CSEA saddened by death of longtime spokesman
Page 2

Blind parole Local president visionary leader
Page 6

Labor salutes Dr. Martin Luther King Jr.
Pages 10-11

CSEA A to Z: C is for Constitution and By-laws
Page 18

Vol. 5 / No. 3

THE WORK FORCE

OFFICIAL PUBLICATION CSEA Local 1000, AFSCME, AFL-CIO

25/55
You Decide!

See Page 3

MARCH 2002
CSEA fights Erie County public benefit corp. plan

BUFFALO — CSEA has called for a halt in a plan to turn the Erie County Medical Center into a public benefit corporation, (PBC) a quasi-independent entity sought by the Erie County executive.

“We need to address the specific constraints on ECMC’s ability to serve the county, but we can do that without losing accountability and oversight,” said Joan Bender, section president for 900-plus CSEA members and a longtime ECMC employee.

“It would be more difficult for the public to get information about hospital operations, since there are few or no open meeting or record requirements for a PBC.”

The PBC plan has advanced past two required steps before it could become official: a task force that studied it recommended approval, and the hospital’s Board of Managers endorsed it.

The county and state Legislatures must likewise approve it, which is considered highly likely within a year.

“At the last meeting, we heard the ECMC Task Force Chairman say time and again that there is more that is right than wrong with ECMC,” said Bender.

“We agree, and we think there should be more targeted solutions to the problems facing us, not new corporations and more bureaucracy. Our plan provides real solutions and faster results.”

CSEA and other hospital unions would have ECMC continue as a public entity and protect its resources, such as the Burn Treatment Center, Level I Trauma Center, programs for disabled and ill children, and others by allowing access to strategic partnerships in managed care networks and other cooperative arrangements with public, non-profit, and business entities to further the mission of the hospital, while helping increase revenues.

The unions also suggest enhancing purchasing and leasing flexibility for ECMC and seeking other partnerships to further establish ECMC as a premier teaching and health care facility.

The Erie County Legislature was preparing to vote as The Work Force went to press.

CSEA mourns Capital Region spokesman Dan Campbell

ALBANY — CSEA is greatly saddened by the passing of longtime Capital Region spokesman Daniel X. Campbell, a fiery advocate for working families on the job and a generous volunteer in his community and church off the job.

Campbell collapsed of a heart attack shortly after addressing the Albany County Legislature on Feb. 11. He had just finished urging the legislature to reconsider its plan to hire a private contractor with a shaky labor reputation to run the medical services at the county jail.

True to form, Campbell gave a compelling, articulate presentation.

“I shook his hand and said ‘Thank you. You did a wonderful job,’” said CSEA Albany County President Jack Rohr.

Media accounts of Campbell’s death throughout the region noted he was quick with a quote when reporters needed one and handy with a bullhorn and a chant during the many labor rallies he organized.

Politicians, activists and union leaders across the region mourned Campbell’s death and lauded his three decades of work in the union.

“It’s always a tragedy when someone who cares so much and fights so hard for the causes he believes in dies particularly under the tragic circumstances,” Gov. George E. Pataki said.

“He was on every demonstration line I was on. We’ll miss him a lot,” said CSEA Capital Region President Kathy Garrison.

“Dan Campbell was a gentleman and a great advocate for his union members and the people of the Capital District,” said Neil Kelleher, chairman of the Rensselaer County Legislature.

“Dan was, without a doubt, one of the greatest people I’ve had to deal with,” said Cohoes Mayor John McDonald.

“He always had his members in mind, but he respected local governments and understood the pressures they deal with,” McDonald said, adding, “We had a great working relationship. I’m going to miss him a lot.”

A Cohoes native, Campbell graduated from Siena College and had a master’s degree in educational communication from the University at Albany.

He is survived by his wife, Eleanor, and three adult children, Brian, Heather and Collin.

Read President Donohue’s comments, Page 4.

Photo of the Month

Erie County Medical Center Section President Joan Bender is interviewed after hearings. See related story at left.

“The unions have tried to be partners for positive change in the county,” said Bender. “We believe and hope the legislature will see this as an opportunity to move forward quickly and together.”

— Ron Wofford

The late Dan Campbell, bullhorn in hand.

Two days after Dan Campbell’s passing following an impassioned plea against Albany County contracting out its jail medical care to Correction Medical Services, the county did it anyway. CSEA has vowed to organize the county jail’s medical staff and keep an eye on CMS’ labor practices.
Donohue tells lawmakers CSEA proposal is fairer across the board

CSEA fires opening salvo in pension reform debate

CSEA President Danny Donohue presented the union’s 25/55 pension reform proposal recently, telling state lawmakers it’s a better option than the early retirement incentive Gov. George E. Pataki has proposed.

It marked the opening salvo in a multifaceted campaign to make 25/55 pension reform a permanent reality.

Testifying at a joint State Senate Finance and Assembly Ways and Means Committee budget hearing, Donohue said CSEA's proposal was fairer than the governor's to employees and employers alike.

“Our proposal gives employees the option to decide whether early retirement is right for them, and gives employers the ability to decide staffing needs to ensure the best provision of public services,” Donohue said.

Instead of targeting specific positions for early retirement, as the governor's incentive does, the CSEA proposal would give all public employees, including local government and school district employees, the option to retire without penalty at age 55 with at least 25 years of service.

Unlike the governor's proposal, vacated positions would not necessarily have to be eliminated. Employers would have the option to refill positions as they see fit.

State agencies, local governments and school districts would save money by filling positions vacated by employees at the top of the salary scale with workers at the entry salary level. Additional savings would be achieved as more workers reach age and service requirements in the future.

Donohue urged lawmakers to support the union’s 25/55 pension reform legislation, calling it a better deal for all New Yorkers.

“Picking and choosing positions for early retirement is merely a stop-gap measure. And automatically and permanently eliminating those positions as the early retirement incentive requires will affect services and morale,” Donohue said.

“CSEA's 25/55 proposal will not only produce savings but, equally important, ensure that vital services are continued.”

— Ed Molitor

25/55: It’s simple

Q: Who is eligible to retire under CSEA's 25/55 retirement proposal?
A: Employees in all retirement tiers would have the option to retire without penalty at age 55 if they have 25 years of service.

Q: Are local government and school district employees covered?
A: Yes. Local government and school district employees would be entitled to the benefit by law. It would not be at the whim of whether the locality chooses to opt in, which has been how past early retirement incentives have worked.

