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Vol. 3 / No. 3

MARCH 2000

# THE WORK FORCE

OFFICIAL PUBLICATION **CSEA** Local 1000, AFSCME, AFL-CIO

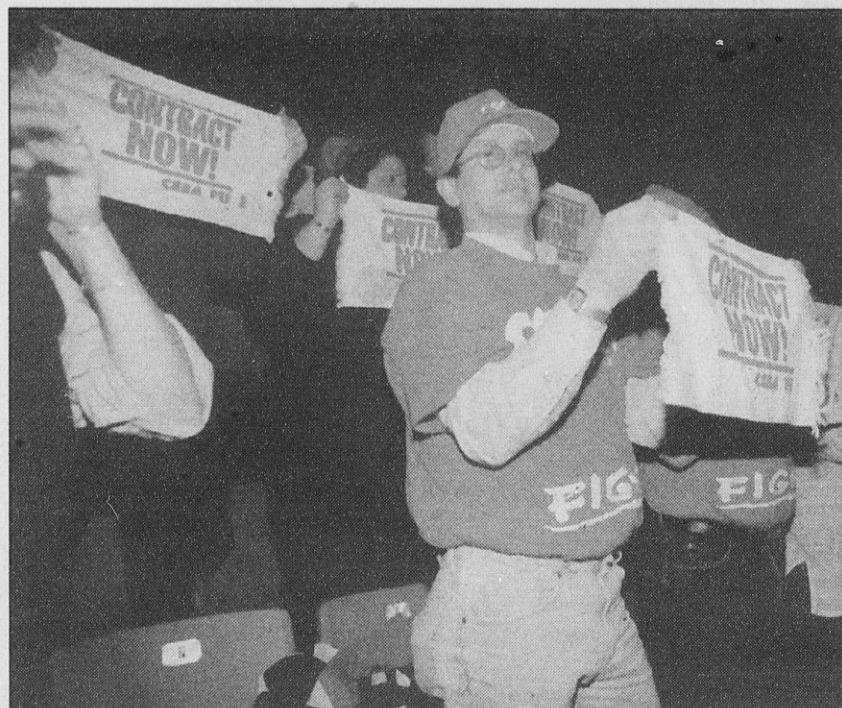
**A  
new  
day for  
CSEA!**



**Donohue's slate to lead  
union for four more years**  
CSEA election story: Page 3

Your Nassau County Local 830 Express newsletter is enclosed

## Photo of the Month



CSEA member Vern French joins 200 union members inside the Olympic Arena in Lake Placid for the Goodwill Games opening ceremonies. CSEA and PEF let the world know the governor has shown the unions little good will.

## Long Island state DOT injunction hearing set

LONG ISLAND — A State Supreme Court justice has set March 1 to hear arguments whether a temporary restraining order should be continued against any illegal job actions by CSEA-represented state Department of Transportation (DOT) workers.

Gov. George Pataki obtained the restraining order following the events of Jan. 21, when several hundred DOT workers on Long Island allegedly called in sick during a snowstorm.

CSEA leaders said they do not condone any illegal activity but severely criticized the governor's heavy-handed response to the situation.

Pataki sought the restraining order, declared a state of emergency on Long Island and threatened to fire all the workers.

Pataki also wanted \$1,000-a-day penalties against the workers and a \$1 million-a-day penalty against CSEA.

Two days later, Pataki made a volatile situation worse when he sought to extend the restraining order to all DOT workers statewide and launched what union leaders called an "offensive" investigation by the state Inspector General's office.

The restraining order has remained in effect but the judge has specifically warned the state it cannot trample on any contractual or legal rights in investigating the situation.

CSEA has argued the restraining order is unnecessary against employees who have done nothing wrong.

CSEA leaders also said Pataki's actions are out of proportion when compared to the penalties cited in the state Taylor Law which governs public employee conduct and bargaining.

# Union pushes Pataki for goodwill at the Goodwill Games

LAKE PLACID — The world watched as hundreds of union members braved the Adirondack chill to give a heated message about stalled state contract talks during opening ceremonies of the Goodwill Games.

Pickets ringed the outside of the Olympic Arena where opening ceremonies were held — and hundreds of members stood and waved towels bearing CSEA's contract message as Gov. George Pataki opened the competition.

The mention of Pataki's name during the event was met with booming choruses of boos.

"It's time for Pataki to be embarrassed about his conduct. He's not King George," shouted CSEA member Vern French of the state Department of Environmental Conservation (EnCon).

