** Rye Playland Polar Plunge, Rye Playland
- Dec. 5:** Oneida Shores Polar Plunge, Oneida Shores County Park
- Dec. 6:** Verona Beach Polar Plunge, Verona Beach State Park
- Dec. 6:** Western Region Polar Plunge, Hamburg
- Feb. 14:** Rochester Polar Plunge, Rochester, Lake Ontario, Charlotte Beach
- Feb. 27:** Queens Polar Plunge, Rockaway Beach, Queens
- March 13:** Long Island Polar Plunge, North Hempstead Beach Park, Port Washington

Lifespire workers fight for fair contract

“We need a contract that will pay a living wage, so we can continue to provide quality care to our consumers while also providing our own families with the basic needs.”

MANHATTAN — CSEA members employed at Lifespire, Inc., who provide quality services to adults with special needs throughout New York City, recently held a demonstration for better wages and a new contract outside Lifespire corporate offices in the Empire State Building.

“With rising costs, we are asking for a new contract with realistic living wages,” said Pam Marshall, CSEA Lifespire Local president. “We

need a contract that will pay a living wage, so we can continue to provide quality care to our consumers while also providing our own families with the basic needs.”

More than 1,000 Lifespire workers provide specialized care for aging adults with developmental disabilities at residences and day programs throughout the city. Lifespire receives 95 percent of its funding from New York state.



CSEA Lifespire Local President Pam Marshall, right, with bullhorn, leads CSEA members in demonstrating for a fair contract outside the Empire State Building in Manhattan.

State Assemblyman Peter Rivera joined the demonstration in

support of the workers.

— David Galarza

Bridge Authority Local reaches pact

Members of the New York State Bridge Authority Local have ratified a four-year agreement after a particularly tough contract fight.

The contract, retroactive to April 1, 2008, includes wage increases in each year. Three sessions of mediation took place before an agreement was reached. During negotiations, members undertook an organized contract campaign, appearing as a group at Bridge Authority Board of Directors meetings to demonstrate the solidarity within CSEA.

CSEA represents about 185 Bridge Authority workers, who staff the Bear Mountain, Newburgh-Beacon, Mid-Hudson, Kingston-Rhinecliff and Rip Van Winkle bridges.

— Jessica Ladlee

CSEA files improper practice charge against Herkimer County

HERKIMER — CSEA recently filed an Improper Practice charge with the state Public Employment Relations Board against Herkimer County administrators for their failure to respond to the union’s repeated requests to begin contract negotiations.

The union contends the county violated the state Taylor Law’s obligation to bargain in good faith by refusing to meet and negotiate with CSEA for a successor agreement to its current four-year contract which expires Dec. 31.

“At best, this represents the county’s purposeful

foot-dragging in an attempt to demoralize the workers and delay the negotiations process,” said Central Region President Colleen Wheaton. “At worst, this shows a shameful lack of respect for their own workers, and an attempt to willfully violate state labor law, one which we are not going to let go unchallenged.”

CSEA notified county officials in two certified letters dated Sept. 8, 2009, and Oct. 8, 2009, of the union’s desire to establish meeting dates to begin contract negotiations. No county officials responded to the union’s request.

“The county has historically been slow to begin negotiations, but outright ignoring our requests is not only offensive, but it sets a new low in labor relations for Herkimer County’s administration,” said CSEA Herkimer County Unit President JoAnne LeClair.

CSEA will ask PERB to rule that Herkimer County violated the Taylor Law by ignoring their duty to bargain, and for the board to order the county to immediately begin negotiations with the union.

— Mark M. Kotzin

New York State Public High School Athletic Association has new award for CSEA members

Supporting high school athletes a rewarding experience

CSEA members across the state show their dedication in supporting high school athletics in many ways.

Now, in honor of CSEA's 100th Anniversary, the New York State Public High School Athletic Association will recognize CSEA members who help promote and foster athletic spirit with a new award for those who show extraordinary dedication and support of high school athletics.

CSEA members' support may come from their job or from volunteering.

"There are so many ways our members contribute to high school athletics," CSEA President Danny Donohue said.

"It could be a bus driver who wears team colors taking teams to their games. It could be someone who doesn't even work for a school district but volunteers as a booster. It could be a clerical person who volunteers their time as a scorekeeper. Wherever our members are involved, and

whatever they may do to help young athletes, those actions should be recognized and our communities should know that there are outstanding CSEA members who are helping young athletes reach their goals," Donohue said.

