

THE WORK FORCE



A sweeping overhaul of AFSCME will power political action programs, fund new organizing drives, open a leadership institute and mobilize a 40,000-member activist army. It's just some of the impact of AFSCME's historic 37th International Convention held in Chicago Aug. 7-11.

See Pages 3 and 4.

Photo of the Month



CSEA President Danny Donohue poses at a recent Saratoga event sponsored by the Foundation of Advocacy for Mental Health along with Tom O'Clair of Rotterdam, State Assembly Minority Leader James Tedisco, former New York First Lady Matilda Cuomo, and New York State Sen. Majority Leader Joseph Bruno. Donohue and Cuomo are both members of the foundation's board. O'Clair is the father of Timothy O'Clair, whose suicide sparked the effort to pass Timothy's Law, which would require health insurance companies to cover mental illness like other illnesses. CSEA has supported the legislation, which lawmakers expect to approve later this year.

Westchester Medical Center couriers join CSEA

VALHALLA — Nearly 60 private-sector couriers employed at Westchester Medical Center have joined CSEA.

The workers are employed by Morrison-Crothall, which also employs the hospital's private-sector laundry and housekeeping employees, who

are also represented by CSEA. The union also represents more than 1,500 health care, technical, dietary and administrative workers at the hospital. The new CSEA members are making plans to negotiate their first contract.

Cattaraugus County part-time workers join CSEA

LITTLE VALLEY — Part-time workers in Cattaraugus County are the newest members of CSEA.

The Public Employment Relations Board recently certified the part-time county workers as a new bargaining unit. The PERB recognition follows an administrative law judge's recommendation earlier this summer that the workers be granted certification without an election.

"The officers and members of the Cattaraugus County Local are the driving force behind this effort," said CSEA Western Region President Flo Tripi. "They recognized the importance of bringing the part-time workers into the union and they went out and made it happen."

The organizing effort began late last year and about 70 percent of the employees signed union cards, said Labor Relations Specialist Robert Mueller. The new bargaining unit has more than 220 members.

It is expected the unit will help stop a decline in working conditions in the county.

"The local held a strategic planning session last fall and we established organizing the part-time workers as one of our top priorities," said Cattaraugus County Local President Clara Ramadhan. "We are finding that when a full-time employee resigns or retires, the county is replacing that person with two part-timers. That, over time, erodes the strength and working conditions of the work force since the part-time workers had no protection."

The new unit recently installed interim officers and formed a negotiations committee to prepare to negotiate its first contract.

"We are surveying the members of the new bargaining unit to determine the issues important to them," Cattaraugus County Unit President Cheryl Smith said.

The part-time workers asked the county for voluntary recognition during the spring. The PERB pre-hearing conference took place in June after the county refused the voluntary recognition.

— Lynn Miller

New law gives Westchester Medical Center more state, county aid

VALHALLA — Gov. George Pataki recently signed into law a CSEA-backed bill that increases state funding to Westchester Medical Center, giving the hospital a boost toward achieving long-term fiscal stability.


The law provides the hospital \$25 million in additional state Medicaid money annually for the next three years, beginning this year.

State Sen. Nicholas Spano sponsored the legislation in the Senate, and Assemblyman Richard


Brodsky sponsored the law in the Assembly. Westchester Medical Center is included in both lawmakers' respective districts.

The law also includes a maintenance of effort clause to ensure Westchester County also meets its financial responsibility to the hospital. The county must contribute \$85 million to Westchester Medical Center during the next three years.

CSEA represents more than 1,800 public and private-sector workers at the hospital.



ALERT



CSEA President Danny Donohue to meet Southern Region members Oct. 18

CSEA President Danny Donohue will visit the CSEA Southern Region on Oct. 18 to meet with members. The meetings will be held in the region office at 568 State Route 52, Beacon. Donohue will meet with union members from 1 p.m. to 7 p.m. Please call the Southern Region office at (845) 831-1000 or (800) 757-2732 for an appointment and directions.

AFSCME 21st Century Initiative

A fight worth winning

CHICAGO — CSEA will be playing a major role in a sweeping, top-to-bottom strategic overhaul of its international union, which has passed an ambitious reform agenda known as the 21st Century Initiative.

Delegates attending the International Convention of the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, approved the key components to create a \$60 million war chest to expand worker power and reclaim rights under assault.

“In the last six years, we have seen a newfound audacity from anti-union business leaders and the politicians they bankroll,” said AFSCME President Gerald W. McEntee.

“They have become shameless in their attacks on working people. As a result, our wages are stagnant. Our jobs are being privatized. Our health costs are ballooning. Our pensions are disappearing. Our contracts are getting tougher to negotiate. Our middle class is shrinking. Even our basic rights to join a union and bargain collectively are now being taken away.”



Donohue

CSEA leadership is ready to take on the challenge and lead the fight.

“We’ve faced a lot of enemies in our 95 years, and we’ve made a lot of friends. But one thing anyone who knows CSEA can tell you, when we fight, we fight with everything we have,” said CSEA President Danny Donohue, who along with Executive Vice President Mary Sullivan and Metropolitan Region President George Boncoraglio, serves as an AFSCME International Vice President.

“Just in the last 10 years, we’ve fought for and won a pension COLA for our retirees, we’ve fought for and won the Worksite Security Act,



CSEA Executive Vice President Mary Sullivan, back to camera, greets Sen. Hillary Clinton at the AFSCME Convention.

CSEA activists and staff join President Danny Donohue in a rally at St. Mary of Nazareth Hospital in downtown Chicago to support the four-year struggle of Resurrection Health Care system workers to join a union.



and we’ve won for our members across the state the best contracts possible under the circumstances,” Donohue said.

“We can’t grow without rising to the challenges of the times,” said AFSCME Secretary-Treasurer Bill Lucy. “We must fight back and take ground from those who would take it from us.”

To execute the 21st Century Initiative, delegates to the AFSCME Convention approved a dues increase.

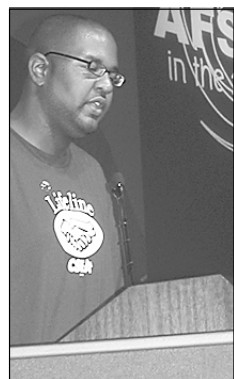
CSEA will seek to strengthen our own union’s financial base for the future by reworking our current dues structure to make it fairer and more progressive when delegates to CSEA’s Annual Delegates Meeting meet later this month. CSEA’s graduated structure based on salary has not been adjusted in more than 10 years. (See President’s Column, Page 4)

Town Hall Meeting

As part of the convention, nearly 4,000 AFSCME delegates, alternates and facilitators gathered to identify priorities to make the 21st Century Initiative happen.

Read the meeting’s final report, and get more information about the 21st Century Initiative at www.afscme.org or www.powertofight.org.

Photos provided by Jim West



At left, Lifeline activist Marcus Simmons addresses AFSCME delegates. Workers at the not-for-profit private sector care facility fought for and won the right to join CSEA. The campaign exemplified how CSEA is leading the AFSCME 21st Century Initiative.

“I grew up believing each and every person has a right to make a decent living. We are all working for everyone to have that chance.”

Actor Jimmy Smits



“Now more than ever, we need to show up on Election Day to take our country back, to put it on the right track.”

Sen. Hillary Clinton

“As long as there are those who are jobless, I ask you to keep marching for jobs. As long as there are those who can’t organize or unionize or bargain for a better life, I ask you to keep marching for solidarity.”

Sen. Barack Obama



21st Century Initiative Goals

- Create a 40,000-member army of volunteers to register 90 percent of AFSCME members to vote on Election Day;
- A goal of signing up 25 percent of the union’s 1.4 million members to each give \$100 or more annually to the union’s PEOPLE political action committee, one of the 10 largest PACs in the country.
- A new national legislative campaign to comprehensively reform the U.S. health care system and make affordable care universal.
- Fund new organizing drives to expand union membership and increase AFSCME’s power at the bargaining table, at the ballot box and in the corridors of government. Under the 21st Century Plan, AFSCME is committed to win representation rights for 70,000 new workers per year.
- Open a Leadership Institute to train union leaders and activists at every level.

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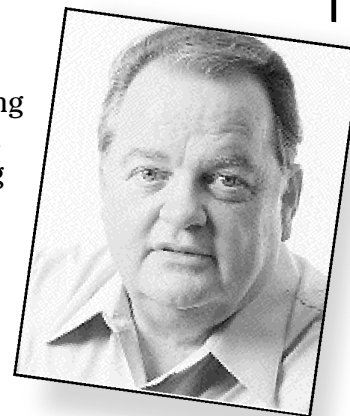


IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue

A stronger AFSCME means a stronger CSEA

It should come as no surprise to any of you that working people are under attack in our country. Whether it's a National Labor Relations Board focused on undermining employee rights, a dismantling of hard fought occupational safety and health standards or the relentless drumbeat of greedy corporate power brokers seeking to eliminate pension benefits and protections, we must take nothing for granted.



Against this background, delegates to our 37th AFSCME International Convention meeting in Chicago last month approved an historic overhaul of our union to strengthen us for the fight. The comprehensive AFSCME in the 21st Century package focuses on enhancing our political clout, improving our ability to organize new members and better training our activists for what lies ahead.

None of this will be easily accomplished and will require some change and sacrifice on all our parts. But it is necessary to safeguard the rights and benefits that we have fought over the decades to achieve and ensure our union has the resources to keep fighting successfully at the national, state and local levels.

CSEA will seek to strengthen our own union's financial base for the future by reworking our current dues structure to make it fairer and more progressive when delegates to CSEA's Annual Delegates Meeting meet later this month. CSEA's graduated structure based on salary has not been adjusted in more than 10 years.

For nearly 100 years, CSEA has changed and adapted to new circumstances in ways that have earned our reputation as New York's leading union. We have never been better or stronger, but the challenges we face have never been greater. I urge you to learn more about AFSCME in the 21st Century at www.afscme.org or www.powertofight.org.

When we fight, we win!

OMH concerns go to commissioner

BROOKLYN — In an effort to improve the overall working conditions at Kingsboro Psychiatric Center, especially staffing levels, CSEA members recently took their pleas directly to state Office of Mental Health Commissioner Sharon E. Carpinello.

"Kingsboro has seemingly received stepchild status at OMH," said Kingsboro Local President Fitzroy Wilson after describing how inadequate staffing, workplace violence, lack of a secure unit and disparities in promotions are affecting workers.

State Sens. Carl Andrews and John Sampson facilitated the meeting.

"Too often, we are told that staffing is limited and that there aren't enough bodies to cover the facility," said Crispin Booker, Kingsboro Local vice president. "We are not properly staffed at this facility."

Booker spoke about the night shift, when two, often female, workers would supervise about 24 male patients. He told of a patient recently choking one worker.

CSEA recently led the



From left, Kingsboro Psychiatric Center Local President Fitzroy Wilson, Damian Rodriguez, Local Vice President Crispin Booker, State Sen. John Sampson and Kingsboro Psychiatric Center acting Director Martin Darcy discuss working conditions at Kingsboro.

successful statewide effort to pass the Worksite Security Act, which Gov. George Pataki signed into law in June. The legislation, a comprehensive measure requiring the assessment of risks and appropriate measures to reduce them, will improve security and protect people.

The new law requires public employers with more than 20 workers to assess risk and develop a plan of action to prevent potential workplace violence. The law also establishes a complaint procedure for workers to call attention to the potential for violence.

"There isn't anything you said that I'm not going

to take very seriously," Carpinello said. "If there is a big umbrella here, it is staffing. It's an issue statewide and something we need to address."

Fitzroy also called for establishment of a secure unit for patients arriving from forensic psychiatric centers and prisons, and hazard duty pay for workers dealing with these patients. He proposed housing these patients in buildings on the campus that are now vacant. "Those buildings should not be mothballed; they should be utilized," he said.

Wilson and Booker also discussed the workers' frustration with disparities

in promotions, especially when qualified workers are overlooked in favor of candidates outside of Kingsboro.

"It affects the way you work and it affects your morale," said Wilson.

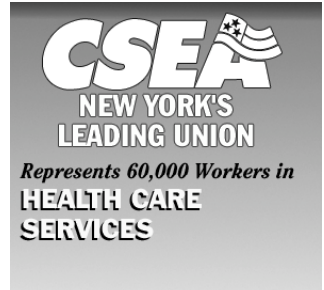
"There are some things that I want to digest with staff and then come back and start to plan around," said Carpinello, who was joined by Martin Darcy, Kingsboro's acting executive director.

Wilson stressed that Darcy had already attempted to address a few of these longtime concerns, but was pleased workers had an opportunity to meet with Carpinello.

"She appeared to be listening to us and taking what we said under advisement," said Fitzroy, who received assurances a response or follow-up meeting would take place in a few months.

"The important thing is that she came here and heard our grouse about workplace violence, low staffing, promotions and the need for a secure unit," said Wilson.

— David Galarza



"We fought for their safety, promotions, training and jobs, and I'm proud to report that we won."

CSEA *Voices*



"A FSCME is many different unions in many different places but we have so much in common."

— Deb Hanna, Health Research Inc. Local, (New York City) and first-time CSEA delegate to the AFSCME International Convention. (For more on the convention, see pages 1, 3 and 4).

CSEA prevails in class action grievance

MANHATTAN — CSEA members employed at Manhattan Psychiatric Center have won a class action out-of-title grievance stemming from Gov. George Pataki's decision to place convicted sex offenders in the facility.

"It was Governor Pataki's choice to place this population in our facilities. It was our union's decision to make sure our members were treated with respect," said CSEA Metropolitan Region President George Boncoraglio. "We fought for their safety, promotions, training and jobs, and I'm proud to report that we won."

Pataki's measure was met with controversy and fear. Workers were not given advanced notice or training to deal with the sex offenders, who were arriving from prisons across the state

after completing their sentences.

"It's a different level of patient," said Manhattan Psychiatric Center Local 1st Vice President Joey Horsford. "They are not psychotic or require medication. They are highly intelligent and sophisticated."

CSEA members demanded and got additional training, promotions and staff to address these patients.

After several of the new patients threatened workers, the state transferred the patients to a secure unit at another state psychiatric center.

Despite the transfers, CSEA filed a grievance on behalf of 19 mental health therapy aides who had been performing work usually assigned to secure care treatment aides.

The Governor's Office of Employee

Relations ordered the state Office of Mental Health to pay the mental health therapy aides at the secure care treatment aide rate.

As a result of CSEA's involvement, nine mental health therapy aides were also promoted to secure care treatment aides. The center also hired four new secure care treatment aides, and two more positions were to be filled internally. All of the new aides received training.

"We now have new members and workers, and the selection process has been really good," said Lee Peton, a secure care treatment aide. "The people who are working in this unit are the best of the best."

— David Galarza

CSEA
 NEW YORK'S
 LEADING UNION
 Represents 35,000 Workers in
 CORRECTIONS and
 LAW ENFORCEMENT

“It shows you’ve made an impact on their lives.”

CSEA Voices



“I was impressed by the unity between the delegates, especially after the debate over the 21st Century Initiative. Everyone came together, and that’s what this is all about. ”

— Jerald Schlagenhauf
 State Police Local, Genesee County and first-time CSEA delegate to the AFSCME International Convention.
 (For more on the convention, see pages 1, 3 and 4.)

Dutchess probation officer honored for work

POUGHKEEPSIE — For Roger “Norm” Roush, a brief college internship opened the door to a career helping at-risk youths and adults.

Now, the state has honored him for his excellence on the job.

Roush, a Dutchess County probation officer and member of the CSEA Dutchess County Unit, recently received the state’s top honor in his field when the state Division of Probation and Correctional Alternatives named him Probation Officer of the Year. His department’s director, Mary Ellen Still, nominated Roush for the award.

“We’re very delighted that Norm was selected to receive the award,” Still said. “The reason I nominated him is that Norm is always looking for ways to enhance our service delivery. He takes a real proactive approach and has a solution-oriented focus. Rather than complain about gang activity, he finds ways to address it.”

From class to career

Roush began working for the county 17 years ago following the internship he completed while finishing a juvenile criminal justice degree at Marist College. Before earning his degree, Roush worked

in direct care at several facilities, including a stint as a youth aide worker with the state Division for Youth facility in Highland.

“I had to do an internship for my degree program, but I wound up really liking the work here,” said Roush.

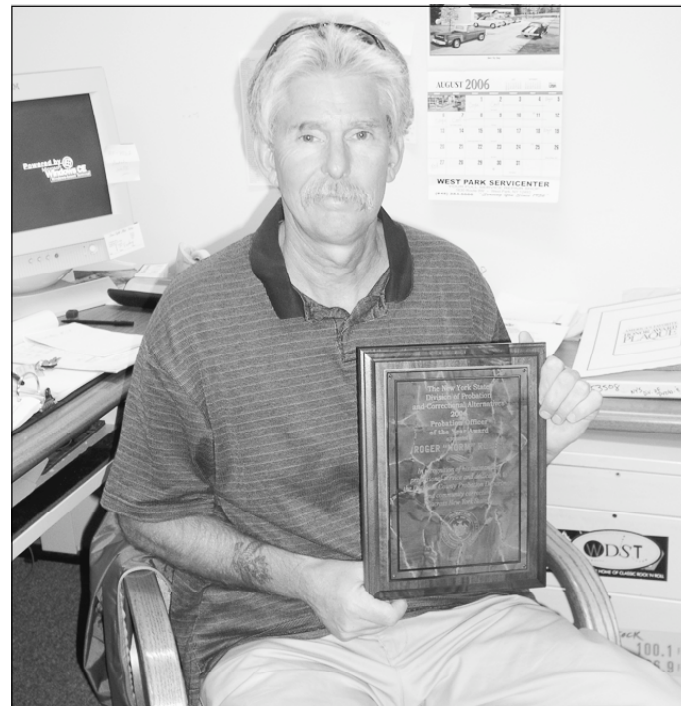
Working with youths

While he has spent some of his time with Dutchess County working with adults on program, it’s his work with at-risk youths that has earned him statewide kudos.

