



Our Time is Now

Over the past year, as I've traveled across the state meeting with our members and leaders, I've been deeply honored to be part of a Council so passionately committed to improving the lives of working families. AFSCME Council 66 is built on a foundation of compassion, commitment, dedication, and perseverance—values that drive everything we do.

Thanks to the tireless efforts of our local leadership, members, and staff, Council 66 has opened the door to life-changing careers for thousands. Together, we are making sure every single member's voice is heard. At a time when workers face both relentless attacks and unprecedented support for unions across the country, Council 66 stands strong in advocating for our members.

But we can't do it alone. Now, *more than ever*, we need every member to be actively engaged in our union. I'm proud to have been elected as your president this past June, and I am committed to faithfully serving you and our mission. Thank you, brothers and sisters, for your continued dedication to your communities and to AFSCME Council 66.

I hope you enjoy this first issue of *The Solidarity Report*. We welcome your thoughts and feedback!



Rich Canazzi
Rich Canazzi
President, AFSCME Council 66

INSIDE:

Biennial Convention Coverage

Photos and more! page 11

Member Spotlight

Inside the Hemlock Water Treatment Plant with Rob Holland page 5

Shout-Outs & Highlights

Recognizing our workers on and off the job page 2

Political & Legislative Action

page 7

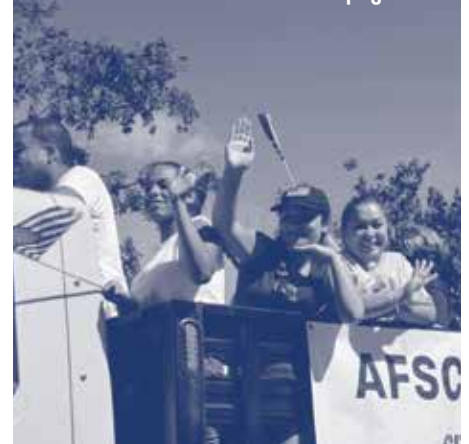
Organizing

page 9

The LRS Corner

Terms and Conditions of employment, learn why best practice matters!

page 10



In the News

BENTE Pushes RCSD to Follow the Law on Wages

President Ange Palmerini, BENTE local 2419, fights for members



to get paid what they are owed. *"Palmerini said RCSD is in violation of Section 191 of the labor law, which requires timely payment in full for all hours worked. After a week of waiting, Palmerini personally visited the central office with four employees..."* ■

MORE: "Rochester city school staff go unpaid as district faces tech transition" **WHEC.com**



Shout-Outs & Highlights

CONGRATULATIONS
Brother Rich Canazzi
LABOR POWER 100

With over three decades of union leadership, you have transformed the lives of thousands of working-class families.

AFSCME Council 66 is proud to call you our leader and brother.

In solidarity,
AFSCME Council 66 Family



LABOR POWER 100

*Congratulations to President **Rich Canazzi**, recipient of the prestigious **City & State Labor Power 100!*** ■



Best in the Region!

*Congratulations to our **Finger Lakes Center for Living Staff**, local 3124 members, voted **Best Nursing Home in the Region.***

"We've seen firsthand the compassion and dedication this team brings every day. They treat residents like family, show up for long shifts and hard days and make our community stronger."

AFSCME local 3124
Executive Board ■





Shout-Outs & Highlights



Above and Beyond...

On July 3, while on assignment at Washington Park, **Tashawn Tarver Jr., local 1961**, learned of an individual who overdosed near the tennis courts.

Tashawn jumped into action contacting emergency services and administering Narcan. Thanks to his quick thinking and immediate response *Tashawn helped save this person's life.*

“Tashawn’s actions exemplify the highest standards of service and dedication. His good deed should not go unnoticed-it reflects the very best of our team and our mission to serve and protect our community.”

Tashawn will be featured in an upcoming Member Spotlight.

