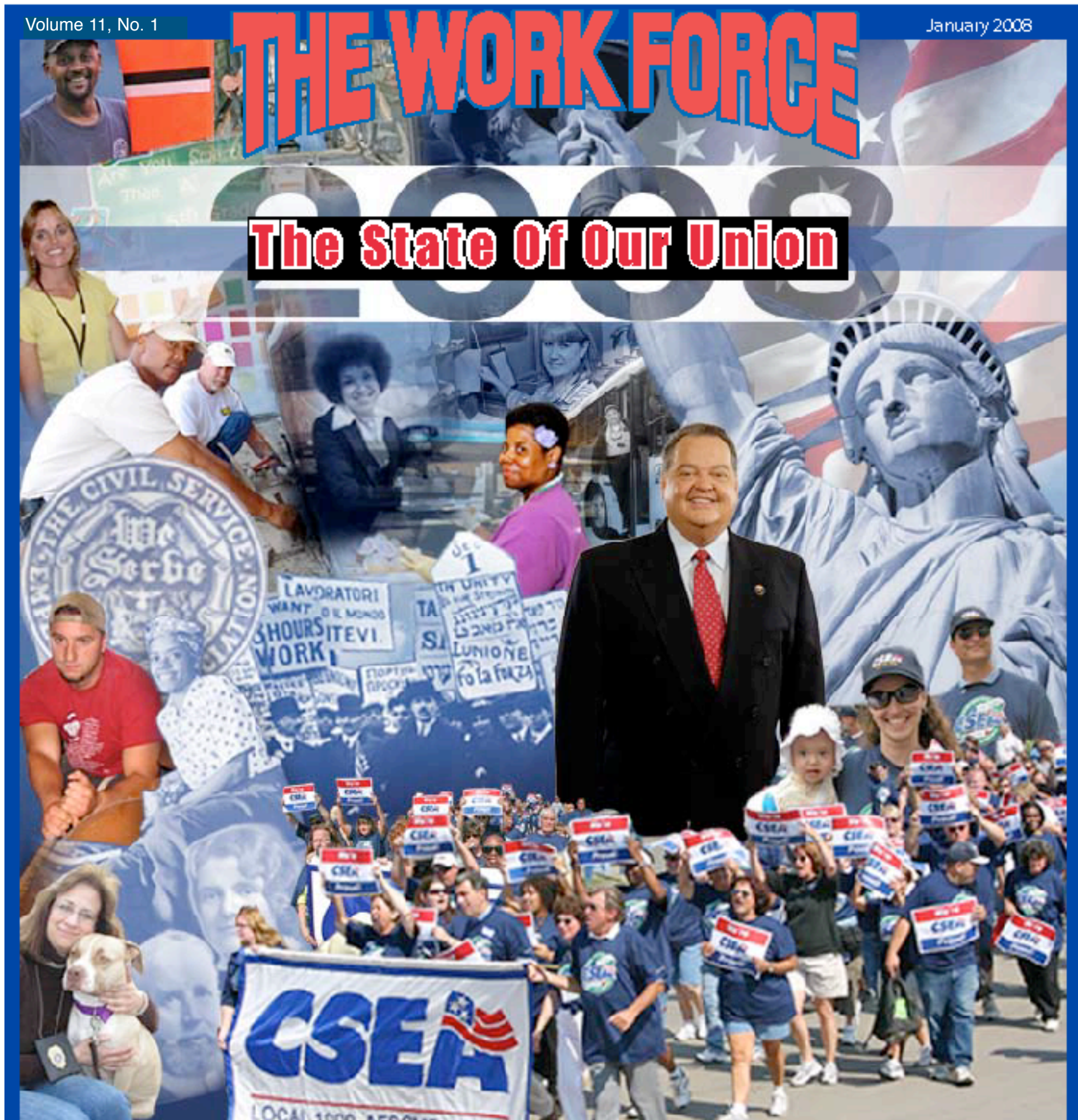


# THE WORK FORCE

## The State Of Our Union



*See Pages 18 and 19*

## Photo of the Month



CSEA Onondaga County Local member Brian Nemier adjusts a lighting display for the county's "Lights on the Lake" holiday display. See related photo, Page 8.

### AFSCME 2008 scholarships

AFSCME will grant 13 \$2,000 scholarships for high school seniors graduating in spring 2008. Students must be the child of a CSEA member, or whose legal guardian or financially responsible grandparent is a CSEA member.

Students must be enrolled in a full-time degree program at an accredited four-year institution.

Applications must be postmarked by **Dec. 31, 2007**. Contact your local or unit president for applications; download them at [www.afscme.org](http://www.afscme.org); request them by mail from: AFSCME Family Scholarship Program, c/o Education Department, 1625 L St. NW, Washington, D.C., 20036, or request by e-mail: [education@afscme.org](mailto:education@afscme.org).

### Local government leave time won for breast/prostate cancer screening

CSEA members working in local government now have expanded leave time to get screening for breast and prostate cancer.

The new law, pushed for by CSEA, allows four hours of annual, excused leave for all municipal and school district employees to receive breast and prostate cancer screening. This

includes employees of cities, towns and villages. The leave cannot be charged against an employee's accrued sick, vacation or other leave to which they may be entitled.

This builds on similar laws that granted this same health care screening for state and county employees.

## Impasse declared in Yonkers schools

YONKERS — After nearly 18 months of talks with no contract in place, the Yonkers Public Schools Unit has declared impasse in contract negotiations.

The unit's last contract expired June 30, 2006. That contract took more than three years of negotiations before a settlement was reached.

"We will not settle on any contract that fails to meet the needs of all our members," said Unit President Bobbie DiBattista.

The primary sticking points for the 1,700-member unit are wages, benefits and working conditions for hourly workers. A large portion of the bargaining unit comprises

teacher aides, who are paid hourly wages. Depending on the number of hours worked, the aides make between \$9,000 and \$18,000 per year, a salary that does not meet the cost of living in Westchester County.

In the Yonkers schools, CSEA represents clerical and custodial workers, safety officers, teacher aides, food service workers and bus monitors. Over the years, CSEA has constantly lobbied on the district's behalf for state funding, as the district's status as a small city school district forces a reliance on the state to fill budget gaps.

— Jessica Ladlee

## Election Day: stunning victories, disappointments

Election Day 2007 provided stunning upsets along with some disappointments for CSEA-backed candidates.

"Every vote counts, especially in local elections," said CSEA President Danny Donohue.

"There were close races in every part of the state and CSEA efforts and member votes did make a difference for many of our endorsed candidates," Donohue said.

Among the Election Day 2007 highlights were two exciting races in the Capital Region. Challenger Paula Mahan is holding a slight lead in the race for Colonie Town Supervisor, while in the City of Saratoga Springs, Republican

challenger Skip Scirocco ousted a longtime incumbent in the race for Commissioner of Public Works.

CSEA members also secured an impressive victory in the City of Corning, helping Republican Tom Reed decisively oust the incumbent mayor who had repeatedly clashed with CSEA.

CSEA also helped

Democrats take control of the Dutchess County Legislature and pick up two seats in the Onondaga County Legislature. Democrats also maintained their 10-9 majority in Nassau County with CSEA support.

*"There were close races in every part of the state and CSEA efforts and member votes did make a difference for many of our endorsed candidates."*

**Schools, health care facilities contend with tough MRSA infections, cleaning issues**

**Workers SWAT bug**

**Editor's note:** *The media has been full of stories in recent weeks about the outbreak of methicillin-resistant staphylococcus aureus (MRSA). For CSEA members, the challenge to protect the public from this dangerous infection is a daily reality. Here are some examples of their work.*

DOVER PLAINS — By the time news broke of two local students being diagnosed with the MRSA staph infection, CSEA members working for the Dover School District in Dutchess County were well prepared for questions on measures the district was taking to keep its students safe.

That's because the majority of these measures were practices that had long been in place.

"We've been doing these things all along," said Ann Spaeth, a school nurse at Dover Elementary School, explaining that workers have mainly had to kick disinfectant efforts up an extra notch.

Before the two MRSA diagnoses in Dover, school administrators had closely followed

the widespread media attention on the drug resistant infection and decided that extra steps were needed.

School custodians came in on overtime and used a special disinfectant to wipe down objects in the school. The district has also secured a special disinfecting misting machine that will be used throughout district buildings.

"While we've always stressed hand washing and our custodians work extra hard to keep the buildings as clean as

possible, you want to do everything you can to set parents' minds at ease," said Spaeth.

Hand sanitizers, which must be used properly and not overused, have been placed throughout the school, but Spaeth said that is not enough. Educating students on hand washing techniques, including simple soap and water, is just as important.

"I have kids use the bathroom in my office and the first thing I always say is, 'did you wash your hands?' We can't stress that enough," she said.

**Genesee County reaction**

In the Oakfield-Alabama School District in Genesee County, two unconfirmed cases have been reported in students, said CSEA Oakfield-Alabama School District Unit President and school nurse Joan Phelps.

Since that time, CSEA-represented maintenance crews have installed hand sanitizers in every classroom. The district has also sent out reminders to all faculty and staff reminding them of the importance



**Joan Phelps, school nurse and CSEA Oakfield-Alabama School District Unit president, uses one of the newly installed hand sanitizer dispensers in Oakfield-Alabama Middle and High School.**

*“While we’ve always stressed hand washing and our custodians work extra hard to keep the buildings as clean as possible, you want to do everything you can to set parents’ minds at ease.”*

of hand washing and wiping down surfaces. Letters have also been sent to the students' families and placed into staff mailboxes.

"I also appeared on the school TV station to talk about MRSA, what it is, how it is prevented and what the students should do to avoid it," Phelps said.

— Jessica Ladlee and Lynn Miller

*See related articles on Pages 12, 14*

**What is MRSA?**

- MRSA (Methicillin-resistant Staphylococcus aureus) is a type of "staph" infection that is resistant to a type of antibiotic methicillin (MRSA is often resistant to other antibiotics as well).
- "Staph," or Staphylococcus aureus, is a type of bacteria commonly carried on the skin or in the nose of healthy people. Sometimes, staph can cause an infection.
- Staph infections, including MRSA, occur most frequently among workers in hospitals and health care facilities who have weakened immune systems.
- Learn more at <http://www.csealocal1000.org/osh.php>

# THE WORK FORCE

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## IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue

### Be Skeptical about the Media

There's an old saying that you shouldn't believe everything you read in the newspapers. Today you can apply that to radio, TV and the Internet, too. It's a good idea to be skeptical of the media but even more so when you take a good hard look at what passes for "integrity" in media today.

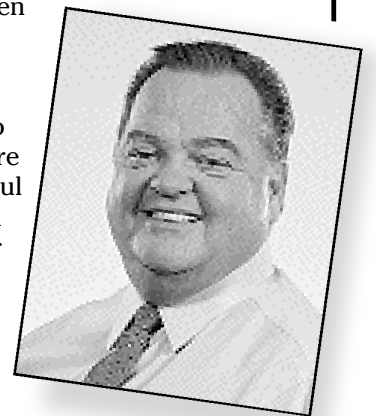
Over the decades, it has been CSEA's policy to respond to all media inquiries and offer the union's point of view. While there are certainly some circumstances in which we have to be very careful about what we say publicly, CSEA has earned a strong reputation for our willingness to speak at length about a wide range of labor relations and public policy issues. We're not afraid to debate and we can more than hold our own in an argument or a discussion.

For a lot of reasons, it's becoming more rare for CSEA's perspective to be accurately reflected in the media, if it's even reflected at all. Too often reporters just get it wrong or CSEA's comments are secondary in news stories — in response to reckless and irresponsible potshots from people, businesses and organizations that ought to know better. What's more infuriating, even when fair and balanced stories are filed, sloppy or irresponsible editing cuts us out or waters down our statements. And that doesn't even begin to address the matter of headline writers who probably don't understand the story they're hyping with inflammatory and often inaccurate words.

I bring this up because of widespread misleading coverage in numerous media outlets recently about "deficiencies" in New York's Taylor Law — the law that allows public employees the right to collective bargaining. The media coverage did not even come close to an accurate idea of what this story was about. The criticisms really amount to complaints about the strength of public employee unions in getting their members a fair shake in comparison to unrepresented workers in private industry who are at the mercy of their employers. Such criticism quite simply is the agenda of a big business-backed operation called the Empire Center. For some time now, it has offered a relentless barrage against "overly generous" public employee rights and benefits.

Yet the media coverage treats these blatant attacks on you as if it were coming from a legitimate government watchdog rather than a front group for a bunch of corporate fat cats — the very definition of a special interest.

CSEA doesn't expect the media to always take our side, even though we represent a membership that's far more representative of the public as a whole than just about anyone else. We do, however, expect a fair hearing for our point of view.



*Danny*

## Take the Polar Plunge for the Special Olympics

**H**ave you ever done something wild and crazy? Something that you never thought you'd do in your wildest dreams, then realized afterward, you were so glad you did?

### Take the Plunge! The Polar Plunge that is.

Support this Special Olympics New York unique, wacky event by participating with our CSEA action team or by forming a CSEA team of your own!

Through a very special, supportive relationship with Special Olympics New York and Quality Care New York, CSEA affirms our commitment to New York's developmentally disabled individuals, advocating for the highest standard in quality of care.

Join us in this unique experience as we continue a CSEA tradition in community action. Raise money from friends and family to support your jump — or slow crawl — into the freezing waters at any of the sites listed!

**Funding raised directly benefits Special Olympics athletes.**

As CSEA members, we have a special responsibility to join in this fight. Our tradition of influence and action begins at the grassroots level with member involvement. We can be the sparks for others in our communities to get more involved and truly make a difference.

**So, take an icy dip with our team! You'll be glad you did.**

**Visit [www.specialolympicsny.org](http://www.specialolympicsny.org) for more information. Call 1-800-342-4146, ext. 1276 to join the CSEA team.**



"With active community participation and support from our network of 265,000 members, we can make a significant difference in the lives of the developmentally disabled. In solidarity, I ask that you join us. Whether you dip your big toe or plunge into the icy waters throughout New York state you will be glad you did."

— CSEA President Danny Donohue

### 2007 — 2008 Plunge Season: Freezin' for a reason!



- **Dec. 1, 2007: Lake George Polar Plunge**  
Shepard Park, Lake George
- **Dec. 2, 2007: New York City Polar Plunge**  
Gateway National Park, Staten Island
- **Dec. 8, 2007: Central New York Polar Plunge**  
Verona Beach State Park, Verona
- **Feb. 10, 2008: Rochester Polar Plunge**  
Charlotte Beach, Lake Ontario
- **March 8, 2008: Fishkill Polar Plunge — 10th Anniversary!**  
Sharp Reservation, Fishkill
- **March 8, 2008: Long Island Polar Plunge**  
Bar Beach, Port Washington



**"Whether you dip your big toe or plunge into the icy waters throughout New York state you will be glad you did."**

**CSEA** *Voices*



**"We have not had any cases of MRSA in the Deer Park schools, but we are working hard to maintain a hygienic environment and making every effort to educate the public, staff and students about the need for prevention and vigilance."**

— John Giffone, chief custodian, Deer Park High School, on his district's response to MRSA.  
(More on pages 1, 3 and 14)

## Lockport Memorial workers in the film for MRI



**Right, Bootes and Taylor register their votes for Lockport Memorial Hospital to win a MRI machine.**

Left, Dietary Aide Jennifer Bootes and Housekeeping Attendant Jak Taylor check the tally board for Lockport Memorial Hospital in the Siemens' "Win an MRI video contest." Employees at Lockport Memorial Hospital, including CSEA members, created a video that can be viewed at [www.WinAnMRI.com](http://www.WinAnMRI.com). Votes for the best video will be tallied through the end of December and the hospital with the most votes will win an MRI machine. CSEA members are encouraged to visit the site from their home computers and vote daily for Lockport Memorial hospital.





