DANGER!

Pataki’s recklessness could cost you!
Two DOT workers killed on the job

CSEA is mourning the deaths of two members in unrelated incidents that reveal the dangers union members can face on the job.

Windstorm death
A dangerous wind gust killed state Department of Transportation employee George Green, 53, during a Feb. 17 windstorm while he was working to make road conditions safer for others in Saratoga Springs. Green was driving a department pickup truck east on Route 50 through the Avenue of the Pines in the Saratoga Spa State Park.

At about 11:45 a.m., a strong gust of wind toppled a pine tree, which fell onto the truck and crushed its cab. Strong gusts sheared off the pine tree approximately 15 feet from its base. (See story, Pages 10/11)

Green died at the scene. A department spokesperson said the pickup truck he was driving had last been inspected in November and had no reported problems.

CSEA, the state Public Employees Safety and Health Bureau and Saratoga Spa State Park Police are investigating.

Green, who lived in Saratoga Springs, leaves behind a wife, three children and six grandchildren.

Long Island fatality
CSEA member Patrick Mapleson was patching holes on Sunrise Highway on March 17 when a concrete truck entered the work zone, striking and killing him.

Mapleson, 56, of Ridge, was pronounced dead at Brookhaven Memorial Hospital Medical Center at 11:24 a.m.

Mapleson was protected by crash barriers, and traffic near his work site had been diverted from the shoulder, a DOT spokesperson said.

Suffolk police and CSEA are investigating the incident. The cement truck driver was not charged.

Mapleson, who had been with DOT six years, is survived by two daughters and a son.

(CSEA to honor fallen union members on Workers Memorial Day, story on Page 12.)

CSEA wins stronger safety standard enforcement

ALBANY — The state Department of Labor is toughening safety and health enforcement to protect sanitation workers after CSEA demanded action from the department in ensuring worker safety on the job.

CSEA President Danny Donohue wrote a letter to state Labor Commissioner Linda Angelos last fall urging the department to use a “general duty clause” in the state Public Employee Safety and Health Act to cut the state’s sanitation worker fatalities. New York state has no specific regulations concerning sanitation workers’ safety and health, though PESH inspectors can issue citations to employers found unsafely operating trucks.

Angelos told Donohue safety inspectors would begin to make employers aware they must conform to standards set by the American National Standards Institute, including the requirement that anyone working around a sanitation truck get formal training in safe operating practices. If employers fail to meet the standards, they will be subject to state enforcement, including fines.

CSEA has won stronger enforcement for the death of Ossining sanitation worker John Rodriguez in July 2005 after he fell from the rear of a sanitation truck while it was moving. Rodriguez was the fifth CSEA member killed while working on a sanitation truck since 1987.

CSEA and PESH’s investigation into Rodriguez’s death revealed many occupational safety and health violations that also violate sanitation worker safety standards set by the institute, generally considered the baseline for sanitation safety standards.

—— Janice Marra

Page 2  THE WORK FORCE  April 2006
Pataki legacy a bursting balloon

ALBANY — Gov. George Pataki’s state budget proposal blows up a balloon rug with future deficits that could force massive service cuts, and leave New Yorkers to pick up the pieces after the governor is out of office.

Instead of leaving a legacy of adequately funded health care, education and other services that will benefit working families, the governor is squandering the state’s budget surplus on $16 billion in reckless tax cuts for the wealthy and corporations.

Despite rhetoric from the Pataki administration and the business community, the well-respected Fiscal Policy Institute has clearly demonstrated to legislators the wealthiest already pay less in taxes as a percentage of income than other New Yorkers.

Tax cuts for the super-rich were still a live issue at the Capitol as this Work Force edition went to press.

Under the governor’s plan, the state will face a $2 billion deficit next year and a $4 billion deficit by 2008. Pataki’s proposed tax cuts will require enormous cuts to health care, education and other critical services.

The budget also presses on localities that will be forced to raise taxes.

The governor is proposing to slash health care funding by $1.3 billion, a move that will devastate the already fiscally challenged hospitals and nursing homes where more than 65,000 CSEA members work.

CSEA President Danny Donohue called the Pataki budget, coupled with President George W. Bush’s federal budget proposal that also severely cuts health care funding, a “double whammy.”

“It’s like being hit with a Mack truck,” Donohue said. “The governor’s budget proposal is crafty when it comes to health care funding. He proposes many changes that sound good at first, but when you get to the bottom line, they really hammer health care facilities.”

Education cuts

The governor’s budget also shortchanges public education. His plan, which calls for 150 new charter schools upstate and an unlimited number in New York City, will rob public schools of state revenue when many charter schools have failed to improve education.

CSEA members are urging state lawmakers to make the right budget choices, and many have pledged to reject the governor’s plan.

“We must ensure the final state budget does not leave our state in significant deficits in the future,” Assembly Speaker Sheldon Silver said at the recent AFSCME Lobby Day. “We must demonstrate that public employees are the backbone of government.”

State Senate Majority Leader Joseph Bruno also pledged at the Lobby Day to work with CSEA on solutions that meet the needs of all New Yorkers.

— Janice Marra

What Do Working Families Get?

• State budget deficits in the billions starting next year!
• $1.3 billion in overall health care cuts this year!
• Attacks on our pension because the state “can’t afford” it!
• Cuts in public services and more privatization!
• Inadequate state aid for schools and higher school taxes for you!

CALL YOUR LEGISLATORS TODAY
1-877-255-9417

Tell them we need to shore up public health care and education before we cut taxes for the wealthy!!!
The power of speaking with one voice

CSEA was working fast and furious to ensure that our voice be heard in the state budget process as this edition of The Work Force went to press. Of greatest concern was the fate of $100 million to shore up New York’s public health care facilities. Its funding and reform that will make all the difference in the quality and access to health care services across the state. The outcome remains uncertain.

CSEA has been campaigning over the need for health care reform for the past two years. It affects the lives and livelihood of every CSEA member. We have run advertising statewide to spark public awareness and agitated in numerous local communities where services are at greatest risk.

CSEA has been in constant contact with state and local officials about what is at issue and how all levels of government need to better coordinate. One of the most important activities was our recent Health Care Lobby Day in Albany when state lawmakers heard the voice of CSEA members directly. Scores of CSEA activists came to the Capitol to offer firsthand accounts of the need and then bring the message back home to local leaders. It was an impressive demonstration.

Your help is still needed and your voice makes a difference. Use it to call the governor and state lawmakers at 1-877-255-9417. Tell them you’re CSEA and you stand with your union on health care.
Nursing home lobby day takes fight to leaders

ALBANY — CSEA members from across the state urged their lawmakers to join the fight in saving New York’s public nursing homes.

Dozens of activists met with their elected officials on March 14 to urge state Senate and Assembly members to make the right choices in funding public health care, and in particular, nursing homes.

Gov. George Pataki is proposing an overall cut of $1.3 billion in public health care aid, with nursing homes bearing the brunt.

As proposed, Pataki’s budget would slash $233 million in nursing home aid; lower adult day care reimbursement; eliminate rate add-ons for facilities with 300 or more beds; eliminate rate adjustments for hospital-based facilities and eliminate the cost-of-living allowance for nursing home rates.

The budget hits would slam an already fragile funding system that has municipalities across the state considering selling their public nursing homes. CSEA activists have been battling to save the Van Duyn Nursing Home and Hospital in Onondaga County and Mt. View Nursing Home in Niagara County, among others.

“These proposed cuts are irresponsible and put the state in the awful light of turning its back on its residents who need help the most, those getting care in public nursing homes,” CSEA President Danny Donohue said.

CSEA Central Region activists meet with a representative of Assemblywoman Joan K. Christensen, explaining why the assemblywoman should fight to save public nursing homes like Van Duyn Home and Hospital in Onondaga County.

Assemblywoman Crystal D. Peoples, left, discusses the governor’s proposed state budget with Rico Brinson from Roswell Park Cancer Institute and CSEA Western Region Political Action Coordinator Courtney Brunelle.

CSEA members protest Bush
CSEA Western President Fio Tripi joined a sea of union members in a “Part D is a Disaster” rally March 14 in the Finger Lakes region of New York. Representatives of several labor organizations planned the Canandaigua rally, which coincided with a visit to that city by President George W. Bush.

“Medicaid Part D is turning out to be a real disaster,” Tripi said. “This is just another example of the many ways the Bush administration is hurting this country.”

Buses carried members of CSEA and other unions to the rally from Buffalo and Rochester.

Combined, the proposed budgets of Bush and Gov. George Pataki will hit health care funding in New York with a double whammy that will make a currently difficult situation unbearable.

MAY 15 IS DEADLINE FOR SUBMITTING PROPOSED RESOLUTIONS, CHANGES TO CSEA’S CONSTITUTION & BYLAWS

Proposed resolutions and proposed amendments to the CSEA Constitution & Bylaws for consideration by CSEA delegates to the union’s 2006 Annual Delegates Meeting must be submitted by May 15, 2006.

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

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

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

The 2006 CSEA Annual Delegates Meeting will be held Sept. 25-29 in New York City.

Gov. George Pataki is proposing an overall cut of $1.3 billion in public health care aid, with nursing homes bearing the brunt.

“The governor’s budget is draconian. It’s taking from the ordinary people and giving it to the rich. I was very impressed with many of the speakers at AFSCME Lobby Day. I realized how important our voices are during Lobby Day. I’ve only been a member of a union for a short time, and I see why it’s important.”

— Cleopatra Y. Clarke, direct care rehabilitation specialist, Quality Services for the Autism Community, on Gov. George Pataki’s proposed budget.
CSEA working with new sheriff to improve Sullivan jail safety

MONTICELLO — The election of a new Sullivan County sheriff has resulted in a positive relationship between CSEA and the sheriff’s department that the union expects will result in the remediation of longstanding safety hazards in the century-old county jail.

CSEA Occupational Safety and Health Specialist Gary China recently conducted a safety and health review at the jail along with Southern Region President Diane Hewitt, Sullivan County Jail Unit President Robert Brewster and union staff.

CSEA members employed at the jail have complained for years about possible exposure to mold and asbestos and inadequate safety measures for working around inmates. The previous sheriff’s administration stonewalled repeated CSEA requests to inspect the jail.

“What we found was years of neglect by the county and the previous sheriff’s administration,” Hewitt said. “Our goal is to make sure the county commits to doing repairs to create a safe environment that can operate until a new jail is built. With the cooperation we’ve received from the new administration, we are confident this will happen soon.”

Safety concerns found
CSEA’s inspection report includes recommendations from removing a fire hazard in the jail’s boiler room to changing patrol procedures in the jail dormitory.

CSEA Occupational Safety and Health Specialist Gary China, left, conducted a safety inspection at the Sullivan County Jail to investigate complaints from workers. Accompanying China on the tour were, from left, Sullivan County Jail Unit President Robert Brewster and Southern Region President Diane Hewitt. In back is Sullivan County Undersheriff Eric Chahoty.

Many of the recommendations will cost the county little or nothing, but could result in big improvements in worker safety, China said. Employees have received little training in awareness of hazardous chemicals, lead and asbestos, fire prevention and emergency evacuations. Annual training on hazardous materials is mandatory under the state “right to know” law.

“This is a facility that has a large population of inmates in a separate medical unit,” Hewitt said. “I can’t stress how important it is for our workers to be informed on how to keep themselves safe, since they are at risk for exposure.”

CSEA also found many hazards related to worker safety from inmate contact. China said inmates could potentially harm workers with items found during the inspection.

Solutions
China and Brewster expect to meet with Sheriff Michael Schiff to follow up on the report and help in implementing the recommendations. While there are many safety concerns at the jail, China stressed that the jail has a unique and complex situation.

“The new sheriff has set aside a break room for the workers, something they’ve never had,” she said. “We know that rectifying these workplace hazards is a top priority at the jail now, and we are here to lend our support wherever it is needed.”

—— Jessica Stone

Wounded officer named Deputy Sheriff of the Year

ALBANY — CSEA member Sgt. Kevin D. Owens of the Ontario County Sheriff’s Department has been named “New York State Deputy Sheriff of the Year.”

He received the award during a recent Albany event sponsored by the New York State Sheriff’s Association Institute.

As The Work Force reported in the May 2005 issue, Owens was shot in the ankle with birdshot in April 2005 while responding to a bank robbery. He was driving an unmarked patrol car when he spotted the suspect’s vehicle and pursued it.

After the suspect hit a utility pole, he reportedly got out of his vehicle and opened fire on Owens, striking him in the ankle. Owens returned fire and the suspect was pronounced dead on the scene. Owens was treated and released from a local hospital.

After investigating the incident, the Ontario County Sheriff’s Department concluded Owens was justified in returning fire. Ontario County Sheriff Phil Povero, a former CSEA steward, said in a press conference following the incident that “Sgt. Owens is an exemplary police officer, a hero to all of us.”

—— Lynn Miller

Ontario County Sheriff Phil Povero, left, congratulates Sgt. Kevin Owens on his honor of being named New York State Deputy Sheriff of the Year.
Fighting a hike in retiree health costs

CARMEL — Fighting a hike in retiree health insurance premiums is keeping the Putnam County Unit busy, as members of the Putnam County Legislature tout proposals that would essentially balance the county budget on the backs of its retirees.

For more than a year, county officials have said the cost of retiree health insurance premiums needed addressing, claiming both the number of workers seeking benefits and the cost of those benefits were projected to sharply increase. County officials also wanted to adhere to new accounting rules issued by the federal General Accounting Standards Board.

The county convened a blue ribbon panel to study the matter; the panel recently recommended no changes be made to retiree premium payments. While a report from a Syracuse-based consulting firm hired to help the panel projected an astronomical spike in future costs, CSEA leaders aren’t buying the hype.

“The blue ribbon panel came back and recommended no changes, so the legislature needs to take that into serious consideration,” Putnam County Unit President John Bennett said. “Also, we are having a hard time finding out how the consultants came up with their numbers.”

One point CSEA leaders have repeatedly made is that future health insurance costs are an expense county leaders should have long had in mind, something reinforced by the lessons learned from recent increases in required pension contributions.

During the 1990s, when the stock market was at an all-time high, municipalities paid little into the state retirement system, using money saved to offset tax increases. Now, counties are once again paying into the system.