In the coming months, CSEA will promote and encourage nominations of members. The New York State Public High School Athletic Association will select the award recipient.

The award's presentation is to be made at CSEA's 100th Annual Delegates Meeting in Albany in October 2010, and at the State Football Championship in Syracuse in November 2010.

Online forms will be available soon at www.csealocal1000.org and will be accepted through June.

CSEA has long been a sponsor of the Athletic Association's 30 state high school championships.

Pride in their work and pride in their teams

CANASTOTA — Canastota School District Bus Drivers Suzanne Case and Robert Hale choose to drive athletic teams to sporting events several times a week on average.

They wear their school colors of maroon and white, and Case often will play school fight songs over the bus' sound system to get the athletes pumped up for competition.

"We try to encourage the kids and get their team spirit going. We do it because we enjoy it," Case said. Hale said that sometimes they travel several hours, and are the only ones to cheer their teams.

"We try to watch all the games. At times, when games are far away, we're their only local fans," he said.

For Groundsmen Richard Mitchell and

Nick Campbell, helping the athletes do their best means keeping their playing fields in the best shape possible, and making sure they look good and perform well. They take extra care to spruce up the fields for homecoming, putting checkerboards in the end zone and painting the school logo at the 50-yard line.

"We try to do the best job we can do for the kids, so they have safe conditions and nice playing fields," said Mitchell.

"I feel if they see a good field in good condition, it helps them mentally to play at 100 percent and give it their all," Campbell said. "We're very proud of our fields. Every time we touch those fields, we give it 100 percent."

Mitchell said victories for their teams feel like victories for them. "We feel that we helped them out."

— Mark M. Kotzin



Photo by Therese Assalian

Shenendehowa Central School District Unit Vice President Gary Lanahan drives buses for the district but also is a passionate booster of the school's hockey and baseball teams. Lanahan spearheaded the CSEA unit's efforts three years ago to provide fund-raising support to the teams. He and other co-workers also appear in a video promotion about CSEA's support of high school athletic championships.

“This should serve as a reminder to everyone to be more careful around our roadways.”

Learn more about the H1N1 virus

Flu season is here and the H1N1 flu virus is widespread.

The Occupational Safety and Health page on CSEA's website has all the information, resources and links you need to help yourself stay healthy at work.

Visit the website:

www.csealocal100/osh.php

State transportation worker dies while doing job

FORESTPORT — CSEA members in the Central Region are mourning the death of Gary Farrell, 48, a state Department of Transportation highway maintenance worker who died Nov. 2 after being struck by a vehicle while he was working as a flagger.

That day, Farrell was directing traffic through a work zone on Route 28 while other crew members were doing routine trench maintenance along the busy highway. The roadwork had closed one lane of the road and Farrell was alternating traffic flow.

At 11 a.m., a 63-year-old woman driving a pickup truck northbound suddenly barreled through the work zone, ignored the three signs she passed warning drivers to slow down, drove over the orange road cones and struck Farrell. He was pronounced dead on the scene.

State Police are still investigating the driver of the truck to determine the cause of the fatal incident, but no charges have been filed as this issue went to press.

A “great guy”

Farrell had worked for the past three years as a highway maintenance worker I for the Department of Transportation and

was based in the department's Alder Creek sub-residency

“He was a great guy, everybody liked working with him and he was easy to get along with,” Dan Goodhines, a highway maintenance supervisor II and Farrell's supervisor, said. “He was a jack of all trades, and he was always willing to help people out with mechanical problems on their trucks, and he was real good with electrical work; always had a smile on his face.”

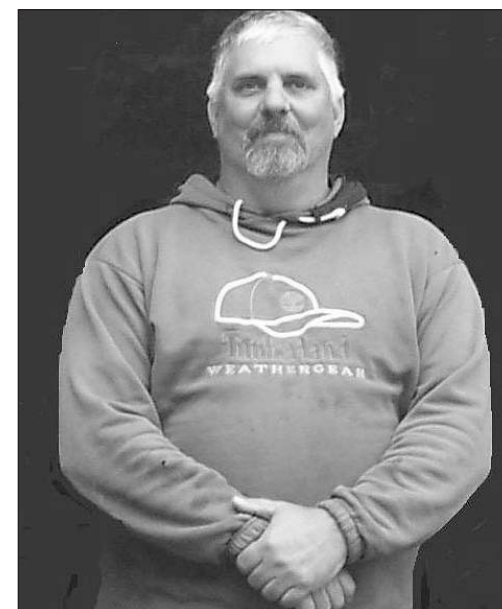
Farrell was married and had three young children and was active in his community.

