Nature’s fury strikes again

Complete Election Day coverage, Page 3
Former CSEA Lead Counsel John J. Kelly was posthumously honored at a Veterans Day ceremony at the Zalongo American Legion Post in Albany. In the photo, members of the CSEA Capital Region Veterans Committee pose with four of Kelly’s five children in front of a painting of Kelly, a decorated World War II veteran who died in 1960. From left are Rob Plunkett, James Kelly, Gail Stewart, Maureen Kelly Mayo, Paul Kelly, Joe McCormick and John J. Kelly Jr. Their brother, Michael Kelly, was unable to attend. John J. Kelly, an Albany native, served in World War II and was seriously injured. After the war, Kelly had a distinguished law career representing CSEA members, including a dozen years as CSEA’s lead counsel from the law firm of DeGraff, Foy & Hol-Harris, until his untimely death of complications from his war injuries in 1960. CSEA established a scholarship fund in his memory at the time of his death to provide college tuition help for Kelly’s children. The Kelly Scholarship fund continues to provide help to children of CSEA members who have lost a parent.

ALBANY — CSEA members and staff are mourning the death of longtime staff member William L. Blom, who died Oct. 23 after a long illness.

Blom, one of CSEA’s earliest full-time paid employees, was CSEA’s Director of Research for 30 years before retiring in 1992.

As the Director of Research, Blom was responsible for developing data on salary and other fringe benefits to support the union’s demands in contract negotiations. He was also instrumental in correcting inequities in job title and salary allocations, winning career ladders and salary upgrade for thousands of state and local government employees.

In 1987, Blom helped the union bring about one of the most dramatic changes in the history of the state classification and compensation plan as 42,000 CSEA members were upgraded, sharing pay increases of more than $30 million, while thousands more members received several millions of dollars for performing hazardous work.

Blom was also CSEA’s expert in civil service law, helping members with layoff rights and other non-contractual issues. He maintained a close working relationship with the state Civil Service and Budget departments over several administrations and was equally respected by management and CSEA members.

“Bill was a quiet man whose efforts on behalf of the membership often took place behind the scenes and out of the spotlight,” CSEA President Danny Donohue said. “Just about every CSEA member today is reaping the benefits of his efforts in some way or another and for that, we all thank him.”

KINGSTON — CSEA members in the Ulster County Unit are fighting back against a county budget proposal that includes 27 layoffs and largely ignores CSEA-represented county workers’ proposals to save money.

That proposed budget is a second blow to county workers following the county’s recent surprise decision to double co-payments for workers using the county health insurance plan.

“As it is, the Ulster work force is smaller than it’s been in years,” said Ulster County Local President Kevin DuMond. “CSEA has successfully worked to bring millions in additional aid to Ulster County. Hundreds of union members submitted suggestions for saving even more taxpayer money, and layoffs and the doubling of co-payments are the results of all this hard work”

CSEA members have been lobbying state lawmakers for state aid, and large awards were also awarded to the county-run Golden Hill Health Care Center. Workers also proposed cost-savings ideas through an employee suggestion program. County lawmakers will vote on the budget later this month.

“There are plenty of moves the county can make without hurting its work force, cutting valuable county services or burdening the taxpayers,” Southern Region President Diane Hewitt said.

— Jessica Ladlee

MINI ALERT

CSEA President Danny Donohue to meet Long Island Region Members Dec. 14

CSEA President Danny Donohue will visit the Long Island Region Dec. 14 to meet with members. The meetings will be held in the region office at 3 Queen Plaza, Commack. Donohue will meet with union members from 1 p.m. to 7 p.m. Please call the Long Island Region office at (631) 482-0330 for an appointment and directions.

BADNIA — CSEA members working for Genesee County are stepping up their fight for a fair contract after the county legislature rejected a fact-finder’s report and imposed a one-year contract on the unit.

Unit members voted recently to accept the findings, which call for annual raises retroactive to January 2005 and universal health care contributions.

At least one county legislator claimed last month the fact-finder’s report forced the legislature’s unanimous rejection of the proposal. The imposed contract for 2005 does not include a wage increase. CSEA, however, contends county officials could have — and should have — called union members to discuss that issue. Instead, by rejecting the fact-finder’s recommendation and imposing the one-year contract, the legislature returned negotiations to square one.

The 300 CSEA members in the Genesee County Unit have been working without a contract since Dec. 31, 2004.

— Lynn Miller
Years of hard work by CSEA activists produced Election Day success for most CSEA-supported candidates across the state.
State Senate Republicans will remain in the majority after holding onto all of the party’s seats with the exception of the 35th Senate District in Westchester County, where CSEA-endorsed candidate Sen. Nick Spano trails in a race that is still too close to call.

“CSEA members showed up in force across the state this election season and it made a huge difference,” CSEA President Danny Donohue said. “We must continue that involvement going forward and hold all elected officials accountable for responsible action.”
The state Assembly will remain firmly controlled by the Democrats.
More information about key local legislative and congressional races will be provided in the days ahead.
Visit CSEA’s website at www.csealocal1000.org for more results of races in your region.

CSEA Metropolitan Region President George Boncoraglio, left, and New York State AFL-CIO President Denis Hughes, to Boncoraglio’s left, listen as Gov-elect Eliot Spitzer thanks labor leaders during his post-election celebration. Also pictured are New York State United Teachers President Richard Iannuzzi, left of Spitzer, and NYSUT Executive Vice President Alan Lubin, right of Spitzer, and AFSCME District Council 1707 Executive Director Raglan George, fourth from right.

Left, CSEA State University at Stony Brook Local member Maryann Phelps and Pilgrim Psychiatric Center Local member Catherine Custance meet with State Sen. Caesar Trunzo. Union members worked hard to re-elect Trunzo in one of the Long Island Region’s key races.

Niagara County Local President Elaine Timm volunteers at a phone bank in the Western Region on behalf of CSEA-endorsed candidates.
CSEA-endorsed Rep-elect John Hall shakes hands with CSEA President Danny Donohue. Hall, a well-known activist and former leader of the musical group Orleans, was an upset winner in the 19th Congressional District in a race that garnered national attention.
Change means hard work is ahead of us

Election Day 2006 sent a strong message across the country that it is time for change. CSEA members stood tall throughout the election season and our efforts made a difference in many campaigns. We can all be proud of our activism and responsible action for a short moment and then it's back to work.

Democracy is a wonderful thing and it does matter who we elect, but campaigns and voting are only a part of our responsibilities. We must continue to be involved, hold elected officials responsible for their promises and work hard for meaningful action. Make no mistake: the challenges before us are enormous at every level! Budget pressures, tax reform, the future of our health care system, the continuing pressure from some in the business community to gut your pension benefits are just some of what lies ahead of us.

When CSEA endorsed Eliot Spitzer for governor last spring, I noted that good labor-management relations does not mean seeing eye-to-eye on every issue, but it does mean having a healthy respect and working through differences to produce results that benefit both sides. Surely we will have differences with the new administration and will expect to get a fair hearing, but that also means we need to offer ideas and alternatives when there are tough issues to be addressed.

There is a great opportunity before us to improve the lives of our members and make New York a better place to live and work. CSEA is prepared to take on the challenge and keep fighting to make our voices heard. We need your willingness to stay involved and work hard to ensure success.
State Civil Service Commission denies mental health therapy aides’ reallocation request

After waiting more than five years for a response, the state’s Civil Service Commission recently denied a reallocation request made by nearly 2,600 mental health therapy aides working at state Office of Mental Health facilities across New York.

“Reallocating the mental health therapy aide title to a grade 11 salary would have gone a long way toward recognizing what has been a reality for all mental health therapy aides for many years now,” said South Beach Psychiatric Center Local President Joel Schwartz. “Their responsibilities are worth more than what a grade 9 salary pays.”

CSEA President Danny Donohue said the union will continue to press the issue. “We are disappointed in the Civil Service Commission’s decision, and CSEA will continue to fight for what is right,” he said.

Schwartz, chair of the Office of Mental Health Labor-Management Committee and vice chair of the state Mental Hygiene Advisory Committee, presented testimony to the commission to illustrate some of the many changes that have occurred in the state mental health system since he first started in 1974 as a mental health therapy aide trainee making about $7,400 per year.

“The request was based on the fact that the downsizing of the patient population in state-run psychiatric centers has also led to a significant downsizing of both the professional and paraprofessional staff,” said Schwartz. “This downsizing has resulted in mental health therapy aides’ job responsibilities significantly changing and expanding.”

In the reallocation request, mental health therapy aides describe how they often perform the work of rehabilitation assistants, occupational therapy assistants, recreation assistants, social work assistants and secure treatment therapy aides. They argued that all of these titles are grade 11 or higher.

Mental health therapy aides also cited since the state has closed many secure care units in recent years, where the most dangerous and violent patients are treated, patients are now ending up in regular units where mental health therapy aides, and not specially trained secure care treatment aides, are left caring for them.

“Mental health therapy aides are vastly underpaid,” said Metropolitan Region President George Boncoraglio. “They perform a job most people would not want to do and often work under extraordinarily hazardous conditions.”

To bolster his argument for the reallocation, Schwartz in his testimony cited specific changes that have made the job of a mental health therapy aide “a million times different than when he started 32 years ago.”

He cited how de-institutionalization led to the release of thousands of people who would eventually be re-admitted to state psychiatric centers and, often, prison since they lacked the resources needed to maintain a relatively healthy lifestyle.

Additionally, the push toward the privatization of mental health care often led to state-funded private providers picking and choosing their patients.

Similar hearings were also held in the state Office of Mental Retardation and Developmental Disabilities for developmental aides. News of those hearings will appear in a future edition of The Work Force.

— David Galarza

CSEA Voices

“Mental health therapy aides perform a job most people would not want to do and often work under extraordinarily hazardous conditions.”

— Danny Donohue, CSEA President

Quality Care Campaign website online

CSEA’s commitment to quality care for individuals with developmental disabilities has reached into cyberspace with a new website, www.qualitycareny.com. This website is intended to inform, enlighten and engage the developmental disabilities’ advocacy community across New York state on the vitally important issue of quality of care for children and adults with developmental disabilities.

Quality Care New York is bringing together self-advocates, family members, direct care professionals and others around the simple proposition that care is better and quality is higher when those providing that care are valued, respected and heard — when caregivers have a voice.

The site is a clearinghouse of information regarding public and private, not-for-profit care providers. County-specific information is available, as well as an archive of letters from elected officials supporting the Quality Care Campaign.

Several reports regarding complaints against specific providers are posted on the site, and visitors can sign up for e-mail updates.