“Right now, this is happening in Putnam County, but chances are it could be anywhere in the state ... to ask them to fork over more for health insurance betrays a commitment the county made long ago.”

How GASB 45 can hit your wallet

What’s commonly referred to as GASB 45 is a 2001 ruling by the Governmental Accounting Standards Board requiring state and local governments to assess the cost of providing health care benefits to current and future retirees.

The ruling encourages public employers to pre-fund health care costs, similar to how the New York State Retirement System is funded. GASB is a non-profit group that creates accounting rules in the public sector. Its sister group, the Financial Accounting Standards Board, is responsible for some of the accounting rule changes in the private sector that have led to reduced retiree benefits there.

The ruling only requires a slight change to accounting procedures, and not in how retiree health benefits are funded. Some municipalities fear that ignoring GASB 45 recommendations could lead to downgrading their bond rating, making it tougher for a community or county to borrow money.

In Putnam County, the assessment of future costs was completed when the county hired the Syracuse-based Harbinger Group to tackle the issue. The result, an estimate of more than $3 million, has spurred the current spate of proposals to raise retiree contributions to premiums.

Putnam County and other public employers largely depend on a “pay as you go” system to fund retiree health insurance, using current revenues to pay insurance bills as opposed to establishing a health insurance trust fund.

CSEA has questioned how the Harbinger Group came up with its estimates.

— Jessica Stone

“Right now, this is happening in Putnam County, but chances are it could be anywhere in the state.”

Southern Region President Diane Hewitt said. “Our retirees did not get rich working for Putnam County, and to ask them to fork over more for health insurance betrays a commitment the county made long ago.”

Putnam County Local President Jane Meunier-Gorman said county officials should not use the decline in private-sector benefits as a justification to do the same in the public sector, where workers often take low-paying jobs because of the benefits.

— Jessica Stone

We have to let lawmakers know we need their help to defeat these budget cuts. If you’re not being heard, you’re not really counting.”

— Daryl Wilson, president, Long Island Developmental Center Local, on Gov. George Pataki’s proposed budget.
Zoo improvements fill CSEA members with pride

BUFFALO — Kelly Amrhein works every day to take care of her three special girls.

She makes sure they’re fed and that their rooms are clean. She helps care for them when they are sick or hurt, and she makes sure everything’s OK when they go to sleep at night.

Amrhein’s “girls” are the three elephants at the Buffalo Zoo. The elephants, housed in an old red brick building with a yellow interior, will eventually have an updated barn to call home as part of a series of upgrades and new projects at the zoo.

Amrhein, a zoo animal handler specializing in care of elephants and rhinoceroses, is president of CSEA’s Buffalo Zoo Local. Along with her co-workers, she is playing a role in the modernization of the 130-year-old zoo through the facility’s capital campaign.

“We are excited about all the plans,” Amrhein said. “As we keep going forward, it makes our jobs more secure. If we get more exhibits, we have to hire more people.”

Improvements have already begun to happen. Some indoor exhibits have been remodeled and some outdoor cages have been removed in favor of areas that more closely resemble the animals’ natural habitats.

Two major initiatives, the addition of a river otter exhibit and a new sea lion area, are already open. The sea lions came from Sea World in Florida. Zoo employees drove back from Florida with the animals, stopping hourly to check on them.

“The sea lions had no training when they came here; it’s all been us,” Amrhein said. “We are really making a lot of progress with them.”

Exhibit design

CSEA members are helping plan the improved exhibits.

“We try to involve ourselves in designing the exhibit,” she said.

“We’ll take a look at the plans and tell them what won’t work. We’re the ones who work with the exhibit every day. Our input is important.”

The new exhibits also give the staff the opportunity to learn new things. CSEA members have learned to maintain a water heating, pumping and filtration system valued at more than $1 million. The goal, Amrhein said, is to keep the otters’ and sea lions’ water as close to that of their natural habitats as possible.

While visitors don’t normally get to see the behind-the-scenes equipment, they have noticed CSEA members’ efforts.

“We are excited about all the changes,” Amrhein said. “People haven’t been here in years and now they are coming back with their kids. They are happy to see the changes. Our attendance has gone up and our membership has gone up. We get a lot of really positive comments from visitors.”

Amrhein credits the zoo’s director with making things happen. The director recently left the zoo for a job in California, but she returned after just a few months away.

“Our director already knows how great our projects are,” Amrhein said. “We are glad that we don’t have to break in a new director.”

— Lynn Miller
CSEA work force saves Dutchess County taxpayers a bundle

POUGHKEEPSIE — The conference room on the second floor of Bowne Hall at Dutchess Community College could easily be mistaken for a corporate boardroom.

The high-backed, plush chairs and expansive walnut table in the appropriately named “boardroom” are for learning, not wheeling and dealing. The room is newly modernized thanks to nearly a dozen CSEA members who work in the college’s campus facilities management department.

The workers, whose specialties include carpentry, painting and electrical work, saved Dutchess County taxpayers $24 per square foot by renovating the second floor of Bowne Hall themselves.

“I am very proud of my staff,” said Bridgette Anderson, the college’s associate dean of administration in the campus facilities management department. “They did an outstanding job everywhere.”

Bowne Hall was badly in need of repair, Anderson said. Opened in the early 1900s as a hospital for tuberculosis patients, the building had been used by students and administrators since the college’s inception in 1959. Repairs were only made on an as-needed basis until renovations began in 2004.

Outside contractors began the project and completed work on the first floor before CSEA members were tapped to transform the entire second floor.

“It was a huge project to do in house,” Anderson said. “We’ve used in-house labor for other projects, but nothing this big.”

Bowne Hall now has modern classrooms, a new computer lab and administration offices. Administrators and members of the college’s Board of Trustees sang their praises, and the workers are pretty proud of themselves, too.

“We did this job to further our own experience,” said Ron McKeon, an electrician. “We’re just as qualified as outside contractors.”

“It was a lot of work, but we made our deadline,” said Paul Neal, a painter. “Another painter and myself did the majority of taping for all the painting on the second floor, which totaled almost one mile of area. Downstairs, the private contractors had six or seven guys doing the same job.”

CSEA Dutchess County Local and Southern Region officers were impressed, but not surprised by the good work.

“Our workers are highly qualified, skilled men and women who could be making much more money in the private sector but choose to be civil servants,” said Dutchess County Unit President Liz Piraino. “Projects such as these demonstrate why we have one of the best work forces in the state.”

“The taxpayers in Dutchess County owe a thank you to these workers for taking on such a project,” said Southern Region President Diane Hewitt. “While they insist that they were just doing their job, they went above and beyond, working many extra hours to ensure students and staff would have their new building on time. I am very proud.”

— Jessica Stone

Family day care provider Jenny Cardona recently joined officials from CSEA, the United Federation of Teachers, State Sen. Nick Spano and Assemblyman Adriano Espaillat, rear of photo, at a press conference to announce legislation that would grant thousands of home-based day care workers across the state the right to form a union. Providers around the state have been working with the Voice of Independent Childcare Educators to win fair representation. “These child care professionals deserve to be recognized and valued,” CSEA President Danny Donohue said. “They play a critical role for our children and our economy. When you think about it, no other business could open its doors unless they open theirs.”

— April 2006 THE WORK FORCE  Page 9
I to the wake of a severe windstorm that left thousands without heat or electricity, CSEA members from the Capital Region stepped up to help others weather the storm. Feb 17 started out as a calm day and quickly turned dangerous when a fast-moving cold front collided with balmy, spring-like weather. The relentless wind speed, at times measuring more than 190 mph, toppled many trees and power lines.

The winds were also responsible for the on-the-job death of CSEA member George Green in Saratoga Spa State Park (See related story, Page 2). While Saratoga County was the worst hit area, damage and power outages were reported across the Capital Region, especially in Warren and Washington counties. At the height of the storm, 328,000 customers statewide were without power. Five days after the storm, National Grid reported that 4,800 customers were still without service, mostly in Saratoga and Warren counties.

Protecting children despite storm damage
The winds blew off the roof of the Stillwater School District bus garage. CSEA members employed there worked together to swiftly clean up the debris and get kids home safely.

The storm also damaged the garage when tracks to a door peeled away. The broken door and roof debris blocked four busses in the garage, eliminating them from the afternoon run. Workers borrowed busses from a neighboring school district and got to work on the cleanup. CSEA members from the Town of Stillwater Highway Unit also helped school workers with the cleanup.

Bus drivers dodged downed trees and extreme winds as they drove children home from school. Drivers and mechanics in the transportation department worked with clerical and maintenance staff to get through the ordeal. Some staff did double duty as volunteer firefighters when the call came in.

“We all worked together as a team,” said Unit President Judy Russell.

Working together during crisis
Teamwork also characterized the efforts of CSEA members in the Saratoga County Sewer District Wastewater Treatment Plant, who were busy throughout the weekend.

When power went out at about 10:45 a.m., 50 percent of the pump stations in the county also failed, Senior Operator Steve Park said.

Park, acting as dispatcher, coordinated crews sent to 32 pump stations to maintain operation. Park said some stations had standby generators that required continuous refueling.

Other stations without generators needed portable generators. “We worked all weekend,” Park said. He said workers were willing to work the extra hours to get the stations operational, and he especially credits the maintenance and lab staff. “We did a good job keeping the stations working,” Park said.

Keeping people warm and safe
Working together was also the theme for Saratoga County public health employees. CSEA member Kim Gendron is in the county’s public health emergency preparedness coordinator.

“My role was to make sure that people got the information about where to go and that the power would be out for some time,” Gendron said.

Health department staff notified elderly clients to ensure they were safe and had power. Workers sent many clients without power or heat to warming centers or Red Cross shelters. Staff also coordinated transportation to the hospital for medical services.

“We were most concerned about people who were without power and didn’t have anywhere to go,” said Cheryl Doyle, a public health nurse.

Gendron and staff also coordinated efforts with town supervisors to keep officials and the public informed of the 13 warming centers in Saratoga County.

The designated warming center for Corinth was in a Capital District Developmental Disabilities Services Office day habilitation center. Just as consumers were bused home, the facility began filling up with residents who lost power. CSEA members at the center worked hard at moving furniture, collecting blankets and other duties to get the shelter ready for the 71 people, three cats, four dogs and three birds who would call the place home for the weekend.

The members’ efforts didn’t end there. Developmental Aides Helen Fuchsiedick, Sherry Mann and Dave Roberts and Bus Driver Dennis Dowen stayed the entire weekend helping volunteers and medical personnel with duties such as busing people to the shelters and going door-to-door to coax seniors out of their cold homes.

Dowen said he transported one person who used a wheelchair. “We carried (that person) down the stairs,” he said.

Whatever was needed these volunteers stepped in to play a vital role. “We were here to help in any way,” said Fuchsiedick. “Everybody pulled together and the town involved us as part of the team.”

CSEA volunteers were most impressed by the way the community pulled together. “Neighbor helping neighbor,” Mann said. “We work here and live here, and we want to give back to the community.”

— Therese Amalian

Workers’ response matches wind’s relentless force

CSEA members in the Stillwater Central School District who helped make sure schoolchildren were brought home safely after catastrophe hit the district’s bus garage. Back row, left to right: Tom Murphy, Pam Cole, Raylene Dunn, Kathy Bonner, Emile Martin, Louise Mirra, Lori Higgins, Mike Klauska, Virginia Miner. Front row, left to right, Andy Russell unit president, Dawn Daigle, Joie Batchelder, Cathy Anusossky, Chuck Porter.

State park employees Kevin Julins, Jeff, Rich Trudeau, center, and Dan Urkewich work to remove fallen trees from the Avenue of the Pines at Saratoga Spa State Park. About 30 trees were downed along the avenue. A falling tree killed CSEA state Department of Transportation worker George Green (See story, Page 2).

Steve Park, senior operator, Saratoga County Sewer District Wastewater Treatment Plant, at a white board coordinating storm recovery efforts.

Mechanic/dispatcher Tom Murphy points out a hole in the ceiling as the repair is underway at the garage.
CSEA to observe Workers’ Memorial Day

ALBANY — CSEA will mark Workers’ Memorial Day April 28 by remembering workers who have died or been injured on the job, including nine CSEA members who died on the job during the past year.

The day is also a time for CSEA to renew its ongoing fight for safer, healthier workplaces.

Worker safety has long been one of CSEA’s top priorities and the union has successfully fought for safety improvements that have made work site conditions much safer. Despite improvements in work site safety, workers need more work site safety protections because many CSEA members work at jobs that can be dangerous.

While employers are fully responsible for protecting workers’ safety, CSEA members must work together to ensure they are adequately protected. It is more crucial than ever for CSEA members to become occupational safety and health activists because President George W. Bush’s administration has repeatedly diminished workplace safety and health protections in favor of corporate interests. CSEA is also fighting to protect members from workplace violence through the passage of the Work Site Security Standard, which would require public employers with more than 20 employees to assess risk and develop a plan of action to prevent potential workplace violence.

The union has been fighting for the law since 1992, when a gunman angry over child support payments walked into the Schuyler County Department of Social Services offices in Watkins Glen and killed four CSEA members employed there.

Gov. George Pataki vetoed the CSEA-backed work site security standard in 2005, showing a lack of commitment to workplace safety despite overwhelming approval from both state legislative houses.

The U.S. Department of Justice recently reported that public employees total 30 percent of the 1 million workers who are victims of workplace violence each year. Workplace violence is the leading cause of on-the-job fatalities for women.

What you can do

In addition to becoming active in pushing for work site safety and health, CSEA members can do much on Workers’ Memorial Day to remember those killed on the job and fight for improved work site safety. Consider some of the following actions the AFL-CIO recommends to mark Workers Memorial Day at your work site or your unit or local:

• Hold a candlelight vigil, memorial service or moment of silence to remember workers who have died on the job, and to highlight workplace safety and health issues.
• Organize a rally to raise public awareness of work site safety issues and what the union is doing to improve protections.
• Create memorials at work sites to honor those killed or injured on the job.

If you notice a potential safety hazard at your work site, immediately contact your supervisor, or unit or local president.

— Janice Marra

CSEA to honor fallen members on Workers Memorial Day

CSEA members will join other AFL-CIO labor unions April 28 in remembering workers who were killed on the job. CSEA mourns the deaths of nine members who died on the job this past year.