Work zone properly set up

CSEA Department of Transportation – Utica Local President Peter Niznik said Farrell's death came as a shock to workers.

“It devastated our whole department. He got up in the morning to go to work like we all do, and he didn't go home at night,” Niznik said. “Our people did everything safety-wise that they were supposed to. The only thing in DOT that we can't compensate for is that wildcard of a driver coming into the work zone being inattentive to what's going on around him or her.”

CSEA and PESH investigated the scene, determining the work zone



Gary Farrell (photo provided by Peter Niznik)

had been set up correctly and that all proper safety protocols were followed.

“This is a terrible loss that has shaken our CSEA family,” CSEA Central Region President Colleen Wheaton said. “We mourn our brother Gary Farrell's passing and we extend our sympathies to his wife, children, family and co-workers. This should serve as a reminder to everyone to be more careful around our roadways. No family should have to face what his family is now facing.”

— Mark M. Kotzin

CSEA investigating work site deaths of Long Island, Southern Region members

CSEA members in the Long Island and Southern regions are also mourning the recent losses of members in their regions.

On Nov. 5, Nancy Lou

Dell'Olio, a school monitor at the Amityville School District in Suffolk County, died from injuries she sustained falling down stairs at work. She was transporting a group of

students at the time. CSEA is investigating the incident.

SUNY Purchase Local member Anna May Harting, a cleaning supervisor, was found dead Nov. 10 in her office at the Westchester

County college's Performing Arts Center. She leaves two children. CSEA is continuing to investigate her death.

Protect yourself and your family

Did you know that last year, over \$15 million in disability claims were paid out to CSEA members just like you?

And according to the Health Insurance Association of America,

nearly 30 percent of Americans age 35 to 65 will suffer a disability lasting 90 days or

more,* taking them out of work and eliminating their ability to earn their normal paycheck.

To most people their ability to earn income is of vital importance, and those who suffer a disability are faced with the challenge to paying everyday bills once their sick time runs out. Are you prepared if such a disability happened to you?

There are ways to supplement your income in the event that such a disability did occur. Short term disability insurance can cover up to 26 weeks of benefit time, and long term disability insurance can cover longer periods of time. By choosing one of our two types of disability

insurance you are giving yourself and your loved ones financial peace of

mind should an injury or illness keep you from working.

Don't risk the chance of losing your income due to a prolonged injury or illness. Contact the people of **Pearl Carroll** for more information on disability insurance coverage by calling 1-877-VIP-CSEA (1-877-847-2732), going to our website, www.pearlcarroll.com or contacting your local CSEA insurance representative.

**source
cnnmoney.com*

CSEA BENEFIT

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SIX-HOUR CLASSROOM
 NO TESTS — NO DRIVING



SAVE UP TO 50 PERCENT ON YOUR SIX-HOUR CLASS FEE!

REDUCE POINTS

UP TO A FOUR (4) POINT REDUCTION ON YOUR DMV DRIVING RECORD

If you have incurred violations during the 18-month period prior to completing the course, you are eligible for a reduction up to four points on your driving record.

The point reduction could help you avoid a license suspension. It will not cancel, however, a mandatory suspension or revocation, e.g. three speeding convictions within 18 months; nor will it cancel any action already taken against a motorist's driving privileges.

ASK YOUR LOCAL PRESIDENT TO ARRANGE A CLASS, OR CALL NYSP:

1-800-942-6874

NEW YORK STATE DEPARTMENT OF MOTOR VEHICLES APPROVED

SAVE ON AUTO INSURANCE

10 PERCENT REDUCTION ON INSURANCE PREMIUMS POSSIBLE \$150 — \$1,500 SAVINGS

OVER THREE YEARS*

*DEPENDENT ON INSURANCE PREMIUM

*Classes must be taken at an official CSEA-sponsored site.

Once you complete the New York Safety Program Point/Insurance Reduction course, you are eligible for a least a 10 percent discount on your automobile collision, automobile liability insurance and no-fault premiums, which applies for three full years.

Your liability premium includes property damage, bodily injury and personal injury protection. Your discount will apply to all vehicles for which you are the principal operator.