City of Albany, Department of General Services ■



Learning & Leadership

Congratulations to **Ryan Card (LRS)** (left) graduate of the rigorous Harvard University Program Senior Executive in State and Local Government. Ryan will be sharing what he learned from the program with our members & staff. ■

In the Community



Power in Partnership: Addressing Housing Challenges

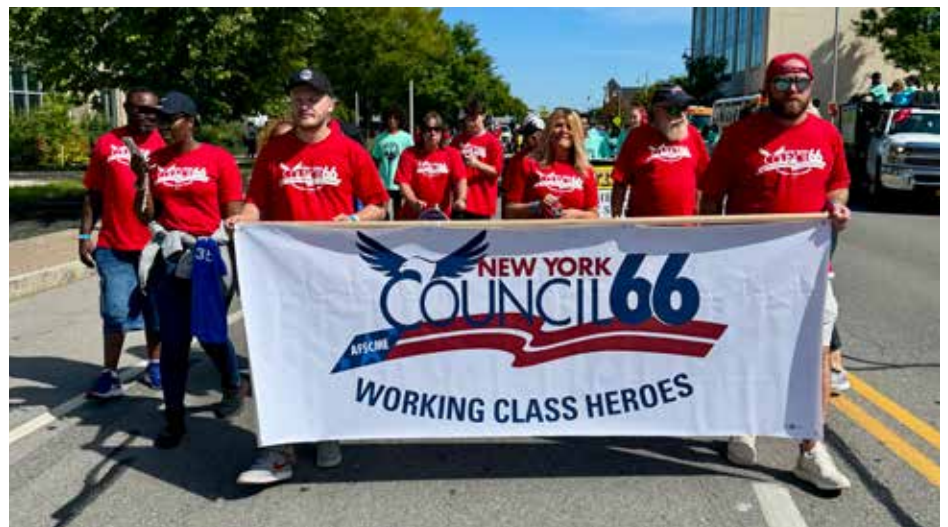
President Mike Rivera and local 1635F leaders joined **Senator Jeremy Cooney** And **Assemblymember Sarah Clark** for a powerful discussion with Rochester Housing Authority resident leaders. We will be working together to address the serious issues facing vulnerable people in our communities. ■



Labor Day 2025

AFSCME council 66, AFSCME local 1635 and BENTE local 2419 all marched in the parade down Main Street, **Rochester, NY.**

SOLIDARITY FOREVER!



SEPTEMBER:



MEMBER'S LOUNGE
September 22 at 5:30
Virtual - via Zoom

Contact **Maria Fisher** for link:
mfisher@afscmecouncil66.org

Member's Lounge

Each month we feature a topic of interest to our members called a Member's Lounge. Join us online, Monday, September 22nd at 5:30pm when **New York State Senator Jeremy Cooney** and **New York State Assemblymember Sarah Clark** will be discussing the impact of the federal budget on New York State.

Contact **Maria** for mfisher@afscmecouncil66.org for the link and to keep updated on upcoming member's lounges.

Rob Holland

Water Quality Lab Assistant
Hemlock Water Filtration Plant
City of Rochester
Local 1635



Rob Holland, local 1635 member, has always had a passion for science and emerging technologies. He majored in Biology and studied Environmental Science in college, where he developed a strong interest in research. In 2018, he saw an opportunity to apply his skills and “love for lab work” as a Water Quality Lab Assistant at the City of Rochester’s Hemlock Water Filtration Plant. After passing the Civil Service exam and completing the interview process, he was hired for the role. His dedication and performance in the lab quickly earned him a promotion to Lab Technician, a position he proudly holds today.

The City of Rochester’s primary water supply comes from Hemlock and Canadice Lakes, located about 28 miles south of Rochester in Livingston and Ontario Counties. Water from these lakes is treated at the **Hemlock Water Filtration Plant** and transmitted to the City through a system of tunnels, conduits, and storage reservoirs. The plant provides clean drinking water to more than 300,000 residents, serving the entire City of Rochester as well as portions of Monroe and Livingston Counties. It operates 24 hours a day, seven days a week.

Because of their vital role in supplying drinking water, Hemlock and Canadice are the only undeveloped lakes in the Finger Lakes region. Construction of the Hemlock Water Filtration Plant began on June 1, 1873, and less than three years later, water from Hemlock Lake was flowing through the conduits into Mt. Hope Reservoir. Remarkably, gravity still carries the water through those conduits today.



As a Lab Technician, Rob is responsible for maintaining the laboratory, coordinating the distribution of chemistry samples, and working directly with customers regarding water quality concerns—including lead testing. The City of Rochester has prioritized lead testing due to the serious health risks associated with lead exposure. A free lead testing program is available to all city residents, and since 2017, a grant-funded project has supported the removal of lead service lines.

According to Rob, thousands of lead pipes have already been replaced. Currently, about 16,000 service lines in the city still contain some component of lead, but the City aims to have all lead pipes removed by 2030. Rob’s work is critical to monitoring water safety as this ambitious effort continues.