Marguerite Loperfido, 47, a Manhattan Psychiatric Center therapy aide, collapsed and died while performing admission interviews.

John Rodriguez, 24, an Ossining Department of Public Works employee, was killed while riding on the back of a garbage pick-up truck and fell off on a residential street.

Andrew Rock, 54, a mechanic at Clinton Correctional Facility, died from cardiac arrest after having been stung by a bee while working at a maintenance garage located at Lyon Mountain.

Eric Loiselle, 31, an Essex County Deputy Sheriff, was struck on the Northway. A tractor-trailer struck his vehicle creating a chain reaction resulting in the deputy being run over by the passenger car.

Michael Sallee, 37, a Miller Place High School maintenance mechanic, was electrocuted while working on a lighting system in the boys’ locker room.

Helen Smith, 67, a cleaner at the Dundee Central School District, fell off a loading dock while disposing trash.

Linda Curtis, 47, a Warren County Department of Public Works employee, was struck by a privately owned contractor dump truck while flagging in a work zone.

George Green, 52, a state Department of Transportation employee, was struck by a falling pine tree during a powerful windstorm in Saratoga Springs, which crushed the cab of his truck. (More on Page 2)

Patrick Mapleson, 66, a state Department of Transportation employee on Long Island, was struck by a concrete truck that had entered the work zone while he was patching holes on the road. (More on Page 2)

For details on Workers Memorial Day events, visit your region’s web page at www.csea.org or contact your local or unit president.

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 2006 broadcast schedule in your area.

Saturday

<table>
<thead>
<tr>
<th>Region</th>
<th>Channel</th>
</tr>
</thead>
<tbody>
<tr>
<td>Albany</td>
<td>WLIW 76</td>
</tr>
<tr>
<td>Buffalo</td>
<td>WXXI 11</td>
</tr>
<tr>
<td>Long Island</td>
<td>WLIW 76</td>
</tr>
<tr>
<td>NYC</td>
<td>WNET 13</td>
</tr>
<tr>
<td>Plattsburgh</td>
<td>WFRF 90</td>
</tr>
<tr>
<td>Syracuse</td>
<td>WCNY 62</td>
</tr>
<tr>
<td>Watertown</td>
<td>WFRS 90</td>
</tr>
</tbody>
</table>

Sunday

<table>
<thead>
<tr>
<th>Region</th>
<th>Channel</th>
</tr>
</thead>
<tbody>
<tr>
<td>Albany</td>
<td>WMHT 72</td>
</tr>
<tr>
<td>Buffalo</td>
<td>WNET 13</td>
</tr>
<tr>
<td>Long Island</td>
<td>WLIW 76</td>
</tr>
<tr>
<td>NYC</td>
<td>WNET 13</td>
</tr>
<tr>
<td>Plattsburgh</td>
<td>WFRF 90</td>
</tr>
<tr>
<td>Syracuse</td>
<td>WCNY 62</td>
</tr>
<tr>
<td>Watertown</td>
<td>WFRS 90</td>
</tr>
</tbody>
</table>

Monday

<table>
<thead>
<tr>
<th>Region</th>
<th>Channel</th>
</tr>
</thead>
<tbody>
<tr>
<td>Long Island</td>
<td>WLIW 76</td>
</tr>
</tbody>
</table>

Page 12 THE WORK FORCE April 2006
BOUTIQUE gives consumers fashion sense

WASSAIC — Building self-esteem is a very important part of the quality of life. CSEA members try to maintain for people with developmental disabilities.

CSEA member Marietta Fairchild knows that clothing is crucial to building that self-esteem. Fairchild and nearly 100 volunteers work hard to ensure that people served by Taconic Developmental Disabilities Services Office are outfitted as neat and attractively as possible.

Fairchild, Taconic DDSO’s volunteer services coordinator and a longtime CSEA member, runs a boutique at the main campus in Wassaic that offers new and gently used clothing and other items for consumers for free. The boutique opens three days each week, with merchandise changing regularly thanks to generous local donors.

“I’ll get a call from the workers in one of our community homes saying, ‘we have seven male consumers we need to dress,’” said Fairchild, who has worked for community homes usually visit the boutique once a month. They are allowed to select three pieces of clothing per visit, guaranteeing that they always have neat, good quality clothing in their wardrobes. As many residents depend on the state’s assistance and shopping trips at local malls are often not in their budgets, the boutique ensures the residents do not go without.

The holiday season is traditionally a fruitful time for the boutique, with large donations coming in from throughout the Hudson Valley. Donations in late 2005 were no exception. Area churches were frequent donors, while the U.S. Marine Corps Reserve’s Toys for Tots program contacted Fairchild in December about donating extras from their popular toy drives.

“That allowed us to give a little something under the tree for all of the consumers, to make sure everyone opened a gift,” Fairchild said.

While the boutique at Taconic DDSO isn’t one of the most publicized services for residents, it remains a vital part of the overall experience the DDSO workers strive to provide.

“Clothing is one of life’s necessities and Marietta and her volunteers make the shopping experience easy and enjoyable for our consumers,” Taconic DDSO Local President Deb Downey said. “This is one of many things we do here to help our consumers enjoy as normal a life as possible.”

— Jessica Stone

Workers honored for saving man from icy waters

NORTHVILLE — Three Hudson River Black River Regulating District employees, including two CSEA members, are being called heroes after their quick, innovative actions helped save a Gloversville man’s life.

On the morning of Jan. 24, two men were riding their snowmobile on Great Sacandaga Lake when the ice began to crack. One driver hit the gas to avoid falling through.

His friend, Ken Boger, who was riding on a snowmobile behind his friend, wasn’t as lucky and plunged into the icy water.

“I tried to turn and felt the back end go down,” Boger said. “I tried getting up and then was in the water.”

Lifesavers

As Boger struggled in the water, regulating district employees Dan Kissis, a field assistant and CSEA member, Eric Johnson, a plant operator and CSEA member, and Mark Schlindwein, a management employee, were doing survey work at the nearby Conklinville Dam.

When they heard someone yelling for help, the three sprang to action.

“We called 911 right away,” Johnson said. Boger and his snowmobile were in the water 300 feet from shore. When the Lake Luzerne Fire Squad arrived, rescue workers got some ropes out to Boger, but all of the workers soon realized they had to clear the path for a rescue boat.

Innovation saves a life

Because of the tough terrain, the rescuers knew they couldn’t launch an airboat.

Kissis, Johnson and Schlindwein also knew the ice was too thin to walk on, so they improvised with a borrowed rowboat. Using oars and a sledgehammer, they workers broke up the ice and formed a channel that proved to be the path to safety for Boger.

Rescuers were finally able to pull Boger out of the mid-30 degree water he had been submerged in for almost an hour. An ambulance took him to Glens Falls Hospital, where he was treated for severe hypothermia.

A happy reunion

Since then, Boger has made a complete recovery and reunited with some of his rescuers, who CSEA Capital Region President Kathy Garrison recently recognized at a ceremony at the regulating district’s offices.

The employees were happy to meet Boger again under better circumstances. “I’m glad he’s in such good shape,” Kissis said. “I’m just glad I can appreciate them,” said Boger who attended the ceremony with his 3-year-old son, Ken Jr. “Everyone has been great. I am very fortunate.”

— Therese Assalian
17 years ago ...

CSEA has been considered a leader on workplace safety and health issues ever since leading the charge to get state lawmakers and Gov. Hugh Carey to enact the state Public Employee Safety and Health Act in 1980. Even with the protections that PESH provides, workers still die or are injured on the job each year and CSEA and other unions wanted to remember the contributions of these workers and raise public awareness.

In 1989, CSEA and other AFL-CIO unions observed the first Workers' Memorial Day on April 28. The unions chose that date because April 28, 1971, is the date when the U.S. Occupational Safety and Health Act, signed Dec. 29, 1970, took effect.

CSEA encouraged members to participate in and organize events to remember workers who died or were injured on the job, including memorial services, moments of silence, plaque dedications, tree planting or wearing black armbands. CSEA members across the state responded in force by participating in all of these and many other types of events on April 28, 1989.

Workers in nearly 100 countries observe Workers' Memorial Day, and April 28 is now recognized as an international day of commemoration for dead and injured workers. CSEA is committed to remembering those workers who gave their lives on the job, and always fighting for better workplace safety.

Also in 1989 ...

- Thousands of Chinese students take over Beijing's Tiananmen Square to fight for democracy. Chinese government leaders later kill several hundred demonstrators.
- Germany's Berlin Wall is dismantled, prompting the fall of communism in Eastern Europe.
- George H.W. Bush is inaugurated as the 41st U.S. President.
- U.S. troops invade Panama seeking to capture Gen. Manuel Noriega.
- The Exxon Valdez oil tanker ruptures and spills 11 million gallons of crude oil into Alaska's Prince William Sound.
- Comedian Lucille Ball dies at age 77.

Page 14 THE WORK FORCE April 2006
CSEA, AFSCME activists buttonhole lawmakers

ALBANY — Hundreds of CSEA and AFSCME activists made their case to fight “the two Georges” for better health care funding, increased workplace security, pension protection and on several other fronts during AFSCME Lobby Day.

CSEA and AFSCME members met with elected officials from their districts, urging them to vote against Gov. George Pataki’s wrong budget choices to protect working families.

Earlier in the day, AFSCME President Gerald McEntee compared Pataki’s budget policies with those of President George W. Bush, rallying the crowd to fight against attacks on working families and lobby their lawmakers in New York to make the right choices.

“Cutting vital public services to pay for tax cuts for the wealthy is just wrong!” McEntee yelled, pounding the podium for emphasis.

“The only way we can stand up for all New Yorkers is to stand up to George Pataki,” McEntee said.

President Danny Donohue reminded those present, “At CSEA, we’re not Democrats, nor Republicans, conservatives or liberals, we’re everyone. If you stand with us, you’re our friend. If you stand against us, you’re our enemy.”

State Senate Majority Leader Joseph Bruno, a key ally in many of CSEA’s battles to save public health care and promote better working conditions and wages through CSEA’s Quality Care campaign, told the group once again that he would fight with them to restore vital state funding cut by Pataki’s budget proposal.

“Our priority will be to restore the funding, to make sure that we put the money back and we add where we have to add to support you, and support your abilities to serve New York,” Bruno said.

Bruno also pledged to pass, once again, CSEA-supported work site security legislation. Separate bills have passed the Assembly and Senate, only to be vetoed by Pataki.

Assembly Speaker Sheldon Silver also pledged to fight against the wrong-minded Pataki budget proposals, calling for a budget that leaves all New Yorkers confident services will be provided and the financial future of the state be sound.

First on the program was state Attorney General Eliot Spitzer, who is seeking the Democratic nomination for governor in the 2006 elections. Speaking of his tenure as the state’s top prosecutor, Spitzer said as governor he would seek the same core values that he has as attorney general: that no one is above the law.
**ELECTION NOTICE**

**2006 AFSCME Delegates Election**

The AFSCME Convention is scheduled for Aug. 7-11, 2006, in Chicago. As a result of the nomination meetings held on Feb. 11, 2006, the following candidates have been "Elected/Unopposed as AFSCME delegates, and as such, no balloting is required:

**LONG ISLAND REGION:**
*Solidarity Team Slate* (41 delegates)
- Nick LaMotte
- Carol Gar oudino
- Les Eason
- Jane D'Amico
- Robert Holland
- Lee Reynolds
- Christian Urbano wicz
- Andre Signone
- Kevin Roy, Jr.
- Moony Mangual
- Catherine Cun tonce
- Daryl Wilson
- Rutha Bush
- Tom Doody
- Carlos Speight
- Debbie Nappi Gonzalez
- Maryann Phelps
- Mary D'Antonio
- Laura Gallagher
- Jerry Lawinchula
- Diane Russ
- Ron Garri ser
- Scott Moll ton
- Robert McLaughlin
- Nancy Eason
- Stan Bergman
- Debra O'Connell
- Patricia Fisher
- Margaret Shatta
- Joanne McCarthy
- Denis Muh it
- Monica Berhowitz
- Joan Altieri
- Maria McGinn Koss
- Harry Adler
- Chris Marshall
- Gary Steckler
- Robert Ruuff
- John C. Shep herd
- Dan Lomonte
- Gary Kom oza

**METROPOLITAN REGION:**
*The Leadership Slate* (14 delegates)
- George Bacon coulis
- Denise Berk ley
- Zachary (Gene) Holl and
- Linda R. Williams
- Anita Brouker
- Ramon Lucas
- Vincent Martuccio llo
- Deborah Hanna
- Lester Croce t
- Abraham Benjamin, Jr.
- Sue Koroma
- Joel Schwartz
- Pat McGuire
- Rosemary Hampton
- SOUTHERN REGION:
*The Future Slate* (40 delegates)
- Diane Hecott
- Bill Biccad o
- Tom Murray
- Liz Prisino
- Diane Harris
- Sabina Shapiro
- John "Jack" McPhillips
- Mark Semin
- Rosemarie Kukys
- Robert "Bob" Breauxter
- Alessandra Reynolds
- Janice Beaulieu
- Ron Greene
- Mary Miguez
- Ken Mul hemus
- Debbie Doocy
- Fritz Ernest
- Daunye Polen
- John Jenney
- Robert Frechleton
- Lesly "Smooth" Senatus
- John Sluino
- Margaret Thoms
- Milton "Terry" Gilbert
- Katherine Ots
- William "Bill" Mackey
- Leonard "Les" Beaulieu
- Donna Daughlon
- Laurence "Speed" Harris
- Barbara "Bobbie" Phidd her
- Tricia Dolinsky
- Adelaide Jacobs
- Charles "Charlie" Gaudrelli
- William Carter
- Eduard Timberger, Jr.
- John "Jack" McGarr
- Joann Jenkins
- Rosalinda Perez
- Joyce Quinn
- Noel De La Cruz

**CENTRAL REGION:**
*Leadership Slate* (40 delegates)
- Jim Moore
- Virginia Shaff ey
- Betsy Thomas
- Robert Tim panno
- Sheila Sears
- Dorothy Breen
- Kathleen Walpole
- Jeannette Evgne
- John Smith
- Beverly Centers
- Doreen Gilbert
- Lori Nilsen
- Mike Kaiser
- Colleen Wheaton
- Anthony DeCaro
- Gerald York
- Cathy Barrett
- King Davis
- Charlotte Adkins
- Sharon Connor
- Joe Achen
- Joe Mcelvay
- Tom Frizzone
- Pete Nizoh
- Jon Engleit
- Ellen Leonin
- Phil Graham
- Elmer Crump

**SOUTHERN REGION:**
*The Future Slate* (40 delegates)
- Diane Hecott
- William Beaulieu
- Tom Murray
- Liz Prisino
- Diane Harris
- Sabina Shapiro
- John "Jack" McPhillips
- Mark Semin
- Rosemarie Kukys
- Robert "Bob" Breauxter
- Alessandra Reynolds
- Janice Beaulieu
- Ron Greene
- Mary Miguez
- Ken Mul hemus
- Debbie Doocy
- Fritz Ernest
- Daunye Polen
- John Jenney
- Robert Frechleton
- Lesly "Smooth" Senatus
- John Sluino
- Margaret Thoms
- Milton "Terry" Gilbert
- Katherine Ots
- William "Bill" Mackey
- Leonard "Les" Beaulieu
- Donna Daughlon
- Laurence "Speed" Harris
- Barbara "Bobbie" Phidd her
- Tricia Dolinsky
- Adelaide Jacobs
- Charles "Charlie" Gaudrelli
- William Carter
- Eduard Timberger, Jr.
- John "Jack" McGarr
- Joann Jenkins
- Rosalinda Perez
- Joyce Quinn
- Noel De La Cruz

**ELECTION NOTICE**

**2006 Special Mid-Term Election for Statewide Board of Directors**

Friday March 10, 2006, was the deadline for receipt of petitions for the 10 (10) unfulfilled seats on the CSEA Statewide Board of Directors. All who petitioned qualified as candidates and have been elected unopposed. No balloting is necessary.

