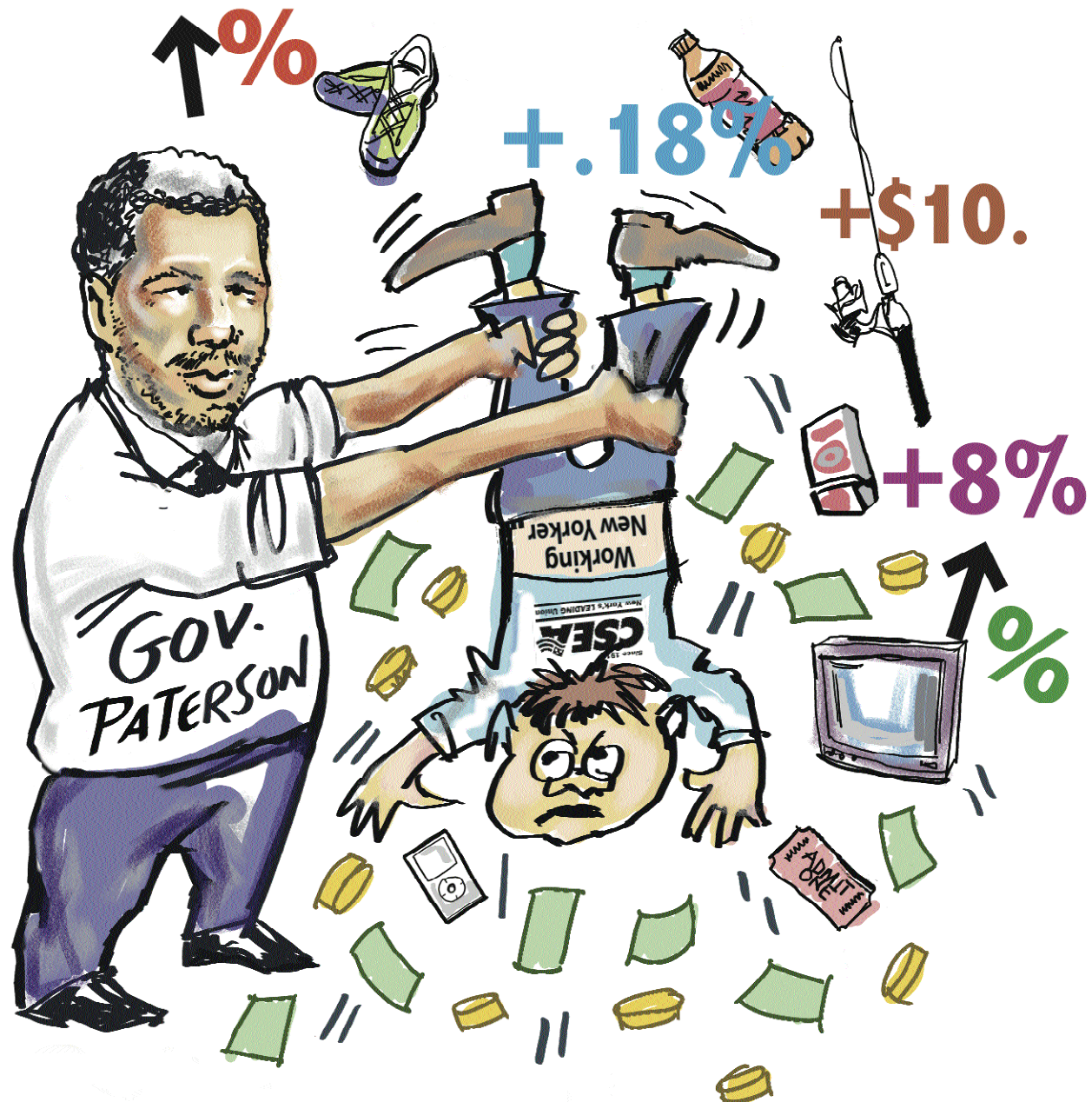


The WORK FORCE



Can't you come up with **MORE?**

See Pages 3, 4 and 20

Photo of the Month



Onondaga County Local President Phil Graham, giving Santa a hand with his visiting duties, gets a visit from Kara Rice. Rice is the daughter of Central New York DDSO Local member Rebecca Northrup. Graham was helping Santa during Onondaga County's Lights on the Lake festival.



Above, CSEA members, officers and staff hit the streets recently to protest proposed layoffs in Lewis County. At the head of the line is Lewis County Local President Cal Farney, followed by CSEA Central Region President Colleen Wheaton.

At right, CSEA members in the union's Madison County White Collar Unit are wearing buttons to protest the county's lack of a wage proposal in contract talks. CSEA recently declared impasse in talks over the county's repeated stalling on presenting a wage package.



CSEA, Nassau County reach eight-year pact

MINEOLA — CSEA's Nassau County Local, representing more than 10,000 county workers, has signed an eight-year contract agreement with the county.

The agreement includes fully paid health benefits through the end of 2015, and salary raises each year.

This contract was awarded through a binding arbitration process of more than seven months.

"I want to thank all of our unit presidents who showed the confidence and support of my team and me to go forth with binding

arbitration. The unit presidents never wavered in their support and never showed any doubt as to our ability to deliver a contract which would be fair and equitable," said Nassau County Local President Jerry Laricchiuta.

The contract includes increases in education aid, clothing and equipment allowances, and gives county workers access to New York state disability insurance. However, GPS technology may not be utilized to initiate disciplinary action against county workers.

State Labor Department boosting call center staff

ALBANY — Amid increasing job cuts across New York state, one state agency is hiring.

The state Department of Labor is hiring about 150 workers to staff its call centers in Troy and Endicott to help alleviate a surge in calls about unemployment claims and benefits.

In November 2007, the center fielded 322,000 calls regarding unemployment claims and benefits. One year later, the center handled nearly 826,000 calls.

Labor Department officials are asking for volunteers from within the

agency to staff the call center, in addition to reassigning Labor Department staff and hiring workers from the outside. CSEA represents call center employees.

The center will also extend its hours to evenings and weekends.

Any Department of Labor employee interested in working at the call centers in any capacity should directly contact the department's Director of Personnel, Debora O' Brien-Jordan, by e-mail indicating the hours/days you would be available.

— Janice Marra

Unions good for young workers

A new report by the Center for Economic and Policy Research (CEPR) documents a large wage and benefit advantage for young workers in unions relative to their non-union counterparts.

"Unions make a big difference for younger workers. There is no economic theory that says young people have to be poorly paid or go without benefits," said John Schmitt, Center for Economic and Policy Research senior economist.

See Pages 10-11 regarding CSEA's new wave of young union activists.

Hits middle class hardest

CSEA slams Paterson's budget

ALBANY — Services, jobs and communities will all be hard hit and middle income New Yorkers will bear the brunt of the cost under Gov. David Paterson's proposed 2009-10 state budget. The massive cuts will undermine education, health care and localities along with further cuts in hard hit state operations.

"The middle class will have to pay more and get less while the wealthiest New Yorkers slide by under the governor's proposal," said CSEA President Danny Donohue, "There is no sharing of the sacrifice here — it's working people getting stuck with the bill."

Donohue vowed that CSEA will fight the proposal in every way available, in every part of New York. The union has already scheduled the March for Main Street when the governor delivers his State of the State

message Jan. 7 at the state Capitol.

CSEA also takes exception to the governor once again calling on the union to reopen its state contracts even though we have repeatedly told him "no" and offered numerous other money saving suggestions.

A number of gimmicky tax and fee increases will not adequately address the state's deficit and will hit working New Yorkers hardest. At the same time the proposals will likely lead to significant loss of services at a time when New Yorkers need

them most and will also result in layoffs and property tax increases.

"CSEA does not question the importance of bold and serious action to address the unprecedented fiscal challenges facing our state," Donohue said.

"We do question Governor Paterson's approach — it represents 'death by a thousand cuts' to middle class New Yorkers."

See Page 20 for details about joining the Jan. 7 March for Main Street.

"The middle class will have to pay more and get less while the wealthiest New Yorkers slide by under the governor's proposal."

Just a few ways the Paterson budget sticks you with the bill...



Soda tax – a new 18 percent sales tax on soda and other high sugar soft drinks.



Haircut tax – would make beauty barbering, manicure, massage, health salon and gym services subject to sales tax.



Entertainment tax – would impose a sales tax on movie and sporting event tickets.



Civil Service Exam fee increase.

Cable & Satellite TV and Radio tax – would impose sales tax on these services.



