CSEA then ... & now 

special 95th anniversary commemorative edition
Three CSEA members die in work-related incidents

CSEA is investigating the deaths of three members over the past several weeks in separate incidents.

In Moriah, an Essex County Sheriff’s deputy was killed in the early morning of Aug. 17 just moments after writing a traffic ticket to a speeding driver on the Adirondack Northway.

Deputy Eric P. Loiseille, 31, of Olmstedville had just written a ticket before 1 a.m. and was standing next to the motorist’s car when the tractor-trailer appeared to lose control as it approached the two vehicles.

The truck drove off the left shoulder of the road and sideswiped the sheriff’s car. Loiseille tried to maneuver out of the way by leaping over the hood of the other car but was struck as the truck collided with the car.

The truck driver, Jacek Bujalski of Pierrefonds, Quebec, and two passengers in the car were injured. Bujalski was charged with having a false log book, reckless driving, moving from a lane unsafely, driving on the shoulder of the roadway and unsafe speed.

Loiseille had been a member of the Essex County Sheriff’s Department for five years and is survived by a wife and a 3-year-old son.

In Ossining, the union continues to investigate the death of John Rodrigues, a 24-year-old village Department of Public Works employee, who died July 20 after falling off the back of a sanitation truck.

Rodrigues and a co-worker were riding on the back of the truck in a residential neighborhood during the morning trash collection when he fell. Co-workers and emergency workers attempted to revive him, but he was later pronounced dead at a nearby hospital.

CSEA Occupational Safety and Health Specialist Komilla John said co-workers noticed Rodrigues on the pavement after the driver of the refuse truck turned the vehicle around, heading back down the street.

In Lyon Mountain, Andrew Rock, a CSEA member and maintenance mechanic at Clinton Correctional Facility, died in late July after going into cardiac arrest shortly after being stung by a bee while working in the prison’s maintenance garage.

After the sting, Rock, 54, injected an epi-pen to reverse the allergic effects of the sting while co-workers called 911. When the pen had no effect, a nearby corrections officer gave Rock a second epi-pen.

Rock went into cardiac arrest and emergency medical technicians attempted to revive him by performing CPR en route to CVPH Medical Center in Plattsburgh, where he died.

CSEA is also investigating Rock’s death.

— Theresa Assalian and Jessica Stone

CSEA wins Suffern case

SUFFERN — Village workers trying to join CSEA were backed by a state employment board that ruled village officials violated employment law after imposing new work rules on the workers.

Last spring, CSEA notified the village that it represented a majority of village employees and was seeking recognition for them. The union told then-new Mayor James Giannettino that existing work rules should remain unchanged until a contract for the workers was negotiated.

In May, the village imposed new work rules on the 52 rank-and-file members and four supervisors who won union recognition. The changes affected days off, overtime and health coverage. At the time, the mayor claimed he was following advice from the Public Employment Relations Board. The union charged that the changes violated the Public Employees’ Fair Employment Act and took the case to PERB, which found in favor of CSEA.

The village appealed, and PERB ruled in August that the village should not have changed the work rules.

“All he’s doing is prolonging the inevitable,” CSEA Rockland County President Billy Riccaldo said. CSEA represents more than 4,000 workers in the county.

As a result, the labor board has ordered the village to rescind the rules it adopted April 22, 2004; restore the standards and benefits that were in effect April 5, 2004; and compensate employees, with interest, for any wages or benefits they lost as a result of the village’s actions.

— John West

Photo of the Month

CSEA members at the Van Duyn Nursing Home in Syracuse prepare for a demonstration. The action is one of many across the state as residents and union members fight for the future of public health care.

Erie County members ready to fight anew

BUFFALO — CSEA activists in Erie County are mobilizing in preparation for the next round in the county budget fight.

Members are forming committees and preparing to work to save CSEA jobs that may be in jeopardy as the result of a report from business interests. The report — an attack on public employees — recommends county officials “get out of 12 non-mandated businesses entirely and improve the way more than 20 other businesses are carried out.” This essentially means contracting out work currently performed by CSEA members.

“This is an all-out assault on public employees as well as county residents who will see services they depend upon slashed to the bone,” said Joan Bender, president of the Erie County Local. “Very little in the report is positive. We are not going to take this sitting down.”

The report recommends ending county subsidies to the Erie County Medical Center and Erie County Home, both of which provide services that community members cannot receive elsewhere.

It also suggests Erie Community College become an independent entity, that services to the county’s senior population be contracted out, that medical laboratory testing be eliminated and contracted out, and that some services provided by county caseworkers be assigned to those in the private sector.

The budget crisis in Erie County began last November, when County Executive Joel Gumbar proposed draconian budget choices and the county legislature failed to act responsibly, resulting in massive layoffs, a meltdown of community services, and scapegoating and fingerpointing by public officials.

A review by the state comptroller showed a massive deficit, resulting in the assigning of a control board by the state.

In June, county lawmakers approved a 1/4 of one-cent sales tax increase to help close the $118 million budget gap and began to undo some of the damage.

— Lynn Miller
Members are the true heroes of our history

On Oct. 24, 1910, a group of New York State employees came together at the State Capitol in Albany to form the Association of State Civil Service Employees. Their purpose was simple: advance the concept of merit and fitness in the state civil service system to improve the working lives of New York state employees.

It was a humble and idealistic beginning in a much simpler time. The story of the association’s growth and transformation into CSEA — New York’s leading union — is today entwined in the history and transformation of New York and our nation over the course of 95 years since that founding.

Our world and state are complex and imperfect today but there is no doubt CSEA has helped improve the quality of life for its members and all New Yorkers in dramatic ways over the decades. It is also clear there is continuing work to do.

There is no simple shape to the history and impact of CSEA. Certainly there are benchmark “historic” events and actions that have had enormous impact. You’ll find a timeline with some of the more significant events on Pages 10 and 11 of this edition.

Just as important are the stories of the individuals and the lives they have touched. CSEA’s advocacy has always been based on the work of its members.

Thousands of people shaped CSEA’s decades of accomplishment through their individual and collective action over the course of their careers or on a daily basis. Several million individuals have passed through the association’s

A picture is worth a thousand words

The front page of the August edition of The Work Force contained a collage of historic images from CSEA’s 95 years. Each image has a story behind it. How many of those stories do you know? To test your knowledge or to learn more, visit CSEA’s web site, www.csealocal1000.org. With the help of the Grenander Special Collections at the University at Albany, all of the images in that collage and more have been archived online with a description of the events they depict.

Communications Department interns Alexandra Egan and Roisleen Hickey contributed editorial content and page design to this edition.

History in the making

CSEA is working to preserve the stories and images of its members as part of the CSEA 100 history project in anticipation of the union’s 100th anniversary in 2010. CSEA archival material and other resources are being preserved through the Grenander Special Collections library at the University at Albany. CSEA is preparing a book and a video documentary to commemorate the event. If you have a story or information about individuals or events that have shaped CSEA’s history, please contact CSEA Director of Communications Stephen Madarasz at 1-800-342-4146, ext. 1270, or via e-mail madarasz@cseainc.org.
CSEA history provides perspective

Sometimes a little perspective can be a very healthy thing.

At a time when there is a great deal of confusion and disagreement on the direction of the American labor movement, CSEA’s 95th anniversary provides an opportunity to look back on where we’ve been and forward toward where we need to go. It’s important to remain focused on what’s most important.

For CSEA, the priorities are clear:

• Representation — Negotiating and enforcing the best possible contracts that protect our members in every way;

• Political Action — Strengthening our ability to elect and hold accountable elected officials who will work in the best interest of working people;

• Organizing — Helping unorganized workers gain a voice in their work sites and preventing our rights and benefits from being undercut by cheaper labor.

CSEA has had an extraordinary history of achievement for nearly a century. We have truly earned our recognition as New York’s leading union by our focus and commitment to what’s right. We have also grown and adapted to meet the challenges of the times. None of our accomplishments have come easily. We have overcome often harsh opposition to make solid gains, item by item, year by year, decade by decade.

The impressive timeline of milestone accomplishments on Pages 10-11 of this edition only begins to tell the story of CSEA’s effectiveness and impact. Each of us should be enormously proud to be part of CSEA. Each of us has a role in keeping our union a vital force for working people. This is the time to renew our commitment to the hard work that lies ahead.
CSEA 95th anniversary
remembering then and now

Health care workers today

Left, Certified Nursing Aides Marsha Turner, left, and LaQuian Bullock, right, help resident Ann Kononovich, center walk down a hallway at the Van Duyn Home & Hospital in Syracuse. CSEA represents about 60,000 workers in the health care industry, including nurses, nursing assistants, mental health therapy aides and technicians.

State Health Department workers from 1924

Left, a woman works in a state Health Department waiting room. Right, Health Department doctors review cases.

Health care in 1956

Above, a health care worker at Willard State Hospital in 1956. The bell’s use is unknown.

Civil service exams at Pilgrim in 1950

Left, Pilgrim Psychiatric Center workers take civil service exams in 1950.

Helping 1930s children

Left, a health department worker helps a child walk on crutches circa 1930s.

Health van cares for members who care for community

In 1977, the CSEA Health Mobile van served as an important vehicle in helping keep union members healthy. The van, staffed by doctors and dentists, traveled to work sites across the state and gave free blood pressure and oral cancer screenings to CSEA members.

Above, CSEA members in Yonkers line up outside the union’s Health Mobile van in 1977 for blood pressure and oral cancer screenings.

“Health Department goes on a five-day work week! Following the precedent set by the Division of Placement and Unemployment Insurance, the second state agency to adopt the five-day workweek made its public announcement to that effect. It is known that several other departments are considering the move, and it is not unlikely that the trend to the five-day week will shortly take in as many of the departments as can afford to release their employees on Saturdays.”

— Civil Service Leader, June 1945
CSEA 95th anniversary
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Corrections and law enforcement workers today

Right, Nassau County Police Communications Operators Doreen Callahan, Mike Mirenda, Steven White and Patty Collins take emergency calls. CSEA represents about 35,000 people working in the corrections and law enforcement industry, including emergency workers, youth development aides, court officers and police and probation officers and sheriff’s deputies.

The penny worth a mint to 1989 probation investigator

One Westchester County probation investigator and CSEA member urged others in 1989 to take a second look at their loose change before spending it. Joseph LaMagni, who also wrote extensively on the outdoors for various regional publications, co-wrote the book “Coins, Coins, Coins: A Collector’s Guide,” in which he discusses the value of older coins. For example, another coin collector offered LaMagni $1,500 for 50 pennies dated from 1909 to 1958 and his co-author owned an 1889 silver dollar worth about $35,000. The coins certainly added up to big dollars for some small change.

The 1971 Attica prison riot: a sad memorial

After the September 1971 riot at Attica State Prison which killed 18 prison employees and injured many other workers, CSEA gave generously to the Attica Family Memorial Fund that two local businesses had launched to help the victims’ families. CSEA also opened emergency offices in a local American Legion Hall to counsel union members on insurance and other benefits available to help them cope with the tragedy.

Protecting in the air ...

Carl Mosgard, shown here in 1991, worked with the Onondaga County Sheriff’s Department to respond to emergencies by helicopter.

CSEA Voices

“CSEA feels, and we are sure that the public feels, that further reaching reforms must be made in the correctional system from the ground up if we are to turn the tide in this intolerable situation. Surface improvements will help a little, but they will not prevent future incidents, riots or bloodshed. The problems go deeper.”

— State Corrections Commissioner Russell G. Oswald, commenting on meetings with CSEA following the bloody uprising at Attica State Correctional Facility in 1971.

Protecting in the water ...

Above, Warren County Sheriff’s Deputy Jim Powell, shown here in 1991, prepares to patrol busy Lake George by boat.

Protecting on the road ...

Right, a Warren County Sheriff’s deputy patrols a highway in 1990.
CSEA 95th anniversary
remembering then and now

Today’s social services and administrative services workers

Current union members, such as June Gordon, left, keep facilities such as the New York State Veterans’ Home at Stony Brook on its toes. CSEA represents more than 50,000 workers in the social services and administrative services industry. These workers include those in titles varying from administrative, clerical and social services and librarians.

A small problem greets
1956 civil service exams

In 1956, many CSEA members had a “small” problem when they went to take civil service exams — they were forced to take the tests in elementary school classrooms filled with child-sized seats.

The Civil Service Leader, then CSEA’s official publication, recommended testers bring “soothing ointment to reduce the after-effects” of sitting in “too-sized” seats.

Some CSEA members compared the testing experience with “suffering several hours of medieval-like tortures.”

CSEA members kept 1950s-era offices, such as the one pictured here, running smoothly and efficiently.

Tax and Finance workers in the 1950s and 1970s

1950s...

Top, the June 6, 1956, issue of the Civil Service Leader announced a state Taxation and Finance Department “Queen for a Day” beauty contest for women employees who typically “put their best foot forward.” The newspaper said “instead of the one appendage, it will be the whole female form for the department’s ‘fair sex’ competing for the coveted title. The winner would win a trophy, bouquet and “regalia befitting a queen.”

Bottom, work didn’t look quite so royal for these Tax and Finance workers processing paperwork during the busy tax season in 1979.

1970s...

Above, state Agriculture and Markets Department employees test foods in a laboratory circa late 1930s.

Food testing during the 1930s

CSEA members have long been a driving force at Department of Motor Vehicle offices across the state. Above, CSEA members work in the Albany motor vehicles office in 1962.

CSEA Voices of the past

“You aren’t confined to any department or bureau. Get busy and get new members.”

— CSEA Onondaga County Chapter membership drive, offering a free clam bake ticket for each five new members signed up, in 1955.
Drawing the line today

Brian Kelley, right, an Onondaga County Parks and Recreation Department employee, draws a white line along the baseball diamond at the Alliance Bank Stadium, home of the Syracuse SkyChiefs, the AAA affiliate of the Toronto Blue Jays. The department maintains the stadium. Below are two maintenance and infrastructure workers in the 1980s.

Life of champions

State employees who volunteered to work at the 1980 Winter Olympic Games in Lake Placid were paid only $15 for each day, but they still received some perks under a CSEA-negotiated agreement. Workers, who slept in a bunk-style building at nearby Camp Adirondack, got linens, laundry and housekeeping services, as well as hot meals. The state also provided workers with access into Olympic venues, free transportation, cable television and other recreational facilities.

Think traffic is bad these days?

In 1944, highway conditions were at their worst after barely surviving the end of World War II. After supporting the weight of war materials and traffic for years, the highway system was in dire need of repair. The job of maintaining and resurfacing the roads was taken on by unskilled and skilled workers who had been left without jobs at the end of the war. Public workers helped restore the highway system to a useable condition in those days and continue to maintain our highways.

Not her cup of coffee

In 1979, a woman CSEA member employed by the East Hudson Parkway Authority in the Southern Region threw hot water over demands that she serve food and drinks at monthly Authority board meetings at which she was to serve as a stenographer. Furthermore, the employee was also directed by authority officials to clean up after the refreshments. The woman, along with her CSEA local officers, filed a grievance demanding the practice be stopped as “waitress duty” wasn’t in her job description. The grievance was successful, and the employee retired from food service to perform her stenographer job as described in her contract.