- Elected to Local Government Executive Committee Representative seats are: Michael J. McGuinn, Essex County; John Blair, Franklin County; Michael Jones, Ontario County; and Scott Weatherby, Tompkins County.
- Elected to Local Government Educational Executive Committee Representative, Central Region V: Theresa Palmer
- Elected to Local Government Executive Committee Representatives for Chenango County: Oneida County, and Scott Weatherby, Tompkins County.
- Elected to Local Government Executive Committee Representative, Central Region V: Theresa Palmer
- Elected to Local Government Executive Committee Representatives for Chenango County: Oneida County, and Scott Weatherby, Tompkins County.

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

Proposed resolutions and proposed amendments to the CSEA Constitution & Bylaws for consideration by CSEA delegates to the union’s 2006 Annual Delegates Meeting must be submitted by May 15, 2006.

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

Proposed resolutions and proposed amendments to the Constitution and Bylaws must be submitted no later than May 15 to Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Ave., Albany, N.Y., 12210-2310. The 2006 CSEA Annual Delegates Meeting will be held Sept. 25-29 in New York City.
Protecting Your Benefits

Important prescription drug updates for Empire Plan enrollees

Effective Jan. 1, 2006, Empire BlueCross BlueShield began to insure and jointly administer the Empire Plan Prescription Drug Program with Caremark, its pharmacy benefit manager. Coverage was previously through Express Scripts/CIGNA.

The Empire Plan and the prescription drug administrators have made every effort to ensure that participating pharmacies are aware of the change in administrators and know how to submit claims. However, since no drug information is listed on your health insurance card, you should cut out the information on this page and take it with you the first time you go to a retail pharmacy this year.

What is remaining the same

• Same toll-free NYSHIP number (877) 7-NYSHIP (1-877-769-7447) for Empire Plan prescription questions.
• Same health insurance identification card.
• Co-payments for all covered prescriptions for generic, preferred brand name and non-preferred brand name drugs.

New addresses you need to know
Mail prescriptions to Caremark Mail Service Pharmacy at:
Caremark
P.O. Box 3223
Wilkes-Barre, PA 18773-3223.

Employee Benefit Fund is always here to help you

For years, the CSEA Employee Benefit Fund has provided exceptional service to our members. EBF provides state and local government employees with negotiated dental and vision benefits along with many other benefits. State employees receive a negotiated dental, vision and prescription drug co-payment reimbursement benefit package. Local government employees have a list of EBF plans to choose from in negotiations. Locals and units can choose from a list of four dental plans and three vision plans with rider options, and other benefits that include a hearing aid plan, maternity benefit, legal services benefit and an annual physical benefit.

The EBF customer service unit is open from 8 a.m. to 5 p.m. Monday through Friday. Our staff is always available to answer questions about your benefits. Call EBF toll free at (800) 323-2732 (800-EBFCSSEA), and follow the prompts. The EBF Marketing Department is also available to help you. The department consists of two state benefit specialists and five local government senior benefit specialists. The specialists are available to attend membership meetings, information days, health fairs and other events. They are also available to come to your work site and provide benefits presentations for members who aren’t sure how to fully use their EBF benefits.

Senior benefits specialists are also available to help local government negotiations teams get EBF benefits negotiated into their contracts. Units and locals not covered by EBF benefits should consider the fund when negotiating their next contracts. Benefits specialists are listed below. Unless otherwise noted for your region, call (800) 323-2732, press ‘4’ for the Marketing Department and then follow the prompts for your region’s benefit specialist.

Local Government:
Long Island Region: Linda Sciallaci — Senior Benefits Specialist, (631) 462-5224.
Southern Region: Geoffrey Swits — Senior Benefits Specialist, ext. 816.
Capital Region: Carisa Haberl — Senior Benefits Specialist, ext. 813.
Central Region: Meghan Pastiglione — Senior Benefits Specialist, ext. 860.
Western Region: Mike Wagner — Senior Benefits Specialist, (716) 691-6555, ext. 5131.

State Government:
Long Island, Metropolitan, Southern and Capital regions: Chuck Guild — State Benefits Specialist, ext. 818.
Capital, Central and Western regions: Dave Reed — State Benefits Specialist, ext. 806.

Promoting Good Health

What’s In It For You?

Mail completed claim forms for prescriptions from retail pharmacies to:

The Empire Plan Prescription Drug Program P.O. Box 52071 Phoenix, AZ 85072-2071.

Mail written appeals, grievances, prior authorization documentation and general correspondence to:

The Empire Plan Prescription Drug Program P.O. Box 11826 Albany, NY 12211.

Please cut out and save the information in this box!

Your first visit to a Caremark/Empire Plan participating retail pharmacy on or after Jan. 1, 2006

Below is information that may be helpful the first time you use a Caremark/Empire Plan participating retail pharmacy to fill your prescription. Empire BlueCross BlueShield and Caremark administer the Empire Plan Prescription Drug Program.

Rx Group: NYSTATE

• Processor Control Number: NYSTATE

• Bank Identification Number: 004336

An Ever Better Future

April 2006  THE WORK FORCE  Page 17
Health care activists across the state are fighting to save public nursing homes, which serve as a much-needed safety net for the frail elderly and people on Medicaid.

CSEA member Deborah Johnson, a Wayne County Nursing Home employee, has been active in the union’s campaign to keep the home public. She was recently appointed chairwoman of the campaign’s steering committee. The Work Force’s Lynn Miller recently met with Johnson to talk about the need for CSEA members to become involved.

WF: What do you do at the Wayne County Nursing home?

DJ: I’ve worked here as a secretary for almost nine years. I answer the phones, help the nurses stay organized, file charts and make copies. I also make sure the staff gets the residents to their appointments on time.

WF: What do you like about working here?

DJ: I like being around the residents. I don’t have as much direct contact with them as other staff members, but they go by my station and I talk with them. I have my favorite lady whom they all call my mother. I’ll spend a little extra time with her. I’ll sit with her and knit. She doesn’t always know exactly who I am, but she does know that she knows me somehow. I feel very confident in what I do here, and I believe I am a help to the nurses.

WF: How did you get involved in the campaign to keep the Wayne County Nursing Home public?

DJ: I didn’t go to the first union meeting because I was a little bit afraid and nervous. I didn’t know much about the union or how it works. Then, I decided I’d better go to a meeting if I cared about my job. I went to a second meeting and I joined the research committee. The more I found out about the union, the deeper my involvement became. I think it is very important the home remains public for the residents. I’m not that far from being a resident here myself. The care my father and grandmother received in a different nursing home is not anywhere near the high level of care we give here. I think this is the best nursing home in the state. I’ve already got my room picked out.

WF: What are some of the challenges you’ve experienced during this campaign?

DJ: Trying to get other staff members to do more has been a big challenge. I understand that many of my co-workers have young children and they can’t take the time away from their families. My children are grown, so I have a bit more time. There are so many people who think they pay their union dues and that is all they have to do, but that just isn’t true. The union can’t do anything without every member’s help. To use a couple of old clichés, there is strength in numbers, and we are all in this together.

WF: What do you say to staff members to try to get them involved?

DJ: We can’t do this all alone, and I argue with people all the time. We all need to work together. I was really impressed with the people we got to go to the nursing home Lobby Day in Albany. We had a good turnout and a good time.

WF: What does the steering committee have planned for the future?

DJ: We’re talking about giving a small gift to visitors to give to their loved ones here on Mother’s Day and Father’s Day. We’re also going to need help creating a float for the county fair parade this summer. We are planning to attend a variety of community events to get our message to the public. We are continually working on getting other CSEA members involved. I am always telling people that I was as nervous to go to the union meetings as they are. Now, looking back, I have no idea what I was afraid of. I don’t have that fear anymore; I’ve gone all the way to Albany. I want to work hard and I want everyone to know we care and that we need to keep this nursing home public.

The Governor's pitching pension changes that could hit us hard

Strike Back!

Save Your Pension

Join PEOPLE Today

Public employee pensions and benefits have been increasingly under attack lately, first from big business groups and now from our own governor.

Gov. George Pataki wants to create a new retirement plan with a new Tier 5. He also wants to switch your pension from a defined benefit plan to a defined contribution plan. That means you pay more in with no guarantee of getting more out.

PEOPLE (Public Employees Organized to Promote Legislative Equality) is CSEA's voice in Washington, Albany and in your community. Join PEOPLE and help defeat this and other proposals that hurt working people.

- PAYROLL DEDUCTION APPLICATION -

Name ___________________________ Date ___________________________
Address ____________________________________________________________________________ Apt. # / Floor __________ City ________ State ______ ZIP ______
Social Security No ___________________________ Phone __________________________
Work Phone ( ) ___________________________ Home Phone ( ) ___________________________
Job Title ___________________________ Region ___________________________ Local ___________________________
Employer ___________________________ ______ Total amount deducted per year in equal installments:
$ ______ (MVP)* $ ______ (Local 1000) $ ______ (VIP)** $ ______ Other

If PEOPLE payroll deduction is not available, enclosed in my personal check, money order or credit card contribution in the amount of $ ___________________________.

□ VISA □ MASTERCARD □ AMERICAN EXPRESS □ DISCOVER □ OTHER ____________

Expiration Date ___________________________

ACCOUNT NUMBER ___________________________

SIGNATURE ___________________________

circle size: X-Small / S / M / L / XL / XXL / XL-01 / XL-02 / XL-03

X-Small / S / M / L / XL / XXL / XL-01 / XL-02 / XL-03

YOMMITTEE: ___________________________

Signature-Date ___________________________

□ I.D. # ___________________________

□ Kit/Resident □ Non-Resident "People, I wear a light-weight embroidered MVP Logo with a gold embroidered flag for you to wear with pride.

You receive the VIP Card & PIN, Local 1000 Key Chain, plus a special gift - a custom designed light weight purse VIP patent with a gold embroidered flag for you to wear with pride.

□ You receive a prakticr while embroiled and a VIP Art-Pin. These gifts carry the symbol of PEOPLE, honoring your union to protect your inherent security.

PEOPLE PERSON — The PEOPLE recruiter of the month of February is Carol Low of the State University of New York at Stony Brook Local in the Long Island Region.

She recruited 19 new PEOPLE members. CSEA's PEOPLE program protects and improves our jobs, benefits and pensions in Washington, Albany and in your community. Your support and participation in PEOPLE strengthens CSEA's clout in the workplace, in the legislature, in your community and in the labor movement ...

NEW CONTRACT — Members of the Victor Central School District unit have overwhelming ratified a new contract. The pact, which goes into effect July 1, includes raises in each of the two years of the agreement, with merit increases also available. There is no change to health care coverage for current employees, but people hired after July 1 will pay 5 percent. The new agreement also includes language that creates a committee to address concerns related to teacher aide positions. The Victor Central School District Unit includes food service workers, clerical, teacher aides, buildings and grounds, maintenance, mechanics, bus drivers and other titles ...

TREAT US FAIRLY — Livingston County General Unit members recently voted unanimously to declare impassé in contract talks with the new County. CSEA and management are currently at odds over health insurance and wage increases. Members are launching a campaign with the theme "Treat Me Fairly." Petitions, car signs and business signs are a few components of the campaign ...

MOBILE MAMMOGRAMS — The State University of New York at Albany recently co-sponsored a mobile mammogram on campus. People with health insurance paid a co-payment while those without insurance were able to get the test for free.

Local Executive Vice President Cindy Thurber coordinated the union's involvement in the screening program that drew 16 women. "People told me that they were grateful to have the convenience of the mammogram at work given how busy everyone is."

AUCTON FOR FOOD BANK — Members of the Erie County Local Women's Committee held a theme basket auction in March to support the Food Bank of Western New York. Proceeds from the annual auction are donated to various charities.

Break in membership affects eligibility for union office, voting privileges

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

- running or holding union office;
- being a candidate for potential candidates;
- voting in union elections; and
- running on collective bargaining contracts.

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

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

Note: however, you must continue to pay dues to run for office. Dues and/or gratis membership allows members to continue their insurance coverage while out of work. It does not protect your right to run for or hold office. This does not apply to members who are on leave due to being called up for military duty.

Members on active military duty, upon return, are considered to have had continuous membership status for all CSEA election purposes.

Please notify the CSEA Membership Records Department at 1-800-252-3464; Ext. 1537, of any change in your status and what arrangements you are making to continue your membership in CSEA.

April 2006 THE WORK FORCE Page 19
New York State’s Healthcare System needs real reform.

The pressure on New York’s healthcare system is a statewide challenge, particularly for public facilities.