**“We are doing the job of a department that has from 30 to 50 full-time officers, but we only have 16 full-timers and eight part-timers.”**

**CSEA** *Voices*



**“We drink coffee and consume products everyday from different parts of the world so as union members we should do everything we can to support workers in those countries. I have a family and it's important for me to support them. I'm sure it's equally important for those who produce the products that we consume to be able to support their families too.”**

— Audrey Murrell, Keyboard Specialist, Division of Parole, on the importance of buying fair trade products. (For more, see Page 20)

# Officers protect small city with small staffing numbers

SALAMANCA — They're short-handed and underpaid, but it doesn't stop them from getting the job done.

Members of the Salamanca City Police Department recently took part in a major drug bust in predominantly rural Cattaraugus County, taking a large amount of crack cocaine off the streets and serving 21 federal arrest warrants.

“The investigation for this drug bust started with CSEA members in the Salamanca Police Department,” said CSEA Western Region President Flo Tripi. “These men and women work very hard every day under less than ideal circumstances. They should be commended for their efforts.”

**More arrests**

While it's a major accomplishment, it's all in a day's work for the officers, who make more arrests in their small city than some departments

in larger, more urban towns.

“We are doing the job of a department that has from 30 to 50 full-time officers, but we only have 16 full-timers and eight part-timers,” said Unit President Jordan Haines. “Salamanca has more arrests than the county's largest city, Olean, which has twice the officers.”

Arrests, defined by Officer Chris Hutchison as any time the handcuffs are used, have even outpaced some of Buffalo's larger, heavily populated suburbs.

“In this little city we will have more than 1,000 arrests this year,” said Police Chief Troy Westfall, a former CSEA unit president. “I am very proud of the men and women who work for the Salamanca Police Department. They answer twice as many calls with half as many people. I couldn't ask for a better group of officers.”



**Officers Chris Hutchison and Jeffrey DaHill and Chief Troy Westfall are members of a police department that makes twice as many arrests as departments in bigger cities and towns, but with half as many officers.**

**High turnover**

The department experiences a high rate of turnover due to the low pay. In the last few years, nearly 30 officers have left the department for jobs with higher salaries. Because of the low wages and inadequate benefits, the department also has difficulty filling vacant positions.

Salamanca city officials could help, the officers said, by agreeing to better compensation for the officers during contract negotiations.

“This city is going through a lot of growing pains with the new casino,” Westfall said. “We need to be able to keep up.”

An increase in drug activity may be part of

those growing pains. The recent drug bust is a “temporary fix” to an ongoing drug problem in Salamanca, said Officer Jeffrey DaHill. It gives the officers a bit of a break until the next distributor gets up and running.

The Salamanca officers teamed up with members of the Cattaraugus County Sheriff's Department — represented by CSEA — the Southern Tier Regional Drug Task Force, and several other police and investigative agencies to carry out the October drug bust.

— Lynn Miller

**Your 2007 New Year's resolutions**

- Eat healthier and exercise more**
- Wash the car once a week**
- BUY UNION THIS HOLIDAY SEASON!**

**Fill ALL of your resolutions before 2008 comes! Buy union-made gifts this season and give back to working people like you!**

**ShopUnionMade.org**



## Learning for Success training courses offered

**T**his winter and spring, CSEA-represented employees (local government, private sector and New York state) have opportunities to take Learning for Success training courses offered by the NYS & CSEA Partnership for Education and Training (Partnership).



Learning for Success courses are designed to help employees prepare for the challenges and demands of current and future jobs.

This training program is brought to you through collaboration between the CSEA WORK Institute and the Partnership in cooperation with the AFL-CIO Workforce Development Institute and funding from the New York state Education Department.

The Learning for Success courses are scheduled statewide from Jan. 14 through June 12, 2008. The training is available at no cost to employees or agencies. Reimbursement for employee travel, lodging, meals, and parking expenses is at the discretion of the agency/organization. All courses are held during the day at conveniently located training sites.

Employees may take any of the courses offered, not just courses that typically reflect the work they perform. Employees who receive supervisory approval can directly apply for these courses.

Applications should be sent to the Partnership not later than four weeks before the start of a class.

### Who is eligible?

Employees are eligible to participate in courses if they are:

- A CSEA-represented local government (county, city, town, village, or school district) or CSEA-represented private sector employee, or
- A CSEA-represented state employee in the Administrative Services Unit (ASU), Institutional Services Unit (ISU), Operational Services Unit (OSU), or the Division of Military and Naval Affairs (DMNA) bargaining units.



### What courses are offered?

Choose from 22 job-related and personal development courses under the following topic headings:

- Adult Education Basics
- Clerical and Secretarial
- Educational Advisement
- Institutional and Direct Care
- Operations and Maintenance
- Work and Life

A web catalog of the Learning for Success courses is available on the Partnership's web site at [www.nyscseapartnership.org](http://www.nyscseapartnership.org). The catalog contains course descriptions, course schedules, training locations, and an application form that can be downloaded and printed.



### Learn more about the courses

For more information about Learning for Success courses, call (518) 486-7814.

For areas outside the Capital Region call (800) 253-4332 or e-mail [learning@nyscseapartnership.org](mailto:learning@nyscseapartnership.org).

**Learning for Success courses are designed to help employees prepare for the challenges and demands of current and future jobs.**

## CSEA Voices



**“**Initially, we had two custodians come in on overtime to disinfect. They wiped down desks and cleaned railings, doorknobs, and other areas using a cleaner called Morning Mist. We will also be getting a machine that sprays Morning Mist disinfectant while the buildings are vacant over the weekend.”

— **Holly Cestone, custodian, Dover School District Unit, on her district's response to MRSA**

(More on pages 1, 3 and 14)



**“We’re hoping to build on that momentum to strengthen our union for the future.”**

## CSEA Voices



**“Everyone should get a fair wage for their labor. By helping them earn a fair wage we are also helping ourselves because we are reminded of how hard we have had to work to earn fair wages in this country.”**

**— Bridgette Carroll Jenkins, Keyboard Specialist, Division of Parole, on the importance of buying fair trade products.**  
(For more, see Page 20)

# Herkimer workers reach contract

HERKIMER — Months after CSEA members employed by Herkimer County turned up the heat on their contract campaign after rejecting county officials’ substandard offer, CSEA-represented workers have a fair agreement.

In August, CSEA-represented county workers voted to reject the county’s contract offer, marking the first time the 425-member unit voted down a proposed agreement. They had been working without a contract for nearly two years.

Many of the workers rejected the pact because the wage increase offered for 2006, a “stipend” not added to their base pay, wasn’t enough to allow them to make ends meet.

### High gear

CSEA kicked its contract campaign into high gear, building a “Contract Action Team” to help mobilize members to increase

communications internally and with the public, getting the union’s message out loudly and clearly.

Members signed up to get e-mail “blasts” delivered to them with the latest news and workers demonstrated loudly outside the parties’ first session with a mediator.

### A better contract

Their activism resulted in a better contract. The workers recently voted by more than a 2-1 ratio to accept a second contract offer as recommended by the mediator. The new contract adds some of the 2006 wage increase to base salaries.

“We urged our members to get involved in their own fight and we saw results,” said Herkimer County Unit President Joan Grose. “We were proud to see our members stand up against the county for a change and we’re hoping to build on that momentum to

## Lighting the lake



**CSEA Onondaga County Local member Brian Nemier adjusts a lighting display for the county’s “Lights on the Lake” holiday display. (See related photo, Page 2.)**

strengthen our union for the future.”

Grose, who recently stepped down from her CSEA unit office as she plans to retire, said the new

unit leadership would be working closely with CSEA staff to continue union-building efforts in the county.

— Mark Kotzin

## Almost time to retire?

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

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

- Access to insurance plans at CSEA’s low group rates



- Travel discounts
- A discounted consumer items buying service
- Discounted dental and vision care programs
- A personal legal services referral network
- The *Retiree News* quarterly

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

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

*For more information, visit [www.csealocal1000.org](http://www.csealocal1000.org) and select “retirees” from the “Member Benefits” menu item.*



# Fort Ann school workers fight for fair contract, benefits

FORT ANN — CSEA members working at the Fort Ann School District recently took to the streets to express their frustration over their contract stalemate with the district.

The union members, who demonstrated outside Fort Ann High School before a Board of Education meeting, have been working without a contract since June 30, 2006. CSEA and the district declared impasse Oct. 3.

## “Grossly unfair”

Labor Relations Specialist Rich Blair, CSEA’s chief negotiator for the Fort Ann contract, said the union and management remain at odds over the issues of health insurance contributions and wages.

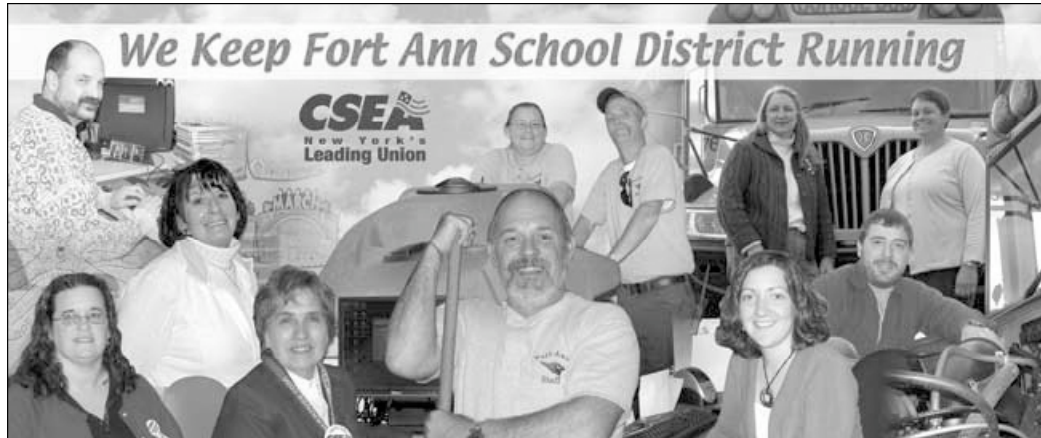
“The district is demanding large increases in health insurance contributions but not offering appropriate wage increases to offset those increases,” Blair said. “In fact, when all is said and done, workers could actually end up with less in their pockets than they had before.”

“We’re not going to allow them to burden our members with an unfair contract offer,” he said.

Blair said the district wants to raise premium contributions for workers enrolled in health maintenance organizations or preferred provider organizations up to 11 percent.

The increase in cost would be grossly unfair to the district’s lowest paid employees.

Some workers would see their out-of-pocket costs go from between \$200 and



Fort Ann School District workers are featured on a billboard the union created to raise public awareness of the workers’ contract fight.

\$300 per year to more than \$1,500 per year, five times what they pay.

## Fairness and respect

Blair said CSEA offered a counter-proposal containing more moderate employee contribution hikes as part of an overall settlement package, but district negotiators rejected the package, claiming it would cost 1 percent more than the district was willing to pay.

CSEA Unit President Toni-Ann Geer said the workers are only seeking a contract that treats them with fairness and respect, and doesn’t take money out of their pockets.

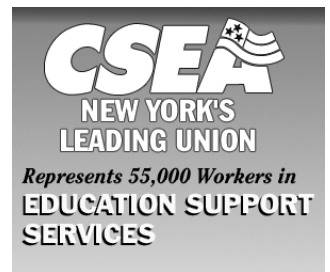
“Every day, our members give their all to our students at very little expense to taxpayers,” she said. “We deserve to get paid fairly for our work and shouldn’t have to shoulder more than our fair share of the burden.”

— Ed Molitor

## Supporting high school athletics



Above, CSEA President Danny Donohue records a promotional spot in support of the New York State Public High School Athletic Association’s 30 state championship tournaments. The production took place at Shenendehowa High School in Clifton Park with participation from CSEA Shenendehowa Unit members Gary Lanahan, Lori Hughes, Joe McCormick, Sherrie Peat, Richard Allen, and Michele Fazio. CSEA has helped sponsor the statewide championship tournaments for many years. The promotion will run in TV markets across the state in conjunction with the championship events.



**“Every day, our members give their all to our students at very little expense to taxpayers.”**

## CSEA Voices



“Our custodial unit has taken it upon themselves to be even more diligent than usual in their daily efforts to keep the school clean. They have really gone the extra mile; disinfecting doorknobs and posting signs urging students, teachers and staff to wash their hands as often as possible.”

— Maria Navarro, clerical unit, Miller Place School District, on her district’s response to MRSA.  
(More on pages 1, 3 and 14)

# INSIDE THE WORK FORCE

State Sen. Joseph Robach, Assemblyman Peter Abbate and Comptroller Thomas DiNapoli work to protect public employees' futures

## Pension guardians

**Editor's Note:** There are few issues more important to your future than safeguarding the New York State Retirement System. CSEA was instrumental in establishing the retirement system in 1920 and we have vigorously fought to protect and improve it over the decades. We have filed and won lawsuits to prevent the fund from being raided, we successfully enacted a permanent Cost of Living Adjustment provision, and we have fended off outside pressure to diminish your benefits. It is a responsibility we must continue to uphold every day.

CSEA is fortunate to have important allies in our efforts to protect the integrity of the system. The most important is New York State Comptroller Thomas DiNapoli who serves as the sole trustee of the pension system. But State Senator Joseph Robach (R-Rochester), chair of the Civil Service and Pensions Committee, and Assembly member Peter Abbate (D-Brooklyn), chair of the Governmental Employees Committee, also play a critical role.

Each of these individuals recently shared their perspective on some of the issues facing the pension system with CSEA.

**We hear a lot lately about companies defaulting on their pension obligations, could that happen here in New York?**

**Robach:** Unlike many other states, New York's public employee pension systems are protected



State Comptroller Thomas DiNapoli speaks at a CSEA event in 2007.

by the State Constitution, so public employers are required to pay enough contributions each year to ensure there is enough money to pay all current and future pensions of all public employees.

**Abbate:** The short answer is no. The state common retirement fund is at about 99 percent fully funded. Funding for the pension system comes from several sources — members' contributions, employers' contributions and profits from investments. We all hope that the bulk of the funding will be from investments, but when this is not the case, employers make up the deficit. Additionally, attempts to use

**“Our pension fund has been managed well and continues to show exceptional returns. While the media is filled with stories of failing pension funds, both private and public, our pension fund is fiscally sound and fully funded. That soundness derives from the professional management of the fund, and from our state's commitment to use the fund solely for the purpose of providing benefits to members.”**

—State Comptroller Thomas DiNapoli

pension funds for non-pension purposes have been struck down by the courts, so I am confident in the solvency of our pension system.

**Can New York state stop providing a pension for state and local employees like some companies have done?**

**Robach:** The State Constitution also prohibits the reduction or elimination of pension benefits for retirees of public employees.

**Abbate:** Public employees in New York state have constitutionally protected pension benefits that cannot be terminated nor diminished. Any diminishment or changes to that protection would have to be done through a constitutional amendment and would only affect those hired after any changes were made.

**Do you think public employee pensions are too generous?**

**Robach:** Public employee pensions are based on a formula that takes into account the salary and years of service of each employee. This provides a fair pension for most individuals who retire from public service and I do not think that pension benefits are too generous.

**Abbate:** No, funding for the pension system makes up less than 2 percent of our state

budget. Additionally, a large percentage of our pensioners and beneficiaries remain in state consuming our goods and supporting our state and local economies.

**Do you think CSEA plays an important role in protecting and bettering public employee pensions?**

**Robach:** It is important for CSEA members to work together and contact their legislators so that we know when problems develop and we can take appropriate action to fix those problems. I have worked very closely with CSEA President Donohue and CSEA members from around the state on countless issues. In addition, prior to being elected to the legislature, I was a member of CSEA.

**Abbate:** CSEA's officers, members and legislative team play a pivotal role in making sure no legislation is passed that is detrimental to its members or retirees while working for improved benefits and working conditions for its members.

**Do you consider pension obligations a mandate on state and local governments?**

**Robach:** I think that providing a decent pension



State Sen. Joseph E. Robach of Rochester is Chair of the Civil Service & Pensions Committee. He recently shared his thoughts on issues of concern to CSEA members.

to someone after a life of hard work and dedication to public service is an obligation of public employers. I think we can continue to do this in an affordable, fair way. More importantly, providing a decent pension is the right thing to do.