"Pataki needs to look at the effect no contract is having on all of New York," said Ellen Donovan of the state Health Department in Albany.

These first Goodwill Games were an important economic boost to the North County, and union leaders said they made sure the protest was peaceful yet effective.

Union members from the State University at Plattsburgh, Sunmount Developmental Center, and the state departments of transportation and EnCon, including union members who were spectators from Long Island, joined the evening picket.

"We don't want to hurt the games but we do want to give a strong statement to the governor and show our position," French said.

The pickets outside the Olympic Arena — and the waving of CSEA logos inside — were part of a continuing protest by members who work at the Olympic Regional Development Authority (ORDA) and other state agencies. (See related story on Pages 10-11.)

New York hosted the Olympic-style Goodwill Games, which attracted more than 450 world-class winter athletes and was televised worldwide.

## AFSCME Lobby Day April 11

ALBANY — The annual AFSCME New York Lobby Day is scheduled here on Tuesday, April 11.

AFSCME New York's membership is 400,000 strong and committed to fighting for working families.

For more information, contact: Long Island Region, Marc Alessi (516) 462-0030; Metropolitan Region, Ed LaPlante (800) 342-4146; Southern Region, Jason Haenel (914) 831-1000; Capital Region, Adam Acquario (518) 785-4400; Central Region, Mike Ottaviano (315) 433-0050, and Western Region, Bill Benfanti (716) 886-0391.

### Correction:

An article on Page 9 of the February *Work Force* stated a charter school bill vetoed by Gov. George Pataki would have required schools with more than 250 workers to organize if the charter school's neighboring school district was organized. The threshold is 250 students.

# Donohue, statewide slate, return to lead CSEA for four more years

ALBANY— CSEA President Danny Donohue and his “Four for the Future” slate have won re-election to a third term which starts July 1.

Despite two challengers, Donohue won more than 50 percent of the vote.

Also elected with Donohue were Executive Vice President Mary Sullivan, Treasurer Maureen Malone and Secretary Barbara Reeves.

“This is a new day for CSEA,” Donohue said.

“My commitment to the members of CSEA is to renew our fight for fairness and respect, and strengthen CSEA in every part of this state through organizing, representation and political action. The work and needs of all CSEA members must never be taken for granted,” Donohue said.

“That commitment begins at the state Capitol and extends to every community in this state,” the

president added.

“The governor of New York’s conduct towards CSEA, its leaders and its members has been shocking and offensive and it must stop. It is time for the governor to come to the bargaining table and settle a contract for state employees fairly.

“It has been the governor, not CSEA, who has been holding up the negotiating process pending the outcome of the CSEA elections,” Donohue said.

“CSEA will stand up against anyone who attacks our union and seeks to undermine us,” he added.

Donohue, 55, was first elected CSEA president in 1994. He served as CSEA’s executive vice president from 1988-94. Prior to that, Donohue served as president of CSEA’s 50,000-member Long Island region from 1979-1988.



Left to right, statewide Executive Vice President Mary Sullivan, President Danny Donohue, Secretary Barbara Reeves and Treasurer Maureen Malone.

As this edition went to press, the CSEA Elections Committee was scheduled to meet the week of Feb. 22 to complete the election tally in the regional, board of directors and AFSCME delegate races. Results will be posted on CSEA’s Web site as soon as they are available at [www.cseainc.org](http://www.cseainc.org) and will be printed in the *Work Force* when completed.

## State contract fight continues

CSEA has wasted no time in taking off the gloves in the state contract fight now that the union’s statewide election is over.

CSEA has even filed an Improper Practice charge with the Public Employee Relations Board (PERB) against the illegal interference by the Pataki administration intended to undermine the union leadership during the union’s election.

