

You can write. I can edit and publish. Let's get together. Have you had a case or incident in your practice that would provide insight to other practitioners? Have you read a book or article in a professional journal that you believe others might learn from and enjoy reading? Let's get together. Send me your manuscript via email to: <jerryarb@optonline.net>.

Below: Students from SUNY Old Westbury introducing themselves at the Sept. 12 meeting.



ANNOUNCEMENTS, NOTICES

If you have an announcement or job posting that you would like to have published in our newsletter, send it for consideration to the editor at:
<jerryarb@optonline.net>.

THE WHITE HOUSE & WORKING AMERICA:

"What the 2012 Election Means for Our Jobs" Hofstra's Center for Study of Labor & Democracy presents this post-election conference featuring prominent speakers from government, labor, community groups and academia engaged in post-election discussion of the full implications of the Nov. 6th vote on the income and job prospects of working Americans. An historic Presidential election at a time of global economic crisis has reinvigorated and broadened public debate over the proper balance of the public and private sectors' respective roles in the economy.

Date: Wednesday, November 14, 2012
Time: 9:00 a.m.- 6:00 p.m.
Location: Multipurpose Room, Hofstra Student Center
 For complete speaker schedule, visit www.hofstra.edu/laborstudies
Admission: \$20/person. Free for Hofstra ID holders.

Long Island Chapter

Labor and Employment Relations Association

Newsletter
**ADVANCING
 WORKPLACE
 RELATIONS**



September 2012

Ernesto Mattace, Jr., President
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Dr. Gerald Grayson, Editor
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PRESIDENT'S PERSPECTIVE:

Ernesto Mattace, Jr., President

KATHY MALLOY

Last spring, at our March meeting, Kathy Malloy was our guest speaker. If there is one word that would sum up her talk, it would have to be "Education!"



Kathy traced her journey, beginning as a steno at the Suffolk County Legislature. We traveled with her through the next 23 years, as she continued her education through classes taken at night, after work. With more education, she took more Civil Service tests, worked in different departments and benefited from her education with higher positions and promotions.

Kathy had been taking classes at Suffolk Community College and in 1989 she discovered a course being provided by the Cornell School of Industrial and Labor Relations designed specifically for women in the labor movement, called "Career Development Studies." Kathy credits that year long course as being the motivation for her to direct her educational path toward labor studies and the history of unions in the United States. She became the shop steward at each of her county offices and in 2000 she became a member of our LERA chapter. In 2003, Kathy graduated from The National Labor College, George Meany Center for Labor Studies with a B.A. in Labor Studies.

Fast forward to 2012. Kathy is now working on her Senior Thesis for her Master's Degree in Labor and Public Policy, at the New York State Empire Graduate Studies Program. She has served on her union's Executive Board (Suffolk County Association of Municipal Employees) and she now works directly for her union as their chief labor research person.

During the last twelve years of attending LERA meetings and our Spring Conferences, Kathy reaffirmed

Upcoming Chapter Meetings

**Wed., Dec. 5, 2012
 Holiday Party**

*Puglia's of Garden City
 New Venue*

**Wed., Mar. 6, 2013
 Site to be
 determined**

**Fri., May 3, 2013
 Annual Spring Conference
 Tam O' Shanter Club,**

her certainty that she took the right path in studying labor history, and she credits our LERA chapter and the encouragement of our membership for her educational accomplishments.

Kathy concluded by thanking our members for helping her to reach her career goals, and for the scholarships she has received from IRRRA and LERA. She reiterated, again, that it was, and is, always about education. She also thanked LERA leaders for demonstrating the open communication which exists in this organization promoting effective labor and management relations. She believes nothing is ever impossible when both sides sit at the table and lines of communication are kept open and minds remain flexible.

We welcome Kathy in her new position on the Executive Board of our chapter.

The Long Island LERA Newsletter is a quarterly publication of the Long Island chapter of the Labor and Employment Relations Association.

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|--------------------|----------------------|
| President | Ernesto Mattace, Jr. |
| President Elect | Amanda Barker |
| Past President | Beverly E. Harrison |
| 1st Vice President | Thomas B. Wassel |
| 2nd Vice President | Elizabeth Pearsall |
| Secretary | Paula Clarity |
| Treasurer | Eugene S. Ginsberg |
| Newsletter Editor | Gerald H. Grayson |

Notices of address change should be sent to Membership Chairman, Thomas B. Wassel <twassel@cullenanddykman.com>. Inquiries about this publication, as well as submissions, etc., should be sent to Jerry Grayson at <jerryarb@optonline.net>.

