

CSEA responds to New York Times' public employee bashing, pages 10-11

THE Work Force

April 2011 Vol. 14 No. 4

Standing with Wisconsin



Photo by CSEA Communications Specialist Ed Molitor

CSEA rallies in solidarity for workers' rights, Page 3

Photo of the Month



Photo by David Galarza

CSEA Statewide Secretary Denise Berkley joins other activists in delivering a letter from workers to Assemblyman Peter Rivera, during the Annual Black and Puerto Rican Legislative Conference in Albany. The letter, which was distributed to attendees through the conference, illustrated the devastating impact Gov. Andrew Cuomo's budget will have on communities and encourages Assembly members to fight for a better New York for all. The annual conference draws hundreds of legislators, community leaders, groups and organizations from across the state.

CSEA, state begin contract negotiations

ALBANY — CSEA and New York state have begun negotiations on a new contract to succeed the agreement that expires April 1.

“CSEA-represented state employees are on the front lines delivering essential services to New Yorkers every day under increasingly difficult working conditions,” said CSEA President Danny Donohue. “Our expectation is to reach an agreement with the state that treats those rank and file workers with fairness and respect.”

“CSEA is prepared for challenging discussions with the Cuomo administration,” Donohue said. “CSEA members understand that these are not ordinary times, but collective bargaining requires both labor and management to come to the table in good faith to find common ground.”

CSEA-New York state contracts cover about 66,000 state Executive Branch employees in the Administrative, Institutional and

Operational Services units and the Division of Military and Naval Affairs. CSEA requested to enter into negotiations on Jan. 4.

The state team is led by Joseph Bress, who headed the Governor's Office of Employee Relations under Gov. Mario Cuomo, and Todd Snyder, an investment banker with Rothschild, Inc.

Before the start of negotiations on March 22, there had been no substantive conversations between the governor's office and CSEA. Cuomo has publicly called for a salary freeze, along with \$450 million in labor “savings” from the state work force as part of his proposed state budget.

CSEA's professional negotiators will be joined at the bargaining table by 23 rank-and-file CSEA members, who make up the union's negotiating team. Any tentative agreement that is reached must be ratified by CSEA state division members and the state Legislature.

From the Office of President Danny Donohue

NEW YORK'S
LEADING UNION
CSEA ALERT
Local 1000, AFSCME, AFL-CIO

CSEA President Danny Donohue to meet Western Region members on May 19



CSEA President Danny Donohue will visit the CSEA Western Region on May 19 to meet with members.

The meetings will be held at the Rochester Satellite Office, 3495 Winton Place, Building E/Suite 3, Rochester.

Donohue will meet with union members from 1 to 7 p.m. Please call the Western Region office at (716) 691-6555 or 1-866-568-7734 for an appointment and directions.

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CSEA stands with Wisconsin

CSEA and other labor unions showed their solidarity in the past month, rallying across New York in solidarity with public employees in Wisconsin, who lost their collective bargaining rights to a Republican administration.

Wisconsin Gov. Scott Walker's new law stripping public employees of their collective bargaining rights has been blocked by a state judge's temporary restraining order after



a Wisconsin district attorney filed suit, claiming the law was passed in violation of open meeting laws. As the Work Force went to press, the judge was still considering the case.

In New York, rallies in Albany, Cheektowaga, Plattsburgh, New York City and Binghamton each drew hundreds of people while tens of thousands of demonstrators occupied the Wisconsin capitol building. CSEA President Danny Donohue, CSEA Executive Vice President and Capital District Area Labor Federation President Mary Sullivan and Statewide Treasurer Joe McMullen led a crowd of more than 500 union members and their supporters at an Albany rally despite nearly a foot of snow falling the day before.

"This fight is about unions," Donohue told the crowd. "It's about the working class around this country. It is about America. Governor Walker seems to have forgotten what democracy is all about."

Above left, CSEA Executive Vice President Mary Sullivan, also Capital District Area Labor Federation president, fires up an Albany rally. Left of Sullivan is CSEA President Danny Donohue, and right, CSEA Statewide Treasurer Joe McMullen. Below left, McMullen speaks in the Wisconsin State Capitol, where tens of thousands of demonstrators gathered to protest Gov. Scott Walker's attack on public employees. McMullen, Sullivan and Capital Region President Kathy Garrison were among CSEA activists and staff who traveled to Wisconsin to lend their voices and support.



Hundreds of union supporters from the Capital Region rally at the state Capitol in Albany on Feb. 26 in support of Wisconsin public employees. CSEA members participated in rallies across the state.



At left, CSEA Erie County Local and Unit activists Jeff Bryzski, left in camouflage, and Steve Szymura, shouting, attend a Buffalo rally. Below, union members rally in Rochester.

CSEA members in the Metropolitan Region were joined by CSEA President Danny Donohue for a rally at New York City Hall.



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Work Force

IN TOUCH WITH THE

CSEA President Danny Donohue

Let's use facts in the debate over public services

The attack on Wisconsin's workers has real and dangerous consequences for middle-class workers everywhere. The extremism of Gov. Scott Walker may be the most hateful example of the recent war on public unions, but it is not an isolated incident.

In fact, many critics are using New York's budget crisis – Albany's \$9 billion deficit – as an opportunity to scapegoat you and other public workers. The attacks come mainly from business-backed organizations concerned more with Wall Street than Main Street.

Financial chicanery and corporate excess are excused to clear the field for a misleading narrative that puts down frontline public workers and misrepresents facts about salaries, pensions and other benefits. As far as I know, none of you were engaged in risky financial schemes that led to the global financial meltdown!

Gov. Walker lost all credibility when he said he respects his state's public service workers while trampling their right to collective bargaining, now and forever.

Collective bargaining provides workers a chance to have a voice in the workplace. It means labor and management go to the bargaining table in good faith to find common ground. Collective bargaining is never perfect but the alternative is ugly – management running roughshod and political cronyism. No one should expect that eliminating collective bargaining will provide better management or better government.