Increases in Beer and Wine taxes

Digital file tax – imposes state and local sales taxes on ipod and mp3file downloads.

DMV vehicle and license fee increases.

State park fee increases for camping, cabin rentals, golf and marina usage along with increases on Empire passports, passes and permits.

Lowlights of the 2009-2010 budget proposal

- \$3.5 billion in cuts and taxes to health care programs including \$424 million in cuts to nursing facilities and \$25 billion in cuts to SUNY hospitals;
- \$2.5 billion in total school aid decrease
- \$620 increase in SUNY tuition from \$4,350 to \$4,970. SUNY will retain 20% of tuition revenue; state takes the rest for the general fund
- Elimination of 3,108 state positions including an anticipated layoff of more than 500 positions
- Closure of four minimum security correctional facility camps
- Closure of six Office of Children and Family Services youth facilities and the downsizing of two others
- \$18 million decrease in Library aid

Learn more at www.csealocal1000.org

THE WORK FORCE

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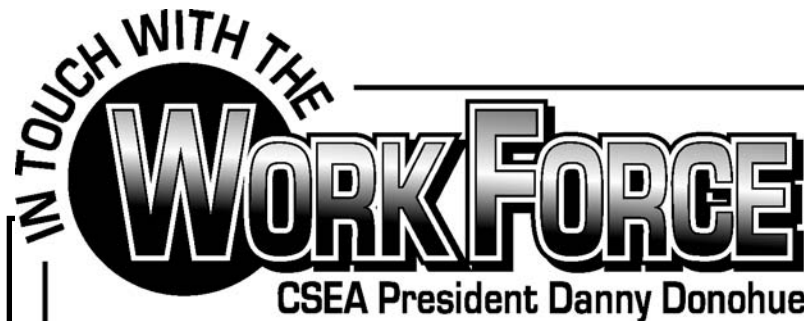
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Paterson's budget: Political knee-jerks and scape-goating

Gov. David Paterson's proposed state budget is worse than any we have seen in our state's recent history. It will hurt CSEA members and all working New Yorkers in every part of the state.

The governor wants middle class New Yorkers to pay more and get less.

Dozens of new taxes and fee increases will hit you and your family hard. New taxes on soda, haircuts, and movie tickets have all gotten some notoriety but there are dozens and dozens more — everything from higher civil service text fees to special fees if you're fishing for salmon and trout.

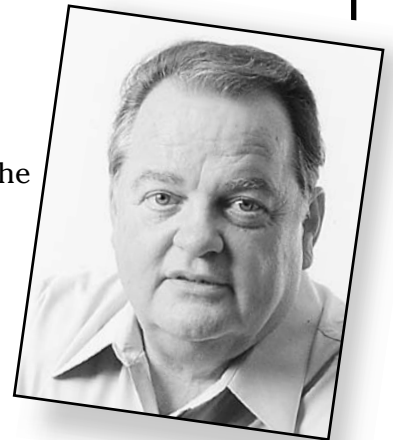
Meanwhile, proposals for cuts in aid to schools and local governments will only lead to drastic reductions in services in those areas along with local property tax increases. You and your neighbors will pay the price.

It is also counterproductive to drastically cut public services in difficult economic times when New Yorkers need those services more than ever.

CSEA is extremely disappointed in what Governor Paterson has put forward. It flies in the face of everything he claimed to have stood for throughout his more than 20 years in elected office. What's most disturbing is that at a time when we need leadership that inspires us, all we're getting are political knee jerks and scape-goating of public employees.

The challenges of the coming weeks and months are enormous. But there are also great opportunities to build a better New York by working together. We know from our history that CSEA has always been at its best in crisis. Now is the time for you to step forward and help make a difference. CSEA is only as strong as your involvement. Join us in Albany on Jan. 7 for the March for Main Street.

There is much ahead of us, and we will need the strength and character of every CSEA member if we are to succeed.



Danny

Empire Plan changes for state workers

The following information is intended for CSEA-represented Executive Branch enrollees — enrollees employed by New York state covered by one of the following CSEA collective bargaining agreements: Administrative Services Unit, Institutional Services Unit, Operational Services Unit or the Division of Military and Naval Affairs.

Health insurance changes effective Jan. 1, 2009

The CSEA Health Benefits Department would like to remind New York State Empire Plan enrollees that the following changes will take effect Jan. 1, 2009.

Health insurance changes effective Jan. 1, 2009

Complementary and Alternative Medicine (CAM) Program: The discount network of acupuncturists, massage therapists and nutritionists will no longer be offered.

Basic Medical Annual Coinsurance Maximum: When a CSEA active state Empire Plan enrollee uses a non-participating provider, claims are paid under the Basic Medical Program. The Empire Plan pays 80 percent of reasonable and customary charges for covered services after the annual deductible is met. The remaining 20 percent that the individual is responsible for is considered "coinsurance." The annual coinsurance maximum effective Jan. 1, 2009, is **\$500 for the enrollee, **\$500 for the enrolled spouse/domestic partner and **\$500 for all dependent children. After the annual coinsurance maximum is met, the Empire Plan pays 100 percent of reasonable and customary charges for covered services.

** The \$500 coinsurance maximum expense is reduced to \$300 for calendar year 2009 for employees in (or equated to) salary grade 6 or below.

Non-network Hospital: Please note all Empire Plan acute care

hospitals in New York state are currently participating with Empire BlueCross/Blue Shield under the Empire Plan. However, should an individual use a non-network hospital, they are responsible for a coinsurance of 10 percent of the billed charges for services, up to a coinsurance maximum of \$1,500 for yourself, \$1,500 for your spouse/domestic partner and \$1,500 for all dependent children combined. Effective Jan. 1, 2009, after enrollees have paid \$500 of the combined BlueCross/Blue Shield annual inpatient/outpatient non-network hospital coinsurance for themselves, \$500 for their spouse/domestic partner and \$500 for all dependent children combined, they can apply for reimbursement of up to the next \$500 in coinsurance under the Basic Medical Program through United HealthCare.

If you have any questions regarding your health benefits, please contact the CSEA Health Benefits Department at 518-785-4774 or 1-800-286-5242 (JCHB) or your agency health benefits administrator, usually located in the personnel office.

Read more benefits information on Pages 16-17.

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It's all about the benefits

"One of the things the unions don't do enough is educate their members on the value of fringe benefits, the value of their retirees, the value of hoping to live to become retirees, the fact that retiree benefits are gonna be waiting for them when they retire. As public employees, all of our benefits derive from the political process. What politicians can giveth, they can also taketh away."

— AFSCME District Council 37 Retirees' Association President Stuart Leibowitz, discussing Teresa Ghilarducci's book "When I'm Sixty-Four: The Plot Against Pensions and the Plan to Save Them."

Prison farms a victim of state cuts

Farming operations located at a dozen of New York state's correctional facilities will be decommissioned as part of a package of sweeping cuts in the state Department of Corrections.

The closings signal an end to an era of self-sustaining farm operations for New York's prisons.

State officials attributed the decision to increased operating costs, despite the fact that capital investments have been made at farm facilities as recently as this year. CSEA is fighting to ensure that members employed at the farms will be placed into vacant state jobs.

CSEA members make up more than half of the farm staff statewide.

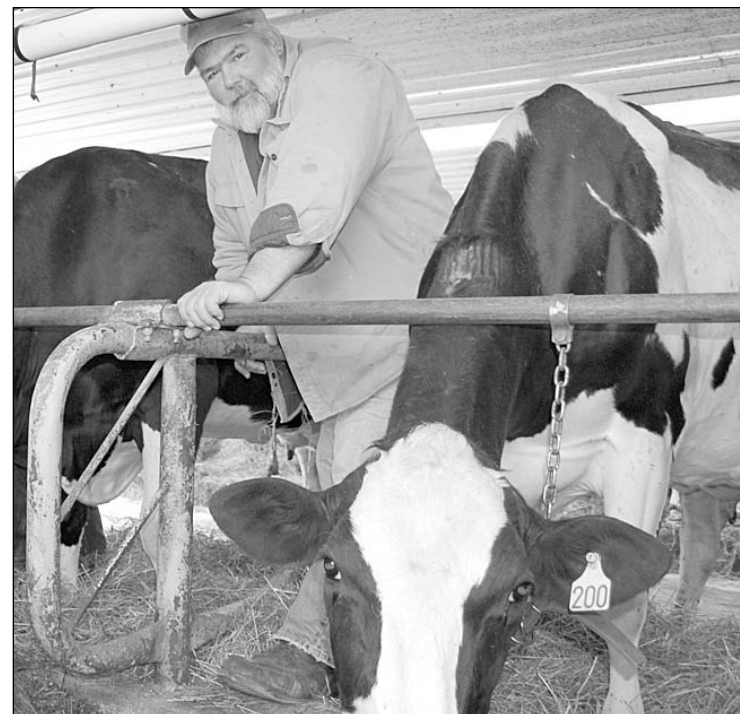
For decades, the farms have been a major supplier of dairy, meat and vegetables to correctional facilities throughout the state.