“My goal is to unite all of my members and make them more involved in the union.”

— Carol Croston, member of CSEA’s second LEAD class, on her goals in the program.
‘Flagger’ training highlights dangers

ROCHESTER — A special train-the-trainer session held recently focused on an often overlooked but critical job at road construction sites, the workers who direct traffic, or “flaggers.”

Road work zones are typically one of the most dangerous to work in, and flagging or directing traffic is one of the most dangerous jobs because it puts the worker on the front line of traffic flow.

Despite that, employers often post the least experiences workers, or injured or seasonal workers, at those positions.

In the past 10 years, four CSEA members have been killed in work zones and since 1983 at least 14 CSEA members have been killed in work zones.

Most recently, CSEA members Linda Curtis, 47, a laborer in the Warren County Department of

Public Works, was killed Oct. 6, 2005, by a speeding truck. The truck’s driver was charged in the incident.

National statistics show that each year more than 100 workers are killed and more than 20,000 are injured in road construction sites. State data show that the second highest industrial injury and illness incident rate in the public sector (19.2 per 100 workers) are in local government highway, street and bridge construction. The state Department of Health reports that from 1992-2000, 43 percent of all fatal occupational injuries were caused by motor vehicles.

The train-the-trainer session is being done through the National Safety Council with a grant from AFSCME, CSEA’s international union.

Most of the 25 participants were from the Western and Central regions, and will in turn train CSEA members in their locals and units.

CSEA’s Occupational, Safety and Health Department will be offering similar sessions in the future.

Seneca County lauds workers’ WW II service

WATERLOO — Across the state, you’d be lucky if you could find even a handful of World War II veterans still working in public employment.

The CSEA Seneca County Local recently honored three Seneca County employees, all World War II Veterans, with a luncheon, CSEA Veterans Hats, and framed certificates. From left are Seneca County Local Veterans Committee Chair Mike Lambert, Veterans Gene Swinehart (Army), Francis Hurd (Army) and Jim Crothers Jr. (Navy), and Local President Carmina Russo.

Seneca County employs three of that war’s veterans.

That’s why the Seneca County Local recently recognized veterans Jim Crothers Jr., Francis Hurd and Gene Swinehart. All three work part time for the county; Crothers and Swinehart as transportation drivers for the Department of Social Services, and Hurd as a laborer for the Maintenance Department. They all became CSEA members three years ago when CSEA began representing part-time workers.

As a celebration of Veterans Day and in recognition of their service, Seneca County Local President Carmina Russo and Seneca County Local Veterans Committee Chair Mike Lambert treated the three veterans to lunch and presented them with CSEA veterans hats and framed certificates honoring their service.

Crothers, 80, served in the Navy from 1944 to 1952 and was stationed on the USS Knapp in Charleston, S.C., and worked as a radio worker doing flag signals in the South Pacific and Korea.

Hurd, 82, served in the European theater as a Corporal Technician for the Army Corps of Engineers from 1942 to 1945. He went ashore at the Omaha Beachhead in France six days after D-Day and took part in the Battle of the Bulge. His combat engineer battalion was the first to put a bridge over the Rhine River in Germany. Hurd was decorated with five battle stars.

Swinehart, 80, served as a sergeant in the Army’s field artillery in New Guinea, Africa and the Philippines. He served from 1944 to 1946.

All three said it was nice to be recognized by the union for their service and said the annual observance of Veterans Day is important.

“It’s good to be recognized for a while,” said Swinehart.

“It should always be continued,” Hurd said. “I enjoy Veterans Day,” said Crothers. “It’s very rewarding and it makes me think about things I almost forgot about.”

— Mark M. Kotzin
CSEA slams Wayne County’s hired gun

LYONS — CSEA members are objecting to a move by the Wayne County Board of Supervisors in hiring an outside negotiator, which union officials said is a waste of taxpayer money.

“They are spending taxpayer money to hire a negotiator the county doesn’t need,” said CSEA Wayne County Supervisory Unit President Tom Edwards. “We have people right here in the county who could work with us on this agreement, rather than have someone come in from out-of-town.”

There are at least three people on the county’s payroll, earning a combined annual salary of almost $250,000, who could negotiate the contracts. The negotiator, union leaders said, has not been responsive to the union’s proposals, including health insurance proposals that would result in significant savings for the county.

Instead, the outside negotiator rewrote the entire contract, making an estimated 470 changes, and then declared impasse when CSEA would not agree to all the revisions. A mediator will now work with both parties to try to reach an agreement.

“We hope the mediator will see that the total rewrite of the contract is not an acceptable option,” said CSEA Wayne County Unit President Mark Braccio. “We will not let the negotiator simply dismiss our well-researched proposals that contain cost savings for the county.

Chanting “Show Some Respect” and carrying signs detailing the services they provide, more than 100 Wayne County workers recently demonstrated outside the county offices, and have held two 15-minute lunchtime rallies. Each was in front of a different county office building.

The employees, members of the CSEA Wayne County General and Supervisory Units, marched outside the county courthouse Sept. 19 before attending the start of the board of supervisors’ meeting. The group remained in the meeting for nine minutes — one minute for every month the group has been working without a contract. The contracts expired Dec. 31, 2005.

“I hope they hear us loud and clear,” CSEA Western Region President Flo Tripi said outside the courthouse. “This fight is going to last for as long as it takes; we are not going to quit.”

As in many localities across the state, CSEA members provide a wide variety of services to county residents, Braccio said. They work to protect children, keep families together, help senior citizens in their own homes, keep parks green, build safe roads, dispatch emergency help and provide medical care.

“When you have a problem, who do you call? You call someone from the county,” Braccio said. “CSEA members are here for county residents from cradle to grave. If you need to call 911, you’re calling CSEA members working for the county. If you need nursing home care, you’re calling CSEA members working for the county. If you need help paying the bills, you’re calling CSEA members working for the county. If you need mental health services, you’re calling CSEA members. We work hard every day to provide Wayne County residents with the essential services they need.

“All we’re asking is for some respect in return.”

— Lynn Miller

CSEA Wayne County Unit Vice President Linda Pearce at a recent contract rally. Above, Wayne County workers demonstrate outside the county offices.
Progress on temps, seasonals at Parks & Rec; more to be done

Many long-term, temporary, seasonal workers in the state Office of Parks, Recreation and Historic Preservation have been offered permanent employment status by the agency after CSEA sought a solution to the workers' status.

The agency’s ruling, which took effect Oct. 19, offers 858 of 800 long-term seasonal workers permanent, full-time annual employment.

CSEA has been pushing for a solution for workers who, while working year-round at 40 hours per week, were deemed temporary, seasonal workers.

Despite virtually working as full-time workers, their status remained temporary and seasonal. They also did not share the benefits that accompany permanent employment.

The agreement was a cooperative effort among Parks and Rec, the Governor’s Office of Employee Relations, the Division of Budget, and the state Department of Civil Service.

While CSEA sought the proper classification and appointment status for the workers, the solution was not negotiated between the union and the state and the union has expressed some concerns about the move.

Concerns remain

“The battle’s not over. We still will seek a full and accurate resolution in Parks and other agencies, such as DEC,” said CSEA President Danny Donohue, referring to a similar situation temporary, seasonal workers are experiencing in the state Department of Environmental Conservation.

Those benefiting from the situation at Parks were pleased.

“I am glad because Parks’ hiring practices have been corrected.

There have been many year-round seasonals working side-by-side permanent people doing the same work and they were not getting the same rights. That was not fair and that’s not how civil service is supposed to work.”

— Bea Sala, member of CSEA’s second LEAD class, on her goals for the program.

CSEA member Kevin Julius prepares to unload leaves at Spa State Park in Saratoga Springs. Julius is a temporary, seasonal state Department of Parks, Recreation and Historic Preservation worker who has received a permanent appointment.

“Feels good to be made permanent. There is more protection. Before they would be able to just lay you off. Now there’s more security and that’s important. We all have families to support,” said Kevin Julius, a park worker at Spa State Park.

There were many workers who missed the agency’s cutoff and were left as temporary workers.

In those cases, workers will not be able to exceed 1,750 hours a year of work.

The Oct. 19 appointment date meant many who did not get the permanent appointment will have their hours suddenly cut.

CSEA has requested the agency postpone the cut-off until April 2007, the state’s new fiscal year.

“I feel this sudden change will put an undue hardship (on many workers) and open the door for management to remove our time and attendance benefits we put in the time to earn,” said Chris Flaherty, a seasonal worker in CSEA’s Long Island Inter-County State Park Local.

Flaherty added that pension benefits will also be affected for those working the mandated 1,750 hours a year, removing a major incentive many workers seek when they take such jobs with the state.

CSEA has raised concern that the newly converted workers are being required to serve a 12-month probationary term, and the union is urging those members to check with their local presidents on how to prepare for probationary evaluations, even though in some cases the workers have been with the agency for 20 years or more.

— Therese Assalian

and Lou Imielewski
Member fights to expand, preserve rights for workers serving in military

BROOKHAVEN — If you had less than two weeks to get your entire financial life in order, could you do it?

That was the prospect facing Brookhaven Building Inspector Elizabeth Triebs last holiday season. While she was visiting family for Christmas, the U.S. Navy reservist was activated to serve in Kuwait and had to report by Jan. 16.

“There were so many things that I had to take care of,” said Triebs, a mother of two. “I requested time off to see doctors, get ID cards and take care of some things, but the answers kept coming back in the wrong way. I used all my time up on the books, and then I had to use time without pay. It’s not like I work for a tiny village, or a small town. I asked, ‘Why can’t this town take care of its military?’”

Breaking new ground

Triebs approached then newly elected town Councilwoman Kathleen Walsh for help trying to resolve the situation.

“I went to Kathleen and said, ‘I’m not happy. We really need to do something about this,’” Triebs said. “I may be the first to use these benefits but I told (town officials) I would not be the last.”

Together, Triebs and Walsh broke new ground by filing in some large gaps in local law. Their efforts resulted in the Brookhaven Employee Servicemember Benefits and Compensation Protection Act, which does three main things for town employees serving in the military:

• It continues the town’s paid medical benefits for the service member’s family for up to two years from deployment;

• It provides for up to one year of the difference between the service member’s town base pay and their military pay (often a significant gap);

• It also provides the service member with an additional two weeks of paid vacation time to use either to prepare for deployment, or before returning to employment with the town.

Walsh said it was the right thing to do as an employer. “The law was meant to keep the family whole,” she said.

“When someone is sent overseas on our behalf, they should not have to worry about the family that is left behind. I guess it was never given anyone’s full attention before, but it’s something more employers need to consider.”

