Fighting swine flu on all fronts

CSEA members protecting the public

Pages 10 and 11
Workplace violence prevention rules pass

ALBANY — After several years of fighting, lobbying and activism, the public workplace security regulation has been approved, with the aim of making public workplaces safer for workers.

“The rule will have a profound impact on the working lives of thousands of public employees and it will save lives.”

“We see dangerous staffing levels every day, supervisors circumventing established procedures and other policies outright ignored,” Donohue said. “Just because an employer has a nice looking program on paper does not necessarily mean it’s being implemented.”

The law requires public employers with more than 20 employees to assess potential workplace violence risks and take appropriate measures to reduce those risks.

CSEA played a leading role in enacting New York's Public Employee Safety and Health Act in 1980. The union intensified its fight for safer work sites in 1992 after a disgruntled client murdered four CSEA members employed at the Schuyler County Department of Social Services at their workplace. CSEA’s leadership and persistence led to New York’s historic Worksite Security Act, which became law in 2006.

Nassau Local demands changes

EAST MEADOW — Nassau County Local members recently called on county officials to either take back control of the Nassau Health Care Corp. from its public benefit corporation or create a special taxing district to generate a reliable revenue stream for that facility.

The public benefit corporation includes Nassau University Medical Center, A. Holly Patterson Extended Care Facility and several other ancillary medical clinics.

The hospital is the only public health care facility in Nassau County and is a safety net that provides comprehensive, high quality health care to residents regardless of ability to pay. “These facilities are vital to the health and wellness of the community and cannot survive as currently funded,” said Nassau Local President Jerry Laricchiuta.

A $34.2 million deficit has been projected for the corporation in 2010, but there is some question about the accuracy of that figure and a degree of skepticism on the possibility of closing the hospital.

CSEA also believes the fiscal policies and excessive salaries of corporation administrators have made matters worse. The 2009-2010 health care corp. budget includes plans to restructure employee health insurance, radically alter contract provisions and cut at least 350 CSEA jobs.

The proposals have hampered efforts to begin negotiations for a new contract between CSEA and the health care corp.

“Perhaps some of these draconian measures would not be necessary if the administration had practiced the fiscal discipline appropriate to these difficult economic times,” said CSEA Long Island Region President Nick LaMorte.

— Richard Impagliazzo
CSEA members across the state are standing strong against Gov. David Paterson’s political ploy to lay off thousands of state workers.

Across the state, CSEA members have shown up and let him know that his politics are putting New Yorkers at risk.

“CSEA members need to keep the pressure up,” said CSEA President Danny Donohue. “We deliver essential services that New Yorkers depend on every day and we will not allow these services to be compromised by politics.”

CSEA has been airing TV ads statewide challenging the layoff proposal and focusing on services at risk.

You can keep up with the latest news and join the fight by e-mailing the governor and state lawmakers from the CSEA website:
www.csealocal1000.org

Above, CSEA members in the Metropolitan Region demonstrate outside Gov. David Paterson’s Manhattan offices. Below left, Long Island Region President Nick LaMorte fires up the crowd at the New York State Office Building in Hauppauge as SUNY Stony Brook Local President Carlos Speight looks on. Below right, Leonard Cheff of Niagara state Department of Transportation Local leads the way for demonstrators in Buffalo. CSEA and PEF delivered the message to rush hour traffic that Paterson’s state layoffs are not the answer.
**Fighting for what’s right**

These are anything but normal times. Keeping that in mind, CSEA is taking nothing for granted as we fight to maintain all that we’ve achieved over decades in terms of contract rights and benefits and other negotiated and legal protections. Jobs and services continue to be at risk with New York state, and every day we seem to have some new challenges in local government, school districts and other public and private work sites.

We need fair and responsible action from our elected officials and we need smart management that values people and services. There are no simple solutions but we can all do a lot better if we work together.

But make no mistake — CSEA will not back down from a fight for what’s right if that’s the way it has to be.

None of us want to see any taxpayer money wasted. But neither do we want to see public safety compromised, mental health and developmental disabilities services deteriorate, infrastructure maintenance ignored, and public health measures left undone. There are real benefits from that kind of work being done and real consequences if it’s neglected.

There are of course, some narrow-minded people out there who are only interested in running down public services and the people who deliver them. Malcontents will always be around, bad-mouthing and dividing. But they do not represent the majority of New Yorkers. What I’ve been hearing from most people I encounter in these troubled times is encouragement to “keep fighting for us.”

CSEA will do just that.

P.S. Rumors about all kinds of issues have been rampant in recent weeks. Don’t believe everything you hear. Please log into www.cealocal1000.org to get the latest, accurate information.
Schenectady County lawmakers approve new nursing home

SCHENECTADY — Schenectady County legislators approved a plan May 8 to build a new county nursing home and authorized the money to finance it. The legislature passed back-to-back resolutions authorizing the construction of a new 200-bed Glendale Home in Scotia and then to issue bonds for the $50 million project.