The prison farm system has served as a successful vocational program for inmates, allowing them to learn agricultural skills during incarceration.

The farms have earned numerous awards, including the prestigious Dairy of Distinction.

— Jessica Ladlee

The farm operations employed 41 full-time civilian employees, and 188 inmates worked on the farms. CSEA is working to make sure civilian employees are placed in other vacant state positions.



Duane Hannold stands with one of the Holstein cows used for milking at a farm serving the Sullivan Correctional Facility.

Still think smoking is relaxing?

#1 New Year's Resolution: A smoke-free 2009
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Smoking is the leading cause of preventable death in New York State.
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- lightly lined with nylon
- self elastic cuffs and waistband
- features an embroidered logo

COST/SIZE:
 \$42.05
~~\$49.50~~ (M-XL)
 \$44.55
~~\$51.25~~ (2X)
 \$45.95
~~\$52.85~~ (3X)
 COLOR: black

CSE-209
Snow Brush

- heavy duty snowbrush with blade
- features a white imprint

\$2.30
~~COST: \$2.55~~
 COLOR: blue

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**POLAR
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2009 Plunges: Jump Right In!

- **Feb. 8:** Rochester Polar Plunge – Ontario Beach Park (Charlotte Beach), Rochester
Play it again, FLO!
 Team CSEA Region 6: Captain Western Region President Flo Tripi and her team are determined to make an even bigger splash this year!
- **Feb. 28:** Long Island Polar Plunge – North Hempstead Beach Park (formerly Bar Beach), Port Washington
The Port Washington "Bathing Beauties" are looking good and doing it again this year!
 Team CSEA: Co-Captains Rich Acevedo and Jerry D'Agostino (Port Washington School District Unit) will be leading the group to success but they know they will need to keep their team working hard to stay on top with so much more competition this year!

NEW PLUNGE LOCATION:
 Fishkill – Date and beach to be announced. No team yet reported.

Capital Region's hardy polar bears

LAKE GEORGE — On the heels of a devastating ice storm, nearly 1,000 Capital Region residents braced themselves to jump into the freezing waters of Lake George regardless of whether they began the day with a warm shower or not.

The "CSEA SEALS" as they called themselves, Brenda Facin, MaryAnn Brownell and Heidi Holcomb have already begun brainstorming for next year's plunge.

"It's awesome and really organized. There's a lot more to this than I thought. This is cool — really cool," said Facin. "I really don't know what to expect. I'm just really nervous about going in, but this is really important to me."

"We really need more people involved next year," said Brownell.

Back again this year was CSEA member Ed Burkhardt, who works at Great Meadow Correctional Facility. This was his second plunge, raising more than \$2,100 this year.

"The economy being what it is, I had to change my tactics a little bit. I had to raise more from individual donations and less from businesses," said Burkhardt, whose young friend Sammy is a Special Olympian.

"I had trouble getting people to join in swimming with me. If there are any CSEA Capital Region members out there who *do* want to join me, I will do all the fund-raising if you will just show up and wear



Special Olympics
 New York



CSEA members Mary Brownell, Brenda Facin and Heidi Holcomb, all of the Greenwich School District Unit, before jumping into a frigid Lake George to help raise money for Special Olympics athletes.

your CSEA T-shirt to swim or dip a toe in," Burkhardt said.

For the first-timers, it was a great experience.

"It's indescribable. I'll do it again. I'm coming back next year with more sponsors and a bigger team," Holcomb said.

Facin was equally enthusiastic.

"It was awesome to get in the water. You just don't want to come out. Your adrenaline is pumping. It wasn't bad at all," Facin said.

"My toes were numb. That's it," Brownell said.

— Jill Asencio



The iceman cometh, once again: CSEA Capital Region member Ed Burkhardt emerges from Lake George, having raised more than \$2,100 for Special Olympics. It was his second year of plunging. A photo of Burkhardt at last year's plunge graced promotional posters and local newspaper coverage of this year's event.

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).



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 1-877-VIP-CSEA (1-877-847-2732)

A competitive nature gets the shot

“I became very tired of the wedding and portrait scene. It got pretty dull and boring. So, I decided to jump into journalism. I’ve never looked back.”

John Normile has been a CSEA member for about 25 years, providing quality care to consumers in a Buffalo area group home. His job on the overnight shift gives him a unique opportunity to pursue another love during the day: photography.

Normile works on a freelance basis for several newspapers and organizations, including *The Work Force*.

“I got my start in photography out of necessity. I needed a job so I started traveling back in the 1970s doing

in-store portraits. I had a blast traveling and I got to see a lot of the country that way. After getting married and starting a family, I needed to make ends meet. I needed a second job so I jumped back in.”

“I am a self-taught photographer. I read a lot of magazines and I learned how the camera worked first – then I put all that into practice. I became very tired of the wedding and portrait scene. It got pretty dull and boring. So, I decided to jump into journalism. I’ve never looked back.”

Thrill of the chase

“I love the competition and the thrill of the chase. On big news stories there can be many competing agencies working to get the best photos and to get them out as quickly as possible. I love tracking down leads and the investigative part of the job.”

Normile shot the “Lackawanna 6” case for Getty Images, and has covered disasters and news stories around Buffalo and in Canada. He’s covered sports, as well.

“I woke up one



State Office of Mental Retardation and Developmental Disabilities aide John Normile stands with a framed *New York Times* sports section front page. He took the photo of Drew Bledsoe getting sacked.

Monday morning to find one of my photos of Drew Bledsoe being sacked in full color, half-page, above the fold on the front page of *The New York Times* sports section. That was a BIG

fish for me.”

In what remains of his spare time after photography, Normile is a top-ranked racquetball player in Western New York.

— Lynn Miller

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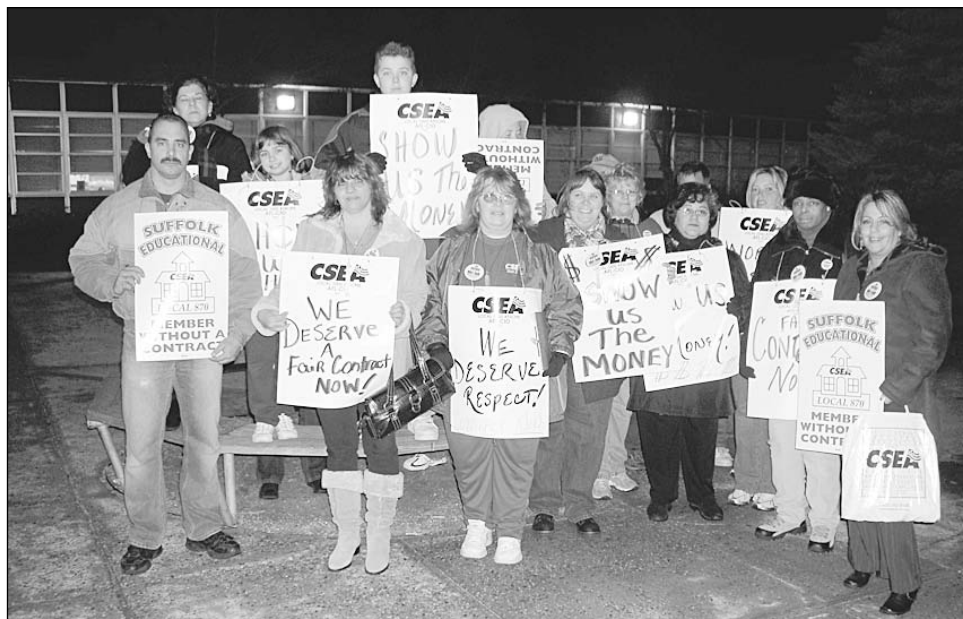
See more at: www.johnnormile.com

Riverhead teacher aides at impasse

RIVERHEAD — Negotiations between the CSEA Riverhead School District Teachers' Aides Unit and district officials have reached a standstill after seven months of talks.