Breaking new ground is something that’s not entirely new to Triebs. She was on active duty during the 1990s and started working for the town five years ago and is the town’s first female building inspector.

In the military, she is often the only female engineer. During her most recent deployment she was an Engineering Aide [4th Class in the Engineering Division of the Navy].

She found the difficulty of being deployed compounded by her inability to get time off. She needed to update her will, get updated military family ID’s for her husband and children, transfer medical records, get everyone new doctors, pay off debts and get power of attorney so her family could access her financial information, bank accounts and handle her bills while she was gone. Triebs also had to ensure her family could carry on should she die or become incapacitated while deployed.

“You become physically ill with just the stress of deploying and you don’t need all this other stuff, too,” she said.

She spoke to her husband every night, and kept in touch with Walsh by e-mail. Triebs’ husband, David, followed

Writing for a fair contract

Left, at a recent CSEA meeting, Clarkson University maintenance, custodial and buildings and grounds workers wrote letters to Clarkson President Anthony Collins urging him to intervene in the workers’ stalled contract negotiations and accept the workers’ fair wage proposal. They have been working under an expired contract since July and are waging an aggressive campaign to fight for a fair wage increase from the university. They recently established a website to promote their cause at www.fightforfairness.com. The private sector Clarkson workers joined CSEA last year and are negotiating their second union contract.

Brookhaven Councilwoman Kathleen Walsh, left, and CSEA Brookhaven White Collar Unit President Meg Shutka, right, welcome back Building Inspector Elizabeth Triebs, center, from her military service in Kuwait. While Triebs was away up with the progress on the legislation, which was passed while Triebs was away.

“I thought, ‘That’s very cool! I got something done and I’m not even there.’” said Triebs.

Triebs was not back to work at the town in time to see the law legislation she inspired go into effect in January 2006. Town officials made the law retroactive so that she could get back the time — and pay — she lost during her active military service.

“I think it will benefit other members tremendously. It will alleviate a lot of the stress that Beth suffered. She was a real trooper here,” said CSEA Brookhaven White Collar Unit President Meg Shutka.

“We just want to give her a big thank you for her service and her sacrifice. We appreciate it so much.”

Triebs said one thing she realized during that stressful time last year was that it was difficult for civilians to relate to what she was going through.

“People don’t realize why we do what we do,” she said.

— Rachel Langert

“In this economy, it is so important to be able to represent our employees and get them what is due. They are the backbone of any company. Thank you for your courage to speak up and fight for justice.”

— Jeff Roberts, member of CSEA’s second LEAD class, on his goals for the program.

CSEA Voices

“When someone is sent overseas on our behalf, they should not have to worry about the family that is left behind.”

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INSIDE

THE WORK FORCE

Crews’ hard work helps soften disaster’s punch

BUFFALO — CSEA members answered the call in four Western New York counties when a brisk October storm rippled down trees and knocked out power to almost 400,000 households.

Police departments, highway crews, park workers, social services workers, local government employees and even staff at the Buffalo Zoo worked during the initial response and the intense cleanup that followed.

“The October storm took everyone by surprise,” said CSEA Western Region President Danny Donohue. “CSEA members should be proud of their service and recognize the extraordinary work of their union brothers and sisters in western New York in this unusual situation.”

Wind out of the west whipped up a narrow band of lake effect snow Oct. 12 that stretched from downtown Buffalo north and east across parts of Erie, Orleans and Genesee counties. By the evening rush hour, the heavy, wet snow had already begun to stress tree limbs. As they broke and crashed to the ground, they took power, phone and cable lines with them. Some people would be without power for 10 days.

Responding to calls for help

At area police stations, phones rang non-stop as residents called for help.

“We were inundated with calls about electricity being out, downed power lines and flooded basements,” said Robin Clark, a public safety dispatcher for the Tonawanda Police Department and a CSEA member. “People were asking for the location of shelters. They were concerned about medical supplies and medical equipment that runs on electricity. They had questions about property damage and about the travel ban.”

CSEA members did whatever they could to quickly bring life back to normal for residents of this area.

“When disasters strike, CSEA members are usually the first in and the last out,” said CSEA President Danny Donohue. “CSEA members should be proud of their service and recognize the extraordinary work of their union brothers and sisters in western New York in this unusual situation.”

Wind out of the west whipped up a narrow band of lake effect snow Oct. 12 that stretched from downtown Buffalo north and east across parts of Erie, Orleans and Genesee counties.

“Normally worked football games,” said Donohue, “members during 25 took counties feet snow.”

Some 10,000 customers were without power Oct. 12 in Erie County alone, and 2,000 customers in Genesee County were left without power.

Working together

As the calls slowed for dispatchers, the pace increased for state Department of Transportation workers.

At the same time, Erie County workers hailed non-emergency phone calls at the Emergency Operations Center in Cheektowaga. Some CSEA members volunteered at shelters.

In Depew, several hundred state transportation and state parks workers from across the state gathered to help.

Crews fanned out onto the narrow, tree-lined roads in the small villages and suburbs surrounding Buffalo, said Highway Maintenance Supervisor Jerry Bartel.

In some instances, they worked side-by-side with members of the National Guard. The workers’ goal was to clear impassable streets and remove fallen trees so utility crews could come in and restore power and heat to residents.

“These (employees) are very passionate about their work,” said CSEA Erie County state Department of Transportation Local President Michael Kam. “Trees make them tick. That’s good, because I think this is the world’s largest load and debris cleanup. The trees were piled back like bananas; we’ve got quite a mess here.”

As quickly as crews could remove or chip debris from the street and sidewalk, residents would drag out more from their backyards, Kam said.

State Department of Transportation trucks from across the state streamed into the Darien Lake State Park staging area.

After taking two to three hours to gather the debris from the area around Darien Lake and surrounding villages and towns, crews loaded the debris onto trucks and took it to the staging area for pickup.

State Department of Transportation trucks from across the state streamed into the Darien Lake State Park staging area.

By 9 a.m. the next day, crews began hauling loads to the Darien Lake State Park. The trucks were unloaded, and loading began.

By the evening of Oct. 13, the streets of Darien Lake were back to normal.

Ed Dry of Cataraquus County is one of many Department of Transportation workers who helped clear debris following an October storm. Officials have said the wood chips from the storm would cover 25 acres and the tree limbs picked up and hauled away would fill a professional football stadium.

Kevin Clark, left, John Ribble, Mike Tomassi, John J. Mase and Michael Dowd of Hornell State Employees Local pose for a photo as the sun rises in the background. The crew, like many other from across the state, spent several days in the Buffalo area helping with clean-up from the October storm.

— Lynn Miller

Clarence Highway Department Heavy Equipment Operator Jamie Dunning clears broken tree limbs following an early lake effect snowstorm that socked the Buffalo area.

Jason Dickerson, a tree pruning supervisor from Saratoga Springs, uses a log loader truck to clear storm debris from a street in the Village of Williamsville, one of the areas hardest hit by the storm.
Dues schedule revisions more fair, equitable

ALBANY — Delegates to CSEA's 2006 Annual Delegates Meeting in September approved a restructuring of the union’s dues schedule to make the schedule fairer based on member incomes.

For the majority of CSEA members, the schedule’s dues brackets will remain the same. For those members earning more than $40,000, there will be five new brackets, with the top bracket being for members earning more than $60,000 a year.

The only increase CSEA members in the brackets below $40,000 annually will see is the annual AFSCME dues adjustment, which was approved at the AFSCME convention in August. The American Federation of State, County and Municipal Employees (AFSCME) is CSEA's international union. All adjustments will be reflected in the first pay period of 2007.

CSEA’s dues structure has been tied to salary ranges since the late 1980s. Delegates last approved a revision to the dues schedule in 1995.

In the 1995 revision, a top dues rate of $40,000 was set, and at the time, fewer than 10 percent of union members earned that much. At present, 23 percent of union members earn more than $40,000, and a revision was needed to make the schedule fairer and more equitable.

For the last several years, all dues adjustments have been limited to the AFSCME annual adjustment. A new formula for that adjustment was approved at the AFSCME Convention this year to better position the union for organizing and political representation, the results of which are already being seen.

CSEA member dues pay for all aspects of union services including legal representation, contract negotiations and administration, occupational safety and health operations, regional offices and field operations, communications services, organizing, and administrative operations.

CSEA’s affiliation with AFSCME provides services and support for all of our activities and representation at the national level.

It also makes us part of the AFL-CIO, the nation’s most important labor organization.

### CSEA Dues Schedule for 2007 with new income brackets

<table>
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<tr>
<th>Range</th>
<th>Current</th>
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**New Income Brackets**

- 40,000 and above: $539.66
- 40,000 - 44,999: $539.66
- 45,000 - 49,999: $539.66
- 50,000 - 54,999: $539.66
- 55,000 - 59,999: $539.66
- 60,000 and above: $539.66

Three different benefits add up to one large savings

CSEA members can save one all sorts of purchases by taking advantage of CSEA Member Benefits discount programs, including the Buyers Edge, Avis, and Working Advantage.

- **The Buyers Edge** offers discounts on major appliances, TV and video equipment, audio equipment, carpet and rugs, diamonds, fine jewelry, luggage, lighting, pianos and organs, travel discounts, kitchen cabinets, autos, moving, real estate and more.
- **The Avis Member Savings Plan** offers $20 off a weekly car rental plus a free weekend day!
- **Working Advantage** offers discounts on movie tickets, theme parks, hotels, city passes and other entertainment. Save on trips to Disneyland, Busch Gardens, Sea World and Universal Studios, as well as on trips to Boston, Las Vegas, New York, San Diego and Hollywood.

Call 1-800-342-4146, ext. 1359 or visit www.csealocal1000.org and select ‘members only benefits’ from the ‘member benefits’ menu item.
Day of Caring projects beautify Buffalo

BUFFALO — Visitors to several Buffalo-area agencies will have a nice place to sit, thanks to the efforts of CSEA members.

Members of the CSEA Buffalo State Employees Local spent a recent morning building benches and planters as part of the United Way’s annual Day of Caring.

Working in three small groups, CSEA members gathered in Buffalo’s City Hall with members from another union and the New York Air National Guard’s 107th Air Refueling Wing. There, sounds of electric saws and nail guns could be heard among the buzz of morning traffic.

“We’re working together as a team,” said Tom Rogalski, local president and one of the morning’s ‘foremen.’

Rogalski worked with electrician Randy Napierala in advance to measure, cut and bundle the lumber into kits. Crews planned to assemble 24 planters and 16 benches in about four hours. When complete, they would have eight finished projects to deliver to local agencies.