Roush is a probation officer for a new juvenile drug court program offered through Dutchess County Family Court. He also teaches a life skills program to middle school students in Poughkeepsie called Gang Resistance Education and Training (G.R.E.A.T.), a program offered through the federal Bureau of Justice Assistance. He is also the lead probation officer organizing a new electronic monitoring program for Dutchess County youths on probation.

“I had 27 messages on my voice mail just today,” said Roush, who said he enjoys the busy pace.

He also enjoys making a difference in the lives of at-risk youths. That is where



Roger “Norm” Roush shows off his “Probation Officer of the Year” award.

he sees his time with middle school students making an impact.

“There are so many things kids today need to learn, such as how to communicate effectively with each other, how to listen to one another, how to make good decisions and pick good role models, and how to deal with their anger,” Roush said.

On the right path

While Roush works most closely with children in age groups considered to be the biggest target for gang recruitment, he feels efforts need to be made from as young an age as possible to keep children on the right path.

“The best thing to keep out of trouble is

to get them involved in something,” said Roush, who credits Big Brothers & Big Sisters and several other Poughkeepsie-area programs with helping preteens.

“Unfortunately, a lot of grant money has dried up for youth programs, but our county keeps pushing for funding,” he said.

Though working as a probation officer can at times be exhausting, Roush said the biggest reward comes directly from the clients he works with.

“The most rewarding is when people come up to me on the street and say hello,” he said. “It shows you’ve made an impact on their lives.”

— Jessica Ladlee

Labor Day celebrations across the state

Labor Day is Sept. 4, and CSEA members will participate in Labor Day events across the state. The following is a listing of Labor Day events, and additional events will be added as more details become available.

For more information, contact your region office (numbers listed on Page 4) or check your region page regularly at CSEA's web site at www.csealocal1000.org.

Long Island, Metropolitan and Southern regions:

Manhattan: New York City Labor Day Parade, Sept. 9. The CSEA delegation will meet at 11 a.m. sharp on East 46th Street between 5th and Vanderbilt avenues. Lunch, refreshments and T-shirts will be available, and the event will include door prizes. All members from these regions are urged to march with CSEA and bring their families and friends. More details are available on your region's page on the CSEA web site at www.csealocal1000.org or contact your region office.

Southern Region

Fishkill: Hudson Valley Area Labor Federation, Hudson Valley Renegades baseball game, Dutchess Stadium, Fishkill, Sept. 2. Join the Hudson Valley Area Labor Federation and the Hudson Valley Renegades for a Labor Day weekend

baseball game and celebration. The first pitch will be thrown at 7 p.m. and fireworks will follow the show. Cost is \$8 per person and includes free entry to a play area for children. Units/locals are encouraged to buy tickets in blocks. For more information or to reserve tickets, call the federation at (845) 565-7760 or contact the Southern Region office.

Capital Region

Menands: Labor Day Picnic, hosted by the Solidarity Committee of the Capital District, Sept. 4, noon to 5 p.m., Ganser Smith Memorial Park, Menand Road, off Broadway in the village. The event will include music and activities for children and adults, free food and drink, speakers and awards honoring labor and community activism. This year's theme is "Our Youth Are Our Future," so please bring along plenty of kids and other young people. For more information call Doug at (518) 426-0883.

Schenectady: Hip Hop for Labor Festival, co-sponsored by the Capital District Area Labor Federation and the City of Schenectady, Sept. 4, 2 p.m. to 6 p.m., Central Park Music Haven Stage. This family-friendly festival, which is free and open to the public, will feature music, other activities and food vendors. The Central Park swimming pool will be

open from noon to 7 p.m. and grills and picnic tables are available on site. For more information, contact the Capital District Area Labor Federation at (518) 272-1000.



CSEA members marching will get a free T-shirt. Raffle tickets will be sold for a drawing to win 2006 Chevy HHR. For more information, contact Betty Thomas at (315) 379-2230.

Ithaca: Midstate

Labor Council 23rd Annual Labor Day picnic, Sept. 4, Main Pavilion, Stewart Park on the south shore of Cayuga Lake, Ithaca, from 11 a.m. to 3 p.m. Join union families and elected leaders for the picnic. Free burgers, hot dogs, ice cream and soda are provided for those who bring a dish to pass. Live music, prizes, raffles, awards, rides and activities for children are planned. For more information, contact UAW Local 2300 at (607) 272-4108 or the Cortland Workers' Rights Board at (607) 756-5582.

Western Region

Buffalo: Labor Day Parade, Sept. 4. CSEA members wishing to march in the Buffalo parade should meet at 11 a.m. at the corner of Abbott and Stevenson in South Buffalo.

Rochester: Labor Day Parade, Sept. 4. Members wishing to march in the Rochester parade should meet at 10 a.m. at East Avenue and Strathallen.

Central Region

Syracuse: Greater Syracuse Labor Federation Labor Day Parade, New York State Fair, Sept. 4. The CSEA delegation will meet at 10:30 a.m. between gates 5 and 6 near the fair's Indian Village. Marchers will get free admission and parking, and the first 200 marchers will get free T-shirts. Members should contact their local or unit president for tickets, who can receive their supply from Communications Associate Mark Kotzin at the Central Region office.

Binghamton: Broome-Tioga Federation of Labor annual Labor Day celebration and picnic, Ross Park Zoo, Aug. 31, 4 p.m. to 8:30 p.m. Admission for the event is free. For more information, contact Bonnie at (607) 741-4581.

Massena: Massena Solidarity Day Parade, Sept. 4. The CSEA delegation will meet at 10 a.m. at the corners of Willow Street and Liberty Avenue in Massena. Free picnic lunch at Springs Park immediately following the parade.

Price wins Retiree Mission Achievement Award

SYRACUSE — As Retiree Division delegates from across New York state and Florida recently joined together for CSEA's 22nd annual Retiree Delegates' Meeting, they took time to honor one of their own.

CSEA President Danny Donohue and Retiree Division Chair Charles Peritore presided over the ceremony honoring retiree activist Harold Price with the union's 2006 Donald Webster Memorial Mission Achievement Award.

Donohue introduced Price as a dedicated union and political activist. "He knows the power of solidarity," Donohue said. "When we fight, we win."

Price serves as vice president of the New York Metropolitan Retirees Local. He retired in 1985 from 31 years of service at the New York State Psychiatric Institute.

Price said he was overwhelmed by receiving the award, which was unexpected.

"I feel that all that I'm doing for the members has been compensated in some small way with this award," he said.

Price said he enjoys being a union and political activist. He keeps informed on the issues facing retirees so he can answer questions from other CSEA retirees.

He said one of his biggest fears is that current employees will not be active in union issues after they retire.

"It seems that when we go to the parades and other events, the retirees outnumber the active workers," he said. "I'm afraid that when the present employees retire, they'll go crawl into a hole and not be active on our retiree issues."

Price also serves as a delegate and member of JPAC and the Congress of Senior Citizens and works as a volunteer bereavement counselor through his church.

"I think Harold was a great choice," said Peritore. "He's a longtime, dedicated servant."

— Mark M. Kotzin



CSEA President Danny Donohue, left, and Retiree Division Chair Charles Peritore, right, congratulate Harold Price, center, on winning the Retiree Mission Achievement Award at the Retirees Delegates Meeting in Syracuse.



“This is a great team. They worked tirelessly from start to finish.”

CSEA Voices



“I really liked the Town Hall meeting. For the first time, I felt like I had input and the suggestions that were made will happen.”

(For a report on the Town Hall meeting visit www.afscme.org.)

— Diane Russ, Nassau County Local and first-time CSEA delegate to the AFSCME International Convention. (For more on the convention, see pages 1, 3 and 4.)

Workers save docks from Mother Nature’s fury

TROY — In the aftermath of the damaging rain and floods that swept across the state June 28, a city Department of Public Works crew worked tirelessly to minimize damage and preserve a key piece of city real estate, the Troy docks.

Following the rains, water levels quickly rose 15 to 20 feet above normal, wreaking havoc on boats, marinas and docks up and down the Hudson River. In this waterfront community, a group of public works employees used sheer strength and determination to fight back against Mother Nature.

Supervisor Gene Bechard coordinated repair efforts and commended the group for their teamwork.

“This is a great team,” he said. “They worked tirelessly from

start to finish. No stops; no breaks — everyone knew what they had to do and just did it.”

A relay of workers set about to first raise, then repair, about 45, 20-foot sections of dock that were mangled together and flipped upside down, ripped out of their hinges by the force of the water.

Troy Department of Public Works employee Patrick Shufelt was working as part of a boat crew.

“We were jumping from dock to dock, and they were all strung together,” Shufelt said.

Crew members went to work unbolting the docks, connecting them to a fire boat which raised them up to the wall and uprighted them. Once there, workers checked the dock sections for damage.

“They were pretty well shot,” said Bob Freemantle, a crew member. “They took a beating.”

Repairs were done on site and a few heavily damaged dock sections were taken back to the shop for repair. Once repairs were complete, the sections were lowered back into position and secured in place.

The combination of working in water and the long workday was challenging for the crew but they were up



Troy Department of Public Works employees revisit the Troy docks during calmer weather. In the front row, kneeling, are, from left, Larry “The Leaner” O’Brien and Patrick Shufelt. In the second row, from left, are Tracey Thompson, Jeff Quinlan, Bob Freemantle, Wayne Yando and Sean Kiley. In the back row, from left, are Victor Ferrer and Joe Winarowski. Not shown are Mike Hayner and Joe Valenti.

to the task.

“It was pretty hairy being in the water,” Shufelt said. “The current was strong, but we had to stay focused and deal with the task at hand.”

Troy Department of Public Works Commissioner Bob Mirch applauded employees for their efforts in the face of Mother Nature’s fury.

“It doesn’t matter what the situation is; there is no such thing

as a clock,” Mirch said. “They work as hard as it takes until the job is done. Troy DPW has always had that commitment to getting the job done.”

“We hammered each dock back down in place,” said Department of Public Works employee Larry O’Brien. “I’m proud of what we were able to accomplish.”

— Therese Assalian



Dockmaster Joe Berlino points to the location of the water level at the top of the wall.

Heat wave doesn't cool school preparations

BUFFALO — Recent oppressive heat didn't keep CSEA members employed by school districts from preparing buildings for the school year.

Buildings and grounds workers across the Western Region and the state faced high heat both outdoors and indoors. Many of the region's schools do not have central air conditioning, and temperatures and humidity levels soared.

"For several days in August, our region — and the entire state — faced unusually high temperatures with high humidity," said CSEA Western Region President Flo Tripi. "We encouraged our members to heed the warnings, to keep hydrated and to be careful as they did their jobs. Health and safety are nothing to take lightly."

Finish and refinish

Crews in the Newark Central School District worked during the heat wave to seal hardwood flooring in one of the schools' gymnasiums.

"That floor really gave us a few fits," said Jim Foster, the unit's vice president and a head custodian. "Without air conditioning, it was very humid in the gym. We had a problem with the seal. We had to sand it all off and start over. What should have been a three- or four-day job took a lot longer."

The extra work was the least of the problem.

"We had the doors open, and some fans running," said Custodian John Benne. "We ran the ceiling exhaust fan. We just sweated it out."

Newark custodial workers also spent August preparing the classrooms.



John Benne, a custodian in the Newark schools, buffs a gymnasium floor during August's heat and humidity.

"The rooms have been cleaned from top to bottom," Foster said. "Carpets have been shampooed; walls and windows washed."

At the Clarence Central School District, buildings and grounds crews faced challenges due to a major district-wide expansion project. Each of the district's four elementary schools has been fitted with portable classrooms to be used this year by sixth grade students who will be moved because of construction at the middle school.

"They are adding two classroom wings, new parking and a new auditorium," said building and grounds worker and Unit President Ed Schmidt. "We tried to keep things going at the middle school. We have been doing our jobs with a sense of humor because we can't make everyone happy."

Construction often forced power to be off in the building, limiting the use of fans.

"We used the fans when we could and we drank a lot of water," Schmidt said. "We worked hard to do whatever we could; but if it is too hot, it's too hot. It was a battle to clean those

rooms when it was so hot. We were telling people to make sure they took breaks. What else could you do?"

In the last week before school started, every buildings and grounds worker throughout the district converged on the middle school for a final blitz.

Keep plugging

At the Victor Central School District, buildings and grounds workers kept their focus while trying to keep cool.

"During the heat, we kept plugging ahead, doing what we needed to do," said Joyce Gibson, unit president. "The guys made sure they took their breaks in an air-conditioned room whenever possible."

Construction has taken place this summer at four of the district's schools, Gibson said. CSEA members worked this summer to move classrooms and prepare the buildings after construction crews left.

"We had a real strong push to get ready the last couple weeks of August," Gibson said. "We gave it our all."

— Lynn Miller

School workers face roadblocks

PORT JERVIS — CSEA-represented bus drivers and mechanics employed by the Port Jervis School District were, at press time, awaiting news of their future after a defeated vote to buy land for a new transportation garage sparked rumors of contracting out bus services.

The April 2005 floods were the first of several blows to the Port Jervis School District's transportation operation, when flooding from the adjacent Neversink River left the garage condemned.

Repairs resulted in mechanics being allowed to return, with a commitment to state officials that a new facility would be built.

Recent flooding exacerbated an already tough situation. Mechanics were again temporarily forced out of the garage, while bus drivers and their supervisors occupied a rented trailer.

Taxpayers defeated the district's Aug. 15 proposition to use \$360,000 in reserve funds to buy land for a new garage.

Local media reported residents objected to the fact the district already owns other vacant land, purchased in 2004 for construction of a future school, and taxpayers did not want to approve another district land purchase.

"I'm very disappointed," said Unit President Betty Lou Kranz. "Now, the district has to meet again to figure out their next move. If they do contract out the transportation department, it could end up costing much more money and they will lose total control of the busing operations. The routes will be run the way the companies want to run them, instead of the way that's best for the district."

— Jessica Ladlee



"We encouraged our members to heed the warnings, to keep hydrated and to be careful as they did their jobs. Health and safety are nothing to take lightly."

CSEA Voices



"The Town Hall meeting really impressed me. The whole idea of everyone coming together and getting feedback immediately was really tremendous."

(For a report on the Town Hall meeting visit www.afscme.org.)

— Vianna Boyko
Rensselaer County
Educational Local and
first-time CSEA delegate to
the AFSCME International
Convention. (For more on
the convention, see pages
1, 3 and 4.)

INSIDE THE WORK FORCE

Flood experiences reflect those of hundreds of CSEA members

Frustration, anger, sadness and acceptance

SIDNEY — From a distance, CSEA member Mary Palmer's two-story house on Oak Street in a quiet, residential neighborhood appears typical of any street in suburban America.

Nestled among flower beds, a smiling tin cat perched upon a cheery welcome sign by the front steps greets visitors.

A peaceful breeze whispers through the street's namesake oaks lining the street, peppered by an occasional 'pop' as an acorn falls to the asphalt.

Listen longer, however, and what you hear disturbs the serenity — the high-pitched whine of a table saw, staccato bursts of a hammer pounding nails. Looking closer, you notice mud coating the welcome sign and pieces of crumbled Sheetrock in the front flower bed amid muddy remnants of dying plants.

Alongside the house, you can't help but notice a gaping hole where the first floor meets the basement, siding and Sheetrock torn away and a waist-high mud line crossing the garage door. A smell of mud, damp basement and fuel oil hangs over lawns littered with debris, some with small white trailers on them.

That's when it hits you. This is no average neighborhood — this is a disaster zone.

One of hundreds

Palmer is only one of hundreds of CSEA members affected by the severe late June flooding across much of New York's Southern, Capital and Central regions.

In Sidney, the rain fell so fast that the Susquehanna River, about three blocks from Palmer's house, had nowhere to go but up, flooding about 10 blocks worth of low-lying neighborhoods around Oak Street.

Palmer was out of town at the time for the birth of her granddaughter and was lucky she didn't have to endure the neighborhood's evacuation. That seems to be where her luck ran out.

Flooding filled the basement and about five



CSEA retiree member Mary Palmer sits outside her flood-damaged Sidney home showing one of several rejection letters she's received from the Federal Emergency Management Agency, from which she's requested assistance. Palmer's frustrations and losses mirror those of hundreds of CSEA members, family and friends in the Southern, Capital and Central regions.

feet of the first floor her 105-year-old house.

"When I got home, I found out that I didn't have much to come home to. It was a total horror," she said. "Everything you worked for all your life, your family pictures floating outside in contaminated water. Where do you start?"

Palmer is a Binghamton Area Retirees Local member, having taken a disability retirement in 1996 from working as a youth division aide at the State Office of Children and Family Services' Brace Residential Center, in nearby Masonville. Now 61 and partially disabled, she works part time doing dispute resolution for Catholic Charities and doesn't know how she's going to recover financially from the flooding.

"I was going to retire in a couple years, but now I've got to keep working," she said.

Less than pleased with federal response

Structural damage to her home of 25 years, not including destroyed contents, was calculated at \$89,000, none of which is covered by her homeowners' insurance.

She did have about \$60,000 worth of flood

insurance but was told she'd only receive about \$43,000. She's been told she may not be eligible for aid from the Federal Emergency Management Agency, which she said only gives major assistance to those with less than \$27,000 worth of insurance or no insurance at all. So far, she's been less than satisfied with the federal response.

"Your heart's just ripped out and you're living paycheck to paycheck, wondering how you're going to survive and how this is all going to turn out. But, we were told that FEMA was going to help," she said, chuckling sarcastically.

To date she's received six letters of rejection from FEMA, which she has appealed, but so far she's only received \$547 for rental assistance from the agency.

A FEMA representative told her their computers showed she received \$4,800, but she has yet to see that money.

Following the intervention of state Assembly candidate Pete Lopez and Rep. John Sweeney's office, she learned FEMA would provide her a trailer, which would allow her to live on her

property. Despite her displeasure with FEMA's response, she said she's not out to bash the federal government.