New York's financial problems are very real. You did not cause these problems. People beating up on you for earning your paycheck will not make things better. We all want a better New York for all.



Danny



Hy Rosen, Times Union political cartoonist, passes away at 88

ALBANY — Hy Rosen, longtime political cartoonist at the Albany Times Union, died Feb. 24 at age 88.

Rosen was noted for his parodies of New York state governors throughout his tenure at the paper from the 1950s to the 1990s. Among Rosen's cartoons were those featuring former CSEA President Dr. Theodore Wenzl with Gvs. Nelson A. Rockefeller and Hugh Carey.

A 1971 Rosen cartoon, near right, lampooned Wenzl's battle with the Rockefeller administration over the state's excessive use of contractors and consultants, still an issue of concern today.

In a cartoon from 1975, far right, Rosen depicts Carey as a magician sawing Wenzl in half as part of that year's layoff proposals, not unlike what state workers are facing today.

In 2006, Wenzl's son Thurman presented the cartoons and other pieces of memorabilia from his father's union career to CSEA for the union's CSEA 100 History Project, which culminated in last year's centennial.





“The environment has become so sick that [attacks] go on, on a daily basis.”

Graphic videos expose violence at state OCFS facilities

Ex-state official joins CSEA’s call for OCFS reform, Carrion resignation

FISHKILL — CSEA is standing strong beside a former state Commission on Correction official’s calls for the governor to take immediate action to reform the state’s juvenile justice system.

The former official, Eileen Carpenter, recently held press conferences in Fishkill and Albany, where she released graphic security footage illustrating often out-of-control conditions at state Office of Children and Family Services secure youth facilities.

The charges echo CSEA’s criticism of misguided OCFS policies that have undermined staff and increased the danger inside the facilities.

CSEA called for the removal of OCFS Commissioner Gladys Carrion last spring after public disclosure

that her policies promoted a sex party at one of the facilities.

It was just one example of the deficiency of Carrion’s leadership that has increased risks.

“These graphic videos only further prove that Gladys Carrion’s policies are dangerous for OCFS staff and residents,” CSEA President Danny Donohue said. “This agency needs strong leadership and accountability — Gladys Carrion must go.”

Brutal attacks

Carpenter said she decided to release the footage to the media, which shows brutal gang attacks on residents and workers, after several state agencies ignored her requests to investigate conditions at the facilities. The 27 minutes of footage comes from Brookwood Secure Center in Claverack, Industry Secure Center in Rochester, MacCormick Secure Center near Ithaca and Goshen Secure Center in Goshen.

“The environment has become so sick that [attacks] go on, on a daily basis,” said Carpenter, who retired as a correctional facility specialist at the commission after 27 years of state service.

Deteriorating conditions

Carpenter said she notified the commission last fall about the existence of the tapes, footage she said she received when she’d travel to different facilities as part of her job. She later alerted the offices of the state attorney general, the state inspector general, and former Gov. David Paterson.

Carpenter linked the increase

in violent incidents at the state’s secure youth facilities to Carrion, whose misguided, permissive policies give the residents — not staff — the upper hand and have posed an increasing danger to staff, which CSEA has been pointing out throughout Carrion’s tenure.

Workers are often unfairly disciplined following violent incidents, Carpenter noted, while residents involved in attacks are rarely charged criminally. Even top-level staff members at OCFS are embarrassed by the current conditions of the secure youth facilities, Carpenter said, but, “they dare not push back on Commissioner Carrion’s philosophy because they are in appointed positions.”

Seeking accountability

CSEA-represented OCFS direct care staff attended both events, and Capital Region President Kathy Garrison attended the Albany event.

Members said the footage shown validates CSEA’s criticisms of Carrion’s tenure and renewed their hope that a change in the policies of the Carrion administration will take place soon.

“Her exposing the videos to the public is much appreciated, as that brings the violent behavior of these youths to the attention of the public,” said Brookwood Secure Center Local President Godwin Maduemezia. “All we, the staff, are seeking is clear leadership with built-in structural policies that hold everyone accountable.”

— Jessica Ladlee

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Current permissive policies make the centers more dangerous. For example, residents no longer have to walk in lines with hands clasped behind their backs, and instead give gang signs, can skip school and programs without consequence, and staff are perpetually worried that the security videos of incidents are going to be used to accuse them of child abuse.



“No one should ever have to worry that they won’t have access to care in their final years.”

CSEA fights for new nursing home

KINGSTON — Building a new county nursing home for the residents of Ulster County is the only way to ensure that the county’s most vulnerable residents do not fall through the cracks, CSEA activists and other supporters of the county-run Golden Hill Health Care Center said at recent hearings on the future of the facility.

A safety net

At a recent meeting with county officials, a state Health Department official noted that private nursing homes often turn away potential clients who may require more intensive care, a practice the official said the state cannot police.

“Cherry-picking is the dirty little secret of the private nursing home industry,” said Ulster



Ulster County Local President Terry Gilbert presents county legislators with petitions containing 2,562 signatures of residents who support building a new county home.

County Local President Terry Gilbert. “People who require more one-on-one attention are routinely passed over by private facilities because the amount of care they require cuts into profits. These are the people who often wind up at Golden Hill and other county homes. No one should ever have to worry that they won’t have access to care in their final years.”

County legislators held the hearings following the release of a report on Golden Hill’s future issued by a panel of legislators, community members and Golden Hill residents, which recommended nine different options, the most likely being the construction of a new home or sale to a private company.

CSEA activists, Golden

Hill family members, and community members spoke passionately in favor of building a new facility, saying building new could allow the continuation of a safety net for the elderly while adding new services, creating extra revenue and filling a community need.

Ulster County Executive Mike Hein has deferred to legislators to decide the future of the facility. Several legislators have come out strongly in favor of building a new county home.

“From the days of the county poorhouse in the 1800s, Ulster County has always cared for its at-risk population,” Gilbert said. “The bottom line is, we have a moral obligation to our elderly.”