“We’ve got everything already packaged,” Napierala said. “We simplified the design a bit to make it manageable for the volunteers. Everyone picked up on it very quickly. We have a good group here.”

Moses Shipman is a regular Day of Caring volunteer. Volunteering hits close to home for the building services aide.

“I have a nephew who attended Camp Good Days and Special Times, which is a camp for children with special needs,” Shipman said. “I originally got involved because of him. I enjoyed it, so I keep coming back. This is good for the community. I am happy to be able to do something good for someone else.”

Dan Daly, a building services aide with 29 years’ experience, agreed. “It’s a nice thing to do,” he said. “You don’t hear about people helping out like this too often.”

The United Way supplied the materials and the tools for the event.

— Lynn Miller

Halloween fun raises money for joyful holiday season

SARATOGA SPRINGS — CSEA Saratoga Springs City Hall Unit members celebrated Halloween by dressing up for a good cause.

Unit members dressed up in costumes and attended a lunch party, where they raised more than $500 to help buy holiday gifts for residents at Maplewood Manor, the county’s nursing home.

Unit members had also organized other fund-raisers this year to buy the gifts.

The committee, comprised of unit members Nancy Wagner, Doug June, Kathy Sharp, Patrick Piper, Tony Tozzi, Florence Wheeler and Lynn Browne, organized the lunch and will buy the gifts.

— Therese Assalian

From left, Saratoga Springs City Hall Unit President Kathy Moran, Olivia Dean, Lynn Browne, Doris Dyer, Michael Peters, Karen Whipple and Tony Izzo show off their Halloween costumes.
Eight years ago ...

Former Texas Gov. Ann Richards, who died Sept. 13 of this year at age 73, gave the keynote address at the 1998 CSEA Women’s Conference in White Plains. She won a standing ovation from union members during her address about politics and women’s health. She is shown at right at that year’s CSEA Women’s Conference. CSEA held this year’s Women’s Conference last month in Tarrytown.

Like Irene Carr, the former CSEA statewide secretary who paved the way for women union leaders to become leaders on every level of the union, Richards was a trailblazer who became known for her progressive politics and sometimes fiery speaking style.

She was the first woman to be elected to Texas statewide office in more than 50 years when she became the state’s treasurer in 1982. In 1990, Richards again made history when she became the first woman to ever be elected governor of Texas. In 1994, George W. Bush defeated Richards in her bid for re-election.

Since serving as governor, Richards spent the remaining years of her life campaigning for other Democrats and advancing social issues of interest to women.

Also in 1998 ...

★ President Bill Clinton outlines first balanced budget in 30 years.
★ U.S. embassies in Kenya and Tanzania are bombed in terrorist attacks.
★ Titanic becomes the highest-grossing film of all time, earning more than $800 million domestically and winning 11 Oscars.
★ Frank Sinatra dies at age 82.
★ Sen. John Glenn returns to orbit in the space shuttle Discovery, 26 years after he became the first American to orbit the Earth.
★ The New York Yankees defeat the San Diego Padres in the World Series, garnering 125 wins along the way, the most ever by a major-league baseball team.
Special Olympics
salutes CSEA’s Donohue

ALBANY — CSEA President Danny Donohue was warmly honored in November by the Special Olympics New York at its Salute to Labor.

“We are honoring our colleague Danny Donohue for his continued efforts in an ongoing fight for fairness and respect of all individuals, including those with intellectual disabilities,” said Special Olympics New York President Neal J. Johnson.

CSEA has been a longtime supporter of Special Olympics and more than 16,000 CSEA members work with developmentally challenged individuals every day. Proceeds from the Salute to Labor dinner will benefit Special Olympics New York and the nearly 43,000 athletes it serves throughout the state through cost-free athletic training and competition in 22 Olympic-style sports.

Special Olympics has provided sports programs for people with intellectual disabilities, including mental retardation, for 37 years. To see more photos from the event, visit www.csealocal1000.org.

Danny Donohue is shown with, from far left, Neal J. Johnson, Richard Iannuzzi, president of New York State United Teachers, Yolanda Vega of the New York State Lottery, Brian O’Shaughnessy, executive director of the New York state Labor Religion Coalition and New York state AFL-CIO President Denis Hughes as they promote the coalition’s Free Trade Coffee project. A custom Special Olympics Blend was presented at the dinner. To learn more about the Free Trade coffee program visit CSEA’s website at www.csealocal1000.org.

Preliminary work set for state contract talks

ALBANY — CSEA is laying the groundwork to begin negotiating a new state contract for the four executive branches. The current contracts expire on the close of business April 1, 2007. The January 2007 Work Force will contain extensive details related to the state negotiating team and timelines for negotiations.

Tribute to veterans

CSEA members joined their co-workers at Bernard Fineson in honor of Veterans Day. Members who have served in the military received a certificate of appreciation and were treated to a breakfast reception. From left, Metropolitan Region Labor Relations Specialist Barbara Moore, Charles Eato, Bernard Fineson, Director Frank Parisi, Creedmore Psychiatric Center Local Acting President Carlota Williams, Metro Region President George Boncoraglio, Alva Heron, Michael Wilson, Ali Syeed, Creedmore Local Treasurer Leila Hoskins, (kneeling) Alfred Braxton. The empty chair represented Armando Cruz, currently serving in Iraq.

Assemblyman Paul Tonko, CSEA President Danny Donohue, state Sen. George Maziarz, and Special Olympics New York President Neal J. Johnson at the event honoring CSEA President Danny Donohue.

Brianne Nobis, a Global Messenger for Special Olympics New York, spoke about her experiences as a Special Olympics athlete and advocate for people with disabilities at the Salute to Labor. At left, Nobis, left, poses with New York Lottery personality Yolanda Vega, who co-hosted the event.
What’s In It For You?

HIPAA: what you need to know

The CSEA Employee Benefit Fund is dedicated to maintaining the privacy of your identifiable health information.

In conducting our business, we will create records regarding you and the services we provide to you. We are required by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) to maintain the confidentiality of health information that identifies you, and the law also requires us to follow the terms of the notice of privacy practices that we have in effect at the time.

Have you ever contacted EBF looking for information regarding a spouse’s or a domestic partner’s dental or vision claim? If so, and you do not have a signed HIPAA form on file, you will be denied access to that information. However, there is a simple solution to this dilemma: the HIPAA authorization form.

There are two different ways to obtain a HIPAA authorization form. If you have access to the Internet at work or at home, downloading and printing the form is just a few simple clicks away. If you visit www.cseaebf.com and click on “library,” the HIPAA authorization form is found on that page.

If you are looking for more in-depth information about the privacy policy you can click on “HIPAA Statement” and view the policy from the main page of our website. There is also a link to the form at the end of the statement.

If you do not have access to the Internet, you can simply call EBF at (800) 323-2732 and speak with any of our customer service representatives who will be happy to mail you a HIPAA authorization form.

A new HIPAA form must be completed and signed every two years. If you have any questions about the form, please call us at the toll-free number. Once your form is filled out and signed, you must mail it in. EBF will not accept a faxed version because we need to have an original signature on file.

The address is:
CSEA Employee Benefit Fund
P.O. Box 516
Latham, N.Y. 12110

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As the weather grows colder, let your peace of mind grow warmer with us!

PEARL-CARROLL
& ASSOCIATES

1-800-697-2732

Same people, same great service and now with in-state ownership!

Visit http://www.cseaeinsurance.com for more information on available programs.

Break in membership affects eligibility for union office, voting privileges

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

• seeking or holding union office;
• signing nominating petitions for potential candidates;
• voting in union elections; and;
• voting on collective bargaining contracts.

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

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

Note, however, you must continue to pay dues to run for office. Dues-free or gratuitous membership allows members to continue their insurance coverage while out of work. It does not protect your right to run for or hold office. This does not apply to members who are on leave due to being called up for military duty. Members on active military duty upon return, are considered to have had continuous membership status for all CSEA election purposes.

Please notify the CSEA Membership Records Department at 1-800-342-4446, Ext. 1327, of any change in your status and what arrangements you are making to continue your membership in CSEA.
Protecting Your Benefits

Health insurance option transfer for plan year 2007

Members who are considering changing health insurance options for 2007 should weigh many factors before making a decision.

A good source of specific health insurance information is the 2007 Choices guide available from your agency’s health benefits administrator. Choices contains information on the Empire Plan and health maintenance organizations that participate in the New York State Health Insurance Plan (NYSHIP).

To change your option, see your agency’s health benefits administrator as soon as possible. Ask for a health insurance transaction form PS-404.

Additionally, if you are enrolling in an HMO or changing to another HMO, ask for an HMO enrollment form. Return the completed form(s) to your agency’s health benefits administrator. If you do not wish to make a change, no action is required.

Check the rates:
Rates influence the choices we make when choosing a health insurance plan.
At the time this article went to press, the health insurance rates for 2007 were not yet approved. When the rates are approved, a Rates and Deadline publication will be printed and mailed to enrollees’ homes.

Members who are thinking of changing health insurance options should review the Choices brochure, which provides a summary of plan benefits and the rates and deadlines publication, when available.

Promoting Good Health

Benefiting those who served

The CSEA Veterans Committee displays the union’s new “Veterans & Military Personnel” guide, an employment benefits guide CSEA produced for CSEA members employed in the public sector who are also veterans and active military personnel.

In “Veterans & Military Personnel,” CSEA members in the public sector who served or are serving in the U.S. armed forces can get an overview of the rights and benefits available to them, including those related to military leave and retirement. Pictured from left are Janet Foley, director of CSEA’s Occupational Safety and Health Department, Ed LaPlante, special assistant to CSEA President Danny Donohue, CSEA Veterans Committee member Joe York, committee member Maryann Phelps, Veterans Committee Chair Len Beaulieu, seated, holding guide, committee member Evans Quanima, CSEA Occupational Safety and Health Department secretary Janet Womachka, Veterans Committee member Ted Behlowski and committee member Len Foster. Not shown are Veterans Committee members Bill Curtin and Bob Pyjas and CSEA staff attorney Leslie Perrin, who helped develop the guide. CSEA recently mailed the guide to members on the union’s Veterans Committee mailing list. To get a copy of “Veterans & Military Personnel, contact Womachka at CSEA headquarters at (800) 342-4146.
MONROE — When Al Gonzales retired from the New York Police Department after 20 years on the beat in the south Bronx, he made the transition to a job closer to home as a part-time bus driver in the Monroe-Woodbury School District.

However, the students he drives may not realize their bus driver has another job that has brought him in contact with some big names in the entertainment industry.