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Protecting lives in the 1980s

A lifeguard watches over swimmers during the 1980s.

“...we secured an increase in the livery allowance covering employees assigned to inspecting construction projects under contracts from a maximum of $3.20 to $4.30 per day. We are very hopeful that a meal allowance will be accorded laborers and road maintenance employees who are working overtime...”

CSEA 95th anniversary
remembering then and now

Today’s education support services workers

CSEA represents 55,000 workers in education support, including Jeannie Andrews, left, a teacher aide in the Watkins Glen school district. From providing nutritious meals to clean learning environments, giving safe transportation to and from school, keeping athletic fields and surfaces in top shape, maintaining records and libraries, providing assistance to teachers and first aid to students, CSEA members help provide the high standards New Yorkers have come to expect from their schools.

Fighting together for our children in 2003

In 2003, CSEA led the fight for an equitable state budget during which the union urged Gov. George Pataki to make the “right choices” after he proposed a budget that included deep cuts to state agencies, local government, health care and education.

The governor’s school aid proposal in particular would have devastated school districts across New York that were already struggling because of unfunded mandates prompted by the federal No Child Left Behind Act. On May 3, CSEA joined the New York State United Teachers, other labor unions and education advocacy organizations for a large scale Rally for Public Education at the Empire State Plaza in Albany.

The day before the rally, the State Senate and Assembly passed 119 historic overrides of Pataki’s earlier vetoes of the lawmakers’ amended budget.

1940s ...
They don’t teach that in school

There have been plenty of protests over the years in CSEA’s history, but a protest on the ruling of “Good English” is not one you would see every day. The Civil Service Leader released an article in January 1945 containing the headline “Clerks Protest Experts’ Ruling on Good English.” State clerks protested the key answers on a job promotion exam for a question that was graded as correct when it did not follow proper English.

1980s ...

Bus drivers employed by the Wehntuck School District in Dutchess County during the 1980s transport children to and from school safely.

Voices of the past

“I bolered at the kids to get down and everything exploded. When the truck hit, glass exploded. Everything was all over — the roof was torn off. It was a runaway. It just ran away from him.”

— Brittonkill School bus driver Robert Thomas, credited with saving the lives of all the children on his bus by quick thinking moments before a logging truck slammed into the bus in June 1977.
CSEA 95th anniversary remembering then and now

Safety and health in the workplace

One of the most important battles CSEA has fought in its 55-year history is the struggle to ensure a safe, healthy workplace for members. The union’s biggest victory in advancing occupational safety and health was in 1980, when then Gov. Hugh Carey signed the state Public Employee Safety and Health Act, which gave public employees the same right to safe, healthy workplaces as that enjoyed by private sector workers governed by the federal Occupational Safety and Health Administration. More than 20 states still have no similar protection.

The law also created the Public Employee Safety and Health Bureau, which enforces the act at public work sites through investigating work site health and safety incidents and complaints and citing employers with work site violations as necessary.

CSEA’s Occupational Safety and Health Department works closely with PESH to ensure that union members have safe, healthy workplaces.

The union played a large role in winning state and federal legislation that makes work sites safer, but CSEA is now fighting to keep these hard-won workplace safety standards alive. The Bush administration has steadily been eroding OSHA’s enforcement power including rolling back hard-fought ergonomics standards.

CSEA continues to take the lead in ensuring safety and health in workplaces across New York. The union had proposed to the state Department of Labor’s Hazard Abatement Board in 2003 a Worksite Security Standard requiring employers with more than 50 workers to analyze potential work site hazards, educate employees and make improvements to protect employees from workplace violence.

In 1980, Gov. Hugh Carey signs the Public Employee Safety and Health Act, which gave New York public employees the same workplace safety and health protections as those enjoyed by private sector employees who fall under standards set by the U.S. Occupational Safety and Health Administration. Then-CSEA President William McGowan is standing third from left.

The union proposed the standard in the early 1990’s after an angry Schuyler County Department of Social Services client shot and killed four CSEA members in their offices. Other union members who have also experienced workplace violence were pushed for the standard. CSEA’s push for worksite violence protection legislation passed the Assembly and Senate this year, but as this edition went to press, the bill was still awaiting Gov. George Pataki’s signature.

Members take advantage of confined space training today

CSEA members employed by the town of Lloyd in Ulster County get a lesson on how to safely work in a manhole during a recent confined space training session administered by AFSCME.

CSEA Voices of the past

“We are convinced that only by developing statutory standards and sanctions can the public employee feel secure in his working environment. Arbitrary standards or those changed by whim or political consideration offer little, if any, credibility to the public employee who you are seeking to protect.”

— Then-CSEA Director of Legislative and Political Action Bernard Ryan, speaking in April 1977 about the need for legislation to set occupational safety and health standards for public employees. Then-Western Region President Bob Lattimer and then-Metropolitan Region President Solomon Bendet lobbied for the new laws, which would eventually become the Public Employee Safety and Health Act.

“Employees don’t have much chance. We do not have the tools to handle a client when he becomes violent. Also, our members are afraid of getting fired.”

— Syracuse Developmental Center Local President Santo DeVito, commenting in 1980 on attacks on CSEA members.

“Our three main concerns are job security, economic improvements and protection and expansion of benefits. But the bottom line is security for the workers.”

— Southern Region 1st Vice President Raymond J. O’Connor, speaking to a group of Playland amusement park workers in 1980.
Community outreach a CSEA hallmark

Contract fights and work site battles are part of CSEA’s solidarity. But union members also regularly demonstrate their dedication to each other and the community. With examples too numerous to list, CSEA members are essential to governmental and social aspects of all of New York’s communities. Below are a few ways the union has helped its family, friends and neighbors:

- After the Sept. 11, 2001 terrorist attacks on the World Trade Center which killed nearly 3,000 people including five CSEA members, numerous CSEA members volunteered to assist with recovery efforts at Ground Zero. While some union members worked on site through the state and local government agencies in which they were employed, other CSEA members volunteered to help on their own leave time through their local fire departments, religious and community organizations. Many other CSEA members who did not go to New York City still helped out in their hometowns, with members sponsoring blood drives, organizing fund-raisers for victims’ families and purchasing holiday gifts for children whose parents died in the attacks.

- CSEA members donate their time and money to various community causes, including efforts to fight heart disease and breast cancer. In the Albany area, CSEA is a sponsor of the annual “Race for the Cure” benefiting the Susan G. Komen Breast Cancer Foundation. Statewide, union members also participate in the annual “Making Strides Against Breast Cancer” community walks. The CSEA Long Island Region, a flagship sponsor of the local walk at Jones Beach, raised more than $20,000 in 2004 to fight breast cancer.

- Early this year, CSEA showed its commitment to helping people in communities not only near home but around the world. The union held numerous fund-raising efforts for international relief organizations helping with recovery efforts from the Dec. 26, 2004, tsunami that devastated Southeast Asia. Working with the American Red Cross of Northeastern New York and Albany-based WNYT-TV, CSEA held a telethon at the union’s Albany headquarters in January.

CSEA 95th anniversary remembering then and now

Above left, CSEA Long Island Region Women’s Committee members work the union’s table at the 2004 Making Strides Against Breast Cancer Walk at Jones Beach. The region is a flagship sponsor of the event. Above right, CSEA activists from the Orange County Local turn out for the Making Strides Against Breast Cancer Walk at Woodbury Commons in 2003.

History of Giving

In 1961, state workers in the Capital Region led all other members of the public in supporting the Albany Community Chest drive, contributing more than $84,000 in a drive with an initial goal of $66,000.

“Their record donation shows that public employees are more than willing to shoulder their civic responsibilities when they have the means to do so,” said then-CSEA President Joseph Feily.

CSEA members continue to lead the way in charitable causes, whether it be a small local government or private sector local raising money or the current State Employee Federated Appeal (SEFA) campaign, which each year raises millions of dollars for various organizations.

In 1971, the June Claire Dancers gave their own kick to a CSEA local holiday party.
95 years ago ...

A group of New York state employees formed the Association of State Civil Service Employees Oct. 24, 1910, during an era marked by political reforms. The new group opened membership to all competitive class state civil service employees and focused on improving the working lives of all state employees.

Government reform, the hallmark of that era’s Progressive movement, drove the association’s first agenda. Reformers, including former President Theodore Roosevelt and New York Gov. Charles Evans Hughes, prompted changes including the common use of municipal budgets, centralization of government functions and reform of the civil service system to emphasize merit over politics. The fatal 1911 fire at New York City’s Triangle Shirtwaist Factory also sparked many workplace safety and labor law reforms led by then State Assembly leader Al Smith.

William M. Thomas served as the association’s first president from 1910 to 1918. Thomas led the association’s fight to allow all state employees to collect pension benefits upon retirement. He also fought for the civil service classification system that would ensure equal pay for equal titles. In 1918, Thomas began serving on a state commission that studied public employment pension benefits. The commission’s findings led to the establishment of the New York State Retirement System in 1920. The system, which would eventually grow to become one of the largest retirement systems in the United States, still benefits CSEA members today.

Also in 1910 ...

• The Boy Scouts of America is incorporated.
• Thomas Edison introduces his kinetophone, making talking motion pictures, or “talkies,” a reality.
• Former President Theodore Roosevelt, disappointed with President William Howard Taft’s conservative federal policies, launches “The New Nationalism” ideology during a speech in Kansas. The Progressive ideology, which urged countering the power of corporations in favor of protecting workers, would become the basis for his 1912 Presidential campaign.
• Halley’s comet is photographed for the first time.
• Angel Island, in San Francisco Bay, becomes an immigration center for Asians entering the United States.
• The Philadelphia A’s defeat the Chicago Cubs in the World Series.
1967: The Taylor Law gives public employees a voice

Most CSEA members have the right to union representation and a clear set of labor-management guidelines because of the Public Employees Fair Employment Act — known as the Taylor Law. The Taylor Law was enacted in 1967 and signed into law by then-Gov. Nelson A. Rockefeller. CSEA was instrumental in its passage and has also played a leading role in its modification and refinement over the past 38 years. While far from perfect, the Taylor Law is perhaps the most comprehensive law of its kind providing public employees with a wide range of rights and protections. In fact, even today, public employees in most states have only limited collective bargaining rights.

The Taylor Law:

- Grants public employees the right to organize and be represented by employee organizations of their own choice;
- Requires good faith bargaining and contract settlement by labor and management;
- Establishes resolution procedures to settle disputes;
- Defines and prohibits improper practices by both labor and management;
- Prohibits strikes by public employees.

Among the set of procedures the Taylor Law sets forth for the resolution of contract disputes are:

Mediation — if either or both sides declare impasse (meaning that they believe there is no further room for movement in negotiating an agreement), a mediator is appointed to help resolve the differences.

Fact-finding — if a mediator cannot help the parties reach an agreement, a fact-finder is appointed to hold hearings, take testimony and receive other evidence from both labor and management. The fact-finder then makes a non-binding recommendation to settle the dispute.

Legislative hearing — if fact-finding does not bring about a settlement, a state or local legislative hearing is the next step, with legislative imposition of a one-year agreement as a possible outcome.

The Public Employment Relations Board (PERB) administers the Taylor Law. In 2002, the New York State AFL-CIO Task Force on Taylor Law Reform issued a report recommending a number of improvements in the Taylor Law to ensure fairness and balance in the labor-management relationship.

CSEA President Danny Donohue served on that task force and CSEA continues to pursue those changes through the legislative process.

At the stroke of Gov. Nelson Rockefeller’s pen in 1967, CSEA gained the right to negotiate contracts with the force of law and a whole new era began for the union. At far left is CSEA President Joe Felly. At far right is then CSEA Vice President Theodore C. Wenzl, who would shortly be elected CSEA president.

Day care workers fighting for a VOICE today

Colleen Dawson-Williams, center, a Schenectady child care provider and Voice of Independent Childcare Educators member, tends to children she cares for. VOICE is a professional association of family child care providers from across New York organizing for power to take on the issues facing providers. From opposing unfair state Office of Family and Children’s Services regulations to helping parents, politicians and the public understand providers’ critical role for children and the economy, VOICE members are working with CSEA to get positive results. VOICE and CSEA are working together to improve the family child care profession in New York and in the process improve the quality of care for the children we serve. VOICE members are also working with CSEA to establish benefit, insurance and discount programs for members.

CSEA Voices of the past

“It is inconsistent to deny an employee the right to strike without providing an alternative remedy.”

— CSEA President Joseph F. Felly, in a letter to Gov. Nelson Rockefeller in January 1961 proposing amendments to the Condon-Wadlin Law to require basic grievance procedures and calling for a clear definition of what constitutes a strike.
Celebrate Labor Day with CSEA

CSEA will participate in Labor Day events across the state. Additional events will be added as more details become available. For more information, contact your region office (listed on Page 4) or check your region page regularly at CSEA's web site at www.csealocal1800.org.

Long Island, Metropolitan and Southern regions:

New York City: The New York City Labor Day Parade will take place Sept. 10 along 5th Avenue. All members from these regions are urged to march with CSEA. The CSEA section will assemble on East 45th Street between Madison and Vanderbilt Avenues. CSEA is scheduled to begin marching at 11:30 a.m. Participants will receive free T-shirts, food and beverages. Marchers will also have a chance to win raffle prizes and other drawings. For more information, contact your region office (listed on Page 4).

Southern Region:

(See listing above for details about the New York City Labor Day Parade.)

Fishkill: The Hudson Area Labor Federation will hold a Union Day at the Hudson Valley Renegades ball game Sept. 3. For more information, visit the federation's web site at www.unionvoice.org/hudsonvalley/index.html.

Capital Region:

Albany: The Capital Region Labor Parade will take place Saturday, Sept. 17. CSEA Capital Region members are asked to meet by 9:30 a.m. in the Albany High School field on Washington Avenue between Partridge and Ontario streets. The route will wind down Washington Avenue to Washington Park. Parade members will enjoy the usual festivities associated with this annual event. This year, the parade will coincide with Albany’s Larkfest. For more information, call the CSEA Capital Region Office at (518) 785-4400.

Central Region:

Binghamton: The Broome-Tioga Federation of Labor/Central New York Area Labor Federation will hold its Labor Day celebration Sept. 1 at the Ross Park Zoo in Binghamton. For more information, call Ken Smith at (607) 237-6317.

Massena: Labor Day Parade, Sept. 5. CSEA members should meet at 10 a.m. at the corner of Willow Street and Liberty Avenue. Parade begins at 11 a.m. CSEA T-shirts will be provided to members who march. There will be a free picnic at Springs Park following the parade.

Ithaca: Midstate Central Labor Council/Central New York Area Labor Federation annual picnic, Sept. 5 at Stewart Park in Ithaca from 11 a.m. to 3 p.m. Bring a side dish to pass. For more information, call Brian Goddell at (607) 257-7199.