— Jessica Ladlee



Pawling School District Unit Vice President Kevin Richard, left, and President Jeff Stevens, were first-time Southern Region Polar Plunge participants, though Stevens is a longtime volunteer for other Special Olympics programs.

Southern, Long Island Region members take the Polar Plunge

CSEA members in the Southern and Long Island regions recently participated in Polar Plunges to raise money for the Special Olympics.

Southern Region members raised more than \$2,200 during the Feb. 26 plunge at Camp Mariah at Fishkill Creek in Fishkill.

“This is the third year we’ve had a team taking the plunge in Fishkill and it was our biggest team so far,” said Dutchess County Education Local Vice President Guy Bilyou, team captain.

The CSEA Long Island Region “Bathing Beauties” team jumped into the Long Island Sound at Bar

Beach in Port Washington on March 5, raising nearly \$3,000.

“I’m proud of our people and their efforts to raise money for the Special Olympics,” said Long Island Region President Nick LaMorte. “It just goes to show what we can do when we stand together in solidarity.”

— Jessica Ladlee and Rich Impagliazzo

Top right, the Southern Region Polar Plunge team at Fishkill Creek.

Bottom right, the Long Island Region Bathing Beauties prepare to plunge.



Neutral ground helps workers in forming a union with CSEA

ROCHESTER — Sodexo food service workers at Monroe Community College voted recently to join CSEA.

The newly certified private sector bargaining unit of 55 workers: cashiers, short order cooks, cooks, food preparers and dishwashers had a unique set of circumstances during their organizing campaign that proved to be an ideal organizing environment.

Not only did Monroe Community College workers benefit from CSEA's existing positive relationship with the college, but a neutrality agreement was also reached with



Maria Mach, president of the CSEA Sodexo Local at SUNY New Paltz, helped explain contract negotiations to Monroe Community College workers.

New food service local at SUNY campus ratifies first contract

Twenty-eight Sodexo food service workers at SUNY Institute of Technology recently joined CSEA. Highlights of the agreement include wage increases, a defined grievance process, strong language on job bidding and transfers, layoffs, and recalls. The contract also defines holidays and vacation allowances and Sodexo's commitment for health insurance premiums.

the private sector food service management company Sodexo, keeping workers free from intimidation and harassment by their employer.

More than half of U.S workers, nearly 60 million, say they would join a union if they could but many don't even get the chance because of tactics bosses use to block, intimidate, coerce or even fire people trying to organize.



Monroe Community College Unit President

Bess Watts had an integral part in the organizing campaign, as did several CSEA Volunteer Member Organizers (VMOs).

"I told them how good CSEA is. I told them that we may be a small unit but we are part of a larger family. We are all brothers and sisters in CSEA. I wanted to have them understand I would be there for them to reach out to," Watts said.

Maria Mach, president of the CSEA Sodexo Local at SUNY New Paltz, also helped the campaign by traveling to Monroe County to talk about the 2002-2003 organizing campaign with Sodexo at SUNY New Paltz.

Because MCC workers were in the middle of a transition from their previous company (Aramark) to Sodexo, Mach said, "They had a lot to think about. In addition to learning a new boss, they had the same issues we had back in 2003; scheduling, raises, medical benefits, overtime issues; a need for a grievance procedure. Helping other people organize connects me. It reminds me what this labor movement is all about," said Mach.

"It's so important for the working class to have a voice. I think our voice is more often being silenced with the millionaires more in control of the message. Any time we can organize and have one collective voice, we need to," said Watts.

— Jill Asencio

CSEA members stop spread of typhoid



CSEA members Walter Wojnarowski, left, and Steve Borkofsky

DEER PARK — CSEA members in the Deer Park School District helped stem a potentially dangerous situation after a pre-school student was diagnosed with typhoid fever.

The comprehensive cleansing efforts of CSEA members Steve Borkofsky and Walter Wojnarowski helped prevent other students and staff from contracting typhoid.

The two workers were dispatched as "first responders" with a mandate to thoroughly sterilize and sanitize every floor, bathroom, window, desk and bus to stem the potential crisis at the pre-school.

"Our guys jumped right in and did what was necessary when the health of the community children was at risk," said Deer Park School District Unit President Joe Owens.

Borkofsky and Wojnarowski worked over an entire weekend to provide a safe environment for students at Abraham Lincoln Pre-School.

"People are quick to criticize public workers but this incident should be considered the next time some school board trustee decides to disparage the work of our members," said Long Island Region President Nick LaMorte. "These two guys did a great job and proved themselves to be an asset to the Deer Park community."

— Rich Impagliazzo



“We want a stronger voice at the table, and a better, clearer contract with better protections and I’m hopeful CSEA can get us there.”

Save the dates!

CSEA has set dates and places for these statewide events:

- **CSEA Women’s Conference:** April 1-3, Albany;
- **Spring Workshop:** May 20-22, Niagara Falls;
- **Retiree Delegates Meeting:** Aug. 18-21, Niagara Falls; and
- **Annual Delegates Meeting:** Oct. 3-7, New York City.

Check www.csealocal1000.org for information about these events. Registration information and details about other events will be posted on the website as it becomes available.

The CSEA Difference: Plainedge School District

School transportation workers dissolve association to join CSEA

NORTH MASSAPEQUA — Forty-five transportation workers in the Plainedge School District on Long Island decided to join CSEA recently with a nearly unanimous decision.

The group dissolved their existing association for more effective negotiations with CSEA’s help. After a few negotiating sessions before their contract expired last July, they realized, it was time to make the switch to a stronger union.

“They wanted to take back many of our benefits, including compensation for vacation days and holidays, and they proposed that we should become salaried employees,” said Karen Holden, president of the new unit. “They told us we weren’t going to get more than a 1 percent raise and proposed stretching out our step raises over 17 years to reach top pay. Now, most of us are retired and do this part time; we don’t have 17 years left. We thought, ‘we couldn’t handle negotiations like this alone.’”