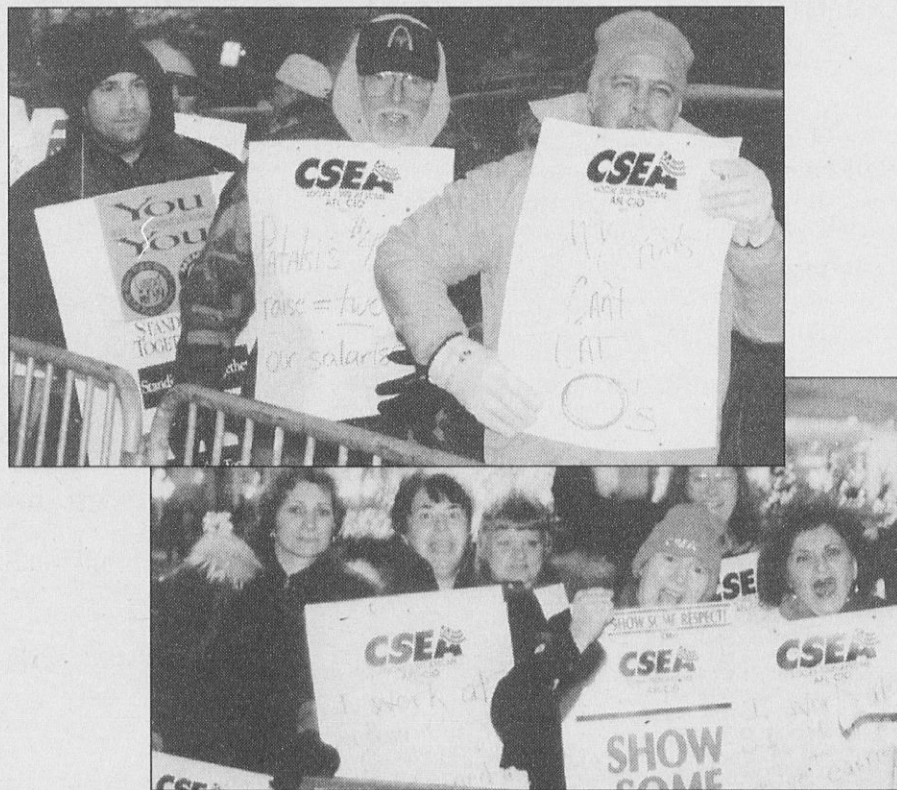
Under the Taylor Law, management may not interfere with the course of the union election and may not seek to undermine the leadership of the union under any circumstances.

CSEA’s charges allege the governor’s Press Secretary Michael McKeon repeatedly and intentionally made false media statements and accusations about CSEA’s leadership and the state contract negotiations.

Additionally, CSEA members are continuing to confront the governor at public appearances in every part of the state, a tactic that will continue until a new contract is in place.

The governor has also made public statements in recent weeks suggesting he has a new offer on the table — statements which have caused serious confusion, union leaders said. The governor has been referring to an offer made last September which CSEA rejected.

As this edition went to press, negotiating sessions were scheduled with the state.



Above, CSEA members picket the governor’s appearance at Republican Party fund-raisers recently on Long Island, top, and Staten Island.

# THE WORK FORCE

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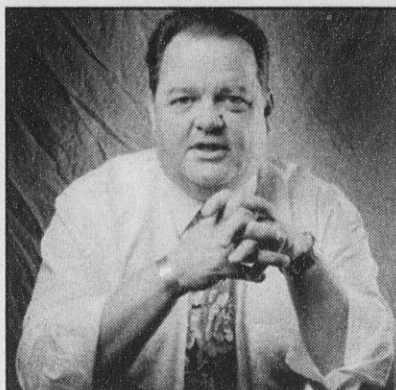
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# In Touch with the WORK FORCE



CSEA President Danny Donohue

CSEA is on the move and our union is moving forward like never before.

It is not always apparent in the local work sites of this state that the sum of our union's efforts are greater than its individual parts. But every individual's action and involvement make a difference and that is becoming especially clear to "official" New York.

In the past year we have seen unprecedented activism in our ranks. For the past three years we have talked and prepared to transform our union — to make it more effective and responsive. In the past year we have lived that transformation.

**I want to say thank you to every member who has participated in whatever way in this union. You have helped make us stronger.**

But we have only begun to tap the full strength of our union and we must all share that responsibility. Living up to our potential will be the single-minded purpose for me and your elected statewide leadership these next four years.

My commitment to the members of CSEA is to renew our fight for fairness and respect, and strengthen CSEA in every part of this state through organizing, representation and political action. The work and needs of all CSEA members must never be taken for granted

That begins at the state Capitol and ends in your community.

The governor of New York's conduct towards CSEA, its leaders and its members has been shocking and offensive and it must stop. It is time for the governor to come to the bargaining table and settle a contract for state employees fairly.

But even more importantly, it is time for the governor to recognize his actions toward CSEA have signaled contempt for all of our members. CSEA will not stand for it.

CSEA will stand up to anyone who attacks our union and seeks to undermine our strength.

This is a new day for CSEA.

## Lockport Memorial Hospital members reach settlement

LOCKPORT — Nearly a year after the threat of closure, Lockport Memorial Hospital workers have settled a class action grievance that returned displaced workers to their original jobs and netted four workers a total of more than \$6,000 in back pay.