The county will pick up about 15 percent of the total cost and bond the project over 30 years. The bulk of the money will come from a state Department of Health pool to help pay for mandated closures, mergers or bed reductions at hospitals and nursing homes around the state, as ordered by the Berger Commission in late 2006. Much of the cost of the new home would be reimbursed by the state. In addition to replacing the aging structure and having the bulk paid by the state, Glendale will then be able to take advantage of higher Medicare and Medicaid reimbursement rates.

— Therese Assalian

CSEA fighting for quality care at Roswell Park

BUFFALO — CSEA is demanding the restoration of support staff positions at Roswell Park Cancer Institute in Buffalo after the hospital recently laid off nearly two dozen lab technicians, assistant power plant engineers, carpenters, maintenance helpers and electrical shop employees who are part of the Roswell Park Cancer Institute Local.

CSEA Health Research Local members employed at Roswell Park were not included in the cuts.

“Roswell Park is an important community asset, however laying off essential support staff jeopardizes the very care the institute provides,” said CSEA Western Region President Flo Tripi. “Without these workers, the facility will not be properly maintained and medical equipment will not be properly cleaned and sanitized. Quality care and research will be negatively affected as a result.”

To fight the layoffs, members are blanketing the parking lots with signs in their windows and wearing stickers demanding restoration of the positions.

They have also launched a letter-writing campaign in support of their colleagues, and television advertising is set to begin. The commercials are critical of the hospital paying many administrators high salaries while showing essential support staff the door.

Management cited funding as the reason for the cuts, yet the hospital is set to receive millions in stimulus funding.

— Lynn Miller

Genesee County Unit launches contract campaign

BATAVIA — CSEA Genesee County Unit members are launching an intensive contract campaign following failed mediation with management.

Workers have been without a contract since the end of 2008, when their last agreement expired.

Unit members recently defeated a tentative agreement developed through mediation. Workers rejected miniscule and non-existent wage increases and a second tier wage scale proposed by the county.

County officials told workers the wage increases in the rejected pact were the county’s best and last offer, but the day after, the county settled a contract with a non-CSEA bargaining unit that contained substantial raises and no second tier.

CSEA has asked to return to mediation with the county, but the county is pressing for fact-finding. The union would prefer to resolve the issue harmoniously, but the county’s actions have made action by the union eminent and necessary.

This is the second consecutive round of negotiations in which the unit has gone to impasse. The last contract went through fact-finding before the two sides worked out a deal. Last time, health insurance contributions were the major sticking point.

— Lynn Miller
PORT JERVIS — Despite a valiant fight by members of the Port Jervis School District Unit, district residents voted to approve a 2009-10 school budget that includes contracting out district transportation.

Members recently rallied the community, collecting more than 700 signatures on a petition demanding a separate referendum on transportation, but members of the Board of Education ignored the petition, opting instead to lump the outsourcing of the bus garage in with the regular budget. The move will affect about 100 CSEA members working as bus drivers, monitors and mechanics. The district plans to have busing fully outsourced by 2010.

“By refusing to consider a permissive referendum on transportation, the Board of Education took away our right as taxpayers to have a say in this matter,” said Unit President Betty Lou Kranz. “The CSEA support staff in the Port Jervis schools are the workers who actually live here in the community. The school board supported the wishes of the administration by going through with contracting out. When they start to experience some of the problems that come with contracting out public services, they are going to come to regret their decision.”

“By outsourcing district transportation at a time when Port Jervis just recently lost a major private sector employer, the district is hurting the community. A private company motivated by profit is never going to offer the good jobs this community needs,” said Southern Region President Billy Riccaldo. CSEA also represents district clerical, maintenance, food service and custodial staff in the Port Jervis schools.

— Jessica Ladlee

Hard fight against contracting out in Port Jervis

Public sector organizing: opportunities in CSEA’s traditional membership base

With three out of four public-sector workers in New York organized into unions, our state boasts the highest public sector union density of any state in the nation. Yet, that still leaves thousands of full- and part-time workers without the protection and strength of a union.

Among our next projects to strengthen our union is one that focuses on our unfinished business in the public sector. This work requires both significant research and painstaking follow-up. For this project, we will team organizers with interested leaders and activists to identify and organize non-union public sector positions, unit by unit, local by local.

Last fall, we submitted Freedom of Information requests to local governments across the state on titles and union status. Over half of the municipalities have responded.

We are compiling the information received, and pursuing the rest. School districts and non-union state authorities are next on the list.

We will be working with CSEA local, unit and region leaders to organize unorganized workers, where necessary, and accrete or add positions into existing contracts, where possible. In the upcoming weeks and months, we may be calling on you to help us organize the worker one desk over.

If you have any leads at your work site or are interested in assisting with this project, please contact the Organizing Department at (800) 342-4146, ext. 1401.
“It’s always been our position that regardless of how these people (were) classified by Hempstead, that they were, for all intents and purposes, full-timers entitled to full contractual benefits.”