Holden said the group wants stronger support when children or parents make false claims against workers. Recently, they fought one of these situations legally and won, but it drained the previous association’s resources.

An ‘obvious choice’

During an association meeting, bus driver and now shop steward Frank Carlin asked for a show of hands in support of joining CSEA. He said when 90 percent of hands went up in the room, he knew

what he had to do.

“I just looked it up online and made a call to CSEA,” said Carlin. He said it was an obvious choice since they knew and had talked to other workers at the school district who belong to CSEA, which also represents the custodians, secretaries and the nurses at Plainedge.

“We are 6,000-plus strong here in the Nassau Educational Local. We represent 70 units. There certainly is power in numbers. They’re not ‘out there’ by themselves,” said Volunteer Member Organizer and Nassau Educational Local President Monica Berkowitz. She and others in the local worked in helping the Plainedge transportation workers become a part of CSEA.

Strong voice, contract

“Many of us are retired from other jobs and now do this part time. We have former cops, former firemen, former Postal Service workers — people who understand what it’s like to work under a strong contract,” said Carlin. “We wanted to have a negotiator to work with us who knows how to do it. We were looking for more experience. We needed help.”

“We want a stronger voice at the table, and a better, clearer contract with better protections and I’m hopeful that CSEA can get us there. I’m hoping that everybody can sit down and say we can all agree and that it’s for everybody who’s there now and for every body that comes on after us,” Carlin said.

— Jill Asencio

The Nassau Educational Local in the Long Island Region has more than 6,000 members and 70 units.

CSEA responds to misleading portrayal of system

Developmental disabilities workers dedicated, caring professionals

Charges made by a recent New York Times article alleging systemic abuse in the state developmental disabilities system are serious and disturbing.

Abuse of clients under any circumstances is unacceptable and never to be tolerated. New York's developmental disabilities system is far from perfect and we all want better care, better oversight and better quality of life for the individuals and everyone associated with the system.

But the Times article missed important facts. The portrayal that has been put forth to the public is not representative of the system as a whole.

CSEA represents about 18,000 workers who care for nearly 40,000 individuals with developmental disabilities.

Only a tiny fraction of those employees have ever been brought up on disciplinary charges of any nature. In fact, most state developmental disabilities employees are some of the most caring and dedicated professionals you will ever meet.

Veteran care worker speaks out

"I was extremely upset with that article. It does not represent the work force that we represent. There were a lot of inaccuracies and it's just not how we represent our members and how we deal with abuse," said CSEA Statewide Secretary Denise Berkley, who has more than 30 years of experience as a developmental disabilities employee.

"We would never, ever condone abuse, but that article put every worker in that system in a negative light," Berkley said.



CSEA Statewide Secretary Denise Berkley

"Despite the short staffing, despite the mandated and excessive overtime, we still give the attention and care to the consumers every day in that system. Why didn't the reporter speak to the workers in that system, rather than simply relying on statistics? Why did this article come up now, just as we're starting negotiations with the state on a new contract?" Berkley said. "Spend 24 hours in a group home. Spend a couple days, spend a week, then come talk to us."

Workers go above and beyond

Christine Bischoff was left fuming after hearing from her co-workers about the one-sided Times article.

Bischoff said the article's portrayal of

workers, which suggests widespread abuse, bears no resemblance to the people she works alongside as a house manager for Hudson Valley Developmental Disabilities Services Office.

When they aren't planning social activities or outings that add to quality of life, it isn't uncommon for workers to reach into their own pockets to buy a newspaper or other small items to bring a smile to the consumers' faces.

"We look at the consumers as our family members," said Bischoff. "Would we do this to family? If there are problems, they absolutely should be dealt with, but it's just not right to suggest that this is happening throughout the agency when the majority goes above and beyond to help the consumers."

Bischoff knows about the quality of care better than most. On her days off, she will often pick up her aunt, a woman with disabilities who lives at a different Hudson Valley DDSO house, so the aunt can visit with family.

"She was my inspiration to get into this agency," said Bischoff. "I want to make sure the system is proper for my aunt. She is well cared for; all our consumers are well cared for. The workers who are good are never recognized, but when something bad happens, our whole agency is labeled as terrible. It's not right."



CSEA Office of People with Disabilities member Christine Bischoff



Quality care is what the system is all about.

Providing a safe, healthy environment

When Ed Figueroa read recent media reports about Office of People With Developmental Disabilities, he couldn't believe what he saw; those reports could not be further from the truth.

"We go the extra mile for our consumers," said Figueroa, a 37-year veteran in the state mental health and developmental disabilities systems.

"I am proud of Finger Lakes OPWDD and the job we do. We are held to a very high standard. We have a great system and do a great job. I have a stepson in the system. A full 99.9 percent of what I see are good things. It's not perfect but we do a heck of a

job," Figueroa said.

Staff in Finger Lakes OPWDD is caring, confident and able to safely handle whatever obstacles a day may bring. They are highly trained and able to employ a variety of methods to ensure consumer – and staff – safety on the job.

"When you come in for your shift, you just don't know what to expect," Figueroa said. "Some consumers just don't want to be here. We are able to talk them down using calming techniques. We are trained to keep consumers from harming themselves or anyone else."

Throughout the years, he has been called on to assist with Spanish-English translation

for consumers, parents, staff and management. At one point, supervisors allowed him to be released from his post – workload permitting – to help in the "dayhab" facilities.

Figueroa began his career with the state after he served in the Army in Vietnam.

He started out at the Bronx Psychiatric Center.

There, he worked with consumers with developmental disabilities and criminal backgrounds. In the late 1980s, he transferred to Finger Lakes to be closer to his stepson.

"I do this job because I like to help people," Figueroa said. "Every day is different. It is a challenge but it is very gratifying."



CSEA Office of People with Disabilities member Ed Figueroa

— Jessica Ladlee, Lynn Miller and Lou Hmieleski

"We look at the consumers as our family members."