Rob also serves as the City’s primary analyst for cyanotoxins—harmful microorganisms commonly known as blue-green algae. With rising temperatures, the prevalence of cyanotoxins has increased. Since 2019, all toxin water testing has been conducted in-house by the City. Growing research in human health continues to underscore the harmful effects of these toxins on drinking water, highlighting the importance of Rob’s role. Rob and his colleagues play a critical role in ensuring our drinking water is safe for consumption.



Rob enjoys the variety his work offers. “On any given day I may be interfacing with the public, out on the boat collecting samples, or in the lab conducting water quality testing,” he says. This mix of fieldwork, customer interaction, and laboratory analysis keeps the role engaging and meaningful.

“It’s easy for the public to lose sight of how important this work is and that our facility is a crucial part of Monroe and Livingston Counties.”

READ THE FULL ARTICLE:

<https://afscmecouncil66.org/member-spotlight-rob-holland/> ■



SHOUT OUT A WORKPLACE HERO

Help us recognize everyday excellence. Nominate a member for the AFSCME Member Spotlight organizers, fixers, caretakers, problem-solvers.

Political & Legislative Action



Local 2410 Members Help Shape New Library Safety Legislation

AO6903 passed the New York State Assembly led by **Assemblymember Harry Bronson**. The bill requires public and not-for-profit libraries to implement risk evaluations and determinations, workplace trainings, and other measures for the prevention of workplace violence. Our members at **local 2410 Finkelstein Memorial Library** assisted with the creation of the bill. ■

Bill Search and Legislative Information | New York State Assembly

ENDORSEMENT



We're proud to endorse
AFSCME local 1883

President Matt Padbury

for Vestal Town Board. Matt is a dedicated civil servant and tireless union leader. ■

**ELECTION DAY IS
TUESDAY NOVEMBER 4**



ANTI-WORKER ATTACKS ARE HAPPENING IN STATES AND CITIES ALL OVER THE COUNTRY.

These attacks are not just about the budget and economy; they are about political choices. Help us fight back with AFSCME PEOPLE — our union's political action arm. Your donation is critical to ensuring we have the necessary resources to fight these attacks on our job security and the middle class. **Contribute now to fuel the fight!**



Political & Legislative Action



ECMC Local 1095 Helps Police Retirement Bill

A7861 & S 7143 has passed the NYS Assembly and NYS Senate and awaits Governor Kathy Hochul's signature. Our members at **ECMC local 1095** assisted with the creation of this bill. The bill provides alternative retirement benefits for the police force at Erie County Medical Center; provides a qualifying member shall receive a retirement allowance consisting of a pension equal to one-fiftieth of their final average salary for each year of qualifying creditable service. ■



Members and Leaders Connect at COPE Picnic

On July 10, our members joined the Rochester Labor Council Committee on Political Education picnic. *Left to Right: Tyler Benda (local 3179) , Maria Fisher (Staff), Kevin Lynch (local 3179), Justin Webb (1635F) and Iesha Graham (1635F), Senator Jeremy Cooney, Angelo Palmerini (BENTE local 2419)* ■

FREE COMMUNITY COLLEGE

WHO: New Yorkers aged 25-55 studying high-demand fields

WHAT: Free tuition, fees, and books

WHERE: Any SUNY or CUNY community college campus

WHY: To make higher education more affordable and bolster New York State's workforce

An illustration at the bottom of the graphic shows several graduates in blue and white gowns, some holding up their black mortarboards in celebration.

LOWERING COSTS FOR FAMILIES:

Free Community College Comes to NY

Governor Kathy Hochul launched New York's free community college program for SUNY and CUNY students as part of her fight to lower costs for New Yorkers and make education more affordable. ■

Organizing



Making History in Pittsford!

We welcome **Pittsford DPW** to our union family! **This is the first union in the Town of Pittsford's 200 year history!** ■

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GET ORGANIZED, SIGN UP FOR AFSCME GO!
AFSCMEGO.ORG

We Won't Back Down

We're under attack by billionaires and anti-union extremists who want to destroy the public services we provide and roll back laws that protect our health and safety at work, our job security – *even the freedom to join a union.*

We're not going to let that happen. It's our hard work, not corporate greed, that makes our communities stronger. ■



ROBERT LEONARD • THE LRS CORNER

Terms and Conditions of Employment

Sometimes our contracts (CBA) are silent on items that have been litigated or legislated as “Terms and Conditions of Employment”. It is not uncommon for public or private sector workers to receive a benefit that has developed over the years, and this benefit is neither clearly articulated in the parties CBA, or the language of the contract is ambiguous, yet the meaning is established through a clear past practice, known well by both the Union Members and Management.