"We have declared impasse because it is clear that our efforts to reach a new collective bargaining agreement are not bearing fruit," said CSEA Teachers' Aides Unit President Kathy Cooper. "We were recently told that the district would not be offering us any wage increase at all and there was no indication when they would be making an offer, which is not acceptable."

The negotiations have addressed work rules and health insurance benefits, but salary was the last big issue. Cooper



Members of the Teachers' Aides Unit in the Riverhead School District demonstrate prior to a recent school board meeting. The unit has declared impasse in its contract talks.

called the district's offer of a zero percent raise "insulting."

The district's 35 teacher aides work one-on-one with physically challenged children who require varying degrees of assistance in everyday tasks. The aides are among the lowest paid employees in the school district and have been without a contract since July.

"The work these aides do is not easy and the pay they receive is modest, but their

dedication to the children is exceptional," Cooper said. "We don't want a pat on the back, but we do need to pay our bills and put food on the table like everyone else."

The Public Employment Relations Board will appoint a mediator to try to help the two sides reach an agreement. Dates for mediation sessions have not been set.

— Richard Impagliazzo

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"The work these aides do is not easy and the pay they receive is modest, but their dedication to the children is exceptional."

Moving beyond the language barrier

ALBANY — Thirty-four custodial workers at the University at Albany are enrolled in an English as a Second Language (ESOL) course that began in early December.

The 96-hour course leads to ESOL certification and is offered through a labor-management initiative to enhance communication skills for University at Albany employees.

Students get one hour of release time and charge one hour of personal time for each class. This is the second year that the program is being offered. The classes include students from Poland, Hong Kong, Albania, China and Jamaica.

—Therese Assalian



Yuk Ling Lee, left, from Hong Kong, and Qi Mei Kong, from China, prepare course materials on the first day of class.

Better Language Skills Mean ...

- Improved communication, morale and worker integration;
- Greater employee understanding of labor-management and health and safety issues;
- Improved efficiency and fewer errors;
- Enhanced interaction with an English-speaking public.

Riding the WAVE of CSEA's Future

Carrying on CSEA's vision for the NEXT 100 YEARS

Forty-five CSEA members under the age of 35 from around the state came together in Rennselaerville last month to be a part of Next Wave; a new program designed to encourage younger activists to take an active role in building and maintaining the strength of CSEA by passing along the torch of activism, to the next generation.



Above, Brook Lancaster from Local 559 Office of Children and Family Services, right, with Karyne Tinord from Kingsboro Psychiatric Center Local.

"You have to come together and you need to get involved. You need that awareness. You have to know what's going on within the state or within where you work. You have to know your rights. As young as you are, you have rights and you need to know."

Cassandra Marcus, right, New York City Department of Motor Vehicle



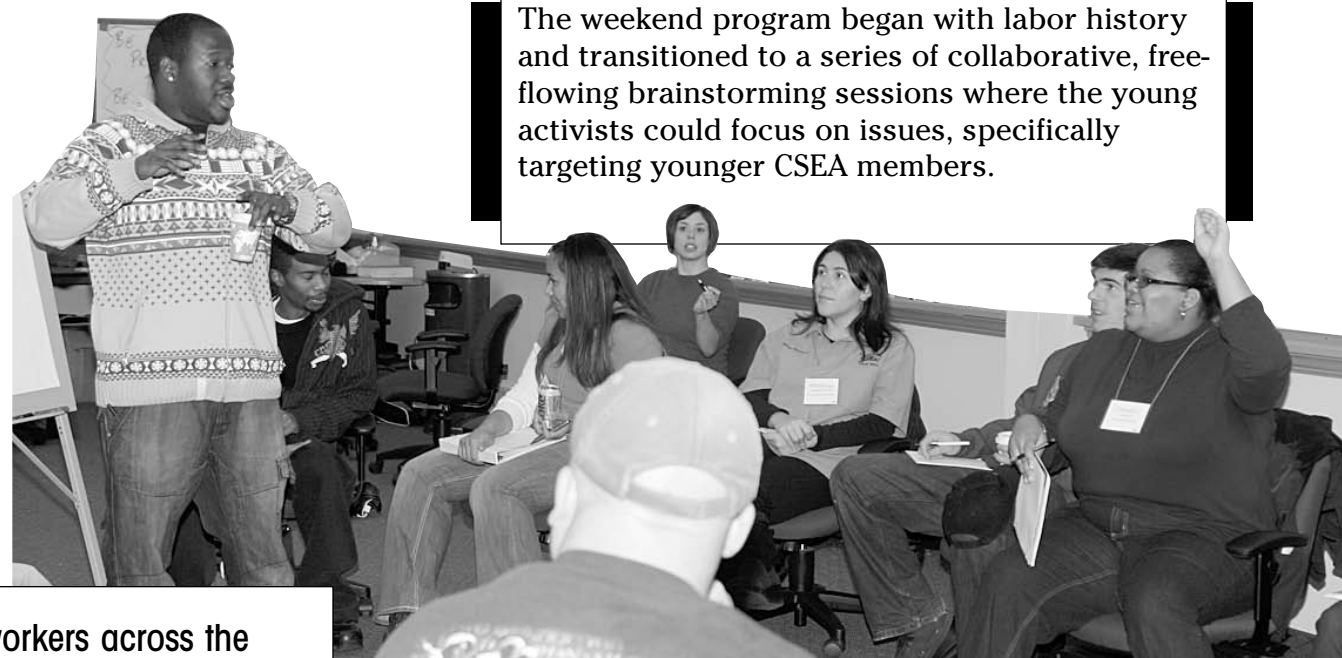
"Our future — as well as the future of workers across the globe — depends on what we do right here in our locals and units across New York state," said CSEA President Danny Donohue. "The fact is today, unions have to work every day to hold on to what we have accomplished and secured. Today, tomorrow and every day in the foreseeable future we have to fight to maintain the standards and benefits that were once common to all full time workers."



"To hear President Donohue talk to us the way he did and to know he is genuinely behind what we are doing this weekend is a big deal. It's good to know that, and it makes you want to do more. We are all going to be taking the information that we received back to our particular units and locals and put to good use what we learned this weekend."



Tislem Crockett, left, Motor Vehicle Representative, Long Island State Employees Local



The weekend program began with labor history and transitioned to a series of collaborative, free-flowing brainstorming sessions where the young activists could focus on issues, specifically targeting younger CSEA members.

"The union is a historical progression. Each generation needs to step up and build on the previous generations because if you don't, you are doomed to set yourself back. Seeing the older members and meeting with Danny and seeing how much energy he is putting toward this, it shows a tightness. It shows there is willingness. It shows an acceptance, it shows that they think we're important and we need to be heard."

Eric Volk, above, from Erie County Local

"One of the biggest things I learned is how much more I need to learn. There is so much, even as simple as the organizational chart of CSEA or the union's political agenda, and how I can be more involved in that."



"We are energized, we are excited. Not only am I fired up but I can go back to my local members who are under 35 get them as excited as I am about this so we can just close this gap that there is and run with this."

Guadalupe Johnson, above, Nassau County Local Administrative Assistant



Shannon Wade, right, from Guild for Exceptional Children, with Scott Gould from Health Research Inc. Local in Buffalo.

"We are talking about different ways to reach out to our younger members locally. Whether it be text messaging, on the Internet or social events to make sure that everybody is included and make sure that we grab their attention and keep it, encouraging them to become activists."

Michael Nelson, below right, executive secretary, Kingsboro Psychiatric Center Local with Kevin Norwood from Suffolk County Municipal Local



2009 CSEA ELECTIONS Info *Public Sector Local, Unit elections scheduled for 2009*

Elections will be conducted for all public sector local officers, delegates and unit officers

The term of office for all current public sector local officers, delegates and unit officers expires June 30, 2009. Public sector officers and delegates will be elected to four-year terms. Balloting for local officers, delegates and unit officers will be conducted between May 15 and June 15, 2009.

Each local and unit executive board must select its own election committee and committee chairperson, or election meeting chair if applicable. The local and/or unit election committee is primarily responsible for conducting the election.

Slate petitioning and slate voting will be an option for candidates for local and unit office (see adjacent information).

Members may run as individual candidates if they wish.

Attention: Public Sector Local, Unit Presidents *Did you send the Election Committee Data Form to CSEA Headquarters?*

During early January, registered election committee chairs and election meeting chairs will receive an election package to help them carry out their election duties.

You must submit your election committee data form before an election packet will be mailed to your election committee chairperson or election meeting chair.

CSEA Headquarters cannot send material and information to any appointed election committee or meeting chair without first receiving the completed election committee data form from the local or unit president.