HEMPSTEAD — Hempstead Local officers have been working hard to resolve the problem of employees working full-time hours without receiving the salary and benefits guaranteed to full-time employees by their contract.

“It’s always been our position that regardless of how these people (were) classified by Hempstead, that they were, for all intents and purposes, full-timers entitled to full contractual benefits,” said Hempstead Local President Charlie Sellitto. “And, after eight years of protracted litigation, this issue has been resolved through a settlement with the town.”

The agreement provides for a transfer of employees from seasonal or part-time status to full-time standing with full benefits.

The two parties agreed to a three-year “look-back period,” allowing those who worked more than 1,600 non-overtime hours in 2006, 2007 or 2008 to be placed in a hiring pool.

Once in the pool, the employee is guaranteed to get a full-time position if they remain employed with the town. A fair hiring list will be established based on documented evidence and employees will be offered a full-time job based on their position on that list.

Sellitto acknowledged the contributions of recently deceased former Hempstead Local President Bill Flanagan, who was instrumental in securing this agreement.

“Bill took this issue seriously from day one and was committed to getting the matter resolved, knowing that it would take a considerable amount of time and effort,” said Sellitto. “He led our team as we spent countless hours attaining the full-time positions many of our members rightfully deserve.”

— Richard Impagliazzo

**From our history ...**

In 1946, the Association of State Civil Service Employees changed its name to the Civil Service Employees Association, Inc. and changed the constitution to open membership to all public employees throughout New York.

Westchester County employees joined first and it was just the start of an extraordinary growth that continues to this day.

Keep reading The Work Force for much more of CSEA’s history as we approach our 100th anniversary!
CSEA members across the state marked Workers Memorial Day April 28 with ceremonies and other observances to honor workers who have died or been severely injured on the job.

Below, Department of Transportation workers gather for a Workers Memorial Day ceremony at the Pittsford shop near Rochester.

Steven Myers, vice president of CSEA Department of Transportation Region 4 Local, offers opening remarks during a Workers Memorial ceremony April 28 at the Pittsford shop. Behind him is a poster created in memory of Kevin Forsyth, 46, a DOT worker from Niagara County who died last year after being struck by a vehicle in a work zone.

Above, Southern Region President Billy Riccaldo joins state Department of Transportation Regional Director Joan Dupont in a memorial garden outside the DOT Region 8 headquarters in Poughkeepsie. DOT workers maintain the garden, which is dedicated to co-workers who died on the job.

Right, CSEA Western Region President Flo Tripi and Western New York DDSO Local President Dawn Smith reflect at a memorial monument for deceased member Steven Guzzo near the local office during the local's May 12 ceremony.

“Zero lift, zero injuries”

BATAVIA — A pilot program at the Batavia Veterans Home is demonstrating how successful patient lifting devices can be in nursing homes.

When CSEA’s statewide Occupational Safety and Health Committee recently visited the facility, there were no employees out on workers’ compensation. This is rare in the health care industry due to the tough physical demands placed on health care workers when moving patients who are unable to move on their own. The veterans home also has no mandatory overtime.

The entire nursing home is outfitted with mechanical lifting devices that protect workers and patients from the strains of lifting and moving. The devices’ cost is offset by the enormous savings in workers’ compensation insurance claims.

“The low injury rate is an amazing statistic, but what is a better statistic is that our folks are not being injured,” said Western Region President Flo Tripi, noting that Batavia Veterans Home activist Paul Blujus deserves much of the credit for convincing the facility to buy the equipment.
ALBANY — In April, the CSEA Board of Directors adopted the Early Learning and Care program’s plan to integrate CSEA’s nearly 25,000 newly organized family child care providers into the union.

Among other actions, the board chartered Local 100 A for about 7,500 licensed and registered family providers (VOICE — the VOICE of Organized Independent Childcare Educators) and Local 100 B for 17,000 license-exempt providers (CCPT Child Care Providers Together).

The home-based child care providers organized to join CSEA in 2007 and 2008 and are working to negotiate a first contract with the state Office of Children and Family Services.

While progress has been made on non-economic issues, CSEA is still trying to reach a settlement on economic improvements.

Upon completion of a tentative first contract, VOICE/CCPT leaders and activists, and CSEA organizers will be running a membership and contract ratification campaign all across the state.

We will need a massive effort to get these two groups off to the best start possible. Any volunteer member organizers interested in helping on this campaign are encouraged to contact the CSEA Organizing Department at (800) 342-4146, ext. 1401.

— Jill Asencio
BUFFALO — The Erie County Health Department is working hard to avert the swine flu in Western New York by testing about a half-dozen samples daily from across the 17-county region.

The lab can easily test 50 samples daily. About 2,000 samples have been tested since swine flu was first detected.

In addition to testing, CSEA members in the Health Department are conducting daily briefings with school districts throughout the county. They are looking at absentee rates and the number of students being sent home from school daily. They are looking for "flips" that may indicate a problem, said Tracy Fricano Chalmers, the regional coordinator for public health emergency preparedness.