Want to learn more about these and other CSEA member benefits? Visit CSEA's website at www.csealocal1000.org. Click on "Inside CSEA" and then "Save Money."

** You must be a registered user of CSEA's website to view this members-only page.*

**1910 A group of state employees form Association****99 years ago ...**

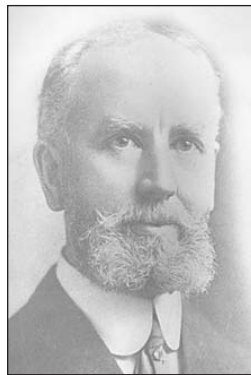
On Oct. 24, 1910, a small group of New York state employees came together at the state Capitol to form the Association of State Civil Service Employees. Their purpose was simple: Advance the concept of merit and fitness in the state civil service system to improve the working lives of New York state employees.

These well-meaning workers, seeking reform from corruption, founded an association that was likely the first of its kind in representing state employees.

The association's first president, William Thomas, a hearing stenographer for the state attorney general, set the standard for dedicated service and driven focus as president of the association until 1918 when he was appointed a member of the New York State Pension Commission.

As the decades progressed, the association went through much growth and many changes, as we have chronicled on these pages and for the CSEA 100 History Project.

As CSEA turns 100 in 2010, The Work Force will take you back to earlier eras on this page by republishing pages from our past and present publications to show how our union has changed – and stayed the same – throughout our first century.



Thomas

Also in 1910 ...

- Former President Theodore Roosevelt, disappointed with President William Howard Taft's conservative policies, launches "The New Nationalism" ideology during a speech in Kansas. This Progressive ideology, which urged protecting workers over protecting corporate interests, would become the basis for Roosevelt's 1912 presidential campaign.

- Boy Scouts of America is incorporated.

- Thomas Edison introduces his kinetophone, which makes talkies a reality.

- Halley's comet is observed photographically for the first time.

- San Francisco Bay's Angel Island becomes an immigration center for Asians entering the United States.

- Taft begins the presidential tradition of throwing out the first baseball on baseball season's opening day.

- The first U.S. patent for traffic lights is issued to Ernest Serrine.

**President William Howard Taft becomes the first U.S. president to throw out the first ceremonial baseball game pitch in 1910.**

CSEA

REMINDER TO PRIVATE SECTOR LOCAL PRESIDENTS: ELECTION NOTICE

The term of office for current Private Sector Local officers will expire on June 30, 2010. Elections for office must be conducted and completed before the new term begins on July 1, 2010.

A letter was sent by the Statewide Election Committee (SEC) on September 21, 2009 to each Private Sector Local President requiring each Local Executive Board to select an election committee and chairperson prior to October 15, 2009.

If you have not selected an election committee, please do so immediately. Please refer to the SEC's September 21st letter for procedural requirements.

If you did not receive a copy of the September 21st letter, or have questions pertaining to it, please contact the SEC at 800-342-4146, ext. 1447.

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 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.



\$5.40 Monthly **\$64.80 Annually**

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Auto Club Program

COVERAGE FOR YOUR ENTIRE FAMILY AT NO EXTRA COST

24-Hour Toll-Free Dispatch of Emergency Roadside Service
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 Battery Jump Starts, Lockout Service, Fuel Delivery (2 gals), Flat Tire Change

Cost Saving Emergency "Just in Case" Benefits*

- * \$1,000 Emergency Travel Expense Reimbursement*
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- * Ambulance Service Reimbursement*
- * 5,000 Theft Reward Benefit*
- * Expert Opinion Hotline - Free Trip Planning - Discount Car Rentals - and More.

*Some Restrictions Apply

Special Bonuses

Enroll Today and Receive the Following Bonuses:

- * **\$100 Gas Voucher** with paid annual membership upon sign-up, or if paid monthly receive \$40 (4 - \$10 checks - paid quarterly)
- * **10% Discount** on Auto Maintenance and Repairs (services provided by National Auto Centers)
- * **\$50 Taxi Fare Reimbursement** - Limit 2 - \$25 Reimbursements per year

Bonuses Provided by Creative Solutions Group

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CSE-148
White Oxford
Long Sleeve Shirt

- features an embroidered logo

COLOR: white

COST/SIZE:
 \$28.25
~~\$30.85~~ (M-XL)
 \$29.80
~~\$32.80~~ (2X)
 \$30.75
~~\$33.00~~ (3X)



CSE-163
Black Windshirt

- features an embroidered logo

COLOR: black

COST/SIZE:
 \$41.25
~~\$44.85~~ (M-XL)
 \$43.50
~~\$46.85~~ (2X)
 \$45.25
~~\$48.85~~ (3X)
 \$46.75
~~\$49.85~~ (4X)





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What's In It For You?