Q: Does my position have to be targeted in order for me to be eligible?
A: No. CSEA's 25/55 bill would apply across the board for all employees and positions would not have to be eliminated. Employers would have the option to refill positions as appropriate.

Q: So how will the proposal save money?
A: Employers will save money by filling positions vacated by employees at the top of the salary scale with workers at the entry salary level. This will not only produce savings but, equally important, ensure that vital services are continued.

Q: Is this a one time only deal?
A: No. The 25/55 bill would become a permanent retirement benefit, producing greater savings as more workers reach age and service requirements in the future.
All of CSEA is greatly saddened by the sudden passing of Capital Region Communications Associate Daniel X. Campbell.

For nearly 30 years Dan was the face and voice of CSEA in the Capital Region but his presence and activism clearly benefited members statewide in ways that are truly immeasurable.

It is a fitting reminder of Dan’s dedication to the members of this union that the end came just moments after he had addressed the Albany County Legislature with an impassioned presentation over a contentious contracting-out issue.

Dan loved to wade into the thick of controversy to advocate for CSEA members.

He could stand his ground one on one with politicians, managers and talk-show hosts alike, but was usually at his best leading crowds in demonstrations, bull-horn firmly in hand, caustic chants belowing forth.

Dan also excelled at organizing Membership Information Days, making sure members could fully understand what the union is all about and the full range of benefits available.

He also had a keen grasp of local issues and personalities gleaned from years of experience and advocacy that he used to ensure that CSEA members’ voices would be heard.

On learning of Dan’s passing, public officials from the governor to the village and school district level voiced their admiration for his tenacity. And nearly to a person they all commended his humanity and decency.

That was Dan, the man. And there was much more to him than just CSEA.

He was devoted to his wife and family and a pillar of his church and community. Surely their loss is even greater than ours and we extend them our deepest sympathies.

CSEA can never repay its debt of gratitude to Daniel X. Campbell. We must however, use his legacy as an inspiration that helps renew our own activism.
Full head of union steam for housekeeping, laundry workers

VALHALLA — Private-sector housekeeping and laundry employees at Westchester Medical Center are working hard to show the union has steam at their work site.

The CSEA Local comprised of more than 250 housekeeping employees is increasing its union visibility at the large hospital, and reaping some benefits too.

“People (in Local 731) are realizing now there’s a union here that will help us when we need it,” Local President Robert Freckleton said.

“Years ago, management gave our workers no respect. Now, they’re a lot more willing to sit down with us and help work out any problems that arise,” he added.

Freckleton, who is mobilizing his members to become more active in CSEA, said his Local has come a long way during the past seven years.

“Typically, private-sector Locals in CSEA have a very small number of members and they’re not always very visible,” he said. “When I tell people how many members we have here, they’re often surprised.”

Increasing visibility
Freckleton said he would like to see private-sector Locals across the state become more visible, as they are increasing in number within CSEA.

Among the changes in the medical center’s Local is the formation of the first shop steward network for housekeeping employees.

“I need more people to reach out to members and give me a voice when I can’t physically be there,” Freckleton said. “I’m hoping to have more shop stewards soon.”

Freckleton, who became the Local’s president last year, is also reaching out to his members by responding to the types of services they need.

Reaching out to all
Because many of the Local’s members speak Spanish as a first language and are not fluent in English, Spanish-language materials are being developed.

“We’re starting to pick up steam here,” he said. “The shop steward network is forming and everything is starting to blossom.”

In fact, the Local is blossoming so much that it is participating in a national AFSCME-funded study on the effects of privatization on people of color.

Union leaders are being interviewed by researchers for this study, conducted through the University of Michigan.

The results are scheduled to be released during the AFSCME Convention in June.

Freckleton is proud to be energizing his Local.

“I care for my members and being involved in the union is important,” he said.

“I want to put 100 percent effort into this Local.”

— Janice Marra

Health Care workers: Help reduce ergonomic injuries on the job

CSEA members working in health care centers and nursing homes can make a difference in reducing debilitating injuries on the job.

CSEA’s ergonomic training programs are available to all CSEA-represented work sites.

The sessions are made possible through a grant from the state Department of Labor Hazard Abatement Board.

A two-day Healthcare Ergonomics Trainer program targets all nursing home and hospital workers, from the director to housekeeper.

The program aims to reduce back injuries and other disorders of healthcare workers.

Healthcare workers experience the highest rate of occupational injury and back injuries in particular are a top safety and health issue.

Workers will learn to recognize ergonomic risks, causes and solutions in the healthcare setting.

Participants will be equipped to share what they learn with their co-workers.

See Page 12 for details on requesting ergonomic training
Blind since childhood, Local president a visionary leader

It took her 10 years to win the presidency at her Local but for Peggy Eason, the battle for her members and other workers with disabilities has just begun.

“The fact that I won means that I can finally get a chance through CSEA to show true diversity,” said Eason, the new Local president at the New York State Division of Parole.

“Prior to this time, there have never been any disabled people in higher office,” said Eason. “I felt it was a milestone for me.”

Soon after being born prematurely, Eason was given too much oxygen. As a result, her optic nerve never developed (a condition called retrolental fibroplasia).

Being blind however has never kept Eason from becoming active. In fact, Eason, (who gets around with a guide dog, a golden retriever named Kelly) feels it’s her duty to advocate for others who may be blind or have another disability.

“I feel that through CSEA, I can get a lot for my own Local but I would also like to change the face of the disabled members around the state by getting the benefits that we’ve been lacking for so long,” said Eason.

She emphasized the importance of making these changes in order to give everyone an opportunity to participate.

“We are dues paying members and I think many would participate if they knew about the different resources such as different classes and training manuals,” said Eason.

Eason is no stranger to a good fight. She was at the forefront of the campaign to enact the Americans with Disabilities Act.

“I have done a lot of lobbying on behalf of the ADA,” said Eason.

She now plans to work with the Civil Service Commission to conduct a census of workers with disabilities followed by a survey to assess their needs and determine how to effectively supply them with important information.

She also recommended more workshops to help people relate to their disabled brothers and sisters.

“If you don’t change the attitudinal barriers, people will be afraid of people with disabilities,” said Eason.

Eason is also determined to show the members of her Local the importance of union membership and involvement.

“One of my goals is to let them understand that they have a very good union and that they are the union,” said Eason. “I want to get this Local more active and I would like to spread the word about why CSEA exists because a lot of them don’t know that.”