The New York Times published, on its website, Statewide Secretary Denise Berkley's response to their recent article alleging abuse in developmental disabilities system.

Here's the link:

http://www.csealocal1000.org/csea_newsroom.php#berkley_letter



CSEA has long led the way nationally in ensuring safer, healthier workplaces, but there is still more work to do.

Mourn for the dead, fight for the living on Workers' Memorial Day

CSEA will observe Workers' Memorial Day April 28 to remember those who have passed away or sustained serious injuries while doing their jobs, including the following members:

- **Stacie Williams**, 45, a patient care assistant at Nassau University Medical Center, passed away June 16, 2010, due to workplace violence stemming from a domestic incident;
- **Anthony Ruggiero Jr.**, 48, a Village of Tarrytown Department of Public Works employee, passed away Sept. 6, 2010, while working in a village manhole;
- **John P. Kelly**, 51, a state Department of Transportation worker at the department's Region 8 Eastview Residency in Westchester County, passed away Sept. 6, 2010, while responding as a volunteer firefighter



Williams



Ruggiero



Kelly



Marasco (*Niagara Gazette*)

to the Tarrytown village manhole incident that also claimed Ruggiero, and

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

Workers' Memorial Day, first observed in 1989, is an international

day of remembrance for fallen workers. CSEA also marks Workers' Memorial Day as an opportunity to continue the ongoing fight for workplace safety and health.

CSEA has long led the way nationally in ensuring safer, healthier workplaces, but there is still more work to do.

Visit CSEA's website at www.csealocal1000.org for Workers' Memorial Day events in your region.



Jim Schultz:
• **PEOPLE Recruiter of the Quarter**

• **Chair, Southern Region PEOPLE Committee**

• **Treasurer, Hudson River Psychiatric Center Local**

• **Recently recruited 21 new PEOPLE MVP members**

• **Avid cook who is known for his chili, Schultz enjoys feeding friends and co-workers.**

CSEA activist makes PEOPLE his mission

POUGHKEEPSIE — Hudson River Psychiatric Center Local activist Jim Schultz saw first-hand the benefits of having a union when he worked without one.

Years ago, after spending 18 years as a general mechanic and union activist at Hudson Valley DDSO in Rockland County, Schultz had moved to a southern state where the mere mention of the word union can land you on the unemployment line, if not a hospital or an early grave.

"I couldn't stand to see so many people being afraid of their bosses or afraid of losing their jobs," said Schultz. "I saw one guy that had lost a finger, had it bandaged and immediately came back to work because he was afraid."

After moving back to New York and returning to state service at Hudson



Schultz

River Psychiatric Center, Schultz also resumed his CSEA activism.

Today, as the Southern Region PEOPLE Committee chair and the most recent PEOPLE Recruiter of the Quarter, Schultz is determined to not only eliminate fear in the workplace, but to make his co-workers and other union members realize the importance of a strong union.

He recently recruited 21 new PEOPLE MVP members and plans to keep moving.

A new mission

Schultz credits PEOPLE with a victory he was involved in early in his state service, when he help defeat an attempt by the legislature to tax sick leave.

"I thought to myself, 'I have over 1,000 hours of sick leave, I can't afford to be taxed on this,'" said Schultz.

Thanks to his and other PEOPLE members' efforts, the measure was defeated. It also gave Schultz a new mission as a CSEA activist.

"I don't beg people to sign up for PEOPLE," said Schultz. "I explain it to them. I bring up topics like Social Security, and tell them if you are going to retire and expect to collect Social Security at 62, you may not get it until you are 70."

With all the attacks on labor and the gains made by working people, Schultz admits, it's often not a hard sell.

"We are in the midst of trying to get our new contract," said Schultz. "People need to start waking up here!"

For those members who may not be so easily convinced about the necessity of PEOPLE and making their regular contributions, Schultz also has a persuasive message.

"Sitting down, complaining between four walls and asking what CSEA is going to do for us is not enough," said Schultz. "You have to do something."

— **David Galarza**

CSEA takes part in centennial commemoration

Triangle Shirtwaist fire's tragedy illustrates need for worker protections

CSEA has been fighting for the well being of hardworking New Yorkers for more than a century, a fight fueled by injustices and threats against workers.

It has been 100 years since the infamous Triangle Shirtwaist factory fire, which killed 146 mostly young, immigrant women. The Triangle fire was New York's greatest workplace tragedy until the Sept. 11, 2001, attacks.

CSEA took part in commemorations of the tragic fire, which was a result of unlawful and inhumane working conditions.

The fire opened the eyes of the nation to the need for better labor laws and safer working conditions. In the wake of this tragedy, labor reform was born.

Following the fire, the Factory Investigation Commission was formed Aug. 20, 1911; it was one of the major steps toward advancing worker protections in New York.

Stewart J. Owen Jr., CSEA's second president, worked for the commission along with several other historic leaders such as

Frances Perkins, Robert Wagner, and future Gov. Alfred E. Smith.

Perkins was the first woman to hold a cabinet position as secretary of labor in the Franklin D. Roosevelt administration in the 1930s. Perkins and Smith both rose to prominence through the Factory Investigation Commission and were able to enact 30 laws for workplace safety.