Inquiries concerning election materials may be directed to the CSEA Central Files Department at 1-800-342-4146, ext. 1261.

Locals and Units with 150 or Fewer Members

Holding an Election at a Special Membership Meeting

Locals and units with 150 members or less may choose to appoint an Election Meeting Chair (instead of an election committee) and conduct an election at a meeting.

Holding your election at a Special Membership Meeting simplifies the election process in that, where there are races (more than one candidate for an office), the Election Meeting Chair calls a Membership Meeting for the purpose of electing officers.

Application for Office

Special election rules are available to CSEA locals and units of 150 or fewer members.

In these smaller locals and units, completion of the Application for Election to Office replaces the requirement to obtain signatures on a nominating petition.

In locals or units with 150 or fewer members, any member who submits the application and meets election requirements under the appropriate local or unit constitution will be placed on the ballot.

Important information about slate petitioning and slate voting

Local Elections

In local elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the local's by-laws, secretary and treasurer.

The slate may also include candidates for other offices that have been created according to the local constitution and by-laws. In locals that have created the combined position of secretary-treasurer in their by-laws, the slate must include a candidate for that office.

Unit Elections

In unit elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the unit's by-laws, secretary and treasurer.

The slate may also include candidates for other offices that have been created according to the unit constitution and by-laws. In units that have created the combined position of secretary-treasurer in their by-laws, the slate must include a candidate for that office.

Candidates should know the following:

- A member cannot be a candidate for officer and for delegate on the same slate. An officer candidate must circulate a separate nominating petition in order to appear on the ballot also as a candidate for delegate. The member will appear on the ballot as a candidate for office as part of the slate and as an individual for the position of delegate.
 - Candidates who run as a slate must complete a Slate Eligibility and Consent Form and a Slate Petition Request Form. By petitioning as a slate, candidates who appear as part of a slate need to submit only one set of the required number of signatures to qualify as a candidate. Individual petitions are not necessary for slate candidates.
 - Candidates who withdraw from a slate must complete a Slate Withdrawal Form and return the form to their election committee.
- More detailed information about election slates will be available from local and unit election committees.

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.

CSEA members bring giving spirit to communities

Across New York, CSEA members are reaching out to their communities to help make the holidays brighter for New Yorkers who are facing tough times. Here are some examples.



CSEA members in the CSEA Oyster Bay Local recently made the holiday season happier for disadvantaged children in their communities. Above left, Chris Baranski, left, and Joe Damico work on a bike. At right, Chris Dane, Tim Brown and Jim Ort donated their time to the cause, along with several other local members.



Above, Town of Patterson mechanical equipment operators, from left, Joe Tresca, Russell Goff and Jason Kinash work inside a Santa's Workshop float the Highway Department entered in the Putnam Lake Fire Department's annual holiday parade.

Below right, Karen Bright, a Child Protective Services Supervisor for the Madison County Department of Social Services, hands over a set of Lincoln Logs to Jennifer Mastrangelo, a caseworker in the county Department of Social Services. The CSEA Madison County White Collar Unit's annual Toy Drive collected more than 100 toys for children whose families receive social services.



Above, Ulster County Local President Terry Gilbert, left, and Ulster County Shop Steward Christine Block sort through the pile of gifts collected for Toys for Tots. The Ulster Local Office served this year as a drop off point for Toys for Tots. Block, with Gilbert's support, spearheaded CSEA's local involvement with Toys for Tots. Numerous county departments collected toys, which will all be distributed locally.



Above, CSEA members Cheryl Bingley, left, and Audrey Villanueva of the Orange County Information Services Department prepare to transport donations for the family they adopted through the Orange County Youth Bureau. Theirs were one of a number of county departments adopting families through the Youth Bureau this year, purchasing holiday gifts, food and gift cards for families in need.



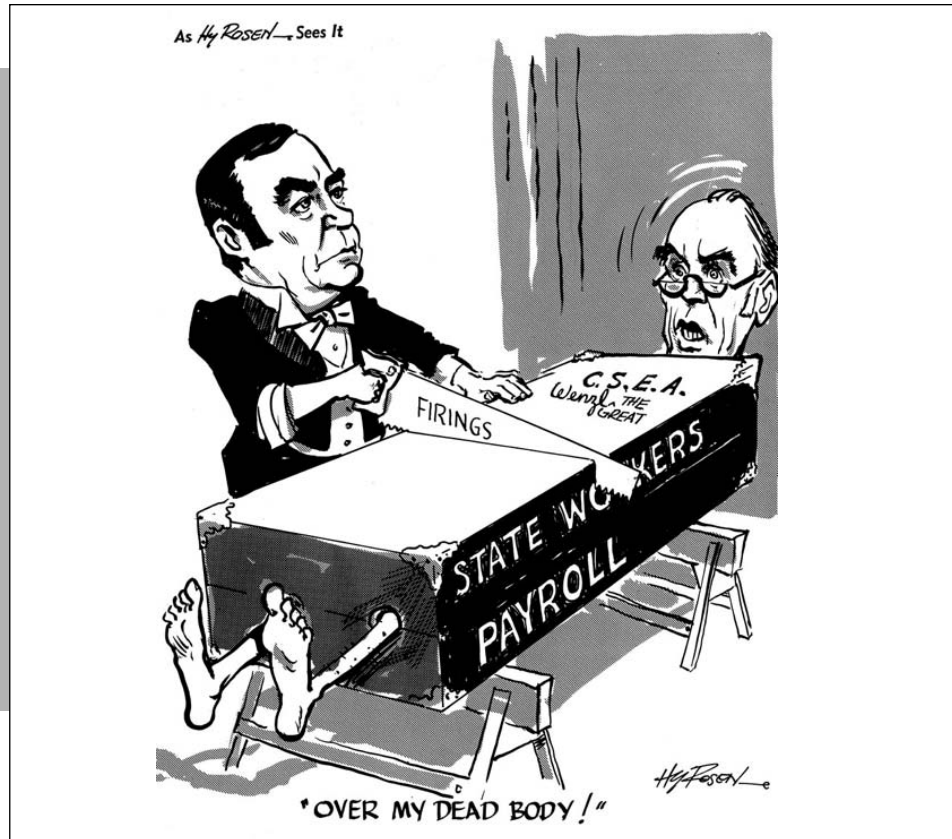


New York's LEADING Union

1910 - 2009
99 years

YEARS OF PROGRESS

Gov. Hugh Carey, left, and CSEA President Ted Wenzl are portrayed in a 1975 Albany *Times Union* editorial cartoon by Hy Rosen. Wenzl's son Thurman provided the original copy, signed by Rosen, to CSEA for the union's CSEA 100 archives.



1975 CSEA faces an unprecedented budget crisis

34 years ago ...



CSEA President Theodore Wenzl leads a 1975 demonstration at the state Capitol in Albany.

Soon after taking office in 1975, Gov. Hugh Carey pronounced "the days of wine and roses are over" in the face of a dire economic crisis in New York state. He soon angered CSEA members by proposing state layoffs, stalling contract talks and proposing a Spartan state budget drawn up as the state sought to bail out New York City from its fiscal crisis.

Carey's unprecedented proposals, which also included numerous tax and fee increases, led more than 35,000 CSEA members to converge on the state Capitol in Albany in March 1975 to demonstrate against Carey's budget, which decimated state services.

About 700 charter buses transported workers to the demonstration, where they met up with about 10,000 CSEA members from the Capital Region. The demonstration featured placards touting phrases such as "There's no Care in Carey," "Carey's for Labor - Slave Labor" and "Rockefeller giveth, Carey taketh away."

Then-CSEA President Theodore Wenzl said the issue was about good faith bargaining from the administration.

Also in 1975 ...

- The Vietnam War ends when the South Vietnamese city of Saigon surrenders to North Vietnam, unifying Vietnam under Communist control.
- Nixon aides John N. Mitchell, H. R. Haldeman and John D. Ehrlichman are found guilty of the Watergate cover-up and sentenced to jail.
- President Gerald Ford escapes two assassination attempts in 17 days.
- Carlton Fisk's dramatic Game 6 home run for the Boston Red Sox forced the World Series to a seventh game, which was won by the Cincinnati Reds.
- George Carlin hosts the first *Saturday Night Live* episode on NBC.
- *One Flew Over the Cuckoo's Nest* sweeps the top Academy Awards winning Oscars for Best Picture, Director, Actor, and Actress.
- Apollo and Soyuz spacecraft dock for an American-Soviet link-up in space.



The original *Saturday Night Live* cast in 1975.