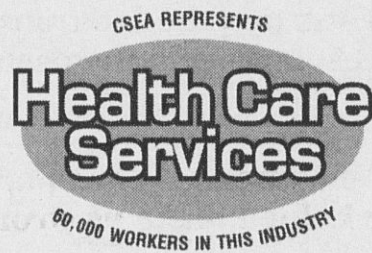
"This is great," said Stephene SanMarco, president of the private-sector local.

"The hospital's future has been worked out, averting closure and these members are being restored financially," he added.

Last year the hospital's future appeared grim because of financial difficulties.

A restructuring plan and agreement on hospital debts, along with new management and partnership with another nearby hospital, pulled the facility back from the brink.

"They wanted our members to take pay cuts and a lot of givebacks," said SanMarco. "But we weren't about to let them lay financial mismanagement recovery on the backs of our members."



**Housekeeping worker Richard Jordan is one of several members who received back pay he would have earned during financial mismanagement at Lockport Hospital.**

We received great assistance from CSEA labor relations staff members Pete Gingras and (Western Region director) Roger Sherrie and our attorney Tara Singer-Blumberg."

The four union members received back pay ranging from \$594 to \$2,149 each.

With the grievance settled, union leaders said they are looking to the future.

"Hopefully, we all can get back to the job of helping our community receive quality medical care," said SanMarco.

— Ron Wofford

## State's money-saving idea makes no sense

MIDDLETOWN — New York State's idea of saving dollars makes no sense to employees at Middletown Psychiatric Center.

When the facility recently converted its power plant from burning coal to oil, the state bought three used boilers from Mohawk Valley Psychiatric Center and hauled them to Middletown.

The problem was they weren't working and had to be rebuilt.

"The cost was more than if we bought new," said Middletown Psychiatric Center Local President Diane Hewitt.

"One is leaking so badly that after Hurricane Floyd in September, it had two inches of water on the floor."

"Prior to the hurricane, we asked for parts and they sent the wrong parts," said Plant Utilities Engineer Tom Crummenauer, a 20-year employee.

"We've had problems right from the beginning," he said. "If the boilers were new, we'd at least have a maintenance contract for them."

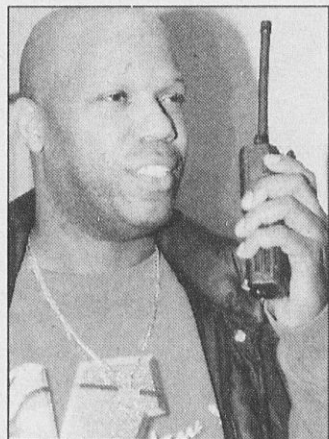
With winter here, the concern is having enough boiler power to build necessary steam pressure. For that, a generator is needed.

"They told us not to worry," deadpanned Hewitt.

"They're bringing us a used generator from another facility," she said. "The man who said the used boilers were in working condition is the same one who said the generator was OK."

— Anita Manley

*Hopefully, we all can get back to the job of helping our community receive quality medical care.*



## Voices of the Work Force

**"There is less staff, yet there is more work than ever. There are only two electricians for the entire site. They are spending millions of dollars around us on construction (at the facility), yet we're not getting a dime. The best part of the job is my co-workers. Everyone helps each other out, electricians, carpenters, everyone. We're like a team."**

**Rick Punter, maintenance assistant — Bronx Psychiatric Center, CSEA member for 14 years; loves playing basketball and watching the Knicks, has 5 kids, 3 grandchildren**

## Compassion behind bars:

# Helping the sick in prison generates job stress

The meanest and toughest patients in the state often stretch the patience of the most dedicated medical care providers — the hundreds of CSEA members who work behind the razor wire and armed guards at state prisons.

Giving the best possible medical care to thousands of prisoners must follow strict workplace guidelines to preserve personal and institutional safety, union members who work behind bars said.

While a prison infirmary may look like a clinic or doctor's office, union members know there is a world of difference between the two workplaces.

"It's important that our members remember, while providing any treatment, that these patients are convicted criminals who have been sentenced for their crimes," said CSEA Labor Relations Specialist Jim Gleason.

"And rules are in place to prevent establishing personal relationships, for several obvious reasons, with the prisoners. For medical personnel, their jobs are extremely stressful in that regard," he added.

### Always on guard

For licensed practical nurse (LPN) Dedra Johnson, working behind the walls at the Wende Correctional Facility in Western New York "is a whole other level of nursing," she said.