**Abbate:** No. While it is the role of government to protect and provide services for its residents, it also has a responsibility to those who are protecting and providing. In many areas of our state, it is the public employee who is living in the community and supporting the economy.

**Do public officials pay a price for supporting public employee pensions?**

**Robach:** Over the last several years it has become popular to blame the pension costs for some of the fiscal problems that government faces and yes, many out there are blaming public officials. However, with pension performance doing better some of this may subside.

**Abbate:** I serve as chair of the Assembly Governmental Employees Committee and along with my colleague, Senate Civil Service and Pension Chair, Joe Robach, we do get beat up by the media from time to time. For the most part the media either doesn't understand or is just wrong when writing about pension legislation.

**Should the funds be used to promote the state's economy?**

**Robach:** The state comptroller administers the funds of the pensions system so the legislature has little say over how to invest the funds. If there is a sound investment that will help the state economy and still earn money for the

pension system, I do not see why not.

**Abbate:** Whether it is the state comptroller, as the sole trustee of the State Common Retirement Fund, or the members of the boards of trustees of the State Teachers Retirement System, the New York City Teachers' Retirement System, the Board of Education Retirement System, the Employees

Retirement System, the Police Pension Fund or the Fire Department Pension Fund, all have a fiduciary responsibility to members, pensioners and beneficiaries to balance profitability with social and economic responsibility.

**Do you support privatizing Social Security?**

**Robach:** Social Security is a congressional issue and as a state legislator I have no vote on the issue. However, I think we should be able to fix the fiscal problems of Social Security in a gradual, responsible way, so that we can continue to provide a guaranteed benefit.

**Abbate:** No.



State Assemblyman Peter J. Abbate, Jr. of Brooklyn is Chair of the Governmental Employees Committee. He recently shared his thoughts on issues of concern to CSEA members.

## Long Island schools fight MRSA

CSEA members at school districts on Long Island have been working to keep the schools clean following more than a dozen outbreaks of MRSA (methicillin-resistant staphylococcus aureus), an antibiotic-resistant bacteria that can cause potentially deadly infections.

Miller Place School District Unit member Maria Navarro said her district is doing what many others are doing: keeping clean.

"There have been 14 reported cases of MRSA in Suffolk County and everything we are hearing from county health officials indicates these recent outbreaks do not constitute an epidemic. The school is always clean but these days it looks as if you could eat off the floor!" Navarro said.

In Deer Park, labor and management have been working in tandem to make sure schools are safe.

"Our custodial unit has been working in tandem with the school board and school administrators throughout the district, which has resulted in a proactive response

to the heightened public awareness of MRSA in Deer Park," said John Giffone, chief custodian at Deer Park High School.

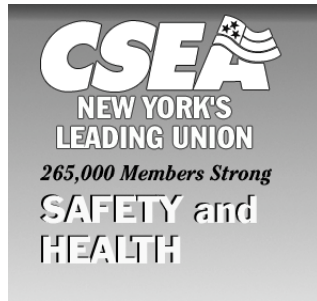
"I have met frequently with our custodial crews in the middle school and the various elementary schools to assess and evaluate our cleaning and sanitizing procedures, making enhancements when necessary," Giffone said.

A similar response has occurred in Old Westbury.

"Here at the Wheatley School in Old Westbury, the custodial department has set about on a campaign to promote the benefits of cleanliness and

proper hygiene in an effort to avoid any incident of MRSA," said Nick Fusco a custodian in the East Williston School District.

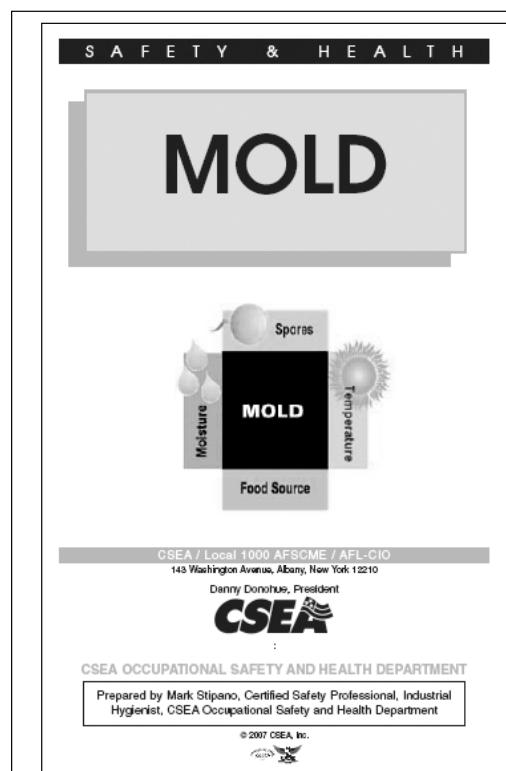
"We've advised students, teachers and staff through a school-wide poster campaign to wash their hands often, keep cuts and scrapes clean and bandaged, steer clear of contact with other people's wounds or bandages and avoid sharing personal items such as towels or razors.



**John Giffone, chief custodian at Deer Park High School, is one of many CSEA members across the state who have been working to prevent outbreaks of a potentially deadly form of bacteria.**

We have also maintained the high level of cleanliness and sanitization that Wheatley School has always been known for," Fusco said.

— Richard Impagliazzo  
See related stories, Pages 3, 14



### New OSH booklet educates about mold

The CSEA Occupational Safety and Health Department has just released a new booklet titled "Mold."

The booklet refers to several useful and reliable sources of information about mold.

The attention given to mold issues has increased and will continue to do so because of the aging buildings in which CSEA members work. The amount of information available through the Internet has exploded and as with any other high interest issue a great deal of that information is tilted toward the business interests of individuals and organizations.

CSEA has compiled what it considers to be *the best, no-cost and unbiased resources available* concerning mold. Information can be obtained online at

[http://www.csealocal1000.org/osh/mold\\_resources\\_and\\_photos.php](http://www.csealocal1000.org/osh/mold_resources_and_photos.php) or call 1-800-342-4146, ext. 1292.

View an entire list of CSEA Occupational Safety and Health publications available for free download at [http://www.csealocal1000.org/osh/osh\\_pubs.php](http://www.csealocal1000.org/osh/osh_pubs.php)

# Health insurance option transfer deadline is Dec. 14

Members who are considering changing health insurance options for 2008 should weigh many factors before making a decision.

A good source of specific health insurance information is the free *Choices* guide available from the agency benefits administrator.

*Choices* contains information on the Empire Plan and the health maintenance organizations, which participate in the New York State Health Insurance Plan (NYSHIP).

### Check the rates

At the time this article went to press, the health insurance rates and deadlines publication for 2008 was being printed and mailed to enrollees' homes. Members who want to change health insurance options must submit a signed Health Insurance Transaction Form

PS-404, to their agency health benefit administrator by **Dec. 14, 2007.**

The 2008 biweekly health insurance premium deductions for CSEA active state employees are listed on the chart on this page.

*FYI — Although the Empire Plan has experienced a modest premium increase this year, the HMO premium rates vary. Many of the HMOs have made significant changes to their co-payments and benefit structure, which may have resulted in a decrease in premium and extensive increases to out-of-pocket expenses. Please remember to review all benefits changes and premium rates during this option transfer period. This is necessary because requests to change health insurance options outside the option transfer period are*



limited. See your *General Information Book/Empire Plan Certificate* for more information.

### Payroll dates

New health insurance options for Administrative Lag-Exempt employees will begin Dec. 27, 2007. If you change options, the earliest paycheck in which an adjustment will be made is the paycheck of Dec. 12, 2007.

New health insurance options for Administrative Lag payroll employees will begin Dec. 27, 2007. If you change options, the earliest paycheck in which an adjustment will be made is the paycheck of Dec. 26, 2007.

New health insurance options for employees under the Institutional payroll will begin Jan. 3, 2008. The

earliest paycheck in which you will see a health insurance deduction change will be the payroll check of Jan. 3, 2008.

Because of processing time, most paycheck changes will be made retroactively in mid-to-late January and will include retroactive deductions to the effective date of coverage. More information about the option transfer period is available at your agency's personnel office.

**Any questions regarding this information can be directed to the CSEA Health Benefits Department at 1-800-285-5242.**

## NYSHIP 2008 Premium Rates

(For CSEA Executive Branch Active Employees)

Health Plan Name	NYSHIP Option Code	2008 Individual Premiums	2008 Family Premiums
The Empire Plan	001	22.19	95.10
Aetna	210	75.12	303.09
Blue Choice	066	15.24	72.95
CDPHP (Capital)	063	16.22	79.85
CDPHP (Central)	300	18.78	106.96
CDPHP (W. Hudson Valley)	310	32.47	143.84
Community Blue	067	18.62	124.21
Empire BC/BS (Upstate)	280	39.41	174.75
Empire BC/BS (Downstate)	290	58.51	224.75
Empire BC/BS (Mid-Hudson)	320	79.73	280.21
GHI HMO Albany Region	220	23.80	137.35
GHI HMO HV & Ulster Region	350	37.22	180.32
HIP	050	20.68	95.97
HMO Blue (Central NY Region)	072	28.69	114.67
HMO Blue (Utica Watertown Region)	160	42.05	167.79
Independent Health	059	18.20	92.52
MVP Health Care (East)	060	16.13	80.20
MVP Health Care (Central)	330	39.33	166.31
MVP Health Care (Mid-Hudson)	340	50.66	195.63
Preferred Care	058	15.09	71.53
Univera Healthcare	057	44.52	212.13



1939

### 68 years ago ...

In 1939, the Association of State Civil Service Employees, as CSEA was then known, began issuing life insurance under its new group insurance program.

In an example of the association's early publicity savvy, Gov. Herbert Lehman received from association president Charles Brind life insurance certificate No. 1, making the governor the first person to receive an association life insurance policy.

The life insurance complemented the "Workman's Compensation" and Accident and Sickness policies that the association began making available a few years earlier with great success.

The group insurance program offered significant discounts to association members and in fact helped fuel enormous growth in membership.

CSEA's group insurance program, administered today by Pearl-Carroll & Associates, continues to provide outstanding value and benefits to members. Call 1-800 697-2732 for more information.



**Association President Charles Brind, above left, gave the association's new life insurance program early publicity by sending Gov. Herbert Lehman, above right, the association's first policy certificate. The association's insurance programs would go on to fuel unprecedented growth in membership.**

### Also in 1939 ...

- \* World War II begins after Germany invades Poland, leading England and France to declare war on the Axis powers.
- \* The World's Fair opens in New York City.
- \* The U.S. Department of Agriculture begins an early version of the Food Stamp program in Rochester.
- \* "Gone With The Wind" and "The Wizard of Oz" premiere in U.S. movie theaters.
- \* Albert Einstein writes a letter to President Franklin D. Roosevelt regarding the possibility of using uranium to initiate a nuclear chain reaction, the fundamental process behind the atomic bomb.
- \* The New York Yankees, led by Joe DiMaggio, sweep Cincinnati in the World Series.

## What's In It For You?

# How to change dependent status at EBF

**D**id you know that any change in dependent status in the CSEA Employee Benefit Fund is not automatic?

Just as you must enroll yourself and your dependents using our enrollment card, it is your responsibility to notify EBF of any changes in dependent status by either completing the proper EBF form or calling the fund. Proper notification of changes in dependent status ensures our members receive the appropriate coverage for new dependents.

You must also notify EBF to avoid your responsibility for charges incurred by an individual after he or she ceases to be your dependent.

### Changing full-time student status

Every August, EBF mails student proof forms to dependents who have been designated as full-time students working toward a degree (under age 25, with at least 12 undergraduate credits or six graduate credits from an accredited institution). EBF makes every effort to ensure all eligible dependents receive this form.

If your dependent(s) meet the above criteria and do not receive a student proof form, it is your responsibility to obtain one, complete the form and send it back to EBF. The fund requires that

current proof of student status be provided annually either by using our student proof form or obtaining a statement from the registrar's office indicating full time status.

The member must also immediately notify EBF if your dependent(s) no longer meets full time student status. Failure to notify EBF of proper student status could result in delay of payment, delay of claims processing or claims collections, which would be the responsibility of the member.

### Legal separation from spouse

It is your responsibility to notify EBF of legal separation from a spouse. Under the guidelines designated in all of our plan descriptions, a spouse is eligible for coverage under a fund plan provided he or she is not legally separated from the member.

Many health insurance carriers, such as Empire or CDPHP, require notification of divorce only. EBF terminates coverage from the date of legal separation, not the divorce date.

Members must submit to the fund a removal of dependent form with a copy of divorce/separation papers or a letter from an attorney



indicating that you are legally divorced or separated. EBF has a right, as designated in all plan descriptions, to collect from the member all claims filed after the date of legal separation.

To ensure proper coverage and to avoid claims collections, please get a removal of dependent form from EBF. Promptly send the completed form back to EBF, along with a copy of divorce/separation papers or a letter from an attorney indicating you are legally separated or divorced.

### EBF vs. your health insurance carrier

Filing the proper forms for dependent student eligibility and legal separation from spouse

updates EBF files only. Your health insurance carrier may require different or additional evidence to prove student eligibility or legal separation. Make sure you know the eligibility criteria for both your EBF AND your health insurance carrier. Questions on eligibility can be addressed using the following contact information:

- For questions on EBF enrollment and eligibility, call EBF's member services department at (800) 323-2732 or visit EBF's website at [www.cseabf.com](http://www.cseabf.com).

- For questions on health insurance eligibility, call CSEA's Health Benefits Department at (800) 286-5242.

## How to get dependent status forms

Please call the CSEA Employee Benefit Fund at (800) 323-2732 and ask a representative for the proper dependent status form.

All of our forms, as well as plan descriptions, are also available to view or print online at [www.cseabf.com](http://www.cseabf.com).

Timely updates in dependent status will ensure your benefit records at the CSEA EBF are accurate so that your claims can be processed without delay.

## An Ever Better Future

### 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.

# 2008 CSEA Election

## Uncontested races



**Incumbents CSEA President Danny Donohue and Executive Vice President Mary E. Sullivan join newly elected Treasurer Joe McMullen, and Secretary Denise Berkley. The four will begin their new four-year terms on March 1, 2008.**

**C**andidates who qualify for one of the four Statewide Offices, the six Region presidencies, or the Board of Directors, shall have the opportunity to have published in the official union publication (The Work Force) their picture, the entity they work for, and the office they are running seeking.



**Western Region President  
Flo Tripi**



**Metropolitan Region President  
George Boncoraglio**



**Long Island Region President  
Nick LaMorte**

## Uncontested Board of Directors seats

### State Division

#### Agriculture & Markets

Janice Mason

#### Civil Service

Halina Willsey

#### Correctional Service (two seats)

Ellen Lennon

Richard Plumadore



**Lennon**

#### Economic Development

Rose DeSorbo

#### Education

Sally Bywater

#### Environmental Conservation

LaVerne French

#### Executive (two seats)

Thomas "Tom" Moylan, Office of General Services

Francis "Frank" Strack, Division of State Police, Troop B

#### Law

Patricia Kaufman

#### Mental Hygiene Region 1

Carol Guardiano, Pilgrim Psychiatric Center



**Downey**

#### Mental Hygiene Region 3

Deborah A. Downey, Taconic DDSO

#### Mental Hygiene Region 4

James Reedy, Capital District Psychiatric Center

#### Mental Hygiene Region 6 (two seats)

Kathy Button, Finger Lakes DDSO;

Dawn Smith, Western New York DDSO

#### Public Service

Judith C. Sylvester

#### State

James (Jay) Ingoldsby

### State Public Authorities

Nicholas P. Chiesa, Thruway Authority

### Taxation and Finance

Jacquelyn R. Goldsmith

### Teachers' Retirement System

Donna J. Keefer

### Universities (four seats)

Mary D'Antonio, SUNY Old Westbury

Carlos Speight, SUNY Stony Brook

Wayne A. Dorler, SUNY College at Fredonia

Colleen Wheaton, SUNY College at Potsdam

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### Delaware County

George Lawson

### Dutchess County

Lizabeth Piraino

### Erie County

Marcia E. Olszewski

### Essex County

Rick S. Quesnel

### Franklin County

John Blair

### Fulton County

Ronald Briggs

### Genesee County

Sharon L. Bork

### Greene County

Mary-Alice Whiteman

### Lewis County

Brenda Lee

### Livingston County

Mary Jo Tubbs

### Madison County

Ronald Walker

### Monroe County

Michael T. Flavin

### Montgomery County

Edward W. Russo

### Nassau County (two seats)

Jerry Laricchiuta

John C. Shepherd

### Niagara County

Mark Dotterweich

### Ontario County

Michael Jones

### Orange County

Sabina Shapiro

### Orleans County

Debra Sherk

### Otsego County

Linda Stiefel

### Putnam County

Mark Semo

### Rensselaer County

Todd Smith



**Thomas**

### St. Lawrence County

Betty Thomas

### Saratoga County

Ronald D. Revers

### Schenectady County

Harold (Hal) J. Gray, Jr.