January CSEA calendar of events



Statewide:

- Jan. 7: **March for Main Street.** Join your union brothers and sisters in Albany to tell Gov. David Paterson to make better budget choices for New York state! Contact your local for travel arrangements

to Albany. (More on pages 3, 20)

Long Island Region:

- Jan. 13-14: **State Government Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Long Island Region Office, Commack
- Jan. 14-15: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Oyster Bay Local Office, Syosset
- Jan. 27-28: **Contract Negotiations II: Negotiating Team Training**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Suffolk Educational Local Office, Medford

Metropolitan Region:

- Jan. 6: **Conducting Successful Meetings Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Metropolitan Region Office, Manhattan
- Jan. 13-14: **State Government Discipline & Interrogation Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Sodexho Court (Cafeteria), SUNY Downstate Medical Center, Brooklyn
- Jan. 27-28: **Weingarten Rights Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Metropolitan Region Office, Manhattan

Southern Region:

- Jan. 5-6: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Southern Region

Office, Beacon

- Jan. 20-21: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Westchester Local Office, White Plains
- Jan. 26-27: **Contract Negotiations II: Negotiating Team Training**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Orange County Local Office, Middletown

Capital Region:

- Jan. 21-22: **Contract Negotiations I: Maximizing Our Leverage Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Rainbow Restaurant, Johnstown

Central Region:

- Jan. 6: **An Overview of the Family and Medical Leave Act Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Holiday Inn, Elmira
- Jan. 7: **Inside the Time and Attendance Process Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Howard Johnson's, Norwich
- Jan. 20-21: **State Government Discipline & Interrogation Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Central Region Office, East Syracuse

Western Region:

- Jan. 20-21: **Contract Negotiations I: Maximizing Our Leverage Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Holiday Inn, Painted Post
- Jan. 24: **Defensive Driving**, 9 a.m. - 3 p.m., Western Region Office, Amherst

For more information on the listed events or to participate, contact your region office (phone numbers are listed on Page 4) or visit 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.

ATTENTION: REGION, LOCAL & UNIT TREASURERS

Starting with the fiscal year ending Sept. 30, 2008, **ALL** Regions, Locals & Units regardless of size, will be required to file an annual return with the IRS. **This is a new requirement.** The size of your income and assets will determine what form you will file. The annual return choices are 990, 990EZ or 990N. Most of CSEA's Regions, Locals & Units will file the simplest form, the new 990N. The filing deadline is Feb. 15, 2009. Instructions were mailed to all Treasurers in early November. The CSEA instructions and links to the IRS can be found on CSEA's web site, www.csealocal1000.org in "My Officer Resources." If you have any questions, please call 1-800-342-4146, ext. 1256, 1316, 1317, or 1318.

ULSTER HEAD START RATIFIES —



Members of the private sector Ulster County Head Start Local have ratified a new three-year contract. The agreement includes improvements regarding the use of personal leave, an increase in vacation days and improvements in seniority ... **NEW PACT** — CSEA members

in the Village of Westbury overwhelmingly ratified a new

contract. The agreement provides that incumbent members will not pay a contribution toward their health care insurance premiums. New members hired after the date of ratification will pay 12 percent for the life of this five-year agreement.

Townsend is PEOPLE Recruiter of the Month

Basil Townsend of the Hudson Valley DDSO Local is PEOPLE Recruiter for the month of November. He recruited 38 new PEOPLE members at the MVP level.

He recently was appointed as his local's PEOPLE Committee chair. He also serves as chair of the local's political action committee, in addition to volunteering for local and national political campaigns, including President-elect Barack Obama's campaign.



Townsend

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.

CSEA membership/agency shop fees effective Jan. 1, 2009

The scheduled adjustment in membership dues and agency shop fees is effective Jan. 1, 2009, to reflect AFSCME's minimum dues structure approved by delegates at the AFSCME convention.	Annualized Salary as of Jan. 1, 2009	Bi-Weekly Dues/Agency Shop Fee Rate
The change applies to annualized salaries, not including overtime or location pay, based on salary at Jan. 1, 2009. No adjustments will be made during the year for raises or increments.	Up to \$5,000	\$5.89
	\$5,000-\$9,999	8.80
	\$10,000-\$12,999	12.07
	\$13,000-\$15,999	14.70
	\$16,000-\$21,999	16.47
	\$22,000-\$27,999	18.31
	\$28,000-\$29,999	18.65
	\$30,000-\$31,999	19.79
	\$32,000-\$33,999	20.79
	\$34,000-\$35,999	21.17
	\$36,000-\$37,999	22.24
	\$38,000-\$39,999	23.33
	\$40,000-\$44,999	24.10
\$45,000-\$49,999	24.72	
\$50,000-\$54,999	25.34	
\$55,000-\$59,999	25.97	
\$60,000 and above	26.58	

What's In It For You?

CSEA activists: bring the benefit fund to your work site

Did you know that the CSEA Employee Benefit Fund (EBF) benefits specialists are available to meet with CSEA members?



We are available to attend:

- Membership Meetings
- Health Fairs
- Information Days
- EAP Sponsored Days
- Lunch-and-Learns
- Option Transfer/Open Enrollment Meetings

What will we do at the event and what will we bring?

Benefits specialists will be available to answer any questions members have pertaining to the EBF benefits and will have written benefit information to hand out.

What do I need to do to have a representative come to my location?

It is easier than you think to set up a meeting. Call or e-mail your region's EBF benefits specialist. See the map for local government senior benefits specialists, or see below for state benefits specialists.

To help you schedule your event, check the list on this page.

- Set a time, date, and location for your event. You should consult with your employer — they may already have a meeting scheduled that CSEA could participate in.
- Fill out the form below and mail, fax, call, or e-mail the information to your EBF benefits specialist.
- Inform members about the event through newsletters, postings, fliers or mailings.

State benefits specialists

Long Island, Metropolitan or Southern regions, or Albany, Columbia, Greene, Montgomery, Rensselaer, Schenectady and Schoharie counties in the Capital Region:

Chuck Guild: (800) 323-2732, ext. 818
or cguild@cseabf.org

Clinton, Essex, Fulton, Hamilton, Saratoga, Warren and Washington counties in the Capital Region, Central and Western regions:

Dave Reed: (800) 323-2732, ext. 806 or dreed@cseabf.org

Local government senior benefits specialists

CSEA
Local 1000 AFSCME, AFL-CIO

EBF Local Government Specialists

1 Long Island Region:
Linda Sciafani
(631) 462-5224
lsclafani@cseabf.org

2 See accompanying article for state specialists

3 Southern Region:
Carisa Haberl
(800) 323-2732, ext. 813
chaberl@cseabf.org

4 Capital Region:
Geoff Switts
(800) 323-2732, ext. 816
gswitts@cseabf.org

5 Central Region:
Meghan Pastiglione
(800) 323-2732, ext. 860
mpastiglione@cseabf.org

6 Western Region:
Mike Wagner
(716) 691-6555
mwagner@cseabf.org

CSEA REGIONS

[1] LONG ISLAND
[2] METROPOLITAN
[3] SOUTHERN
[4] CAPITAL
[5] CENTRAL
[6] WESTERN

Employee Benefit Fund request form

Local/Unit Name: _____ Local No.: _____ Region: _____

Contact Person: _____ Phone No.: _____

Date: _____ Time: _____ No. of Members: _____

Location of Event: _____

Type of Event: Information Day _____ Health Fair _____ Membership Meeting _____

Option Transfer/Open Enrollment _____ Lunch-n-Learn _____

EAP Sponsored Event _____ Other: _____

Directions to Event: _____

Mail to: CSEA EBF, Attn: Marketing Department, 1 Lear Jet Lane, Suite 1, Latham, N.Y. 12110

Fax to: 518-782-9979

Call: 1-800-323-2732, option 5 on the menu

2009 Empire Plan premium rates

The state Division of Budget has approved the Empire Plan's



premiums that exceed this Empire Plan cap will experience higher enrollee bi-weekly

contributions. premium rates for the 2009 plan year. New York state active employees have until **Jan. 5, 2009**, to change their health insurance option.

Although the Empire Plan has experienced a modest premium increase this year, some of the health maintenance organizations (HMOs) have experienced **SIGNIFICANT** increases.

New York state pays 90 percent of the cost of individual premiums and 75 percent of the cost of dependent premiums for HMOs, however the state's contributions toward HMO premiums are capped at the state's contribution to the Empire Plan premium. Enrollees in an HMO with

contributions.