"I had some apprehension when I first started," Johnson said.

"You have to remember this is a prison. Some of these guys do try to 'con' you with certain remarks or stories," Johnson said.

"But we must carry ourselves as professionals, while maintaining an alertness and a working relationship with the corrections officers, who are always nearby," she said.

Working in the facility medical unit, Johnson and other LPNs do medical charting, provide doctor-ordered treatments, distribute medications, and take blood samples.

"After two years, I'm nowhere near burned out," said Johnson, "but I have seen it happen in some co-workers."

### Disease everywhere

The prison population is a swamp of contagion, and union members said they make sure they are physically protected from exposure to AIDS, hepatitis and tuberculosis, among other communicable diseases.



Wende Correctional Facility LPN Dedra Johnson says working in the facility poses special challenges.

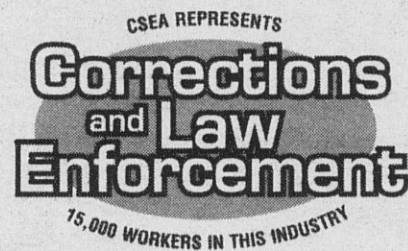
"We wear nursing scrubs, plus lab coats, and we use gloves and masks, and even goggles as necessary. We follow universal precautions," Johnson said.

The constant threat of exposure to a deadly disease also adds to a subconscious level of stress, members said.

"We receive ongoing training and classes that help us do our jobs," said Johnson, who is also a steward for her 60 co-workers in the Wende local.

"I'm basically a people person, and I'm passionate for my work," Johnson said.

— Ron Wofford



## Voices of the Work Force

**O**ver 200 inmates a day go into the commissary and laundry area where I work and there is no security coverage. They pulled the correction officers in 1991. We've asked management why the civilians who work there are not trained in security but we never got a response."

James Mahunik — local president, Cayuga Correctional Facility



# Deplorable conditions for Erie County Youth Detention Center members

BUFFALO — “Bottomless pit,” “Thin staff, worn facility, push youth jail into abyss,” screamed the headlines in an article describing the Erie County Youth Detention Facility, where CSEA and AFSCME members work with troubled youths, ages 8 to 15.

“It’s all true,” said Dan Barton, section president for youth and legal services of the Erie County employees unit.

Union members are coping with overcrowding, mandatory overtime and a bushel of problems created by deteriorating buildings with leaky pipes and roofs, peeling paint, buckling walls, and deteriorating floor tiles.

The small campus — not built for detention purposes — also houses a Buffalo public school for the inmates.

“I think one of the greatest dangers is the fact there are no security guards and the gate into the campus is wide open. Anyone can walk right in,” Barton said.

## Lacking accreditation

The state refuses to grant routine accreditation to the center, which houses secure and non-secure inmates who must be kept separate.

The center is operating on a month-by-month permit, while seeking to regain its accreditation.

Secure inmates are those who have

committed crimes and are awaiting court dates or permanent placement, and must be watched like prisoners.

Non-secure inmates are usually younger, and are runaways or court-ordered PINS (persons in need of supervision).

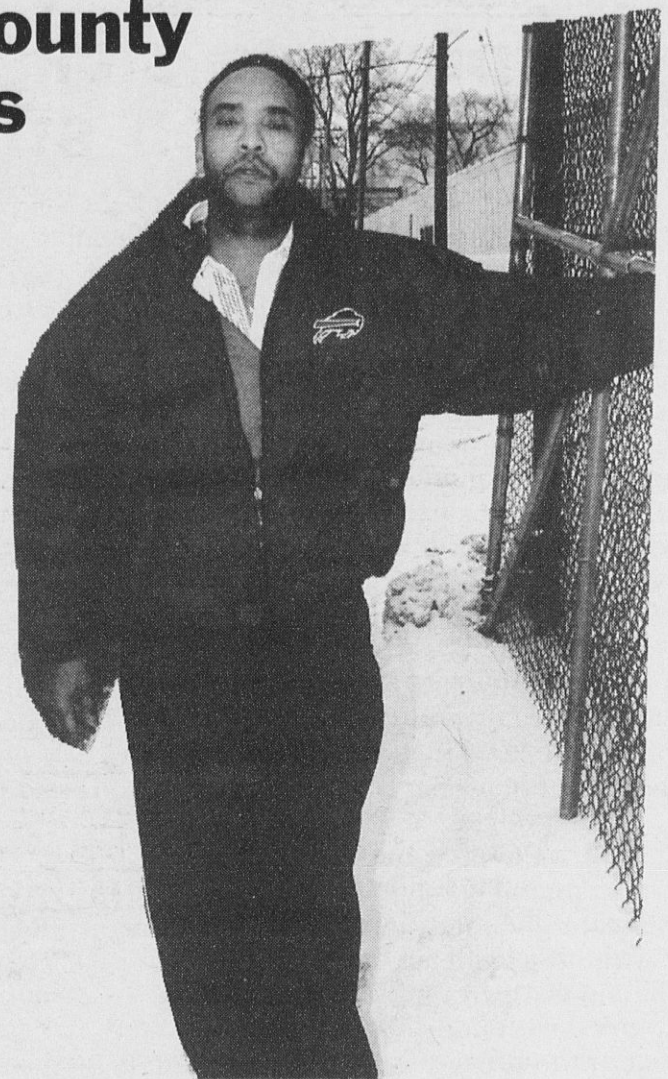
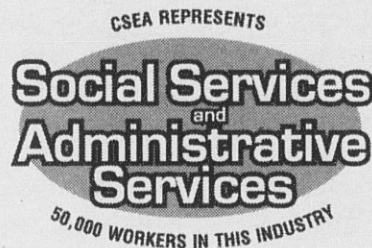
Barton is one of four CSEA member supervisors of AFSCME-represented youth detention workers at the facility. Clerical and other support staff are CSEA members.