Save money with CSEA EBF's Prescription Co-Pay Reimbursement Benefit

Did you know the CSEA Employee Benefit Fund offers a Prescription Co-Pay Reimbursement Benefit? Read on to learn more about this money-saving benefit.



What is the Prescription Co-Pay Reimbursement Benefit?

EBF seeks to help members and their dependents defray some of the costs associated with excessive co-payments for prescription drugs. Up to \$100 is reimbursable if you qualify for this benefit.

Who is eligible for this benefit?

All CSEA-represented state employees who are enrolled in the New York State Health Insurance Program (either the Empire Plan or a health maintenance organization) are entitled to reimbursement once annually for NYSHIP prescription drug co-payment and prescription drugs less than the co-payment amount.

Some local government units, such as towns, villages and school districts, as well as Unified Court System employees, may have also negotiated this benefit in their collective bargaining agreement. These benefits may differ slightly from the state benefit. **Make sure to check your contract to see if your unit has negotiated this benefit.**

I am eligible. How do I qualify to receive the \$100?

Once your co-payments for prescription drugs for the year (January — December) reach \$300, the next \$100 in prescription drug co-payment is reimbursable.

To get the maximum benefit of \$100, wait until your co-payment expenses reach \$400 before filing your claim. If you do not accumulate \$400 before the end of the year, submit your claim after Dec. 31 for what you did pay over \$300. See the examples on the chart at right:

Family	Prescription Co-Pay Totals	Minimum Amount	Benefit Reimbursement	Notes
Andersons	\$ 278	\$ 300	\$ 0	Do not meet requirements
Smiths	\$ 385	\$ 300	\$ 85	Not max benefit, but some money is reimbursed
Williams	\$ 478	\$ 300	\$ 100	Max benefit is reimbursed

What do I need to do to properly file a claim?

Four easy steps:

- Get a prescription drug co-pay reimbursement claim form from an EBF representative, your union or personnel office, calling EBF at 1-800-EBF-CSEA or by visiting EBF online at www.cseaebf.com. Once you get the form, fill it out completely.
- Make a copy of YOUR (the member) Empire Plan or HMO insurance card.
- Get a pharmacy printout clearly indicating the co-payment amount (preferred) or send your original receipts.

CSEA Employee Benefit Fund
P.O. Box 516
Latham, N.Y. 12110-0516

- Enclose the completed claim form, the copy of your card, and the pharmacy printout or receipts in an envelope and mail to the address above.

An Ever Better Future

Health insurance option transfer for 2010

Members who are considering changing health insurance options for 2010 should weigh many factors before making a decision.

Health Benefits



we make when choosing a health insurance plan.

At the time this article went to press, the health insurance rates for 2010 were not yet

approved. When the rates are approved, a rates and deadline publication will be printed and mailed to enrollees' homes.

Members who are thinking of changing health insurance options should review the *Choices* brochure (which provides a summary of plan benefits) as well as the rates and deadlines publication, when available.

A good source of specific health insurance information is the 2010 "Choices" guide available from your agency's health benefits administrator. "Choices" contains information on the Empire Plan and the health maintenance organizations, which participate in the New York State Health Insurance Program (NYSHIP).

To change your option, see your agency's health benefits administrator as soon as possible. Ask for a health insurance transaction form PS-404. Return the completed form(s) to your agency's health benefits administrator.

You can also change your option online using MyNYSHIP. Go to www.cs.state.ny.us. Click on "Benefit Programs," then "NYSHIP online." Select your group, if prompted, and then click on "MyNYSHIP-Employee Self-Service." **Note: You must register and receive an activation code by mail to use MyNYSHIP.**

If you do not wish to make a change in your health insurance option, there is no action required.