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by Gerald H. Grayson

At our meeting of June 12, our guest speaker was Ms. Elyse Derman. Ms. Derman is currently a Labor Relations Specialist with the U. S. Post Office. Her presentation was to enlighten our members on the difficulties currently being faced by her employer.

The U. S. Postal Service is one of the oldest institutions in our country. When the Constitution of the United States was ratified in 1788, it included the creation of the post office in the first draft. Benjamin Franklin was appointed as the first postmaster general and the great Scottish economist, Adam Smith, states that a post office is one of the responsibilities of a democratic, capitalist nation.

In modern times, postal workers were the first group of federal workers to get collective bargaining rights. Prior to the great postal strike of 1970, many full-time postal workers also qualified for welfare benefits. Collective bargaining changed that. It is no longer the job it was 30 years ago, but it has enabled postal workers to enjoy some parts of the American dream like home ownership, college education for their children, vehicles, health care, and, in the end, life insurance for survivors. Most postal workers pay about 30% of the premium for their health insurance and they also can purchase term life insurance under the Federal Employees Group Life Insurance (FEGLI) plan.

Postal workers have saved lives, know and are involved with their communities and customers, conduct food drives, blood drives, clothing drives and donate generously to the United Way via the Combined Federal Campaign. They also support veterans and those suffering from diseases with their own internal coalitions.

Postal revenue is generated solely by the sale of postage and related products. The postal service, while employing approximately 450,000 of its own, also is responsible for the employment of 8 million others. This includes bulk mailers, printers, graphic artists, small publishers, huge publishers, couriers and more.

Prior to 1971, the post office was a federal agency with a cabinet seat. No more. The postal service is under attack and there are billions at stake, even as mail volume declines. Last year, postal revenue was \$67 billion, not a penny of which was taxpayer money. FedEx, UPS and a number of conservative lobbying groups are drooling at the prospect of the postal service becoming a private entity. In the interim, the postmaster general



Elyse Derman

and his staff have created a plan to shrink the size of the organization. Among the options are:

- * To lose a day of delivery;
- * To relax delivery standards to 2 days or more;
- * To close 3700 small offices;
- * To close 250 mail plants;
- * To cut over 100,000 jobs.

Ms. Derman notes that Americans polled on the approval of government agencies give the USPS an 83% positive rating. She also questioned who would deliver to rural areas? Who would deliver to remote areas in large states?

One reason for the financial dilemma that the USPS finds itself in is that the postal service is asked to pre-fund the health care benefits of current employees and all who will retire in the next 75 years. Payments must be made into the Retiree Health Benefit Fund from 2007 to 2016. The cost is approximately \$6 billion per year. No other agency or business does this. According to the speaker there is also a 40 year old accounting error that has resulted in an \$80 billion overcharge to the postal service for payments into Civil Service Retirement.

In her opinion, if these accounting errors could be corrected, the USPS would probably be on a sound financial footing. She concluded by quoting the law that states " ... the postal service binds the nation together through the personal, educational, literary and business correspondence of the people. It shall render postal service to all communities."



Daniel Farrell, new Suffolk AME President

Daniel P. Farrell Elected New President of Suffolk County AME

The speaker at our September meeting was Dan Farrell, who was the head of the Farrell-Finland team that challenged and won against the incumbent officers of the AME. AME is the largest independent union in New York State. The team was comprised of members with county service ranging from two to 33 years. It was composed of experienced members, familiar with all of the issues and new arrivals with new issues and ideas.

Dan Farrell began his 28 years as a Suffolk County employee as a DPW blue collar worker in 1984. AME had just become "AME" that same year, and Dan has been active in his union for as long as he has been a county worker. He has served on AME's Executive Board since 2003, and has been an integral part of four negotiations teams.

In his presentation to our members, Dan emphasized that his primary goal is to protect the jobs of AME's 6500 members, who work in 800 different titles for Suffolk County. Their average salary is \$45,000. It is their work that keeps the county functioning. However, the county legislators, according to Mr. Farrell, are not managing properly and there have been layoffs of his members. He went to court to seek an injunction to prevent these layoffs. One of their biggest battles right now is to fight against the sale of the Foley nursing home which could lead to more layoffs.

His new executive board has been working tirelessly and he understands that good labor relations are based upon TACT, DIPLOMACY AND POLITICS.



Students from SUNY Old Westbury at our September 12 meeting.