Throughout the state, there are tens of thousands of CSEA members providing top quality care for our patients. Every day, right in their communities. We don’t discriminate – we serve every New Yorker who needs care.

That shouldn’t change.

But Governor George Pataki’s budget cuts vital funding for public health care for New York’s neediest, while proposing more tax breaks for New York’s wealthiest.

Instead of using New York’s $2 billion surplus for meaningful health care reform to shore up our public nursing homes and hospitals, the governor wants to cut the top tax rates for corporations and individuals.

The governor is once again making wrong choices.

Real healthcare reform means making the right choices for all New Yorkers.

CALL YOUR LEGISLATORS TODAY!
1-877-255-9417

Tell them to stand up and oppose the governor’s budget.

New York State’s Healthcare System needs real reform.
I’ve been sitting down looking for a proper introduction for this month’s presidential column, and quite frankly, I was having a weak moment. Then suddenly, I was told to read a Newsday article written by Celeste Hadrick on Monday, March 13 called “RAISES DOLED OUT BEFORE CUTS,” regarding pay raises given out by County Executive Tom Suozzi to his top executives. In that article it is revealed that some of Suozzi’s top administrators received pay raises of more than 25 percent!

OK, I can understand rewarding those who perform well and remain loyal to the cause. Qualified people are hard to find and are worth a decent wage. After all, that’s what I’ve been telling the county all along about you, the CSEA member.

What disturbed me however, was the comparison Deputy County Executive John Donnelly made between these exempt employees and CSEA members. In what I can only say must have been a moment of light-headedness, Mr. Donnelly stated on the record that CSEA members actually received bigger raises than most of these exempt people. Even more delusional, Donnelly said that CSEA members received a 7.5 percent raise when including the step. Wow, did we mess up! Here I am thinking we all received a 2.5 percent contractual raise along with a step raise, which usually equals about 2 percent. That equals 4.5 percent, so the way I see it, the county may owe us some money.

Of course, that’s me being sarcastic. The fact remains that Mr. Donnelly (with whom I actually have a solid rapport) made a “big-mouthed” mistake. Certainly if you’re going to use a union to justify huge pay raises, the CSEA in 2005-2006 was the wrong one. It angered me and I know it will anger you to see the county hand out such large pay raises when our membership continues to work understaffed, many in ‘out of title’ situations without a chance of promotion in sight. Frustrating, you think? Yes, very frustrating and disrespectful to all of you.

Our county executive needs to call me and explain this position. In the meantime, I should thank John Donnelly for giving me a good topic with which to start off my column. Thank you John!

Message from CSEA Local 830 President Jerry Laricchiuta

CSEA Springs Ahead

‘The bottom line: there are better places for the governor to save money than early retirements for his political appointees.’

Costly golden parachutes

The rumors are rampant across New York about Gov. George Pataki’s targeted Early Retirement Incentive in his executive budget proposal. From what I’ve been able to learn this proposal amounts to a self-serving attempt by the Pataki administration to provide a “golden parachute” for high level administration political appointees.

This particular incentive will not be good for the vast majority of public employees in New York and will have an enormous cost to the state pension system as well as other associated costs to New York taxpayers.

On top of that, Nassau County would have to opt-in to the incentive. And even if the county did opt-in, there’s no guarantee on what job titles would be chosen to qualify. The incentive also carries steep penalties for the average worker who qualifies, negating any benefit of an early retirement.

The bottom line: there are better places for the governor to save money than early retirements for his political appointees.

... 

Regarding the recent hiring of former Deputy County Executive of Budget and Finance Arthur Giannieli, as the Chief Operating Officer of the Nassau Healthcare Corporation, I must state that I remain guardedly optimistic. Mr. Giannieli does have extensive experience in dealing with large budgets. County Executive Suozzi credits Giannieli with assisting him in getting the county finances turned around. To a large extent, I agree with that summation. Of course, I will not tolerate even a hint of cuts and reduction in our work force there. The jury will remain out on Mr. Giannieli for awhile, but I do say let’s give him a chance, especially considering the fact that he is trying hard to secure the tobacco money, which totals more than $100 million.

It is important to note that if the tobacco money is secured, it should be used by the Nassau Healthcare Corporation to assure CSEA members working there can continue to provide the quality of care the public has come to expect from this facility.

I cannot think of a better way to spend money secured from tobacco companies that to extend the great healthcare system of the NHCC. Let’s try it...

In solidarity,

Jerry Laricchiuta
Nassau County Local 830 President

What’s Inside
April 2006 Express

Page 3
- Children/Employees in Danger at Juvenile Detention Center
- Flood Damages the Nassau Local Office
- CSEA Deals With Mess at Cedar Creek

Pages 4 and 5
- CSEA Working for Members With Disabilities
- Correctional Facility Members Recognized
Preventing Discrimination in the Workplace

Editor’s note: This is part of a series of articles by CSEA’s expert attorneys appearing regularly to provide valuable information to you and your family members regarding the important areas of protection available to you through the CSEA Legal Services Program (LSP). The LSP covers many areas of law that affect us every day. Get more information about legal plans in the LSP by calling CSEA Headquarters at 1-800-342-4146, extension 1454, or by visiting www.csealocal1000.org, and clicking on the legal services menu item.

This article provides an overview of race discrimination in the workplace. Other specific discrimination laws will be addressed in more detail in future editions of The Work Force.

Since the end of the Civil War, lawmakers have passed constitutional amendments and laws aimed at ending racial discrimination in the United States.

During Reconstruction, the 14th Amendment to the U.S. Constitution was approved, which prohibits states from denying equal protection of the laws to U.S. citizens. During that era, Congress also passed laws prohibiting race discrimination by states and other government agencies.

The civil rights movement of the 1950s and 1960s led to Congress enacting the Civil Rights Act of 1964, which was aimed at ending race discrimination by employers and labor unions.

The New York Human Rights Law also contains prohibitions against employment-related racial discrimination.

These laws make it illegal for most private and all government employers to hire, discipline, or treat an employee differently in terms of employment because of his or her race.

An employer can be held responsible for the existence of a hostile work environment when an employee’s workplace is filled with racially based intimidation, ridicule and insult that creates a hostile or abusive work environment.

To prove racial harassment, an employee must show many isolated incidents of discriminatory comments or conduct.

The same standard holds true for other forms of discriminatory harassment, such as sexual harassment and harassment based on national origin.

The issue of racial harassment is important to CSEA. Racial harassment claims can be based on the conduct of co-workers within the same CSEA local or unit.

Co-workers who engage in racially charged conduct are subject to disciplinary charges by the employer, even if the conduct is not severe enough to be considered a hostile work environment.

It is also unlawful for an employer to cause an employee to resign by engaging in racially motivated behavior toward the employee, such as badgering, harassment or humiliation.

Such conduct by an employer is known as constructive discharge.

Proving constructive discharge is difficult, because it must be shown that the employer planned to force the employee to resign through using discrimination.

Courts will consider all of the events to determine whether the employer showed severe enough discriminatory conduct that the employee was forced to resign.

To maintain the unity, solidarity and harmony necessary for a strong and vital labor movement, it is important that we work together to eliminate racism.

Discrimination in the workplace can be reduced through regular training and information distribution.

CSEA is committed to fighting for racial justice and building a stronger union. It is very important that all activists and representatives ensure that their behavior, conduct, and statements are consistent with CSEA’s legal obligations to represent all of its members regardless of race.
Juvenile Detention Center in Dire Need of Change

CSEA Nassau Local President Jerry Laricchiuta and members of his staff visited the Nassau County Juvenile Detention Center on Feb. 27 to greet members and to see what improvements need to be made within the facility.

Major renovations have not been made to the center since 1955, and it showed as CSEA staff found numerous potential safety and health concerns within the facility, including sweltering temperatures on a winter day, torn up floors, single-paned glass windows, numerous holes in walls and ceilings and mold and asbestos in the boiler room.

The working conditions can be tough for the employees of the center, as working with minors in the facility can be difficult as well.

Nassau Local 10th Vice President John Aloisio and Administrative Assistant Tim Corr spoke on behalf of Laricchiuta at the March 6 legislative hearings about the juvenile detention center. The main problem is that while there is money in the budget to revamp the center, the funding is not allotted to be used until 2008. “We can’t wait another two years,” Aloisio said to the legislators.

Another walk-through is being set up at the center for late March with several county legislators who have not seen the building in several years, so they can get a first-hand view of the conditions.

Once that happens, CSEA will continue to work closely with the legislators to increase funding to make these necessary improvements.

Sewage Floods Valentine’s Day at Nassau Local Office

MINEOLA — On the morning of Feb. 14, flooding at the CSEA Nassau Local office at 400 County Seat Drive damaged carpeting in the union’s conference room, President Jerry Laricchiuta’s office and part of the main common area.

No computer equipment or appliances were damaged, as employees responded quickly to the deluge.

The flood is believed to be the result of a backup in sewage that caused an overflow that seeped into the conference room and common area about 10 feet away.

The Nassau Local office is at the end of the sewer line, which caused the inundation of water to spill over to the building.

CSEA members employed at the Department of Public Works reacted quickly to this situation, ripping out all the carpeting and ridding the office of all contaminants that might have been present from the sewage.

Laricchiuta was thrilled with the response of the public works employees. “I want to thank our fine CSEA members who came to the rescue and literally bailed us out,” he said. “They responded as always, in a fast and professional manner.”

DPW workers tear apart the carpeting in the Nassau Local conference room.

Potential Cedar Creek Plan Would be a Waste

WANTAGH — Officials at the Cedar Creek water pollution plant, part of the Nassau County Department of Public Works, have been struggling to decide whether to accept extra waste from Suffolk County’s Bergen Point sewage treatment plant in West Babylon.

Suffolk’s plant would need an upgrade to handle all this extra waste; meanwhile Cedar Creek is only using 57 million gallons daily out of the 72 million gallons the plant is capable of processing. Suffolk would in turn pay Nassau for taking the sewage. The proceeds could be used for potential upgrades.

Even though the plan sounds logistically feasible, it is likely to create problems for the 33-year-old Cedar Creek plant, which is understaffed and filled with potential safety and health hazards.

Less than six months ago, CSEA Nassau Local President Jerry Laricchiuta toured the facility three times, only to find numerous health and safety concerns including mold, slip and fall hazards, water around electrical devices and untreated sewage in work areas.

The news led to a major article in the Long Island Press, and news of a possible acquisition of more waste is shocking. “The facility is certainly not up to standards, and has trouble just processing Nassau’s waste,” Laricchiuta said.

Nassau Public Works Deputy Commissioner Dena Miller said roof repairs and safety upgrades have recently been made to the plant. The county needs to make many more improvements to resolve potential health and safety problems at the facility. Meanwhile, Nassau County Public Works Commissioner Peter Gerbasi said it was too early to answer any questions on the potential gain of more waste.

CSEA strongly opposes this proposal due to these existing health and safety concerns within Cedar Creek that affect our members inside the plant.

Stay tuned as CSEA will continue to work hard to ensure all these current problems are resolved to create the best working conditions possible for our members.
CSEA Visits Correctional Facility

MINOLEA — CSEA recently visited the Nassau County Correctional Facility to give due respect to its 116 members who work there. The trip was made possible by CSEA Local 830 President Jerry Laricchiuta, who is also president of the Sheriff’s Support Unit.

CSEA members were thrilled with the rare recognition given to them, as they work in a maximum security facility where walking around freely is limited. More than 1,500 inmates inhabit the jail so these workers certainly stand danger in the face every day in the form of violence, disease and many other things.

“It is a privilege to work alongside some of the finest correction officers in the country and assist them and the Nassau Sheriff Ed Rolly in day-to-day operations of the correction center,” Laricchiuta said.

Top right, Nassau County Local 830 President Jerry Laricchiuta (center) drops by to speak to unit members, including Cook Kenny Hamil (left) and Kitchen Supervisor Dave Rodenburg (right). Right, Maintenance Mechanic 2 Ed Melin builds and repairs the gates, grates and any other metal security fixtures used at the jail. Left, Auto Mechanic 2 Tom Pugliese is making sure one of the vans is ‘inmate proof’ for the safety and security of staff and county residents.

Future Looks Bright for CSEA Members with Disabilities

The CSEA Nassau Local has been working closely with the Nassau County Office of the Physically Challenged to try to improve overall handicap accessibility at 240 Old Country Road in Mineola.

This building houses the county comptroller’s, assessor’s, and clerk’s offices. The designated handicap parking spaces are adjacent to County Seat Drive itself, far from the building for some workers who use the spaces.

With the handicap parking spaces far from the building and no electronic doors in the building itself, the project’s goal is to redesign the entire area to make things easier for workers with disabilities without disrupting anyone else.

CSEA is strongly dedicated to the overall improvement of handicap accessibility at this building. CSEA members will benefit from more accessibility, including Darin Pikhan of the assessor’s office, who has two broken legs and rarely gets a handicap spot.

Don Dreyer, director of the Office of the Physically Challenged, has been instrumental in enforcing the Americans with Disabilities Act capital project, which has improved accessibility at many county buildings, including the old Department of Social Services building and the Supreme Court.

“We look to make those same strides here,” Dreyer said.

Nassau Local President Jerry Laricchiuta is proud of his staff’s constant effort on this matter. “I am excited about the progress we’re making, and look forward to the imminent changes that should prove to be productive for our members with disabilities,” he said.

Photo shows how far employees with disabilities currently have to travel to get to their building at 240 Old Country Road.

CSEA Nassau Local Information Fairs at NUMC and NCC a Success

Information fairs at Nassau Community College and Nassau University Medical Center on, respectively, Feb. 21 and Feb. 22 were successful as many CSEA vendors were on hand to answer member questions and give them meaningful information.

The fairs included representatives from Davis Vision, Countrywide Home Loans, Costco and Pearl Carroll & Associates.

CSEA Nassau Local President Jerry Laricchiuta and members of the local’s executive board also attended, greeting members and addressing any problems or concerns.

Laricchiuta was thrilled with the turnout. “It’s always exciting to see our members come out and support CSEA,” he said. “This was certainly a great success.”