Syracuse: The Central New York Labor Federation will observe Labor Day Sept. 5 with festivities at the New York State Fairgrounds in Syracuse, including a Blessing of the Workers at the fair’s Indian Village at 10 a.m. At 10:30 a.m., CSEA members should assemble near Gate 6 for the parade (look for the CSEA banner), which will begin at 11 a.m. Free T-shirts will be given to the first 250 members who participate. At 11:30 a.m. there will be a rally at Chevrolet Court, followed by a luncheon and awards ceremony at the Empire Room at 12:30 p.m. Tickets for the luncheon are $15 and can be purchased by calling the federation at (315) 422-3363, ext. 11. Local or unit presidents can order free fair admission tickets and parking passes for those participating in the parade by calling Communications Associate Mark Kotzin at the Central Region office at (315) 433-6850.

Western Region:

Rochester: Labor Day Parade, Sept. 5. CSEA will be in Public Sector Division #4. Meet at the corner of Strathallan Park and East Avenue by 10 a.m. (the street will close to traffic after that time). Wear comfortable shoes for this 1.5 mile march. Vehicles will be available to those who cannot walk. There will also be a picnic after the parade at Frontier Park, and the cost of the picnic is $5. The Rochester Labor Council is also seeking more members for its parade committee. For more information, contact Stephanie at the council at (585) 263-2690.

Buffalo: Labor Day Parade, Sept. 5. There will be a Labor Day Mass at 9 a.m. and the parade begins at noon. Meet at Stevenson & Albott Roads in South Buffalo, near the Irish Center. The parade will be followed by a picnic at Cazenovia Park. Activities for kids include a splash pad and bounce houses. For more information, contact Mary Martino at (716) 887-2623.

Niagara Falls: The Niagara Falls Labor Council will hold a Mass on Sept. 4 and a picnic on Sept. 5. More details will be available on the CSEA Western Region web page.

Youngstown: The Village of Youngstown will hold a Labor Day Parade Sept. 5 on Main Street. The parade will start at noon at Old Fort Niagara and end at the Youngstown Fire Hall (Field Days).

For Complete Ticket Information 1-888-ODOMETIX SUA@ATHLETICS

SYRACUSE

SCEA DAY

Take advantage of your CSEA membership to catch the new look ORANGIES at a reduced rate!

Syracuse vs. West Virginia

September 4th

1:30 PM

Prepare to receive for CSEA members 110 PM

Tickets

Adult Youth

$22 $10

Save over 30% with your CSEA membership.
Purchase CSEA Day tickets by calling the Office of 505-5599-7977 for an order form, or download from www.cseaoffice1/000.org/35! testament.php

Other great game discounts available for all 10 home games.
See order for details.

Your Insurance Service Team at NSI Services Corporation is now

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1-800-697-2732

Same people, same great service and now with local ownership!
What's In It For You?

EBF enhances dental plans, updates dental booklets

In July, the CSEA Employee Benefit Fund announced enhancements to some of the dental programs. One part of this plan would expand the EBF’s participating dental provider network.

Below is a list of dental programs enhanced:

• Sunrise Dental
• Equinox Dental
• Horizon Dental
• Duchess Dental
• State Dental
• New York State Liquidation

Protecting Your Benefits

NYSHIP coverage requirements for full-time students

If your child is going off to college, the end of summer is more than just a change of season. It is a time of transition and this process can be stressful on many levels. This change will be easier if you make sure your soon-to-be student has what he or she needs. In addition to laptops and books, don’t forget about keeping your health insurance up to date.

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

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

• age 19 or over but under age 25,
• full-time students at an accredited secondary school, preparatory or trade school, college or other educational institution, and
• otherwise not eligible for employer group coverage.

Proof of eligibility may be required at the time of claim submission. This documentation is separate from that required by the CSEA Employee Benefit Fund (EBF).

Students who want to continue health insurance coverage during the summer must have been enrolled in the previous spring semester and must be enrolled as full-time students for the fall semester. Unmarried dependent children will continue to be eligible until the end of the third month following the month in which they complete course requirements for graduation or reach age 25, whichever occurs first.

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

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

An Ever Better Future

Dentist Canvassing Form

Name of Dentist

Address

City State

Zip

County

Telephone Number

Mail to: CSEA EBF,
1 Lear Jet Lane, Suite 1
Latham, NY 12110
ATTN: Marketing Department

Promoting Good Health

Stay informed about what state government is doing through

INSIDE ALBANY

CSEA is a longtime major underwriter of this award-winning public television program. See the times below for the 2004 broadcast schedule in your area.

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<th>Location</th>
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As part of the CSEA 100 history project, CSEA has been interviewing individuals who have played a role in our history over the decades. The interviews will be used as part of a book and video documentary project being prepared for CSEA's 100th anniversary. The interviews are also being archived at the CSEA archives at the Grenander Special collection at the University at Albany. As we celebrate CSEA's 95th anniversary we are devoting the Leading Edge to some brief excerpts from a few individuals who have offered their perspective for this project.

“I came to work for the state in 1957 ... Interestingly, at first I didn’t pay a lot of attention … I was too busy working. But they had a newspaper, the Civil Service Leader … It published lists of civil service exams and we always looked for exams to try to get a promotion so I began learning about CSEA by reading the newspaper.”

Joe McDermott, CSEA President 1988-94

“Our first big challenge (after the Taylor Law provided for collective bargaining for public employees in 1967) was that we had to go out and get rededications from all of our members...That was a huge job for the staff and they fanned out across the state and, you know, we got the cards and a showing of interest… Our law firm recommended that we also write a letter to every local government in the state. There had to be 2000 of them or more in the cities, towns, villages, authorities. We did, demanding recognition. What the hell. Why not?”

Joe Dolan, CSEA staff member 1965-82, Executive Director (78-82)

“McGowan or McDermott (former Presidents) would come to me with, hey, what if we did this? And, it wasn’t necessarily to put more money in the members’ pocket, it was to provide better services or to assist members in providing better services.”

Elizabeth Moore, Director, Governor’s Office of Employee Relations, 1987-1991

“I started my career working for the state in 1965 and the day I started, my mother says ‘when you go into work don’t forget to join the union.’ So, I went in and said ‘anybody got an application? I have to join the union because my mother told me so.’”

Cindy Egan DerGuarian, (Retiree/longtime CSEA activist)

“CSEA’s willingness and ability to evolve over time and to assume the roles of the situations basically made it survive...and grow to what it is today, which is quite a bit different than back in the early seventies...It’s a testament to the people who belong to CSEA and who lead CSEA. ‘You know, they’ve done a good job.’”

Mel Osterman, Special Counsel to the governor for Employee Relations, 1965-72, Director Governor’s Office of Employee Relations 1972-75 As this edition went to press CSEA received word of Osterman’s death.

“When we first started working at Craig State School (now Finger Lakes DDSO) we were working 48 hours a week and ... we negotiated, we got it down to 44 hours a week and, of course we attempted to work in there to reduce the hours but keep the same pay. And, then we negotiated to 40 hours a week. Still, we negotiated again at the same pay.”

Charles Peritore, member 1946 to present, Chair, CSEA Retirees division

“‘My recollection is that the association was at that time anything but a union. It was, essentially an employee pay-all insurance group and it more or less negotiated with the various administrations for state salaries and represented the political subdivisions through what were called chapters at the time. My impression is that the … most important glue that kept the association together was its house organ, which was then called the Civil Service Leader.”

Harry Albright, CSEA Counsel 1955–65

“When I compare CSEA with other unions and the fact that members have such a strong voice in this union, I don’t think I could say I’m disappointed about anything with CSEA.”

Elaine Mootry, Retiree/longtime CSEA activist

“When I became a CSEA delegate it opened up a whole new world.”

Irene Carr, (deceased) Statewide Secretary 1978-1993
PEOPLE Challenge recruiting shifts into high gear

ALBANY — The PEOPLE Challenge is in full swing. CSEA’s goal is to sign up 12,000 new PEOPLE members, and 85 CSEA units and locals have taken the challenge, competing head-to-head with comparable units and locals to sign up the most PEOPLE members by Aug. 31, 2006.

To find out if your local or unit is participating in the PEOPLE Challenge, visit CSEA’s web site at www.csea-local1000.org. If your local or unit is competing, or even if it’s not, now is the time to join PEOPLE.

PEOPLE (Public Employees Organized to Promote Legislative Equality) is CSEA’s legislative and political fund-raising program. With PEOPLE funds, CSEA is able to help elect politicians who support labor. PEOPLE also uses contributions to prevent Social Security from being privatized, maintain union job protections and light federal and state attacks on education, health care and workers’ rights.

“The best way to meet the many challenges ahead is to recruit more members to join PEOPLE so they can have a strong voice on legislation that affects us,” CSEA President Danny Donohue said. “CSEA members take pride in their union and care about making a difference on the issues that matter to working families. As always, I am sure they will rise to the challenge again.”

PEOPLE PERSON — The PEOPLE recruiter of the month of July is Marie Prince of the Erie County Local in the Western Region. She recruited 14 PEOPLE members. PEOPLE is CSEA and AFSCME’s political action program. It is responsible for raising money and collecting voluntary contributions from the membership so CSEA can effectively promote our interests at the state and federal level. … MORE PEOPLE CHECK-OFF — CSEA members in the Rockland County Unit have won automatic payroll deduction for the PEOPLE program … FIGHTING FOR THEIR JOBS — Niagara Falls Bridge Commission workers represented by CSEA demonstrated last month at the commission’s headquarters in Lewiston. The union recently won a major arbitration award requiring that eight full-time and five part-time workers laid off by the commission in 2003 be reinstated.

The CSEA contract specifies a layoff procedure that requires temporary seasonal employees be laid off before permanent workers. The commission disregarded the agreement and the union immediately filed a contract grievance. The grievance went to impartial arbitration and an arbitrator ruled the commission violated the agreement by laying off the workers and ordered that they be reinstated to the positions they held immediately before the layoffs. Western Region President Flo Truppi said the commission’s “abiding by the agreement would be the right thing to do, but the commission just doesn’t get it.” … FIGHTING FOR A HERO – CSEA demonstrated outside a Bolivar-Richburg Central School District board meeting after union members were denied the chance to speak at the meeting. Union members had requested to be included on the agenda to discuss the termination of a school bus driver hired May 31 while out on medical leave. The driver was seriously injured in an accident while driving her bus in March 2004. Despite her serious injuries, she had evacuated the 47 students on the bus and prevented any of them from being seriously injured. “We were simply looking to speak with the school board to plead our case,” said Robert W. Mueller, a CSEA labor relations specialist. “The superintendent wouldn’t let us do it. He threw up a roadblock.” District officials agreed to speak with Mueller and the bus driver in executive session. The sides are reviewing the
termination … FEETING SOCIAL SECURITY — CSEA and AFSCME recently participated in a 70th anniversary celebration of the signing of the Social Security Act at the Franklin Delano Roosevelt Presidential Library and home in Hyde Park. The day’s events included a debate over the future of Social Security, emceed by James Roosevelt, grandson of former President Roosevelt … GOING ‘BATTY’ — CSEA members employed by Putnam County’s Department of Social Services have recently had some unwanted guests in their office building — a family of bats. After the union was unsuccessful in its initial attempts to get county officials to evict the rats, CSEA went public with the safety and health issue. County officials responded by closing the building, which is now bat-free.

PESH INVESTIGATION — A state Public Employees Safety and Health Bureau investigator told CSEA of an accident that occurred in Johnstown July 20. A city Department of Public Works mechanic was injured at 10 a.m. that day when an airbag deployed, slamming the mechanic across the cab of the truck and causing head trauma and lung damage. The mechanic, who was on life support at Albany Medical Center, is now recuperating at home. During the investigation into the accident, PESH learned of a trenching issue. As a result, the city was cited for such violations as having a trench greater than 16 feet deep, improper sloping, no ladder for egress and failing to designate a person on site to conduct regular work site and equipment inspections. PESH is directing city officials to “get with the program” regarding safety and health issues and ensure the union is involved in these efforts.
CSEA members save $4.00 off admission on Sept. 3 and 4, 2005 during CSEA Weekend.

**It’s Fun Unlimited!**

**August 25 - September 5, 2005**

**Syracuse, New York**

Clip one coupon at right for each CSEA member and family member and bring coupon(s) to any fair gate and get $4.00 off on Saturday and Sunday, Sept. 3 and 4, 2005, only.

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

Saturday, Sept. 3 and Sunday, Sept. 4, 2005, is CSEA WEEKEND at the New York State Fair in Syracuse. CSEA members and their family members will receive $4.00 off admission that weekend, compliments of CSEA and the New York State Fair.

CSEA will maintain a booth in the Center of Progress Building on the fairgrounds throughout the entire fair, so stop by and visit the CSEA booth at any time. The coupons for $4.00 off admission however, are only good during CSEA Weekend, Saturday and Sunday, Sept. 3 and 4, 2005.

Reproduced coupons will not be accepted. Additional coupons will be available at your CSEA region office.
Proposed amendments to CSEA’s Constitution and By-Laws

The Constitution and By-Laws Committee met six (6) times since the Annual Delegates Meeting in 2003. The Committee meeting dates were March 26, June 7, and July 14, 2004; May 4, May 31, and June 24, 2005. This report includes proposals submitted in 2004 and 2005. The Constitution and By-Laws Committee has, amongst its functions, the duty to make recommendations to the Delegates regarding proposed amendments to the CSEA Constitution and By-Laws. The Committee reviews proposals made by Delegates. All recommendations of this Committee are presented to the Delegates, together with the reasons for the recommendations. (New language is underlined; deleted language is in [brackets].)

There are no items to be presented to the delegates for a second reading this year.

The following items are presented to the delegates by the committee as proposed amendments to the Constitution. The presentation to the delegates at this meeting constitutes a first reading of these amendments.

The following proposal was submitted by Marcia Olszewski, Local 815.

ARTICLE III. Membership

Section 1. Members. Text remains the same.

Section 2. Associate Members. Text remains the same.

Section 3. Retiree Members. Any person who, while actively employed, was a member or an associate member and who has retired from active employment may elect to become a retired member or who receives a retirement allowance from the New York State and Local Employees Retirement System or the New York State Policemen’s and Firemen’s Retirement System shall be eligible to become a retired member. Retired members shall have [none] some of the rights or privileges of membership, [except that] they shall be eligible to vote for statewide and regional officers. [The extent] the insurance [program permits for participation in insurance] programs sponsored by CSEA, and they shall be eligible for membership in Retired Member Locals and such other rights and privileges approved by the Board of Directors.

EXPLANATION: This proposal was submitted with the following justification: “The organization consists of four statewide officers heading the membership with both active members and retirees making up the total of 265,000 strong that we boast about. Our new membership brochure is a prime example of this. How ridiculous is it that 50,000 of these members have no voice in their statewide leadership? The retirees should be afforded to vote for the four statewide officers who lead them. While I agree that they should not have the opportunity to run for statewide office, since the officers should be active activists, not retirees, the retirees should have a voice in who will lead them. The locals use retirees for special projects all the time. We use them in our numbers to make our total look more impressive. We use them to help us picket, count ballots in elections, lobby, etc. For some reason the feeling is that if you are a retiree, you cease to exist. It is absolutely appalling that they should not have an active voice in who leads them on a statewide level. They should continue to have their own units, locals, and convention. We should give them an active voice by giving them a vote. This is true democracy. While some might argue that this may escalate the cost of the statewide election, I don’t think you can put a price on democracy. If we are truly the most democratic union in the nation then this would certainly prove it. This is the fair and equitable thing to do. It shouldn’t make any difference where these retirees came from. If we solicit them to belong to CSEA, then regardless of what union they belonged to while they were actively employed, they are CSEA members and should be afforded the right to vote for the people who lead them. While the retirees have their own Units and Locals, we all share the same respective Region Presidents and Officers. Therefore, they should be given the same opportunity that active members receive and be afforded the right to vote for these region officers also. The same explanation is relevant to this action also.”