"I think they could have gotten trailers a lot sooner than two months afterward to accommodate people and I'm grateful for what they've done, but it's very frustrating getting letter after letter saying 'no, no, no, no, no, you don't qualify,'" Palmer said.

Since the flooding, she has lived with different friends while her home is repaired. It sits empty, the first floor stripped to bare studs.

She also fell victim to looters, who stole a relatively new computer and monitor she had bought for her 17-year-old granddaughter, who lived with her before the flooding. Her basement is still in disrepair and smells of fuel oil. Her back porch is gone, and she's waiting for money to help pay contractors she's hired to rebuild.

She hasn't received her flood insurance check, because the insurer has to send it to her mortgage company, which will not release the money until half the repairs are done. She's nervous the contractors won't be able to do that much work without a paycheck.

"Nobody has gotten one penny yet. They're going to move on to paying customers. How am I going to get 50 percent done if nobody's getting paid?" she said. "I am so sick of fighting over this."

Her health is suffering as a result. She's also upset the federal government won't let her 24-year-old son, who's currently serving in the Army on his second tour of duty in Iraq, come home for a 30-day release to help her rebuild the house they shared.

Meanwhile, Palmer continues to make her mortgage payments on time for a house she can't live in and is terrified she won't get any money. She's gone to counseling to deal with the stress, which helps some, she said, but she hasn't really given herself the opportunity to grieve over what

Continued on Page 12

Region, CSEA reach out to flood victims

EAST SYRACUSE — Several weeks after severe flooding affected hundreds of CSEA members across Central New York's Southern Tier, CSEA Central Region leaders and activists are helping with flood relief efforts.

Central Region President Jim Moore established a Flood Relief Committee, chaired by region Executive Vice President Ginger Sheffey, to act as a clearinghouse for relief efforts and help union members affected by the flooding. The committee is working hard at raising money and assessing victim needs through several initiatives.

Relief effort website

A website, www.cseacares.com, lets visitors know the needs of the union members who suffered losses, and solicits help. CSEA members who have suffered flood losses can fill out an online form to request either financial or material donations.

People with items to donate can also use the site to find out how they can help. Donations will be accepted until Sept. 30. After that date, the region will distribute donations to members who have registered online for assistance.

Reaching out

The committee also sold bright, "safety" green T-shirts, bearing the slogan "CSEA — New York's Caring Union," and held a food drive and a fund-raising raffle at the recent Central Region Fall

How to help

- Visit www.cseacares.com to see what items you can donate, or send a check.

- Anyone with donations can make them payable to "CSEA Central Region 5," with a notation in the memo column stating "flood relief efforts" and send them before Sept. 30 to: CSEA Central Region Office, 6595 Kirkville Road, East Syracuse, N.Y. 13057.

- CSEA members may also make donations to the American Red Cross chapters in the Central, Southern and Capital regions by going to www.redcross.org and selecting the chapter in their area by clicking on the link "Browse a List of Chapters with Websites."



CSEA Madison County White Collar Unit members worked with administrative staff to collect food and school supplies for flood victims. They also raised money by paying to participate in a 'jeans day' at work. Pictured standing are: Linda Jackson, confidential secretary to the Commissioner of Social Services, Russell Stewart, CSEA White Collar Unit President, Karen Bright, CSEA member. Kneeling are CSEA members Tiffany Canning and Jonel Stanhope.

Conference. The committee will also sell the shirts at the union's Annual Delegates' Meeting in New York City. Sheffey said she's very encouraged by members' response to flood victims.

"We're really encouraged by the donations that have been coming in and people's willingness to help out their own brothers and sisters," she said. "Some of our members lost everything and need more help than we'll ever be able to give them. We're proud to be doing what we can to help through the generous contributions of our members."

Finally, the committee is urging locals and units to get involved in flood relief efforts by holding their own fund-raising activities to help out their brothers and sisters.

— Mark M. Kotzin

Frustration mounts for flood victims

(Continued from Page 10)

she's lost. "I haven't been able to cry over it yet," she said. "I will lose it entirely if I do."

Looking around, sitting on her slightly warped front steps, she talks about what she and others lost.

"It was a wonderful neighborhood — a nice place to raise a family. It was a great place and now look at it. A lot of people aren't going to be able to come home," she said, shaking her head sadly and lighting a cigarette. "I had actually quit smoking before this happened."

Grateful for the help

Despite her worries, Palmer said she's been overwhelmed by the help she received from many sources. She credited several agencies as being especially helpful.

"I don't even know whose clothes I'm wearing. If it hadn't been for Catholic Charities, Habitat for Humanity and various churches, some people wouldn't have any clothes," she said. "The Salvation Army gave us food vouchers. The Red Cross has been phenomenal. Everyone (affected) was beside themselves and didn't know what to do. The Red Cross came in and supervised the temporary living quarters at the middle school in Sidney. They've been absolutely wonderful to people, and so has the Chenango County Farm Bureau."

Palmer said she's hopeful other CSEA members will help.

"What you can give time-wise, material-wise or money-wise to your union brothers and sisters — you have no idea how much it will mean to them," she said.

One of the best ways to contribute is through the CSEA Central Region Flood Relief Committee, recently established by Central Region President Jim Moore. (See Page 11) Donations from union members will be accepted through Sept. 30.

Palmer said she was surprised, but happy, when she learned of the union's relief efforts.

"I didn't even think of calling the union for

help," she said. "I almost cried when I saw the flier and thought 'they didn't forget us.'"

Helping herself by helping others

Despite her hardship, Palmer remains independent and determined. "I've been through a lot in my lifetime and I'll get through this, but I need help," she said.

Meanwhile, as she tries to rebuild and move ahead, she's found the best way she can help herself is to help others. She and her co-workers, who all sustained flood damage at their homes, went around delivering water, clothing, diapers and other supplies — whatever people needed.

"It helps you take the focus off yourself and what you've lost and it allows you to help others," she said.

Palmer is also trying to work with area organizations and Farm Aid to bring singer Willie Nelson to Otsego County to help the agricultural community hard hit by the flooding.

Palmer said her advice for others affected by the flooding or similar disasters is to contact their elected officials if they aren't getting enough help.

"They're the ones who have the power to get things done," she said.

She also advises people to seek counseling, if needed. "They shouldn't be ashamed to go to counseling to help them through this," she said.

Olga White's story

Olga White, president of the Binghamton Area Retirees Local, lives in Vestal, about 50 minutes southwest of Palmer's home. Severe flooding also affected White.

"We had (firefighters) come knocking on our doors (saying) that we needed to be evacuated," she said. With the help of her daughter and granddaughter, she escaped to higher ground but left behind her house, the cellar of which was completely flooded with water and backed up sewage.

"My refrigerator was floating," she said.



CSEA Binghamton Area Retirees Local President Olga White tells of her losses after Southern Tier flooding.

Along with it, she lost her washer and dryer, her hot water heater and furnace. She also lost a lot of personal papers and possessions. "Everything was inundated with water. I had to throw everything out."

White had no flood insurance and said the FEMA assistance wouldn't cover all her costs. She was surprised and grateful when high school kids from her granddaughter's class came through her neighborhood handing out department store gift certificates to those in need, using money they had raised selling hot dogs and lemonade.

"They were angels — they did such an awesome job in raising money. I was so thankful," she said.

White said she feels disoriented by the whole experience, especially after her basement flooded from a less severe storm in April 2005.

Still, she hasn't given up her optimistic outlook. On July 4, soon after returning to her home after the power was restored, she opened a jug of wine to celebrate with some neighbors.

"It was yucky, and my house was a mess, but we still celebrated and said a toast to bless America with a glass of wine in our paper cups," she said.

She was also buoyed with hope when a group of volunteers from an organization called Samaritan's Purse, a non-denominational, evangelical Christian organization and relief agency, showed up at her house to help remove moldy insulation from her basement.

"I was sobbing (with joy) to think that they would go into my crawl space and take out the insulation," she said.

Overall, White said the aftermath of the flood left her with a positive outlook.

"My priorities have shifted and now I don't pay attention so much to material things," she said. "The response I had from people I didn't even know was awesome."

— Mark M. Kotzin



Delaware County heavy equipment operator Terry Constable, left, rebuilds County Route 47 shoulders in Tompkins. At right, Delaware County bridge engineer Tom Markus caps the 'wing wall' of a County Route 47 culvert, also in Tompkins. CSEA members in the Capital, Central and Southern regions are working hard to help rebuild flood-devastated infrastructure.

Proposed amendments to CSEA's Constitution and By-Laws



Since the 2005 Annual Delegates Meeting ("ADM"), the Constitution and By-Laws Committee met four (4) times: January 19, 2006, May 16, 2006, June 19, 2006 and July 11, 2006. The Committee has, amongst its functions, the duty to review proposals and make recommendations to the Delegates regarding proposed amendments to the CSEA Constitution and By-Laws. All Committee recommendations are presented to the Delegates, together with the reasons for the recommendations. This report includes proposals submitted for the 2006 ADM. (New language is underlined; deleted language is in [brackets].)

THE FOLLOWING ITEM IS BEING PRESENTED TO THE DELEGATES BY THE COMMITTEE AS A PROPOSED AMENDMENT TO THE STATEWIDE CONSTITUTION. PRESENTATION TO THE DELEGATES AT THIS MEETING CONSTITUTES A SECOND READING OF THIS AMENDMENT.

The following proposal was submitted by Region 1 President Nicholas LaMorte, Local 865.

ARTICLE VII – Local Government Division Section 1. LOCAL GOVERNMENT EXECUTIVE COMMITTEE

The power and authority to transact business relating to employees of the political subdivisions of the state shall, except as otherwise provided herein, be vested in a Local Government Executive Committee which shall consist of the officers of the Association and one representative from the Local Government County Locals of each county having 100 or more members as of the preceding September 1st, and one Local Government Educational Local representative from each CSEA Region elected by the Local Government Educational Local members within each Region. One additional member of the Local Government Executive Committee shall be elected by the members of the Local Government Executive Committee to represent Local Government County Locals which have membership of less than 100 on the preceding September 1st. In addition to the foregoing, Local Government County Locals of any county having more than 10,000 members as of September 1 in the year preceding an election shall, for the term of office beginning the following March, be entitled to one additional representative. A region with more than 10,000 education members shall also be entitled to one additional representative for that term.

The Local Government Executive Committee may create one or more subcommittees to perform such duties as the Local Government Executive Committee shall delegate. The representatives of Local Government County Local(s) shall be elected by such Local(s) for a four (4) year term of office to be coincidental with the term of office for members of the State Executive Committee. The Local Government Executive Committee shall elect from its membership one member to be known as the Chairperson of the Local Government Executive Committee and one member to be known as the Vice Chairperson of the Local Government Executive Committee. Vacancies in the office of the Local Government representative including termination of employment with the political subdivision may be filled for the remainder of the term by the President of the Association, from name(s) submitted by the affected Local(s), without an election with the approval of the Local Government Executive Committee. No statewide officer shall be eligible to be a candidate for any position on the Local Government Executive Committee. If the office of Chairperson becomes vacant, the Vice Chairperson shall succeed to the office of Chairperson and a new Vice Chairperson will be elected by the Local

Executive Committee at its next scheduled meeting. Failure to assume the higher office will result in automatic removal from the office currently held.

EXPLANATION: This proposal was submitted with the following justification: "Due to the inability of the recent proposal to restructure the Statewide Board of Directors to muster support and passage, it is necessary to find other ways to achieve member representation equity. There are certain locals within the CSEA structure of the Local Government Executive Committee that will never achieve representation on the Board with the current language. For instance, the Educational Locals on Long Island have a combined membership which exceeds 10,000 but are still limited to one elected representative. This proposal is a small step to achieve additional representation for the our education membership where their numbers by region exceed 10,000."

The Committee supports this proposal. Recent proposals for restructuring the Board of Directors did not have sufficient support, presumably due to a potential loss of some Board seats. This proposal does not have that impact. Rather the proposal would add an additional Board seat for our educational members in Region 1. The proposal provides that if the number of education members grows significantly in any Region, additional Board seats could be created. Increasing the Board by one seat at this time will not have a serious financial impact. Also, a formula by which an additional education seat is provided when a region's education membership constituency exceeds 10,000 is the same formula we currently use to determine the number of Board seats for Local Government County Locals. For these reasons, as well as those expressed by the proposer, the Committee supports this proposal.

FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, I, ON BEHALF OF THE COMMITTEE, MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A "YES" VOTE.

THE FOLLOWING ITEM IS PRESENTED TO THE DELEGATES BY THE COMMITTEE AS A PROPOSED AMENDMENT TO THE CONSTITUTION. THE PRESENTATION TO THE DELEGATES AT THIS MEETING CONSTITUTES A FIRST READING OF THIS AMENDMENT.

The following proposal was submitted by Ramon Lucas of Local 402.

ARTICLE X – DELEGATES Section 1. DELEGATE STATUS.

[PARAGRAPH 1 - TEXT REMAINS THE SAME]
[PARAGRAPH 2 - TEXT REMAINS THE SAME]
Region officers not in the capacity of Local Delegates shall be delegates at all delegates meetings of the Association. They shall have all the rights and privileges of delegates at meetings [except] and the right to vote[, provided, however, that Region Presidents may vote at all meetings of the Association.] Allowed expenses may be paid by the Region.

EXPLANATION: This proposal was submitted with the following justification: "As the elected treasurer of region two, for me to properly represent members of my region, I need to be able to vote on issues that affect the association and its members. All other duly elected officials of the union are allowed to vote at the delegates meetings. The association would incur no additional cost, because regional officers already attend the delegates meetings."

The Committee does not support this proposal. Our election process allows any member to run as a local delegate by running for a position as a local officer or a

local delegate in those locals that have additional delegate positions on the ballot. Region officers are not precluded from running for local office or local delegate positions while also holding a region position. Currently, the only positions that have automatic voting delegate status are our ten statewide officer positions. All other voting delegates have been elected to a position that also specifically includes the duties and responsibilities of being a local delegate. Region officers who are not otherwise elected as local officers or local delegates are automatic delegates by virtue of holding a region position, but they do not have the right to vote. These region officers are **not** unrepresented at the Annual Delegates Meeting ("ADM"). They have an entire voting delegation from their region. The Committee sees no need or compelling reason for giving automatic voting status to those region officers who have not otherwise been elected to a local delegate position. Any region officer, who is not otherwise elected as a local delegate, has complete access to their region delegation and can weigh in on any issue at the region caucuses prior to the ADM, as well as at the ADM.

FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE, I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A "NO" VOTE.

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE BY-LAWS. IF PASSED AT THIS MEETING, THESE AMENDMENTS WILL BECOME EFFECTIVE IMMEDIATELY.

The following proposal was submitted by Vice President Nick LaMorte and Vice President George Boncoraglio.

ARTICLE 1 – OFFICERS Section 3. VICE PRESIDENTS

There shall be six (6) Vice Presidents who shall be the Region Presidents elected by the six (6) Regions. The Vice Presidents shall serve on a full-time basis. If the Vice President is unable to obtain a paid leave of absence from the employer, the Association shall, pursuant to law, obtain a paid leave of absence for the Vice President and the Association shall reimburse the employer for the cost of such leave. Each Region shall be under the direction of the Region President who shall be the responsible and chief administrative officer of the Region and who shall perform such other duties as assigned by the President of the Association or the Board of Directors of the Association. The Vice Presidents shall be bonded at the expense of the Association in an amount fixed by the Board of Directors.

EXPLANATION: "I file this motion as a housekeeping amendment because the language already exists in the CSEA Region Constitution Article IV, Section 1."

The Committee supports this proposal. The Committee agrees that it is appropriate to conform the Statewide Bylaws language to corresponding language in the Region Constitution and thereby have consistency in the description of the role of the Region Presidents.
FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE, I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A "YES" VOTE.

The following proposal was submitted by Norman Zidbeck Local 660.

ARTICLE II – MEETINGS Section 1. ANNUAL MEETING

(a) ASSOCIATION. The Annual Meeting of the

Association shall be held on call of the President between the 1st day of September and the 30th day of November in each year. The President shall give notice of the date of such meeting to the President of each Local, Region and members of the Board of Directors before April 15th in each year. Each year the Annual Meeting shall last for five days. Prior to the convening of the general session, **but limited to no more than 2 1/2 days of** meetings shall be conducted which shall be consistent with the internal makeup of CSEA with direction toward bargaining unit seminars and State Department meetings for the State Division delegates and appropriate workshops for the various components of the Local Government and Private Sector Divisions. REST OF TEXT REMAINS THE SAME.

EXPLANATION: This proposal was submitted with the following justification: "At the previous convention fully three days were taken up with presentations of the leadership and various committees, with the result that the actual voting portion of the convention was rushed and half the proposals were voted on at one time. There needs to be greater balance between the antipodes of the leadership communicating with the delegates and the delegates communicating with the leadership."

The Committee supports this proposal. This proposed language is not different from what is already in place in terms of our Annual Delegates Meeting ("ADM") schedule. Workshops and required department and committee meetings take place during the first two and half days of the ADM, with our formal business session opening on Wednesday afternoon and concluding on Friday. The proposal does not deviate from our long-standing practice. This format has proven, over many years, to provide meaningful opportunities for the delegates to gain important information as delegates and as activists. Many of our delegates have other roles such as local or unit officer, grievance representative, steward, and committee member. Many of the programs and meetings that take place at the ADM before the formal business sessions serve to provide the information and skills necessary to carry out those roles in the most effective manner. Other meetings provide new delegates with an orientation as well as opportunities for all delegates to inquire about constitution and bylaws proposals, resolutions, and other committees' reports before the business session opens. Once the formal business session opens, the delegates are able to focus on the business of the union and efficiently and knowingly take informed action when called upon by the Constitution and Bylaws Committee, the Resolutions Committee and the numerous other statewide committees reporting to the delegates. The proposal places this format into formal By-Laws language.

FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE, I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A "YES" VOTE.