In addition to her skills as a keyboard specialist, Eason is also an accomplished singer and social worker. She has master’s degrees in social work and music education and voice.

“I’ve been singing professionally since I was 15 years old,” said Eason. “That’s when I got my first check for $100. That was a lot of money back then.”

While her music may delight her members, it’s her degree in counseling that should come in very handy with her new title.

“Being a social worker I look at people much differently,” said Eason. “I don’t like to give up on people. Even difficult people.”

— David Galarza
Union helps member return to job, get back pay

WARSAW — Rita Kabalan is grateful she had union backing when she was unjustly fired from her provisional job as a caseworker for Wyoming County — a situation which CSEA action reversed, and gained a year’s back pay for her.

“The union was a great help,” said Kabalan. “In fact, the union and excellent union legal defense was the only thing I was able to count on, as I struggled to deal with the situation. “The union went the extra mile in my case, with an appeal of the (state Public Employment Relations Board administrative law judge) decision, and we were successful with the full PERB board,” she said. Kabalan was fired, without explanation, from her provisional employment in September 2000, shortly after she had filed a grievance for being denied use of 13 hours of compensatory time due her.

In grievance hearings on her firing, county officials claimed Kabalan was fired because of misuse of a county vehicle, even though she was never charged with any such misuse during her employment.

— Ron Wofford

Looking to move up in your career?

CSEA’s Members Only area has all the Civil Service test prep books you need to get ahead. And they’re all downloadable for free!

www.csealocal1000.net

Log in to the Members Only area today and get ahead.
Albany County workers win big

Arbitration ruling awards more than $71,000 in overtime pay

LATHAM — CSEA's Albany County Highway Unit has won a series of pay arbitrations that average nearly $4,000 per worker. "To make a long, long story short, the shop employees always had a 37-hour work week in June, July and August. The county tried to change that and also add an hour a day to their workday in the other nine months," said Unit President Dick Zink who is retiring. Arbitrator Joel M. Douglas heard the original case in August 2000 and found for CSEA, ruling that the county pay the shop workers overtime for the hours worked beyond the normal summer hours during the contested period. When the county dragged its feet and sought a clarification on the award, Douglas clarified it to the tune of $71,277, an average of $3,959 per member. Douglas found the county violated the contract when it failed to institute the contractual summer hours and changed the normal work hours of 1999. The issue dragged on due to the county’s request for a clarification on the ruling. Douglas’ ruling ordered the county to pay overtime to all shop workers who were affected. "That should have been the end of it," Zink said. "All the county had to do was pay the workers the overtime and go back to the way it was." Instead, Albany County tried to use regular compensatory time instead of overtime pay to resolve the matter. "The men were really upset with that," Zink said. "We went back to Douglas to clarify his award; the workers and CSEA wanted overtime pay — cash."
Again Douglas ruled for CSEA. He pointed out the county’s error and added a further clarification that overtime was also owed to workers who were on sick leave, vacation leave or any other type of approved leave during the revised schedule.
That was another loss for the county. Douglas then supported the union in its claim that overtime calculations were to begin at the end of the summer hours work week, 37 hours, and not the normal 40-hour work week — another costly clarification.
Douglas also pointed out that the contract refers to compensatory time being used “in lieu of pay.”

CSEA members working in the Albany County Highway Unit clear snow from a road in one of the county’s Hill Towns. The towns’ higher elevations mean more than double the snowfall the rest of the county receives, meaning a lot more overtime for county workers in the winter.

meaning the workers should be given cash for overtime.

“His clarification really cost the county more than they had anticipated,” Zink said. “Maybe the county will learn to accept the arbitrator’s decision without questioning it,” Zink said.

— Daniel X. Campbell

CSEA member John Sheroka, an Albany County snowplow driver, talks with Highway Unit President Dick Zink before heading out to clear the roads. The county’s drivers log many hours of overtime in the winter.

WORKFORCE FACTS

✔ Albany County has about 101 snowplow drivers who maintain all county and some state highways totaling 525 miles.

Voices of the Work Force

“I like dealing with different types of problems and work conditions every day.”

— Vicky Kraatz, a 20-year bridge repair assistant and state Department of Transportation member, Albion
Yonkers SD workers get back on track

YONKERS — Several months after facing news of devastating layoffs throughout the district, CSEA members at the Yonkers Public Schools are beginning to look ahead to the future.

“You have a solid contract,” CSEA Yonkers School District Unit President Mae Tyropolis said to union members at the district’s recent Civil Service Day. “You will get everything promised in that contract.”

As one of New York State’s “Big Five” school districts, Yonkers Public Schools relies on its funding from the City of Yonkers.

The recent settlement of the city’s 20-year-old desegregation case gave the Yonkers Public School District local control over the school and significantly narrowing the budget gap. While details of the settlement between the state, the City of Yonkers, Yonkers Public Schools, the U.S. federal government and the National Association for the Advancement of Colored People have not been finalized at press time, monies from the settlement are expected in March.

Officials from the Yonkers Public Schools Board of Trustees have recently said that because the long-term desegregation case has been settled and would help reduce the large budget gap in the district’s coffers, CSEA members would be able to get their negotiated raises.

The two-year contract between CSEA and the Yonkers Public Schools, ratified last summer, gives CSEA employees raises of nearly 10 percent and much more decision-making power at the district.

And that’s a far cry from the message that was delivered to the same 2,000 CSEA employees in October. Last fall, a $57 million deficit in the district’s coffers was forcing district officials to lay off nearly 1,500 employees by November 1 and make drastic cuts to numerous programs and services. About 700 of the targeted positions are represented by CSEA.

After an October postcard rally at the city’s “Chicken Island” parking lot that drew over 200 CSEA members and about 20,000 signed postcards opposing the cuts, Yonkers Mayor John Spencer delayed the cuts citing an imminent decision on the city’s ongoing desegregation case.

Tyropolis said that the school administration’s support of its civil service members contributes heavily to the success of Yonkers’ annual Civil Service Day, which has been held for 18 years and is a part of the district’s contract with CSEA.

“We’re the only unit in the state right now that has such a day and it’s all because of the school administration,” she said.

Southern Region President Carmine Dillatista, a graduate of the Yonkers Public Schools, credited both CSEA members and district administrators for the positive relationship.

“Yonkers is the largest school district we represent in the region,” he said. “That’s a lot of power for our members. Our members in Yonkers work hard every day, and it’s nice to know that you can call your district administration and know that they’re going to respond to you.”