Check the rates
Rates influence the choices

You can also change your option online using MyNYSHIP. Go to www.cs.state.ny.us. Click on **Benefit Programs**, then **NYSHIP online**. Select your group, if prompted, and then click on **MyNYSHIP-Employee Self-Service**. **Note: You must register and receive an activation code by mail to use MyNYSHIP.**

MEMBERS ONLY INFORMATION

LOCAL 1000 AFSCME, AFL-CIO

Legal Services Program

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

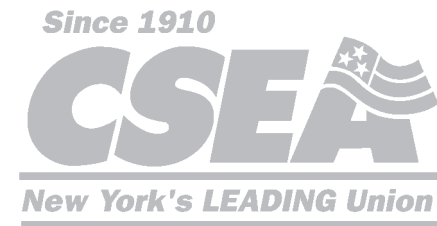
Know Your Rights!

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

LOCAL 1000, AFSCME, AFL-CIO

1-800-342-4146

Leading Edge



Flaumenbaum a strong leader in CSEA era of change

Editor's Note: CSEA will celebrate its 100th anniversary in 2010. Throughout this year, The Work Force is devoting *Leading Edge* to a look back at some of the key individuals who have helped shape our extraordinary history. This month we feature a profile of Irving Flaumenbaum, who led CSEA on Long Island for more than a generation and played a key leadership role in the statewide organization.

ALBANY — Irving Flaumenbaum was one of CSEA's most influential leaders throughout a period of some of the most dramatic events in the union's history.

From the relentless growth of the union's local government units starting in the 1950s, the dawn of true collective bargaining under the Taylor Law in the late 1960s and the historic affiliation with AFSCME in the late 1970s, Flaumenbaum was in the center of the action.

Flaumenbaum was born in Brooklyn in 1909, a year before CSEA's founding. He graduated from Columbia University College of Pharmacy.

Tragedy led Flaumenbaum into a life of union leadership, as reported in his obituary in the Sept. 10, 1980, *Public Sector*, then CSEA's official publication. He was the only passenger to survive in the first car of the infamous Long Island Rail Road Rockville Centre crash in February 1950. Flaumenbaum, who had been working at a Queens pharmacy at the time, was seriously injured in the crash.

He recovered from his injuries but found it

difficult to stand for long periods of time at his Queens pharmacy, so Flaumenbaum began working as a pharmacist for Nassau County.

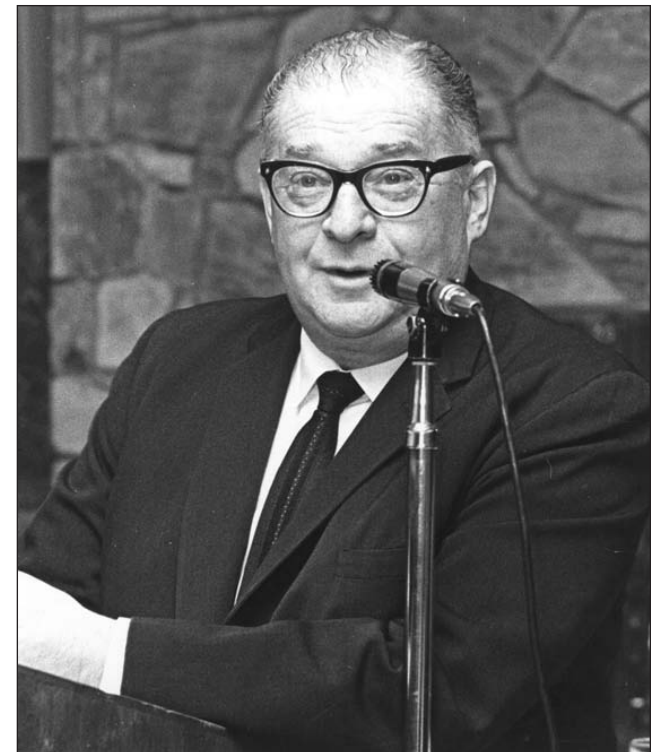
When he discovered that county employees lacked health insurance, Flaumenbaum was "appalled" and soon took charge of the then-fledgling CSEA unit in the county's Department of Social Services. He eventually helped build that 11-member unit into CSEA's largest local government local. He served as president of CSEA's Nassau County Local for more than 25 years and was elected as CSEA's first Long Island Region president when the union restructured in the early 1970s.

Flaumenbaum played a prominent role in CSEA on a statewide basis throughout this time period when he influenced scores of CSEA leaders and helped advance the union's agenda. Many of CSEA's elected leaders and activists tell stories of Flaumenbaum's persistent advocacy on numerous issues and his wise advice to younger allies.