### Seneca County

Carmina Russo

### Steuben County

Ronald A. Gillespie

### Suffolk County

Margaret (Meg) Shutka

### Sullivan County

James Blake

### Tompkins County

Scott Weatherby

### Ulster County

Kathryn Bayer

### Warren County

Mark Murray

### Washington County

Brenda Facin

### Westchester County

(two seats)

John "Jack" McPhillips

### Wyoming County

Delia C. Bertrand

### Local Government Educational

### Long Island Region I (two seats)

Jean Ahlert

Lee Reynolds

### Southern Region III

Debra L. Raguseo

### Central Region V

Theresa Palmer

### Western Region VI

Kelly Volpe



**McPhillips**



**Palmer**

# 2008 CSEA Election

## Contested races

### Central Region President



**Ginger Sheffey,**  
Cayuga County  
Human Services



**Colleen Wheaton,**  
SUNY Potsdam

### Capital Region President



**Kathy Garrison,**  
Department of  
State



**Michael F.  
Geraghty, Jr.,**  
Tryon Residential  
Center

### Southern Region President



**Diane J. Hewitt,**  
Rockland  
Psychiatric Center



**William "Billy"  
Riccaldo,** Rockland  
County Department  
of General Services

## Contested Board of Directors races

Candidates who qualify for one of the four Statewide offices, the six Region presidencies, or the Board of Directors, shall have the opportunity to have published in the official union publication (*The Work Force*) their picture, the entity they work for, and the office they are running seeking.\*

### State Division

#### Audit and Control (one seat)

Karen Jazvinski, Employees Retirement System;  
Clarence Russell, Comptroller's Office

#### Judiciary\* (two seats)

Robert W. Lorenc, Supreme Court,  
Appellate Division, Second Judicial  
Department;  
Robert P. Pazik,  
Supreme Court,  
Appellate Division,  
Fourth Judicial  
Department;  
Kevin W. Ray, Sr.,  
Glen Cove City Court



**Lorenc**



**Pazik**

#### Labor\* (one seat)

Lester Crockett, The State Insurance  
Fund;  
Vincenza (Vennie) Turpin,  
Department of Labor

#### Mental Hygiene\* (two seats)

Abraham Benjamin, Bronx  
Psychiatric Center;  
Joel Schwartz, South Beach  
Psychiatric Center;  
Samuel Koroma, Manhattan  
Psychiatric Center;  
Ramon Lucas, Creedmoor  
Psychiatric Center



**Crockett**



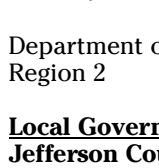
**Lucas**



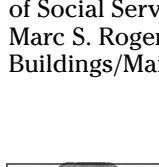
**Febraio**



**McNally**



**Hoisington**



**LeBaron**



**Timpano**

#### Motor Vehicle\* (one seat)

Michael Febraio, Jr., Department of  
Motor Vehicles;  
Joseph McNally, Department of  
Motor Vehicles

#### Transportation\* (two seats)

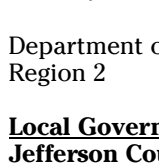
Hank Hoisington,  
Department of  
Transportation,  
Region 5;  
Bill LeBaron,  
Department of  
Transportation,  
Region 1;  
Bob Timpano,  
Department of Transportation,  
Region 2



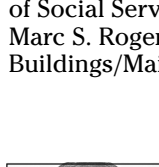
**Febraio**



**McNally**



**Hoisington**



**LeBaron**



**Timpano**

### Local Government Division

#### Jefferson County (one seat)

Elizabeth Y. Daugherty, Department  
of Social Services;  
Marc S. Rogers, Department of  
Buildings/Maintenance



**Adkins**



**Earl**

#### Oswego County (one seat)

Charlotte M. Adkins, Department of  
Social Services;  
Brenda J. Earl, Department of Motor  
Vehicles

#### Rockland County\* (one seat)

William "Billy" Riccaldo, Department  
of General Services;  
P.T. Thomas, Department of Social  
Services

#### Tioga County (one seat)

Joan Kellogg, Department of Public Health;  
Lynn Wool, Department of Social Services

### Local Government Educational

#### Region 4

Vi Boyko, Lansingburgh Central School District;  
Felice R. Moffre, City of Troy School District

## CSEA's notice of election

**Dec. 17, 2007:** Voter lists inspection available.

**Jan. 22, 2008:** Ballots mailed

**Jan. 29, 2008:** Replacement ballots available

**Feb. 13, 2008:** Deadline for receipt of ballots (8 a.m.). Ballot count commences (9 a.m.). Election results will be announced after the ballot count is complete and certified. Candidates will be notified by mail of the results.

**End of Protest Period:** 10 days following Statewide Election Committee certification of results.

**March 2008:** Results published in *The Work Force*.

### Voting Eligibility Date

Only CSEA members in good standing as of Dec. 1, 2007, will be eligible to vote in the election.

### Election Oversight

The CSEA Statewide Election Committee oversees the election process. The American Arbitration Association, an independent election agency approved by the union's Statewide Board of Directors, will conduct the balloting.

\*Candidates for office were given the opportunity to provide a photo for publication in the *Work Force* elections announcement. Where there is no photo, none was provided.



## NOTICE OF ELECTION 2008 AFSCME Convention Delegates

**The following AFSCME delegates are elected unopposed. There will be no AFSCME Delegates ballot for these Regions:**

### LONG ISLAND

#### **REGION 1 Solidarity Slate (41 candidates)**

Nick LaMorte  
Carol Guardiano  
John C. Shepherd  
Jerry Laricchiuta  
Robert Rauff  
Bill Walsh  
Lee Reynolds  
Christine Urbanowicz  
Andre Sigmone  
Paul D'Aleo  
Kevin Ray Sr.  
Manny Mangual  
Daryl Wilson  
Tom Dowdney  
Mary D'Antonio  
Monica Berkowitz  
Harry Ader  
Gary Steckler  
Alex Bard  
Daniel LoMonte  
Gary Kornova  
Peter Marriott  
Debbie Nappi Gonzales  
Maryann Phelps  
Laura Gallagher  
Ron Gurrieri  
Scott Mulholland  
Susan Cohen  
Debra O'Connell  
Nancy Ianson  
Stephen Cohen  
Kenneth Nicholson  
Meg Shutka  
Richard Acevedo  
Jean Ahlert  
Chris Marshall  
Maria Navarro  
AJ Smith  
Barbara Maniscalco  
Kelvin Lewis  
Rutha Bush

### METROPOLITAN

#### **REGION 2**

**The Leadership Slate  
(14 candidates)**  
George Boncoraglio  
Zachary "Gene" Holland  
Linda Williams  
Anita Booker  
Janet Ventrano-Torres  
Vincent Martusciello  
Deborah Hanna  
Lester Crockett  
Abraham Benjamin  
Sam Koroma  
Joel Schwartz  
Patricia Metzger  
Peggy Eason  
Renee Jackson

### WESTERN

#### **REGION 6 The Leadership Slate (40 candidates)**

Florence "Flo" Tripi  
Kathy Button  
Hank Hoisington  
Dawn Smith  
Bill E. Stanton  
Joan Bender  
Bob Pyjas  
Karen Anderson  
J. Seamus Barnes  
Delia C. Bertrand  
Ron Castle, Jr.  
Rose Conti  
Doris B. Cota  
Wayne Dorler  
Mark Dotterweich  
Tom Edwards  
Robert "Robbie" Ellis  
Timothy Finnigan  
Michael Flavin  
Bernadette Giambra  
Ronald A. Gillespie  
Ronald G. Hackett  
Nancy P.L. Hart  
Steven J. Hurley  
Michael Jones  
Sharron O'Buckley  
Marcia E. Olszewski  
Charles Parsons  
Paul Peters  
Bruce Porter  
Clara Ramadhan  
Tom Rogalski  
Jerald H. Schlagenhauf  
Charlene Schmitt  
Debi Sherk  
John V. Stading  
Leroy Thompson, Jr.  
Mary Jo Tubbs  
Kelly Volpe  
Cristal "Cris" Zaffuto

**The following are the AFSCME Delegates candidates for election. Ballots will be mailed on Jan. 22, 2008:**

### SOUTHERN

#### **REGION 3 Members Choice Slate (32 candidates)**

Diane Hewitt  
Liz Piraino  
Jim Blake  
Ron Greene  
Joyce Quinn  
Janice Beaulieu  
Diana Harris  
Ken Malkemus  
Stephen "Steve" Peters  
Katherine Otis  
Scott Rajczi  
William "Bill" Mackey  
Leonard "Lenny" Beaulieu  
Maryanne Sheehan  
Muddamma Konduru  
Lawrence "Speed" Harris  
Edward Timberger Jr.  
P.T. Thomas  
James DeWitt  
Ron Domenech  
Ronald "Ron" Wilson  
Rose Perez  
Betty Lou Kranz  
Joanne Jenkins  
Patty McKenzie  
Patrick "Pat" Brown  
Mervin "Merv" Armstead  
Rosemary Kukys  
Alessandra Reynolds  
John VanWagner  
Jenny Camisa  
John "Trapper" Saveskie

#### **Leadership and Vision Team Slate (39 candidates)**

William "Billy" Riccaldo  
Tatiana Dolinsky  
Fritz Ernest  
Thomas Holahan, Jr.  
April L. Shuback  
Dianne Hansen

William E. Curtin  
Thomas R. Murray  
J. Scott Keyser  
Brenda Gamble  
Tanya Watson  
Micki Thoms  
Debbie Downey  
John "Jack" McPhillips  
Louis Rocuzzo  
Mary Miguez  
Barbara "Bobbie" DiBattista  
Charles "Charlie" Guidarelli  
Joe Roche  
Jane A. Meunier Gorman  
Mark Semo  
John Mulreany  
Heather Spencer  
Edward Schroeder  
James "Jim" Schultz  
Christian Espejo  
Nancy Hueben  
John Jenney  
Debra Raguseo  
Terri Kraus  
Peter Livanos  
Lorri Livulpi  
Milton Gilbert  
Franco Zani  
Patricia M. O'Leary  
John Staino  
Valerie Simmons  
Karen Pecora  
Noel DeLaCruz

### CAPITAL

#### **REGION 4 Leaders in Action Slate (36 candidates)**

Kathy Garrison  
Ron Briggs  
Mike Gifford  
Betty Eagan  
Rose DeSorbo  
Kim Wallace  
Jay Ingoldsby  
Michele Tabbano  
Ed Russo  
Betty McLaughlin  
Vi Boyko  
Kathy Moran  
Nick Chiesa  
Al Mead  
Jack Rohl  
Ron Revers  
William "Bill" VanGuilder  
Joe Musso  
Todd Smith  
Dave Harrison  
Dowell Harrell  
Mary Hamilton  
Jeanne Kelso  
Dottie Dutton  
Mike Myers

Kevin Brannock  
Clarence Russell  
Mark Unser  
Patty Kaufman  
Jacquelyn Goldsmith  
William "Bill" LeBaron  
Joanne Brannock  
Gary Lanahan  
Mary Alice "Patty" Whiteman  
Brenda Facin  
Karen Jazvinski

#### **Members For Members Slate (36 candidates)**

Michael F. Geraghty, Jr.  
LaVerne French  
Felice R. Moffre  
Jerry M. Bruce  
Margaret M. Davey  
Allen J. McNall  
Linda J. Hillje  
Tracy Carnavale  
Kevin Piazza  
Thomas "Tom" Moylan  
Mary Donahue  
Joe Romand  
Barb Donnelly  
Joe Melita  
Susan Pettica  
Sally Bywater  
Penny McNally  
April Speed  
Gail Connell  
Francis "Frank" Strack  
Frank Brady III  
Tony Migliozi  
Bob Travis  
Patricia O. Alex  
Mary Tribley  
Robert "Bob" LaTour  
Marie McArdle  
Colin Patrick Farley  
Donna Keefer  
Cindy Stiles  
Michelle Faulkner  
Douglas Faulkner  
Joseph R. Kivlen  
Jim Connell  
Nik McKay  
Dawn Sweeney

#### **Independent Candidates**

Wanda Lubinski  
Norman "Zoe" Zidbeck

### CENTRAL

#### **REGION 5**

**Members Representing Members Slate  
(40 candidates)**  
Ginger Sheffey  
Betty Thomas  
Bob Timpano  
George Lawson  
King S. Davis  
Chantalise DeMarco  
Lori Nilsson  
Linda Stiefel  
Tammy Wittman  
Judy Naioti  
Bev Centers  
Mary Whitmore  
Mike Kaiser  
Lynn Wool  
Anthony DeCaro  
Laury Willoughby  
Joe York  
Fred Gerloff  
Norm Jacobson  
Pat Casler  
Gerry Zimmerman  
Phil Graham  
Pete Niznik  
Jolene Radley  
Sharon Connor  
Al Crump  
Jim Warren  
Ellen Lennon  
Carmina Russo  
Ron Walker  
Scott Weatherby  
John Blair  
Walt Smith  
Joe Achen  
Wayne Leitch  
Janet Jackson  
Marc Rogers  
Andy Mantella  
Jon Englert  
Cynthia Rogers-Witt

#### **TEAM United Slate (40 candidates)**

Colleen Wheaton  
Sheila Sears  
Jeff Colburn  
Casey Walpole  
Shane Barber  
Doreen Gilbert  
Theresa Palmer  
Jeannette Engle  
Rose MacBlane  
Ed Collins  
Ken Greenleaf  
Michelle Hunter  
Joe Miceli  
Catherine Barretta  
Charlotte Adkins  
John Smith  
Linda Park  
Patricia Kolota  
Tom Pirozzolo  
David Lee  
Kathy Lewis  
Joan Kellogg

Sandy Cecelin  
Sheryl Campbell  
Donald Lynskey  
Jean Counihan  
Joan Hand  
John Winiarski  
Rae Davis  
Barbara Carnrike  
Dave Page  
Joe Alcaro  
Frederick Durfee

Chris Merrall  
Jay Whitehead  
Dante Mastronardi  
Betty Jo Johnson  
Melanie Bouchey  
Susan Brockway  
Gordon Miller

## AFSCME DELEGATES ELECTION YEAR 2008

In addition to our CSEA elections, the year 2008 also has an AFSCME Delegates election. The approved schedule for that election is as follows:

Nov. 26, 2007	Deadline for campaign literature submission for printing.
Dec. 17, 2007	Voter lists inspection available.
Jan. 22, 2008	Ballots mailed
Jan. 29	Replacement ballots available
Feb. 13	Ballots due 8 a.m.; Tally commences 9 a.m.
End of Protest Period	10 days following Statewide Election Committee certification of results.
March 2008	Results published in <i>The Work Force</i> .

Balloting for the AFSCME Delegates election will take place at the same time and as part of the CSEA elections for Region officers and Board of Directors. Members are urged to carefully read the election information contained in *The Work Force* throughout the 2008 election cycle as well as the instructions, which will accompany each ballot. Ballots will be mailed to eligible voters on January 22, 2008.