Yonkers Public Schools Superintendent Joseph Farmer responded in kind.

“(CSEA members) are our community,” he said. “(CSEA employees) are what makes these schools work. The union has tremendous leadership and it makes a huge difference. We want our employees to fight on behalf of our students as they always have.”

While Yonkers will likely face more budget questions in the near future, Tyropolis is strong on at least one resolve.

“We are Yonkers,” she said. “We not only work here, but we live here. We keep going strong.”

Lackawanna school workers win back pay

LACKAWANNA — Three Lackawanna Schools teacher aides will receive back pay for summer program work denied them when the district arbitrarily selected workers without posting the positions and failing to consider qualifications and seniority, as the contract required.

The CSEA won arbitration decision will mean back pay at $15 per hour for Joanne Bryniarski, Christine Mach and Unit President Theresa Canestreri.

“This is a great victory, not just for the money involved, but for the contract and its authority to correct situations such as this,” said Canestreri. “This why we have a good union — to negotiate, and enforce our contract when it is violated.”

“The district had received funding for a 21st Century Community Learning Center summer program, and the school official responsible sent to the superintendent her preferred selection of names to fill the aides jobs,” said Canestreri.

“The names were sent to the board for approval without posting or seniority consideration. When we filed a grievance, the superintendent tried to rescind her approval but the board approved them anyway. We filed for arbitration after the board denied our grievance.”

In arbitration hearings, the board maintained the positions were temporary and outside the normal 10-month period that most but not all school employees work, and did not have to be subject to the contract requirements for seniority or posting. But the arbitrator disagreed, ruling the program was a continuation of a school year program, part of a three-year program, even though the jobs were for the summer of 2000.

— Janice Marra

— Ron Woford

March 2002 THE WORK FORCE Page 9
King’s legacy a beacon for social change, activism

AFSCME Secretary-Treasurer Bill Lucy, speaking at a labor celebration in honor of Dr. Martin Luther King Jr., said King’s legacy can be best fulfilled by unions and community organizations working together for economic justice.

Speaking to more than 500 union and community activists in Albany, Lucy told how he spoke with King during the civil rights struggle in the 1960s and learned several powerful lessons.

Co-sponsors of the event were the Solidarity Committee of the Capital District and the Albany chapters of the Coalition of Black Trade Unions and the Labor Council for Latin American Advancement. Lucy, who is also president of the Coalition of Black Trade Unions, gave these remarks, which are excerpted from his speech. (To read the complete text of Lucy’s speech, visit the CSEA Web site at www.csea.org/100105.html.)

I am so pleased to witness the composition of this celebration and the diversity of the committee that is responsible for bringing it to the community.

Men and women from all walks of life — young people in the sunrise of their time, older people perhaps in the sunset of their lives but still seeking to better our society through service.

We have citizens of other countries and new immigrants seeking to become citizens here and finding a better life. That is as it should be because Dr. King’s work focused on issues important to all people.

In the early days of my career, I had the opportunity to meet with and talk with (King) about the plight of low-wage workers and the contradictions in our society between those who had everything and those who had nothing.

The contradictions in our policies that would help the rich get richer and at the same time guarantee that the poor remained poor.

The contradictions in our social policies and laws that relegated large segments of our citizens to second-class status in access to many of our most basic services and programs — transportation, education, public accommodations, employment, entertainment and recreation.

But nothing troubled him more than the plight of the poor and the dilemma of the working poor.

“Those who would work everyday if they had a job and those who did work everyday and were still poor.

Brothers and sisters, it has been 33 years (since King was assassinated) but the same problems exist for millions of workers today.

Hospital and nursing home workers, domestic workers, day care workers, food service workers, young workers, women, government employees and immigrant workers.

Low-wage workers regardless of race, ethnicity or gender, are exploited by corporate power with government support.

‘Dr. King knew then what we know now, — that workers’ rights and a union contract are your vehicle out of poverty.

Now more than ever, we see policies designed to impede organized labor and oppress workers.

What we are seeing is a growing divide between the haves and have-nots.

The working poor is a special group. A group that works full-time every day, but whose wages will never provide a better life without workers’ rights. Dr. King knew this.

These are nurses aides, the food service workers, the day care workers, home health care and millions of others doing jobs that no one else can do or wants to do.

These are our young people, seniors who must work, single parents and immigrants.

Equally important, we have learned that with all of our differences, personally and organizationally — with all of our schisms that we develop on our own — and all of the divisions and divisive tactics that are brought against us, they know that in certain situations our leaders, our institutions, our communities will come together.

And when we do, something dramatic happens. It happens for the poor, the disposed, the powerless, the old, the young — those outside of the halls of power and wealth.

A lesson learned well is repeated often

Bill Lucy’s speech at Albany’s celebration of Dr. Martin Luther King Jr. resonated with many CSEA members, encouraging them to continue to be involved in helping others.

“Bill Lucy’s speech definitely had an affect on me,” said Kyle Harris, a CSEA leader who works at the state Higher Education Services Corp. in Albany.

He reminded me of how much it took to get where we are today, and that there isn’t any room to stop or even relax in our effort to keep the movement alive,” said Harris, who is also active in the Albany chapter of the Coalition of Black Trade Unions and assisted with the Albany celebration.

To put King and Lucy’s mission into action, Harris said he and other CSEA members at his work site are becoming more involved in community volunteer projects, especially those involving children.

“Our job is to keep harping on the kids who are out there in the streets,” Harris explained.

“It’s time to start drawing the kids in, give them knowledge of what we went through, and pass on the information and examples we’ve learned through our actions,” he added.

CSEA President Danny Donohue introduces AFSCME Secretary-Treasurer Bill Lucy.

Above and at right are some of the activities and musical celebrations at the Martin Luther King Jr. ceremonies in Albany.

Bill Lucy’s speech at Albany’s celebration of Dr. Martin Luther King Jr. resonated with many CSEA members, encouraging them to continue to be involved in helping others.

“Bill Lucy’s speech definitely had an affect on me,” said Kyle Harris, a CSEA leader who works at the state Higher Education Services Corp. in Albany.

He reminded me of how much it took to get where we are today, and that there isn’t any room to stop or even relax in our effort to keep the movement alive,” said Harris, who is also active in the Albany chapter of the Coalition of Black Trade Unions and assisted with the Albany celebration.

To put King and Lucy’s mission into action, Harris said he and other CSEA members at his work site are becoming more involved in community volunteer projects, especially those involving children.