The following proposal was submitted by Norman Zidbeck Local 660.

ARTICLE III – STATEWIDE ELECTIONS

Section 2. ELECTION PROCEDURE

- (a) ELIGIBILITY - TEXT REMAINS THE SAME
- (b) NOMINATIONS – TEXT REMAINS THE SAME
- (c) TRAVEL REIMBURSEMENT – TEXT REMAINS THE SAME
- (d) OATH – TEXT REMAINS THE SAME

(e) INTERNET FORUM – An internet forum shall be created and maintained by the Union, open to all Members, whereby officers for Statewide, Regional and Local Officers may communicate with members without the great expense of mailing and for other purposes.

EXPLANATION: This proposal was submitted with the following justification: "Whereas the cost of mailing continues to rise, and the cost to candidates is becoming more exorbitant; Whereas there can be no democracy without free speech, or the objective ability of members to run; Whereas CSEA is "NY's Leading

Union";

Whereas CSEA is a Civil Service Union, without the right to strike; Whereas the natural consequence of that status is its inability to affect working conditions except by affecting public policy; Whereas CSEA therefore has a natural motive to lead the union movement, the state, the nation (and the world); Whereas, CSEA calls itself a "very democratic union" (annual delegates meeting booklet); Whereas the CSEA mission statement lists the "values and working principles" of "honest(y) with each other", "welcom(ing) every idea", "honor(ing) our differences", "celebrat(ing) our diversity", "(having) open communications across all parts of our union and in all directions", "(being) accountable for actions and decisions" and "commit(ment) to union democracy"; Whereas Art II, "Purpose & Policy", of the constitution states that injury to one is injury to all, and not having real campaigns is injury to all; Therefore, be it resolved that RB is the official policy recommendation and policy objective of CSEA within CSEA itself, AFSCME and the AFL-CIO and within the rest of the union movement and for the state, nation and the world, and that the union leadership shall be required to give a report to the annual convention about what it has done to promote RB. Therefore, may the motion to change the CSEA bylaws entitled "Internet Forum" be approved."

The Committee does not support this proposal.

First, the Committee notes that the CSEA website already allows for members to communicate by e-mail to CSEA officers and staff. Furthermore, our website gives members a tremendous amount of information and regularly updates current issues. It also allows for the downloading of numerous publications and forms. Several departments, including Legal, Political Action, Organizing, Member Benefits, Contract Administration, Occupational Safety & Health, and Health Benefits, along with the Employee Benefit Fund and the Work Institute, each have their own web page accessible through the CSEA "members' only" log-in portal on the CSEA homepage. Departmental web pages provide information on department programs, as well as access to download department publications, forms, articles and other information. There are also links to the Partnership for Education and Training, to the CSEA Regions, and to many Local and Unit websites.

With respect to internet use for election purposes, the Committee believes that it is up to individual candidates to decide whether to run their campaigns using the internet. In recent elections, several candidates did establish websites. As a result, several campaign issues were raised in election protests. The Statewide Election Committee ("SEC") found that candidate websites allowing for viewer comments resulted in undue campaign mudslinging. Moreover, those sites allowed for misstatements by outsiders who had nothing to do with the union or its elections, thereby improperly involving non-members in our election process. Other sites posted candid pictures of candidates at CSEA events, thereby improperly creating the appearance of an organizational endorsement or support. While the SEC does not encourage the internet use for campaign purposes, it will only address election-related internet issues when they arise in specific protests. The Constitution and By-Laws Committee believes that campaigning via the internet raises many issues that will serve to increase protests and to unsettle election results. Furthermore, the proposal seems to assume that all members, candidates and officers have access to computers and the internet, which is not the case. For these reasons, as well as the possibilities for defamation suits against the Union itself, the Committee does not support this proposal.

FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE, I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A "NO" VOTE.

The following proposal was submitted by Norman Zidbeck Local 660.

ARTICLE III – STATEWIDE ELECTIONS

Section 1. TEXT REMAINS THE SAME.

Section 2. ELECTION PROCEDURE. The Election Committee shall have the responsibility for supervising elections of the officers of the Association, members of the State Executive Committee, members of the Local Government Executive Committee, and members of the Retiree Executive Committee, who shall be elected by secret ballot. Persons running for office may petition and appear on a ballot as a slate or individually. Where candidates run as a slate there must be an opportunity for members to vote for the whole slate and/or individuals. The Election Committee shall supervise the distribution, receipt, and verification of nominating petitions, and the drafting, distribution, verification and counting of the ballots. The ballot must clearly recite the date, place and time for the return of the ballots and must be accompanied by instructions as to how a secret ballot may be cast. The names of the candidates shall appear on the ballot in the order in which they were drawn by lot. Such drawing shall be conducted by the Election Committee upon notice to all candidates. Commencing with the year 2000 election cycle, balloting is to be conducted for all elective offices between January 15 and February 15 of the election year. The distribution of ballots and the return of completed ballots shall be accomplished in a manner which will assure each member in good standing a fair opportunity to vote. Only CSEA members in good standing as of December 1 of the year preceding the election will be eligible to vote in the election. All candidates or their designees may be present to observe each state of the election process, including the ballot count and tally process. **[The member receiving the greater number of votes for the office shall be declared elected.] The winner shall be chosen by the method of "additive" ranked ballot. Ranked Ballot shall be defined as each voter ranking all candidates in order of preference. The additive form shall be defined as counting the first choices, and then if no one has 50% and adding in the next choices and so on, until someone finally does have 50% votes, and more than any other, that person is the winner.** The Board of Directors of the Association shall establish rules and regulations concerning the conduct of the elections. Such rules and regulations shall be adopted by a simple majority of the Board of Directors and may be amended thereafter. Printed copies of the rules and regulations shall be mailed to any potential candidate upon request at any time and to Local Presidents on or before December 1 of the year preceding the election. Write-in votes are prohibited. REST OF TEXT REMAINS THE SAME.

EXPLANATION: This proposal was submitted with the following justification:

"Whereas CSEA is "NY's Leading Union", Whereas CSEA is a Civil Service Union, without the right to strike, Whereas the natural consequence of that status is the union's inability to affect working conditions, except by affecting public policy, Whereas CSEA is "a very democratic union" (annual delegates meeting booklet), Whereas the CSEA mission statement lists the "values & working principles" of "honest(y) with each other", "welcome(ing) every idea", "honor(ing) our differences", "celebrat(ing) our diversity", "(having) open communications across all parts of our union and in all directions", "(being) accountable for actions and decisions" and "commit(ment) to union democracy", Whereas, Art II, "Purpose & Policy", of the constitution states that injury to one is injury to all, & any lack of right liberty is injury to one & all Whereas the members & their community & world are in danger of any or all of the catastrophes of "Clockwork Orange" (over-population), "(1984) (global authoritarianism), "Category Seven" (ecological disaster), Literalist Contretemps (terrorist success), excessive authoritarian retrenchment, growing global militarist-industrial complex, &/or economic collapse, Whereas Ranked Ballot ("RB") is the ranking of all candidates by each voter in order of preference, counting the first choices and then, if none has 50%+, to add in the next choices, &

so on, until someone, most exactly in the middle of all voting, finally does have 50%+, Whereas because RB always elects the candidate most exactly in the middle, it is therefore counter-extremist & therefore more anti-terrorist than all the many recent retrenchments combined (& that cost-effectively so), Whereas RB gives an equal chance of winning to not just all parties, but all combinations of programs, & is therefore the most light-footed & Truest form of this union's previously described espoused Democracy, Whereas Ranked Ballot will result in improved application of all the above listed "values & working principles", & the solution to all the potential catastrophes above also listed, Whereas RB is a perfect marriage of Freedom & Justice Tradition & Modernity, Free Market & "Socialization", Plaestinian & Jew, & a REAL solution to terror, Therefore may RB be established as the union's means to elect its officers."

The Committee does not support this proposal. Use of the proposed "ranked ballot" in our elections would change the way in which candidates are elected by requiring that a candidate must have a majority of the votes [50% plus 1] rather than the current practice of winning with a plurality of the votes [highest number]. A "ranked ballot" system would require each voter to rank each candidate for each position on the ballot. At the tally, each candidate's votes would be tallied by each different rank they received. For example, a ballot with ten candidates for one position will require the voter to rank the candidates as one through ten. When the ballots are counted, votes would be tallied by candidate, by each rank received, that is, how many voters ranked the candidate # 1, how many ranked the candidate #2, and so forth. Thus, there would be ten (10) counts for each of the 10 candidates, and therefore 100 separate vote counts for that one position [10 candidates times 10 ranks]. Then, all of the number one rankings (#1) for each candidate are tallied. If a candidate has enough #1 rankings to equal more than 50% of the total vote for that position, that candidate wins. But if no candidate has more than 50% of the votes ranked as #1, then the number two rankings (#2) are added to the #1 rankings for each candidate and the candidate with more than 50% of the vote based on their #1 and #2 combined rankings is elected. If no candidate has more than 50% of the votes after that round, the process continues with the number three rankings being added, then the number four rankings, and so forth. Finally, if no candidate receives more than 50% of the vote after all the rankings are factored in, a run-off election would be required.

The potential problems that would arise for the 1100 plus CSEA local and unit election committees using this system is staggering. Such a system would be overly confusing, time consuming, and potentially very costly, given the fact that recounts and run-off elections may become the norm as opposed to the exception. A run-off election for just one position at the Statewide level can cost the organization hundreds of thousands of dollars.

Moreover, due to the complexity of the necessary voting instructions, and the increased amount of voter attention needed to complete a ranked ballot, the SEC believes that voter participation would decrease. This proposal, if implemented, could potentially create a protracted election cycle, with much higher costs, considerable delay in the finality of the tally, and, in effect, dilute the democratic concept of "one member, one vote." Our members complain now that our elections are too burdensome and complex. This process would serve only to further disconnect many of our members from the election process.

FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE, I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A "NO" VOTE.

The following proposal was submitted by Norman Zidbeck Local 660.

ARTICLE III – STATEWIDE ELECTIONS
Sections 1- 5. TEXT REMAINS THE SAME.

Section 6. Leafletting or "communicating materials to

members" outside of scheduled formal plenary and/or breakdown business or informational sessions of any meetings, in convention or other, shall be allowed, and not interfered with, and "in session" shall be construed to refer to those formal scheduled sessions, and not any of the halls, lobbies or rooms of the building or buildings in which the convention or meetings are held, so long as they have not been gaveled or otherwise called to attention by commonly accepted verbal means.

EXPLANATION: This proposal was submitted with the following justification: "At the previous convention I was prevented from leafletting in the halls of the facility outside of formal session. I feel this is only unjust, but contrary to the union's expressed "values and working principles", as given in the CSEA Mission Statement of "honest(y) with each other", "welcom(ing) every idea", "honor(ing) our differences", "celebrat(ing) our diversity", "hav(ing) open communications across all parts of our union and in all directions", "being" accountable for actions and decisions" and "commit[ment] to union democracy." There can be no democracy without free speech, nor can any of the other values really be supported with it."

The Committee does not support this proposal. Our election campaigning policies already allow for candidates to leaflet at CSEA functions and events that take place during an election cycle. Although campaigning or leafletting is not allowed during any session or meeting, candidates have always been allowed to leaflet and campaign in public areas, as well as during non-business session time. Furthermore, the proposal seeks to place particular election procedures into the Bylaws. To that extent alone, this proposal is inconsistent with the long-standing recognized authority of our Board of Directors to promulgate election guidelines and procedures upon recommendation of the Statewide Election Committee ("SEC"). The Committee believes that our current process, whereby the SEC makes election procedure recommendations and the Board of Directors approves or disapproves, allows for a more comprehensive review of our election procedures as well as timely and thoughtful responsiveness to any proposed changes. Putting specific election rules into the Bylaws will be cumbersome and inefficient, as the Statewide Bylaws can only be changed when the delegates are in session. The Board of Directors, in contrast, meets at least quarterly and the SEC is able to meet whenever necessary to address election business. The combined process of SEC review plus recommendation and Board approval or disapproval means that changes to our election procedures are made only after thoughtful and reflective review by our elected representatives most knowledgeable in the general laws and regulations affecting union elections, as well as our own election history as reflected in SEC protest decisions. Also, placing our election rules into the Statewide Bylaws would, most likely, result in constant tinkering and amending. These frequent requests for change would be based on the outcome of individual election protests rather than on thoughtful review and deliberation by those charged with understanding applicable election law and regulations, as well as the practicalities for uniform implementation across our numerous complex election jurisdictions.
FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE, I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A "NO" VOTE.

The following proposal was submitted by Betty Lennon of Local 612.

ARTICLE III – STATEWIDE ELECTIONS
Section 2. ELECTION PROCEDURE

(a) ELIGIBILITY – TEXT REMAINS THE SAME

(b) NOMINATIONS – TEXT REMAINS THE SAME

(c) ANNOUNCEMENT: Candidates who qualify for one of the four statewide offices, for one of the six region presidencies, or the Board of Directors shall have the opportunity to announce and have published in the

official union publication a picture and/or listing of their qualifications.

(d) TRAVEL REIMBURSEMENT – TEXT REMAINS THE SAME

(e) OATH – TEXT REMAINS THE SAME

EXPLANATION: This proposal was submitted with the following justification: "For a democracy to work the election process needs to be transparent and that means members have the right and the need to know candidates seeking office. Publication in our official union publication will provide the members the opportunity to be educated as to the candidates running for office and their qualifications so as to make a decision as to who shall run our union."

The Committee does not support this proposal. This is not a new issue for the Delegates. In 1997 the Board of Directors asked the Statewide Election Committee ("SEC") to review our formerly existing practice of allowing for publication of candidate statements and photos in our newspaper. This practice was limited to candidates in statewide, region and Board of Directors elections. Unfounded allegations of misconduct, mudslinging, publication errors, and other misfortunes had occurred in 1997 when statements were being published and this resulted in the Board decision to review this practice. After thoughtful review by the SEC, and consideration of alternative SEC proposals by the Board of Directors, the Board voted to eliminate the publication opportunity. Among its reasons for doing so, the Board saw serious problems with continuing the practice, as there is no practical means by which facts offered by the candidates as the truth can be verified, or offensive content can be censored. The 2000 statewide election proceeded without publication of candidate statements in our newspaper. At the 2000 ADM, the delegates considered a proposal to restore the practice of allowing published statements. The delegates defeated that proposal for the same reasons as the Board had eliminated the practice earlier. The Committee reminds the delegates that it is the Board of Directors that has the jurisdiction to promulgate our election guidelines. The Committee believes that the Board's elimination of the publication practice was a sound decision. It believes further that resorting back to the publication of candidate statements will open the organization up for possible defamation suits based on the content of published statements. Additionally, an SEC survey indicates that, by far, the greater number of unions do not allow the use of their "house" publication for internal election campaign purposes. This consensus is based on a universal belief that it is not a Union's responsibility to inform its voters about candidates but rather the candidates' responsibility to reach potential voters as part of getting out their message. Our newspaper goes to people who are not union members; it goes to legislative and political people, to government managers and to others. To allow unfounded and uncorroborated campaign rhetoric to be presented in our official union newspaper is not good for our union's image or for its effectiveness at the bargaining table or in the legislative and political arenas.

FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE, I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A "NO" VOTE.

The following proposal was submitted by Danny Donohue, Statewide President; Mary E. Sullivan, Statewide Executive Vice President; Maureen S. Malone, Statewide Treasurer; Barbara Reeves, Statewide Secretary; Nick LaMorte, Region 1 President; George Boncoraglio, Region 2 President; Diane Hewitt, Region 3 President; James Moore, Region 5 President; and Flo Tripi, Region 6 President.

ARTICLE IV – FINANCE

Section 1. FISCAL YEAR. The fiscal year of the Association shall commence on the first day of October and end on the thirtieth day of September.

Section 2. DUES AND SHOP FEES.

- (a)(1) TEXT REMAINS THE SAME.
 (a)(2)(i) TEXT REMAINS THE SAME.
 (a)(2)(ii) TEXT REMAINS THE SAME.
 (a)(3) TEXT REMAINS THE SAME.

(a)(4) Effective January 1, 2007, and annually thereafter, those earning under \$40,000 are subject to the annual AFSCME minimum dues adjustment. Those earning \$40,000 and higher shall be subject to the following schedule:

\$40,000 to \$44,999	\$ 575.00
\$45,000 to \$49,999	\$ 590.00
\$50,000 to \$54,999	\$ 605.00
\$55,000 to \$59,999	\$ 620.00
\$60,000 and above	\$ 635.00

(a)([4] 5) Effective January 1, 2008, and annually thereafter, all rates shall increase by the annual AFSCME minimum dues adjustment.

(a)([5] 6) An annual amount of three percent (3%) of the dues or agency shop fee or union shop fee paid by an individual shall be appropriated by the Association for political or ideological purposes. Such annual amount shall be collected and set aside on a bi-weekly basis in the same manner as dues are collected.

(a)([6] 7) The State Treasurer shall promulgate rules establishing an agency shop fee or union shop fee refund procedure which satisfies the requirements of the United States and New York State Constitutions and of §208 of the New York State Civil Service Law and of Section 14(b) of the National Labor Relations Act as applicable in that persons choosing not to belong to CSEA shall not be compelled to participate in CSEA's support of activities or causes of a political or ideological nature only incidentally related to terms and conditions of employment. The rules shall specify procedural details relating to notice, dispute resolution and distribution of agency shop fee and union shop fee refunds.

(a)([7] 8) No local, unit or region has the right to assess additional dues from members or agency fee payers or union shop fee payers.

(b) NEW MEMBERS. TEXT REMAINS THE SAME.

(c) RETIRED MEMBERS. TEXT REMAINS THE SAME.

(d) DISABLED MEMBERS. TEXT REMAINS THE SAME.

(e) LAID OFF EMPLOYEES. TEXT REMAINS THE SAME.

(f) ASSOCIATE MEMBERS. TEXT REMAINS THE SAME.