On this page is a list of the health insurance options and the corresponding bi-weekly employee contribution rates. This list is organized by region and includes the change from the 2008 rates. Please review your 2009 rate options carefully.

Should you wish to change your health insurance option, the *Health Insurance Choices Guide*, which summarizes the plans available for 2009 and the health insurance transaction form (PS-404) are available through your agency health benefits administrator. This form must be submitted no later than Jan. 5, 2009.

When do new health insurance options begin?

- New health insurance options for **administrative lag-exempt** employees begins **Dec. 25, 2008**. The earliest paycheck that you would have seen a health insurance deduction change was the payroll check of Dec. 10, 2008.
- New health insurance options for **administrative lag payroll** employees will begin **Dec. 25, 2008**. The earliest paycheck in which you will see a health insurance deduction change will be the payroll check of Dec. 24, 2008.
- New health insurance options for employees under the **institutional** payroll will begin **Jan. 1, 2009**. The earliest paycheck that you would have seen a health insurance deduction change was the payroll check of Dec. 18, 2008.
- Please note that due to processing time, most paycheck changes will be made in mid to late January and will include retroactive deductions back to the effective date of coverage.

Empire Plan has new mental health and substance abuse administrator

Effective Jan. 1, 2009, OptumHealth Behavioral Solutions will be the mental health and substance abuse vendor for the Empire Plan.

Enrollees and covered dependents may verify the network status of their Mental Health and Substance Abuse (MHSA) providers in OptumHealth's network by calling the Empire Plan's toll free number at 1-877-7NYSHIP (1-877-769-7447), selecting Option 3, and then selecting the 2009 MHSA option for OptumHealth or online at www.EmpirePlanMHSA2009.com.

2009 NYSHIP rates for CSEA-represented active state employees

Bi-weekly employee contribution and change from 2008 rates

The following lists those HMOs approved in the counties physically located in each region. Under NYSHIP rules, to enroll in an HMO, the individual must live or work in the HMO's NYSHIP service area. There may be some region overlap of HMO eligibility for this reason (a member may work in a county outside the region in which he or she lives).

Long Island Region:

	<u>Individual</u>	<u>Family</u>
The Empire Plan (001)	\$22.46 (\$0.27 increase)	\$98.16 (\$3.06 increase)
Aetna (210)	\$97.26 (\$22.14 increase)	\$363.03 (\$59.94 increase)
Empire BC/BS (290)	\$82.62 (\$24.11 increase)	\$286.97 (\$62.22 increase)
HIP (050)	\$34.92 (\$14.24 increase)	\$129.53 (\$33.56 increase)

Metropolitan Region:

	<u>Individual</u>	<u>Family</u>
The Empire Plan (001)	\$22.46 (\$0.27 increase)	\$98.16 (\$3.06 increase)
Aetna (210)	\$97.26 (\$22.14 increase)	\$363.03 (\$59.94 increase)
Empire BC/BS (290)	\$82.62 (\$24.11 increase)	\$286.97 (\$62.22 increase)
HIP (050)	\$34.92 (\$14.24 increase)	\$129.53 (\$33.56 increase)

Southern Region:

	<u>Individual</u>	<u>Family</u>
The Empire Plan (001)	\$22.46 (\$0.27 increase)	\$98.16 (\$3.06 increase)
Aetna (210)	\$97.26 (\$22.14 increase)	\$363.03 (\$59.94 increase)
CDPHP (310)	\$50.24 (\$17.77 increase)	\$188.61 (\$44.77 increase)
Empire BC/BS (290)	\$82.62 (\$24.11 increase)	\$286.97 (\$62.22 increase)
Empire BC/BS (320)	\$105.69 (\$25.96 increase)	\$347.14 (\$66.93 increase)
GHI HMO (350)	\$59.24 (\$22.02 increase)	\$237.02 (\$56.70 increase)
HIP (050)	\$34.92 (\$14.24 increase)	\$129.53 (\$33.56 increase)
MVP (340)	\$56.19 (\$5.53 increase)	\$209.09 (\$13.46 increase)

Capital Region:

	<u>Individual</u>	<u>Family</u>
The Empire Plan (001)	\$22.46 (\$0.27 increase)	\$98.16 (\$3.06 increase)
CDPHP (063)	\$18.91 (\$2.69 increase)	\$93.04 (\$13.19 increase)
CDPHP (300)	\$44.48 (\$25.70 increase)	\$173.98 (\$67.02 increase)
Empire BC/BS (280)	\$60.17 (\$20.76 increase)	\$228.20 (\$53.45 increase)
GHI HMO (220)	\$42.54 (\$18.74 increase)	\$185.78 (\$48.43 increase)
HMO Blue (160)	\$31.77 (\$10.28 decrease)	\$169.93 (\$2.14 increase)
MVP (060)	\$17.68 (\$1.55 increase)	\$87.86 (\$7.66 increase)

Central Region:

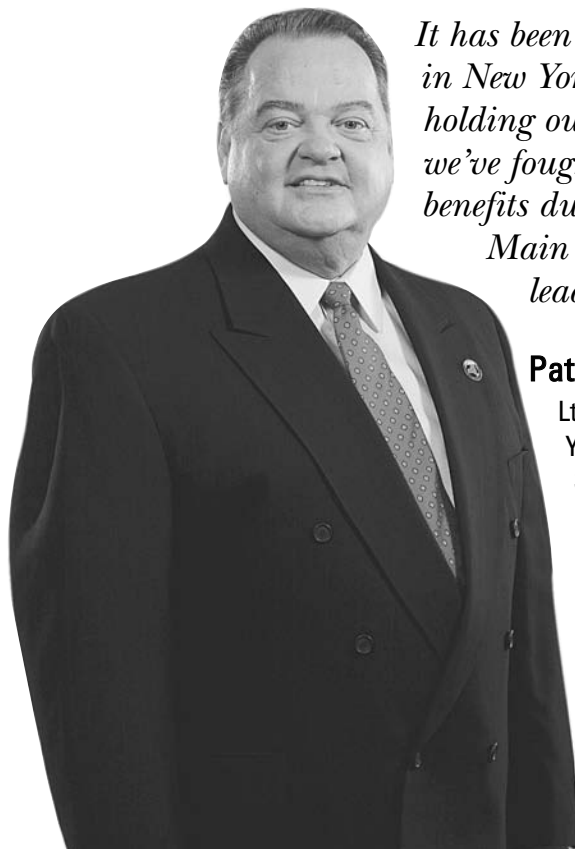
	<u>Individual</u>	<u>Family</u>
The Empire Plan (001)	\$22.46 (\$0.27 increase)	\$98.16 (\$3.06 increase)
Blue Choice (066)	\$22.53 (\$7.29 increase)	\$106.78 (\$33.83 increase)
CDPHP (300)	\$44.48 (\$25.70 increase)	\$173.98 (\$67.02 increase)
Empire BC/BS (280)	\$60.17 (\$20.76 increase)	\$228.20 (\$53.45 increase)
GHI HMO (220)	\$42.54 (\$18.74 increase)	\$185.78 (\$48.43 increase)
HMO Blue (160)	\$31.77 (\$10.28 decrease)	\$169.93 (\$2.14 increase)
HMO Blue (072)	\$66.28 (\$37.59 increase)	\$232.48 (\$117.81 increase)
MVP (330)	\$38.04 (\$1.29 decrease)	\$161.35 (\$4.96 decrease)
MVP (360)	\$59.41 (new in 2009)	\$217.42 (new in 2009)
Preferred Care (058)	\$17.56 (\$2.47 increase)	\$83.20 (\$11.67 increase)

Western Region:

	<u>Individual</u>	<u>Family</u>
The Empire Plan (001)	\$22.46 (\$0.27 increase)	\$98.16 (\$3.06 increase)
Blue Choice (066)	\$22.53 (\$7.29 increase)	\$106.78 (\$33.83 increase)
Community Blue (067)	\$38.86 (\$20.24 increase)	\$202.20 (\$77.99 increase)
HMO Blue (072)	\$66.28 (\$37.59 increase)	\$232.48 (\$117.81 increase)
Independent Health (059)	\$21.26 (\$3.06 increase)	\$126.99 (\$34.47 increase)
Preferred Care (058)	\$17.56 (\$2.47 increase)	\$83.20 (\$11.67 increase)
Univera HealthCare (057)	\$92.73 (\$48.21 increase)	\$343.26 (\$131.13 increase)

Note: All premiums listed are biweekly contributions.