“Our job is to keep harping on the kids who are out there in the streets,” Harris explained.

“It’s time to start drawing the kids in, give them knowledge of what we went through, and pass on the information and examples we’ve learned through our actions,” he added.
Binghamton state workers, management laud training

BINGHAMTON — CSEA’s Train the Trainer program is catching on. CSEA activists and the management at the Binghamton state Workers’ Compensation Board offices have got the ball rolling, training nearly 100 workers there in how to prevent repetitive stress injuries in the office.

Train the Trainer programs are available at all CSEA worksites. The sessions are made possible through a grant from the state Department of Labor Hazard Abatement Board.

The Workers’ Compensation Board training shows a perfect example of labor-management cooperation and CSEA activism combining to protect workers on the job.

“I think it’s a really good program. I’m very enthusiastic that the board was proactive on health-related issues,” said Local President Linda Broadfoot, a 16-year CSEA member.

The trainers met their goal last year of getting the program in place and training the staff, Broadfoot said. Since then, follow-up training for new employees has continued, she said.

Management sees the program as an effective way to reduce injuries in the work place and provide the best working environment for workers, said Catherine King, who serves on the office’s Ergonomic Committee.

Based on what the committee saw at a CSEA presentation of the program the committee recommended the training for all Worker’s Compensation offices.

“It’s gone statewide, and it’s a never-ending process with new employee training,” said King. Over time, it has been expanded to many other workplace locations.

“We found the program to be very effective,” she added, noting that the office environment is less hazardous than that faced by health care and transportation workers.

The agency recently upgraded its computer operations and in the process, upgraded work stations and furniture to be more ergonomic-friendly, which King said has also benefited workers.

In many instances, a few adjustments to the worker’s furniture was all that was needed after a workplace evaluation.

Both King and Broadfoot agreed that the workers have responded enthusiastically to the training and are pleased when problems are fixed before injuries occur.

“I can’t say enough good things about the program,” King said. “I hope all the other agencies take it up.”

— Lou Hmielewski

Two-day Healthcare Ergonomics
Target Groups: All nursing home and hospital workers, from the director to housekeeper.

Hazards addressed: Reducing back injuries and other disorders of healthcare workers. Healthcare workers experience the highest rate of occupational injury. Back injuries in particular are a top safety and health concern. Workers will learn to recognize ergonomic risks, causes and solutions in the healthcare setting. Participants will be equipped to share what they learn with their co-workers.

Office Ergonomics Train-the-Trainer:
Target Groups: All CSEA-represented workers.

Hazards addressed: Reducing musculoskeletal injuries for computer users and others doing office tasks. Participants will be equipped to share what they learn with their co-workers and learn how to do work station evaluations.

Hard-hat Ergonomics:
Target Groups: Departments of public works, construction, state and local highway/transportion, and building trade titles.

Hazards addressed: Reducing back injuries and related disorders. Repetitious tasks, awkward postures, use of force, vibrating tools and equipment and extreme temperatures are commonplace at many work sites, making musculoskeletal disorders responsible for more than 40 percent of workers’ compensation costs in the industry.

CSEA members in clerical positions can benefit from CSEA’s Train the Trainer program.

‘One worker can make a difference’

The Bush administration’s killing of the Occupational Safety and Health Administration’s (OSHA) ergonomic standard — which would have mandated protection for most workers from repetitive motion injuries — coupled with the state Department of Labor’s budget cuts to the Public Employee Safety and Health program, mean union members need to take their safety and health on the job into their own hands, said CSEA President Danny Donohue.

“One worker can make a difference but the goal of these training workshops is to get many workers to make a difference, to get management involved in preventing these types of injuries before they occur,” Donohue said.

For more information or to request a training seminar at your work site, contact your local or unit president. You can also schedule a training session by contacting Monique St. Hilaire at CSEA headquarters at 1-800-342-4146, ext. 1308, or within the Capital Region, 518-257-1308. E-mail may be sent to hilaire@cseainc.org.
CSEA member fuels firefighters

Nancy Rivera fondly remembers the faces and smiles of the firefighters she would often see while shopping for groceries in her local supermarket.

Seven of those faces are now gone.

“I walk to work in the morning and I pass the firehouse (Fire Engine 84, Ladder 34, Battalion 13),” said Rivera, a CSEA member who works at the Edgecomb Correctional Facility.

“When I saw that there were seven pictures (at a makeshift memorial for the firefighters from that unit who died on 9/11) I started to recognize them.”

“I felt so bad,” said Rivera. “I asked them if I could cook.” It was an offer that was not refused. She’s already prepared several feasts.

“My first meal was two meat loaves, a salmon loaf, macaroni and cheese and some other goodies,” Rivera said. “I came walking from where I live (about 11 blocks away) with my shopping cart full of all this food.”

The next meal she prepared featured an Italian theme.

“I didn’t want any praise,” said Rivera. “I just went in there and I said, ‘Guys, I made some food’ and I went to the back of the firehouse and into the kitchen.”

She recalled becoming very emotional, her eyes welling up. “I just rushed out,” said Rivera.

Several weeks later, Rivera said she became frightened when firefighters visited her.

“People thought my house was on fire,” said Rivera. “But, they had come to thank me. That really touched my heart.”

Rivera, who is also a fire marshalls at her job, said she was planning another meal for the firefighters.

“Nancy is an unselfish and dedicated activist,” said NYC State Employees Local President Vinny Martucello. “The membership on the whole has been very unselfish and receptive to helping victims and their families during this time of need.”

— David Galarza

Helping members on Sept. 11: “It was just the right thing to do”

Despite his obvious discomfort with the title, Lester Crockett is being called a hero for helping two CSEA workers evacuate their building and obtain medical assistance on Sept. 11.

“I was appreciative of being able to help out my co-workers because I know that they would’ve done the same for me,” said Crockett, president of the Local at the state Insurance Fund and the Metropolitan Region executive vice president.

“It didn’t hurt me to help someone else,” he said.

From the windows of his building, located a few blocks north of the World Trade Center, Crockett and his colleagues witnessed the second commercial jet strike the World Trade Center.

However, management did not allow employees to evacuate their building until the first tower fell.

As he made his way down the stairs with hundreds of other employees, Crockett came across one CSEA member who had injured her ankle.

With the assistance of a co-worker, Crockett picked her up and walked down seven flights of stairs and to safety at a nearby bench.

He then notified emergency medical personnel, who were already flooding the area.