A talented bagpiper and an avid motorcyclist, Gonzales has been tapped for appearances in various television shows, most recently the ABC daytime drama “One Life to Live.” Gonzales spoke recently with The Work Force’s Jessica Laddie about the personal hobbies that have led to multiple acting gigs.

WF: Did you learn to play the bagpipes after joining the NYPD?
AG: Actually, I started as a teen-ager more than 30 years ago. My mother’s family is Irish and it was one of those things that always interested me. I did play the bagpipes for a few years with a police group, but I have my own band now where I use the bagpipes. I do the acting part time.

WF: How did the acting career come about?
AG: I know some people who work in the entertainment industry, so when they needed a bagpiper or motorcycle cop for a scene, they called me because they knew I was reliable. These are mostly shows being shot in New York. I was in a scene as a motorcycle cop in “The West Wing.” I was in a scene in “Third Watch,” and I played the bagpipes for a Visa credit card commercial.

WF: What was your role on “One Life to Live?”
AG: I was a bagpiper at the funeral for the character Detective John McBain. The actor who plays him was in contract negotiations at the time, so they wrote a story in which he was killed in a car crash. I was in two good scenes that aired. It turned out the actor, Michael Easton, did re-sign after we shot the episode, so they ended up writing that it was somebody else in the car who died and McBain was actually in the hospital in bandages.

WF: How long did the scenes take to shoot?
AG: I was at the studio the whole day, from 9 in the morning to about 9 at night. They shot a few different takes from three to four different angles, then edited it down. I prerecorded the bagpipe music in the studio, so when I played in the scene I sort of had my bagpipes shut off. They gave me an earpiece with a tiny antenna, played back what I played in the studio, and I played my fingers along with it. Then, they mixed that track in.

WF: How did the bagpipes evolve to prominence?
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WF: Do the students and your co-workers know about your other part-time job?
AG: They didn’t until it was mentioned in the local newspaper. They know now! I just started working at Monroe-Woodbury this year, after I retired from the NYPD. The NYPD had trained me to drive their buses for times when they needed large numbers of officers sent to one location. I joke that a busload of students here are less rowdy then driving a busload of cops!
**Fighting for a fair contract**

Members of the Town of Newburgh Unit in Orange County, joined by members of the nearby New Windsor Unit, demonstrate Oct. 21 outside the grand reopening of the town’s Chadwick Lake Park, where Newburgh Unit members completed many improvements. Unit members have worked three years without a contract and negotiations are in the fact-finding stage. Sticking points include wages, health insurance and a town proposal to make staffing cuts to sanding trucks during snowstorms, a move CSEA members have protested for safety concerns. CSEA members also demonstrated against Town Board members voting themselves raises throughout the three years the CSEA agreement has been expired while the union members have had no resolution.

**REMINDER TO PRIVATE SECTOR LOCAL PRESIDENTS**

**ELECTION NOTICE**

The term of office for current Private Sector Local officers will expire on June 30, 2007. Elections for office must be conducted and completed before the new term begins on July 1, 2007.

A letter was sent by the Statewide Election Committee (SEC) on Aug. 15, 2006, to each Private Sector Local President requiring each Local Executive Board to select an election committee and chairperson prior to Oct. 15, 2006.

If you have not selected an election committee, please do so immediately. Please refer to the SEC’s Aug. 15 letter for procedural requirements.

If you did not receive a copy of the Aug. 15 letter, or have questions pertaining to it, please contact the SEC at 800-342-4146, ext. 1447.

PEOPLE PERSON — The PEOPLE recruiter of the month of October is Millie Lucas of the Suffolk Area Retirees Local in the Long Island Region. She recruited 26 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.

**HEALTH CARE ARBITRATION VICTORY** — Members of the private sector Crothall Local, consisting of couriers, laundry and housekeeping workers at Westchester Medical Center, will soon have access to an affordable medical and hospitalization plan. Only 40 percent of the local’s members were enrolled in the company’s insurance plan because of premiums up to $7,000 per year for families, but costs will be more affordable to workers now that an arbitrator has ruled Crothall violated the CSEA contract by refusing the union’s request to offer alternate coverage. The ruling forces Crothall to introduce an alternate plan, found through CSEA, that has minimal out-of-pocket costs.

**LOCAL GOVERNMENT CIVIL SERVICE NOTIFICATION** — CSEA is urging officers of local government division locals and units to sign up for their local Civil Service Administration’s mailing list to be notified of upcoming Civil Service public hearings and related meetings. Under Subsection 2 of Section 20 of the state’s Civil Service Law, members have the right to be asked to be notified of Civil Service public hearings that may affect one’s local jurisdiction. The Civil Service Administration mailing list is important for CSEA officers because the union can keep informed about any hearings and amendments to the local Civil Service Rules and to the appendices that can significantly affect members. Members requesting to be notified must be filed with their local civil service commission or personnel officer every December, even if members have previously filed for Civil Service notification …

**SEPT. 11 RESPONDERS: REGISTER FOR WORKERS’ COMPENSATION** — Many Sept. 11 responders are now eligible to receive Workers’ Compensation benefits under recent changes to state law. The state recently changed its Workers’ Compensation Law to allow people who worked at Sept. 11 recovery efforts between Sept. 11, 2001, and Sept. 11, 2002, but who are not ill, to be eligible to file a workers’ compensation claim should they become ill from a Sept. 11-related illness in the future. Many health experts predict thousands of exposed workers will become ill from illnesses linked to Sept. 11 toxins. Hundreds of CSEA members across the state worked as paid and volunteer Sept. 11 responders. You must register with the state Workers’ Compensation Board by Aug. 14, 2007, to be eligible for Sept. 11 Workers’ Compensation benefits at any time in the future. For more information or to download a registration form, visit CSEA’s website at www.cseaalocal1080 and follow the links for the New York Committee for Occupational Safety and Health and the state Workers’ Compensation Board.

**TENTATIVE AGREEMENT** — Members of the Livingston County Full-Time Employees Unit have ratified a tentative agreement after a contract campaign. Unit members launched a contract campaign in March after they voted to declare impasse in negotiations.
This holiday season, give a gift that gives back!

This holiday season, get into the spirit of giving by choosing union-made, American-made gifts! Not only will you be giving high-quality gifts to your loved ones, but you will be giving your union brothers and sisters the gift of good union jobs.

With U.S. consumers expected to spend more than $60 billion for holiday gifts this year, your choice to buy union, buy American will go a long way toward keeping good jobs with fair pay and benefits in our communities.

Here are some ways to get started on your holiday giving, union-style!

Get your java and help support the work of the New York State Labor-Religion Coalition and workers struggling for decent wages by buying Fair Trade coffee from Dean’s Beans. All Dean’s coffee is organic, kosher, fair trade, and shade grown to support healthy environments for coffee growers and protect critical migratory bird habitat. Visit Dean’s Beans website at www.deansbeans.com and enter “CSEA” in the promotion code box. You can also link to Dean’s Beans from CSEA’s home page at www.csealocal1000.org.

Visit the CSEA e-store for all of your local and unit gift-giving needs. Here, you’ll find clothing, bags, mugs, officer supplies and recreational items for fun, useful gifts that keep on giving! Follow the link to the CSEA e-store at CSEA’s website at www.csealocal1000.org.

Nov. 24-Dec. 3, 2006 is Buy Union Week
Give the Gift of Good Jobs — Shop Union for the Holidays

Download a packet and support Buy Union Week

AFL-CIO’s Union Label & Service Trades Department website, www.unionlabel.org, will help you find thousands of union-made gifts, including clothing, books, athletic equipment and toys that will delight your loved ones and give back to your union brothers and sisters. Union Label is again sponsoring “Buy Union Week” from Nov. 24 to Dec. 3.
Oyster Bay members SORT it out

Their fellow members of the Oyster Bay Local were off Nov. 10 for Veterans Day, but it was just another workday for the 200 members in the town’s Sanitation and Recycling (Separate Oyster Bay’s Recyclables Today – SORT) Division.

Sanitation worker Mark Seher was up by 3:45 a.m., his usual wake up time. By 5 a.m., Seher, Scott D’Amico and Rob Plummer had...
Sanitation

their truck out and were collecting garbage from more than 800 homes on their route in Massapequa. They collected 29,000 pounds, nearly 15 tons of garbage. “That’s light on a Thursday or Friday,” said Seher. “Monday and Tuesday, right after the weekend, it’s heavier.” After dropping their garbage at the transfer station in Old Bethpage, the workers brought the truck back to the division’s headquarters on Miller Place, gassed it up for the next day’s work and left it in the large parking lot behind the office.

In his 16 years on the job, Seher has suffered two shoulder injuries and had back surgery this past April. “There’s wear and tear on this job,” he said.

Augie Buckhardt, local president since 1997, worked in the Sanitation Department for 27 years. For many residents, he said, sanitation employees are the “first line,” the town employees they see most, so sanitation is especially important in communicating the quality of town services to residents.

The local has a very good relationship with Supervisor John Venditto and Oyster Bay’s officials.

“I think John Venditto and residents appreciate what sanitation and SORT do,” he said. “The guys do a good job.”

Doing paperwork after the trucks come back from their routes are, from left, supervisors Mike Stine, Frank Keiling, Steve Miller and Frank Criscuola.

Raymond Starke, right, head of the Sanitation & Recycling Division, talks with Luis Rodriguez.

Above, Kevin McClorey, left, assistant dispatcher, has just given Chris Stoltz his paycheck.

Below, Sanitation Inspector James Baxter, seated, talks with James Ryan, radio-telephone operator in the division.

With Local President Augie Buckhardt, seated, are, from left, 2nd Vice President Rocco DiRienzo, Brian Hirtzel, steward for SORT, Separate Oyster Bay’s Recyclables Today, the town’s recycling program, Dan Hess, sanitation steward, and Pat Davino, assistant sanitation steward.

Top: JoAnn McLane, seated, and Gerry Di Dio are among the division’s clerical employees.

Long Island Reporter
Greetings Brothers and Sisters,

As I sit down to write this, I’m having a difficult time believing that the year 2007 is right around the corner. When I was a kid, I can remember my parents and grandparents saying that the years go by in a flash. Now, I understand what they were saying. It seems like you blink and another week or another month has clicked by. The clicking seems to speed up as the years pass.

That’s why it’s so important to make good, productive use of the time we do have. After all, isn’t every new day another opportunity to make a difference in the lives of those around us?