The Committee does not support this proposal.

In 2003, President Donohue appointed The Ad Hoc Committee to Study Retiree Voting. The Committee submitted its “Report and Recommendations” to President Donohue in June 2004. The Committee on Retiree Voting does not support the proposal to grant Retiree Division members the right to vote for the ten Statewide Officers, nor to grant retirees access to all CSEA-sponsored insurance programs. The Committee, with the assistance of the CSEA Political Action Center, conducted two separate telephone polls to ascertain CSEA member support for retiree voting rights. The Committee canvassed close to 500 retiree members, asking whether retirees should have the right to vote for statewide officers, region presidents, and region officers. Retirees were also asked whether they would be willing to pay more than their current $12 annual dues. Of the retirees polled, nearly 80 percent felt they should be able to vote for statewide and region officers; however, 62 percent did not support paying more dues, even if the right to vote was tied to a dues increase. Of the 1,527 employed members canvassed, 75 percent did not support the retiree right to vote for statewide or region officers.

The Statewide Officers recognize the contribution of our retirees as vital to CSEA and note that retirees have been incorporated into every aspect of the Union, including positions on all Statewide Committees and for many political action activities. Having recognized that our retirees are an important voice and provide assistance with much of the Union agenda, the Statewide Officers’ overall position is that the retirees should elect the Retiree Division leadership and the employed members should continue to have the responsibility to elect the statewide and region officers of CSEA. The Committee on Retiree Voting also surveyed other unions that have a structured, functioning retiree program. In six of the eight unions responding to that inquiry, delegates elect their union officers at convention. In these settings, where there is retiree voting, retirees vote through their delegate representatives. Two unions do not have retiree delegates attend their conventions and, hence, there is no retiree participation in the election of officers. Only two responding unions have officers elected by direct vote of the membership, as CSEA does. In one of those, the International Association of Machinists, retirees can vote only if they pay full dues equivalent to employed members’ dues. In the other union, United Steel Workers of America, retirees do not have voting rights for the general officer positions.
Based on its investigation and deliberation, the Committee on Retiree Voting recommended to the Statewide President that the proposal to allow retiree members to vote for statewide and/or regional officers not be adopted. The Committee explained that: (1) Our current approach is consistent with how the labor movement in general addresses the question of retiree voting on general officers; (2) There is little general support for this proposal amongst our employed members or leadership; (3) There is no "pre-CSEA membership" requirement to become a member of the CSEA Retiree Division. Many of our retiree members never belonged to CSEA while working, and they come to us from management, confidential, other unions, or as spouses of members. The Committee believes that we should not extend voting privilege to those who may have worked against our members' interests during their working lives.

With respect to our insurance programs, the Committee on Retiree Voting learned that only the CSEA disability and the CSEA "critical illness" plans are not available to our retirees. Both of these plans contain "actively at work" requirements inherent to the nature of the plan coverage and benefits. All other CSEA insurance programs are open to retiree participation.

The Constitution and By-Laws Committee supports the position of the Committee on Retiree Voting and concurs with its recommendation that the proposal should not be approved. We also concur strongly in the recommendation of the Committee on Retiree Voting that the Statewide President appoint a workgroup that includes Retiree Division leadership to study the issues of retiree participation in our great Union. When creating this workgroup, this Committee urges the Statewide President to ensure that retiree participation reflects the same proportionality as that of the Retiree Division to the Union as a whole, so as to ensure that we have the widest input and best thinking on these difficult issues.

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

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

**ARTICLE VII – Local Government Division**

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

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

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

The Committee supports this proposal. Recent proposals for restructuring the Board of Directors did not gain sufficient support to proceed further. One reason for this lack of support seemed to be the potential loss of some Board seats. This proposal does not have that impact. Rather it would increase the current Board by one seat presently, as an additional Education seat in Region 1. This formula ensures that if the number of education members grows significantly, additional Board seats could be in order. Increasing the Board by one seat at this time would not have a serious financial impact. Also, the formula of one additional seat where the membership constituency is over 10,000 is the same formula we currently use to determine the Board seats for local government county Locals. For these reasons, as well as those expressed by the proposer, the Committee supports this proposal.

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

**THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE BY-LAWS. IF PASSED AT THIS MEETING, THESE AMENDMENTS WILL BECOME EFFECTIVE IMMEDIATELY.**
The following proposal was submitted by Nicholas J. Paolino, Local 815.

ARTICLE I - OFFICERS
Section 1. through Section 6. TEXT REMAINS THE SAME.

Section 7. HONORARIA. The Board of Directors may establish an honorarium for each Statewide Officer of the Association. Honoraria for the Board of Directors may only be established by the delegate body. Establishment of any honorarium or change in the amount of any existing honorarium shall not take place until after an intervening election has occurred.

The establishment of any honorarium or change in any existing honorarium must be approved by the delegate body by a two-thirds vote for all Statewide Officers and by the appropriate bodies for all other officers prior to the beginning of the election procedure for the next term of office for the position or positions affected. All newly created honoraria or any changes in honoraria shall be published in the official paper of the CSEA within thirty (30) days of the change.

EXPLANATION: This proposal was submitted with the following justification:

"The justification for this amendment is a matter of mathematics. On issues as important as financial increases, it is possible by having a simple majority vote on an issue, that a majority of the rank and file members would be against the issue but lose the vote. This could happen if there were to be a close vote i.e. 51% versus 49%, or 52% versus 48% by actual Delegate count.

As per Article X of the Statewide Constitution, Locals are allowed one Delegate for each one hundred (100) members or fraction thereof.

It is that "fraction thereof" which constitutes the problem.

Let's say Local X has 105 members, and Local Y has 195 members, then each would have two delegates. If Local X votes for a proposal, and Local Y votes against it then it would be 50% for, and 50% against. However what is the vote really saying? Is it saying that the Delegates representing 195 members are equal to the Delegates representing 105 members, but you still have 90 members more against the proposal than you have for the proposal. Now when we multiply this by the number of unequal Locals in the Association, one can see that this inaccuracy also multiplies, and a simple majority is not a true representation of the rank and file membership, whom the Delegates represent.

By requiring a two-thirds vote for major financial issues, we are better assured that a true representation of the membership is provided."

The Committee does not support this proposal. No other By-Law provision requires approval by a two-thirds majority of the delegate body. It would therefore be inconsistent to require a two-thirds majority vote to approve increases to honoraria. The Committee does not believe that this By-Law provision is anymore important than other provisions of the By-Laws, so as to justify inconsistent treatment. The proposed amendment, if approved, would set a precedent for "evaluating" By-Laws based on subjective criteria as to the importance of their content. Similar proposals seeking to require a two-thirds vote of the delegate body with respect to other provisions of the By-Laws would follow, insuring a prolonged process, over the next several Annual Delegates’ Meetings, of picking and choosing which provisions should require a majority vote, and which should require a two-thirds vote. Consensus on issues such would be illusive at least and difficult at best. The Committee does not believe it prudent to follow this path. The Committee also does not believe that this proposal would provide a truer representation of the "voice" of the rank and file membership, as suggested. The rank and file membership elects the Delegates to represent them and to better understand the implications of issues presented to the Delegates. By-Law amendments are subject to approval on a roll call. The Delegates are thus able to "self-correct" in one year's time, should they determine that a prior By-Law amendment was a mistake. Additionally, the two-thirds vote requirement, if passed, would also apply to honoraria for all subdivision officers as well.

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

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

ARTICLE III - Statewide Elections
Section 1. ELECTION TERMS
(a) Commencing with the close of the 1998 Annual Delegates Meeting, the term of office for the ten officers of the Association shall be extended and changed as follows:
1. [The Region Officer terms due to expire on June 30, 1999 shall be extended to March 1, 2000. Thereafter, commencing with election year 2000, Region Officers will serve four year terms, commencing March 1, 2000.] The Region Officer terms shall expire on June 30, 2008. The election for Region Officers in 2008 shall be for two years ending on June 30, 2010. Thereafter, commencing with the election year 2010, Region Officers will serve four year terms.

2. TEXT REMAINS THE SAME.

3. TEXT REMAINS THE SAME.

(b) TEXT REMAINS THE SAME.

(c) Commencing with the election cycle in year [2004] 2008, elections for the [ten] four statewide officers of the Association and for the Board of Directors shall be held in a manner as to allow for the commencement of four year concurrent terms of office as of March 1 of the election year. The schedule for the elections shall be adjusted to allow for such term commencement.

(d) TEXT REMAINS THE SAME.

EXPLANATION: This proposal was submitted with the following justification:

"This change will affect several parts of the Statewide By-Laws including nominations, etc. The election this spring was very confusing with all of the elections that were held at the same time. This was the first time this was done and it just didn’t work. I believe voting by our members was down from the past. Moving the region officers election to two years later than statewide will not increase costs as the AFSCME election is held every 2 years.

The Committee does not support this proposal. The 2004 Statewide election was not the first time that we had a consolidated election. We had a consolidated election for the first time in year 2000. Voter participation has not declined since the 2000 election cycle, nor has it changed in any significant way since the 1988 election cycle. We continue to have the same relative level of voter participation in our statewide election cycle, as we have had over the past decade and a half or more. Additionally, there is a major cost factor to be considered, if this proposal were to be passed. Our "consolidated" election schedule means that we pay once for the election processing and ballot postage covering our entire membership; the cost for running the consolidated election is over $200,000. If the region elections were separated from the statewide elections, we would have to pay twice for much of the same costs. The postage cost alone for statewide mailings runs in the area of $80,000. By separating the region election from the statewide election cycle, we could incur significant additional costs, covering this additional postage and, of course, the independent agency fee for processing the election itself. In a region election involving just one seat, we could be looking at over $50,000 in additional cost. Only the AFSCME election occurs "off-cycle" because AFSCME elections are every two years. In the off-cycle year CSEA is able to handle the AFSCME election in-house, thereby avoiding the costs of outside ballot printing, election oversight, tally and reporting. We did this in 2002 for the AFSCME election without any problems and we will do the same in 2006. The Region elections require an outside
Agency's participation. Any additional election costs would have to come from somewhere and most likely would come from program services and staffing levels which, arguably, already are stretched too thin. Additionally, staff time involved in any election impacts many departments including Membership, Central Files, Communications, Computer Services, Print Shop, and Legal. The consolidated election approach has enabled these departments to work efficiently together on the elections, with minimal disruption to the day-to-day work in other areas.

The Committee does not support this proposal. In addition to the financial and resource reasons listed in the Committee's position regarding the prior proposal to separate the region and statewide elections, the Committee believes that regional elections should be run on the same cycle and serve concurrent terms with the Statewide Officers for additional reasons. The region Presidents serve as Vice Presidents of the Statewide Association. They are part of organization-wide planning and implementation. Budgets, long range program design and expansion, and legislative and political action planning all are part and parcel of the work of the ten association officers. Having the region Presidents and other region officers elected to cycles inconsistent with the Statewide Officers is disruptive to the Union's ability to plan and implement cohesive projects and programs, and to engage in meaningful strategic planning. Additionally, internal union politics would become involved more frequently in matters that should be addressed with the "good of the whole" in mind and be less, rather than more, divisive. Having the region and statewide elections on the same cycle enables the region presidents, and thereby the regions themselves, to have more meaningful opportunities to contribute to union-wide budget and planning programming. In 1998, the Delegates made an important change to consolidate our organization-wide elections and lengthen the terms of office to four years, so as to require fewer elections, provide more effective leadership, and insure better long-range planning and goal setting. The Committee sees no reason to abandon this new course so soon after these important changes were implemented.

The Committee does not support this proposal. Once again, election costs are a significant factor. Establishing an election process that increases the likelihood of having to hold special elections is contrary to good planning and resource deployment. In our elections, a candidate can run for statewide position and board position at the same time. However, a candidate cannot run for statewide and region position at the same time. Although the Region Presidents are elected by region membership, they serve as Vice Presidents of the Association. They are also in the line of succession should the Executive Vice President position become vacant. Additionally, all the reasons set forth by the Committee in opposition to the prior two proposals to separate the region
Proposed amendment to CSEA’s Constitution and By-Laws

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statewide elections apply equally here as well. FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, I, ON BEHALF OF THE COMMITTEE, MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A “NO” VOTE.

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

ARTICLE III – Statewide Elections
Section 4. ELECTION AGENCY
The Board of Directors shall select an impartial, disinterested agency outside the public机关 such as an independent or professional firm to conduct the elections. This agency shall be selected by the Board in accordance with the provisions of the Constitution and By-Laws of the Association and any policies adopted by the Board of Directors. The agency shall notify all candidates of the election results.

EXPLANATION: This proposal was submitted with the following justification: “To ensure the integrity of our election process, it is essential that all candidates and members have trust in the process. I have been approached by several individuals who observed the process of the last election, conducted by the AAA, that it ran very smoothly and professionally. The American Arbitration Association has an excellent reputation.”

The Committee does not support this proposal. The Committee agrees that the year 2004 election ran very smoothly. However, this proposal to lock in one specific independent election agency raises significant fiscal concerns. Presently there is a bidding process that the Statewide Election Committee undertakes before making any recommendation to the Board of Directors as to which outside election agency to engage. This bidding process enables CSEA to get competitive bids from providers that offer “election supervision” services and to select that provider which gives us the best package in terms of experience, efficiency, and cost. If we were to mandate the use of a specific provider, CSEA would, in effect, be hostage to that entity’s pricing. For the “off-cycle” APSFMC election, the SEC oversees this election in-house, thereby saving the cost of using an outside agency. Our elections are costly as is, even with competitive bidding. Without competitive bidding, we would be paying a lot more and not have the ability to seek lower prices and/or better service. Financial decisions are for our Board of Directors to make. We should not, and indeed, cannot take away from our Board the responsibility to make sound decisions based on cost, efficiency, experience, and other criteria supporting a fiscally responsible choice.

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

The following proposal was submitted by Wanda Lubinski, Local 673.

ARTICLE IV – Finance
Section 1. TEXT REMAINS THE SAME.
Section 2. TEXT REMAINS THE SAME.
Section 3. REFUND AND REIMBURSEMENT
(a) TEXT REMAINS THE SAME.
(b) TEXT REMAINS THE SAME.
(c) TEXT REMAINS THE SAME.
(d) REFUNDS TO REGIONS. Each Region of the Association shall receive from the Treasurer an annual payment of [fifty cents] seventy-five cents of the membership dues and shop fees collected from each of the employees in such Region. In the event that a Region adopts a plan for assessing the Local within its Region, the State Treasurer shall, upon notification by the Region Treasurer that a Local is delinquent in its Regional assessments, deduct that assessment from the Local’s direct rebate from the Association and transmit the assessment to the Region Treasurer.
(e) TEXT REMAINS THE SAME.