## December CSEA calendar of events

### Long Island Region:

- Dec. 11 — 12: **Contract Negotiation II: Negotiating Team Training Workshop**, 6 - 9 p.m. (sign-in begins at 5:30 p.m.), Best Western - East End, Riverhead
- Dec. 18 — 19: **Steward Workshop**, 6 - 9 p.m. (sign-in begins at 5:30 p.m.), auditorium, Nassau University Medical Center, East Meadow

### Metropolitan Region:

- Dec. 13: **Defensive Driving**, 3 - 9 p.m., Brooklyn Developmental Center, Brooklyn. Call (718) 642-6300 to register.

### Southern Region:

- Visit the Southern Region page at CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) or call the region office for the latest events.

### Capital Region:

- Dec. 10-11: **Steward Workshop**, 6 - 9 p.m. (sign-in begins at 5:30 p.m.), cafeteria, Saratoga Springs High School, Saratoga Springs

### Central Region:

- Dec. 1: **Steward Workshop**, 9 a.m. - 3 p.m. (sign-in begins at 8:30 a.m.),

Holiday Inn, Auburn

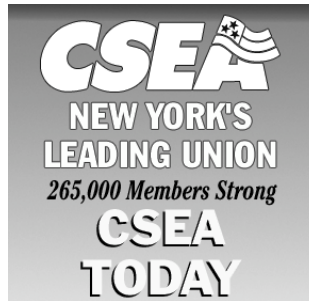
### Western Region:

- Dec. 8: **Steward Workshop**, 9 a.m. - 3 p.m. (sign-in begins at 8:30 a.m.), Wayne County Local Office, Lyons
- Dec. 15: **Sexual Harassment Workshop**, 9 a.m. - noon (sign-in begins at 8:30 a.m.), Burnham's Canalside at the Quality Inn, Newark
- Dec. 15: **An Overview of the Family and Medical Leave Act**, 1 - 3 p.m. (sign-in begins at 12:45 p.m.), Burnham's Canalside at the Quality Inn, Newark
- Dec. 17-18: **Contract Negotiations I: Maximizing our Leverage**, 6 - 9 p.m. (sign-in begins at 5:30 p.m.), Hampton Inn Olean, Olean

*For more information on the listed events or to participate, contact your region office (phone numbers are listed on Page 4), or visit the CSEA calendar page or your region page at CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org). Please note that additional events may be scheduled in your region other than those listed here, so check your region calendar page on the CSEA website.*

### EMERGENCY FUND —

A Southern Region Emergency Fund has been created to help region members cope with difficult financial times. A fund-raiser at the recent Southern Region Education & Women's Conference raised more than \$1,200 for the new fund. Southern Region President Diane Hewitt saw the need for the fund after several members lost homes because of flooding and house fires ... **RECOGNIZED** — CSEA members employed at the Long Island Developmental Disabilities Service Office were recently recognized for their years of service. CSEA members Shirley Baker, Rutha Bush and Rosie Haynes were honored for 40 years of service. Also, 10 CSEA members were recognized for 35 years of service; 20 were celebrated for 30 years of service and 17 were lauded for 25 years of service ... **SEPT. 11 RESPONDER REGISTRATION** — CSEA members who responded to recovery and cleanup efforts at the World Trade Center site following the Sept. 11, 2001,



terrorist attacks have until Aug. 14, 2008, to file the paperwork needed to claim workers' compensation benefits if they become ill in the future. For more information, visit the New York Committee

on Occupational Safety and Health's website at [www.nycosh.org](http://www.nycosh.org) ... **HEALTH CARE PETITION** — The Business and Labor Coalition of New York, of which CSEA is a member, recently announced a statewide petition drive so that citizen support for affordable health care access for all is manifest. New York state has 2.7 million uninsured citizens and most observers think this growing problem needs the highest priority attention by state politicians. BALCONY will circulate the petition at its events and will present the petition and signatures to state officials once completed. For more information, visit's BALCONY's web site at [www.balconynewyork.com](http://www.balconynewyork.com).

## Workers' Compensation Legal Assistance Plan

CSEA members AND their dependents can get quality legal representation at little or no out-of-pocket cost for the following matters:

**Workers' Compensation;  
Social Security Disability;  
Personal Injury and  
Personal Legal Matters**

Representation also available at pre-negotiated, pre-published fees for other personal matters.



Call **1-800-342-4146**  
Follow the Prompts for  
"Injury and Illness Matters"



## PEOPLE Recruiters of the Month

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



Connor

strengthens CSEA's clout in the workplace, in the legislature, in your community and in the labor movement.

The PEOPLE recruiter of the month of September is E. Sharon Connor of the Hutchings Psychiatric Center Local in the Central Region. She recruited 21 new PEOPLE members, 20 of them at the MVP level.

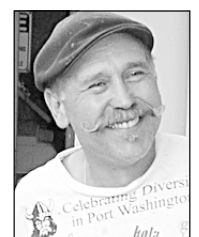
The PEOPLE recruiter of the

month of October is Gerald D'Agostino of the Nassau Educational Employees Local in the Long Island Region. He recruited 46 new MVP PEOPLE members.

"We point to PEOPLE as an effective means to change things for the better,"

D'Agostino, a Port Washington School District Unit activist, said.

"We tell workers that pro-labor candidates are generally outspent by their opponents, often by more than 15 to 1. Without PEOPLE, our pro-labor candidates would face almost impossible odds."



D'Agostino



## GET MORE SATISFACTION FROM YOUR COFFEE.

### BUY 100% FAIR TRADE.

Union members – change the world without ever going to a meeting. Order delicious Fair Trade coffee from [www.deansbeans.com](http://www.deansbeans.com), and gourmet Fair Trade chocolate, nuts and cranberries from [www.equalexchange.com](http://www.equalexchange.com). Dean's Beans will deliver your choice of 31 rich, flavorful coffee blends right to your door. Equal Exchange sells mouth-watering organic chocolate, pecans, almonds and cranberries.

#### How you help.

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

#### Do you know beans about Fair Trade?

Important facts to remember:

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



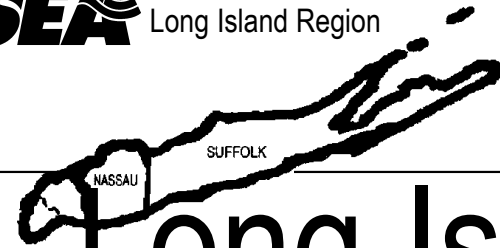
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to great flavor, while you help  
others live better.

The Labor-Religion Coalition  
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New York's  
Leading Union  
Danny Donohue, President  
[www.csealocal1000.org](http://www.csealocal1000.org)



# Long Island Reporter

## 'Tis the season for holiday cheer



Above, Santa Claus, as portrayed by Kevin Ray, is welcomed to Festival of Lights by, from left, Human Rights Committee members Margie Stubbs, Maryann Phelps, Shirley Baker, committee chairwoman Rutha Bush and Stephanie Williams.



Above, Town of Southampton Supervisor Pat (Skip) Heaney, third from left, gets a warm welcome at the region holiday party from, left to right, Suffolk Local 852 President Bill Walsh; Michael Merker of the local's Southampton Unit; Pete Collins, Southampton Unit president; CSEA President Danny Donohue and Long Island Region President Nick LaMorte. Heaney, who was defeated in his re-election bid in November, received an award from CSEA at the party. "He has stood up for us," said LaMorte, pledging the union's full support to him in any future contest. "He is a model of what a town supervisor in Nassau and Suffolk should be. He is 100 percent union and he's proud of it."

**T**he holiday season means party time for CSEA members on Long Island.

The first holiday party was the Festivals of Light, hosted by the Human Rights Committee at the region office on Nov. 30. The festivals honor the holidays observed by union members, including Christmas, Kwanzaa, the Feast of the Three Kings and Hanukkah.

The evening featured performances by the Traveling Hispanic Theatre Group, a stirring song by Herb Fenner, a poignant reading by Stephanie Williams and accounts on the origins of Hanukkah, Kwanzaa, the Feast of the Three Kings and Christmas in

Please see Holidays continued on Page 3

## Holidays Cont'd from Page 1

the Bahamas by, respectively, Stanley Bergman of Local 830, Darryl Wilson, president of Local 430, Manny Manguel, president of Local 418 and Margie Stubbs of Local 920.

Members brought family and friends to the Festivals of Light and enjoyed tasty treats of food and drink that are part of traditional observances of the holidays.

"It was fantastic; a glorious time," said Shirley Baker, chair of the Human Rights Committee. "Over 200 people came and everyone enjoyed themselves," she said. "We hope to encourage all locals to get involved next year."

Judiciary Local 330 has members spread across Nassau and Suffolk counties, so it held four parties to enable all members to join its holiday celebration. The parties were held in Long Beach and Mineola in Nassau County; and in Central Islip and Riverhead in Suffolk County.

At the Mineola party, about 100 local members had plenty to eat and drink as well as a chance to chat with members they hadn't seen in a while. Kevin Ray is the president of Local 330.

Long Island Region President Nick LaMorte welcomed 300 leaders and activists to the region's holiday party, held at the Venetian Yacht Club in Babylon Dec. 7.

"You are the people who get things done every day," he said. "Thank you on behalf of the 50,000 members we represent from Montauk to the border of Queens."

He presented awards to Bobbie Eisgrau, chair of the Women's Committee, Jane D'Amico of Local 830, the region's 1st vice president, and Baker for their many years of dedicated service to the union.

CSEA President Danny Donohue, who attended the region party, hailed the efforts of those present for their hard work in advancing the region. "This region has the best programs, the best contracts and, more importantly, the best fighters in this union," he said.

In addition to going to parties, CSEA members also gave one. The region Veterans Committee collected donations for hospitalized veterans.

"We had donations from Stony Brook University and the Medical Center, SUNY Old Westbury, Farmingdale Library, Suffolk County Educational Local, Longwood School District, Lindenhurst Village, Hempstead Parks Department, Local 830, Nassau County Municipal Employees Local, Village of Hempstead and even some outside groups such as the Northport Middle School students and the Sons of Italy," said Maryann Phelps, committee chair.

On Dec. 15, committee members presented the gifts to veterans at the Northport Veterans Affairs Hospital and the Long Island State Veterans Home in Stony Brook.

"It is with great pride and satisfaction that the committee sees the support that Long Island Region CSEA members have shown in supporting our veterans who have served their country and are residing at these two facilities," Phelps said. "The veterans get a great deal of satisfaction and heartfelt warmth to know that they have not been forgotten. We are honored by everyone's support."



Above, members ate and socialized at Judiciary Local's holiday party and information fair in Mineola.



Above, after welcoming guests to the Long Island Region party, Lee Reynolds, chair of the region Social Committee, thanks committee members Laura Gallagher, Sue Cohen, Debbie Nappi-Gonzalez, Barbara Maniscalco, Kevin Ray and Meg Shutka for their work in making arrangements for the party.

### Other holiday celebrations around the region

Among the other CSEA locals and units planning holiday get-togethers were Pilgrim Psychiatric Center Local 418; Long Island Developmental Disabilities Service Office Local 430; the three State University locals on Long Island: Farmingdale State College Local 606, SUNY Stony Brook Local 614 and SUNY Old Westbury Local 618; the Farmingdale School District Unit of Nassau Education Local 865; the Hempstead Village Unit of Nassau Municipal Employees Local 882; Nassau Retirees Local 919 and the region Women's Committee.

### The Long Island Veterans Committee spreads holiday cheer

The Long Island Region Veterans Committee prepares to bring a station wagon full of presents to veterans at Northport VA Hospital and Long Island Veterans Home. Committee members are, from left, Jill Mallon, Rich Acevedo, Maryann Phelps, committee chair, Ed Hussey, Herman Williams, Steve Abramson and Bobby Rauff.



## PHOTO OF THE MONTH



Taking their lunch break are maintenance workers at the Farmingdale School District, who are members of Nassau Education Local 865. The Farmingdale Unit members are, seated, left to right, Vincent Caraciolo, Bob Musick, Scott Noll, Bob Ganci and Joe Randazzo and, standing, Rob Finnerty, left, and Vinny Calasso. Marylou Arangio is president of the unit, which includes 175 clerical, custodial, cleaning, security, grounds and maintenance workers. Calasso is the unit's 1st vice president.

### Message from Long Island Region President Nick LaMorte



**T**he holiday season is here and quite naturally offers us an opportunity to reflect on the past year and look ahead to the new one. We've done a lot of good work here at CSEA in 2007 and perhaps most importantly, we have had a chance to give back to the community and make a difference in the lives of many people.

Two recent events stand out in my mind. First, we recruited nearly 400 walkers for the 2007 Making Strides Against Breast Cancer Walk at Jones Beach, due largely to the efforts of our Women's Committee. Our region also participated as a flagship sponsor of the annual event and raised more than \$30,000 toward the goal of finding a cure for breast cancer.

While we were happy with what we accomplished at Jones Beach this year, there is still more to be done. Our goal is to further increase participation next year so we can raise even more money. This is critical because the money raised is used to advance research, promote education, improve patient care and help families cope with the effects of breast cancer.

Second, we pitched in to support the USA Track & Field 5K National Disability Championship Meet. The event was sponsored by the Rolling Thunder Special Needs Program, a mainstream running, walking and cycling club for developmentally and physically challenged athletes. We provided publicity before and after the event and had people on hand to assist with the kickoff barbecue at the region office and the actual race the next morning at Sunken Meadow State Park.

Our involvement stemmed from the fact that the relatives of five Rolling Thunder athletes are CSEA members and Village of Floral Park Unit President Steve Cuomo started the club in 1996. Steve has a challenged son with multiple handicaps. We fully support Rolling Thunder and believe in its ideal, which is to forget about the disability and focus on the ability. The event was a great success; we were very proud of these athletes and

marveled at their incredible accomplishments.

We had time for these charitable endeavors and were still able to earn a decent wage, provide food and shelter for our families, retain medical benefits that contribute to our health and welfare, and display our thoughtful and generous nature by finding various ways to help those less fortunate than us.

So, take some time to reflect on the past year as you enjoy the holidays with family and friends and look to the new year with great anticipation because the good character that is inherent in all of you will certainly work to the benefit of those close to you and the community at large in 2008.

Happy holidays to you and yours!

Yours in solidarity,

Nick LaMorte, president  
Long Island Region

## Election results

**COMMACK**— On Election Day, CSEA sent a message to all politicians — union workers demand respect and fairness!

Over the past several months CSEA interviewed candidates, incumbents and challengers, for political races across Long Island.

The Long Island Region Political Action Committee took all the data available, looked at how incumbents had been treating our members and how challengers promised to treat our members.

The union endorsed candidates from Long Island Sound to the Atlantic Ocean, and from the Queens border to the eastern tip of Long Island at Montauk Lighthouse.

Our members were asked to vote and they did.

"Overall, 84 percent of the candidates we endorsed won and in Nassau County over 95 percent of the candidates we endorsed won," said John Shepherd, chair of the region political action committee and president of Nassau Municipal Local 882.

"We don't endorse parties — we endorse and work to elect people, people who treat our members fairly," Shepherd said. "And we're not done with our political action campaign just because the 2007 elections are over. We are now starting a massive voter registration drive to ensure that in future elections we will have even greater success."

CSEA members who are eligible to vote but are not registered should obtain a registration form from their county Board of Elections and mail it to the Board of Elections in the county in which they live.

The address for Nassau County residents is: Nassau County Board of Elections, New Administration Building, 400 County Seat Drive, Mineola, N.Y. 11501. For questions, call (516) 571-2411.

Those who live in Suffolk County should mail their application to: Suffolk County Board of Elections, Yaphank Ave., P.O. Box 700, Yaphank, N.Y. 11980. The phone number is (631) 852-4500.

### CSEA President Danny Donohue to meet with Long Island Region members Dec. 6

**COMMACK** — CSEA President Danny Donohue will be meeting with members Dec. 6 between 1 p.m. and 7 p.m. at the Long Island Region office at 3 Garet Place, Commack. Members who wish to speak to him should call the region office at (631) 462-0030 to make an appointment and get directions.



# Inside Reporter

## Member Action Team, MAT, will provide hands-on assistance on contract campaigns, negotiations

The *Long Island Reporter* recently spoke to several members of the Member Action Team, or MAT, Committee to discuss recent events and future goals. The conversation provided an insight into the committee members' thought and the strategies they use to achieve their objectives.