“All of a sudden another lady fainted in front of the building,” Crockett said.

Surrounded by a growing crowd, Crockett approached the member and stayed with her until she regained consciousness. He then guided her to the same bench.

As medics helped the two women, Crockett started walking home. A couple of minutes later, the second Trade Center tower collapsed.

“All I could say was, ‘Oh, my God,’ said Crockett. “I was in a daze after experiencing what I saw.”

Crockett has since spoken with the two women and reported they are doing well.

“They were both very appreciative and thanked me,” said Crockett who reiterated that his union brothers and sisters are always willing to lend a helping hand.

“I’m not a hero. I’m just a typical person,” said Crockett. “It was just the right thing to do.”

— David Galarza
Twenty years ago, the union’s flagship education and training program, the Labor Education Action Program (LEAP), was born. After helping more than 50,000 people improve their job skills and career tracks, the LEAP program and two other training programs are being combined into a new comprehensive unit.

The new NYS & CSEA Partnership will encompass all the LEAP programs, as well as the Clerical Secretarial Employees Advancement Program (CSEAP) and the state/CSEA labor-management committees.

All services in the three groups will continue and members and union leaders will continue to maintain the same personal contacts in the groups. The partnership will focus on three components:

• Work force planning and evaluation;
• Employee development programs;
• Labor-management programs.

Also in 1982:

❖ Comedian John Belushi dies of a drug overdose;
❖ The federal Environmental Protection Agency permits the burying of drums containing toxic liquid in landfills;
❖ Argentina invades the Falkland Islands;
❖ More than 800,000 protesters jam New York City to oppose nuclear proliferation;
❖ Tylenol is pulled from the shelves after capsules tainted with cyanide kill eight people;
❖ ET phoned home in the movie of the same name;
❖ Polish Solidarity leader Lech Walesa is freed after nearly a year in jail.
Forum sheds light on workers’ plight

The voice of Santiago Perez Meza, a maquiladora (sweatshop) worker from Altilo, Mexico, was never heard by the world leaders who attended the recent World Economic Forum in New York City. Neither were the voices of Joseph Robinson, a member of the United Auto Workers who’s about to lose his job at the Ford plant in Edison, N.J., or Russel Sheffler a laid off steelworker from Cleveland.

Their voices and the plight of other brothers and sisters from as far away as Beijing and as close as New York were heard and applauded by hundreds of union activists and leaders such as AFL-CIO President John Sweeney, who came together for the “Working Families Economic Forum.”

Before he was fired for helping to form a democratic union, Perez Meza worked at Kukdong, which makes Nike shoes. Meza was one of five leaders who led a walkout by Kukdong workers protesting unsanitary and unsafe conditions.

“They forced us to work long hours and some workers had to take pills in order to stay awake,” said Perez Meza. “They didn’t make special arrangements for pregnant women and we weren’t free to go to the bathroom.”

With the support of the workers and religious, labor and student communities around the world, the workers at Kukdong won the right to a democratic union last year in a rare dramatic victory. Perez Meza is now secretary of their newly formed union.

Russell Sheffler, a member of United Steelworkers of America, marched in Seattle during the World Trade Organization protests that are widely viewed as the birth of the current movement for global justice for workers.

“I don’t think they want to raise the standards of these people here (like the ones on the panel),” said Sheffler. “They want to bring us down to their level. We should be bringing them up to our level.”

Sheffler and tens of thousands of his co-workers were laid off from the LTV Steel Corp. in Cleveland. Facing an uncertain future and an insecure retirement he blasted the policies of multinational corporations that close plants in the United States in order to exploit workers in other parts of the world.

“Some of these CEOs should be in jail,” Sheffler said.

Denise Berkley, a CSEA region officer who attended the forum, said she wished she could have taped it.

“We need to show it to the entire CSEA membership to show them what we take for granted in terms of unionism,” said Berkley. “As labor leaders we need to start attending more forums like that.”

— David Galarza

Unions ask feds for more 9-11 aid

Before a packed auditorium and an impressive gathering of New York’s congressional delegation, Arlene Charles, a displaced cleaner who survived the attack on the World Trade Center, tearfully pleaded for more help from the federal government.

“Since that happened there have been a lot of things that I have wanted to do for my family but I can’t,” said Charles, who has two sons.

“I can’t afford to send him to the Boy’s Club anymore. He wants to play basketball, and I told the coach that I can’t afford it,” Charles said.

Charles, other survivors and the representatives and members of labor unions and other organizations affected by the terrorist attacks made their case for more federal relief during a New York State AFL-CIO forum held recently in New York City.

Unemployment insurance is quickly running out for the tens of thousands of workers who lost their jobs since the attack. Additionally, the families of victims will soon have to pay hefty COBRA premiums to maintain their health insurance.

Federal reps pledge to help

U.S. Sen. Hillary Clinton was applauded when she announced she would work with New York’s congressional delegation to fight for unemployment insurance, COBRA extensions and more disaster relief.

“I want to assure that you we have a united delegation that will work to make sure America does not forget what happened on September 11,” said Clinton. Speaking through a translator, Yu Tao Liu, who worked in a Chinatown garment factory, said she feared she couldn’t get adequate medical care for her children if she was unable to get a union job.

“There is not enough work in our factories and many workers are working very few hours. Many factories are being closed and I do not know if they will open again,” Tao Liu said.

The appearance of U.S. Rep. John Sweeney, a Republican from outside Albany, raised some eyebrows even as his colleagues praised him for going against some powerful forces in his party.

“I was told that pursuing aid for New York wasn’t going to make me particularly popular with some circles in Washington, D.C.,” said Sweeney.

“But, I don’t have to tell you that I am first a New Yorker, first a citizen of America, before I am anything else,” he added.

— David Galarza

Left, AFL-CIO President John Sweeney addresses the Working Families Economic Forum while attendees, including CSEA members, picket a Gap store below.
Procedure protects rights

AFSCME's constitution includes a rebate procedure to protect the rights of members who disagree with how the union spends money for partisan political or ideological purposes. Article IX, Section 11 of the International Constitution, which establishes the procedure for dues rebates for members who object to AFSCME's partisan political or ideological expenditures, was amended at AFSCME's 33rd International Convention.

The amendment language requires those persons who object to the expenditure of dues for political or ideological purposes submit their objection in writing to both the International Union and CSEA Local 1000 by certified mail between April 1 and April 16 (dates inclusive) each year, or the prior year (ending Dec. 31).