Below, CSEA members wait on line in a packed Nassau University Medical Center auditorium to get heroes, salads, desserts and other refreshments served at the Feb. 22 fair.
Separate Visits on Feb. 3 and Feb. 10

CSEA Local 830 Meets With Nassau County Probation Officers

CSEA NASSAU LOCAL President Jerry Laricchiuta and members of his staff visited the Family Division of Nassau County Probation Officers in Westbury Feb. 3, and the Administration and Criminal Division in Mineola Feb. 10.

The goals of the meetings were to greet all CSEA members in both locations and address problems and concerns.

Probation Department Unit President Maria Rowe was present on both occasions, and she is very happy with the job that CSEA has been doing in responding to problems. “CSEA has been working as quickly as possible,” she said.

The crowd at both locations voiced many issues, but the No. 1 concern centers around a lack of staffing of probation officers. Laricchiuta has had an open line of communication with County Executive Tom Suozzi in discussing these issues.

“I told him I wanted to see up to 50 new probation officers hired, but he reminded me that he had already hired 25 officers,” he said at the Feb. 10 meeting, in regard to a recent conversation with Suozzi.

Laricchiuta and his staff also met with Criminal Justice Coordinator Kevin Lowry after the Feb. 10 meeting to go over some dire concerns of the probation officers.

Laricchiuta said he hopes Lowry will go by the book as far as seniority clauses go so he does not ruffle any more feathers with his personnel.

CSEA looks forward to working further with Lowry and Suozzi to hammer out these issues and serve its members as strongly as possible.

Laricchiuta, Nassau Local Staff Address Members’ Concerns at Department of Social Services

UNIONDALE — CSEA Nassau Local President Jerry Laricchiuta and members of his staff visited the Department of Social Services in Uniondale on Feb. 23 for a membership meeting.

Laricchiuta and local staff met with CSEA members employed in the department, and addressed their workplace problems and concerns.

The main concern surrounded the lack of hirings and promotions within the department. Laricchiuta has been in contact with Nassau County Executive Tom Suozzi regarding this topic. “No more talking. It’s time to get something done,” Laricchiuta said.

Unit President Bob Cauldwell also made CSEA aware of possible health and safety problems concerning 100 people working in the basement of the 60 Charles Lindbergh Blvd. Building, who lack a prompt, speedy emergency escape. Social Services employees also pointed out expired fire extinguishers and bolted doors on the main floor that could present problems.

These issues opened eyes of all CSEA employees as Laricchiuta and his staff will be on the fast track to tackling these problems and contacting the proper authorities to get something done.

March 2006 Employees of the Month

At a reception hosted by the employees of Nassau University Medical Center, Grace Doherty, clerk in the nursing department and a resident of Massapequa, was recognized as the March 2006 Employee of the Month. Doherty performs numerous clerical functions in the Nursing Office while answering four non-stop telephone lines, dispensing paychecks and following up on many details related to a nursing office with close to 1,000 staff members. She is highly regarded by the staff and takes great pride in her work.

Also recognized was Geraldine Riley, LPN in the Medical Unit of the Nassau County Correctional Center and a resident of Bethpage. Riley works tirelessly to ensure that the needs of the staff and patients are met. She is always punctual, completes her assignments and has an excellent relationship with the medical and correctional staff. She is the epitome of what a good nurse is.

CSEA Nassau Local President Jerry Laricchiuta (left) discusses issues with Department Unit President Maria Rowe (right) at the Feb. 3 meeting.

Left to right: William Torio, deputy director of patient care services; Kathy Skarka, vice president of nursing; Grace Doherty, clerk, NUMC Nursing Office; Julie Mirkin, senior vice president for patient care services; Geraldine Riley, licensed practical nurse; Julie Mirkin, senior vice president patient care services.
Veterans Corner
By Debbie O’Connell
Veterans Committee Chair

The members of the Nassau Local Veterans Committee will be joining the Long Island Region Veterans Committee to place flags on graves of deceased CSEA members buried at Calverton Cemetery in May.

If any members would like the committee to honor a family member, please contact O’Connell at 571-2919, ext. 22.

If you are diabetic and served in Vietnam, you may be eligible for disability benefits. Please contact the Veterans Administration in Northport.

If you were affected by Agent Orange, you can still file a claim. Contact the Veterans Administration for details.

The statewide CSEA Veterans Committee is creating a newsletter to address issues that are important to those who served our country. Please complete the following form so you can receive all the updated information.

---

**CSEA Veterans Committee Newsletter Sign-Up Form**
( Please Print Clearly)

- **CSEA Member’s Local or Unit Name:**

- **CSEA Member’s Address:**

- **Phone Number:**

- **Home:**

- **Last 4 Digits of Social Security Number:**

- **Branch of Military Served/Dates:**

---

Please mail this form to the following address:

CSEA Veterans Committee
Attn: Membership Department
143 Washington Ave.
Albany, NY 12210

You can also fax this form to (518) 465-2382.

---

**Deferred Compensation Information**

Numerous CSEA members attended a March 8 PowerPoint presentations on deferred compensation at the Nassau local office to learn more on the deferred compensation policies. Members present were treated to lunch at the sessions, one of which was held from noon to 1 p.m., and second held from 1 p.m. to 2 p.m.

To take care of contribution changes, funding transfers, allocation changes and all other administrative requests, call the Nassau County Deferred Compensation Plan at (877) 862-9491. Nassau Health Care Corp. employees should call (888) 453-8722 for assistance with the plan. You can also visit the website at welcome.citystreetconnect.com.

You can contact the following representatives at Met Life Resources, 100 Jericho Quadrangle, Suite 332, Jericho, N.Y. 11753. The main office number is (516) 861-4020.

**Below is a list of deferred compensation representatives and agencies they cover:**

- **SOPHIE GOLTZ: 861-4029**
  - District Attorney
  - Highway
  - Police — 2nd, 5th, 7th Precincts
  - Civil Service
  - County Clerk
  - Affirmative Action
  - Social Services
  - Veterans Services Agency
  - Human Rights
  - Board of Elections
  - Housing and Planning
  - Drug & Alcohol
  - Comptroller’s Office
  - Treasury Department
  - Office of Physically Challenged

- **ELLEN OWEN: 861-4040**
  - Police — 3rd, 4th, 8th Precincts

- **JOSEF BOHNE: 861-4027**
  - Aviation
  - Bureau of Special Operations
  - Crimes Against Property
  - Communication Bureau
  - Cultural Development
  - Fire Marshall
  - Fleet Services
  - Juvenile Bureau
  - Mounted Unit
  - Parks & Recreation
  - Narcotics
  - P.L.
  - A. Holly Patterson
c  - Headquarters
  - Police IT
  - FBI Task Force
  - IT Data Processing

---

**MARK THIS DATE**

Monday, July 24, 2006
Eisenhower Park Red Course

CSEA Local 830 Annual Scholarship Classic
April 28 is Workers’ Memorial Day

Mourn for the Dead, Fight for the Living and Speak up

Greetings Brothers and Sisters,

On April 28, we in the labor movement mark Workers Memorial Day. It’s a day when we remember those who died on the job and renew our commitment to fight for safe and healthy working conditions for all workers.

Make no mistake — that’s going to require work and continued vigilance on all our parts. Each year, more than 56,000 workers die from job-related injuries and illnesses and another 6 million are injured.

As more American companies open up sweatshops overseas, pressure increases on the companies that remain to cut back on wages, benefits and all kinds of worker protections. Business think-tanks and advocacy groups just keep hammering away in an effort to destroy our pensions, benefits and any union power.

Since last Worker’s Memorial Day, the Long Island Region lost two men on the job. CSEA member Michael Sallee was electrocuted while working on some wiring in the Miller Place School District. PESH later found several serious health and safety violations by the employer and ordered the district to pay more attention to health and safety prevention.

CSEA member Patrick Mapleson of the state Department of Transportation Local was patching holes on Sunrise Highway when a concrete truck entered the work zone and killed him.

We can’t bring Michael Sallee or Patrick Mapleson back, but we can honor their sacrifices by remaining vigilant and refusing to excuse health and safety lapses wherever we may find them. It can be tough, but we need to speak up and remember that it is always the employer’s responsibility to provide a safe and healthy workplace.

Whether or not you are participating in the CSEA Occupational Safety and Health conference this Workers Memorial Day, please remember that the United States’ health and safety regulations would not exist except for the efforts of the union members who fought for us all. It is up to us to make sure we keep them, because an injury to one is certainly an injury to all.

In solidarity,

[Signature]

President

Long Island Region

Women’s Committee Scholarship Available

Applications are now available for the CSEA Nassau Local Women’s Committee Scholarship. The committee will award a $500 scholarship to a college student or graduating high school senior. The award will be presented at the committee’s June meeting.

The theme of the scholarship will be the items most closely associated with women’s issues and social concerns, such as health, pay equity and improving the quality of family life. The application deadline is May 15. A scholarship application is at right.

To get a complete list of criteria and application requirements, call Sue Graham at (516) 571-2552.

CSEA NASSAU LOCAL 830

---

WOMEN’S COMMITTEE SCHOLARSHIP

Deadline: May 15, 2006

APPLICATION FORM

Eligibility Requirements

a.) A student who is a child of, or in the legal custody of an active CSEA Local 830 bargaining unit member and who is either:
   • a graduating high school senior to be enrolled in an accredited two to four-year college or vocational school;
   • a college student in good standing, enrolled in an accredited two to four-year college or vocational school

b.) A CSEA Local 830 bargaining unit member, in good standing, enrolled in an accredited two or four-year college or vocational school.

Student’s Name: ___________________________ Department/Location:

Address: ___________________________ Address: ___________________________

Phone: ___________________________ Phone: ___________________________

College: ___________________________ Phone: ___________________________

Parent or Guardian’s Name if applicable or CSEA Member’s Name (CSEA Bargaining Unit):

On a separate piece of paper, please attach typed essay (250-500 words) to include:
   • School Activities
   • Community Involvement
   • Career Goals

ALL APPLICANTS MUST BE VERIFIED FOR RELATIONSHIP TO CURRENT CSEA LOCAL 830 BARGAINING UNIT MEMBER

Please Return Application and Supporting Documents to:

CSEA Nassau Local 830
Women’s Committee/Scholarship
400 County Seat Drive
Mineola, NY 11501
HICKSVILLE — Reference librarian James Janis likes to provide more than a simple answer when a patron has a question.

“I prefer questions that help people get information, going out of the library with more than they had coming in,” he said.

For one woman who wanted to know about movies made from Zane Grey novels, he checked the reference shelves and helped her find some that she could buy.

Above, Judith Mesler, a children’s librarian, is shown with books that the library staff has put aside at the request of a 5th grade teacher for her class.

Left, in 1956-57, the Hicksville Public Library built an addition to the house on the right. A new computer center with meeting rooms is being completed several blocks away.
Hicksville Library continued from Page 1

Above, reference librarians include, left to right, James Janis, Debbie De Louise and Joanne Gramaglia. Last year, the reference librarians answered nearly 13,000 questions from adults and provided 28,000 photocopies of reference materials.

James once helped a history buff looking to plan self-directed walking tours for herself and her husband. “I gave her books and now they’re walking around the Bronx and Brooklyn,” said Janis, who is the library’s go-to person on history and movies.

His most unusual request came from a man who wanted information about a cousin who belonged to Murder, Inc. a Brooklyn mob of the 1920s and 1930s. “He thought the question was obscure, but it was doable,” said Janis. “I know something about criminal history in New York City. I checked, found a book and information on a website. The patron was very pleased. That was fun.”

The library opened in 1926, when Hicksville was rural. The building on Jerusalem Avenue was built in 1957, incorporating a house that was on the site. There are nearly 21,000 registered borrowers who are served by a staff that includes 50 CSEA members. The Hicksville Library Unit, one of 19 library units in the Nassau Municipal Employees Local, includes the clerical, page and custodial staff and librarians.

“We try to find material the patrons are looking for, try to get the material to them, satisfy their needs and answer their questions,” said Unit President Susan Swords, a reference librarian who has worked at the library since 1985.

Librarian Karen Maltetz said the library’s services to children start quite soon after birth. “Our youngest patrons are 6 months old,” she said. The library offers a program in baby sign language that teaches infants to make a

CSEA members from across the state traveled to Albany on March 14 to lobby for increased aid for library services in our communities, college campuses and schools.

CSEA members from across the state traveled to Albany on March 14 to lobby for increased aid for library services in our communities, college campuses and schools.

sign, such as opening and closing a fist for milk. “The library’s program is basically from birth on,” she said, “although they can’t get a library card till they can write their full name, usually at 5 years old or so.”

The sections’ patrons include adults interested in children’s literature: parents, teachers and college students taking courses in children’s literature.

Kathy DeRenzis came to work at the library only to pay off a car loan. That was 18 years ago, she said, and now she heads the technical services department.

“We take care of ordering the collection, processing the collection and preparing items to go out on the shelves for circulation,” she said. “We also handle record keeping of everything. We confer with librarians to see whatever they’re doing we’re in sync with. We do all data entry for the Millennium system.” The system locates books patrons want by searching system members, which include all but three Nassau public libraries.

John Shepherd, president of the Nassau Municipal Employees Local, said the local’s library unit members maintain a high level of professionalism. “They are there to help educate our children,” he said. “They provide story time, and all types of books from paperback, audio books, DVDs and large print books for seniors. Residents can walk into their library to listen to music. Libraries are one of our oldest forms of good will and help to others in seeking knowledge.”

— Charlie Michaelson

Top left, Clerk James Duffy uses the library’s machine that reconditions scratched DVDs and CDs.

Left, Pamela Giunta, at left, and Grace Gillen greet patrons at the circulation desk.

Below, officers of the Hicksville Library Unit include, left to right, 3rd Vice President Fran Zounek, 1st Vice President Joseph Gangemella and President Susan Swords. Other leaders of the unit are 2nd Vice President Joan Diamond, Secretary Marge Chatterton and Treasurer Janet Hagemann.

Bottom, three members of the Technical Services Department are, left to right, Dorothy Nisbett, Kathy DeRenzis and Suzanne Walsh.

Part-time page Eleanor Searle, left, has worked at the library for 13 years.

Librarian Karen Maltetz, right, is in charge of children’s services, which include creative activities, musical events, storytelling, movement and computer software programs.

Long Island Reporter 3
CSEA members from all over the Long Island Region made a trip to Albany to participate in the annual AFSCME Lobby Day and meet with state lawmakers.