**Long Island Reporter:** Why is the MAT Committee important to CSEA? How did it come into existence?

**Rich Acevedo:** MAT Committee members are available to provide units with hands-on assistance on contract campaigns or in contract negotiations. We've successfully interacted with officers from various units to attain favorable contract terms and been proactive in encouraging involvement from the rank and file. The MAT Committee is open to everyone and its members broaden their depth of knowledge by dealing with problems on every level, whether it is state, county, town, city, village, school or library. If a MAT Committee member comes across a problem he or she is not familiar with, they are paired with someone who is and work with unit officers to achieve the desired goal, filtering in pertinent information from various places when necessary. Region Director Ron King, Region President Nick LaMorte and various local presidents established the committee to increase and broaden member involvement in union activities with an eye toward enhancing our ability to solve various problems as they arise.

**LIR:** What are the primary goals of the MAT Committee? How are strategies formulated to attain these goals?

**Bob Rauff:** I would say that the primary goal is to make members aware of the educational opportunities available through the union and tell them how a knowledgeable member can be an asset to the union as a whole. We must also communicate how and where access these services. We need to stress the fact that all the committees are interrelated and can support each other's goals. For example, MAT Committee members can easily access the expertise of the Political Action Committee should they need some advice in that area. And that's just one example; it's all right there at our fingertips. We

just have to reach out if we want to know more. Frankly, education and training is not accessed to the degree that it should be. The MAT Committee tries to get members active and interested in learning because once they start down this road, the appetite for knowledge becomes insatiable and the end result is that we benefit from the expertise of a valuable member for many years to come.

**LIR:** What are the best ways to convince CSEA members to get involved with the MAT committee? What sort of member would be the best fit for the committee?

**Karen Carpenter:** I think the best way is to appeal to their sense of reciprocity. That is, the effort they put in to help various units find solutions to the problems they face will come back to them twofold as the union gains strength. It's a two-way street; a give and take. As for the second part of this question, we're not looking for any particular type of member; just those who are passionate about building a stronger union. That's what the MAT Committee is all about.

**LIR:** Has the MAT Committee run into any significant problems over the last two years? How did the committee overcome these obstacles?

**Maria Navarro:** To put this question into context, let me say first that the MAT Committee was established to provide a forum for interested members, elected officers and staff to participate in an open dialogue pertaining to issues related to union building. Having said that, I recall an instance in which a frustrated unit president attended a MAT Committee meeting and described a situation that was negatively affecting the executive board and, by extension, the members. It seems there was a great deal of infighting among the executive board members and they essentially could not agree on anything. Every meeting was contentious and nothing was getting accomplished. The MAT Committee listened to the unit president to gain an understanding of the problems and then conferred to settle on a plan of action. It was decided that Ron King, Nick LaMorte and myself would attend the unit's next few

executive board meetings and act as mediators to bring about more cohesion and unity. After getting a feel for what was going on, we advised the executive board members to concentrate on playing the specific role defined by their elected title and not straying from those parameters. We also reminded them that it was important to work together to create the structure necessary to present a united front in any dealings with administration. Since then, the situation within the unit has improved and we are always available if they need us.

**LIR:** What differentiates the MAT Committee from the other standing and ad hoc committees in the Long Island Region? What is the committee's most unique characteristic?

**Maryann Phelps:** The MAT Committee is different from other region committees in that it has the ability to directly impact a group of members almost instantly. For instance, if contract negotiations are at an impasse for a particular unit or local, the MAT Committee will interact directly with those members to help them organize informational pickets. We attend their school board meetings to show strength and solidarity. The committee continues to work with them to organize future pickets or plan additional strategies as needed. The result is one that creates a positive outcome for the targeted members. The committee represents a show of strength for CSEA and its members. Management recognizes this and the situations that we get involved in are remedied in a shorter period of time. Also, because the committee is made up of members from all over the Long Island Region, not only does it build solidarity and strength among its members and the members we interact with, but it also does the same for all of CSEA.

**LIR:** How does the MAT Committee interact with the various locals and units in the Long Island Region? Is there any way to enhance these interactions?

**Tom Skabry:** The MAT Committee was specifically formed to assist locals and units with tough issues or difficult problems and is intended to reassure members that they do not have to

face their problems alone. In fact, help is just a phone call away. Just call the region office during a thorny contract campaign to draw upon the vast experience and commanding presence of people like committee chair Bill Walsh. The MAT Committee will help locals and units to chart a course of action and provide the backing necessary to put those plans into action. Of course, we are always looking for new members and anyone who is interested just has to attend one of our monthly meetings at the region office. Just call (631) 462-0030 to find out the precise dates and times. Remember, we are an ad hoc committee open to all CSEA members and one of our priorities is to encourage broader participation.

**LIR:** What is the MAT Committee doing to raise its profile within the Long Island Region? How would greater awareness increase the committee's effectiveness?

**Bill Walsh:** We're fortunate here on Long Island in that there is not a great a distance between committee members and all are situated within a reasonable proximity of the region office. This enables us to inform members about the MAT Committee by word of mouth and we reach the entire region because committee members are scattered throughout Long Island. Our population is more concentrated than other regions and this allows for face-to-face meetings on a monthly basis. However, this impediment should soon disappear for other regions with the advent of telecommunications. Also, we have thought of deploying attractive visual mediums, like flyers and brochures, throughout the region as another technique to raise awareness about the committee. Anything we can do to explain our purpose and entice members to join is constructive. We need to reassure units that are feeling somewhat isolated that they are not alone and help is available. All any member needs to do is attend one meeting; they are open to everyone. We might also consider making the committee meeting schedule more accessible to the membership by posting it on the region webpage. It's all about building a stronger union.

**LIR:** Would you describe the MAT Committee as proactive or

reactive? Why?

**Dave Clark:** The MAT Committee was created as a proactive entity and is hands-on by design. We all have our ears to the ground, so to speak, to quickly identify problems and provide solutions as soon as possible. We meet regularly to create a dialogue that brings the expertise of the various members to bear on current trouble spots. For instance, if a small unit of 10 or 20 people wants to stage a protest rally at a town or school board meeting, we will spread the word to ensure their fellow CSEA members turn out and present a unified front. We can help to bring out a crowd at least twice the size of a unit like this and that means we can get our message across more effectively. CSEA is all about solidarity and the MAT Committee serves to reinforce this ideal.

# Leadership conference draws activists

WADING RIVER — Thirty Long Island Region leaders and activists took part in the 2007 Leadership Conference at the East Wind Conference Center Oct. 26 and 27.

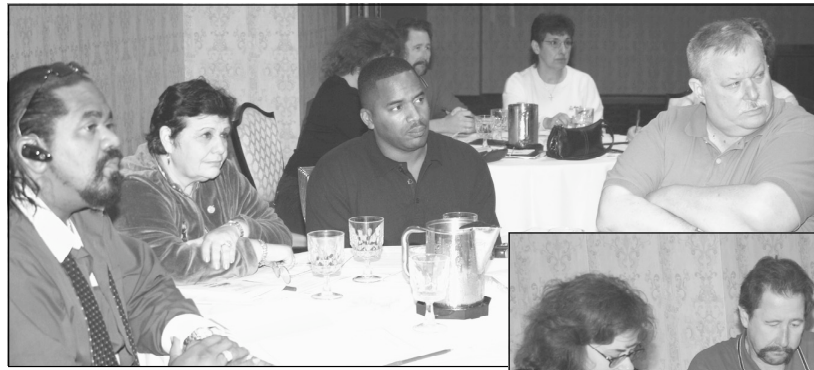
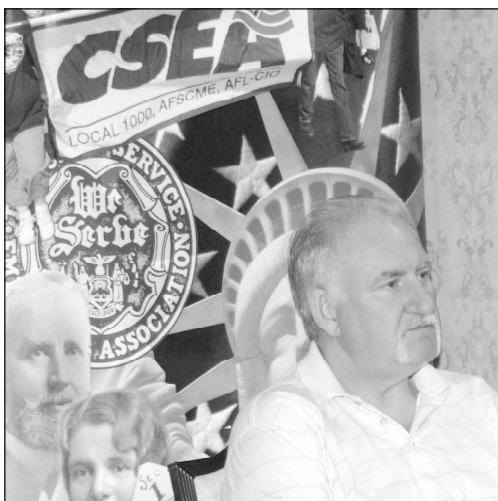
Nancy Hoffman, CSEA's general counsel, and Ben Gordon, director of organizing, were the main speakers.

Based on case studies, Hoffman's presentation centered on the importance of leaders meeting CSEA's standards of professional conduct and ethics in conducting union business. The case studies provided the basis for a discussion by the region leaders.

"The workshop was informative on the legal issues facing us as leaders," said Kevin Ray, Sr., president of Judiciary Local 330. "Nancy Hoffman taught all of us something we didn't know."

Another benefit of the conference, Ray said, was the chance to meet other CSEA local leaders and discuss their common concerns. "It was good to get out with all the leaders of Region 1 and talk about various issues," he said.

Below, John Shepherd, president of Nassau Municipal Local 882 and chair of the region Political Action Committee, is shown in front of CSEA's new poster, which highlights the union's long history as a leader in the battle for unionism.



Left, listening to conference speakers are, from left, Daryl Wilson, president of LIDDSO Local 430; Mary D'Antonio, president of SUNY Old Westbury Local 618; Carlos Speight, president of SUNY Stony Brook Local 614, and Kevin Ray Sr., president of Judiciary Local 330.

Below, Harry Ader, right, president of Suffolk Education Local 870, talks with Eric Muldoon, a CSEA labor education specialist.



Above, looking over one of the case studies are, from left, Nancy lanson of Local 830, chair of the region's Membership Committee; Harry Ader, president of Suffolk Education Local 870; Monica Berkowitz, president of Nassau Education Local 865, and Christine Urbanowicz of Local 870, region treasurer.



Above, Nancy Hoffman, CSEA general counsel, leads a discussion of a case study she presented to the participants.

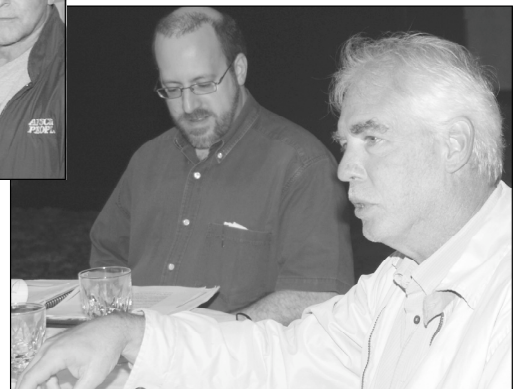


Above, Stan Bergman, left, of Local 830 talks with CSEA Organizing Director Ben Gordon about a point Gordon had raised in his talk to Long Island Region leaders.



Above, shown after the conference ends are, from left, Nancy Hoffman, general counsel of CSEA; Lee Reynolds of Nassau Education Local 865 and Long Island Region secretary; Long Island Region President Nick LaMorte; Laura Gallagher, executive vice president of SUNY Old Westbury Local 618, and Gary Steckler, 1st vice president of the Town of Hempstead Local 880.

Below, Suffolk Local 852 President Bill Walsh, right, makes a point in the discussion of one of the case studies Hoffman presented.





## Around the Region

### Calendar of Upcoming Events: December 2007

- |                                                                            |                                                            |
|----------------------------------------------------------------------------|------------------------------------------------------------|
| 3 – Human Rights Committee — 5:30 p.m.                                     | p.m.                                                       |
| 6 – Danny Donohue member visits — 1-7 p.m.                                 | 21 – Region Executive Board meeting — 5:30 p.m.            |
| 7 – Region Holiday Party at Venetian Yacht Club, Babylon — 7 p.m.-Midnight | 22 – Region Office Closed — Thanksgiving Holiday           |
| 10 – Education and Training Committee — 5:30 p.m.                          | 23 – Region Office Closed — Thanksgiving Holiday           |
| 11 – Safety and Health Committee — 5:30 p.m.                               | 27 – Political Action Committee — 5:30 p.m.                |
| 19 – Local 430 Executive Board meeting — 3:30-5:30 p.m.                    | 28 – Member Action Team Committee — 5:30 p.m.              |
| 19 – Local 430 General Membership meeting — 5:30-7 p.m.                    | 29 – Local 430 Shop Steward meeting — 5-7 p.m.             |
| 17 – Defensive Driving — 9 a.m. - 3 p.m.                                   | 30 – Human Rights Committee "Festival of Light" — 6-9 p.m. |
| 20 – Education & Training Committee — 5:30                                 |                                                            |



Above left, three members of Local 430 honored for 40 years of service at LIDDSO are, from left, Shirley Baker, Rosie Haynes and Rutha Bush. Local President Daryl Wilson is at right.

Above, sisters Patricia Cavaliero, center, and Suzanne Cavaliero, right, were two of the union members honored for 30 years of service. At left is Irene Jill McGinn, director of Long Island DDSO.

Left, the Employee Recognition Dinner honors 51 Local 430 members for their service to consumers served by LIDDSO.

## Local 430 members honored for service

MELVILLE — Fifty-one members of Local 430 were honored for long service at the Long Island Developmental Disabilities Service Office at its recent Employee Recognition Dinner.

Three workers, Shirley Baker, Rutha Bush and Rosie Haynes, were honored for 40 years of service.

Ten workers received honors for completing 35 years of service at LIDDSO, 21 for 30 years of service and 17 for 25 years on the job.

"The pride I have for long service members is phenomenal," said Local President Daryl Wilson, a 31-year employee. "They stand up and take charge on the job."

The union, he said, is part of the reason that a large number of LIDDSO employees stay. "With the negotiating power CSEA has, we have come away with contracts that keep members here for many years," he said.

The three longest serving honorees all have strong ties to the local. Baker served as executive vice president, Bush as treasurer and Haynes is the wife of Eugene Haynes, a former local president.

Irene Jill McGinn, LIDDSO director, thanked the honorees for their "commitment, dedication, talents and professionalism," enabling LIDDSO to provide the highest quality service to their consumers and

consumers' families.

CSEA members honored for 35 years of service were Alfred Gladden, Grace Gross, Jonathan Heath, Karen Jones, Joann Kent-Wade, Arthur Knight, Mack Oakman, Karolyn Robinson, Marlene Tancredi and Henry Turner.

Marking 30 years of service were Helen Aydelott, Angela Bennett, Annie Blue, Mignonette Carter, Patricia Cavaliero, Suzanne Cavaliero, Joey Fields, Michael Foster, Carole Halfpenny and Linda Hopkins-Shah.

Also, Lawrence Johnston, Margot Lampe, Terrish McCoy, Sandra Mohorn, Patrick O'Rourke, Susan Persoons, Gail Rousseau, Robert Schembri, Belinda Sermon, Delia Sims and John Ziegelmeier.

Those honored for 25 years are Regina Adams, Sarah Bullock, Gloria Cannon, the local's treasurer; Kim Carter, Stephen Davenport, Timothy Emken, Anita Felder, James Garrett, Lynden Gilpin, Joyce Grant, Lloyd Kinzelberg, Pecola Legette, Teresa Martin, Helene Sacco, Marcia Shepard, Doris Taggart and Laurie Wiley.

Other union-represented and management employees who have worked at LIDDSO for 35, 30 and 25 years were also honored.

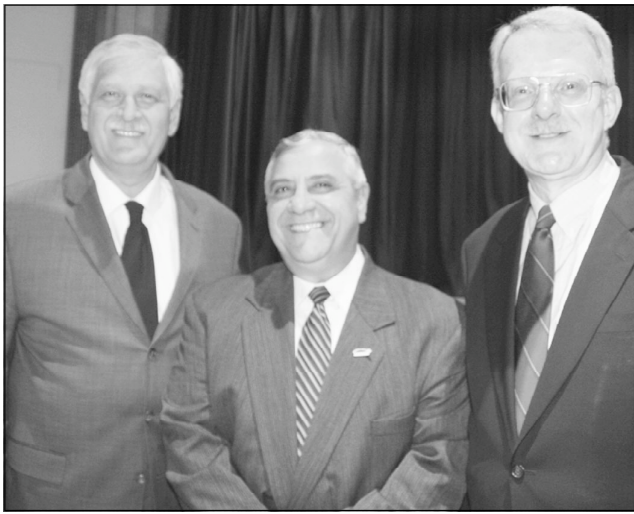
## Condolences

OLD WESTBURY — CSEA members are offering condolences to Mary D'Antonio, president of SUNY Old Westbury Local 618, on the death of Phil D'Erasmus, her father, who died Nov. 4. He was 89 years old.