When CSEA affiliated with AFSCME in 1978, Flaumenbaum was elected as one of CSEA's two international vice presidents of AFSCME, along with then-President William McGowan. His last great fight was helping to lead the way for the passage of the landmark Public Employee Safety and Health Act of 1980.

Flaumenbaum died unexpectedly at a union meeting at the Long Island Region office in August 1980, just a month shy of his 71st birthday.

"Irving Flaumenbaum was a great leader of workers, who for more than 30 years toiled to bring dignity and justice to public employees and



Irving Flaumenbaum speaks at a CSEA event, circa 1966.

all workers," then AFSCME President Jerry Wurf said at the time.

Soon after Flaumenbaum's death, McGowan remembered Flaumenbaum as "one of the great builders of our union."

Today, CSEA's spring educational workshop is named for Flaumenbaum. The union also awards 18 annual scholarships across the state in his name.

Green is PEOPLE Recruiter of the Month

BROOKHAVEN — Wally Green of the Suffolk County Local in the Long Island Region has been named the PEOPLE Recruiter of the Month for October. He recruited 34 new PEOPLE members at the MVP level.



Green

“The increased involvement of Brookhaven Highway Unit members in the PEOPLE program is critical in these uncertain economic times,” said Green, the unit president. “Pro-labor candidates are generally outspent by their opponents because management supports their side with large campaign contributions. The PEOPLE



program helps to offset this advantage.”

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.

— Richard Impagliazzo

AGREEMENT KEEPS CSEA JOBS — CSEA and North



TODAY

salary percentage increases and calls for no additional health care

Tonawanda city officials have signed a memorandum of agreement that maintains staffing at current levels in the city’s Water Works Department and retain the jobs’ union titles. The city recently leased the carbon regeneration furnace in the Wastewater Treatment Plant to a private company, but the memorandum of agreement, in line with the union’s collective bargaining agreement with the city, protects and maintains CSEA jobs ...

SOUTHOLD CONTRACT — CSEA members in the Southold School District Unit ratified a new four-year contract retroactive to July 1. The agreement includes annual

insurance contribution ... **LONGTIME OFFICERS RETIRE** — CSEA recently bid farewell to two longtime local presidents. Bill Curtin, president of the Helen Hayes Hospital Local, and Jimmy Blake, president of the Sullivan County Local, retired at the end of October. Curtin was instrumental in leading the charge against an attempt to contract out Helen Hayes Hospital during the late 1990s. Blake worked tirelessly to build the presence of his local in the Sullivan County community, through political action and charitable outreach through programs such as Sullivan County Head Start.

December CSEA calendar of events

Long Island Region:

- Dec. 1-2: **Local Government Discipline: Representing Members in Interrogations Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Hempstead Local Office, Merrick
- Dec 5: **Steward Workshop**, Sign-in: 8:30 - 9 a.m., Workshop: 9 a.m. - 3 p.m., Weber Middle School Auditorium, Port Washington
- Dec. 7, 14, 21 & 28: **Skills for Success: Introduction to Spanish: Level 1**, Department of Motor Vehicles*
- Dec. 8: **Skills for Success: Dealing with Stress**, Belmont Lake State Park*
- Dec. 9: **Skills for Success: Managing Finances**, Belmont Lake State Park*

Metropolitan Region:

- Dec. 1 - 2: **Steward Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Creedmoor Psychiatric Center, Queens
- Dec. 8 - 9: **State Government Discipline & Interrogation: Representing Members Under Article 33 Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Kingsboro Psychiatric Center, Brooklyn
- Dec. 9: **Skills for Success: Air Conditioning and Refrigeration Basics**, Metro New York DDSO*
- Dec. 15: **Skills for Success: Organizing your Writing**, Office of Alcoholism and Substance Abuse Services*
- Dec. 15: **Skills for Success: Writing for Clarity**, Office of Alcoholism and Substance Abuse Services*

Southern Region:

- Dec. 1: **Skills for Success: Small Engine Basics**, Eastern Correctional Facility*
- Dec. 7: **Skills for Success: Carpentry Basics**, Eastern Correctional Facility*
- Dec. 9-10: **Local Government Discipline: Representing Members in Interrogations Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., PEF Region 9 Office, Poughkeepsie
- Dec. 16 & 17: **Skills for Success: Electricity Advanced**, Fishkill Correctional Facility*

Capital Region:

- Dec. 1-2: **Local Government Discipline: Representing Members in Interrogations Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Catskill Elementary School Library, Catskill
- Dec 1 & 3: **Defensive Driving**, 5:30 - 8:30 p.m., CSEA Capital Region Office, Latham. Call (800) 942-6874 to register.
- Dec. 2: **Skills for Success: Control of Hazardous Energy (Lockout/Tagout)**, SUNY Plattsburgh*
- Dec. 2: **Skills for Success: Hazard Communication & the NYS "Right to Know" Law**, SUNY Plattsburgh *
- Dec. 3: **Skills for Success: Fall Prevention and Protection**, SUNY Plattsburgh*
- Dec. 5: **Defensive Driving**, 9 a.m. - 3 p.m., CSEA Capital Region Office, Latham. Call (800) 942-6874 to register.
- Dec. 8-9: **State Government Grievance**

Workshop, Sign-in: 5:30 - 6 p.m., Workshop:

- 6 - 9 p.m., Best Western Airport Inn, Albany
- Dec. 15-16: **State Government Discipline & Interrogation: Representing Members Under Article 33 Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Holiday Inn, Saratoga Springs

Central Region:

- Dec. 2-3: **Skills for Success: Math Skills Builder: Level 1**, Greater Binghamton Health Center *
- Dec. 3: **Skills for Success: Managing Finances**, Central New York DDSO*
- Dec. 5: **Syracuse Area Polar Plunge**, Oneida Shores Park, Brewerton. Registration begins at 9:30 a.m., plunge: noon. **See page 8 for more information.**

Western Region:

- Dec. 1: **Skills for Success: College Credit: Alternative Approaches and Ways to Save Money**, Finger Lakes DDSO-Monroe*
- Dec. 1: **Skills for Success: Using the Tuition Benefits Program**, Finger Lakes DDSO - Monroe*
- Dec. 1-2: **Defensive Driving**, 6 - 9 p.m., CSEA Rochester Satellite Office. Call (585) 272-0800 for to register.
- Dec. 5: **Defensive Driving**, 9 a.m. - 3 p.m., CSEA Western Region Office, Amherst. Call the region office (see page 4) to register.
- Dec. 12: **Defensive Driving**, 10 a.m. - 4:30 p.m., CSEA Rochester Satellite Office. Call

(585) 272-0800 for information or to register.

- Dec. 7: **Skills for Success: Grammar and Punctuation**, Rochester Psychiatric Center*
- Dec. 7: **Skills for Success: Practical Proofreading**, Rochester Psychiatric Center*
- Dec. 8-9: **State Government Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m. Workshop: 6 - 9 p.m., CSEA Rochester Satellite Office
- Dec. 9-10: **Skills for Success: Math Skills Builder: Level 1**, Buffalo Psychiatric Center*
- Dec. 11: **Skills for Success: The Organized Secretary**, Rochester Psychiatric Center*
- Dec. 15-16: **Local Government Discipline: Representing Members in Interrogations Workshop**, Sign-in: 5:30 - 6 p.m. Workshop: 6 - 9 p.m., Olean Fire Hall, Olean

* Learn more about Skills for Success courses by visiting the NYS & CSEA Partnership for Education and Training website at www.nyscseapartnership.org or by calling 1-800-253-4332.

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, so check your region calendar page on the website.

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How you help.

Enjoy top quality products, while supporting 100% Fair Trade retailers and the Labor-Religion Coalition Fair Trade Project — helping farmers at home and around the world to receive a fair price for their produce, and combating child labor, forced labor and slave labor.

Shop for everyone on your holiday gift list.

You can also shop with a conscience this holiday season.

Visit <http://www.sweatfree.org/shopping>

for a complete list of sweat-free, labor-friendly products, from men's and women's clothing to sporting goods.

Do you know beans about Fair Trade?

Important facts to remember:

- Farmers and workers who grow coffee beans are slipping into dire poverty while U.S. coffee giants grow rich off their labor.
- The average American drinks 400 cups of coffee every year. Fill every cup with Fair Trade coffee and make a real difference.
- In one year, Fair Trade benefits a million workers and farmers in 58 developing countries.
- Shop Fair Trade and you support livable wages, community development, health care and education.



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now. Enter "CSEA" as your
promotion code. Help yourself
to great flavor, while you help
others live better.



The Labor-Religion Coalition
Fair Trade Project is supported by

Since 1910



New York's LEADING Union

Danny Donohue, President
www.csealocal1000.org

Learn more about Fair Trade at:
www.labor-religion.org