EXPLANATION: This proposal was submitted with the following justification: “As a member of the Program Committee for my Region, I help plan events and meetings and have learned how very difficult it is to manage on the funding we currently have. Mileage rates have gone up, gas has gone up, food costs for meetings gone up, materials and photocopying costs have gone up. The list goes on. We are mandated to hold meetings, workshops and more. We need the funding to meet these demands. We cannot continue to pass the burden of costs on to the locals by raising their assessments again as we have done recently. It is time for the organization to provide for more funding so the Regions can operate in accordance with Constitutional mandates. In a budget of over $85 million, it is certainly an affordable proposal and I ask for the Committee’s and delegate body’s support. After further discussion with Kathy and the Committee, they felt that $.75 was justified and necessary.”

The Committee supports this proposal. The Committee referred this matter to the Statewide Treasurer for a financial analysis. Our Treasurer found that the financial impact of a $.25 increase would result in about a $53,000 increase in the total rebate to the Regions. The Treasurer noted that it had been some time since the region rebate was last changed, and an increase was certainly due. We agree with the Treasurer’s analysis. It has been more than fifteen years since there has been an increase in per capita rebates to Regions. Considering that the Regions have significantly tighter funds than Locals, an increase from $.50 to $.75 per region member is warranted.

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

The following proposal was submitted by Michael J. Kaiser, Local 264.

ARTICLE V – JUDICIAL BOARD
Section 1. MEMBERS:
(a) through (f) TEXT REMAINS THE SAME.
(g) Any member who becomes a party in a matter before the Judicial Board shall be granted a leave of absence from the Judicial Board for the duration of that matter. Such leave shall commence upon the issuance of charges by the Judicial Board and continue until such time as the matter is finally determined.

REST OF TEXT REMAINS THE SAME.

EXPLANATION: This proposal was submitted with the following justification: “Occasionally, a Judicial Board member becomes the subject of a complaint filed with the Judicial Board. In these rare but significant instances, the continued presence of the member on the Judicial Board raises questions in members’ minds with respect to the way in which the matter will be handled and the potential influence of the member on the Judicial Board’s thinking and outcome. It is important that our members do not lose their confidence in our internal processes. The Judicial Board process has maintained the members’ respect and confidence over time; this type of situation can ruin that in no time at all.”

The Committee supports this proposal. The Committee sought input from the Judicial Board, which supports this proposal. In addition to the circumstances where a Judicial Board member becomes the subject of a complaint as noted in the explanation, a Judicial Board member also may use the Judicial Board process to file a complaint against a union member. In either situation, the Judicial Board member’s continued presence on the Judicial Board is problematic. It compromises the remaining Judicial Board members’ ability to fully deliberate the issues, without regard to any relationships they may have with their Judicial Board colleague. The continued participation of such member suggests the possibility for undue influence upon the Judicial Board in its deliberations and decision-making. In any other adjudicatory forum, a member who has an interest in the outcome, or otherwise is faced with the possibility of an “appearance of impropropriety”, will recuse him/herself from the
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matter and, to the extent necessary, from the forum, pending the finality of the matter. This proposal
ensures that any leave of absence would not commence unless the Judicial Board issued actual charges. Receipt of a complaint involving a Judicial Board member would be handled in the normal course of business, with the Judicial Board member involved recusing himself/herself from any discussions, deliberations, and decision-making on that particular complaint. Only if the Judicial Board determined to issue formal charges would the Judicial Board member be placed on an immediate leave of absence from their Judicial Board position as set forth above. Upon conclusion of the case, restoration to the Judicial Board position would depend upon the penalty imposed, if any. The Committee believes that this proposal is necessary to protect the integrity of the Judicial Board process and to ensure our membership’s continued confidence in this very important internal process. A Judicial Board member’s continued presence and participation on the Judicial Board during the pendency of his/her own Judicial Board case would have a “chilling effect” on the other Judicial Board members’ discussions and deliberations, not just on the particular case, but on all matters currently pending that have similar or related issues. While the Judicial Board has not had these situations with any frequency or regularity, such situations have arisen. A clear expectation as to how these matters will be handled, if they do arise, is necessary and important for the integrity of the Judicial Board process.

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

The following proposal was submitted by Maureen Malone, Statewide Treasurer.

ARTICLE V – JUDICIAL BOARD

Section 1. MEMBERS. TEXT REMAINS THE SAME.

Section 2. JURISDICTION. TEXT REMAINS THE SAME.

Section 3. PROCEDURE.

(a) Charges against individual members.

(1) through (5) TEXT REMAINS THE SAME.

(6) (a) Upon receiving a complaint initiated by the Statewide President or the Statewide Treasurer, the Judicial Board shall issue formal Judicial Board charges against the member or officer in the following circumstances:

1. Where the complaint is supported by a duly authorized audit which finds inappropriate expenditures and/or financial procedures and which audit has been forwarded to the applicable parties prior to the submission of the Judicial Board complaint; and/or

2. Where the complaint is supported by a signed statement by the Statewide President which alleges that the objectionable conduct is, among other things, detrimental to the best interest of CSEA in its capacity as bargaining agent; and/or

3. Where the complaint is preceded by a suspension order by the Statewide President and is filed within seven (7) days of the suspension under Section 3 (12) herein.

(b) Upon receiving any other complaint, the Judicial Board may dismiss the complaint or any part thereof if it appears to be frivolous in nature, lacking sufficient substantiation or alleging conduct for which penalty is not appropriate. If the Judicial Board determines that there is probable cause to believe that the complaint, if proven, would sustain a finding of misconduct, the Judicial Board shall then issue formal Judicial Board charges against the member or officer setting forth the specific acts of misconduct and the penalties which may be imposed. REST OF TEXT REMAINS THE SAME.

EXPLANATION: This proposal was submitted with the following justification: “This amendment seeks to expedite the Judicial Board handling of audit-based and/or detrimental conduct-based complaints only in these instances where the statewide officer has filed the complaint, along with written supporting documentation. For both the Union and the members’ benefit, expedient resolution of such matters is the preferred approach. This language will ensure faster resolution and be limited to these cases of serious organizational concern.”

The Committee supports this proposal.

The Committee received input from the Judicial Board, which supports this proposal. The Judicial Board does not, on a matter of practice, dismiss such organizational matters as “frivolous” or “lacking in substantiation.” In these instances, the Judicial Board always will issue charges and proceed to hearing. Yet, the present two-step procedure (complaint, then charge) serves, in these instances, to unnecessarily delay such organizational matters from getting to hearing and decision. The Judicial Board advised that it receives numerous complaints initiated by the Statewide President or Statewide Treasurer. Those complaints are filed based upon extensive investigations by either officer and, in the case of the Statewide Treasurer, accompanied by documented written findings pursuant to an internal audit. Presidential complaints generally involve conduct detrimental to the best interests of CSEA, such as efforts to decertify CSEA or other conduct that impedes the proper representation of our members at the bargaining table, in contract administration, and otherwise. In both instances covered by this proposal, the underlying investigation and resulting documentation provided by the statewide officer, along with their respective complaint, clearly substantiate the appropriateness for Judicial Board review. The Committee recognizes the need to protect members’ dues, as well as the reputation and bargaining rights of the Association. This proposal will expedite the process of rectifying financial and/or other improprieties in an efficient manner, and protect the Association from further detriment. We cannot seek restitution from the bonding company until we have exhausted our internal process. In those instances, the bonding company restores the lost funds to CSEA, and then it goes after the individuals for recoupment. Where it is appropriate to refer the matter to the bonding company, under this proposal we will be able to do so much sooner. The Committee supports this proposal.

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

The following proposal was submitted by Robert Timpano, Local 505 and Chair of the Judicial Board.

ARTICLE V – JUDICIAL BOARD

Section 3. PROCEDURE.

(a) Charges against individual members.

(1) through (4) TEXT REMAINS THE SAME.

(c) Certified Mail/Headquarters

Any certified mail requirements applying to Judicial Board mailings shall not apply to materials sent between the Judicial Board and the Statewide President, Executive Vice President, Secretary or Treasurer, in their official capacity at their CSEA Headquarters office. All such materials shall be hand delivered directly to the officer’s respective office in Headquarters. Such delivery shall be docketed to the applicable Judicial Board case file, with notation as to the date and time of delivery, the name and title of the person making the delivery and the name and title of the person receiving the materials so delivered.
EXPLANATION: This proposal is submitted with the following justification: "The Judicial Board's business is conducted at Headquarters, with the assistance of designated assigned staff. All mail for the Judicial Board is received at Headquarters and all mail from the Judicial Board is sent from Headquarters. For years we have had the odd situation wherein our normal requirements for Judicial Board formal documents to be sent by certified mail, return receipt have also applied to the four Statewide Officers to have offices in Headquarters. This is an unnecessary requirement that takes time and costs money. As long as there is a record kept of any direct hand-delivery of Judicial Board "mail" sent to and from the Statewide Officers with business addresses within Headquarters, there is no need to continue this inefficient and costly practice."

The Committee supports this proposal. Based on the explanation provided by the Judicial Board Chair, the Committee supports this proposal. With the advance of office technology, we are seeing many old practices give way to newer, more efficient ways of doing business, keeping records, and meeting external requirements. The Committee believes that the Judicial Board is in the best position to determine its needs with respect to its own procedures and this new language assists in clarifying more efficient practices and procedures with respect to complaints and charges that are initiated by any of the four Statewide Officers with full-time offices in Headquarters.

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

The following proposal was submitted by Nicholas J. Paolini, Local 815.

ARTICLE VII

These By-Laws may be amended by a majority vote, except any By-Law which increases any financial matter in this Association, including, but not limited to, members' dues, honoraria, and affiliation dues, must be amended by a two-thirds vote at any meeting of the Delegates of the Association provided the proposed amendment has been submitted in writing to the Secretary of the Association by May 15 of the year of the delegates meeting at which it is presented and a copy of the proposed amendment is published in the official newspaper not less than ten days before the meeting at which the proposed amendment is voted upon.

EXPLANATION: This proposal was submitted with the following justification: "The justification for this amendment is a matter of mathematics. On issues as important as financial increases, it is possible by having a simple majority vote on an issue, that a majority of the rank and file members would be against the issue but lose the vote. This could happen if there were to be a close vote; i.e., 51% versus 49%, or 52% versus 48% by actual Delegate count.

As per Article X of the Statewide Constitution, Locals are allowed one Delegate for each one hundred (100) members or fraction thereof. It is that "fraction thereof" which constitutes the problem.

Let's say Local X has 105 members, and Local Y has 195 members, then each would have two delegates. If Local X votes for a proposal, and Local Y votes against it then it would be 50% for, and 50% against. However what is the vote really saying? It is saying that the Delegates representing 195 members are equal to the Delegates representing 105 members, but you still have 90 members more against the proposal than you have for the proposal. Now when we multiply this by the number of unequal Locals in the Association, one can see that this inaccuracy also multiplies, and a simple majority is not a true representation of the rank and file membership, whom the Delegates represent. By requiring a two-thirds vote for major financial issues, we are better assured that a true representation of the membership is provided.

The Committee does not support this proposal for the same reasons as set forth earlier in response to a similar proposal regarding changes to honorariums. Financial issues such as those contemplated by this proposal are in the By-Laws. No other provisions of the By-Laws presently requires approval by a two-thirds majority of the delegate body. It would be inconsistent to require a two-thirds majority vote to amend a By-Law that involves only financial matters. The Committee does not believe that financial provisions are more important than other provisions of the By-Laws, so as to justify this inconsistent treatment. The proposed amendment, if approved, would set a precedent. Similar proposals would follow seeking to require a two-thirds vote of the delegate body with respect to other provisions of the By-Laws. The Committee does not believe it is prudent to follow this path.

We are mindful of the fact that amendments to the Constitution require a second reading and two-thirds vote on the second reading. Amendments to the Constitution involve proposed changes to the structure of the Association, thus justifying the longer review before any change. Such proposals thus take two years to be approved and become effective. Amendments to the By-Laws become effective in one reading and thus can be approved in one year. If a mistake is made with a By-Law change, corrective action can be proposed and adopted by the Delegates in a much shorter amount of time, even in the very next year.

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

MISCELLANEOUS BUSINESS.

Proposal to revisit the use of the official Union publication for candidate campaign statements was referred to the Statewide Election Committee (SEC) for review and recommendation to the Board of Directors. The Board of Directors has the jurisdiction to establish rules and regulations concerning the conduct of elections.

ALL CORRESPONDENCE REGARDING PROPOSED AMENDMENTS RECEIVED BY THE COMMITTEE AS OF THE CONSTITUTIONAL DEADLINES OF MAY 15, 2004 AND MAY 15, 2005, HAVE BEEN REVIEWED. APPROPRIATE RESPONSES HAVE BEEN DIRECTED TO THOSE INDIVIDUALS.

Respectfully submitted,
Denise Berkley, Chair, Region 2
Sabina Shapiro, Vice-Chair, Region 3
Kathy Martinez-Walsh, Region 1
Leaser Crockett, Region 2
Robert Travis, Region 4
Casey Walpole, Region 5
Marcia Olszewski, Region 6
Sam Mogavero, Retiree Division
Barbara Reeves, Officer Liaison
Nancy E. Hoffman, Staff Adviser
Steven A. Crain, Staff Adviser
Claudia DeCastro, Committee Coordinator
Resolutions proposed for CSEA’s annual delegates meeting

PROPOSED RESOLUTIONS for consideration by delegates attending CSEA’s 95th Annual Delegates Meeting, Sept. 26 to 30, in Buffalo.

Members wishing to see copies of any resolutions should contact their delegate.

1. The American Veterans Scenic Byway

Submitted by Nicholas Paolini Delegate – Local 815

The resolution proposes Route 219 in New York be named “The American Veterans Scenic Byway.”

The Resolutions Committee recommends this resolution be adopted as amended.

2. Establish Resolution Implementation Committee

Submitted by Gary Steckler Delegate – Local 880

The resolution proposes CSEA establish a committee to implement ADM adopted resolutions.

The authority and constitutional responsibility lie with the President to ensure that the plans and objectives of the organization are carried out in an efficient manner. The Resolutions Committee recommends defeat of this resolution.

3. Support Troops & Veterans: End War and Bring Them Home

Submitted by Joel Schwartz Delegate – Local 446

The resolution proposes President Bush bring the troops home from Iraq, rejects pre-emptive war, seeks adequate veterans’ benefits, and otherwise meet employment, education and healthcare needs of people. It calls upon the union to assist members called to serve in Iraq as well as their families and returning veterans, and directs the resolution be available to CSEA members, forwarded to affiliates and labor councils, and sent to the AFL-CIO.

The Resolutions Committee recommends this resolution be adopted as amended.

4. Protecting Social Security

Submitted by Lex Eason Long Island Region 1 First Vice President

The resolution proposes CSEA educate its members to the facts surrounding the Social Security debate, mobilize the members, and network the International, affiliates and constituency groups to defeat attacks on Social Security by the current administration.

The Resolutions Committee recommends this resolution be adopted as amended.