A decorated veteran of World War II, he held the Purple Heart and Bronze Star. He is also survived by four other children, Frank D'Erasmus, Rosemary DeSalvo, Phyllis Locmajian and Debra Karen; 14 grandchildren and five great-grandchildren.

Cards of condolence can be sent to Mary D'Antonio at 14 Wellesley Lane, Hicksville, N.Y. 11801.

## Improving the environment



Long Island Region President Nick LaMorte, center, joins State Assemblymen Steven Englebright, left, and Robert Sweeney at a program titled "Greening Schools for Healthy Children: A Community Forum" at North Babylon High School Oct. 31. Englebright and Sweeney were honored for their commitment to improving the environment. Sponsoring the forum were many community and labor groups, including CSEA, Long Island Federation of Labor and the New York State United Teachers.

## Local 330 Info Fairs

EAST ISLIP — Judiciary Local 330 will hold the first of its holiday party-information fairs at the Irish Coffee Pub in East Islip from noon to 2 p.m. on Dec. 3. The phone is (631) 277-0007.

On Dec. 5 from noon to 2 p.m. the local will hold a party and information fair in Long Beach at a location to be announced.

The third in the series will take place on Dec. 7 from noon to 2 p.m. in the second floor boardroom of the Supreme Court in Mineola.

The fourth party and information fair is scheduled for noon on Dec. 10 at the Birchwood Restaurant in Riverhead, (631) 727-4449.

Kevin Ray Sr. is the local president.

## Women's Committee member to perform in a holiday treat

HICKSVILLE — Women's Committee member Shelley Davidson will be performing as one of the gossips in "A Gilbert and Sullivan Christmas Carol" here on Dec. 8.

The show has Gilbert and Sullivan songs rewritten to fit Charles Dickens' holiday story. Tickets are \$20, \$15 for students and seniors.

More information is available by calling Davidson at (631) 968-6975.

## Port Washington Unit touts PEOPLE success story

It's no secret. The success of the Public Employees Organized to Promote Legislative Equality (PEOPLE) Program hinges on an increased participation by CSEA members. Such a development, by extension, would greatly benefit the organization as a whole.

That's because PEOPLE works to affect the political process on many levels. The law prohibits the use of union dues to fund federal and state political campaigns. This being the case, voluntary contributions from CSEA members to the PEOPLE Program are critical if the organization is to effectively support pro-labor candidates and legislation on the federal and state levels.

Rich Acevedo, president of the Custodial, Transportation and Maintenance Unit in the Port Washington School District, seems to inherently understand this reality and with the help of unit activist Jerry D'Agostino has methodically conveyed PEOPLE's value to his unit members. The results speak for themselves. "Our unit has a high participation rate," he declared. "But Jerry and I think we can do even better. We just have to keep beating the drum and Jerry is our leading advocate."

The Port Washington unit has been rebuilt from the ground up in a relatively short time. Acevedo has led the unit for almost three years and has already spearheaded a successful contract negotiation, transforming the unit into a dynamic community presence in the process. "I tell my unit members that success comes from within and that if they're unhappy with the union or anything else they should look in the mirror rather than placing the blame elsewhere."

Acevedo and D'Agostino have applied the concept of personal responsibility to build significant support for the PEOPLE Program within their unit. "We point to PEOPLE as an effective means to change things for the better," said D'Agostino. "We tell them that pro-labor candidates are generally

outspent by their opponents, often by more than 15 to one. Management always backs their candidates and supports their campaigns with large contributions. Without PEOPLE, our pro-labor candidates would face almost impossible odds. So, once again, success or failure rests in their hands. It's up to them."

PEOPLE's list of accomplishments is impressive. Voluntary donations from CSEA members have already helped to pass the Family and Medical Leave Act, defeat legislation aimed at contracting out public water, highway and transit systems, pass permanent Cost of Living Adjustment (COLA) legislation, pass legislation preventing counties from changing retirees' health insurance benefits without negotiating with CSEA, pass legislation to increase school district funding, and pass legislation mandating stricter workplace safety requirements.

What's currently on PEOPLE's agenda? PEOPLE is fighting to keep Medicare and Social Security funding at acceptable levels and is working with Congress to overhaul the health care system so that everyone has access to quality health care at affordable rates. PEOPLE is also resisting attempts to raise the retirement age in New York State and opposing federal and state efforts to cut funding for education and health care.

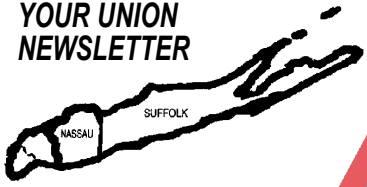
Still, the Port Washington school district's negotiating team was reticent to permit payroll deductions from unit members earmarked for the PEOPLE Program, which was a key point of contention during contract negotiations. "We eventually convinced them that our political fights were their political fights," said D'Agostino. "For instance, it affects everyone in the community when the state initiates an effort to reduce financial aid to school districts. Ironically, an issue that initially sparked conflict brought the two sides closer together as negotiations progressed."

The PEOPLE Program also

profited from the fact that the favorable new contract agreement held the line on health insurance contributions and provided for incremental salary increases through the life of the contract, which freed up discretionary income and made the prospect of PEOPLE donations more attractive to unit members.

"Sometimes it's important to put it in plain terms so that people understand what is at stake," said Acevedo. "There are many important issues yet to be decided and all CSEA members must be vigilant so the gains that we've negotiated in the past are not reversed while we are not paying attention. Fifty one members of our unit now contribute to the PEOPLE Program but we're not satisfied. Jerry and I will continue to articulate the message until everyone jumps on the bandwagon."

Monica Berkowitz, president of Nassau Education Local 865, expressed the hope that all of the local's units negotiate contract provisions like that gained by the Port Washington unit. "Payroll deduction for PEOPLE is a great political action tool," she said. "It gives us the political clout we need to make things happen."



# EXPRESS



Message from CSEA Local 830 President Jerry Laricchiuta

## Lots Going on This Holiday Season at Local 830

**G**reetings to all. Well, here we are again in the midst of another holiday season. Personally speaking, I love the holidays for all the good spirit, friends and family gatherings. I also know that it seems with each new holiday season it has become a little more difficult to actually afford the holidays. What a shame, right? Here we are working our tails off, trying to keep up with the wealthy corporations who somehow seem to have a hand directly into our pockets.

Case in point: the cost of gas and home heating oil. How is it that the price continues to soar seemingly without regard of our ability to pay for it, all the while the major energy companies are raking in record profits? How about health insurance premiums? Currently, a family plan here on Long Island is paying around \$16,000 a year! That premium is expected to rise at twice the rate of inflation. Pharmaceutical companies are charging outlandish prices for their medicine, doctors charge thousands for treatments, hospitals want us to take out a second mortgage to help pay for the cost of a brief stay. We in Nassau County should feel some relief in this area, since we have worked hard all of our careers to maintain a solid health insurance benefit package. I intend to make sure all county workers remain whole in the area of health insurance.

This is a time of year when those of us who are able to get by the holidays should try to help those of us who are having a rough time. I am proud to announce that for the second year in a row the CSEA Adopt-a-Family program is well under way. We are currently working hard at administering the program we started last year to help some of our fellow CSEA members who are having a difficult time this year. Our Executive Vice President Diane Russ (from Consumer Affairs) ran this program for us last year and did a fantastic job to help 22 CSEA members and their families have a better holiday. This year, we may have around the same number of families. Although the program makes me proud, the fact that we have so many of our

***“I wish all my members and their families a safe, healthy and happy holiday season.”***

brothers and sisters in CSEA struggling to make a living pains me. That our members are so willing to help out their own union family makes me happy.

Another program CSEA has been involved with is the annual toy drive. Last year, we changed the format and collected hundreds of toys for children in the local area. We decided that it was important for us to actually see the children receive those gifts. Don't get me wrong, the "Toys for Tots" program is a wonderful organization that provides toys for underprivileged children across the country. I wanted to make sure our local children had some toys for the holidays so we partnered with the Economic Opportunity Commission, a nonprofit Hempstead organization, to have our toys distributed at their "Christmas on Jackson Street" celebration. At our holiday party we collected more than 200 great toys and we were present when Long Island children were given them. The faces on those kids said it all. I had a grown man on our team with tears in his eyes. Well, we're going to do it again. This year, any member who comes to our holiday party with a toy (of a \$10 or more value) will be given a raffle ticket exclusively for those generous members. Great prizes will be announced during the party for those members.

I like to believe that CSEA Local 830 has been very progressive in the past few years. The intent was to make our union stronger in many ways. More public exposure and support by way of a television ad campaign added greater credibility. A stronger relationship with the county legislature, bringing our entire office up to speed by computerizing the entire operation has added to our efficiency and work output.

Communications was an important agenda for my team and I believe we have come a long way in how we communicate with our members. The weekly radio show on WGBB has taken off and we have a strong audience of members who listen weekly to keep up with events that could affect their lives. Where we were once years behind in backed up grievances and arbitrations, we are now up to date. Our budget for the past two years has been completely balanced and we now keep our spending to well within the limits of our budget. Do we still need improvement? Of course we do; we are a long way

***Please see Message Continued on Page 8***

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The Work Force **CSEA Nassau County Local 830 EXPRESS**

December 2007 • Vol. 12 No. 11

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JERRY LARICCHIUTA, President

Ryan Mulholland, Editor  
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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.

## CSEA KEEPS MEMBER PRICE DOWN AGAIN! CSEA Local 830 Annual Holiday Party

Wednesday, Dec. 19, 2007  
7 p.m. - 12 a.m.  
Crest Hollow Country Club,  
Woodbury

**Members and Fee Payers: \$36**  
**Non-Members: \$65**



Name: \_\_\_\_\_

Department: \_\_\_\_\_

Phone No: \_\_\_\_\_

Number of tickets at \$36: \_\_\_\_\_

Number of tickets at \$65: \_\_\_\_\_

PLEASE SEND FORM WITH CHECK MADE PAYABLE TO  
CSEA LOCAL 830. MAIL TO:  
400 COUNTY SEAT DRIVE, MINEOLA, N.Y. 11501

ATTN: STEVE COHEN  
*\*Anyone who brings a toy valued at \$10 or more  
will be entered into a raffle with three cash prizes of  
\$200, \$100 and \$50.\**

TOYS WILL BE DONATED AT THE ECONOMIC  
OPPORTUNITY COMMISSION'S CHRISTMAS ON  
JACKSON STREET.

### This Month in Labor History

**Dec. 15, 1941**  
The American Federation of Labor pledges there will be no strikes in defense-related industry plants for the duration of the war. In December 1955, the AFL merged with the Congress of Industrial Organizations, becoming the AFL-CIO with an estimated 15 million members under President George Meany.

### They Said It:

#### Quote of the Month

"It's not just your great members at the medical center (NUMC), but we'd be shortchanging some people if we did not mention people who are part of your union at the county's health department, where they're working for the public health of the county."

— State Sen. Kemp Hannon, on the Oct. 17 episode of "Talkin' Labor with Local 830"

## Calendar of Events

**Wed. Nov. 28:** Presidential Forum  
Local 830 Offices  
Treasurer's and Comptroller's Departments  
Lunch will be Provided

**Fri. Dec. 7:** Long Island Region Holiday Party  
7 p.m., Venetian Yacht Club, Babylon  
— \$80 per person

**Wed. Dec. 19:** Presidential Forum  
Nassau Community College  
CCB Building, 1st Floor  
General Membership Meeting

**Wed. Dec. 19:** CSEA Local 830 Annual Holiday Party  
7 p.m. – 12 a.m., Crest Hollow Country Club, Woodbury

**Jan. 5, 2008:** Martin Luther King Jr. Annual Luncheon  
12:30 p.m. – 4:30 p.m., Coral House, Baldwin



## CSEA Makes Strides Against Breast Cancer

The CSEA Long Island Region, in association with Local 830, participated in the Making Strides Against Breast Cancer Walk on Oct. 21 at Jones Beach. Nearly 400 CSEA Long Island Region members, including dozens of Local 830 members, donated more than \$30,000 and walked a 5-kilometer course.

The region again served as a flagship sponsor for the walk, and the region's Women's Committee was instrumental in the great turnout from CSEA members.

In all, more than 60,000 people attended, raising \$2.7 million for breast cancer research, surpassing what was expected by event organizers. Individual departments from Local 830 also raised money, including \$1,800 from the Department of Assessment.

Local 830 staff worked hard for months on preparing for the event by collecting donation money, giving out long sleeved T-shirts to anyone who donated at least \$50 and preparing the brochure applications.



Clockwise, from top left, CSEA Local 830 members from the Department of Assessment get ready to take on the 5-kilometer course; Local 830 Office Manager Steve Cohen with Women's Committee and Local 830 member Deb Buonagura; the CSEA Long Island Region Women's Committee with Region President Nick LaMorte, second from right.

## Information Fairs and Presidential Forums Prove to be Great Success

In what was a hectic three weeks between mid-October and early November, CSEA Local 830 President Jerry Laricchiuta and members of his executive board engaged in seven presidential forums and three information fairs at various work sites.

The information fairs took place Oct. 23 at Local 830 offices, Oct. 24 at Nassau University Medical Center and Oct. 25 at 60 Charles Lindbergh Blvd. The fairs, in which most CSEA vendors participated, gave members an opportunity to learn about their benefits and CSEA programs such as PEOPLE and Employees Assistance. CSEA also set up an information fair from 10 p.m. to 1 a.m. for the night crew at

NUMC on Nov. 15.

The presidential forums were very well attended as Laricchiuta and his board visited departments that included Parks, Sheriffs, Drug and Alcohol, County Clerk, and Social Services. The forums mainly discussed the status of contract negotiations and the county's job title review. The forum also addressed members' questions.

More Presidential Forums are planned, including Nov. 28 for Treasurer's and Comptroller's departments, and Dec. 19 at Nassau Community College. More forums will be scheduled soon.



Jerry Laricchiuta addresses a Parks Employees on Oct. 16, along with Unit President John Rinaldo.



CSEA Retirement Counselor Laret Williams of Pearl Carroll & Associates.



Above, CSEA Member Benefits Specialist Delores Carter.

Above right, Danielle Faldetta discusses investment options with CSEA members at the Nassau University Medical Center Information Fair.

At right, Local 830 PEOPLE program representative Nancy Ianson.



## Local 830 Supports Coalition of Black Trade Unionists

WESTBURY — The Long Island Chapter of the Coalition of Black Trade Unionists (CBTU) held its annual dinner at the Chateau Briand Oct. 25. Many CSEA members attended, including Local 830 President Jerry Laricchiuta and members of his executive board.

Long Island CBTU President and Local 830 member from Public Works Rudy Bruce was proud to present to three deserving recipients the leadership award and two Barbara Jones service awards.

The leadership award was given to Carl DeHaney Jr., a special assistant to the commissioner of social services in Nassau County. The Barbara Jones awards were presented to Nassau Community College Board of Trustees member Mary Adams, and

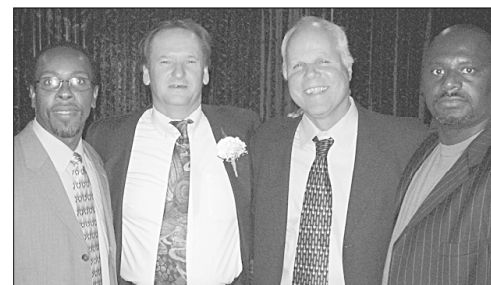
longtime correction officer Joseph Martin. State Assemblywoman Earlene Hooper also gave a stirring keynote speech.