"The virus is in the community and we know that," she said. "We are testing for surveillance purposes so we have a better understanding of how the disease is acting." The surveillance will help the department fine-tune pandemic influenza emergency preparedness plans already in place in the community and in the schools.

Closures are a last resort because they affect the schools, parents’ workplaces, daycare centers and the community, Fricano Chalmers said.

So far, school closures in Western New York have not been recommended.

— Lynn Miller

Right, Tracy Fricano Chalmers, regional coordinator for public health emergency preparedness, tests samples for swine flu at the Erie County Health Department. Samples come to the testing center from a 17-county region.

Informing, educating and coordinating prevention

BALLSTON SPA — When news of the swine flu outbreak hit, phones were ringing off the hook at county public health offices across the state. Calls in Saratoga County were fielded by CSEA member Gayle Zimmerman.

"On typical days, I might get five or six calls of this type," said Zimmerman, a registered nurse and communicable disease coordinator at the Saratoga County Public Health Department. "At the height of things, I was getting anywhere from 30 to 60 calls a day."

Callers included anxious residents, doctors’ offices, school personnel, business owners and the media. "There was a sense of panic," she said. "I spent a lot of time trying to calm people down."

Zimmerman said the department worked closely with doctors’ offices asking about symptoms and testing. "We were blast-faxing doctors’ offices with updates and discussing particular cases to determine if testing was warranted," she said. "There was a lot of back and forth between us, the state and the doctors’ offices."

She also gave practical advice on disease prevention methods, such as washing hands frequently and coughing into one’s sleeves.

"We try to help people put things into perspective," she said. "Really common sense things — the advice never changes."

— Therese Assalian

Keeping kids safe from the flu in schools

DEER PARK — Custodians and maintenance workers at Deer Park School District were critical to helping the district close all six schools.

The decision came after four students at JFK Intermediate School were affected by the flu. Every floor, bathroom, window, desk and bus was cleaned and disinfected.

Getting the job done "Our guys jumped right in and did what was necessary," said JFK Intermediate School District President Joe Owens.

CSEA members at Deer Park High School, Robert Frost Middle School, JFK Intermediate School and three other elementary schools worked diligently during the week the schools were closed to make sure more than 4,400 students could get back to their studies as soon as possible without worrying about contracting the flu.

From left, Andrew Vittorelli, Joe Abate, John Andelia, Larry Trononk, Ricky Mengoll, Joe Leon, Dennis Melaniff and Mike Sheehan, Jr. at Robert Frost Middle School. The union members and those at other schools in the Deer Park School District helped get the school ready after it was closed due to swine flu.

Oh Canada, am I sick with swine flu?

New York residents calling a state Health Department hotline to ask questions about swine flu received their answers via a private contractor in Canada. The state Department of Health paid $46,000 to a company called Teledlink, in St. John’s Newfoundland, to act as a call center for swine flu inquiries. The calls were answered by the private contractor’s employees, rather than by state Department of Health workers.

Teledlink calls were also taken in Hauppauge, on Long Island, and in Ohio and Ontario. The situation is one more incident of where state officials chose to spend money on a contractor rather than use the state work force to do the job.

Media reports also indicate the contractor’s responses to inquiries were mediocre, at best.
Elections will be conducted for all public sector local officers, delegates and unit officers

The term of office for all current public sector local officers, delegates and unit officers expires June 30, 2009. Public sector officers and delegates will be elected to four-year terms. Balloting for local officers, delegates and unit officers will be conducted between May 15 and June 15, 2009.

Each local and unit executive board must select its own election committee and committee chairperson, or election meeting chair if applicable. The local and/or unit election committee is primarily responsible for conducting the election.

Slate petitioning and slate voting will be an option for candidates for local and unit office (see adjacent information).

Members may run as individual candidates if they wish.

Attention: Public Sector Local, Unit Presidents
Did you send the Election Committee Data Form to CSEA Headquarters?

In early January, registered election committee chairs and election meeting chairs began receiving their election package to help them carry out their election duties.

You must submit your election committee data form before an election packet will be mailed to your election committee chairperson or election meeting chair.

CSEA Headquarters cannot send material and information to any appointed election committee or meeting chair without first receiving the completed election committee data form from the local or unit president.

Inquiries concerning election materials may be directed to the CSEA Central Files Department at 1-800-342-4146, ext. 1261.

Locals and Units with 150 or Fewer Members

Holding an Election at a Special Membership Meeting

Locals and units with 150 members or less may choose to appoint an Election Meeting Chair (instead of an election committee) and conduct an election at a meeting.

Holding your election at a Special Membership Meeting simplifies the election process in that, where there are races (more than one candidate for an office), the Election Meeting Chair calls a Membership Meeting for the purpose of electing officers.

Application for Office

Special election rules are available to CSEA locals and units of 150 or fewer members.

In these smaller locals and units, completion of the Application for Election to Office replaces the requirement to obtain signatures on a nominating petition.