The trip also gave members an opportunity to learn about the many ways that Gov. George Pataki’s proposed budget cuts will harm programs, services and facilities around the state. (See stories, Pages 5 and 10 of The Work Force.)

Significant funding cuts to public hospitals like University Medical Center at Stony Brook and Nassau University Medical Center; nursing homes such as the Long Island State Veterans Home and A. Holly Patterson Extended Care Facility; and cuts to education and libraries can only endanger the services CSEA members provide.

“Pataki’s out of his mind; him, Bush and the red,” said Bob Pritchett, a CSEA activist who works for the Village of Babylon. “They just get richer and we get poorer. One day, they’ll realize they need us.”

“In the hospitals, they need to look at the way they’re managed and make sure they are maintained as public facilities,” SUNY Stony Brook Local President Carole Spiegel said. “If they had a better handle on how the state hospitals spend their money, we might not need spending cuts.”

SUNY Stony Brook Local shop steward Bob Healy had a very specific message for lawmakers. “If they’re even thinking about contracting out our jobs, or privatizing the hospital, I want them to stop it,” he said. “The hospital will serve the public better if we keep it public.”

“We’re losing a lot of jobs around the state, and it’s important for us to let lawmakers know that we put them in their offices and now we need their help,” Long Island Developmental Center Local President Daryl Wilson said. “This budget will be bad news. If it stays like this, some participants were alarmed about talk of creating a new retirement tier or undermining state pensions. “I think it’s terrible. I feel like my future is on shaky ground,” said Kathy Land, a Department of Transportation administrative aide. “I don’t know what’s going to happen to us on Social Security or my pension. I hope they don’t touch them, because I don’t work all my life to become a burden to my kids.”

Long Island Region President Nick LaMorte thanked everyone who took the time to participate. “These sessions are critical,” said LaMorte. “Lawmakers have to know what side CSEA members are on when it comes to issues like these, because those are matters that will impact our families, our wallets and our jobs. Public employee pay raises, pensions and benefits of every kind are a favorite target, and if we don’t make our voices heard, we will be drowned out in the political debate.”

Following the meetings, participants said they were positive about the sessions. “It’s interesting to see that they are actually listening to us,” said Laurie Boland, a Brookhaven White Collar Unit member. “I work in the town tax receiver’s office, and I hear from people all day who say they just can’t afford to live here anymore. Those are the people we should be helping.”

“It was kind of fun to talk to them and tell them how you feel,” said Bob Brandow, also a Brookhaven White Collar Unit member. “We’ll see when State lawmakers pass a budget whether they remember what we told them.”

— Rachel Langert

“Lawmakers have to know what side CSEA members are on when it comes to issues like these, because those are matters that will impact our families, our wallets and our jobs …”

“... Public employee pay raises, pensions and benefits of every kind are a favorite target, and if we don’t make our voices heard, we will be drowned out in the political debate.”

SUNY Stony Brook Local President Carlos Speight and member Matt Perez review their lobbying assignments.

LDC was well represented at Lobby Day by local Treasurer Gloria Cannon, President Daryl Wilson, Executive Vice President Ronnie Oliver, 1st Vice President Peter Marrot, and by 3rd Vice President Michaela Jackson — (who could hardly get away from the phone.)
Long Island Region President Nick LaMorte receives award

COMMACK — Long Island Region President Nick LaMorte has been chosen by the New York State Grand Lodge Foundation of the Order Sons of Italy in America as a recipient of its 2006 Golden Lion Award.

The award will be presented to the CSEA leader at the organization’s annual awards dinner, which will be held on May 4 at the Garden City Hotel.

As president of CSEA’s Long Island Region, LaMorte is the prime advocate for the union’s 50,000 members in their dealings with elected officials and community leaders in Nassau and Suffolk Counties.

LaMorte’s journey to leadership of Region 1 began when he took a job as a cleaner in the Farmingdale School District, working his way through Hofstra University. When he found that benefits had been cut, he decided to become active in his union. Elected chairman of the unit’s negotiating committee in 1972, LaMorte was appointed first vice president of Nassau County Educational Employees Local in 1979 and elected president in 1986.

Seven years later, he was elected president of the Long Island Region of CSEA and has been re-elected three times since.

He has been an officer of the Long Island Federation of Labor since 1994 and has served as its political director and executive vice president for public employees since 2004. He has also served as vice president of the New York State AFL-CIO for 12 years and is political director of the Suffolk County Working Families Party.

He holds a bachelor’s in secondary education from Hofstra and graduated from the Harvard Trade Union Program in 2001.

Active in the community, LaMorte is a member of the Long Island United Way board of directors, chair of the Long Island State Employees Federated Appeal (SEAFA) and the Long Island Labor-Religion Council, a member of the Nassau County Labor Advisory Board, the Suffolk County commission that is studying tax reform and a judge of the Long Island Community Volunteers. He has been honored by a number of labor, service, religious and civic organizations, and was named to The Long Island Press’s Long Island Power List in 2004 and 2005.

The LaMortes are a union family. Carolyn, his wife, is a CSEA member in the Miller Place School District. Their daughter Nadine, 27, is a nurse-educator at Stony Brook and a member of the Public Employees Federation. Nicholas, 25, is a banker at North Fork Bank; he and Kim, his wife, are the parents of Nicholas J., who is named for his grandfather, Alama, 23, teaches in the Miller Place School District and is a member of the New York State United Teachers. Caitlyn, 19, is majoring in special education at SUNY Pottdam.

Operation Shoebox seeks donations

FARMINGDALE — Operation Shoebox is again seeking contributions in support of the men and women in the armed forces in Iraq and Afghanistan.

Items being sought for the servicemen and women include: ivory soap, sunscreen, shaving cream, disposable razors, toothbrushes and toothpaste, lip balm, Kleenex, toilet paper, baby wipes, magazines, playing cards, small packages of Oreos cookies, hard candy, gum and phone cards.

“We are also collecting shoeboxes to put the items in,” said Barbara Sarringer, a member of Farmingdale State University Local 606, who began Operation Shoebox when her brother was serving in Iraq.

Any CSEA member who would like a shoebox sent to someone serving in Iraq or Afghanistan should send the service member’s complete address to Sarringer. Her address is Knapp Hall, Room 46, Farmingdale State University, Farmingdale, N.Y. 11735. She can also be reached by phone at (631) 420-2725. The deadline for collection is April 3.

We The Region Veterans Committee has asked its members to support the drive. In an e-mail to committee members, Maryann Phelps of SUNY Stony Brook Local 614, the committee chairperson, wrote, “I am asking each and every one to please see what items you can collect at your local and in your neighborhood.”

The Veterans Committee will help pick up donated items and deliver them to Sarringer at Farmingdale.

Message from Long Island Region President Nick LaMorte

Greetings Brothers and Sisters,

On April 28, we in the trade union movement mark Worker’s Memorial Day. It’s a day when we remember those who died on the job, and renew our commitment to fight for safe and healthy working conditions for all workers.

But make no mistake — that’s going to require work and continued vigilance on all our parts. Each year more than 50,000 workers die from job-related injuries and illnesses and another 6 million are injured.

As more American companies open up sweat-shops overseas, pressure increases on the companies that remain to cut back on wages, benefits and all kinds of worker protections. Business think-tanks and advocacy groups just keep hammering away in an effort to destroy our pensions, benefits and any union power.

And since last Worker’s Memorial Day, the Long Island Region lost two men on the job. CSEA member Michael Sallee was electrocuted while working on some wiring in the Miller Place School District. PESH later found several serious health and safety violations by the employer, and ordered them to pay more attention to health and safety prevention. CSEA member Patrick Mapleson of the DOT was patching holes on Sunrise Highway when a concrete truck entered the work zone and killed him.

We can’t bring Michael Sallee or Patrick Mapleson back, but we can honor their deaths by remaining vigilant and refusing to excuse the ever-present safety lapses wherever we may find them. It can be tough, but we need to speak up and remember that it is always the employer’s responsibility to provide a safe and healthy workplace.

Whether or not you are participating in the CSEA OSH conference this Workers’ Memorial Day, please remember that America’s health and safety regulations would not exist except for the efforts of the union men and women who fought for us all.

It is up to you and I to make sure we keep them, because an injury to one is certainly an injury to all.

In solidarity

Nick LaMorte
Long Island Region

G

PHOTO OF THE MONTH

CSEA members from the Long Island Developmental Center Local played a key part in helping Statewide President Danny Donohue, right, launch the Campaign for Quality Care recently. From left: Eddie Hand, local 2nd vice president, Secretary Tyrene Rose, little Javan Leach, his dad, Shop steward Dayton Leach, Treasurer Gloria Cannon and 1st Vice President Pete Marran. Next to them are Assemblies Charles Lavine and Tom D’Napoli.
Brookhaven White Collar Unit meets

CSEA members received high praise from town officials at a recent Brookhaven White Collar Unit meeting.

Town Clerk Pam Bethel told the gathering the workers are “absolutely a fantastic group of people to work with. They’re very helpful and work hard every day for the benefit of the people. These are people who really care about good government.”

Chief of Staff Lori Baldessare said she and other administration officials had been meeting since January with CSEA on many issues, and she was “looking forward to hearing (their) concerns and working together to make the town a better place.”

She also apologized for Supervisor Brian X. Foley, who was ill and could not attend the meeting.

“Thank you for your hard work and cooperation because it’s been a difficult transition,” Deputy Supervisor Jack Schnirman said. “I know we’re going to do great things together over the next two years.”

CSEA White Collar Unit President Meg Shutka said the unit is forming a newsletter committee that will send out a brief newsletter to unit members about four times a year. The unit will also create a web page to enhance communication with members.

Unit officers are looking for information and participation from the membership.

It was a full house at the recent Brookhaven White Collar general membership meeting.

Shutka said she has office hours most Thursdays from noon to 2 p.m., when members can drop by and see her or one of the other unit officers.

She also reassured members that even though there is a provision in the contract that states the town and the union may open talks in 2007 about some contractual issues — like the CSEA Employee Benefit Fund benefits — she is against such a move.

EBF provides optical, dental and prescription benefits to employees and their families.

“If it means exposing our health insurance benefits in the contract to possibly being altered, I will fight it all the way,” she said. “I will do my best to keep the contract intact and closed for the duration.”

Above, a steady stream of members turned out for the meeting. Here, some of them are signing in and picking up literature from CSEA.

Below, Brookhaven White Collar Unit President Meg Shutka addresses the members while members of the unit executive board listen in.

Oyster Bay Local forms Women’s committee

OYSTER BAY — Sixteen members of the Town of Oyster Bay Local 881 attended the first meeting of the local’s Women’s Committee, held at the union office in Syosset on March 16.

“The first meeting was a getting-to-know-you meeting,” said Bette James, committee chairperson and the local’s 4th vice president.

She surveyed those present to see what topics and issues they want raised at future meetings as well as members’ skills and talents.

The committee plans to meet quarterly at different locations in town. The next meeting will be held June 14 at Town Hall North in the village of Oyster Bay. The third meeting will be held on Sept. 3 at Town Hall South in Massapequa, where committee members will teach a beginner computer class and another on the Excel program.

The final meeting of the year will be a holiday party on Dec. 13.

Bobbi Eigrau, chairperson of the Long Island Region Women’s Committee, spoke to the group. Local 881 officers greeted the women.

In addition to James, the members who attended were Recording Secretary Barbara Huben, Pat Adams, Linda Baumer, Terry Boryk, the local’s office secretary who assisted with arrangements, Darlene Davis, Claudia Devlin, Susan Gerber, Judy Hurley, Mary Krummenacker, Aldona Lawson, Karen Schuller, Bernadette Visconti, Iris Williams, Diane Wright, who was named the committee’s recording secretary, and Terry Wulforst.

Shown at first meeting of Local 881’s Women’s Committee are, from left, Bette James, the committee chair; Barbara Huben, Linda Baumer and Terry Wulforst, at rear.

Photo by Terry Boryk
Calendar of Upcoming Events:
April 2006

- Human Rights Committee Meeting — 9:30 p.m.
- Suffolk Retirees Local 1020 General Membership Meeting — 10:30 a.m. - 3 p.m.
- LIDC Local 400 General Membership Meeting — 3 - 7 p.m.
- Long Island Region workshop
- PEOPLE Committee Meeting — 5 p.m.
- Veterans Committee Meeting — 6 p.m.
- Education & Training Committee Meeting — 6 p.m.

- Defensive Driving — 9 a.m. - 3 p.m.
- State Discipline & Information Workshop — 9:30 - 9 p.m.
- State Discipline & Information Workshop — 5:30 - 9 p.m.
- Defensive Driving — 5:30 - 8:30 p.m.
- Defensive Driving — 5:30 - 8:30 p.m.
- Women's Committee Meeting — 5:30 p.m.
- Political Action Committee Meeting — 5:30 p.m.

Long Island Region President Nick LaMorte recently visited SUNY Old Westbury to meet with members who work in the heating plant. The workers asked questions and voiced some concerns about numerous issues. LaMorte told workers CSEA makes it possible for members to take their concerns directly to state lawmakers in Albany during Lobby Day every year. LaMorte said by using the political process to their advantage, CSEA members will have the best opportunity to achieve positive change. He also encouraged them to get more involved in their union, because it is only by working together they can improve their working conditions and terms.

Civil Service Test Preparation workshop
More than 40 members of three CSEA locals — Department of Transportation Local 508, Town of Hempstead Local 880 and Nassau Municipal Local 882 — took the Civil Service test preparation workshop offered by the Work Institute at the Senior/Community Center in Long Beach recently. Colleen Silvia, president of the Long Beach Unit of Local 882, handled the arrangements for the class.

Test Prep Makes The Grade
CSEA’s Education and Training Department provides many workshops as a benefit to members, with subjects such as grievance training and contract negotiations. The Work Institute, which helps CSEA members develop their career skills and goals, administers the popular Civil Service test preparation workshop.
Maryellen Rosa had seen the test preparation workshop notices during the more than 20 years she’s been a member of the SUNY Stony Brook Local, but she didn’t sign up for them — until last year.
“I wanted to take it a couple of years ago,” she said. Rosa, who works as a secretary, took a promotional exam without preparation — and wasn’t thrilled with her results.
In October, she took the Work Institute’s Civil Service Test Preparation workshop, and she is glad she did.
“I scored 10-15 points higher this time around,” Rosa said. “It was almost like a lightning bolt went off. The workshop helped me help myself to score better. It was absolutely worth it.”