5. New York State Ergonomics Standard

Submitted by Ed Wysomski Delegate – Local 650

The resolution proposes CSEA encourage implementation of a New York State Ergonomics Standard and urges other actions to protect workers from musculoskeletal disorders including utilizing collective bargaining process to achieve that goal. It also calls for CSEA to draft a Computer Users’ Bill of Rights and demands a Federal Ergonomics Standard.

The Resolutions Committee recommends this resolution be adopted as amended.

6. Support for Paid Family Leave

Submitted by Ed Wysomski Delegate – Local 690

The resolution proposes CSEA strongly support state legislative and/or regulatory initiatives that advocate paid family leave in New York State.

The Resolutions Committee recommends this resolution be adopted as amended.

7. Support for Affirmative Action

Submitted by Ed Wysomski Delegate – Local 690

The resolution proposes the union reaffirms its commitment to the concept of Affirmative Action and outlines proactive plans of actions to do so. It also resolves CSEA aggressively oppose the assault on affirmative action programs.

The Resolutions Committee recommends this resolution be adopted as amended.

8. Fight Efforts to Attack Family Medical Leave Act

Submitted by Denise Berkley Delegate – Local 447

The resolution proposes CSEA resists and condemns efforts by “big business” and the Bush Administration to make regulatory changes that run counter to the expressed goal of FMLA.

The Resolutions Committee recommends this resolution be adopted as amended.

9. Member Participation in Organizing

Submitted by Steve Hurley Delegate – Local 436 on behalf of the Standing Membership Committee

The Resolution reaffirms CSEA’s commitment to organizing the unorganized and encourages all members to get involved in building the union.

The Resolutions Committee recommends this resolution be adopted as amended.

10. Workplace Privacy

Submitted by Denise Berkley Delegate – Local 447

The Resolution warns about the effects of electronic surveillance and directs CSEA to draft and support legislation on workplace privacy that bans companies from secretly monitoring employees.

The Resolutions Committee recommends this resolution be adopted as amended.

11. Flying Prisoner of War/Missing in Action Flag

Submitted by William Curtin Delegate – Local 302

The Resolution proposes CSEA support legislation that public buildings in New York State fly the POW/MIA flag along with the American flag in honor of those who served but did not make it home.

The Resolutions Committee recommends this resolution be adopted as submitted.
People from up-island and all over the New York area tend to think of the Hamptons as a summer vacation getaway. But people who live here know there's lots of work that goes into maintaining the public spaces that visitors and residents enjoy.

"Our unit has 248 members, from laborers to office workers," said CSEA Town of East Hampton Unit 1st Vice President Robert Pease. "We have

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Hamptons

continued from Page 1

people who take care of our highways and town vehicles. We have carpenters, electricians, planners, environmentalists, administrative assistants, code enforcement, marine patrol, and more! It’s a cross section of the town,” he said.

When Star Island Dock was falling apart, it was CSEA members that came to the rescue.

“It was old, just rotting away,” said Laborer Miles Maier, as he tightened the bolts connecting the new ladder to the bulkhead. “We did the deck ing and replaced the wood ladders with aluminum. We had to fight to keep the work in the town, but we did a nice job,” he said.

The Department of Harbors and Docks expanded to add a marine construction division, and purchased a barge with a crane to do the heavy work.

“In the new marine construction division we build our own docks, set them in place, and install our own pilings,” said Kevin Maier, the Sr. Bay Constable who runs the maintenance division of harbors and docks. He was particularly proud of the work at West Lake Ramps in Montauk. “We put in a floating dock with a 30 foot ramp to the beach, and we did it ourselves,” he said.

After 22 years of service, Jeff Havlik still loves working outdoors — the 25 miles of ocean front and from Sag Harbor to Montauk Point, including all the bays and harbors in between.

“We’re marine law enforcement,” said the Senior Bay Constable. “We do all the beach patrol, enforce the shellfish laws, and all kinds of environmental laws,” said Havlik.

Patrols workers clean the beaches and comfort stations, but when we caught up with them, they were repairing a mile of fence at East Hampton Airport. “In Parks, we do just about everything,” said town maintenance crew leader Jerry Berkoski. “We put up snow fence, make all kinds of repairs, do carpentry and tend to whatever else needs fixing, and we all work together,” he said.

Meanwhile, the newly elected officers of the unit are working on union-building and getting a new contract. This one expires on Dec. 31.

“We did a survey, and I think people are ready for change,” said East Hampton Unit President Kathy Weiss. “One thing they really want is for someone to be aggressive for them with management. They want better pay and they want to have a say in things. I’m going to give them what they want,” she said.

In an effort to improve communication with the members, the unit is holding monthly membership meetings. “At all of our meetings, the first half is some kind of training or workshop, followed by a general membership meeting,” said 1st Vice President Bob Pease.

“We want to make sure that we are educated and that everyone is informed. That will result in a stronger union,” he said.

The unit meetings are to be held on Sept. 15, Oct. 20, Nov. 17 and Dec. 15, from 6 to 8:30 pm at the Senior Center on Springs Fireplace Road in East Hampton.

— Rachel Langert

Left, Tom Buquicchio tightens up the newly strung wire fence at East Hampton Airport.

Right, Maintenance Mechanics Lee Paul Columbus (left) and Tom Buquicchio put the rest of the wire away for use at another time.

Above, Senior Bay Constable Jeff Havlik on duty.

Left, President Kathy Weiss and 1st Vice President Bob Pease look over one of the contract surveys that was filled out and returned by a member.

Below, Maintenance Mechanic 2 Lee Paul Columbus repairs a fence at East Hampton Airport.
G

eetings Brothers and Sisters,

I am glad to report to you that the Long Island Region is coming together as never before! Recently, CSEA hosted a Long Island Federation of Labor event at the region office, and drew a huge crowd. I was proud to see that so many of CSEA’s best activists from all over the Long Island Region, turned out to send a message to Wal-Mart, the most anti-worker company in America.

We held a spirited rally and signed pledges not to shop at Wal-Mart. We all need to teach this company a lesson by demonstrating that we have zero tolerance for its anti-worker, anti-union behavior.

Wal-Mart breaks child-labor laws.
Wal-Mart is facing the largest gender discrimination lawsuit ever.
Wal-Mart costs taxpayers billions because it would rather have its workers on public assistance than provide them with health insurance.
Wal-Mart pays less-than-poverty wages.
Wal-Mart sells many non-American, non-union made goods.

In short, Wal-Mart, one of the largest companies in America, is actively undermining everything that labor unions have achieved over the years. But they have help.

As we observe Labor Day, remember the fight for respect on the job is far from won.

CAPTA, the ugly cousin of the failed trade deal NAFTA, passed the House after the president, vice-president and half of the Bush cabinet twisted arms to get members of their own party to vote for this betrayal of American workers.

Republican governors in numerous states recently erased public employee’s collective bargaining rights with a stroke of their pens.

Wal-Mart has another way of getting more. The House adjourned Congress last year without taking action to extend supplemental unemployment benefits.

And the administration is still trying to push its Social Security privatization plan, even though the American people have overwhelmingly rejected their plan to dramatically cut benefits. So we really have our work cut out for us.

This Labor Day, I would encourage you to celebrate the day-off which union activists died to win for you, by marching in the Labor Parade.

We will have buses leaving the LIE Park and Ride at Exit 63, the Long Island Region office, and the Sears in Hicksville, all on Sept. 10. Let’s show the enemies of working people that we won’t stop working to stop them!

Solidarity forever!

Nick LaMorte, president
Long Island Region

More than 8 million workers lost overtime rights under the new Department of Labor rules.

House leaders adjourned Congress last year without taking action to extend supplemental unemployment benefits.

At left, softball players from the City of Long Beach Unit and management and family members are shown before their game, which highlighted the union picnic on August 14 at Recreation Center ball fields.

Colleen Silvia, standing, sixth from right, is president of the CSEA unit.

Pilgrim Psychiatric Center Local awards scholarships

Pilgrim Psychiatric Center Local President Manny Mangual awards a local scholarship to Toni Stewart of Brentwood, as her mom, Janice Humdy, looks on.

BRENTWOOD — Pilgrim Psychiatric Center Local President Manny Mangual recently awarded scholarships to Toni Stewart and Christopher Gutierrez, both of Brentwood.

Toni is going to be an education major at Dowling College. “I like kids, and I really want to make a difference,” she said.

Humdy said she is very proud of her daughter: “She’s a good kid and she was great in school. She’s the first of my children to go to college,” she said.

CSEA members raised the money through events such as raffle sales. Pilgrim local officers even cooked for the members to help raise money. “We believe in education, and this is our way of giving back to our members and helping them build better futures,” Mangual said.

The local awards the scholarships each year to children of CSEA members who work at Pilgrim Psychiatric Center.

“I want to create a business from the ground up,” said Gutierrez, who will be a business, marketing and advertising major at Daytona Beach College.

Gutierrez is the son of CSEA members Nelson and Sonia Gutierrez of Brentwood.
Inside Reporter

Region festival a huge success

COMMACK — CSEA members from all over the Long Island Region recently came together for the annual International Day and Women’s Health Fair. Long Island Region President Nick LaMorte said the annual event is an opportunity to celebrate family and diversity. “We believe that the diversity of the CSEA membership is something that makes us all richer and stronger.” he said. “CSEA members from all walks of life give so much to their communities by providing essential services every day, and this is a chance to give something back to the members.”

Counter-clockwise from top left: Women’s Committee Chair Bobbi Eisgrau and Oyster Bay Local member Loretta Zuch, great new arrival Eddie Hard, 2nd vice president of the Long Island Developmental Center Local.

There were many opportunities to get answers to health-related questions. CSEA member Bea Kustanowitz, who is employed at the State University of New York at Farmingdale, has her blood pressure checked by Joanne Clyde, a nurse at University Hospital at Stony Brook.

Valerie Taylor, a developmental aide and member of the Long Island Developmental Center Local, spoke to Safety Committee member Don Rulick about numerous health and safety issues. “It was amazing,” she said of the health fair as she signed up for the elder care workshop. “This is an opportunity to sign up to take courses, too. I always want to learn more, and then we can pass that knowledge along to our co-workers.”

Members like Pete Marriott, 1st vice president of the Long Island Developmental Center Local, also brought their families. “I wanted to get out and meet everybody from the other locals,” he said. “It’s a chance to get together, relax and have some fun.”

In the four photos clockwise from top right: Stacy Pagan, secretary of the CSEA Long Island Department of Transportation Local, also found the health fair interesting. She shared some information with her 8-year-old daughter, Mansa.

Terry Boryk, left, office manager of the Town of Oyster Bay Local, and Ann Magenheimer, her friend, were among the hundreds who attended the event, held at Region 1 headquarters on July 23.

Some of the fun was very hands on. State Judiciary Local member Barbara Markakos got a massage from Licensed Massage Therapist Kevin Prall. “I never had one before, so I wanted to try it,” she said. She was surprised at how relaxing it was.

Marian Hester of the Long Island Developmental Center Local was able to get some information about the ancient practice of acupuncture from Licensed Acupuncturist Andrew Wu of Lindenhurst.

Members look forward to the International Day’s good home cooking. Members laid out quite a spread, bringing in dishes they made themselves to give everyone a taste of the culinary arts from other cultures. Human Rights Committee Chair Shelly Baker gets one of the dishes ready. Of course, no summer gathering would be complete without a barbecue! Below, among those taking turns working the grill were, from left, Steve Abramson of the Long Beach Unit, Maryann Phelps of the State University of New York at Stony Brook Local (in background) and Region 1st Vice President Les Eason of the A. Holly Patterson Nursing Home Unit.

— Rachel Langert
Pulling together from the start

STONY BROOK — The officers of the SUNY Stony Brook Local hit the ground running.

Less than three weeks after taking office, they pulled together to continue a local tradition — the annual member picnic.

“We had to get tickets and a caterer,” said Executive Vice President Debbie Nappi-Gonzalez. “It was a real job to get tickets and a caterer.”

Appropriately, all that work paid off for the attendees. “I really like the picnics. I can bring along my family and friends and have a good time,” said Rosemarie Stumbo, a mailroom clerk.

“I’ve been coming to the picnic for five or six years,” Nelia McPherson, a SUNY Stony Brook Local member, said. “It’s a chance to get out and meet other people such as some of your co-workers you wouldn’t see otherwise.”

At the picnic, Long Island Region President Nick LaMorte swore in the officers. Shortly after the picnic, the local officers got down to business.

At the first executive board meeting, Local President Carlos Speight thanked everyone for pulling together to make it through a “chaotic situation.” He promised members the new executive board would get more people involved in planning and running the festivities in the future.

They also want to get more members involved in the union.

“We can never have too many steward stewards,” Nappi-Gonzalez said. “We want to target as many members as we can. They’re going to be our eyes and ears. If our members can’t get to an officer themselves, shop stewards will come to us.”

The local officers said members interested in becoming shop stewards should call or visit the local office.

The local is also going to be conducting voter registration drives and the officers are hoping members will also help with activities during the upcoming election season.

— Rachel Langert

State Employees Local 016 officers installed

Installing newly elected officers of State Employees Local 016 was a happy time for Region President Nick LaMorte, left, and the local officers. They are, from left to right, President George Kalamaras, Executive Vice President Cynthia Turk, 2nd Vice President Andre Sigmone, Recording Secretary Joseph Payton and Treasurer Sandy Richardson. The local’s 1st vice president is Gall Carroll.

One hundred and sixty children and adults enjoy the picnic the Long Beach Unit of Nassau Municipal Employees Local 882 held on Aug. 14 at the city’s Recreation Center ballfield. “Everyone had a great time despite the heat,” said President Colleen Silvia. “Members have been asking me when the next picnic is going to be. They can’t wait until next year.” A highlight was a union-management softball game. (See Photo of the Month on Page 2.)

Long Island Reporter 6
Glen Cove, Oyster Bay and Nassau County workers untwist tornado’s wrath

GLEN COVE — CSEA members employed by three local governments — the City of Glen Cove, the Town of Oyster Bay and Nassau County — pitched in to clean up damage caused by a tornado that struck the city on Friday evening, Aug. 12.

Classified by the National Weather Service as an F-1 tornado, the twister’s winds blew from 95 to 125 mph. The storm crashed trees into houses and cars and uprooted utility poles, causing a good deal of damage in a one-mile square area and leaving 3,500 people without power.

Glen Cove’s tree crew, other public works employees and fire dispatchers were mobilized, but help was needed.

“We got help from the Town of Oyster Bay, Nassau County’s Office of Emergency Management, the Long Island Power Authority and (contractors),” said CSEA member Michael Salentina, director of emergency management for Glen Cove, a 33-year veteran of city service.

Oyster Bay Supervisor John Venditto told Barry Bree, a CSEA member who’s in charge of the town’s emergency management, to help the neighboring community.

“We sent out four payloaders, approximately eight 10-wheel dump trucks, four chippers and about 20 men,” said Bree. “There was such devastation,” continued Bree. “There were several homes with trees right through the roofs. Mike and his crew were giving 100 percent. They just didn’t have the amount of equipment we have.”

By 4 o’clock Saturday afternoon, despite temperatures over 90 and a heat index over 100, much of the worst devastation had been cleared.