In locals or units with 150 or fewer members, any member who submits the application and meets election requirements under the appropriate local or unit constitution will be placed on the ballot.

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 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 Department at 1-800-342-4146, Ext. 1327, of any change in your status and what arrangements you are making to continue your membership in CSEA.
NEW PALTZ — In her May 17 valedictory speech at SUNY New Paltz, CSEA member Joy Simmerman urged her fellow graduates to take advantage of life’s unexpected opportunities.

Simmerman, an administrative aide working for the SUNY New Paltz Office of the Provost, was speaking from experience. She entered the workforce straight out of high school; college wasn’t in the cards.

After working in the private sector, Simmerman eventually wound up at New Paltz in her current position, where she handles budgetary matters and faculty research funding. That’s when she began to reconsider college.

A new opportunity

“It wasn’t until I came to SUNY New Paltz that I saw the opportunities available to college graduates,” said Simmerman. “After learning about the tuition benefit available through the [NYS & CSEA] Partnership, I realized I’d be crazy not to take advantage.”

After completing some courses at a local community college, Simmerman transferred into the undergraduate accounting program at New Paltz. Balancing a busy full-time job with the rigors of college wasn’t easy, she said, but the hard work paid off.

Hard work yields rewards

Simmerman’s 4.0 grade point average earned her the title of co-valedictorian and the honor of speaking to her fellow graduates.

“In my speech, I said that even in times of uncertainty, like we’re experiencing now, don’t be afraid to try different things,” said Simmerman. “For me, uncertainty made me move outside my comfort zone. This isn’t where I expected I’d be.”

Simmerman, who said her New Paltz co-workers were “wonderfully supportive” of her academic pursuits, said her accounting degree will not only help in her current job, but may also open the door to career advancement. Earning the degree qualified Simmerman to take the state Professional Careers Test.

Noting that the lack of financial resources keeps many people from attending college, Simmerman said the tuition assistance offered through the Partnership is a great benefit for CSEA members.

“It was absolutely essential in my ability to go to college,” she said.

— Jessica Ladlee

To learn more about benefits available through the NYS & CSEA Partnership, visit the Partnership’s website at www.nyscseapartnership.org.
In the years before CSEA and other public employee unions in New York won the legal right to collectively bargain, one of the most attractive benefits for association members was access to high-quality health insurance plans and other benefits at competitive rates.

In addition to the association’s own voluntary, supplemental insurance program, state employees had gained access to hospital insurance in the 1930s.

CSEA President John F. Powers, who served from 1953 to 1959, helped significantly improve members’ access to health insurance during his tenure.

In 1954, Powers helped secure payroll deduction on Blue Cross/Blue Shield health insurance premiums for 50,000 state employees, making it easier and more convenient for members to access health insurance. The association had fought for approval of the deduction for years.

This opened the door to further improvements in members’ access to health insurance. In 1956, CSEA members’ access to quality health insurance improved more when Powers won a state health insurance plan for all state workers. The plan was extended to local government workers two years later.

Also in 1954 ...

- The U.S. Senate votes to condemn Sen. Joseph McCarthy for “conduct that tends to bring the Senate into dishonor and disrepute.”
- The U.S. Supreme Court bans racial segregation in public schools through its Brown v. Board of Education ruling.
- President Dwight Eisenhower warns against U.S. intervention in Vietnam.
- Memphis, Tenn. radio station WHBQ becomes the first station to play an Elvis Presley record.
- The first issue of Sports Illustrated is published.
- The New York Giants (now San Francisco Giants) defeat the Cleveland Indians in the World Series, which is broadcast in color for the first time.
- On the Waterfront is released.
- The first children receive Dr. Jonas Salk’s polio vaccine.
ALBANY — CSEA has been a leading force in the labor movement for nearly a century, and our history is rich with achievement unmatched by any other union.

As we begin our next 100 years, the union is recruiting and developing the next generation of leaders to carry our momentum forward and guarantee our future success.

CSEA recently graduated its third LEAD (Leadership Education and Development) class. The LEAD program is designed to help equip CSEA members and activists who have the desire and determination, with the tools they need to become effective leaders.

The 31 new graduates join 64 other activists who have completed the intensive, yearlong program, gaining the knowledge and skills necessary to prepare for the future challenges our union will face. The hands-on program begins with a history of the labor movement. Participants also take classes in public speaking, conflict management, honoring diversity, legal and governance issues, economics and strategic campaigns.

“We are proud to now have nearly 100 graduates of the LEAD program since it began in 2004,” said CSEA President Danny Donohue, “They have each put a lot of hard work and long hours into the program and demonstrated a real commitment to building a stronger, more powerful CSEA.

“We seeing the energy and enthusiasm of these new leaders I am extremely optimistic and confident that our union will be in good hands,” said CSEA Executive Vice President Mary Sullivan, who was instrumental in the program’s development and success.