EXPLANATION: This proposal was submitted with the following justification:

"Since the early 1980s, our dues structure has been tied to salary ranges. The Delegates approved the last revision to the dues schedule in 1995. That revision was made to more closely match dues to earned salaries as of that time and set a top dues rate for members earning \$40,000 and above. At that time, less than 10% of our members earned more than \$40,000. Today, as a result of our successes at the bargaining table, 23% of our members earn salaries above \$40,000. For the last several years, dues adjustments have been limited to the AFSCME minimum dues increase, which has averaged 3% a year. The AFSCME minimum dues increase is determined based upon the average salary increase negotiated for AFSCME members across the country. As a result of these annual increases a CSEA member paying at the top rate of the current CSEA salary schedule pays \$20.76 bi-weekly, which is only \$3.41 more than the member was paying in 2001. Over the same period, in this group, a typical member's bi-weekly salary has increased \$223.

CSEA shares any dues increase with AFSCME, the CSEA Political Action Fund and with our Locals in the form of increased Local rebates. Only 49% of each dues dollar increase remains with the CSEA general fund, to pay the increased cost of our operations, which include organizing, legal assistance, education and training programs, statewide workshops, committee expenses, travel, salaries, benefits, office overhead, etc. The portion of AFSCME dues increases retained after this sharing, has not kept pace with the increases in our statewide expenses. Over the last two fiscal years, our operating deficit was \$1 million. Fortunately, this has been offset by some investment gains. However, as we

all well know personally, investment gains cannot be prudently counted on to cover operating deficits. Financial markets do not always guarantee investment gains and do, in fact, at times result in losses.

Members earning under \$40,000 pay at an average rate of 1.7% of their salaries as dues. The proposal adjusts our dues schedule for members earning over \$40,000 and expands the schedule to add four additional steps above that level. These changes are necessary to raise required income to offset our increased expenses and will help us to achieve that increase in a fair and equitable manner. Even with the additional new steps, members who earn salaries in excess of \$40,000 will still be paying dues at a lower percentage of salary than members who earn less. Their average dues rate will be 1.2 % of salary. But, unless we set our dues at the same fixed dollar amount regardless of salary differences, some variance in dues as a percentage of salary is inevitable."

The Committee supports this proposal. There has not been a CSEA dues increase since 1995, despite constant increases in the Union's fixed costs and other expenses. Except for the vigilance of our managers and our Finance Department in keeping expenditures to a minimum wherever possible, our financial picture could be in a truly troublesome place. Our members have had raises since 1995, even if not each year, certainly in most years. For many of our members, since 1995 their salaries have increased well above our current top salary tier of \$40,000 and now include salaries of \$80,000, \$90,000 and in some cases over \$100,000. We could argue that even more salary tiers would be appropriate, based on the large number of our members earning salaries above \$60,000. However, this proposal seeks to adjust our current dues schedule in a fair and equitable manner, without imposing large increases on either end of the salary scale. We currently enjoy a level of services and programs that exists nowhere else in unions representing our jobs and titles. Even so, we often are seeking additional staff and services. To grow as a union through organizing new members and to be able to maintain our current level of services and staffing, we must increase our financial resources. Just as each of us and our families have been faced with increased costs, so has our Union which now needs our help in order to continue to remain strong and effective at the bargaining table, in the legislative and political arenas, in fighting legal cases, and in organizing new members. This new dues structure will result in increases of only \$1.35 to \$3.65 per pay period for those earning above the \$40,000 salary level, affecting just over 44,200 members. The proposal does not increase the dues of members earning under \$40,000. The Committee believes that these small increases per pay period are sustainable at the higher salary levels and will generate a very necessary increase in income for the general fund. The new structure will generate an increase for our locals as well, through corresponding increases in local rebates. The Committee understands that without this increase in dues income, the Union will be forced to look at cutting services, programs, and possibly even staff.

FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE, I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A "YES" VOTE.

This following proposal was submitted by Danny Donohue, Statewide President; Mary E. Sullivan, Statewide Executive Vice President; Barbara Reeves, Statewide Secretary; Maureen S. Malone, Statewide Treasurer; Nick LaMorte, Region 1 President; George Boncoraglio, Region 2 President; Diane Hewitt, Region 3 President; Kathy Garrison, Region 4 President; James Moore, Region 5 President; and Flo Tripi, Region 6 President.

Article IV - Finance
 Section 2. DUES AND SHOP FEES.

(c) RETIRED MEMBERS. Effective [October 1, 1991] **January 1, 2007**, the annual membership dues of retired

members shall be [twelve] **twenty-four** dollars (\$[12.00] **24.00**), fifty (50) cents of which, exclusive of rebates, shall be put in the political action fund.

EXPLANATION: This proposal was submitted with the following justification: "The Retiree Executive Committee has approved this dues increase from \$12.00 a year to \$24.00, to help defray the costs of services and staff time dedicated to retiree issues. The Retiree Locals also have been experiencing increasing costs and limited resources. In addition to helping with the overall budgetary strain, this increase will allow for Retiree Locals to receive a small increase in their rebates."

The Committee supports this proposal. In addition to the reasons in the explanation that accompanies this proposal, the Retiree Executive Committee, which is comprised of all the Retiree Local Presidents, has approved this dues increase already. Retiree Locals also have been experiencing increasing costs and limited resources. In addition to helping our overall general budgetary strain, this dues increase will allow for Retiree Locals to receive a small increase in their rebates as well. Our Retiree Division is over 65,000 strong now and continues to grow. A newly created position of Retiree Specialist, assigned to the Office of the Statewide President, and requested by the Retiree Executive Committee, is helping to focus a more comprehensive approach to addressing our Retiree Division needs. This dues increase will help to defray some of the added costs of this new position and focus. **FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE, I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A "YES" VOTE.**

The following proposal was submitted by Danny Donohue, Statewide President; Mary E. Sullivan, Statewide Executive Vice President; Barbara Reeves, Statewide Secretary; Nick LaMorte, Region 1 President; George Boncoraglio, Region 2 President; Diane Hewitt, Region 3 President; James Moore, Region 5 President; and Flo Tripi, Region 6 President.

Article IV - Finance
 Section 3. REFUND AND REIMBURSEMENT.

(a) REFUNDS TO LOCALS. Each duly organized Local of the Association which has complied with all of the provisions of the mandated Local Constitution and this Constitution and By-Laws shall receive from the Treasurer an annual payment of [twenty-five] **a** percent[um] **as specified below [(25%)]** of the membership dues, [and twenty-five percentum of the] agency shop and union shop fees collected from the employees in such Locals after the net per capita payment to AFSCME, based on the June 1 audit, has been deducted. Such refund to locals shall be reduced an amount equal to the net per capita paid to the appropriate AFL-CIO federations and labor councils in the State of New York. The expense of the delegates to regular or special meetings of the Association shall be paid by the Local from such funds as hereinafter provided.

The annual rebate percent specified above shall be as follows:

Effective October 1, 2006	24.5%
Effective October 1, 2007	24%
Effective October 1, 2008	23.5%
Effective October 1, 2009	23%
Effective October 1, 2010	22.5%
Effective October 1, 2011	22%
Effective October 1, 2012	21.5%
Effective October 1, 2013	21%
Effective October 1, 2014	20.5%

Effective October 1, 2015 and annually thereafter 20%

EXPLANATION: This proposal was submitted with the following justification: "Locals currently receive 25% of dues and agency fees collected after the AFSCME per capita and the 3% Political Action Fund payments have been deducted. Rebates to Locals currently total more than \$15 million, while the statewide organization is facing projected deficit budgets. This proposal would reduce the

percentage rebated to our locals by 0.5% a year, for ten years, until the amount rebated becomes fixed at 20%. Even with this reduction, the actual dollars rebated to our Locals will continue to rise each year, based on the fact that our Locals share in the annual AFSCME minimum dues increase. In 2007, at the reduced rate contemplated by this proposal, local rebates are projected to be \$16.2 million; in 2008, rebates will be \$16.7 million; in 2009, rebates will be \$17 million.”

The Committee supports this proposal. The Committee understands how the rebate formula can withstand this minimal downward adjustment without causing a reduction in total dollars actually received by our Locals. Total dues and fees collected will continue to increase annually by virtue of the automatic annual AFSCME dues adjustments. Our Locals share in this annual increase in their respective rebates. As a result, total local rebates will go from over \$15 million currently to about \$17 million by 2009. Despite taking a .05 percent reduction each year over the next ten years, our Locals will not suffer any significant loss of rebate dollars per year. For example, assuming the same membership figures, a small county local that received a rebate of \$21,828 in 2005 will receive a rebate of \$23,201 in 2006, \$24,364 in 2007, \$24,959 in 2008, and \$25,434 in 2009 under the proposal. Without the reduced percentages, this same local would have received only an additional \$3,100 total, over the same time period. Under the proposal, the \$3,100 will remain in the general fund. For one of our largest county locals, the 2005 rebate was \$1.12 million. In 2006 that local rebate will be \$1.14 million, in 2007, \$1.24 million, in 2008, \$1.28 million, and by 2009 that larger local will receive \$1.31 million in rebates. The total amount remaining in the general fund from that local by 2009, under the proposal, will be only \$162,700. The corresponding small additional .05 percent per local that will remain in our general fund for each of the next ten years under this proposal will help significantly to defray our increasing costs and demands for statewide-funded programs, resources, services and staff, all of which provide direct deliverables to our members. Additionally, the Committee is aware that, in many instances, year-end local fund balances [after expenditures] often exceed the amount of new rebate money coming to the local in the next succeeding year. For numerous other locals, their fund balances after expenses, while maybe not as large, still do exceed those locals' actual operating costs. In fact, at the end of 2004, CSEA locals combined had over \$16 million in their bank accounts just as they were about to receive their January 2005 rebate checks. The new local rebates for 2005 totaled an additional \$13 million going to our locals, while audited local expenses as of the end of 2005 totaled \$12.6 million. This meant that an additional \$400,000 was added to local bank accounts one year later. The Committee strongly believes that both the dues increase and the rebate percentage reduction are necessary in order to provide the union with a stable financial future. This rebate proposal compliments the earlier dues proposal to insure our union's effectiveness and success going forward. For these reasons, as well as those set forth by the proposers, the Committee supports the proposal.

FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE, I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A "YES" VOTE.

ALL CORRESPONDENCE REGARDING PROPOSED AMENDMENTS RECEIVED BY THE COMMITTEE AS OF THE CONSTITUTIONAL DEADLINE OF MAY 15, 2006, HAVE BEEN REVIEWED. APPROPRIATE RESPONSES HAVE BEEN DIRECTED TO THOSE INDIVIDUALS.

Respectfully submitted,

Denise Berkley, Chair, Region 2
Sabina Shapiro, Vice-Chair, Region 3
Kathy Martinez-Walsh, Region 1
Lester Crockett, Region 2
Robert Travis, Region 4
Casey Walpole, Region 5
Marcia Olszewski, Region 6
Sam Mogavero, Retiree Division
Barbara Reeves, Officer Liaison
Nancy E. Hoffman, Staff Adviser
Steven A. Crain, Staff Adviser
Claudia DeCastro, Committee Coordinator

Resolutions proposed for CSEA's Annual Delegates Meeting

PROPOSED RESOLUTIONS for consideration by delegates attending CSEA's 96th Annual Delegates Meeting, Sept. 25 to 29, in New York City. Members wishing to see copies of any resolutions should contact their delegate

1. Fight Against Human Trafficking

*Submitted by Lavarne (Lee) Pound
Delegate – Local 918*

The resolution proposes CSEA vigorously support Bills A-01898 (NYS Assembly) and S-3914 (NYS Senate) that establish crimes and penalties relating to human trafficking.

The Resolutions Committee recommended this resolution be adopted as amended.

2. Restrict Use of Eminent Domain

*Submitted by Lavarne (Lee) Pound
Delegate – Local 918*

The resolution proposes CSEA support Bills A-09144 (NYS Assembly) and S-5938 (NYS Senate) which provides that the use of eminent domain to take property for the use of a private developer require unanimous vote of the local government board and be subject to a permissive referendum.

The Resolutions Committee recommended this resolution be adopted as amended.

3. Support Our CSEA Songs: "We're Proud" & "We Are the Union"

*Submitted by Sheila Sears
Delegate – Local 334*

and

Dorothy Dutton

Delegate – Local 676

The resolution proposes the delegate body encourages inclusion of these songs at the opening of the convention and each morning thereafter.

The Resolutions Committee recommended this resolution be adopted as amended.

4. Domestic Violence Education

*Submitted by Catherine Custance
Delegate – Local 418*

The resolution proposes CSEA continue to develop and provide educational materials and training on domestic violence to its members and features a range of items including fully funding the Violence Against Women Act.

The Resolutions Committee recommended this resolution be adopted as amended.

5. Recognition of Political Discrimination by the New York State Division of Human Rights

*Submitted by Gary Steckler
Delegate – Local 880*

The resolution proposes CSEA support legislation that unfair treatment due to differences in political affiliation, views or activity be recognized by the state Division of

Human Rights as grounds for a charge of discrimination.

The Resolutions Committee recommended this resolution be adopted as amended.

6. Health Care Now

*Submitted by Joel Schwartz
Delegate- Local 446*

The resolution calls on Congress to pass universal health care legislation and proposes CSEA support a single payer health care system. It also directs that copies of the resolution be sent to AFSCME, the AFL-CIO and the New York State Congressional delegation.

The Resolutions Committee recommended this resolution be adopted as amended.

7. Ranked Ballot as CSEA Policy

*Submitted by Norman Zidbeck
Delegate – Local 660*

The resolution proposes Ranked Ballot be the official policy and/or policy recommendation and objective of CSEA within both AFSCME and the AFL-CIO. RB allows voters to express relative preference among candidates.

The Resolution Committee recommended this resolution be defeated. It noted "over the years we have heard many complaints from our members that our current election process is too complicated, burdensome, and time consuming. The ranked ballot system would surely add to their frustration and disconnect more of them from the process due to the fact the completing the ballot would be even more complicated."

8. Asbestos Related Illness Screening

*Submitted by Jeannette Engle
Delegate – Local 838*

*on behalf of the Standing Safety
and Health Committee*

The resolution notes the current scope of required tests for mesothelioma, an asbestos related disease, does not provide for early detection or identification of related diseases that can affect other organs of the body of the exposed workers or their families, and proposes expanding test criteria and including spouses, significant others, children or household members of workers at risk in baseline testing. It also proposes CSEA pursue legislation to update standards and laws to appropriately address current findings related to the effects of exposure. It also directs that a copy of the resolution be forwarded to AFSCME for inclusion in the International's lobbying agenda.

The Resolutions Committee recommended this resolution be adopted as amended.

9. Member Participation in Organizing – 2006

*Submitted by Mary Miguez
Delegate – Local 860*

*on behalf of the Standing
Membership Committee*

The resolution reaffirms CSEA's commitment to organizing the unorganized, honors locals, units and members who have participated in that mission, and encourages all members to build our union.

The Resolutions Committee recommended this resolution be adopted as submitted.

10. Support Our Troops and Veterans: End the War and Bring Them Home!

*Submitted by Joel Schwartz
Delegate – Local 446*

The resolution notes that our troops have accomplished their mission of removing Saddam Hussein from power and ensuring that Iraq possesses no weapons capable of threatening the United States and proposes CSEA express its profound gratitude and admiration for the men and women in uniform, supports a timetable to bring our troops home as soon as possible consistent with their safety, and urges the Bush Administration to stop cutting veterans' benefits.

The Resolutions Committee recommended this resolution be adopted as amended.

What's In It For You?

It's back to school time with the CSEA Employee Benefit Fund

What does back to school time mean to CSEA EBF members?

Let's start by taking a look at some things everyone should know about their dental and vision benefits, specifically for those who have eligible, dependent children.

For many CSEA members with school age children, the end of the summer is a time when parents bring their children for dental and vision checkups before the school year begins.

The questions you might ask yourself when considering your child's dental and vision benefits under EBF:

Does my child qualify as a dependent on my benefits?

The CSEA EBF covers dependents who meet certain criteria.

Dependent children include:

- Your unmarried children,



including stepchildren who permanently reside with you and legally adopted children, under age 19.

- Your legal ward under age 19 who permanently resides with you, pursuant to a court order awarding legal guardianship to you.

- Any child or ward described above, regardless of age, who is incapable of self support by reason of mental or physical disability, provided he or she became so disabled before reaching age 19.

Any child or ward described above under age 25 who is a full-time student (minimum of 12 undergraduate or six graduate credit hours) enrolled in a regionally accredited college or university working toward a bachelor's degree, master's degree or associate's degree. Technical courses of short duration do not

qualify, even if a diploma is awarded. EBF requires that current proof of student status be provided annually, such as a letter or statement from the college's Registrar's Office or completion of a student status form available from EBF. Student proof forms can be downloaded from the EBF website at www.cseabf.com.

Have I enrolled my child under my benefits?

You can enroll your child to be covered under your benefits by filling out and submitting an enrollment card to EBF. Enrollment cards can be ordered by calling (800) 323-2732. Press "1" when prompted.

Is my child eligible to receive dental treatment?

If your child has never been to a dentist before or if you're unsure of which dental program you belong

to, please call the EBF Dental department at (800) 323-2732 and press "2" when prompted to find out your child's eligibility status.

If you've already seen a dentist in the past and feel comfortable using your plan, please call your provider to schedule an appointment. The provider should have a record of your last visit and what services were performed.

Is my child eligible to receive vision services?

CSEA EBF's plans are available on either a 12 or 24-month benefit basis. If you are unsure of what vision program you belong to, or when the last time the benefit was provided, contact the fund at (800) 323-2732. Press "3" when prompted.

If there are additional questions we can answer for you, please call EBF at (800) 323-2732 and good luck to all our students this school year.

An Ever Better Future

Protecting Your Benefits

Full-time student requirements under NYSHIP

If your child is going off to college, the end of summer is more than just a change of season. It is a time of transition and this process can be stressful on many levels.