Several days later, the Glen Cove workers were still cleaning up, but city residents had their regular garbage and recycling pick-ups. “The tornado didn’t disrupt our normal services,” Salentina said. “I can’t say enough of what everyone did. It was a team effort. It’s about pride. It shows when people care about the job and love the job, it gets done right.”

The quick response by

Calendar of Upcoming Events: September 2005

19 - Women’s Committee Meeting — 5:30 p.m.
20 - Health and Safety Committee Meeting — 5 p.m.
20 - Political Action Committee Meeting — 5:30 p.m.
21 - Treasurer’s Training — 5:30 p.m.
24 - Defensive Driving — 9 a.m. - 3 p.m.
26 - Education & Training Committee Meeting — 9:30 p.m.
28 - Local 430 Shop Steward Meeting — 5:30 p.m. — Ronnie Oliver 495-1802

Glen Cove, Oyster Bay and Nassau County Local picnic

Enjoying the Nassau Municipal Local 882 picnic are, from left, William Ebron, Executive Vice President Kathy DiBar, Delegate Gary Kontova, President John Shepherd, Treasurer Michael DelaSant and Mike Taylor. The picnic was held at the Town of Hempstead park in Lido Beach recently.

Left to right Suffolk Legislature Presiding Officer Joe Caracappa, CSEA Suffolk Municipal Local President Bill Walsh and CSEA Long Island Region President Nick LaMorte at a recent meeting.

Caracappa’s rise had humble beginning

When CSEA lost a member in 1985, residents of Suffolk’s 4th Legislative District posted a gain with the election of Joe Caracappa. That’s the assessment of Suffolk Municipal Local President Bill Walsh. He’s talking about the highest ranking elected official in the county legislature, the current Presiding Officer Joe Caracappa.

“Joe’s roots were from blue collar in Brookhaven Highway,” said Walsh. “This is truly a case where a CSEA member worked hard, and worked his way up, but he never forgot where he came from,” said Walsh. “There hasn’t been a time that I called on him to help one of my members, that he wasn’t there for us,” said Walsh.

Long Island Region President Nick LaMorte noted that, “It’s also been a really good fit, working with Joe. Whether it was in the fight for a living wage, apprenticeship programs, or any other labor matter, we were always moving in the right direction,” he said.

Because of term limits, this is Caracappa’s last term in the legislature and he’s not sure what he’ll do next. But Walsh said Joe Caracappa’s story should be an inspiration to many.

“To go from AED in 10 years to the presiding officer of the legislature shows that there is no limit to what a blue collar person can achieve,” said Walsh.

Nassau Municipal Local picnic

Retirement party planned

COMMAK — A party has been scheduled to honor Millie Lucas, a member of Pilgrim Psychiatric Center Local and chairperson of the Long Island Region Health and Hospitals Committee, on her retirement from state service.

The party will be held from 5:30 to 9:30 p.m. on Sept. 23 at the Pomodoro Grand Ball Room, 648 Motor Parkway in Hauppauge. The cost, $45 a person, includes a buffet dinner, a gift for Lucas and entertainment.

Those wishing to attend are asked to phone Bob Walsh, (631) 761-3387, or Rose Algarin, (631) 761-3254, by Sept. 2.

By 4 o’clock Saturday afternoon, despite temperatures over 90 and a heat index over 100, much of the worst devastation had been cleared.

Several days later, the Glen Cove workers were still cleaning up, but city residents had their regular garbage and recycling pick-ups. “The tornado didn’t disrupt our normal services,” Salentina said. “I can’t say enough of what everyone did. It was a team effort. It’s about pride. It shows when people care about the job and love the job, it gets done right.”

The quick response by

— Charlie Michaelson

Long Island Reporter 7
Oyster Bay members turn out for community blood drive

OYSTER BAY — Members of the Town of Oyster Bay Local again provided most of the donations to the community blood drive.

Collections were made at four places on Aug. 18 — at Town Hall North in Oyster Bay village, at Town Hall South in Massapequa, at the town’s Sanitation Department and at the Department of Public Works’ war room in Syosset.

Danny Hess, who works in the Sanitation Department, chaired the union participation in the drive.

Donations to the Town of Oyster Bay’s blood drive were collected at Town Hall South in Massapequa and three other locations.

Donating is a family affair for sisters Eileen Webb, second from right, and Lauren Webb, right, who work for Oyster Bay’s Parks Department. Also waiting their turn to give blood are, from left, lifeguards Scott Dannon, Jacqueline Edwards and Dan Durquart and Frank DeStefano, also a CSEA member in the Parks Department.

CSEA Activists from all over the Long Island Region are gearing up for September 10th! That’s when activists from Greenport to Glen Cove will be getting on the CSEA Express to march in the NYC Labor Parade! There will be T-shirts, food, and other goodies!

CSEA sponsored buses will be leaving from:
• LIE exit 63 Park & Ride in Farmingville at 8:30 a.m.
• Region office in Commack at 9:00 a.m.
• Sears parking lot in Hicksville at 9:30 a.m.

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

Local officers sworn in

Region President Nick LaMorte, left, swears in local officers during the July 20 Executive Board meeting. The local leaders, left to right, are George Kalamaras, State Employees Local 016; Carlos Speight, SUNY Stony Brook Local 614; Daryl Wilson, LIDDSO Local 430; Tom Dowdney, SUNY Farmingdale Local 606; Denis Midnet, Nassau Education Local 865; Bill Walsh, Suffolk Local 852; Manny Mangual (partly hidden), Pilgrim Psychiatric Center Local 418; Marie Moffett-Knox, Suffolk Education Local 970; Mary D’Antonio, SUNY Old Westbury Local 618; Jerry Larochiuta, Nassau Local 830; Barbara Reynolds, Suffolk Retirees Local 920; Bill Stodolski (partly hidden), Department of Transportation Local 508; Bill Flanagan, Town of Hempstead Local 880, and Dominic Giaramella, Nassau Retirees Local 919.
CSEA Wins Nursing Promotions; “Whistleblower” Protection Adopted

After several tough bargaining sessions, I was pleased to announce the signing of a Memorandum of Agreement with the Nassau Health Care Corporation that resulted in the promotions of 65 nurses. The agreement was actually a win-win situation for CSEA and NHCC because by agreeing to the promotions, management recognized the need to stay competitive with nurses’ salaries in an industry where a nursing shortage is a recognized fact. The end result was that NHCC strengthened its ability to provide quality health care while also recognizing a dedicated nursing staff for outstanding job performance.

Based on seniority, the promotions from RN I to RN II were to begin with 10 on Aug. 19 and continue through the end of the year.

* * *

The county legislature in June adopted a new county law that encourages employees to “blow the whistle” on incidents of improper government action, such as fraud, waste and abuse of authority. This is good news for the county and for our members because the new law will, in effect, make every one of us a watchdog. Now we will be able to help in preventing, uncovering and halting irresponsible government activities that we become aware of without fear of reprisals. (See full story on Page 3.)

I will be hosting an “Open House” at the CSEA office in Mineola on Thursday, Sept. 22, and I look forward to meeting many of our members there. It is an excellent opportunity for us to chat in a relaxed, informal atmosphere. Many members of our executive board will also be available. Please come down, have some refreshments and let us know your thoughts and ideas on union matters that might be of concern to you. We’ll be welcoming guests from 12 to 2 p.m. Our office is located at 400 County Seat Drive on the lower level of the south wing. (See story on Page 7)

* * *

On Long Island, we are at a higher risk of contracting breast cancer, but we can all help to bring a cure closer by helping to raise money for research. I urge our members, families and friends to participate in the American Cancer Society’s “Making Strides Against Breast Cancer” 5K walk on Sunday, Oct. 16 at Jones Beach. (You can find all the details on Pages 4 and 5 of this issue.)

Yours in unionism,

Jerry Laricchiuta
CSEA Local 830 president

Celebrate Labor! March with CSEA Sept. 10 in New York City

The New York City Labor Day Parade will take place Sept. 10 along 5th Avenue. All members from the Long Island Region, including Nassau Local 830, are urged to march with CSEA. Buses will leave from the following locations:

• LIE ex. 63 Park & Ride in Farmingville at 8:30 a.m.
• Region office in Commack at 9:00 a.m.
• Sears parking lot in Hicksville at 9:30 a.m.

The CSEA section will assemble on East 45th Street between Madison and Vanderbilt Avenues. CSEA is scheduled to begin marching at 11:30 a.m.

Participants will receive free T-shirts, food and beverages. Marchers will also have a chance to win raffle prizes and other drawings. For more information, contact Rachel Langert at the Long Island Region Office at (631) 462-0030.
Hurt on the job? Personal injury? Can’t work? What do you do?

CSEA’s other Legal Services can help you in many ways

WORKERS COMPENSATION
WHAT YOU NEED TO KNOW

• Workers’ Compensation is a form of insurance paid for by your employer if:
  • Full coverage for all medical care for your work-related injury.
  • Partial wage replacement for temporary or permanent loss of earnings.
  • Special compensation for loss or partial loss of use of a limb.
• You do not have to lose time from work to be eligible for Workers’ Compensation.
• Just notifying your employer when injured does NOT begin a Workers’ Compensation claim.
  • If you are ever in doubt—call the State’s 811 number only report the accident to the employer — it does NOT begin a Workers’ Compensation claim.
• Why should you file a claim?
  • It costs you nothing to file.
  • Your health insurance will not pay your medical costs for injuries that happen at work.
  • You have two years to file a claim from the date of the accident or a physician tells you your medical problem is related to your work.
  • Once established, a Workers’ Compensation claim entitles you to the medical benefits and weekly payments for a minimum of 15 years, and possibly for life.
  • Also, cash awards for injuries to the extremities are available, even without lost time.
• What is covered by Workers’ Compensation?
  • Work-Related Accident: An event arising out of and in the course of employment that results in injury to the worker.
  • Occupational Disease: Medical problems or injuries that are the result of the type of work you do and occur over a period of time.
• Examples of Occupational Diseases:
  • Carpal Tunnel Syndrome, Tendinitis, Hearing Loss, Asbestos, and Respiratory problems due to identified chemical or hazardous substances.
• Legal representation at every hearing

LEGAL SERVICES PROGRAM

CSEA’s Legal Services Program provides an attorney to represent you at hearings, obtains medical documentation, answers your questions, and lights to ensure that you get all of the benefits the law provides in the way of medical coverage and cash compensation.

Steps to obtain coverage:
  • Obtain an emergency medical treatment if needed.
  • Report accident to supervisor within 20 days of the accident.
  • Place yourself under the care of a physician who treats Workers’ Compensation patients.

Call CSEA’s Legal Services Program at 1-800-342-4146 and follow the prompts to access information and referrals to other CSEA Legal Services attorneys.

PERSONAL INJURY/THIRD PARTY CLAIMS
WHAT YOU NEED TO KNOW

• If you sustain a personal injury as a result of an accident caused by someone else’s carelessness, you may have the right to seek monetary damages for injuries that were caused by that other party’s negligence.
• The injury does NOT have to be work-related. CSEA members and their families can utilize the CSEA Legal Services Program for non work-related personal injury claims.
• Some examples of covered accidents include:
  • Motor vehicles — auto accidents
  • Pedestrians struck by a motor vehicle
  • Bicycles, boats
  • Slip (or trip) and fall down
  • Dog bites
  • Construction work
  • Defective or unsafe products
  • Medical malpractice
• This CSEA Program covers you from claim through lawsuit, if necessary.
• Many factors must be considered in determining the monetary worth of a personal injury claim or suit:
  • The results of investigations.
  • The amount of the defendant’s insurance coverage.
  • The full extent of your injuries.
  • The full extent of your lost wages and medical expenses.
  • Your age and the degree of permanent disability, if any
• Important to Remember

Depending on who the potential defendant(s) are and the type of claim, there are varying statutes of limitation (the time in which a lawsuit can be filed) that apply. Some statutes are as short as 90 days. Therefore, it is in your best interest to talk as soon as possible after the accident. If the injuries were caused by a car accident, no legal filings must be made within 30 days to protect your medical and wage benefits.

SOCIAL SECURITY DISABILITY BENEFITS (SSD) WHAT YOU NEED TO KNOW

• What are the Benefits of SSD?

Without reaching the normal retirement age (65 or older, depending on date of birth), a person unable to work because of a disability whether physical, mental or both, may receive a monthly payment in the same amount they would have received at their normal retirement age, regardless of their current age. Workers between 18 and 31 and 31 and older meet even have been contributing to the Social Security system, but at age 31 and older, a minimum number of qualifying quarters are necessary. Most workers meet this requirement easily. After completing two years of eligibility for SSD payments, the worker becomes eligible for Medicare, regardless of age.

• Social Security Disability Benefits provide monthly payments to workers who meet the Social Security Administration’s definition of “disabled.”

  • Every disability from which you suffer from, not just on job accidents, is considered by the Social Security Administration in determining your eligibility for benefits. Consequently, even temporary conditions or the results of aging are considered.
• Eligibility requirements:
  • You must be unable to do "any substantial gainful work" due to a physical or mental impairment which has lasted or is expected to last for at least one year.
  • As a general rule if you are over age 30, you must have worked free of the last ten years preceding the onset of the disability and have contributed to Social Security.

Special 95th anniversary commemorative edition of
The Work Force:

CSEA then and now

From CSEA’s Legal Services and Elder Law Plan

CSEA Nassau County Local 830 Union Member News

EXPRESSION

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JERRY LABROZZA, President
Tina Panacchia, Editor
(516) 771-1893 Ext. #3
www.csea830.org

From CSEA’s Legal Services Program

Call CSEA’s Legal Services Program at 1-800-342-4146 and follow the prompts to access information and referrals to other CSEA Legal Services attorneys. 

THE WORK FORCE
Legislature Says “Yes” to “Whistle Blower” Protections

In a 19-0 vote, the Nassau County Legislature has unanimously adopted a local law changing the county’s Administrative Code to strengthen existing state and federal protections of public employees who speak out against what they believe to be improper government action.

Presiding Officer Judy Jacobs and Minority Leader Peter Schmitt strongly supported the amendment.

The new law protects employees from reprisals while encouraging them to “blow the whistle” on incidents such as fraud, waste and abuse of authority.

CSEA Nassau Local President Jerry Laricchiuta is pleased with the new law. “This is good news for the county and for our members because the new law will, in effect, make every one of us a watchdog,” Laricchiuta said. “Now, if we see activities going on such as wasteful spending or fraud, we will be able to report it without worrying about risking our jobs.

The legislature is to be congratulated for putting together a law that is helpful, practical and constructive all at the same time.”

The legislature backed the new law because lawmakers believed in establishing a new policy of encouraging employees to report such improper government action “as an effective way to prevent such action and to uncover and halt it quickly if it should occur.”

Under the provisions of the law, an employee who has information about a government action “which he or she reasonably believes constitutes an improper government action” may disclose such information to a supervisor, a governmental body ... or a county government official, including but not limited to, any of the following officials:

- Commissioner of Investigations
- District Attorney (if the allegation involves criminal acts)
- County Compliance Officer
- County Board of Ethics
- Director of Human Resources

• County Executive or Deputy County Executive
• County Legislator
• County Attorney
• County Comptroller (for misuse of public funds)
• Head of the employee’s department

The law provides that if government officials receiving such information ascertain that the allegations are true, they must take “appropriate corrective measures” including the referral of the information to “an appropriate investigative authority” when warranted.