— Ed Molitor

Help New York’s farmworkers win justice

ALBANY — CSEA joined the Justice for Farmworkers campaign recently, taking part in a rally to support farm workers in their fight for the same rights enjoyed on the job by non-agricultural workers.

The state Capitol rally was led by the Rural and Migrant Ministry.

New York’s farmworkers continue to suffer from denial of basic worker rights such as a weekly day of rest, overtime pay, disability insurance, equal employment insurance coverage and protection when bargaining collectively.

CSEA is urging lawmakers to pass legislation before the state Senate and Assembly to change this worker inequality in New York.

The Farmworkers Fair Labor Practices Act (A.1867/S.2247) has been introduced in the Assembly by Assemblywoman Cathy Nolan. State Sens. George Onorato and Neil Breslin are co-prime sponsors of the bill in the Senate.

To learn more and help get the legislation passed, visit the Justice for Farmworkers website at www.justiceforfarmworkers.org.

The CSEA Employee Benefit Fund receives many calls regarding requests for referrals for dentists and complaints about services provided by a dentist. The following information may help you in making the important decision of choosing a dentist and receiving the quality dental care you deserve.

For liability purposes, the Benefit Fund cannot refer members to a specific dentist, either participating or non-participating. The participating provider listing contains the names of licensed dentists who have agreed to accept the EBF dental plan allowances as payment in full for covered services. The best way to find a dentist is to ask a co-worker, neighbor, friend or relative about their dental experiences and if they would recommend their dentist to you.

License is important
A dentist must be licensed by the state Board of Regents to provide services in New York state. Many times members ask if there is a difference between DMD or DDS degrees. DMD stands for doctor of dental medicine and DDS stands for doctor of dental surgery. They are equivalent as far as training is concerned. Both are doctoral degrees and the degree received is dependent on the dental school attended. New York licensed dentists have completed a four-year program in dentistry following a minimum of two years of college. New York dentists must pass a state approved examination and are required to take continuing education courses regularly. Dental hygienists must also be licensed by New York state to provide services. RDH stands for registered dental hygienist, which means that individual has earned an associate’s or bachelor’s degree from an accredited dental hygiene program, and has taken the required continuing education courses.

Dental professionals must reregister every three years to practice in New York state. All dentists, dental hygienist and certified dental assistants must display a current state registration certificate in the dental facility where he or she is employed.

Dentists who are considered specialists have additional education in the field that they practice. Some specialists you may encounter are:

- **Endodontists**: who perform procedures such as root canals.
- **Oral and maxillofacial surgeons**: diagnose and treat injuries and defects of the head, neck, face and jaws and perform difficult examinations.
- **Orthodontists**: treat problems relating to misaligned teeth.
- **Pediatric dentists**: specialize in treating children and adolescents.
- **Periodontists**: diagnose and treat diseases of the gums and bones surrounding the teeth.
- **Prosthodontists**: replace missing teeth with fixed or removable substitutes such as dentures, bridges and crowns. Because of the additional schooling and training required to become a specialist, the Employee Benefit Fund allows certain specialists to charge over and above fee allowances. These doctors are noted in our directory with a double asterisks after their names.
**Summary of April 2009 CSEA Board of Directors meeting**

**Editor’s Note:** The Work Force publishes a summary of actions taken by CSEA’s Board of Directors. The summary is prepared by CSEA Statewide Secretary Denise Berkley for union members.

ALBANY — CSEA’s statewide board of directors met April 16. In official business, the board:

* Adopted a structure to integrate childcare providers into the union by establishing Local 100 A / Voice of Organized Independent Childcare Educators (VOICE) for registered licensed providers and Local 100 B / Child Care Providers Together (CCPT) for license exempt providers;
* Amended the Private Sector Constitution (Article IV, Section 2(a) and 2b; Article VI, Section 1(a) and 1b; Article VII, Section 5(a) and 5b; Article VIII, Section 4(a) and 4b; Article IX, Section 6(a) and 6b; Article XIII, Section 1(c); Article XIV, Section 2(a) and 2b) to accommodate these structural changes;
* Established a staffing structure that includes a variety of positions (Director of Early Learning and Care Programs, M/C Grade 8; Early Learning and Care Representative, FSA Grade 15/18/20; Early Learning and Care Support Specialist, UUE-NY Grade 15/16) to represent, negotiate and bargain for childcare providers;
* Renamed the transitional local as Local 100 Z;
* Approved contracts on behalf of various locals including Local 010 (10 Court St., 23rd floor, Suite 2300, Brooklyn), Local 807 (Chautauqua Municipal Building, 2 Academy St., Room 121, Suite B, Mayville) and Local 812 (3 Courthouse Park, Cortland);
* Retained Pricewaterhouse Cooper to audit the 2009 fiscal year;
* Created in-house position of Member Relations Associate, UUE-NY Grade 10/11/12;
* Increased the 2009 Member Benefits Department budget to cover cost of printing the Member Benefits Guide and decreased the 2009 Organizing Department budget by an equal amount to offset the expenditure;
* Approved renovations to the second floor of CSEA Headquarters;
* Designated the Sheraton New York Hotel in Manhattan as the site of the 2011 Annual Delegates Meeting, Oct. 2 to 7;
* Appointed Al Luppo, Manny Manguel and Andre Sigmone to the Long Island Region Political Action Committee;
* Designated Nilda Hilerio to the Metropolitan Region Political Action Committee;
* Appointed Jane Meunier-Gorman to the Southern Region Political Action Committee;
* Designated Joseph Cosentino to the Central Region Political Action Committee; and
* Placed into administratorship Olympic Regional Development Authority Local 059, Taconic Correctional Local 176, Guild for Exceptional Children, Local 766, Salamanca Police Department, Unit 6204-00/Local 805, Schenectady County Local 847, Schenectady County Highway Department, Unit 8500-00/Local 847, Schenectady County Nurses, Unit 8500-01/Local 847, Schenectady County DSS, Unit 8500-02/Local 847, Schenectady County Office Building, Unit 8500-03/Local 847, Glendale Home, Unit 8500-04/Local 847, Schenectady Public Library, Unit 8500-05/Local 847, Schenectady County STFJA, Unit 8500-06/Local 847, Schenectady County Community College, Unit 8508-00/Local 847, Schenectady City SD Custodial, Unit 8509-00/Local 847, Town of Brookhaven Safety Officers, Unit 8752-04/Local 852, Bronxville Public Library, Unit 8216-00/Local 860, Port Washington UFSD Security Aides, Unit 7576-01/Local 865, Massapequa Free SD Custodial, Unit 7589-01/Local 865, Valley Stream UFSD Security Aides, Unit 7607-00/Local 865, Valley Stream UFSD Security Aides, Unit 7647-00/Local 882 and Village of Old Westbury, Unit 7642-00/Local 882.

Questions concerning the summary should be directed to Statewide Secretary Denise Berkley; CSEA Headquarters, 143 Washington Ave., Albany, NY 12210 (800) 342-4146 or (518) 257-1253.

The following information is intended for CSEA represented Executive Branch enrollees – enrollees employed by the State of New York covered by one of the following CSEA collective bargaining agreements: Administrative Services Unit, Institutional Services Unit, Operational Services Unit or the Division of Military and Naval Affairs.

**Health Insurance Changes Effective July 1, 2009**

The CSEA Health Benefits Department would like to remind New York State Empire Plan enrollees that the following change will take effect July 1, 2009.

Participating provider copayment for office visits, outpatient surgery, diagnostic/laboratory services, and radiology services will increase from $12 to $15 per service.
Brind’s achievements stand 70 years later

Editor’s Note: CSEA will celebrate its 100th anniversary in 2010. Throughout this year The Work Force is devoting Leading Edge to a look back at some of the key individuals who have helped shape our extraordinary history. This month we feature a profile of Charles Brind, president from 1935-41, who played a major role in some of the most far-reaching accomplishments in the association’s history.

The 1930s were a time of extraordinary growth and accomplishment for the Association of State Civil Service Employees, as CSEA was known at that time. Among the era’s dedicated and resourceful association leaders was Charles A. Brind, who was instrumental in some of the association’s most significant and lasting accomplishments.

Brind, an Albany native, was a 1918 graduate of Union College who went on to Albany Law School. He joined the New York State Education Department in 1922 and by 1933, was the director of the department’s law division. Brind was known as “The Cherub” for his innocent looks, soothing voice and warm personality. But there was no mistaking his determination.

Negotiation by legislation

Under Brind’s presidency, the association achieved a landmark accomplishment with the passage of the Feld-Hamilton Act in 1937, which for the first time established a permanent and consistent state employees’ salary schedule. For an association focused on promoting merit and fitness in public service, the significance cannot be overstated of enacting minimum salaries by grade, clear career advancement, and consistent relationships between job titles and salary grades.

It was also an early example of the association affecting the terms and conditions of members’ work life by legislation at a time when public employees did not have the right to collective bargaining for contracts.

It was also during Brind’s tenure that the association ended the 72-hour workweek for institutional employees and ensured that they were brought into the civil service system, advanced the association’s pioneering group insurance program as a member benefit, expanded access to hospital insurance coverage and presided over enormous continuing growth in membership.

Brind also played a leading role in the association’s drive to secure a state constitutional amendment prohibiting the state from diminishing retirement system benefits.

More than just reform

Before the events of Dec. 7, 1941, at Pearl Harbor would force the United States into World War II, Brind and the association were deeply involved in one of the most significant struggles to date - a struggle that would end in success but not yield lasting results until after the war.

Brind, who had retired from the association presidency, and the association’s legal counsel, John DeGraff, were appointed by Gov. Herbert Lehman to the Fite Commission, which produced recommendations for comprehensive civil service reforms across New York. It was 1942 by the time the key recommendations were enacted and put into effect by the legislature and the governor.