This change will be easier if you make sure your soon-to-be student has what he or she needs. In addition to laptops and books, don't forget about keeping your health insurance up-to-date.

The following information is an attempt to help reduce the level of stress surrounding health insurance coverage.

Did you know that unmarried, dependent children of CSEA state enrollees are eligible for NYSHIP coverage if they meet all of the following guidelines:

- Age 19 or over, but under age 25, and

Health Benefits

- Full-time students at an accredited secondary, preparatory or trade school, college or other educational institution, and
- Otherwise ineligible for employer group coverage.

Proof of eligibility may be required at the time of claim submission. This documentation is separate from the form the CSEA Employee Benefit Fund requires.

Students who want to continue health insurance coverage during the summer must have been enrolled during the previous spring semester and must be enrolled as full-time students for the fall semester.

Unmarried, dependent children will continue to be eligible until the end of the third month following the month in which they complete course requirements for graduation, or they reach age 25, whichever occurs first.

If your unmarried, dependent child loses his or her NYSHIP eligibility, you have 60 days from the date coverage ends to apply for continuation of coverage under COBRA. Enrollees must send a written request to the Employee Benefits Division within that 60-day period.

If you would like to know more about full-time student eligibility, please see your NYSHIP General Information Book or contact your agency health benefit administrator, usually located in the personnel department.

Promoting Good Health

ORANGE PRIDE

CSEA GAME DAY
SYRACUSE VS. UCONN
SATURDAY, NOVEMBER 18TH

PURCHASE YOUR SPECIALLY PRICED ORANGE TICKETS!

Take advantage of your CSEA membership to catch the Orange this season at a special reduced rate for the CSEA game and all other home games. Save 20% off adult tickets with your CSEA membership!

Adult \$29
Over 17

Youth \$14
Over 10

GAME 200%
with your CSEA membership. Purchase your reduced rate tickets by contacting your regional office or by contacting the order desk at www.afscme1000.org

SUATHLETICS.COM

Summary of July 13 Board of Directors meeting



Reeves

Statewide Secretary Barbara Reeves for union members.

Editor's note: The Work Force publishes a summary of actions taken by CSEA's board of directors. The summary is prepared by CSEA

ALBANY — CSEA's statewide board of directors met on July 13. In official business, the board:

- Approved a lease for office space at 256 Clinton Ave., Kingston, for Local 856;
- Created a "reserve" to offset Jan. 1, 2007, AFSCME dues increase;
- Appointed Jack McPhillips as a trustee of the Political Action Fund;
- Appointed Michael Flavin to the Directors' Appeals Committee;
- Appointed Abraham Benjamin to the Directors' Budget Committee;

- Appointed Deborah Downey to the Directors' Publications Committee;
- Created Local 528 for state Department of Transportation Region 3/Syracuse;
- Created Local 762 for Lifespire employees;
- Approved appointments of William Bailey, Matthew Zachariah, Mary Horvath, Betty Jo Johnson, Ed Collins, John Vaughn, Lynn Wool and Chris Merrell to the Central Region Political Action Committee and designated Diane Hanson, Anthony Zimbrata, Toni Elmore, Yvette Neu, Tanya Watson, Margarita Wilkerson, Cheryl Melton and Brenda Gamble to the Southern Region Political Action Committee; and;
- Placed into administratorship Westchester Housekeeping and Laundry Local 731 and Riverhead Teacher Aides/Teacher Assistants Unit 8792-01/Local 870.

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

Break in membership affects eligibility for union office, voting privileges

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

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

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

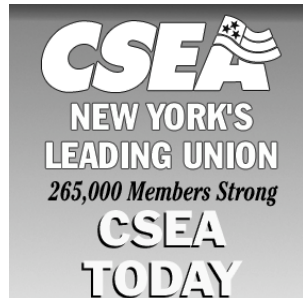
If you go on unpaid leave or for any other reason have a break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without pay status due to becoming disabled by accident, illness, maternity or paternity, you may be eligible for dues-free membership status for a period not to exceed one year. If you are called up for active military duty you may also apply for dues-free status.

Note, however, you **must** continue to pay dues to run for office. Dues-free or gratuitous membership allows members to continue their insurance coverage while out of work. It does not protect your right to run for or hold office. This does not apply to members who are on leave due to being called up for military duty. Members on active military duty, upon return, are considered to have had continuous membership status for all CSEA election purposes.

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

PEOPLE PERSON — The PEOPLE recruiter of the month of July is Jayne Clancy of the Rockland County Local in the Southern Region. She recruited 28 new PEOPLE members.

CSEA's PEOPLE program protects and improves our jobs, benefits and pensions in Washington, Albany and in your community. Your support and participation in PEOPLE strengthens CSEA's clout in the workplace, in the legislature, in your community and in the labor movement ... **CALLING DENTAL ASSISTANTS** — In July 2003, the state Education Department passed a law that expanded the services a dental assistant could perform. Dental assistants were required to become certified to perform these additional supportive services which include the following: take impressions for space maintainers, orthodontic appliances and occlusal guards, remove temporary cement (not including temporary fillings), apply topical anticariogenic agents to teeth, apply desensitizing agents to teeth, place and remove temporary separating devices and place orthodontic ligatures. CSEA is investigating whether dental assistants who have become certified are being required to perform the aforementioned duties. The current classification standard does not require certification or performance of additional supportive services as a minimum qualification. If you are a dental assistant who is certified to perform the six new supportive services, please call Darcy Micelli in the CSEA Research Department at (800) 342-4146, ext. 1358, to discuss this issue in depth ... **SCHOLARSHIP WINNERS** — The Western Region CSEA Judiciary Local recently awarded its annual scholarships. The high school senior recipients are Eamon T. Doyle, son of Patricia Korzelius of Erie Family Court and Kevin Doyle of the Appellate Division; Claire R. Hourihan, daughter of Maureen Hourihan of Buffalo City Court; Kristin Kindel, daughter of Barbara Kindel of Geneva City Court; and Ian Murphy, son of Robert Murphy of Rochester City Court. The continuing college student recipients are Richard Orłowski, son of Faith Mason of North Tonawanda City Court; Marissa Collett, daughter of Lisa



Collett of Canandaigua City Court; Megan Vacanti, daughter of Judy Vacanti of Niagara Supreme and County courts; Richard Keirsbilck, son of Marlene Keirsbilck of Monroe Family Court; Jessica Vario, daughter of Carolyn Vario of the

8th District Court Reporters; and Brennan Briggs, son of Sharon Briggs of Niagara Family Court ...

MORE SCHOLARSHIP WINNERS — CSEA's Monroe County Local recently awarded scholarships to 11 students, and the Monroe County Unit recently awarded scholarships to two students. The local scholarship winners are Benjamin Norris and Jessica Quatro, seniors at Gates Chili High School; Jerica Jade Smith, a senior at Wayne Central High School; Stephanie Connell, a senior at Northstar Christian Academy; Ashley Wilson, a senior at Hilton High School; Estevan Pagan, a senior at Webster Thomas High School; John D. Friedman, a senior at Pittsford Mendon High School; Michael McManus, a senior at Webster Schroeder High School; Rachel Hawkins, a student at Canisius College; Kristy Guerra, a student at St. John Fisher College; and David Trottier, a student at Monroe Community College. The unit scholarship recipients are Katherine Barker of Kendal High School and Laura Nemeth of Fairport High School ... **CHEMUNG COUNTY SCHOLARSHIPS** —

The Chemung County Local recently awarded its annual college scholarships. Six \$300 awards were selected by lottery and given out to children of CSEA members as follows: David Brown, whose mother Erika Brown works at Spencer Van Etten High School; Christine Berglund, whose mother Elizabeth Berglund works at the Chemung County License Bureau; Brendan Crowley, whose mother Jacqueline Crowley works for the Chemung County Purchasing Department; Amy Buchanan, whose mother Karen Buchanan works for the Food Service Department at Horseheads High School; Christopher Jacobs, whose father Clifford Jacobs works for the Chemung County Building and Grounds Department; and Richard N. Kinner, whose father Mark D. Kinner Sr. works for the Elmira Maintenance Department.

CSEA members save \$4.00 off admission on Sept. 2 and 3, 2006 during CSEA Weekend.



Clip one coupon at right for each CSEA member and family member and bring coupon(s) to any fair gate to get \$4 off the price of admission on Saturday and Sunday, Sept. 2 and 3, 2006, only.

The New York State Fair is at the Empire Expo Center located off Exit 7 of I-690, 3 miles west of Syracuse. Hours of operation are 10 a.m. to 10 p.m. daily.

Reproduced coupons will not be accepted.

Additional coupons will be available at your CSEA region office.

Saturday, Sept. 2 and Sunday, Sept. 3, 2006, is CSEA WEEKEND at the New York State Fair in Syracuse. CSEA members and their family members will receive \$4.00 off admission that weekend, compliments of CSEA and the New York State Fair.

CSEA will maintain a booth in the Verizon Center of Progress Building on the fairgrounds throughout the entire fair, so stop by and visit the CSEA booth at any time.

The coupons for \$4.00 off admission however, are only good during CSEA Weekend, Saturday and Sunday, Sept. 2 and 3, 2006.

CSEA members pay only \$6.00 per admission.

SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE
CSEA member admission \$6.00*

SAVE \$4.00

CSEA
 Local 1000 AFSCME, AFL-CIO
 Danny Donohue, President

Coupon is valid for CSEA weekend only – Saturday and Sunday, Sept. 2 and 3, 2006.

CSEA members and family members each get one admission for \$6.00 when purchased at any gate with coupon. One coupon per person.
 *Adult admission.
 Children 12 and under admitted free.

NAME _____
 ADDRESS _____
 PHONE _____
 CSEA LOCAL _____

SAVE \$4.00

SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE
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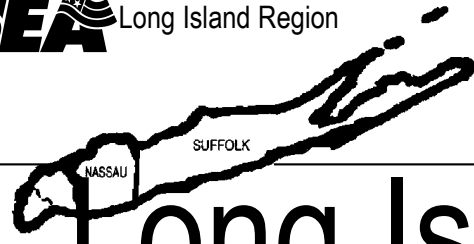
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NAME _____
 ADDRESS _____
 PHONE _____
 CSEA LOCAL _____

SAVE \$4.00



Long Island Reporter

Village Staff Working Harder With Fewer Hands



Above, when village residents call for police or fire help, they're likely to speak to Police Communication Operator Mary Foxx.



Top right, Mechanic Armstead Wynn working on a U-joint from a police car.



Right, Housing Inspector Dan Giardino comes in every day to a new stack of complaints.

H

EMPSTEAD — The population has exploded, yet village officials have been cutting back.

It's a combination that is beginning to catch up with Hempstead, and CSEA members working for the village are feeling the pinch every day on the job.

Hempstead workers cont'd from Page 1

In all her years on the job, Building Department Senior Clerk Typist Camille Simone has never seen it so bad.

"We had three full-time secretaries and now one of them also does records management, so we're working with just two," Simone said. "We have deadlines to meet. The bulk of my work is title searches and people are waiting to close on their homes. I can't just let it sit there. It requires overtime or it doesn't get out."

The other thing she just can't let sit is the trash. "The village has even stopped our cleaning service, so now we have to clean our own bathrooms and empty our own waste paper baskets. It's a real problem on top of everything else," she said.

All the work has multiplied, along with the population, which is now estimated at 90,000 residents, even though the official census notes the village's population to be about 60,000. In the Building Department, one of the top public complaints is overcrowding and it's getting worse by the minute.

"I see all sorts of situations," Plumbing Inspector Bravo Marshall said. "I look for plumbing problems of all kinds, make sure that plumbers are licensed. I inspect old buildings for violations that need to be corrected and brought up to code."

Housing Inspector Dan Giardino is also on the front lines. "You just have an overwhelming number of complaints all over the place. My numbers grow every day, mostly of overcrowding and things like that. It's just overwhelming," he said, looking at a fresh stack of complaints.

Even departments that add to the village's bottom line are not exempt from the crush of increased demands and fewer hands. The CSEA-represented employees in the Tax and Water Department put between \$5 million and \$6 million a month into the budget.

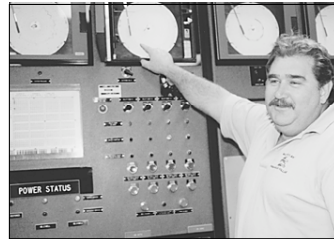
"This is the bank of the village. We take in the majority of funds in this village except for the court, which handles the tickets and summonses," said Verlene Holder, the department's superintendent. "We're interrupted all day with customer service calls, and our understaffing only slows down the process of putting the money in the bank in a timely manner."

Over in the village court, the lament is the same. "This is one of the busiest courts in New York state, even though we have half the staff we used to have," said Wade Martin, who was entering data for traffic tickets and parking violations into the computer. "We just don't have anywhere near what we should have to handle all the cases that come through here."

The village Police Headquarters is housed in an old, cramped building that is bursting at the seams with webs of wires for all the equipment. The 911 operators who help save lives and protect property are jammed into a corner ill equipped for the task.

"Their workload is the highest of any police communications unit in the state of New York," said Hempstead Unit President John Shepherd. "They work 24-7, answering 911 calls, dispatching police officers, requesting fire, rescue and ambulance services, and doing teletype. However, the village ordered the wrong program for them, and the computer screens have type so tiny that they have to squint to read it. Yet, they do an amazing job."

Everything from pay loaders to neighborhood aid cars winds up at the village repair garage at some point. That's



Clockwise from top left: Barbara Swain is an account clerk in the Tax and Water Department; Wade Martin and Tamikah Ellis help keep village court running smoothly; Building Inspector Ron Brutschin checking out some blueprints; Tamikah Ellis is a cashier at Hempstead Village Court, one of the busiest courts in the state; Tax and Water Department Superintendent Verlene Holder says village workers do a great job; Clerk Abigail Campos at work in the Tax and Water Department; Clerks Demetria Moore and Delphine Chambliss at work in the Assessor's Department, which takes in about \$45 million a year; Assistant Supervisor Ralph Fraile shows just one of the gadgets that has to be monitored continuously by water department workers.



where all village vehicles and equipment, including police and fire, inspectors' vehicles, sanitation, street sweepers and highway vehicles are maintained.

Only one worker was on duty during a recent day.

"I started here 21 years ago," said Village Garage Mechanic Armstead Wynn. "The staff went down to five mechanics, now we just have three men for the 300 pieces of equipment we cover. We just get fewer people, and so many of those automobiles are so old you can't even get the right equipment to work on them anymore."

The workload has become so large that the village sometimes sends out fire trucks for repair at \$95 or \$100 an hour rather than having a staff mechanic do it for \$20. It would be cheaper to just hire more help, but the village is intent on cutting back.

Over in sanitation, which takes in 62 million pounds of trash a year, the department is down six employees and two supervisors who haven't been replaced. Eight out of 10 trucks in the fleet need immediate replacement. The last time the department got a new garbage truck was in 2001.

The Street Department used to have 23 workers, but now the department has 13 workers for all the curbs and gutter cleaning, pothole repair, road resurfacing, cleaning of vacant lots, sweeping the streets and plowing in the winter.

In the water plant, which purifies about 2.4 billion gallons of water per year, the staff is down five workers and one of the remaining workers is planning to retire.

"We have old equipment, which requires a lot of maintenance," said Ralph Fraile, assistant supervisor of the Water Department. "We have to read some 8,750 metered accounts, and 90 percent of those are residential. Some weeks we have to work 20 hours overtime just because

we're so short handed."

"I understand the village is trying to cut costs, but no matter how much everybody chips in, essential services are being cut back," Shepherd said.

He wants the village to realize that it's time to bring the municipality up to the proper staffing levels and provide the necessary equipment and support village employees need to get the job done.

"These employees work every day with diligence and dedication to their fellow residents," said Shepherd. "They should be praised for coming through for people despite all the challenges, and they should not be blamed for the short sightedness exhibited by village officials."

"This is more like a small city than a large village. In fact, it's one of the largest villages in the state. You can only cut so much before you start bleeding, and we're bleeding," Shepherd said.

— Rachel Langert

PHOTO OF THE MONTH



Willie Gwynn and Brenda, his wife, arrive at the recent retirement party to honor his long years of service at the Long Island Developmental Disabilities Service Office. A Vietnam veteran, he was a vice president of Local 430 for 10 years and served on the Long Island Region's Veterans, State Employees Federated Appeal (SEFA) and Political Action committees. "I'm fixing up the house, doing some fishing and getting ready to do some traveling," Gwynn said. "After 36 years, being retired is one of the greatest feelings in the world. You can do what you want to do. And there're no time limits on that." The Gwynns are the parents of four and grandparents of three.

Message from Long Island Region President
Nick LaMorte



It's hard to believe that the summer is coming to a close already! The children are heading back to school and the weather will be getting cooler.

As you flip burgers or other barbecue fare, please remember that while Labor Day marks summer's unofficial close, it also means so much more. Yes, it's a day to pause from your work. But the fact that **you are getting paid to have a day to yourself** is the result of many years of union activism, as are many other rights we now take for granted.

There was a time when employers had the right to force people to work seven days a week, without the luxuries of sick leave, vacation time, and there was no such thing as overtime. The notion of an eight-hour day was foreign in many parts of this country, even into the early 20th century.

In 1872, 100,000 workers went on strike in New York City and won an eight-hour day for some building tradesmen. Thousands of workers picketed and marched in American cities demanding an eight-hour day as the year 1900 approached.

The United Mine Workers won an eight-hour workday in 1898. Many printing trade workers won the same by 1905. In 1914, the Ford Motor Co. doubled pay to \$5 a day and cut shifts from nine hours to eight.

In 1916, the United States passed a law that established the eight-hour workday as well as overtime pay for railroad workers. That federal law, the Adamson Act, regulated the hours of workers in private companies for the first time. For most American workers the eight-hour day only came into being in 1938 when the Fair Labor Standards Act was passed.