Increased worker protections

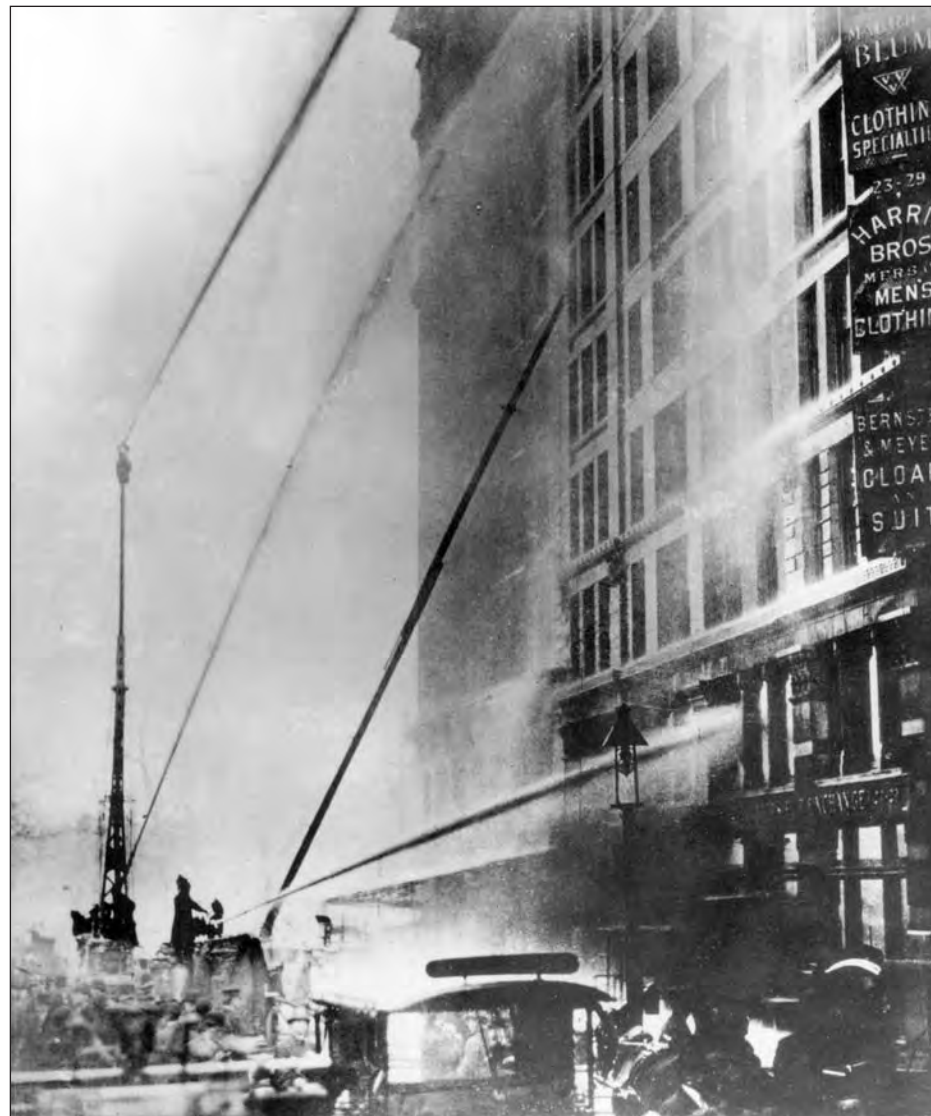
There were several investigations by the committee, including those related to lead and arsenic poisoning, general factory sanitary conditions, general ventilation, and investigation of wages and wage legislation. The eight-hour workday came out of these investigations, along with laws putting restrictions on child labor, the introduction of fire escapes and fire alarms, and serious penalties for violating the new labor laws.

Out of the tragedy of the Triangle Shirtwaist fire, unions, including CSEA, continue to fight for better and safer working conditions.

— Navar McCloud

Look for more coverage of Triangle Commemoration events in the next Work Force.

Learn more about the fire at:
<http://www.labor.ny.gov/agencyinfo/triangle-fire.shtm>



Top photo, firefighters try in vain to control the Triangle Shirtwaist factory fire. Below, one of the devastated factory production rooms. Historic images courtesy of Kheel Center for Labor-Management Documentation and Archives, Cornell University.



CSEA activists fight for a better New York For All

CSEA members urged the lawmakers to oppose the governor's proposed state budget cuts and oppose cutting income taxes on wealthy New Yorkers.

ALBANY — Hundreds of CSEA activists recently met with their state senators and Assemblymembers as part of AFSCME Lobby Day.

CSEA members urged the lawmakers to oppose the governor's proposed state budget cuts and oppose cutting income taxes on wealthy New Yorkers.

CSEA President Danny Donohue, state Comptroller Tom DiNapoli, Assembly Speaker Sheldon Silver and Deputy Senate Majority Leader Tom Libous were among the featured speakers at the program before the meetings.

On the same day, CSEA members employed in libraries across the state met with their state lawmakers to urge them to support library funding and programs.



CSEA Central Region activists get fired up for AFSCME Lobby Day.



Left, Deputy Senate Majority Leader Tom Libous addresses members. Photo by JoanHeffler.com.

Right, Assembly Speaker Sheldon Silver addresses AFSCME members. Photo by JoanHeffler.com.



Keep up to date with civil service test announcements

View upcoming state and local government open competitive and/or promotion exams at:
<http://www.cs.state.ny.us/jobseeker/>

The Department of Civil Service's website offers information on job openings and civil service exams being given for promotions and new hires.

Don't forget to check out CSEA's Work Institute for civil service test preparation help and materials.

For more information, go to:
<http://www.csealocal1000.org/wi/cstp.php>



Left, President Danny Donohue presents an AFSCME T-shirt to state Comptroller Tom DiNapoli. Photo by JoanHeffler.com.



An AFSCME member makes her voice heard at the Lobby Day program. Photo by JoanHeffler.com.

CSEA Legal Services Program expanded to include a new legal services plan for CSEA members who are veterans.

Attention Veterans: You Have a New Legal Service

You may be eligible for compensation if you were wounded, injured, became ill while on active duty, or have been diagnosed with a disease, PTSD or TBI relating to your service in the armed forces. Pre-existing injuries or illnesses aggravated by military service may also be covered. Although most service-connected disabilities appear during or soon after military service, some conditions may not have appeared at all, until many years after discharge. For information, you can find your nearest Regional Office at www.va.gov. Your state Veterans Service Officer or your local Veterans Service Organization can assist you with your initial claim. The VA also operates a toll free number for general questions 1-800-827-1000.