The New York State Public Employment Relations Board (PERB) and the NLRB considers *a change in terms and conditions of employment to be a violation if it happens without negotiations*. If this happens at your workplace you need to contact your LRS immediately, as we have about four months from the identified “change” date to file an “Improper Practice” (IP) or in the private sector an “unfair labor practice” (ULP), but we don’t have forever.

There is nothing that I detest more than finding out a year later the management unilaterally and without negotiations changed the union members “terms and conditions of employment” *without negotiating the impact with the union*. Common changes in the terms and conditions I have encountered are, change in dress code, change in shift (if the CBA is silent), layoff procedures (not layoffs themselves but the method utilized) if the CBA is silent.

My favorite case was a small police department I represented who on holidays union members could voluntarily swap shifts. *“Hey Jane, I’ll trade my Christmas Eve shift for your Christmas day shift”*. The only requirement was that the changes had to be documented on the schedule, and all shifts needed to be covered. This was a great benefit that the Police Chief unilaterally ended without negotiating the impact with the union. I filed an IP with PERB and we went to a PERB hearing and won the right to change shifts to help with everyone’s schedule. The Police Chief’s only argument was that the right to change shifts over holidays was not in the CBA. However, it had been a firm past practice of over twenty years, and there was not one documented problem. I could go on, but I hope you get the idea. If you don’t have it already check the NYS PERB website and get the document called the: “Mandatory/Non-mandatory Subjects of Negotiation (2015)”. ■

FAST FACTS:

PAST PRACTICE MATTERS

Even if a benefit isn’t in the CBA, long-standing and well-known practices between management and union can be considered part of *Terms and Conditions of Employment*.

UNILATERAL CHANGES ARE VIOLATIONS

Under NYS PERB and the NLRB, changing these terms without negotiation is a violation; workers have about 4 months from the change date to file an “Improper Practice” (IP) or “Unfair Labor Practice” (ULP).

COMMON SILENT ISSUES

Examples include dress code changes, shift changes, and layoff procedures when the contract doesn’t address them.

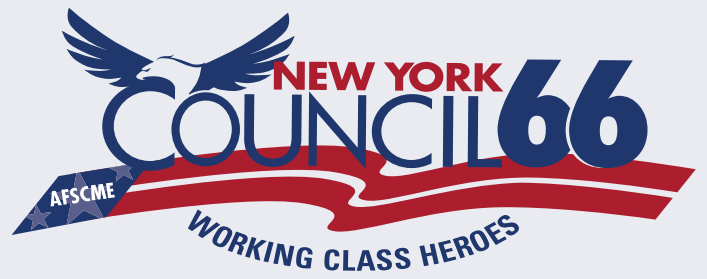
MORE INFORMATION

perb.ny.gov/request-publications



29TH BIENNIAL CONVENTION

JUNE 2025



Inspiration & Action

This years convention motivated & inspired us! We build on what we have learned and continue standing up and speaking out for workers...

AFSCME COUNCIL 66 29TH BIENNIAL CONVENTION



Words of wisdom...

AFSCME International President Lee Saunders energized the crowd and reminded us to stay strong regardless of the challenge.

Below from Left to Right: Ryan Welles (AFSCME NY) President Rich Canazzi, President Lee Saunders, Brian McDonnell (AFSCME NY)

‘AFSCME doesn’t run away from problems—We fight back!’

- Lee Saunders
PRESIDENT, AFSCME INTERNATIONAL





Congratulations to our newly elected leadership team!

From left to right President Rich Canazzi, 1st Vice President Michael Rivera, 2nd Vice President Angelo Palmerini, Secretary-Treasurer Jessica Rinebold, Sergeant at Arms Steve Barnum, Recording Secretary Tawanda Ciccone



We recognized our extraordinary union leaders from around the state:

From left to right: Ricky Fernandez (Local Labor Leadership), Cody Stryker (Rising Star), Michael O'Brien (Daniel S. DiClemente Lifetime Achievement Award) Frank Coons (Local Labor Leadership), Steve Barnum (Local Labor Leadership), Demetris Graham (Local Labor Leadership), Becky Scott (Elissa McBride), Leighann Ciferri (Local Labor Leadership), President Rich Canazzi, Kevin Lynch (Local Labor Leadership). Michael O'Brien and Peter Persico (not pictured) were recipients of our first Daniel S. DiClemente Lifetime Achievement Award.