Even though countless workers fought for years for rights like the eight-hour day and overtime, they can be taken away swiftly. In 2001, the Bush administration took union rights away from Homeland Security workers and later cut thousands of people off from overtime by just rewriting the rules.

Now the AFL-CIO is fighting the administration's Kentucky River Decisions which would essentially strip union rights from thousands more federal workers by reclassifying them as "supervisors." To contact Congress to fight these changes, you can log onto http://www.unionvoice.org/campaign/Kentucky_River.

Labor's opponents are getting increasingly crafty and brazen. We must remain vigilant, stay united and use our political muscle to defend our rights! We must never forget the rights we enjoy were bought and paid for by our predecessors in the union movement, sometimes with their lives.

So, have that extra burger this holiday. You're going to need the protein because we have so much more fighting ahead of us!

In solidarity,

Nick LaMorte, president
Long Island Region

President LaMorte responds to candidate's attack on public employee pensions

COMMACK — In a recent letter to *Newsday*, Long Island Region President Nick LaMorte responded to an attack by John Faso, the Republican state gubernatorial candidate, on public employee pensions.

Here is LaMorte's letter before it was edited and run in the Long Island newspaper.

To the Editor:

It's amazing how out of touch some public officials can be. John Faso claims "generous" public employee pensions should be replaced by 401(k) plans.

Public employee pensions average only \$13,000 annually, hardly a princely sum! What does security mean to the people who invested their life savings in Enron?

Public employees contribute part of their salary for the first decade. Every penny of a public employee's pension **is earned** over the course of 30 years of work.

Public employees earn their pensions by issuing licenses and permits; handling complaints and inspecting homes; paving and plowing your roads to ensure safe passage for your families and making sure your public school facilities, parks, and playgrounds are safe and in good repair.

Public employees are bay constables, parole officers, EMTs, police and fire dispatchers who save lives every day. Public employees taught John Faso when he attended college at the State University of New York at Brockport. Public employees help make New York the Empire State.

Faso claims he values family and hard work. Yet, he seeks to dismantle a system that rewards work, provides stability and a decent life for middle-class families. Stable workers buy homes, contribute to the tax base and support the very businesses Faso champions. He also neglects to mention that he earned a pension as an elected official.

Public employees are the bedrock of strong and stable communities.

We did not create the state's budget challenges and should not be scapegoats for the self-centered ambitions of public officials.

Nicholas J. LaMorte
President, CSEA Long Island Region

Inside Reporter

International Day Festival and Women's Health Fair 2006

CSEA MEMBERS from all over the Long Island Region came together for the annual International Day and Women's Health Fair. The annual event is put on at the Long Island Region office through the combined efforts of the region's Women's and Human Rights committees.

"This is an opportunity to thank the many CSEA activists and officers who help make this New York's Leading Union," said Long Island Region President Nick LaMorte. "It's a chance to get together with our families, relax, and get the word out about CSEA's union benefits and services."

"I've been to these before," said Long Island Developmental Disabilities Services Office Local member Vincent Cagmone. "It keeps me coming back because it's such a good time."

Lillie Thomas, a member of State Employees Local 016, was one of those going around to the different displays. "I want to see what's doing on. I like to get whatever information I can, and then I go back and share it with my co-workers," she said.

"CSEA helps so many people. It's wonderful that they do this for the members every year," said Edna Chisholm, a kitchen assistant in the Freeport School District.



"It keeps me coming back because it's such a good time."



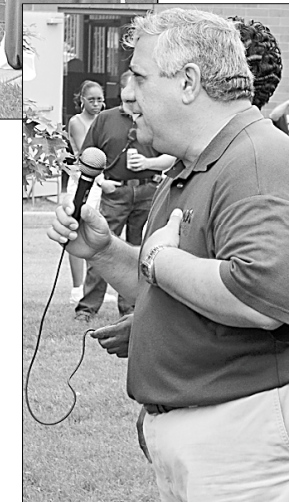
From top to bottom: Women's Committee Chair Bobbi Eisgrau, Oyster Bay Local member Loretta Zuch, and Women's Committee Vice Chair Catherine Custance sign members in and distribute union literature.

There were plenty of opportunities for members to get information about CSEA's myriad programs and services. LIDDSO member Vincent Cagmone speaks to Zoranda Wilson of the CSEA/NYS Partnership about continuing education benefits.

Members came from all over CSEA to attend the fair, including State Courts Local member Barbara Maniscalco, SUNY Old Westbury President Mary D'Antonio and Women's Committee member Sandee Horowitz of the Nassau County Local.



"This is an opportunity to thank the many CSEA activists and officers who help make this New York's Leading Union."



Clockwise from top left: Praise dancers from the First Church of Wyandanch helped entertain the crowd; Long Island Region President Nick LaMorte addresses the crowd; DOT member Melissa Terry spent the afternoon doing face painting for the children. Here she is with Elijah Bush, the grandson of CSEA PEOPLE Committee Chair Rutha Bush; CSEA member Steve Abramson of the City of Long Beach was one of those who did a fine job manning the grill and feeding the hundreds of CSEA members and their families who turned out for the occasion; Nassau Municipal Local President John Shepherd, left, is shown with four local members who brought their Reliance Engine Company's fire truck to the event. From left to right: Geary Gearhardt, Bill Eagen, Herb Fenner and Edwin McDowell; Suffolk County Police Officer Robert Viggers wipes the finger of 4-year-old Robert Shepherd, as part of the Ident-A-Kid program. In the event that a participating child goes missing, the photo, emergency contact numbers and identifying information in the kit will provide police with the tools to find children faster; DOT Local Executive Vice President Jill Mallon gets information about CSEA's Legal Services programs from Dick McChesney.



DMV Labor-Management Committee meetings

GARDEN CITY — When the Department of Motor Vehicles closed its Hempstead office a year ago, it moved most of the staff to the DMV office here. That meant different ways of doing things, and it was important to get the differences straightened out.

"A labor-management team was formed to sort them out," said Judy Ballas, DMV's Garden City office manager.

The eight-member committee is composed of George Erker, DMV's district director, Ballas and two other supervisors, three members of the Long Island State Employees Local 016 unit which represents 50 workers here and Local President Andre Sigmone. It meets every other month.

Some of the concerns arise from the large number of people who use the busy Garden City office. "The daily average is now 1,600 customers," said Ballas. "That's just customers who come to the counter, not including people who come for forms."

There is free parking at the building and good shopping nearby on Old Country Road and at

Roosevelt Field. "By lunchtime, employees are circling for parking," said Ballas.

Lots of people make some noise when they visit the department.

"The barrage never ends till 4:15 or 4:20 p.m. and we close at 4 p.m.," said Tanya Thomas, a motor vehicle representative who is one of the three CSEA members on the committee.

That brought up one of the committee's first issues: how long would a motor vehicle representative work at the desk or the ticket counter, particularly hectic spots. After surveying the workers, the committee decided motor vehicle representatives on desk and counter work would rotate on a one-week on, one-week off schedule.

As a result of the committee's efforts, CSEA members are realizing the committee can improve aspects of what is often a difficult, demanding job. "If you have some concerns and tell someone, it'll be brought up at a meeting," said Thomas. "Now, people are coming more often to the committee members and

asking questions."

"Tanya speaks her mind," said Ballas. "They know she'll present their concerns."

Judy Ballas, left, and Tanya Thomas in the Garden City DMV office. "We asked employees, 'don't just come to us with a problem, come with a solution. It may not be the right solution, but come with a solution,'" Ballas said.



Oyster Bay Local blood drive

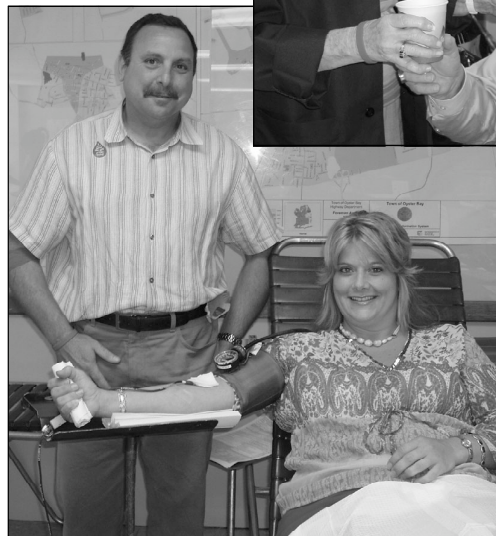
OYSTER BAY— The Town of Oyster Bay's community blood drive collected 160 pints during its semi-annual collection Aug. 17, with most of the donors members of the CSEA local representing town employees.

Since the blood drive began at town work sites about 15 years ago, many of the donors have been members of Oyster Bay Local 881. Local officers and activists are proud of CSEA members' long-standing support for the drive.

"The local is happy to see the members' solidarity for a worthy cause that benefits young and old alike," said Terry Boryk, the local's office secretary.

Donna Antetomasso and Danny Hess head the union's effort for the blood drive.

The collection took place at four places — the Sanitation Department, the "war room" at the Department of Public Works headquarters in Syosset, Town Hall North in the village of Oyster Bay and Town Hall South in Massapequa.



Top to bottom: Bill Dembinski, who's in charge of the town's highway concrete crew, has his blood pressure checked by Maria Schaefer of the New York Blood Center. Dembinski, a 34-year town employee, has given more than a gallon of blood to the community drive.

After donating blood, Ed Gioeli gets a cup of juice from Rhoda Barten, a blood center volunteer. Gioeli is a member of the Department of Public Works staff and has worked for the town for 11 years.

Liz Carroll, a first-time donor, plans to give blood again. Local 1st Vice President Alex Bard stands next to Carroll, who is secretary to Department of Public Works Commissioner Jim Byrne.

CSEA mourns death of Melvin T. Baker Sr., son of Region Human Rights Committee chair

COMMACK — CSEA members have joined Shirley Baker, chair of the Long Island Region Human Rights Committee, in mourning the death of her son, Melvin T. Baker Sr., who died in a motorcycle accident Aug. 12.

A psychiatric aide at South Oaks Hospital in Amityville, he is also survived by LaCheryl, his wife; a son and a daughter; three grandchildren; a sister and a brother and a large extended family.

"He was a good person, a godly person," said Rutha Bush of Local 430, a longtime friend of the family.

Condolences may be sent to the Baker family at 157 Parkway Blvd., Wyandanch, N.Y. 11798.

Around the Region



Calendar of Upcoming Events: September 2006

- | | |
|---|---|
| 4 – Office Closed for Labor Day | 16 – Region Executive Board Pre-Convention Delegates Meeting — 9 a.m. |
| 5 – Health & Safety Committee Meeting — 5 p.m. | 16 – Women's Committee yard sale — 9 a.m.-2 p.m. |
| 6 – Education & Training Committee Meeting — 6 p.m. | 18 – Women's Committee Meeting — 5:30 p.m. |
| 7 – Local 430 General Membership Meeting — 2-6 p.m. | 19 – Political Action Committee Meeting — 5:30 p.m. |
| 11 – Women's Committee Meeting — 5:30 p.m. | 20 – MAT Committee Meeting — 5:30 p.m. |
| 12 – PEOPLE Committee Meeting — 5 p.m. | 21 – Health & Hospital Committee Meeting — 5 p.m. |
| 13 – Defensive Driving — 5:30-8:30 p.m. | 27 – Courts Local 330 General Membership Meeting — 5 p.m. |
| 14 – Staff Meeting — 10 a.m. | 28 – Local 430 Shop Steward Training — 4-7 p.m. |
| 14 – Defensive Driving — 5:30-8:30 p.m. | 30 – Defensive Driving — 9 a.m.- 3 p.m. |

Judiciary Local membership meeting



Amy Baglivi, a Long Island Judiciary Local 330 member who works for the court system in Riverhead, asks Local President Kevin Ray Sr., second from left, a question before the union's July 26 membership meeting. Listening are Bob Schneider, left, a grievance representative who works at the Nassau District Court in Hempstead, and Brian Young, a court officer at the Glen Cove City Court. At the meeting, held at the Long Island Region office in Commack, Ray discussed the local's participation in upcoming statewide negotiations for 75,000 CSEA-represented New York state employees. The talks will begin in January, with the current agreement expiring March 31, 2007. Other officers of the local are Pat Annunziata, vice president, Linda Luhrs, secretary, and Dennis Downer, treasurer. Ray Downer and Barbara Maniscalco are the local's other grievance representatives.

Babylon Unit holds 4th annual picnic and info fair

BABYLON — Members of the Babylon Unit of Suffolk Local 852 had a sunshine-filled summer afternoon for their 4th annual picnic/social Aug. 17.

It was held on the lakeside lawn at the Town Hall on Sunrise Highway in Lindenhurst.

In addition to lots of food the event included an information fair featuring door prizes donated by vendors and a 50/50 raffle.

"I think the picnic was a wonderful success," said Joanne Salvia, president of the unit, which represents 130 town employees. "We had wonderful weather and a great turnout. I've gotten nothing but thank yous from the members for a great time.

"We have the best picnic committee," Salvia said. "It is unbelievable how much work and effort goes into making this a success, and they are certainly a devoted crew. My special thanks to them."



Top left, wearing new union caps are, from left, Unit President Joanne Salvia, Christine Korkidis, a member of the picnic committee; Danielle Brunjes, the unit's 1st vice president, and Lynn Hansen, picnic committee chair.

Middle, Babylon Unit members have lots of food to choose from at the picnic.

Bottom, after signing in at the picnic, members buy raffle tickets from Debbie Trapp, right.

Sept. 13

Oyster Bay Women's Committee Meeting

OYSTER BAY — The Oyster Bay Local 881 women's committee will hold its next meeting at 5:30 p.m. Sept. 13 at Town Hall South in Massapequa.

Committee members will teach a class on computer basics, and a light supper will be served.

Bette James, the local's 4th vice president, chairs the committee.



Sept. 9, 2006

CSEA is on the MARCH!

CSEA activists from all over the Long Island Region are gearing up for Sept. 9, 2006! That's when activists from Greenport to Glen Cove will be getting on the "CSEA EXPRESS" to march in the New York City Labor Parade! There will be T-shirts, food and fun!

CSEA-sponsored buses will be leaving from:

- Long Island Expressway Exit 63 Park & Ride in Farmingville at 10:30 am
- Region office in Commack at 10:45 a.m.
- Sears parking lot in Hicksville at 11 a.m.



**Call the region office to sign up!
(631) 462-0030**

Don't miss the bus!

 Nick LaMorte, president
CSEA Long Island Region
New York's Leading Union



Village of Lynbrook member dies after falling ill on the job

LYNBROOK — CSEA member Marilyn Scordato, 65, recently died after she suddenly fell ill while doing her job.

Scordato, who worked for Village of Lynbrook for 23 years, was a police communications operator. She reported having chest pains before she died.

"She was not feeling well when she was behind the desk," said Lynbrook Unit President Carol Rook. "She suddenly said she was having very bad chest pains, and she just went down. Like one of the officers said, with all the training that they have ... they really tried. They were all around her trying to help."

Rook said the whole situation was very difficult for everyone. The unit consists of six members.

Rook said Scordato loved her family and job, as well as life.

"She was very outgoing, very kind, she had the

greatest sense of humor and she was very involved in the village," Rook said. "Marilyn was on the beautification committee and (served on) so many other (groups) in the village. She was active in church and Scordato had three grown children and four grandchildren.



CSEA member Marilyn Scordato on the job.

Labor Day

Sept. 4



Message from CSEA Local 830 President Jerry Laricchiuta

Health Insurance Benefits Continue to be a Hot Topic

Recently there has been a lot of chatter from government officials regarding county workers and health insurance. The Nassau County comptroller proposed legislation that would end duplicate health insurance benefits for non-union ordinance workers and retirees who are married to other covered county employees.

I am not sure if this piece of legislation includes the \$2,000 buy-back money that married CSEA couples now get. However, the fact that some of our members have to give up their health benefits is a concession that was bargained at the contract table.

Contractual concessions are negotiated, not legislated or played out in the media. As for the comptroller's statement that this would not have a negative effect on any county worker, he should ask those employees who already went from two plans to one.

I have spoken to them and they have all told me their co-pays have increased a great deal, and in some cases their limits on certain parts of the plan get exhausted earlier. There may be nothing more insulting in life than when someone concedes something, or in effect gives somebody something, and that act goes unnoticed and without appreciation by the recipient.

As you all know, health insurance has become a hot topic across much of the United States in recent years. Yes, we county workers are fortunate to have decent health insurance. We have sacrificed a great deal over the years to earn and retain that most important benefit. How many of you have gone years and years without a promotion, or started out making less than half of what people in comparable titles made in the private sector?

Talk about doing more with less, how many of you are working in harsh conditions and with much fewer staff than you did a decade ago? CSEA has always prided itself in securing a sound benefit package for its members. Our benefits were not handed out overnight, but were fought for and negotiated for many years, even decades.

I plan on doing everything I can to make sure that you (my CSEA members) retain those benefits.

Probation repairs await

I want to touch on a subject that needs quick attention from both the union and the county. Many county workers still work in deplorable conditions. Recently, I received a copy of a petition sent to *Newsday* by Probation Department employees who still work at the old Social Services Building on County Seat Drive. As some of you may know, I spent a good deal of time when I first got into office on the poor working conditions at this building. At that time, the real estate consolidation move was just about to get under way, and eventually all of Social Services moved to a newer building at 60 Charles Lindberg.

For the most part, that move equated to an improvement for those who moved. Probation remained in the old building and we were promised substantial changes and repairs. If the repairs could not be realized, then the probation employees would be moved to another location.

Neither happened as of this writing and we are planning to demonstrate our displeasure if the county refuses to accommodate us. I understand the exorbitant cost of relocating an entire department, or refurbishing such a large and very old building. When I see, however, the huge construction project being worked on in the old executive building, I find it hard to sympathize with the county.

After all, that building will house the core of county government officials and is costing millions of dollars. I do not begrudge our county officials for having a clean, dignified and respectable place to conduct business. I just want them to recognize that our county work force deserves the same. Stay tuned for more on this issue as we proceed to organize our push for a safer and cleaner work environment.