The law provides that “all reasonable efforts” be made to protect the anonymity and confidentiality of the employee making the allegations.

An important provision of the new law reads as follows:

“A government official may not, directly or indirectly, use or attempt to use his or her official authority or influence to intimidate, threaten, coerce, command, influence any individual in order to interfere with such individual’s rights to disclose information relative to improper government action.”

An employee who has been the subject of retaliatory personnel action, including discharge, suspension, demotion or other adverse personnel action, may, within one year, commence a civil action in court for reinstatement, including compensation for lost wages, benefits and other remuneration, including court costs, disbursement and attorney’s fees.

If, however, the court determines that the employee’s allegations were frivolous and without basis in law or fact, the court may also award the county “reasonable costs and attorney’s fees.”

2006 County Pay Raise Will Be 2.5 Percent

Based on a negotiated contractual provision that ties raises for county workers to the Consumer Price Index, the annual salary increase for next year will be 2.5 percent.

The salary provisions outlined in the current CSEA bargaining agreement provide for annual raises based on the percentage increase of the index for the New York Metropolitan area from June of the previous year to June of the current year — with a minimum of 2.5 percent.

This raise will be triggered next year as a result of the recent index announcement for the period of June 2004 to June 2005 placing the percentage increase for that period at 2.3 percent.

CSEA Nassau Local 830 President Jerry Laricchiuta said the raises for CSEA members employed by Nassau County will take effect Jan. 1, 2006.

NUMC Oath of Office

Local 830 President Jerry Laricchiuta, far right, was on hand for the official swearing in of the newly elected CSEA officers of the Nassau University Medical Center Unit. From left to right are CSEA Long Island Region President Nick LaMorte, who administered the oath of office, Hilda Lees, secretary, Keri Murphy, vice president, Kamil Jaghab, vice president, Ken Nicholson, 1st vice president, Robert McLaughlin, executive vice president and Earl Stroughton, president. The ceremony was held at a general membership meeting in the NUMC auditorium. Laricchiuta said he was “proud to serve my new term along with my fellow union leaders at NUMC.” Said Laricchiuta: “Together, we plan on working hard to improve working conditions for our members.”
Give the “Gift of Life”
Blood Drives Scheduled
For CSEA Members

Union members who are able to give blood are urged to do so at one of several blood drives scheduled for the fall at various locations. All drives will be operated in conjunction with the Nassau University Medical Center.

CSEA Nassau Local 830 President Jerry Lanzichita said that besides possibly saving a life, donors who give blood under the hospital’s program (not Long Island Blood Services) would also receive time off under the terms of the CSEA negotiated contract. CSEA members receive one day off for each two blood donations, up to a maximum of three days in a one-year period.

Donors are also excused from work for the time it takes to donate blood at sanctioned Nassau County blood drives.

To take advantage of the negotiated benefits, members should identify themselves as county employees, especially at the fire department drives where many non-members will be donating.

Because dates and times are subject to change, members are also advised to call ahead to the Nassau University Medical Center Blood Donor Center to confirm at (516) 572-6348.

In addition to the scheduled blood drives, walk-in donors are welcome during the medical center’s Blood Donor Center’s regular operating hours — Mondays through Fridays from 8 a.m. to 3:45 p.m. Because the staff is sometimes conducting blood drives at other locations, it is suggested that donors call ahead to confirm that the date is available.

Official Nassau County blood drives will be held at these dates and locations:

SEPTEMBER
7 Roosevelt Fire Department, Centennial Avenue 3:30 p.m. - 9 p.m.
20 East Meadow Fire Department, Front Street 3:30 p.m. - 6:30 p.m.
22 Nassau Community College, CCB 8:30 a.m. - 1:30 p.m.

OCTOBER
5 Social Services Department at Nassau University Medical Center 8 a.m. - 3:45 p.m.
6 Social Services Department at Nassau University Medical Center 8 a.m. - 3:34 p.m.
18 Department of Public Works at Nassau University Medical Center 8 a.m. - 3:34 p.m.
19 Department of Public Works at Nassau University Medical Center 8 a.m. - 3:34 p.m.
27 Levittown Fire Department, Gardners Ave. 4 p.m. - 9 p.m.

NOVEMBER
1 Wantagh Fire Department, Park Avenue 3:30 p.m. - 8:30 p.m.
9 County Executive Building, Mineola 9 a.m. - 2 p.m.
17 Nassau Community College, CCB 9 a.m. - 5 p.m.

DECEMBER
14 Department of Public Works at Nassau University Medical Center 8 a.m. - 3 p.m.
15 Department of Public Works at Nassau University Medical Center 8 a.m. - 3 p.m.

“Making Strides” Cancer Walk Sponsor Information
What: Making Strides Against Breast Cancer 5K Walk
Where: Jones Beach State Park
When: Sunday, Oct. 16
Time: registration & start 9 a.m. - 11 a.m. (rolling start)
Purpose: To raise money for breast cancer research, programs and facilities

Sponsorship Packages: Get packets through work site “team captains” or at the CSEA Nassau local office, 400 County Seat Drive, Merrick.
Returning Packets with Pledge Money: Wednesday, Oct. 5 from 9 a.m. to 2 p.m., Nassau University Medical Center CSEA Office, Room B216; Thursdays, Oct. 6 and Oct. 13 from 10 a.m. to 5:30 p.m. at the CSEA Nassau Local Office, 400 County Seat Drive in Mineola.
Commemorative T-shirts: While supplies last, participants returning sponsorship packets over a certain pledge level (to be announced) will receive specially designed T-shirts on a first-come, first-served basis. Shirts will NOT be distributed on the day of the walk.
More Information: Call the Nassau Local Office at (516) 571-2919, Ext. 15

Save the Date!
Dec. 14 Set for CSEA Annual Holiday Party
It may seem kind of early to be thinking about the holiday season, but you might want to consider marking your calendar for Wednesday, Dec. 14. That’s the date set for CSEA’s highly popular annual Holiday Party, and as many have found out in the past, tickets sell out quickly. This year’s party will once again be held at the Coral House in Baldwin. Attendees will have a chance this year to choose — on a first-come, first-served basis — any of the three rooms reserved for the event. Two adjoining rooms will feature music and dancing. A third room has been reserved for members who prefer quiet conversation, and, if they wish, may join their colleagues on the dance floor in the main room. All rooms will include a cocktail hour, open bar, full sit-down dinner and, of course, raffles and prizes. Once again, members will be asked to bring an unwrapped toy for the U.S. Marines “Toys for Tots” program. Complete details will follow in upcoming issues of The Express. Remember, this is Local 830’s biggest event of the year. Reserve your tickets early.

Oct. 16 at Jones Beach
Members Urged to Join CSEA Team At “Making Strides” Cancer Walk
Nassau Local President Jerry Laricchiuta is urging CSEA members to participate in the SK “Making Strides Against Breast Cancer” Walk on Sunday, Oct. 16 at Jones Beach.

Last year’s CSEA team raised more than $20,000 to fight breast cancer. The CSEA Long Island Region is once again a flagship sponsor of the event. The walk starts and ends at Parking Field 45, proceeding along the Jones Beach boardwalk and circling back to the starting point. Registration and a “rolling” start will take place continuously from 9 a.m. to 11 a.m. at the CSEA tent.

Diane Russ and Debbie O’Connell, co-chairs of the Nassau Local Women’s Committee, said an estimated 2,000 Long Island women will be diagnosed with breast cancer this year. They said money raised through the walk will support scientific research into causes of breast cancer and other important programs and facilities for Long Island residents.

A specially designed, commemorative, long-sleeve T-shirt will be available free to participants who achieve a pledge level that was not set by set by press time. The information will be included in a Making Strides flyer to be released shortly. Pledge money and sponsor sheets must be turned in on the following dates:

Wednesday, Oct. 9: Nassau University Medical Center, CSEA Office, Room B216, from 9 a.m. to 2 p.m.
Thursday, Oct. 6 and Thursday, Oct. 13, CSEA Nassau Local Office, 400 County Seat Drive, Mineola, from 10 a.m. to 5:30 p.m. each day.

People wishing to participate or who desire additional information may call Felicia at (516) 571-2919, Ext. 15. Sponsorship packets will be made available through your unit representative or at the local office.
CSEA Nassau Local 830

Installation Dinner

Thursday, October 20, 2005
Westbury Manor
Jericho Turnpike, Westbury
7 p.m. - 11 p.m.

Join us for the formal installation of newly-elected
Local 830 President
JERRY LARICCHIUTA
and his slate of officers

Tickets: $65 per person
For more information contact:
Sue Cohen—571-2919, Ext. 20
Stephen Cohen—571-2919, Ext. 21

Reservations will not be accepted without payment in full! Reservations will be taken on a first-come, first-served basis. No reservations will be taken over the phone. Make checks payable to “CSEA Local 830.” No refunds will be given. Reservation deadline is Oct. 3, 2005.

Please complete and return the coupon below with each dinner payment to:
CSEA Local 830, 400 County Seat Drive, Mineola, NY 11501, Attn. Social Committee.

NAME ___________________________ HOME PHONE ___________________________
DEPARTMENT ___________________________ WORK PHONE ___________________________
NUMBER OF TICKETS REQUESTED @ $65 PER TICKET: _______ CHECK AMOUNT _______
PLEASE SEAT ME WITH ___________________________
Seven New Unit Presidents Take Office at Local 830

The CSEA election period saw sweeping changes not only on the Nassau Local 830 level, but also in many units. Of the local’s 28 units, seven new presidents and their slates were elected and 21 re-elected. Unit presidents sit along with officers of Local 830 as voting members of the executive board. Although not all of the votes had been officially certified as of this writing, following is the unofficial list of the unit presidents.

(*) indicates a new president
Chuck Albers, Fire & Rescue Services
John Aloisi III, Treasurer’s Office
Robert Arcield, Deputy Sheriffs
Stanley Bergman, Comptroller’s Office
*Lisa Sinagra-Turzak, Public Safety
*Robert Campo, Public Works Department
Raymond Cannela, Civil Service Commission
Tim Carter, Health Department
Robert Caudwell, Social Services
Stephen Cohen, Medical Examiner’s Office
Vivian Crowley, General Services
Kenneth Dash, Sr., Board of Elections
Mary DeMare, Crossing Guards
Les Eason, A. Holly Patterson
*Carol Conti, County Clerk
*Pilar Miller-Lewis, Assessment Department
Robert Gilber, Senior Citizens Affairs
Susan Graham, County/District Attorney
Nancy Iason, Drug & Alcohol
Debra Imperatore, Police Civilian
Ron Kauf, AFSCME
Jerry Laraichiuta, Sheriff’s Support
John Rinaldo, Parks, Recreation & Museums
Diane Russ, Consumer Affairs
*Earl Strowton, Nassau University Medical Center
*Cari Croston, Nassau Community College
Joseph Whittaker, Fire Marshal’s Office
* Marla Rowe, Probation Department

College Scholarships Available For Children of CSEA Members

As a new school year begins, CSEA members with children who will enter college next year may be eligible to win scholarships through the AFSCME Family Scholarship Program.

Completed applications must be postmarked no later than Dec. 31, 2005.

“With the high cost of college these days, these scholarships can save our members a significant amount of money,” Nassau Local 830 President Jerry Lariachuta said.

AFSCME awards annually 10 scholarships of $2,000 each to eligible applicants. The scholarships are renewable each year for a maximum of four years if the student remains enrolled full time in college courses.

Any graduating high school senior who is a child of a CSEA or other AFSCME member, or whose legal guardian is an AFSCME member, and who intends to enroll in a full-time, four-year degree program in an accredited college or university, is eligible.

Award criteria includes academic records, high school activities and a written essay on “What AFSCME Has Meant to Our Family.”

You can get an application by mail by writing to:

AFSCME Family Scholarship Program
Attn: Education Department
1625 L Street N.W.
Washington, D.C. 20036
You can also request an application by e-mail to education@afscme.org, by phone at (202) 429-1250 or download the application from the AFSCME web site at www.afscme.org.

Nassau Local President Jerry Lariachuta is inviting CSEA members to an open house at the union’s local office in Mineola on Thursday, Sept. 22, from noon to 2 p.m. Members of the Nassau Local Executive Board will be greeting members during the event.

“I shook a lot of hands and met a lot of people during my campaign, but, unfortunately, time constraints did not allow me to meet all our members,” Lariachuta said. “Our open house will provide an excellent opportunity for me to meet the members I missed and re-acquaint myself with those I met only briefly and to chat in a relaxed, informal atmosphere.”

“Please come down, have some refreshments and let us know your thoughts and ideas on union matters that might be of concern to you,” he said.

In addition to meeting Lariachuta and the other new officers, member benefit information will be available at the open house. The CSEA’s office is located at 400 County Seat Drive on the lower level of the south wing.

An invitation

Open House at
CSEA Nassau Local Office
Set for
Sept. 22
All Members Invited
Greetings Brothers and Sisters,

I am glad to report to you that the Long Island Region is coming together as never before! Recently, CSEA hosted a Long Island Federation of Labor event at the region office, and drew a huge crowd! I was proud to see that so many of CSEA’s best activists from all over the Long Island Region turned out to send a message to Wal-Mart, the most anti-worker company in America.

We held a spirited rally and signed pledges not to shop at Wal-Mart. We all need to teach this company a lesson by demonstrating that we have zero tolerance for its anti-worker, anti-union behavior.

Wal-Mart breaks child labor laws. Wal-Mart is facing the largest gender discrimination lawsuit ever. Wal-Mart costs taxpayers billions because it would rather have its workers on public assistance than provide them with health insurance. Wal-Mart pays sub-poverty wages. In short, Wal-Mart, one of the largest companies in America, is actively undermining everything that labor unions have achieved over the years. But they have help.

As we observe Labor Day, remember that the fight for respect on the job is far from won. CAFTA, the ugly cousin of the failed trade deal NAFTA, passed the House after the president, vice-president and half of the Bush cabinet twisted arms to get members of their own party to vote for this betrayal of American workers.

Republican governors in numerous states recently erased public employee’s collective bargaining rights with a stroke of their pens.

More than 8 million workers lost overtime rights under the new Department of Labor rules.

House leaders adjourned Congress last year without taking action to extend supplemental unemployment benefits.

The administration is still trying to push its Social Security privatization plan, even though the American people have overwhelmingly rejected their plan to dramatically cut benefits. We really have our work cut out for us.

This September, I encourage you to celebrate the day off which union activists died to win for you, by marching in the New York City Labor Parade on Sat. Sept. 10.

We will have buses leaving the Long Island Expressway park and ride at exit 63, the Long Island Region office, and the Sears in Hicksville, all on Sept. 10. Call Rachel Langert at 631-0050 for details. Let’s show the enemies of working people that we won’t stop working to stop them!

Solidarity forever!

Nick LaMorte, president Long Island Region

Labor Day

Long Island Region President Nick LaMorte signs a pledge not to shop at Wal-Mart, as part of a nation wide AFL-CIO campaign.