The civil service overhaul standardized civil service protections, procedures and oversight for state and local government workers on a statewide basis. The changes ensured a greater application of the concept of merit and fitness in the hiring of public employees across the state than had ever been applied before, meaning that taxpayers could expect some measure of qualification in hiring rather than pure patronage spoils, which were often the norm.

For the association, it meant a more consistent, merit-based civil service system in every part of the state that opened the door to also representing local government employees. By 1946, that opportunity became a reality as the association changed its name to the Civil Service Employees Association and began a whole new chapter in its history.

After leaving the association leadership in the early 1940s, Brind continued to be a significant figure in New York government, serving as counsel to the state Board of Regents for the next two decades.
Adamo is PEOPLE Recruiter of the Month

NEW PALTZ — Anthony Adamo, 1st vice president of the SUNY New Paltz Local, is the PEOPLE Recruiter of the Month for April. He recruited 12 new PEOPLE members.

Adamo believes that PEOPLE membership is now more important than ever. “We need to get behind PEOPLE and support it 110 percent,” he said.

Adamo is one of several people in his family who currently work at SUNY New Paltz or have worked there in the past. “That $3.85 out of your paycheck could save your job in 15 years, or your kid’s,” he said.

Given the recent political and economic climate, Adamo finds it easier to recruit new members. “Right now, it’s very easy when you have a union-busting governor like we do,” he said.

“Recruitment has to be done locally, one-on-one,” Adamo said. “If it comes on a local level, I’ve found my members are much more likely to get involved.”

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.

— Jessica Ladlee

### June CSEA calendar of events

#### Long Island Region:
- **June 9:** Conducting Successful Meetings Workshop, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Town of Hempstead Local Office, Merrick
- **June 9-10:** Contract Negotiating Team Training Workshop, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Best Western-East End, Riverhead
- **June 10:** An Overview of the Family and Medical Leave Act, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Town of Hempstead Local Office, Merrick
- **June 16:** Conducting Successful Meetings Workshop, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Nassau County Local Office, Mineola
- **June 17:** Conducting Successful Meetings Workshop, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Hampton Bays Middle School, Hampton Bays
- **June 17:** Working People’s History Workshop, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Long Island Region Office, Commack
- **June 23:** An Overview of the Family and Medical Leave Act, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Long Island Region Office, Stony Brook
- **June 24:** Conducting Successful Meetings Workshop, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Suffolk County Educational Employees Local Office, Medford

#### Southern Region:
- **June 2:** Conducting Successful Meetings Workshop, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Orange County Local Office, Middletown
- **June 3:** An Overview of the Family and Medical Leave Act, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Orange County Local Office, Middletown
- **June 9-10:** Local Government/Private Sector Grievance Representation Workshop, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Sullivan County BOCES Administration Building, Liberty

#### Capital Region:
- **June 2:** An Overview of the Family and Medical Leave Act, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., The Townhouse [formerly The Rainbow Room], Johnstown
- **June 6:** Defensive Driving, 9 a.m. - 3 p.m., Capital Region office, Latham. Call (800) 942-6874 to register.
- **June 16:** Working People’s History Workshop, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., The Queensbury Hotel, Glens Falls
- **June 16 & 18:** Defensive Driving, 5:30 - 8:30 p.m., Capital Region office, Latham. Call (800) 942-6874 to register.

#### Metropolitan Region:
- **June 9 & 11:** Defensive Driving, 4:30 - 7:30 p.m., Building 1, 2nd floor conference room, Brooklyn Developmental Center, Brooklyn
- **June 16:** Working People’s History Workshop, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Kingsboro Psychiatric Center, Brooklyn

#### Western Region:
- **June 2:** Conducting Successful Meetings Workshop, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Schenectady Veterans Hall, Schenectady
- **June 3:** Working People’s History Workshop, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Wayne County Local Office, Lyons

### ELDRED SCHOOL PACT
- The Eldred School District Unit in Sullivan County recently unanimously ratified a new four-year contract. The deal includes wage increases in each year of the contract, creation of a new longevity system, increased uniform allowance, an additional holiday and an increase in vacation days and no increase in health insurance contributions ...

### Nassau BRIDGES CONTRACT
- CSEA members in the Nassau County

### Walking to ‘Beat the Clock’

Metropolitan Region members joined other AFSCME activists and members of the Coalition of Labor Union Women at the 3rd annual Walk to Beat the Clock in Washington, D.C. The walk helps to raise money and awareness about cervical cancer. It was started by Tamika Felder, an AFSCME member and cervical cancer survivor (holding the CSEA banner on the left) who formed Tamika and Friends, a movement to end cervical cancer. For more information, visit tamikaandfriends.org

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**For more information on the listed events or to participate, contact your region office (phone numbers are listed on Page 4) or visit your region page at CSEA’s website at www.csealocal1000.org. Please note that additional events may be scheduled in your region, so check your region calendar page on the website.**
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The Labor-Religion Coalition Fair Trade Project is supported by CSEA.