New website

Our new website should be fully operational by

the time you read this. It has been a long work in progress and once we get out all the glitches, you should use it regularly. All sorts of important information will be included within the "Members Only" area, and you will be able to reach out to me and my staff much easier. Thanks for reading my message and any problems, you all can call me anytime. You can visit the site at www.csea830.org.

Yours in unionism,

Jerry Laricchiuta

CSEA Local 830 president

WHAT'S INSIDE

September 2006 Express

☞ Page 3

• **CSEA830.org Up and Running**

☞ Pages 4 and 5

• **CSEA Local 830 Golf Outing a Success**

☞ Page 6

• **CSEA Opposes National Grid Acquisition**

• **County Looks to Cut Duplicate Health Benefits**

The
Work ForceCSEA Nassau County Local 830
EXPRESS

September 2006 • Vol. 1 No. 9

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www.csealocal830.org

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

LEGAL UPDATEBy: *Louis D. Stober, Jr., Esq.*

CSEA REGION ATTORNEY

www.Stoberlaw.com**Working While on Workers' Compensation**

An interesting issue was recently arbitrated at the Nassau Health Care Corp. (NHCC) involving an employee's rights while out on Workers' Compensation. I represented a nurse who had been terminated by NHCC because she had continued to work her second job as a school nurse at a local elementary school while she was on Workers' Compensation for injuries she received when she was attacked by a patient at NUMC.

The nurse was a long-term employee with no prior history of any disciplinary actions and by all accounts, was described as a good employee. NHCC also conceded at the arbitration that there were no "light duty" positions for the nurse and that she was expected to be able to perform the full and strenuous duty of a nurse at NUMC.

Despite this, NHCC contended that if the nurse was well enough to work as a school nurse she should have been well enough to work as a nurse at NUMC. The medical evidence demonstrated that the nurse could not perform the full duty required of a nurse at NUMC but could perform the light duty jobs of filling out medical forms for students, perform vision screening and take temperatures and apply Band-Aids to the young children at the elementary school.

In a decision that should be heeded, the arbitrator found the nurse not guilty of misconduct for continuing to work in the second job because the duties were different and not as strenuous as her NUMC job and that the duties she performed at the school were within the restrictions placed by the doctors. She was thus ordered reinstated with full back pay minus a one week

suspension for not advising NHCC that she was still working as a school nurse while on Workers' Compensation at NHCC.

In finding for the employee, the arbitrator emphasized the material differences in the duties of the two positions and held: "The employer failed to provide sufficient evidence that the work performed by grievant at the ... school ... was substantially similar to the duties grievant regularly performed as a RN ... at NUMC.

In other words, in the absence of language in the collective bargaining agreement preventing an employee from working at all while on Workers' Compensation, the key to determining whether an employee has engaged in misconduct for working while on Workers' Compensation is whether the employee is engaging in substantially similar duties at the second job as was performed at the first job.

So, if you are on Workers' Compensation and you are contemplating either obtaining another job or continuing to work at a preexisting second job, remember to examine whether the duties you will be performing are similar to those at the first job. Also, determine whether there is light duty available at the first job. Finally, remember to inform your employer of the second job because failure to do so might lead to disciplinary action.

Celebrate**Labor
Day**

See Page 8 for Labor Celebrations!

They Said It:**Quote of the Month**

"Our members are hardworking, taxpaying people who deserve affordable quality service without having to deal with a possibility of poor service and an increase in rates."

— CSEA Local 830 President Jerry Laricchiuta
 in the Aug. 8 issue of Newsday in reference to the potential acquisition of
 Keyspan by the British-based National Grid



Kevn Abrahams and Jerry Laricchiuta.

This month from
“Talkin’ Labor With Local 830”

Recent guests on “Talkin’ Labor with Local 830” have included Kris LaGrange from the Long Island Federation of Labor, AFL-CIO; Nassau County Legislator Kevan Abrahams and Nassau Legislature Minority Leader Peter Schmitt.

Please join CSEA Local 830 President Jerry Laricchiuta each Wednesday at 6:30 p.m. on WGBB AM 1240 to listen to even more great guests, along with all the latest in CSEA news.

Wednesdays at 6:30 p.m. on WGBB AM 1240



Kris LaGrange and Jerry Laricchiuta.

CSEA830.org Officially Up and Running

The CSEA Local 830 website is up, running and accessible to all 10,000 Local 830 members.

The website, which can be reached at www.csea830.org, includes many new, innovative concepts designed to increase members’ knowledge of what is going on in the CSEA community.

Features include access to our monthly newsletter, union forms, recordings of the local’s radio show, links, contact information and much more.

“This is extremely important,” Local 830 President Jerry Laricchiuta said of the website. “Since I took office, communications has been a top priority and with the addition of our new, interactive website, we have taken that concept to the next level.”

The process of getting this website up and running has been a long one due to the many features it contains, so bear with us in the beginning if there are any glitches or discrepancies.



“Since I took office, communications has been a top priority and with the addition of our new, interactive website, we have taken that concept to the next level.”

— JERRY LARICCHIUTA

www.csea830.org

ATTENTION ALL CSEA MEMBERS

Two Important Notes:

1. Cost of Living Increase (COLI) on tap for 2007
We are happy to announce the COLI will be 3.5 percent as of Jan. 1, 2007.
2. You may be eligible for Prior Service Credit for Longevity AND Additional Leave Time.

PLEASE FOLLOW THESE INSTRUCTIONS:

If you have already submitted your paperwork for prior service credit for longevity, contact the human resources representative in your department to confirm you will be receiving additional leave time.

If you have not already done so, contact your human resources representative immediately to have him or her process the paperwork for both longevity and leave time.

IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT THE LOCAL 830 OFFICE AT 571-2919.



Above, golfers have their breakfast before hitting the links.

Right, group photo of all people who made the event possible.

Below, ready, set, go!



Left, Jerry Laricchiuta addresses all golfers as they are about to take off.

Below, Jerry Laricchiuta with Local Vice President Scott Mulholland.

Top right, hole in one wins \$25,000 on 13th hole.

Right, raffle prizes.



CSEA Local 830 Scholarship Classic a Great Success

EAST MEADOW— The CSEA Local 830 held its first Scholarship Classic Golf Outing July 24 at the Eisenhower Park Red Course in East Meadow.

Hundreds of CSEA staff, members and supporters were on hand for the sold-out event that will help provide scholarships for children of our members. Scholarships will be awarded at the Local 830 holiday party in December.

Attendees were treated to breakfast, lunch and dinner. The dinner took place at the Carlton on the Park at Eisenhower. There were more than 40 raffles during the night that included prizes such as Plasma televisions and top-of-the-line golf clubs.

The course was in remarkable condition as the PGA Champions Tour Commerce Bank Championship held its tournament on the course just four weeks earlier. All the hard work to keep the course in great shape came from CSEA members who maintain the course year round and work especially hard during the summer months.

"I was thrilled with the results of the event and I believe all of the attendees were as well," CSEA Local 830 President Jerry Laricchiuta said. "The only

problem was a miscommunication on the nature of the dinner. We wanted more of a barbecue atmosphere which it was not. We will improve on that for the future."

A special thanks goes not just to our CSEA members who maintained the course, but all staff who worked the event that day, the Local 830 Golf Committee, Parks Commissioner Jose Lopez, Deputy Commissioner Richard Murphy, Deputy Commissioner Dan Hardwick and all other workers that made this event possible.

The local is planning to hold the golf outing each summer. Golf Outing Committee Chair Kelvin Lewis, who was so instrumental to organizing this year's event, is already working on the 2007 outing.

"I already have people signing up for next year's event," Lewis said. "I am working towards improving and giving our members a great time just as we did this year."



Above, Jerry Laricchiuta addresses everyone at dinner

Below, dinner at Carlton on the Park.

Background, picturesque of the course.



CSEA Strongly Opposes KeySpan's Acquisition by National Grid

MINEOLA — CSEA Local 830 has been very critical of the potential purchase of KeySpan by the British firm National Grid.

Despite the fact that no CSEA members are employed by KeySpan, Local 830 President Jerry Laricchiuta believes this to be a very serious quality of life issue. The two unions representing KeySpan's 9,700 workers also oppose the sale.

"Our members are hardworking, taxpaying people who deserve affordable quality service without having to deal with a possibility of poor service and an increase in rates," he said.

"What if two years from now we're stuck with another LILCO?" asked Laricchiuta in the Aug. 8 *Newsday*, referring to the defunct Long Island Lighting Co., which was penalized due to poor service just as National Grid has been in other northeast regions.

CSEA Long Island Region President Nick LaMorte also opposes the acquisition.

"The recent blackout in Queens should serve as a wake-up call about how critical our energy resources are and how important it is to have reliable service," LaMorte said. "How is that kind of service going to be in the public interest here?"

Staff cuts are expected to total about 10 percent and could affect as many as



"The recent blackout in Queens should serve as a wake-up call about how critical our energy resources are and how important it is to have reliable service."

— LONG ISLAND REGION PRESIDENT NICK LAMORTE

1,800 workers, which would thus provide more unreliable service. Long Island Federation of Labor spokesman Kris LaGrange said in *Newsday*, "An unskilled, untrained work force [leads to] problems that increase costs."

Hearings before the state Public Service Commission are scheduled for late August, but union leaders are urging the hearings be held on Long Island. State and federal regulators still need to approve the \$11.8 billion deal before anything can become official. Laricchiuta is urging the Long Island Power Authority to hold public hearings.

CSEA Local 830 will continue to fight this, and, if necessary, the union will hold a press conference to make the public more aware of the potential disaster that this acquisition could present.

Don't miss CSEA Weekend at the 2006 New York State Fair!

Sept. 2-3, 2006,
Syracuse, N.Y.

CSEA members save \$4
off the \$10 admission
on Sept. 2-3, 2006!

See the back page of
The Work Force for
your coupon!



County Looks to Cut Duplicate Health Benefits

With health insurance expenditures for Nassau County employees rising from \$133 million in 2001 to \$220 million this year, Nassau County Comptroller Howard Weitzman is proposing to cut out a second family benefits package for married couples employed by the county.

It's important to emphasize that nobody will lose health benefits, but Weitzman is calling for amendments to union contracts to end the duplication, which would immediately save the county \$276,000.

CSEA Local 830 believes this is something that has to be negotiated, which won't be an easy process.

"This is definitely a measure that we will have to look at and will be heavily negotiated," Local 830 President Jerry Laricchiuta said.

CSEA eStore

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 or www.csealocal1000.org

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 Special-Order Items - Imprint with local information - Minimum quantities apply

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Veteran's Corner

By Debbie O'Connell

On July 27, U.S. Senate Committee on Veterans Affairs Chairman Larry Craig (R-Idaho) announced his strong support for a new program that is providing paid training and, so far, 100 percent job placement for combat wounded and disabled veterans.

"These men and women come home, maybe not whole physically, but mentally and physically they can become phenomenally capable and productive citizens, and what you're offering does just that," said Craig. "The Purple Heart Service Foundation does something for America's veterans that is important, necessary and unique."

Veterans who qualify for the training receive \$11 per hour during the 600-hour training program, being paid a total of \$6,600. To qualify, veterans must have a VA assigned disability rating and a copy of his or her DD-214. A Purple Heart award is NOT required.

Interested individuals should call the Purple Heart Service Foundation at (800) 720-9596.



Local veterans counseling center to stay open

Hempstead Supervisor Kate Murray, along with state senators from Nassau County and hundreds of veterans celebrated victory in a battle with New York state's Division of Veterans Affairs. The division had planned to close the only state Veterans Affairs counseling center in Nassau County until local veterans stepped up and voiced their opinion to keep the center open.

Local 830 Leaders Attend AFSCME Convention

CHICAGO — CSEA Local 830 President Jerry Laricchiuta, along with executive staff members Ron Gurrieri, Diane Russ, Scott Mulholland, Rob McLaughlin and Debbie O'Connell, attended the 37th AFSCME International Convention held Aug. 7 to 11.

The event consisted of daily conferences and afternoon workshops addressing many labor issues. CSEA leaders from across the state, AFSCME leaders from across the country, government officials and other dignitaries also attended the convention.

"I believe this convention helps us learn to do our job better, and in turn help serve our members more effectively," Laricchiuta said.

See Pages 3, 4 in The Work Force for more coverage.

Laricchiuta Addresses Members at A. Holly Patterson

UNIONDALE — CSEA Local 830 President Jerry Laricchiuta addressed a large crowd of CSEA members Aug. 1 at the A. Holly Patterson Extended Care Facility auditorium.

Laricchiuta discussed his care and concern for the facility and the CSEA members employed there.

He said there is a clear lack of staffing at the facility and, despite the new administration of Nassau Health Care Corp. under CEO Art Gianelli, there are still problems with the current CEO A. Holly Patterson Larry Slatky.

CSEA believes constant visits to the facility along with increased attention to members' needs will improve conditions so workers can do their jobs as effectively and efficiently as possible.



Left, Jerry Laricchiuta speaks with a member employed at A. Holly Patterson as Administrative Assistant Felicia Staub looks on.

Another CSEA member benefit

Pinnacle Motor Club

Flat tire, dead battery, locked out of your car, or your car just won't start? Has this or something similar happened to you or a family member? If so, Pinnacle Motor Club is a benefit that can help. CSEA members can enroll in Pinnacle for a cost as little as \$1 a week per member, \$1.75 a week for member and one family member, or \$2.50 a week for the member and entire family.

Pinnacle's Premier Membership offers members safety, security and service on today's increasingly busy and dangerous streets and highways anywhere in the world! When an unexpected hazard or inconvenience occurs, members are entitled to receive: \$100 in emergency roadside assistance and locksmith service, \$5,000 stolen vehicle reward, free custom trip routing, maps and road atlases, 24/7/365 customer service and support and much more.

For more information about membership benefits and services, how we compare with other motor clubs, and exactly what Pinnacle Motor Club is, simply call toll-free 877-848-7333, and ask for Dave or Ken.



A Message From Long Island Region President Nick LaMorte

Labor's Century-Old Fight Just Beginning



It's hard to believe that the summer is coming to a close already! The children are heading back to school and the weather will be getting cooler.

As you flip burgers or other barbecue fare, please remember that while Labor Day marks summer's unofficial close, it also means so much more. Yes, it's a day to pause from your work. But the fact that **you are getting paid to have a day to yourself** is the result of many years of union

activism, as are many other rights we now take for granted.

There was a time when employers had the right to force people to work seven days a week, without the luxuries of sick leave, vacation time, and there was no such thing as overtime. The notion of an eight-hour day was foreign in many parts of this country, even into the early 20th century.

In 1872, 100,000 workers went on strike in New York City and won an eight-hour

day for some building tradesmen. Thousands of workers picketed and marched in American cities demanding an eight-hour day as the year 1900 approached.

The United Mine Workers won an eight-hour workday in 1898. Many printing trade workers won the same by 1905. In 1914, the Ford Motor Co. doubled pay to \$5 a day and cut shifts from nine hours to eight.

In 1916, the United States passed a law that established the eight-hour workday as well as overtime pay for railroad workers. That federal law, the Adamson Act, regulated the hours of workers in private companies for the first time. For most American workers the eight-hour day only came into being in 1938 when the Fair Labor Standards Act was passed.

Even though countless workers fought for years for rights like the eight-hour day and overtime, they can be taken away swiftly. In 2001, the Bush administration took union rights away from Homeland Security workers, and later cut thousands of people off from overtime by just rewriting the rules.

Now the AFL-CIO is fighting the administration's Kentucky River Decisions which would essentially strip union rights from thousands more federal workers by reclassifying them as "supervisors." To contact Congress to fight these changes, you can log onto http://www.unionvoice.org/campaign/Kentucky_River.

Labor's opponents are getting increasingly crafty and brazen. We must remain vigilant, stay united and use our political muscle to defend our rights! We must never forget the rights we enjoy were bought and paid for by our forefathers in the union movement, sometimes with their lives.

So, have that extra burger this holiday. You're going to need the protein because we have so much more fighting ahead of us!

In solidarity,

Nick LaMorte

Nick LaMorte, president
Long Island Region

... the fact that you are getting paid to have a day to yourself is the result of many years of union activism, as are many other rights we now take for granted.

Sept. 9, 2006
CSEA is on the MARCH!

CSEA activists from all over the Long Island Region are gearing up for **Sept. 9, 2006!** That's when activists from Greenvale to Glen Cove will be getting on the "CSEA EXPRESS" to march in the New York City Labor Parade! There will be t-shirts, food, and fun!

CSEA sponsored buses will be leaving from:

- Long Island Expressway Exit 63 Park & Ride in Farmingville at 10:30 am
- Region office in Commack at 10:45 am
- Sears parking lot in Hicksville at 11:00 am

Call the Region office to sign up!
(631) 462-0030

Don't miss the bus!

Nick LaMorte, president,
CSEA Long Island Region
New York's Leading Union

4TH ANNUAL NASSAU COUNTY LABOR PICNIC September 10th, 2006 • 12:00 to 5:00

Eisenhower Park
Hempstead Turnpike, East Meadow Field 3

Children 5 & under – FREE

Hamburgers • Hot Dogs • BBQ Chicken • Corn
Salads • Watermelon • Ice Cream
Soda • Water • Beer



PLENTY OF ENTERTAINMENT FOR THE KIDS
DJ MUSIC ALL DAY LONG!!!



FREE ACCESS TO MINI GOLF COURSE AND BATTING RANGES
WITH BRACELET GIVEN UPON ENTRY!

Contact Local 830 offices at 571-2919 for more information.

Oaths Given to New CB Operators

Congratulations to the new communications bureau operators, who were given their oath of office this past month at Local 830 offices. Those given their oaths include Robert Conte, and Chauna Lennon. Good luck!

From left, Chauna Lennon, Local 830 Executive Vice President Diane Russ and Robert Conte.