The State of Our Union 2009



It has been a wildly surprising and unprecedented year in New York. CSEA has stood strong throughout – holding our own against relentless attacks on all that we've fought to achieve, securing decent contracts and benefits during turbulent times, and standing up for Main Street New Yorkers as politicians and business leaders ignore our needs.

Paterson becomes Governor

Lt. Gov. David Paterson suddenly and unexpectedly became New York's governor in March following the quick departure of Eliot Spitzer after shocking revelations of Spitzer's involvement in a prostitution ring.

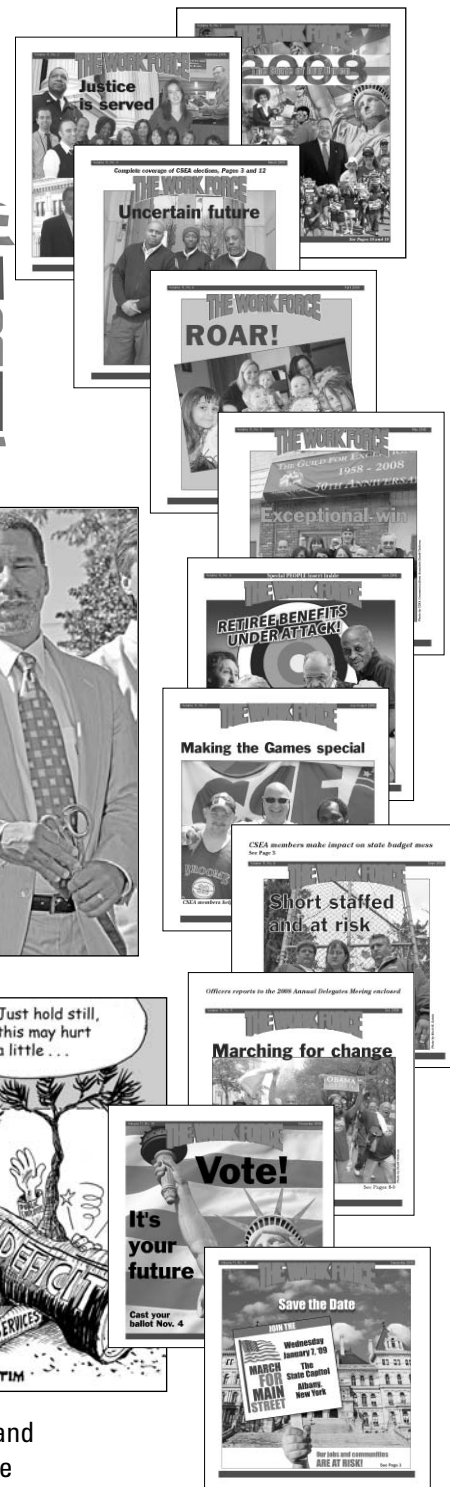
Fiscal crisis

Gov. Paterson called state lawmakers back to Albany in August to enact mid-year budget cuts ahead of the national economic downturn as revenue projections showed a growing state deficit and serious challenges in the years ahead. Cuts in state operations and non-mandated local government services made the best of a bad situation. But Paterson's second attempt at extracting more post election budget cuts from a lame duck legislature without a comprehensive plan for addressing the fiscal situation was an embarrassing fiasco. CSEA continues to be critical of the governor's approach to the crisis because it relies almost exclusively on budget cuts to balance the budget while ignoring numerous suggestions for generating revenue and saving tax dollars.

The governor's proposed budget for 2009-2010 is possibly the worst in the state's recent history and will be the primary focus of CSEA's energy in the next few months.

Contracts

In a very difficult economic environment, CSEA repeatedly demonstrated why we are New York's leading union by securing numerous contract agreements and locking in rights, benefits and wages. The union also refused to budge on calls to reopen contracts, noting that a contract is a contract and both sides must live up to agreements that are made at the bargaining table.



Westchester lawsuit victory on retiree health benefits

In August, the union notched a victory in court to protect the health care benefits of retiree members in Westchester County. It was just one example of the union's determination to ensure rights of active and retired members in every part of the state.

Retirees win major health insurance case

WHITE PLAINS — CSEA has won a \$3.6 million class action lawsuit against Westchester County on behalf of 1,600 retired union members.

The win demonstrates the need for legislative protections of retiree health insurance. These protections are critical to assure active CSEA members have the benefits due them when they retire.

The union filed a suit in 2004 claiming the county unlawfully and illegally diminished the health insurance benefits of workers who retired between January 1993 and May 2004.

In May 2004, CSEA and the county concluded negotiations for a new contract, which included increased co-pays and deductibles for health insurance. CSEA and the union understood that current employees and future retirees would have to pay

decided to also apply the changes to workers who had already retired.

"This is a huge victory for our retirees," said CSEA Westchester County Unit President Jack McPhillips. "They are living on fixed incomes and never expected they would be forced to pay more for their health care."

CSEA President Dennis Donohue said the case highlighted the need for the retiree health insurance legislation which the Senate and Assembly passed in the last legislative session, and would prohibit public employers from shifting health care costs to retirees and prohibit them from diminishing health insurance benefits for one year while a study is completed to determine how to provide health insurance in the most cost effective manner.

— Ed Molitor



Election '08/Obama

CSEA stood tall throughout Campaign 2008. We fought fiercely on behalf of our longtime friend and ally U.S. Sen. Hillary Clinton, and then pulled no punches in our fight to successfully help elect Barack Obama president of the United States. We also fought vigorously in support of our endorsed candidates for Congress and the state legislature among other local offices.



LEAD/Next Wave

We continued our unmatched efforts to encourage and train the next generation of CSEA leaders through our Leadership Education and Development (LEAD) program and a newly formed initiative targeted at members under 35 years old called the Next Wave. LEAD is an intensive, year-long training program open to qualified activists to provide knowledge, skills and experience necessary for the union's success at every level. Next Wave is a fledgling group focused on building support and networking opportunities among younger members.

Are you a CSEA member under age 35? CSEA wants to hear from you!

CSEA is changing. Like many other organizations we are seeing a population shift as the Baby Boomer generation passes into middle age and beyond.

The future of CSEA depends on a new generation of leaders, activists and members. Many of what has allowed us to thrive and change and adapt to new realities and realities involving more younger people.

To assess the needs and interests of our younger members, CSEA has prepared an online survey to hear your perspective. You can complete it at the CSEA website www.cseanyc.org. You must sign in and authenticate your membership and age to participate. All survey responses will be confidential and will not be correlated with specific respondents. You will also be asked to the authentication process if you are interested in being considered to participate in a future program in your area in the future.



Making a difference in our communities

You helped set the standard for community support and responsibility throughout the past year. Your involvement, dedication and generosity is unmatched. Red Cross, Special Olympics, the American Cancer Society and Fair Trade are just some of the scores of activities and causes you selflessly supported in 2008. On and off the job, CSEA members are truly dedicated to making our communities better places to live.



CSEA 100

Many activities are rolling out as CSEA approaches its Centennial year in 2010.

A series of traveling displays telling the story of CSEA and the service of CSEA members may soon be coming to your community. New advertising marking the union's "history of service for nearly a century" is making its appearance on the airwaves and in publications across the state. A book and documentary are in development and so much more excitement is still to come.

We are also using the occasion of the approaching anniversary to look back and forward – to hear what you, the members have to say about your union and how we can make it better. A series of town hall meetings, in which "Every Voice is Heard", have already begun and will be conducted in every CSEA region throughout the coming year. They will provide an opportunity to help strengthen the union today and shape its future.

Since 1910

CSEA
New York's LEADING Union



A stronger CSEA

CSEA continues to set the benchmark for unions nationally as we increase our ranks and make our union bigger and more effective. We became the official representative for more than

17,000 independent child care providers statewide in the past year under the banner of Child Care Providers Together in New York State (CCPT-NY). These providers are in addition to the 7,500 licensed, independent family child care providers who joined us in 2007 as Voice of Independent Child care Educators (VOICE-CSEA). Work continued throughout the year on a formal contract for VOICE-CSEA with New York state along with a number of steps to bring them into full membership.

Additionally, several hundred more public and private sector employees also joined CSEA's ranks in the past year – giving CSEA a record of growth that is second to none.



Be there — Be heard!

JOIN THE



**Wednesday
January 7, '09**

**The
State Capitol**

**Albany,
New York**

Join concerned New Yorkers to make your voice heard when Gov. David Paterson delivers his State of the State message to the legislature. All working New Yorkers live on Main Street and it's time to stand up for fairness in New York's taxes, budget and services.

**Services, jobs and communities
ARE AT RISK!**

Contact your CSEA local for transportation and other arrangements