The timing of the steps in the procedure is tied to the International's fiscal year. The procedure, including the requirements for submitting a proper rebate request, were modified by a constitutional amendment adopted by the 1998 International Convention. As modified, those procedures and requirements are spelled out in Article IX, Section 11 of the International Constitution. THESE REQUIREMENTS WILL BE STRICTLY ENFORCED.

Here's how it works: Members who object to the expenditure of a portion of their dues for partisan political or ideological purposes and want to request a rebate must do so individually in writing between April 1 and April 16, 2002. That request must be timely filed by registered or certified mail with: the International Secretary-Treasurer and the CSEA Statewide Treasurer. The requests can be mailed to the International's home address: naine; Social Security number, home address and the AFPMC local to which dues were paid during the preceding year. This information must be typed or legibly printed. The individual request must be signed by the member and sent by the individual member to International Secretary-Treasurer at AFSCME Headquarters, 1625 L St., N.W., Washington, D.C. 20036-5887; and CSEA Statewide Treasurer, Empire State Plaza Station, P. O. Box 2611, Albany, N.Y. 12214-0218. Requests for more than one person may not be sent in the same envelope. Each request must be sent individually. Requests must be renewed in writing every year the member wishes a rebate.

Upon receipt of the International a valid rebate request, an application for partisan political or ideological rebate will be sent to the objecting member. The objecting member will be required to complete and return the application in a timely manner. In accordance with the constitutional amendment adopted at the 1998 International Convention, the application will require the objecting member to identify those partisan or political or ideological activities to which objection is being made, and no rebate will be made to any member who fails to complete that portion of the application. In determining the amount of the rebate to be paid to any member, the International Union and each subordinate body shall have the option of limiting the rebate to the member’s prorata share of the expenses for those activities specifically identified in the application.

Upon receipt by CSEA of the valid, certified request, the constitutional maximum of 3 percent rebate will be processed. No phone calls or e-mail correspondence will be accepted.

Any member who is dissatisfied with the amount of the rebate paid by the International Union may object by filing a written appeal with the AFSCME Judicial Panel within 15 days after the rebate check has been received. Appeals should be addressed to the Judicial Panel Chairperson at the AFSCME International Headquarters at the address listed above. The Judicial Panel will conduct a hearing and issue a written decision on such appeals, subject to an appeal to the full Judicial Panel. It dissatisfied with the Judicial Panel’s ruling, a member can appeal to the next International Convention.

Summary of January 2002 CSEA Board of Directors meeting

Editor’s note: The Work Force publishes a summary of actions taken by CSEA’s Board of Directors. The summary is prepared by CSEA Assistant Secretary Barbara Reeves for union members.

ALBANY — CSEA’s statewide Board of Directors met on Jan. 17, 2002. In official business, the board:

* Approved the delegates recommendation to move the 2002 Annual Delegates Meeting from Rochester to New York City.
* Designated Maureen Malone, Irene Kohbe and Linda “Dutch” Wade as remaining trustees of the CSEA Work Institute.
* Approved maximum-miscellaneous allowances for 2002 events.
* Authorized reissuing of the Onondaga County Medical Plan.
* Approved appointment of Georgina Natale, Tim Rankin and Mark Davis to the Capital Region Political Action Committee (FAC), Bill Powers and Will Garrett to the Central Region FAC, and John Crawford to the Western Region FAC.
* Put into administration DIT Main Office Local 816, the Ravenna-Lochshirk School District Unit 6059/0/Local 801.
* Questions concerning the summary should be directed to CSEA Secretary Barbara Reeves, CSEA Headquarters at 300 Washington Ave., Albany, NY 12220; (800) 362-4186 or (518) 257-1253.

May 15 is deadline for submitting proposed resolutions, changes to CSEA’s constitution and bylaws

Proposed resolutions and proposed amendments to the CSEA constitution and bylaws for consideration at the union’s 2002 Annual Delegates Meeting must be submitted by May 15. Proposed resolutions may be submitted only by a delegate and must be submitted on the proper form. Forms for submitting resolutions are available from CSEA headquarters and region offices.

Proposed resolutions and proposed amendments to the constitution and bylaws must be submitted no later than May 15 to Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Ave., Albany, N.Y., 12220-2307.

The 2002 CSEA Annual Delegates Meeting will be held Sept. 5-13 in New York City.

What’s it for you?

LOCAL GOVERNMENT BENEFITS

As winter ends and spring approaches, our thoughts shift from snowshoeing and icy sidewalks to planting seeds and green grass. In many local government units, it also means expiring contracts and negotiations with management.

A vital part of those negotiations revolve around health-related benefits, and the CSEA Employee Benefit Fund is available to fill those needs. The fund has been providing benefits to local government CSEA units for more than 20 years and has expanded its offering to help the diverse needs of counties, cities, towns, villages and school districts throughout New York State.

The fund programs include:

Dental Plans:
- This fund offers four benefit levels (Sunrise, Horizon, Equinox, Dutchess) with escalating annual and orthodontic maximums. The plans reimburse according to a fee schedule and any participating plan providers accept the programs as paid-in-full for covered plan services.
- The fund has also developed a UCAP (usual, customary and reasonable) benefit plan that will help groups that are located in areas with lower dentist participation.

Vision Plans:
- The fund offers three benefit levels (Silver, Gold, Platinum) and the choice of either an annual (12 month) benefit or a bi-annual (24 month) benefit. These plans can be negotiated for the employee only or the employee and family.
- Riders can also be added that expand the covered services to include things like ultra-violet coating, transitions lenses or an occupational benefit. A list of participating plan providers accept the program as paid-in-full for covered plan services.

Hearing Aid Plan:
- This plan provides a benefit of up to $450 per ear once every three years toward the cost of a hearing aid.

Legal Benefit Plan:
- Under this plan, members can choose any attorney and reimbursement is sent to the member for covered services up to $1,000 annually.

Maternity Benefit:
- This program provides a $200 benefit upon the birth of a child to either the covered member or the covered member’s spouse.

Prescription Physician Co-Pay Benefit Plans:
- These two plans provide annual reimbursements of $125 and $120 respectively for co-payments paid for prescriptions and doctor visits.

Annual Physical Benefit:
- This plan reimburses up to $95 for the out-of-pocket cost of a routine annual physical once a year.

Should any of these EBF plans be negotiated, all members are covered free of charge for the fund’s Workplace Security Plan, which provides a benefit to members who suffer from trauma associated with an assault or hostage situation while performing his/her job.