Through CSEA, we have ample opportunity to achieve positive change. If you sit on a negotiating committee, you can shape and improve the pay, benefits and work rules for yourself and the other members in your unit or local. If you sit on the state negotiating committee, your input and suggestions can help CSEA members all over the state. It’s not only a privilege, but an awesome responsibility.

If you are an activist, you can help other members enduring difficult or stalled negotiations by coming out for protest demonstrations or just by showing support for your brother and sister members.

Every unit or local has different circumstances of course, but I think we can all relate to the delays, the misinformation, and the outright disrespect that management sometimes displays.

Today it may be your friends having it tough at contract time, but tomorrow it may be you. That’s what being in a union is about — looking out for one another and fighting for the common good. CSEA members are strong because we have the resources of a 265,000-member organization behind us.

By sticking together and showing a united front, we can help break contract logjams, increase the union’s strength and secure a better, brighter future for ourselves and our children.

In solidarity,

Nick LaMorte
President
Long Island Region
Inside Reporter

Long Island Region 2006 Leadership Conference

Above, SUNY Stony Brook Local President Carlos Speight, left, and Long Island Judiciary Local 330 President Kevin Ray Sr. discuss the concerns of local leaders.

Below, among the local leaders attending the conference are, left to right, Long Island Developmental Disabilities Services Office Local President Daryl Wilson, left, Suffolk Cooperative Library Services Local President Jim Balletta and Region Secretary Lee Reynolds of the Nassau Educational Local.

If we want to be powerful, we have to turn out our members. And word-of-mouth at the workplace is the most effective way to communicate in politics.

PORT JEFFERSON — The annual CSEA Long Island Region Leadership Conference brought together 35 of the region’s local presidents and vice presidents for leadership and political action sessions. The conference was held at the Saratoga Inn on Friday evening and Saturday, Oct. 20 and 21. The Saturday morning session provided training for the local officers, while the afternoon session was devoted to political action.

Fran Turner, CSEA’s director of political action and the union’s top lobbyist, said in 2004 many union leaders didn’t vote despite the importance of the issues. In focus groups, the non-voters gave as the reason that nobody had asked them to go out and cast a ballot.

“If we want to be powerful,” she said, “we have to turn out our members. And word-of-mouth at the workplace is the most effective way to communicate in politics.”

She discussed Westchester County-area state Sen. Nick Spano’s re-election race in 2004 that he won by only 16 votes out of the 114,000 ballots cast. “The key,” said Turner, “was how many people he got to pull out his supporters on Election Day.”

Her audience heard the message and spread it in the more than two weeks before Election Day. In Nassau and Suffolk counties, all 38 CSEA-endorsed candidates won, including several in very tight races.

Above, during a break in the Saturday morning session, Roberta Carter, left, of the Suffolk Retirees Local looks over a conference booklet. Seated next to her are Rutha Bush, center, and Shirley Baker of the LIUSSD Local 430. Three dozen local leaders in the Long Island Region attended.

Below, Dominick DiSano, left, Suffolk Retirees Local president, chats with Mary D’Antonio, SUNY Old Westbury Local president, and Kevin Ray Sr., Long Island Judiciary Employees Local president.

Statement from Long Island Political Action Committee Chair

COMWEAK — John Shepherd, chair of the region Political Action Committee, thanked members and their families for the strong support they gave CSEA-backed candidates on Long Island on Election Day.

“The region Political Action Committee spent the last few months registering members to vote, interviewing candidates, educating our members and getting the vote out,” he said. “All of our efforts were marked by success on Nov. 7. thanks to the backing of our members.

“We endorsed 21 candidates for state Assembly and all 21 won. Our own Marc Alessi, who is a Democrat in the 1st Assembly District, which is heavily Republican, won all of the 98 election districts in his Assembly district.

“We endorsed nine candidates for state Senate and all nine won.

“We endorsed four candidates for U.S. House of Representatives and all four won.

“We endorsed candidates for governor, lieutenant governor, attorney general and U.S. senator and they all won.

“Our success in the endorsements was 100 percent. We will now gear up for December fire and water district commissioner elections, March village mayor and trustee elections and April school district elections. As always, we will continue voter registration drives and the committee will meet on a monthly basis.”

John C. Shepherd Chair, Long Island Region Political Action Committee

John Shepherd, president of Nassau Municipal Employees Local, chairs the Long Island Region’s Political Action Committee.
Long Island Reporter

Last Call for tickets!

Long Island Region
Holiday Party

Wednesday, Dec. 13, 2006
7 p.m. to 11:30 p.m.
Chateau Briand, Westbury, $75

Checks must be received
no later than Monday, Dec. 4

Checks should be made payable to
CSEA Long Island Region and sent to
CSEA Long Island Region Social Committee
3 Garet Place, Commack, N.Y. 11725
Please include names of guests who will be
seated at your table(s).

For more information, call Laura Gallagher, 516-876-3293
or Lee Reynolds 516-353-4420

On Veterans Day, members of the Long Island Region
Veterans Committee honored those who served in the U.S.
armed forces. Taking part in the
committee’s annual observance
are, from left, Barbara
Maniscalco, Jill Mallon, Herman
Williams, Edward Hussey,
Maryann Phelps and Valerie
Ciaramella.

Some of the CSEA members in Hempstead who turned out for the village cleanup include Gary Kornova, Phil Avila, Elliot Brown, Phil Abbondondolo Sr., Joe Rogers, Daniel Simone, Anthony Simone, Phil Abbondondolo Jr. and Kevin Harlston.

Recently CSEA members participated in the Village of Hempstead cleanup day. “They showed pride in their village by coming out to lend a hand and help the village straighten up. They should be commended for their efforts,” said Village of Hempstead Unit President John Shepherd.

He noted it was just another way that CSEA members give back to their communities.

CSEA members!

Join the CSEA LI Region Veterans Committee this holiday
day as we remember the veterans who live at
THE NORTHPORT VA HOSPITAL.
AND THE
LONG ISLAND STATE VETERANS HOME

Show your support by donating the following items:

Underwear
Denture Tablets
Combs & Brushes
Scissors
Toothbrushes
Shaving Cream
Staples
Mail Clips
Postage Stamps
Bar Soap
Denture adhesive Toothpaste
Wadding
English Satin & Pillowcases
Bra Straps & Brassieres
Bowl Holders & Towel Racks

Please deliver your UNPACKED gifts to
CSEA Long Island Region at 3 Garet Place, Commack,
Monday thru Thursday, 9 a.m. - 3 p.m.
If you can’t make it, a donation will be accepted.
The committee will deliver items to the Veterans on Saturday, December 9. Volunteers are
needed.

For more information contact Committee Chair,
Raymond pasta at 516.976.4828

Long Island Region,
Jeff Lucherno, President
SUNY Stony Brook awards scholarships

STONY BROOK — The State University at Stony Brook Local recently launched its scholarship program by awarding $1,000 college scholarships to one member, and the children of two other members.

The award winners are Biju John, a member who works in the Physical Plant department, who won the Phil Santella Scholarship; Marissa Sheryl, daughter of Margaret Sheryl, who works at the School of Health Technology and Medicine, and Karissa Gropper, daughter of Catherine Gropper, who works in the Occupational Therapy department.

“We understand the high cost of education,” said Carlos Speight, local president. “That’s a big burden. We don’t make big dollars and we want to help fellow members along.”

He said in the hospital environment, CSEA members work beside doctors, nurses and other health care professionals. “Many of them are children of public service workers,” Speight said, “and we want to help our children move on to professions.”

Santella, for whom one scholarship is named, is a former local president who began working at Stony Brook in 1972 and retired in 1994. Since his retirement, he has been the local’s office manager and is an active member of the Suffolk Retirees Local.

From top to bottom: Biju John, left, winner of the Phil Santella Scholarship, receives a giant $1,000 check from Richard Tuckosh, chair of the local’s scholarship committee; Marissa Sheryl, receives her scholarship from Richard Tuckosh; Long Island Region President Nick LaMorte, center, speaks at the SUNY Stony Brook scholarship ceremony. With him are SUNY Stony Brook Local President Carlos Speight, left, and Richard Tuckosh.

Brookhaven Unit member retires after 40 years of service

Leilonie Gearth, sixth from left, is honored by co-workers on Oct. 20, the day she retired from the Brookhaven town clerk’s office after 40 years of service. With her are, from left, are Cynthia Roma, Michelle Albanese, Linda DeIldodio, Debbie Shughey, Cathy Marcus, Mary Dugan, Anne Miller, Jayme Short and Laurie Murray, deputy town clerk.

FARMINGVILLE —Leilonie Gearth’s co-workers bid her a fond farewell when she recently retired after 40 years of service in the Brookhaven town clerk’s office.

A longtime shop steward for the Brookhaven White Collar Unit, Gearth received flowers and a warm thank you from Meg Shutka, unit president.

As a principal clerk, she worked on many jobs in the office, including Town Board resolutions, zoning changes and helping residents who called the office.

Gearth, the mother of two and the grandmother of two, said the highlight of her career was meeting many nice people. “I made a lot of friends, and they’ll stay in my heart because they’re my second family,” she said.
Locals hold successful Information Fairs

COMMACK — Hundreds of members from the SUNY Old Westbury and Oyster Bay locals recently attended information fairs to remind them of benefits, services and programs available to them through the union and selected vendors.

The Oyster Bay Local’s fair was held Oct. 23, 24 and 25, next to the union office at the Department of Public Works building on Miller Place.

The Old Westbury Local held its information fair in conjunction with an Oct. 27 membership meeting at the Student Activities Building on campus.

“We want to thank the vendors who came and encourage members to visit them and learn about the wonderful benefits they are offering our members,” SUNY Old Westbury Local President Mary D’Antonio said.

The vendors at the information fairs included representatives from the CSEA Employee Benefit Fund, the Legal Services Program and PEOPLE, CSEA’s federal political action program; New York State Deferred Compensation Plan, Long Island Audiology, BJ’s Wholesale Club, Chase Union Plus Mortgage Plan, Pearl Carroll and Associates, the Health Insurance Plan, Countrywide Home Loans and New Bridge Employees Assistance Services.

Top photo, Frank Caliguri, left, who works in the town’s Recycling Division, chats with social workers Robert Hazelton and Nancy Hazelton of New Bridge Employees Assistance Services.

Above, chatting before the information fair and membership meeting of the SUNY Old Westbury Local are, left to right, President Mary D’Antonio, Joe Cupolo of the State Employees Federated Appeal and Karen Carlen-Murray, local treasurer.

Above, Old Westbury Local members took over materials on a program offered by one of the vendors at the information fair.