For more information about CSEA’s Education and Training schedule you can call CSEA Headquarters at (800) 342-4146 or visit the Long Island Region page on CSEA’s website at www.csealocal1000.org/lr1region1.php and click on the calendar of events.

For more information about the Civil Service test preparation workshops, contact the Work Institute at (866) 478-5548 or visit the institute’s website at www.csealocal1000.org/work_institute_website.php.

Members of the civil service exam preparation class in Long Beach work on an exercise under the guidance of instructor Carl Fitbrich. Students who have taken the all-day course say it really helps them raise their scores on Civil Service tests.
Stony Brook members meet

Hundreds of State University of New York at Stony Brook Local members turned out for a recent local membership meeting.

Local President Carlos Speight was able to provide updates on several ongoing matters. “We’ve had 50 grievances filed on your behalf since July,” he told the members. “Everything we’ve done has been designed to try to make your workday better.”

He said the local is working through the grievance process to address issues including managerial conduct, health and safety issues and the university administration’s contracting out of CSEA positions. “This is money the university is wasting on private contractors,” said Speight. “We could do the same job, if not better, and save the university millions of dollars.”

At press time, the local was considering further action in terms of a demonstration if current efforts did not yield the desired results.

SUNY Stony Brook Local members also traveled to Albany for the March 14 nursing home Lobby Day to oppose state budget cuts to public nursing homes and hospitals, including University Hospital. Diane Delgado is in support of CSEA’s lobbying efforts. “It’s energizing, because you hope that we will profit from these efforts,” she said. “Hopefully, we’ll all work together as a team to move these issues forward.”

Even people who were not able to attend the lobby day said they would work to stop the budget cuts. “I’m going to call my legislator,” said custodian Lucy Avramenko. “It always seems like the weak who can’t defend themselves are attacked. We have to be there for them.”

Lobby Day 2006

See more photos, story on pages 4 and 5

SUNY Stony Brook Local Executive Vice President Debbie Nappi-Gonzalez confers with Shop Stewards Albert Cassiana and Bob Healy before heading up to meet with lawmakers.

John Shepherd is chair of the Long Island Political Action Committee and president of Nassau Municipal Local 882.

“Lobby Day is a time when CSEA meets and lobbies state politicians on a large scale. We send hundreds of our members to Albany to let our elected officials know what our priorities are. This day lets the elected officials see large numbers of CSEA members and it shows CSEA members where their elected officials actually work.”
A Message from Southern Region President Diane Hewitt

We keep fighting the good fight

Greetings, brothers and sisters! With spring finally within reach, we in the Southern Region are gearing up for a season of activism and union building.

We kept fighting the good fight over the winter with a successful region leadership weekend, our annual AFSCME Lobby Day and a special CSEA Nursing Home Lobby Day. The events allowed us to further empower our veteran activists while allowing our newer leaders to learn why CSEA is this state’s leading union.

Spring and summer are expected to be busy here and the success of our fights hinges on your participation! Every year, we are involved in the state budget process, but with a lame duck governor with national political aspirations, we’ve been dealt a real blow this year with Gov. George Pataki’s proposed budget. Devastating cuts to health care and reckless tax cuts for the wealthy are just a few of Pataki’s parting gifts. This budget will hurt you as taxpayers and residents, your family and friends who depend on our public hospitals and nursing homes, and your brothers and sisters who work in public health care facilities, public colleges and other work sites.

You can read more about these fights in The Work Force, but I must ask that you take a few minutes out of your busy day to call (toll-free) (877) 255-9417. Ask the operator to connect you to your Senate and Assembly representatives and tell them that you say “no” to Pataki’s budget. The cuts in this budget will affect us all in some way — we cannot allow it to pass.

On a local level, our brothers and sisters in Putnam County are making their voices heard as their county legislators contemplate a change that would devastate retired county workers. Proposals are floating around to raise retiree health insurance premium payments from $300 for individuals and $400 for families to as high as more than $2,500 for family coverage. One justification we keep hearing from legislators on the issue is that private sector workers long ago lost good retiree health plans.

Well, we as civil servants don’t enjoy the perks, bonuses and high salaries that many in the private sector do. Why should these

Please see Message continued on Page 3

Pride in his work makes for satisfying career for Rockland Psychiatric Center locksmith

ORANGEBURG — One of the most important components to security at Rockland Psychiatric Center can be found in a small shop far from the bustle of patient care.

Pedro Cintron may be just one person, but the quality of his work can mean the difference between a routine day at Rockland Psychiatric Center or a security disaster.

Cintron is in his 20th year working as a locksmith at the large state facility. For the past few years, he’s been the sole locksmith, serving not only the spacious Orangeburg campus, but also traveling to clinics in Rockland and Westchester counties and making occasional trips to other state psychiatric facilities.

The job isn’t just about making keys or installing locks, Cintron said. With the hospital’s commitment to serving high-risk patients, safety is a big part of the job.

“In a way, I do function as part of the hospital’s security team,” said Cintron, who has extensive training and earned a certification in his trade. “More so since we’ve been using computers and electronics to control the locks here.”

Employees who are entrusted with keys for any part of the psychiatric facility must go through Cintron, who uses a special software program to log what employees have access to with their keys.

“From this office, we can control access for every building and every employee who works here,” Cintron said.

That’s a farcry from the days when Cintron first worked at Rockland Psych. Back then, he kept 5-by-7 inch index cards to log which employee had which key. Being a medical facility, it isn’t just the doors that workers have access to.

Please see Locksmith continued on Page 4
EAP at Hudson Valley DDSO isn’t just for employees

THIELLS — Ask members of the labor-management committee that oversees the Employee Assistance Program at the Hudson Valley Developmental Disabilities Services Office what the EAP offers for employees and they can fill you in on Counseling, discount programs and many other benefits.

Members of the Hudson Valley DDSO EAP Committee who collected supplies for troops in Iraq are, from left to right; Bill Boyan, Mba Foschini, Ann Molina, Speed Harris, Larry Tracy, Donna DuBois, Denise Linderman and Vinnie Ruthigiano. They party by buying calling cards, and volunteers bought more cards through donations.

“...the cards are one of the most popular requests from the troops,” Tracy said.

Katrina devastation spurs giving

The horrifying images of Hurricane Katrina’s devastation motivated CSEA members across the state into action.

All Hudson Valley DDSO workers designed their outreach project so the consumers they care for could also have the satisfaction of helping others in need.

“After Katrina happened, we received tons of calls from employees asking if collections were being taken,” said EAP Coordinator Bill Boyan, a CSEA member. “It’s been a big deal. We had close to 100 boxes filled with clothes.”

Consumers joined direct care staff in sorting and boxing donations. EAP Coordinator Ann Molina helped arrange the distribution of the donations to churches in Mississippi and Louisiana.

The extra time and effort put into organizing the donations didn’t go unnoticed.

“...there was no garbage going down there. Every item sent was something that someone would need.”

Amy Horn, Speed Harris and Bill Boyan of the Hudson Valley DDSO Committee collected supplies for the victims of Hurricane Katrina.

Message continued from Page 1

legislators promote decreasing benefits to retirees? We should all be working to make health care as affordable and accessible as possible, not the opposite.

One change close to home for me is the closing of Middletown Psychiatric Center. The jobs these of CSEA members employed at Middletown, including mine, are transferred to Rockland Psychiatric Center as of March 30. Two state-operated community residences on the Middletown Psychiatric Center grounds, proposed as part of the closure plan, are slated to open in May, ensuring public mental health care stays strong in Orange and Sullivan counties.

CSEA members from the Middletown Psychiatric Center Local will now be members of the Rockland Psychiatric Local, which is excellently ran by its president, Pamela Alexander.

Contract fights are keeping us busy, as always. The Dutchess County Unit’s contract negotiations are at impasse and meetings with a mediator have begun. The Yorkons Public Schools Non-Teaching Unit is back at the table after the district fired for impasse. The Westchester County Unit just began negotiating. Let’s hope for a fair contract for all those in negotiations.

That’s all for this issue. Again, I ask you to contact your state legislators and Gov. Pataki’s office. The temptation for our legislators is to get a budget passed on time. Let’s not let them pass any budget until the devolving cats are removed!

Contract updates

These locals and units recently won new contracts. Congratulations!

Mount Vernon Library
Creston-Harmon School District
Mount Pleasant Library
Town of Callicoon
Woodstock Medical Center
Emsworth School District
Town of North Castle Library
Peasannois School District
Ulster County
City of Middletown
Town of Middletown
Bain and White Collar
Village of Poughkeepsie
Town of Shokan
Suffolk County
Kings County
Dobbs Ferry School District

Contact: Diane Harris at (212) 888-1121 or by email to diane.harris@co.cba.ny.us

Southern Region:
Southern Region President:
Diane Harris
Southern Region Director:
Jamey Panina
Southern Region Communications/Assoc.
Jessica Steen
Southern Region Office:
50 State Route 12
Beacon, NY 12508
845-681-1689 or 845-657-5517
Fax: 845-681-1117
CSEA Website: http://www.csea100.org

Do you have an action or announcement for CSEA Bulletin?
Contact: Diane Harris at the above phone or fax numbers or email to diane.harris@co.cba.ny.us

Region Leadership Weekend held in Suffern

More than 100 members throughout the Southern Region attended a successful leadership weekend held Feb. 24-26 at the Holiday Inn in Suffern. The workshop allowed many members to complete mandatory officer training conducted by CSEA Executive Vice President Mary Sullivan, in addition to attending workshops on many other pertinent topics. Guest speakers included Sullivan, state Sen. Nick Spano of Yorkon, Suffern Mayor John Keegan (with whom CSEA worked closely during a drive to organize Suffern village workers) and PEOPLE Coordinator Chary Palmer.

Above, Statewide Executive Vice President Mary Sullivan addressed the conference to offer CSEA’s mandatory training for local and unit presidents and vice presidents.

Right, Southern Region President Diane Hewitt expressed appreciation to state Sen. Nick Spano for his efforts in the state Senate to bring home funding to lower Westchester County, including the Yorkons Public Schools.

Contact: Diane Harris at (212) 888-1121 or by email to diane.harris@co.cba.ny.us

Southern Region:
Southern Region President:
Diane Harris
Southern Region Director:
Jamey Panina
Southern Region Communications/Assoc.
Jessica Steen
Southern Region Office:
50 State Route 12
Beacon, NY 12508
845-681-1689 or 845-657-5517
Fax: 845-681-1117
CSEA Website: http://www.csea100.org

Do you have an action or announcement for CSEA Bulletin?
Contact: Diane Harris at the above phone or fax numbers or email to diane.harris@co.cba.ny.us

Southern Region:
Southern Region President:
Diane Harris
Southern Region Director:
Jamey Panina
Southern Region Communications/Assoc.
Jessica Steen
Southern Region Office:
50 State Route 12
Beacon, NY 12508
845-681-1689 or 845-657-5517
Fax: 845-681-1117
CSEA Website: http://www.csea100.org

Do you have an action or announcement for CSEA Bulletin?
Contact: Diane Harris at the above phone or fax numbers or email to diane.harris@co.cba.ny.us

Southern Region:
Southern Region President:
Diane Harris
Southern Region Director:
Jamey Panina
Southern Region Communications/Assoc.
Jessica Steen
Southern Region Office:
50 State Route 12
Beacon, NY 12508
845-681-1689 or 845-657-5517
Fax: 845-681-1117
CSEA Website: http://www.csea100.org

Do you have an action or announcement for CSEA Bulletin?
Contact: Diane Harris at the above phone or fax numbers or email to diane.harris@co.cba.ny.us
CSEA Sullivan County Local helps Head Start

The annual philanthropic efforts of CSEA’s Sullivan County Local helped to provide a happy holiday for the young students at Sullivan County Head Start in Woodbourne. Pictured above, Sullivan County Local members Angelo Pacheco and Jason Berger (aka Santa Claus) and Sharon Blake of Head Start distributed gifts specially chosen for one class of 4-year-olds at the Woodbourne site. Local President Jimmy Blake said many students come from lower-income families that are unable to afford gifts, so he and his members are happy to help.

Putnam County Unit helps the Animals

Members of the Putnam County Unit recently opened their wallets and their cupboards for the dogs and cats residing at the Putnam County Humane Society. Members donated towels, dog and cat food, and other supplies. Phil Cameron, 1st vice president of the Unit, said he hopes to make the collection for the Humane Society an ongoing project. The Humane Society has many animals currently up for adoption, including half a dozen cats rescued during Hurricane Katrina. Cameron is pictured here presenting a check to Travis Holdridge of the Humane Society.

President Donohue visits region for campaign kickoff

CSEA President Danny Donohue was in White Plains recently to announce the kickoff of CSEA’s Campaign for Quality Care, which focuses on improving conditions in private sector organizations providing care for the developmentally disabled. Among those cheering the announcement were Taconic Developmental Disabilities Services Office Local President Deb Downey and Vice President Terri Krauss.

Locksmith continued from Page 1

“Another measure we took is that on the locks on medicine cabinets, workers with access have to have a pin code,” Cintron said.

In Cintron’s opinion, honesty is a must for all employee key holders. Workers are held accountable if they lose or misplace keys, a policy Cintron said has reduced key loss. As far as honesty goes, he said it is even more of a necessity for a worker such as himself.

The honesty and pride Cintron speaks of shows in his job. He smiles as he greets a co-worker who comes into the key shop to request a key copy. Pointing to dozens of rows of keys, Cintron said that the initiative he took to improve the level of organization in the shop has made his job both easier and more pleasant.

“I enjoy my job because of the challenge that comes on a daily basis,” Cintron said. “There’s something new every day. I enjoy when I can go home and say I’ve done my job well. I’m not afraid to sign my name to my job.”

— Jessica Stone

CSEA Scholarships Available

Applications for scholarships available through the CSEA Southern Region are now available for download on the Southern Region website. The applications may be downloaded in a PDF format by visiting www.csealocal1000.org/3/region3.php. Applications must be postmarked by May 15.