The CBTU is made up of members from 77 international and national unions with 58 chapters across the country. The group's basic objectives are to put forth greater efforts to improve the image of labor while continuing to support job training initiatives and programs. CBTU also works to protect against escalating price increase for necessities in life including medical care and housing.

CSEA congratulates the CBTU on all of its great work, as well as the award winners.



Jerry Laricchiuta with CSEA Statewide Secretary-elect Denise Berkley.



Above left, Rudy Bruce presents Mary Adams the Barbara Jones Service Award.

Above, from left, Larry Washington, Local 830 Administrative Assistant Tim Corr, Parks Unit President John Rinaldo and Local 830 Administrative Assistant Kelvin Lewis.



At left, CSEA Nassau University Medical Center Unit Vice President Ken Nicholson, NUMC Unit President Rob McLaughlin, Local 830 President Jerry Laricchiuta and NUMC Unit Vice President Vincent Pinkney.



## Rev. Martin Luther King Jr. 14th Annual Ceremony Luncheon

Presented by CSEA Unity Committee

Saturday, Jan. 5, 2008

12:30 to 4:30 p.m.

Coral House, 70 Milburn Ave., Baldwin

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### **\*\$500 SCHOLARSHIPS ARE AVAILABLE FOR CHILDREN OR THOSE IN LEGAL CUSTODY OF CSEA LOCAL 830 MEMBERS\***

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**IF YOU ARE STILL INTERESTED IN A SCHOLARSHIP, CALL (516) 571-2919 AS SOON AS POSSIBLE!**

#### Quick Hits

**The new, 16-member Living Wage Advisory Board met with Nassau County Comptroller Howard Weitzman and his living wage audit team Nov. 30.** These two groups will continue to have regular meetings to ensure that Nassau County's Living Wage Law is enforced and that all workers on county contracts and subcontracts be paid the mandated living wage. John Durso, president of the Long Island Federation of Labor, chairs the advisory board, which includes as members Long Island Region President Nick LaMorte and federation Executive Director Roger Clayman.

**Remember the CSEA initiative to find a kidney for Alice Dillon, daughter of CSEA Local 830 member Sue Dillon?** Well, Alice is doing just fine, and a Nov. 27 *Newsday* article chronicled the story of her receiving a kidney from a New Jersey woman. Alice recently moved into her own apartment and doctors say her prognosis is good. The Dillons are still receiving phone calls about kidney donations due to fliers sent out by CSEA and others, and they encourage others to become organ donors.

#### Alice.jpg: Alice Dillon

**A Nassau County judge has ruled that inmates in the Nassau County Correction Center will continue to be monitored by civilian employees (who are represented by CSEA) while working in the kitchen.** Justice Daniel Martin said that nothing in the job description of a correction officer says that they must "continuously and directly supervise the prisoners" working in the kitchens. He also agreed that Sheriff Edward Reilly acted within the parameters of his power on July 3, 2007, when he reassigned the correction officers to other posts and allowed civilians to supervise inmates in the kitchen. There are approximately 20 "low risk" inmates that work in the jail's two kitchens. CSEA Local 830 President Jerry Laricchiuta, who has been a kitchen supervisor since 1994, says there has never been a fatal incident or any inmate escapes under a civilian's watch.

**CSEAvsSHOA.jpg: This June 17, 2007, file photo shows CSEA members at the Nassau County Legislature supporting the "CC Title" of employees at the Nassau County Correction Center.**

### **CORRECTION**

In last month's *Express* a story regarding the Cedar Creek Sewage Plant should have read, "A unilateral decision has been made by Nassau County for increased security at Cedar Creek Sewage Plant."

We apologize for any confusion or inconvenience.

## County Breaks Ground on New Public Safety Center

WESTBURY — The Department of Public Works administration building at 1194 Prospect Ave. in Westbury will be revamped into a \$53 million public safety center to house five county departments related to public safety.

CSEA members slated to move into this building in mid-2009 include the Police Department's Communications Bureau and Information Technology, Fire Communications and the Fire Marshal's Office, as well as the Arson Bomb Squad.

The building is the old King Kullen factory building, which was bought by the county for \$11 million in the late 1990s.

The Communications Bureau is in a bunker behind Police Headquarters in Mineola, Information Technology is at Police Headquarters and the Fire Marshal's Office is on rented property in Uniondale.

This premise of five departments in one building is based on the plan used at 60 Charles Lindbergh Blvd., which has housed eight county departments since 2005 to create greater efficiency.



Designs of the new 1194 Prospect Ave. building.

## New Evacuation Plan Implemented for Department of Assessment

MINEOLA — A new, six-page evacuation plan has been implemented by the Nassau County Department of Assessment and was distributed with all employees' paychecks in mid-October.

A July 31 bomb scare at 240 Old Country Rd. brought to light the need for an updated evacuation and emergency response plan for all the departments in the building, including Assessment.

An evacuation plan had previously been in place before July 31, but the bomb scare highlighted the county's need to change the plan.

The six pages of the new plan entail three pages of maps for the second, fourth and sixth floors, which all house Assessment employees. The other three pages discuss evacuation officers, who are designated as floor captains, fire/safety designees and aide assistants. Their responsibility is to make for a safe evacuation of all personnel.

A detailed chart of emergency exits for all departments within Assessment is also included, as well as an in-depth evacuation process and the procedure for a roll call once everyone departs the

premises.

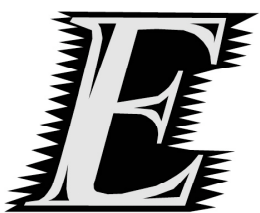
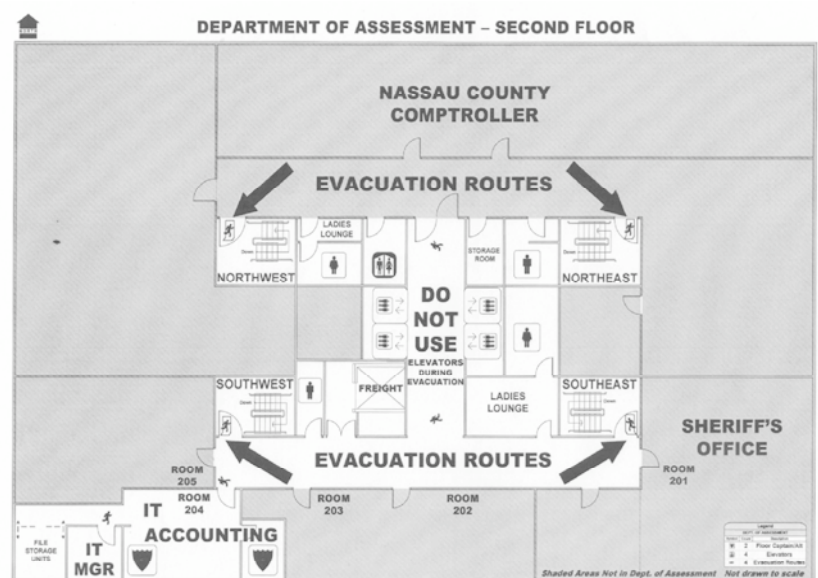
Chumi J. Diamond, vice chair of the Board of Assessors, helped implement the plan. It also includes a buddy system, in which workers who requested assistance in leaving the building in an emergency were given a "buddy" to help them.

Employees' contact information has also been updated, and they are all required to wear IDs so captains know who the employees are in an emergency situation.

Other departments have yet to follow suit, as Comptroller's spokesman Jostyn Hernandez said, "We still have the same evacuation plan and are waiting for OEM (Office of Emergency Management) for further instruction."

The clerk's office, where the bomb scare originally occurred on July 31, has yet to implement a plan, nor has the Treasurer's office.

Below, 2nd Floor Map



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## Veterans Corner

By the CSEA Veterans Committee

### Stand Down

Nassau County will hold the seventh Veterans Stand Down during the past five years Nov. 19, from 10 a.m. to 2 p.m. at the New York State Armory at 63 Babylon Turnpike, Freeport. This event helps veterans secure earned benefits, find a job, or find food and shelter and even get a haircut.

The GI Bill for college education over 36 months has now been raised to \$39,636, an increase of \$1,101 over last year. This benefit expires 10 years after discharge.

### New laws

Gov. Eliot Spitzer signed the Merchant Marine World War II bonus law for Merchant Marine Veterans who served in a combat zone during World War II. They will be entitled to a \$250 bonus, as will un-remarried surviving spouses. This will take effect sometime after April 1, 2008. Also recently enacted but not yet in place is a maximum of a \$1,000 annuity to be paid annually to the parents of veterans.

A walk-in clinic at the VA medical center is open Wednesdays 8:30 to 11:30 a.m. and Fridays from 1 p.m. to 3:30 p.m. at Quad 2F of the Pavilion in building 200.

Remember, we are still collecting DVD and VHS movies for those deployed abroad, as well as non-perishable food and personal care items for homeless veterans. They can be dropped off to Debbie O'Connell at the CSEA Local 830 office at 400 County Seat Drive, Mineola.

In addition, the Staten Island Project Homefront is having a drive for deployed military personnel at the Knights of Columbus on 3581 Jeffries Road in Levittown on Sunday, November 25 from 10 a.m. to 5 pm. They are looking for personal care items, toiletries, food, clothing, entertainment, stationary, and other pertinent items for our troops.

## New York Islanders raise money for NUMC Burn Center

EAST MEADOW — Nassau University Medical Center burn center patients — and the CSEA members who care for them — will have more resources to provide quality care thanks to the New York Islanders.

The Islanders and the Steven Siller Foundation recently raised money for three burn centers across the state, with NUMC's Burn Center being one of the three recipients.

The Nassau County Firefighters' Burn Center Foundation received the check from the fund-raiser that was held earlier this year, and several NUMC staff members attended the New York Islanders-New Jersey Devils game. Paul Napoli, co-chair of the Nassau County Firefighters' Burn Center Foundation, accepted the check to benefit the NUMC Burn Center during pre-game ceremonies.

The Islanders have donated more than \$20,000 to the Nassau County Firefighters' Burn Center Foundation through numerous fund-raisers held for the benefit of NUMC burn patients.



Above, from left, Nurse Manager Amy Pakes, a registered nurse; Paul Napoli, Staff Nurse Pat Daresta, a registered nurse, with her son, Jack; Bryan McIntosh, M.D., Burn Fellow and Staff Nurse Haniyyah Luqman-Darby, a registered nurse.

The proceeds will be used to purchase specialized equipment to provide state-of-the-art care to NUMC burn center patients. Joining Napoli during the check presentation, are some of the staff members from the burn center who attended the game.

## EMPLOYEES OF THE MONTH

### Irene Burk: Nassau County Correctional Center

Irene Burk, a dedicated, hardworking psychiatric social worker, providing mental health treatment and discharge planning services to the correctional center population, was honored as the October 2007 Employee of the Month. Burk is a pleasant and caring person with a strong work ethic who is a vital part of our forensic mental health service at the Nassau County Correctional Center. Her ability to relate to patients and provide supportive psychotherapy during difficult times is an asset, especially in a jail setting.

At right, from left, Arthur A. Gianelli, president/CEO, Nassau Health Care Corp.; Irene Burk, psychiatric social worker; Tanya Barros, director of forensic mental health services; Rob McLaughlin, Nassau University Medical Center Unit president and James Capozziello, vice president for correctional health services.



### Kathryn Johnson: Nassau University Medical Center

Kathryn Johnson, an accounting assistant in the payroll department, was named as the October 2007 Employee of the Month at Nassau University Medical Center. Johnson, a Lattinotown resident, is very knowledgeable in the procedures of payroll processing and goes out of her way to help her co-workers when they need help. She is always willing to pitch in during an emergency to ensure that whatever payroll function may be shorthanded, receives all the help needed. She has demonstrated that she can handle the burden of payroll processing, by completing the payroll on her own in times of need.

At right, from left, Rob McLaughlin, Nassau University Medical Center Unit president; Kathryn Johnson, accounting assistant and Arthur A. Gianelli, president/CEO, Nassau Health Care Corp.







## A Message From Long Island Region President Nick LaMorte

### Happy Holidays to You and Yours

The holiday season is here and quite naturally offers us an opportunity to reflect on the past year and look ahead to the new one. We've done a lot of good work here at CSEA in 2007 and perhaps most importantly, we have had a chance to give back to the community and make a difference in the lives of many people.

Two recent events stand out in my mind. First, we recruited nearly 400 walkers for the 2007 Making Strides Against Breast Cancer Walk at Jones Beach, due largely to the efforts of our Women's Committee. Our region also participated as a flagship sponsor of the annual event and raised more than \$30,000 toward the goal of finding a cure for breast cancer.

While we were happy with what we accomplished at Jones Beach this year, there is still more to be done. Our goal is

to further increase participation next year so we can raise even more money. This is critical because the money raised is used to advance research, promote education, improve patient care and help families cope with the effects of breast cancer.

Second, we pitched in to support the USA Track & Field 5K National Disability Championship Meet. The event was sponsored by the Rolling Thunder Special Needs Program, a mainstream running, walking and cycling club for developmentally and physically challenged athletes. We provided publicity before and after the event and had people on hand to assist with the kickoff barbecue at the region office and the actual race the next morning at Sunken Meadow State Park.

Our involvement stemmed from the fact that the relatives of five Rolling Thunder athletes are CSEA members and Village of Floral Park Unit President Steve Cuomo started the club in 1996. Steve has a

challenged son with multiple handicaps. We fully support Rolling Thunder and believe in its ideal, which is to forget about the disability and focus on the ability. The event was a great success; we were very proud of these athletes and marveled at their incredible accomplishments.

We had time for these charitable endeavors and were still able to earn a decent wage, provide food and shelter for our families, retain medical benefits that contribute to our health and welfare, and display our thoughtful and generous nature by finding various ways to help those less fortunate than us.

So, take some time to reflect on the past year as you enjoy the holidays with family and friends and look to the new year with great anticipation because the good character that is inherent in all of you will certainly work to the benefit of those close to you and the community at large in 2008.

Happy holidays to you and yours!

Yours in solidarity,

Nick LaMorte, president  
Long Island Region



### This Month From "Talkin' Labor with Local 830"

"Talkin' Labor with Local 830," went into a little bit of a different direction this month with its guests, delving into the state Senate, Assembly and Suffolk County for some interesting conversations regarding issues important to CSEA members.

State Sen. Charles Fuschillo, from the 8th Senate District, joined host and Local 830 President Jerry Laricchiuta for an in-depth discussion on many topics ranging from labor to many of his recent accomplishments.

Later on in the month there was a Suffolk County flavor as Presiding Officer of the Suffolk Legislature Bill Lindsay joined Laricchiuta as well as former Suffolk County Executive and current host of Cablevision's "Meet the Leaders" Pat Halpin. Laricchiuta appeared on Halpin's program in March.

In the coming months, CSEA plans on inviting any newly elected government officials who secured spots in the November election to get their thoughts on labor and other issues.

You can listen to all these shows and much more on [www.csea830.org/pages/talkinlabor.htm](http://www.csea830.org/pages/talkinlabor.htm).



Jerry Laricchiuta with Pat Halpin.



State Sen. Charles Fuschillo and Jerry Laricchiuta.

### Message

cont'd from Page 1

from accomplishing everything we started out to do.

Just to touch on a few issues, let me state that for one, the Nassau County job title review is a mess. We have yet to have been forwarded a report on the findings of the vendor Fox Lawson. This goes against the original agreement we had with the county, where we were supposed to be kept informed at every stage of this audit. I am told that the results the vendor handed over to the county simply state what we have been saying for years: most of the CSEA members working in Nassau County are working 'out-of-title.' I could have saved the county a bundle if it would have just listened to me. We all know how badly the civil service titles in this county are abused. So, now what? That's the problem. In my opinion, the county does not like the results or the recommendations. I can say that with a clear head since we are being kept out of the loop I have no other way of knowing other than speculating. Stay tuned; this one could get ugly.

Let me end on a positive note. I wish all my members and their families a safe, healthy and happy holiday season. I hope to see you at our annual holiday party on Dec. 19 at the Crest Hollow Country Club. Happy Holidays!

Yours in solidarity,