Right, Delores Carter, left, and Linda Sclafani, second from left, offer material about CSEA’s Employee Benefit Fund to Peggy Avanzato of the Oyster Bay Local at the union’s information fair. At right is Alex Bard, local 1st vice president.
Message from CSEA Local 830 President Jerry Laricchiuta

Nassau County Would Cease to Function Without Us

Today, the county and NHCC have responded in a more favorable light to the idea that CSEA members are not second-class citizens. We are the foundation that supports the entire county.

in this order: health insurance and title review. I wanted to list the most pressing issues for you so you know for sure your union is aware of them. I will tell you every one of these problems has been addressed with the county and in some instances we have been successful. However, we have not even scratched the surface on some of them because these issues are in dire need of vast improvement. As for health insurance, I have spoken on the subject quite a bit and you can rest assured that I have no plans on dealing it away. The title review will take a while and we will guardedly cooperate with it to make sure that all of you working out-of-title are recognized and fairly compensated.

I think we have come a long way toward balancing our labor relations with both the county and the Nassau Health Care Corp. (NHCC). What I have on my side are you, the heart and soul of Nassau County. What I have against me are decades of lopsided, one-way mistreatment of the county work force. Today, the county and NHCC have responded in a more favorable light to the idea that CSEA members are not second-class citizens.

We are the foundation that holds up the entire county. Unfortunately, most of our members work behind the scenes, without the glory or fanfare of some other workers not represented by CSEA. Still, this county would cease to function without us. That

is what we have been trying to remind everybody and is one of the driving forces behind the upcoming commercial. My one line in the commercial is, “I’m proud to be president of CSEA Local 830,” a line that says it all.

Yours in unionism,

Jerry Laricchiuta
Nassau Local 830 president

What’s Inside

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CSEA Challenges County Decision to let Police Officer run Probation Department

When Nassau County was first created back at the turn of the 20th century, various county departments were also created. Ultimately, the present departments came into existence. One of the departments is the Police Department and another is the Probation Department. By law, both of these departments has a very different function in the criminal justice system. Under the provisions of the law, it is the function of the Police Department to investigate and prevent crimes, and it is the function of the Probation Department under NYS Executive Law §2574(4) and 9 NYCRR §§350.2 & 350.4 to act with complete impartiality when dealing with individuals on probation and when undertaking investigations used to provide sentencing recommendations to the court.

The New York state attorney general's office has also ruled in Official Opinion 191-61, that "the positions of probation officer and police officer are incompatible." The opinion clearly states, "a probation officer should not also serve as a police officer."

In July 2004, the county designated Deputy Chief Kevin Lowry as Criminal Justice Coordinator. Lowry is a sworn member of the Nassau County Police Department. In CSEA's lawsuit, we allege that since his tenure began, Lowry has effectively become the head of the Nassau County Probation Department, taking over the day-to-day operations of the department.

The suit alleges that Lowry has, in his capacity as the de facto head of the Probation Department, unilaterally instituted a dress code for all Probation Department employees and has also sent out correspondence using Nassau County Probation Department letterhead to department employees admonishing them on their use of sick leave even though John Canway holds the position of Probation Director. CSEA is alleging in the suit that Canway holds little authority; as an example, administrators report directly to Lowry and he runs the weekly administrative staff meetings as well as other daily meetings of a less formal nature.

The suit also asserts that the Probation Unit members are concerned about the direction in which Lowry is taking the department and that Lowry is not knowledgeable of the culture and practice of Probation Department investigations and supervision.

In January 2006, CSEA Unit President Maria Rowe sent a letter to Robert Maccarone, acting state director of the New York State Division of Probation and Correctional Alternatives, voicing Probation Unit members' concerns that Lowry is the de facto Director of Probation. Rowe also pointed out in the letter that Deputy Chief Lowry may have violated the collective bargaining agreement by unilaterally implementing a department dress code.

When the county refused to remove Lowry from running the Probation Department, CSEA commenced suit. The county moved to dismiss the suit claiming that CSEA did not have standing to sue, that the suit was time barred and that Lowry could perform the duties he was assigned even though he was a member of the Police Department.

In a decision dated Oct. 16, 2006, Supreme Court Justice John M. Galasso, held in favor of CSEA and denied the motion to dismiss, finding the suit timely and that a legal basis for relief was alleged. To quote Justice Galasso: "CSEA alleges Deputy Chief Lowry has taken over the day-to-day operations of the Department by requiring administrators to report directly to him and by running the weekly staff meetings and by otherwise making policy decisions... CSEA maintains the county has arbitrarily and capriciously hired a sworn member of the Police Department in violation of New York state Executive Law. Petitioner CSEA seeks to compel the county to prohibit Deputy Chief Lowry from taking control of the Probation Department, allowing it with the Police Department and otherwise assuming the duties and requirements of the department that are not administrative in nature. In support of its position, petitioner cites an opinion of the attorney general issued upon the request of the Washington County attorney's office, which concludes that the positions of probation officer and police officer are incompatible because of an inherent inconsistency between the two offices and a potential for conflict of interest... While the opinion was an advisory one because the attorney general only renders formal opinions on state government issues, it is, nevertheless, a persuasive opinion.

 Correction
Nassau County Comptroller Howard Weitzman has asked CSEA for a correction on the September 2006 Nassau County Express’ President’s Message regarding mandated health insurance buyback.

Under Weitzman’s proposal, two married union members would be mandated to buy back one of the couple’s health benefits for $2,000. If co-payments cost more than the $2,000 buyback, the difference would be fully reimbursed.

President Larchichita wanted to clear up an honest mistake in his message. This does not, however, in any way indicate that CSEA is considering conceding any health benefits.

They Said It:
“... I am proud to represent 10,000 members in Nassau County...”

— CSEA Local 830 President Jerry Larchichita during CSEA Local 830’s cable TV commercial filmed Oct. 27 is set to air in December.
Local 830 Leaders Meet with Departments of Public Works, Social Services

CSEA Local 830 President Jerry Laricchiuta and his staff met with members from the Department of Social Services Oct. 11 and the Department of Public Works Oct. 12.

There was an excellent turnout for both meetings, as the Oct. 12 meeting that took place at Nassau Community College also was the formal introduction of new Department of Public Works Commissioner Raymond Ribeiro to CSEA members. Ribeiro was a guest on “Talkin’ Labor with Local 830” in September, but for those who did not tune in, this was their first taste of the new commissioner.

Ribeiro spoke at length about taking pride in your job, the need to update equipment and fleet, and making garages and work stations more attractive so potential employees want to work for Nassau County DPW.

A main point of contention for DPW workers, with winter coming and impending overtime for snow plowing, is the issue of having cots or similar places to rest for workers. After 16 hours, New York state law prohibits anyone from operating a vehicle, so rest is necessary during the usual snowstorms in the winter. Laricchiuta suggested the county rent trailers during the winter for workers to rest in, rather than the couches that are in the garages year round and present a negative connotation.

Laricchiuta then spoke and updated members on all of CSEA’s latest endeavors, and mentioned the upcoming contract talks and the push for more promotions, which will be made possible by the investigation of out-of-title work the county is in the process of doing.

The Oct. 11 meeting at 60 Charles Lindbergh Blvd. for Department of Social Services members was also very productive as Laricchiuta discussed similar topics such as contracts, promotions, staffing and out-of-title work. On Oct. 25, Laricchiuta met with the Department of Social Services Unit Executive Board at the Local 830 office to go over other related issues.

CSEA Local 830 Holds Information Fair at Local

On Oct. 17, the CSEA Local 830 held an information fair at its office in Mineola to welcome all CSEA members on their lunch hours and give them member benefits information, an opportunity to meet President Jerry Laricchiuta and his staff, to show everyone where CSEA does all its work, and offer a lunch that included heroes, salads and beverages.

There was a turnout of approximately 100 people, as well as CSEA member benefits specialists and representatives from HIP and Pearl Carroll & Associates.

Laricchiuta said he was happy with the event. “It’s always important when we can meet our members on a more personal basis, and inviting them into our local office certainly does that,” he said.

Legal Update: Continued From Page 2

analysis of the intent behind the statutes and regulations cited. Therefore, the court finds that [CSEA] has a legally cognizable cause of action.” With that decision, the court has made it clear to the county that it is going to be accountable for its actions. Discovery is now commencing and a trial will be held thereafter.

This case demonstrates CSEA Local 830’s commitment to its members and that it will leave no stone unturned in protecting its members and the public from improper actions by management.

If you find your department is engaging in improper or illegal activity, you can contact the local to take legal action to protect your rights. There is a limited statute of limitations for taking action, so do not delay.

Wishing You Abundant Joy This Season

LOG ON TO
www.CSEA830.ORG!!!

New Website Includes:

• Brand new, functioning “Members” section with contracts, unit constitution and member benefits information;
• Links to all CSEA staff and unit presidents by telephone and e-mail,
• Archives of all radio shows, videos, pictures and current Express newsletters;
• Up-to-date information on all the latest in CSEA news;

AND MUCH MORE!
CSEA Members Honored at CBTU Dinner

From left to right, CSEA Local 830 President Jerry Larinchuta, Rudy Bruce and William Hughes.

At the Coalition of Black Trade Unions (CBTU) dinner at the Chateau Brie in Carte Place Oct. 26, Department of Social Services employee and CSEA member Bill Hughes was honored for his great dedication to the community.

Hughes’ many activities include serving as president of the Hempstead Coordinating Council of Civic, the Village of Hempstead Zoning and Appeals Board and president of the Hempstead Heights Civic Association and Development Corporation.

Hughes said he believes strongly in promoting and mentoring young people as future leaders through his membership on the Administrative Committee of the Weed and Seed Program, where he encourages youths to seek positive activities. Recently, Hughes also became board president of Harbors Child Care, Inc., which operates programs in six locations in Nassau County.

He is also a Vietnam War veteran and an active member of the Gurnillie Campbel Post of the American Legion.

After 18 years of service at the Department of Social Services, Hughes is retiring. Local 830 would like to thank him for all his great service over the years to Nassau County and the community.

Hughes’ accolades would not have been possible without the hard work of Department of Public Works member Rudy Bruce, president of the Long Island Chapter of CBTU.

Bruce said the main objectives of the organization is to put forth greater and more creative efforts to improve the image of labor throughout the community.

There are 51 chapters of CBTU in the United States and Bruce’s hard work has made the Long Island Chapter one of the most successful.

CSEA Films Commercial to Air on Cablevision

After months of preparation, CSEA Local 830 filmed its commercial with Cablevision Oct. 26 and 27 as part of an image awareness campaign aimed at Nassau County residents.