As an EBF benefit, these plans and their cost must be negotiated into your collective bargaining agreement for the fund to provide benefits. The benefit fund has a staff of senior benefit specialists available to meet with local government units to discuss the plans offered by the fund.

They are available for membership meetings, information days, health fairs and negotiations with your employers to more fully explain how the fund plans work on a day-to-day basis. Here are the EBF regional senior benefit specialists and their contact information:

Region 1 Linda Scaliarni (631) 462-5224
Region 3 Colleen Foley (800) 323-2732 ext. 816 cfoley@cseaeb.org
Region 4 Kim Lucas (800) 323-2732 ext. 818 klucas@csaeo.org
Region 5 Meghan Pastiglione (800) 323-2732 ext. 818 mpastiglione@cseaeb.org
Region 6 Sarah Scallon (800) 323-2732 ext. 808 ssclannon@cseaeb.org

AN EVER BETTER FUTURE!
Constitution, by-laws framework of CSEA

CSEA is one of the most democratic unions in the country. No other union strives harder to represent the interests of all its members.

Every CSEA member can have a say in how the union conducts its business by proposing changes to the CSEA Constitution and By-laws.

The CSEA Constitution and By-laws set the union’s structure, just as the U.S. Constitution establishes the framework of laws in the United States.

The Constitution and By-laws is adopted and amended by the delegates attending CSEA’s annual delegates meeting each fall.

The Delegate Body is a group of approximately 1,400 elected members and officers who are responsible for amending the Constitution and By-laws, establishing the policies and structure of the union, setting dues structure, and handling other issues.

Proposed amendments to the Constitution and By-laws must be submitted by May 15 of each year.

The CSEA Constitution and By-laws Committee reviews suggestions made by members and Locals and accepts referrals from the delegates and the CSEA Board of Directors.

The Constitution and By-laws Committee can also initiate proposals that committee members think are in the best interest of CSEA.

The Constitution and By-laws Committee then makes recommendations to the delegates to approve or reject proposed amendments, along with the reasons supporting the committee’s recommendations.

Amendments to the statewide Constitution may be approved after being read and approved by the delegate body at two annual meetings.

By-law amendments may be approved at any meeting of the delegates provided certain stipulations have been met.

In addition to the Statewide Constitution and By-laws, each of CSEA’s regions, Locals and Units has its own constitution.

The CSEA Statewide Constitution and By-laws can be downloaded from CSEA’s Web site at www.csealocal1000.net or ordered by calling 1-800-342-4146 ext. 1443.

— Ed Molitor

Delegates voice their opinions on changes to CSEA’s Constitution and By-laws during open debate on the floor of CSEA’s Annual Delegates Meeting. It’s a key example of democracy at work in CSEA.
CSEA offering $23G in scholarships

April 15 is the deadline for graduating high school seniors who are sons or daughters of CSEA-represented employees to apply for a total of $23,000 in scholarships offered by or through CSEA.

A single application covers three scholarship programs.

Applications for the scholarships are available from CSEA Local and Unit presidents, at CSEA headquarters, regional and satellite offices, or may be downloaded from the Member Benefits section of CSEA’s web site, www.csealocal1000.net.

Winners will be notified in June and announced in The Work Force. The CSEA scholarship program is administered by the CSEA Memorial Scholarship Committee.

Irving Flumenbaum Memorial Scholarships

Eighteen Irving Flumenbaum Memorial Scholarships will be awarded to graduating high school seniors who are sons or daughters of CSEA members. Three $1,000 scholarships will be awarded in each of CSEA’s six regions.

The awards are presented in memory of the late Irving Flumenbaum, who was a spirited CSEA activist for more than three decades. He was president of the CSEA Long Island Region and an AFSCME international vice president at the time of his death.

JLT Award

One $2,500 JLT Award scholarship will be awarded to a graduating high school senior entering higher education in the SUNY system. The top 2 percent of scholastic achievers, based on high school average, class rank and SAT scores will be selected to create the eligibility pool for this scholarship.

This award is provided by JLT and is given in memory of Charles Foster, a longtime CSEA activist beginning in the 1930s who became the first business officer of the SUNY system.

MetLife Award

One $2,000 MetLife Award will be presented to a graduating high school senior and is not limited to a student entering the SUNY system. The top 2 percent of scholastic achievers, based on high school average, class rank and SAT scores will be selected to create the eligibility pool for this scholarship.

AFSCME delegate ballots mailed

Ballots to elect CSEA delegates to the AFSCME convention have been mailed.

The only CSEA regions with contested races are the Capital Region and Western Region.

Delegate elections in the Long Island, Metro, Southern and Central Regions were uncontested and no ballots were sent to those regions.

Ballots are due March 11 and should be sent in the return envelope only.

The tally will begin on March 11 at CSEA headquarters in Albany.

The classes are free and, with supervisory approval, may be attended during work hours. Call the Partnership’s Office toll-free at 1-800-253-4332 or visit the Metro Region page at www.csealocal1000.net.

March 2002
THE WORK FORCE Page 19

State workers: Did you use the DCAccount in 2001 for child care, elder care or disabled care expenses?

If you participated in the Dependent Care Advantage Account in 2001, your DCAccount contributions will appear in Box 10 on your W-2 form. You MUST complete IRS Form 2441 when you file your income tax returns for 2001.

Complete this form even if you enrolled for the Employer Contribution only.

You can get this form online at http://ftp.fedworld.gov/pub/irs-pdf/i2441.pdf or from your local post office or tax preparer.

Failure to submit IRS Form 2441 will result in an IRS audit.

Still have a balance in your 2001 DCAccount? You have until March 31, 2002 to submit reimbursement claim forms for dependent care expenses you used in 2001.

Visit the NYS Flex Spending Account website at www.flexspend.state.ny.us or call the DCAA Hotline at 1-800-338-7202, press 2.
Do You Yahoo!

We Do!

You Can Too!

Brand new members-only benefit!

DISCOUNT MOVIE TICKETS EXCLUSIVELY FOR CSEA MEMBERS!

Log on to the Members Only area at www.csealocal1000.net
and click on the Member Benefits tab.

YET ANOTHER FREE BENEFIT FOR CSEA MEMBERS ACCESSING THE MEMBERS ONLY AREA!
(You must establish an account, using easy-to-follow instructions, the first time you access the Members Only area.)

www.csealocal1000.net  Powered by Yahoo!