If you applied for benefits and are unhappy with the decision, you can file a Notice of Disagreement (NOD). After the VA receives the Notice of Disagreement, the VA may ask if you would like a re-review of the case by the Regional Office or you can appeal to the Board of Veterans' Appeals (BVA). If you are still unhappy with the decision you can file an appeal with the Court of Appeals for Veterans Claims (CAVC). Certain cases qualify for Federal Circuit Court review.

In the past, attorneys were prohibited from representing veterans in their struggle to obtain service-connected benefits for injuries and disabilities. However, in June 2007, Congress issued regulations permitting attorneys to assist veterans at both the Regional Office (RO) and the Board of Veterans' Appeals (BVA), once a denial is received. In addition, Congress enacted the Veterans' Judicial Review Act, which created the U. S. Court of Appeals for Veterans' Claims (CAVC), a federal appellate court specifically created to hear and determine veterans' appeals. As a veteran you now have an **absolute right** to retain an attorney to represent you before the Department of Veterans Affairs, once you receive the denial for VA benefits.

CSEA has partnered with Fine, Olin & Anderman (FOA) our injury-related endorsed law firm, to assist CSEA veteran members who may be eligible for compensation if they were injured or became ill while on active duty. FOA is part of the Veterans Services Group, a group of attorneys and paralegals dedicated to assist veterans with their denied claims. Veterans Services Group attorneys can appear before the U.S. Court of Appeals for Veterans Claims and are certified in all areas of veterans representation from the VA Regional Office level, to the U.S. Court of Appeals for Veterans Claims, and beyond, to the Federal courts.

In the event that you are denied benefits, we encourage you to call **CSEA at 1-800-342-4146** and follow the prompts for Legal Services Program, injury-related matters. You will be connected to **Fine, Olin & Anderman, LLP, (FOA)** the statewide law firm under the CSEA Legal Services Program, to assist you with your disability claim. You can also access more information regarding the veterans' legal service at: http://www.csealocal1000.org/legal/veterans_disability_benefits.php

MEMBERS ONLY INFORMATION

LOCAL 1000



AFSCME, AFL-CIO

Legal Services Program

Workers' Compensation and Social Security Disability

Personal Legal Matters

Personal Injury Matters

Taking Care of Business/Elder Law

Veterans Disability Benefits

This members-only benefit program provides attorney representation for *Workers' Compensation, Social Security Disability, Personal Injury, Veterans*

Know Your Rights!

Disability Benefits and Personal Legal matters including Taking Care of Business for members and their dependents. Quality legal representation at little or no out-of-pocket cost for injury/illness related matters; quality legal representation at pre-negotiated/discounted fees for other personal matters.

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



1-800-342-4146

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

CSEA Headquarters, 143 Washington Ave., Albany, NY 12210

Web site: www.csealocal1000.org (through the CSEA members-only portal)

Save on maintenance prescriptions with the Empire Plan's home delivery

Empire Plan enrollees can save time and money when ordering their prescriptions with home delivery for maintenance medications from the Medco Mail Service Pharmacy. It's a convenient service available at no additional cost to you.



Benefits of Home Delivery

- Enrollees pay a lower co-payment for mail service prescriptions versus filling the same prescriptions at a retail pharmacy.
- Enrollees can skip the trip to the local retail pharmacy for maintenance prescriptions – the prescriptions are delivered directly to your home.
- Enrollees don't have to pay for home delivery service – standard shipping of your prescriptions is free.
- Enrollees only need to order refills once every three months – you get up to a 90-day supply of your medication with each order.
- Enrollees can save the plan money by eliminating the dispensing fees that are normally incurred by the plan when prescriptions are filled at retail pharmacies.
- Enrollees can speak to a pharmacist anytime, day or night – the Medco Mail Service Pharmacy never closes.
- Enrollees can order refills from home – by phone, mail or on the Internet.

Here's how to begin using Home Delivery

- Ask your doctor to write a prescription for up to a 90-day supply of your medication (plus refills for up to one year, if appropriate).
- Complete a Mail Service Order Form.
- If you don't have an order form, contact Medco to request one by calling the toll-free number **1-877-769-7447 (NYSHIP)**.
- Once the order form is complete, mail the form and your prescription to Medco.
- When your order is received, your prescription will be processed, filled and sent to you.

Deadline for 2010 Empire Plan claims is April 30

Empire Plan enrollees have until **April 30, 2011** (120 days after the end of the calendar year) to submit medical expenses incurred during the 2010 plan year to:

United HealthCare Service Corp.

**P.O. Box 1600
Kingston, N.Y. 12402-1600**

For the Empire Plan Basic Medical Program, the Home Care Advocacy Program (HCAP) and for non-network physical therapy or chiropractic services.

Empire Blue Cross and Blue Shield

NYS Service Center (Code YLS)

**P.O. Box 1407 – Church Street Station
New York, N.Y. 10008-1407**

For Empire Plan and non-network Inpatient or Outpatient hospital services.

OptumHealth Behavioral Solutions

**P.O. Box 5190
Kingston, N.Y. 12402-5190**

For non-network mental health and substance abuse services.

Medco Health Solutions

P.O. Box 14711

Lexington, KY 40512

For prescriptions filled at non-participating pharmacies or at participating pharmacies without using your New York Government Employee Benefit Card.

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

Network providers/pharmacies will submit claims directly to the appropriate insurance carrier on your behalf when provided with all necessary information. If you have a non-network claim submission, make sure you complete the requested subscriber information on the claim form, include the original billing or receipt (if requested) and don't forget to sign the claim form.

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

EBF offers new Solstice plan for local government units

The CSEA Employee Benefit Fund Board of Trustees recently

approved a new dental & vision plan for local government employees to address the situation in which units are unable to garner the required 50 percent participation level.

The new Solstice dental and vision plans are available for members to purchase on an individual basis, either through payroll deduction or direct pay to the EBF with a credit card or bank account.*

Until Jan. 1, 2011, CSEA local government units were required to obtain 50 percent member participation to enroll in an EBF plan.