The basic premise of the campaign is to educate the public about CSEA, including the union’s members, industries they represent and on how hard all 10,000 members in Nassau County work.

Local 830 staff, along with camera crew from Cablevision, filmed at many county work sites, including a county crossing guard post, Nassau University Medical Center, Department of Social Services building, Nassau Community College and Eisenhower Park’s Red Course.

The capper to the commercial was the gathering of about 100 CSEA members at Eisenhower Park Oct. 27, including Local 830 President Jerry Larinchuta, whose line was: “Hi, my name is Jerry Larinchuta, and I am proud to be president of CSEA Local 830. We work for our members and our members work for you.”

Following that, all 100 CSEA members screamed in unison, “We work for you!”

Right, Nassau County crossing guards.

Below, group shot of CSEA members and vehicles at Eisenhower.

The final task to finish off was to film workers in other departments, including Deputy Sheriffs, Crossing Guards and Parks as separate groups saying, “We work for you.”

The commercial will be airing on News 12 Long Island, and many other cable stations starting in either December or January and should run for at least six months. Variations of the commercial will air because the union and Cablevision filmed a bit of footage of as many members and departments as possible.

“Nassau County residents need to know all the departments and titles that we represent. As I have said a number of times, without our members, Nassau County would cease to function,” Larinchuta said.

Local 830 would like to thank all members who came out to support this endeavor and made this commercial such a success, as well as all the various work sites and officials who went out of their way to help out.

Special Message About a Great Young Man

By CSEA Local 830 President Jerry Larinchuta
Written Saturday, Nov. 4, 2006

L ast year, I met a young man who came to my office to convince me to see if CSEA could somehow help an organization called H.E.V.N. (Help End Violence Now) on Long Island. His name was Hykiem Casey. He was a former gang member and now the organization’s leading board member. I decide to meet with him and his mentor, the Bishop Raymond J. Mackey, just to see what this organization was all about.

The bishop began off the meeting with an explanation of what H.E.V.N. was all about and how he was working around the clock trying to convince young men to turn their lives around, leave the gangs or, even better, stay away from them. He then went on to introduce Hykiem, and the bishop spoke of how out of control this young man’s life was just a couple years earlier. Bishop Mackey saw something special in this street-smart tough guy and something there clicked.

I was skeptical, but when Hykiem began to speak, I knew almost immediately I was meeting a truly special person. He didn’t speak fast or loud. He didn’t try to impress us with tough talk or gang lingo. Instead, Hykiem spoke in a soft but direct tone, always making eye contact and always ready to answer any of our questions, regardless of how personal or intrusive they might have been. He was as honest as anyone could be and you could tell his past had bothered him — really bothered him. You also could not help but note the sincerity and motivation in his voice. He came across as a true leader on a mission and nothing was going to stop him.

His presence was one of something gifted, as person who does not come along very often. He was a great salesman, because he was NOT a salesman, but instead somebody who was giving 100 percent of his being toward a cause that he knew all too well was of the highest importance. I was very impressed with Hykiem and felt as though I had just met somebody who would someday be a well-known leader.

I saw Hykiem two Mondays ago while I was addressing members at Nassau Community College. He was a student there. We spoke briefly and I assured him CSEA was still trying to get some things done to help H.E.V.N. I remember his smile and pleasant personality from that day. Now, it may have been Hykiem who was a little skeptical. We made a few jokes and shook hands. I told him he’d be hearing from me soon.

Three days later, Hykiem was shot in Unione and later died from his wounds. The say he was killed because of his anti-gang stance and how effective he was. We all miss Hykiem and Long Island has lost a great leader. I had already been convinced about where Hykiem’s heart was and his special qualities made you want to help him. He made a difference and that’s a great accomplishment.

I am no longer skeptical, but instead just very angry and sad.
MEMBERS HELPING MEMBERS

CSEA IS LOOKING TO ADOPT MEMBERS’ FAMILIES THIS HOLIDAY SEASON!!!

If you are a family or if you know of a family going through some financial difficulties, please contact Diane Russ (571-2919 x12) or Debbie O’Connell (571-2919 x22).

CSEA is looking to provide food, clothing, gifts, toys and other item to any of these families.

***PLEASE REMEMBER THAT ALL INFORMATION PROVIDED WILL REMAIN CONFIDENTIAL!***

CSEA Wins Leave for Breast Cancer Screening for County Employees

Gov. George Pataki signed into law Aug. 16 CSEA-supported legislation allowing county workers to have leave time from their jobs to be screened for breast cancer.

All county employees will have up to four hours leave annually for breast cancer screening. The time cannot be charged to the workers’ leave accruals.

The union has been working to secure this benefit for county employees since a similar benefit was granted to state workers in 2002.

The law, which went into effect Sept. 16, encourages breast cancer screening because early detection saves lives.

LOCAL 830 ATTENDS BREAST CANCER WALK

Staff from CSEA Local 830 and the Long Island Region participated in the American Cancer Society’s Making Strides Against Breast Cancer 5-kilometer walk Oct. 15 at Jones Beach.

This is a non-competitive walk that takes place in more than 100 cities across the country and CSEA was proud to be part of it. Attendees included Long Island Region President Nick LaMorte and Local 830 Executive Vice President Diane Russ.
Veteran’s Corner
By Debbie O’Connell

Veterans Day was Nov. 11. There are 24.9 million military veterans in the United States. Veterans were first honored as a remembrance of the 11th hour of the 11th day of the 11th month back in 1918 when World War I ended and Veterans Day (internationally known as Armistice Day) was established a year later.

There were many celebrations in Nassau County to honor those who served in foreign wars. On Nov. 6, Long Island National Cemetery in Farmingdale had its annual Veterans Day Memorial Service. Nov. 11 was the Veterans Day Wreath Ceremony held by the Veterans Committee at the War Memorial in front of the H. Lee Dennison Building on Veterans Memorial Highway. Finally, Nov. 13 was the commemoration at the Veterans Memorial at Eisenhower Park in East Meadow at 10 a.m. put on by the United Veterans Organization of Nassau County. Many government officials attended as well as a large amount of veterans’ organizations and spectators.

The 5th annual Homeless Veterans Stand Down took place Nov. 20 at the New York Armory in Freeport and was a success. Local 830 collected non-perishable food and personal care items for the Stand Down and received many items from our members to help out. We thank everyone for their support!

Notes: Hundreds more veterans in Nassau County are now eligible for alternative veterans’ tax exemption as New York state rolled back the start date of the Vietnam War to Feb. 28, 1961, after it was previously Dec. 22 of that year ... If you are a veteran who did not actually set foot in Vietnam but have developed any disease caused from exposure to Agent Orange, including diabetes mellitus or prostate cancer, you should speak to a veterans’ counselor as soon as possible to explore your options. This applies primarily to U.S. Navy personnel who served on ships off the coast of Vietnam from Jan. 9, 1962, to May 7, 1975 ... The UVO Public Access Television Show “Veterans News” is back on the air at 2 p.m. Fridays on Cablevision Channel 20.

Martin Luther King Jr. 13th Annual Ceremony Luncheon
Presented by CSEA Unity Committee

HOLD THE DATE! Saturday, Jan. 6, 2007
12:30 p.m. to 4:30 p.m. • Coral House • 70 Milburn Ave., Baldwin
Limited Seating. Tickets available on a first-come, first-served basis.

ADVANCE SALE ONLY — NO TICKETS AT DOOR
* Entertainment * Raffles * Door Prizes * Scholarships Awarded *
$35 Adults; $20 Children 12 and Under

Please complete & return coupon below with payment. Check should be made payable to CSEA Nassau Local 830 and mailed to: CSEA Nassau Local 830, 400 County Seat Drive, Mineola, N.Y. 11501. For more information, contact: Juanita McKinnies: 516-378-2790 or 516-353-6459 (cell); or Tim Corr: 571-2919 ext. 14.

RESERVATION FORM

Name ________________________________

Home Phone __________________________ Work Phone ______________________

Agency Employed By ________________________________

Check amount ____________ Please seat me with ________________________________

FIRST COME, FIRST SERVED, SO ORDER YOUR TICKETS EARLY!

CSEA Local 830 Annual Holiday Party
Wednesday, Dec. 20, 2006
7 p.m. to 11 p.m.
Crest Hollow Country Club
Woodbury

Please send form with check made payable to CSEA Local 830, 400 County Seat Drive, Mineola, N.Y. 11501, Attn: Steve Cohen

Name ________________________________

Department __________________________ Phone No. ______________________

Number of tickets at $36: _________ Number of tickets at $50: _________
Solidarity an awesome responsibility

Greetings Brothers and Sisters,

As I sit down to write this, I'm having a difficult time believing that the year 2007 is right around the corner. When I was a kid I can remember my parents and grandparents saying that the years go by in a flash. Now, I understand what they were saying. It seems like you blink and another week or another month has clicked by. The clicking seems to speed up as the years pass.

That's why it's so important to make good, productive use of the time we do have. After all, isn't every new day another opportunity to make a difference in the lives of those around us?

Through CSEA, we have ample opportunity to achieve positive change. If you sit on a negotiating committee, you can shape and improve the pay, benefits and work rules for yourself and other members in your unit or local. If you sit on the state negotiating committee, your input and suggestions can help CSEA members all over the state. It's not only a privilege, but an awesome responsibility.

If you are an activist, you can help other members enduring difficult or stalled negotiations by coming out for protest demonstrations or just by showing support for your brother and sister members. Every unit or local has different circumstances of course, but I think we can all relate to the delays, the misinformation, and the outright disrespect that management sometimes displays.

... it's so important to make good, productive use of the time we do have. After all, isn't every new day another opportunity to make a difference in the lives of those around us?

Today it may be your friends having it tough at contract time, but tomorrow it may be you. That's what being in a union is about — looking out for one another and fighting for the common good. CSEA members are strong because we have the resources of a 265,000-member organization behind us.

By sticking together and showing a united front, we can help break contract logjams, increase the union's strength and secure a better, brighter future for ourselves and our children.

In solidarity,

Nick LaMorte, president
Long Island Region

This month from
Talkin’ Labor With Local 830

CSEA Local 830’s weekly radio show on WGBB AM 1240, "Talkin’ Labor with Local 830" has had a busy November as it has welcomed guests such as Nassau County Comptroller Howard Weitzman.

Coming up in December, listen for statewide CSEA President Danny Donohue to join Local 830 President Jerry Laricchiuta on the show for what should be a compelling conversation on the latest CSEA news.

Jerry Laricchiuta, right, with Comptroller Howard Weitzman.

Wednesdays at 6:30 p.m. on WGBB AM 1240

Happy Holidays