In some cases, the unit would come close to this level and then miss the 50 percent mark, causing frustration for members who were willing to pay for

these benefits and still be denied access to them for reasons beyond their control.

In the new Solstice plan, members no longer need to depend on participation levels to get the benefits. The EBF Solstice Dental

and Vision plans were designed with individual members in mind, to provide an alternative when the existing plans cannot be made available.

If you are employed by a local government agency and do not have dental and/or vision benefits and would like to know more about the Solstice plan, contact EBF at (800) 323-2732 or visit the EBF website at www.cseaebf.com to learn more. Region benefits specialists are listed below.

EBF urges local government units that are able to secure the 50 percent member participation

requirement to first seek one of the fund's regular benefit programs. If your unit is unable to reach the 50 percent requirement, the Solstice plans are available.

Solstice is just one more way that the EBF is trying to meet the changing needs of our

hardworking members and their families.

**To obtain these benefits, the employer must sign an MOA (Memorandum of Agreement) that allows access to the CSEA Employee Benefit Fund dental and/or vision benefits.*



EBF local government benefits specialists

Long Island Region:

Linda Sclafani
(631) 462-5224
lsclafani@cseaebf.org

Capital Region:

Erin Bazinet
518-782-1500, ext 860
ebazinet@cseaebf.org

Metropolitan Region:

No local government representatives

Central Region:

Chuck Guild
(800) 323-2732, ext 818
cguild@cseaebf.org

Southern Region:

Carisa Guild
(800) 323-2732, ext 813
chguild@cseaebf.org

Western Region:

Michael Wagner
(800) 323-2732, ext 808
mwagner@cseaebf.org

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

Proposed resolutions and proposed amendments to the CSEA Constitution & By-Laws for consideration by CSEA delegates to the union's 2011 Annual Delegates Meeting must be submitted by May 15, 2011.

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

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

The 2011 CSEA Annual Delegates Meeting will be held Oct. 3-7 in New York City.

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.

STRETCH YOUR DOLLARS!



Danny Donohue, President

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Benefits
Can Help.**

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25%
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Reimbursement of fees for 12-month plan

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Click on: Money and Credit More info
Click on: CSEA-AFSCME Union-Plus Credit Card
Click on: Money and Insurance
Click on: Credit Counseling

**FREE
Analysis**



\$474

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Call for CSEA activation code
1-800-342-4146 x1359
Some restrictions may apply.

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Marrero is PEOPLE Recruiter of the Month

Liz Marrero of the Long Island Developmental Center Local in the Long Island Region is the PEOPLE Recruiter of the Month for February. She recruited 10 new PEOPLE MVP members.

“PEOPLE helps pro-labor candidates get their message out to the voters,” said Marrero. “CSEA members should join to support those who share our commitment to the causes of organized labor, especially in these difficult times when public employees are criticized and attacked on a daily basis.”

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.



Marrero

— Rich Impagliazzo

Carmel school workers lauded for fire heroics

CARMEL — Quick thinking on the part of Carmel School District Unit members B.J. Hawthorne and Raena O’Brien saved several lives recently.

Hawthorne, a district bus driver, and O’Brien, a bus monitor, were finishing their morning bus run when Hawthorne noticed dark smoke coming from a house along their bus route.

Realizing the home was on fire, Hawthorne quickly radioed for help while O’Brien banged on the door to alert the residents of the home, who were asleep. The duo’s heroics garnered local media attention.

Carmel School District Unit President Lorri Livulpi said the

local fire department’s response time was even quicker than normal because several other bus drivers happened to be parked in the firehouse parking lot while on a layover. After hearing Hawthorne request emergency services, the drivers ran into the firehouse to notify firefighters.

“We know what an outstanding job our members do every day, but this incident shows how CSEA members go above and beyond,” said Livulpi, who added that district transportation workers have played a part in several other lifesaving incidents in recent years.

— Jessica Ladlee



Carmel School District Unit members Raena O’Brien, left, and B.J. Hawthorne were hailed as heroes.

RIVERHEAD
REACHES
CONTRACT —
CSEA members

in Riverhead overwhelmingly ratified a new four-year contract that includes a salary percentage increase in the last two years.

The agreement is retroactive to Jan. 1, 2011 and unit members at the top step of the wage scale will receive a bonus in the last pay period of the first two years

... **FALLSBURG RATIFIES** — Members of the Fallsburg Central School District Custodial Unit recently unanimously approved a four-year contract. The deal includes wage increases in each year of the contract, a new sick leave incentive that rewards employees with low or no sick time use, improvements in longevity, two added holidays in



the event of unused snow days, and a new policy allowing the unit president to

meet with district officials prior to the hiring of new employees ... **SCHOLARSHIP DEADLINE** — April 22 is the deadline for graduating high school seniors who are the children of CSEA-represented employees to apply for scholarships offered through CSEA. A single application covers the Irving Flaumenbaum Memorial Scholarship, the Pearl Carroll & Associates Scholarship and the MetLife Insurance Co. Scholarship. Applications are available from local and unit presidents, CSEA Headquarters, region or satellite offices, or may be downloaded from CSEA’s website at www.csealocal1000.org.

Program moves CSEA activists

Metropolitan Region activists Delphine Moultrie, far left, and Joe Aravena, chair of the region’s Education Committee,

far right, recently helped U.S. Department of Health and Human Services Region Director Dr. Jaime Torres coordinate a local launch for First Lady Michelle Obama’s Let’s Move! initiative. The program is aimed at solving childhood obesity within a generation, so that children born today will grow up healthier and able to pursue their dreams. Combining comprehensive strategies with common sense, Let’s Move! is about putting children on the path to a healthy future during their earliest months and years, including giving parents helpful information and fostering environments that support healthy choices, providing healthier foods in our schools, ensuring that every family has access to healthy, affordable food and helping children become more physically active.



THE Work Force

www.csealocal1000.org

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Danny Donohue, President
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