The deputy commissioner in charge of detention, who has

had to supervise detainees because of staff shortages, told a reporter the situation was a “nightmare.”

“We need a new, state-of-the-art facility,” Barton said. “And we need it before something very serious and regrettable happens here.”

— Ron Wofford



Dan Barton stands near the gates of the Erie County Youth Detention Facility where he is section president for youth and legal services.

*“I think one of the greatest dangers is the fact there are no security guards and the gate into the campus is wide open. Anyone can walk right in.”*

## Voices of the Work Force



*“I love working in a department where I can help families. But it’s also extremely frustrating to weed through the lies people tell me. With me, they will only receive the benefits they qualify for.”*

**Amanda Clemens, social welfare examiner — Saratoga County Department of Social Services, and die-hard auto racing fan**

# CSEA political action changes landscape in North Tonawanda

## Water treatment plant privatization avoided, proponent defeated

NORTH TONAWANDA — Well-executed CSEA political action helped bring a friend of working families to the common council's president's seat and saved a water treatment plant's operation from being contracted out.

Active CSEA support helped Pam Hogan become common council president, and with it came her awareness that city workers in the water and wastewater department can do the job better and cheaper than outside vendors.

This fact was underscored when a bid by the American Anglian Corp. to take over the city's water treatment facilities was about \$1 million a year more than a bid by the city's employees.

### Cheaper and better

The common council voted to keep the wastewater facilities in public control, but not without a bruising, 20-month fight — including visits from CSEA's top leaders.

Coupled with CSEA's action was the defeat of the previous council president, a prime advocate to contract out water treatment plant's operation.

"Not only are we out from under the threat of privatizing our water and wastewater treatment plants," said wastewater plant employee Bill Davignon, North Tonawanda unit vice president, "but, in the common council's new budget, sewer and water rates are reduced for taxpayers, by 10 cents per 1,000 gallons of water. This supports what we've been saying all along."

Davignon, working tirelessly against

turning the plants over to a subcontractor, served as union representative on a citizens' advisory committee.

"I can't say enough about the help we received from CSEA, through Bill Benfanti (political action coordinator) and Roger Sherrie (Western Region director) over a nearly two-year period, while fighting this privatization attempt," Davignon said.

"And a visit to our facilities by (CSEA president) Danny Donohue last year really boosted our members' morale. I think it was helpful in inspiring them to work on our anti-privatization campaign, and the successful council campaign of Pam Hogan (who replaced the council president)," he added.

### Ready for battle

Visits from Donohue and CSEA Western Region President Bob Lattimer also let town officials know CSEA was prepared to fight.

Benfanti, Sherrie and Dale Rogers, unit president, praised town unit members for delivering quality water services to the city while under the extended threat of subcontracting, and Davignon in particular for enduring public personal attacks.

"This successful campaign could be a model for other units facing subcontracting," said Benfanti.

"Getting the correct information to the public and elected officials is crucial, despite hurdles that may be placed in our path. Hanging in there and working together is a must, and that's what happened here," Benfanti added.

"This long struggle has brought our unit together in a very positive way," said Rogers. "I'm sure it will help us in any future battles we may face."

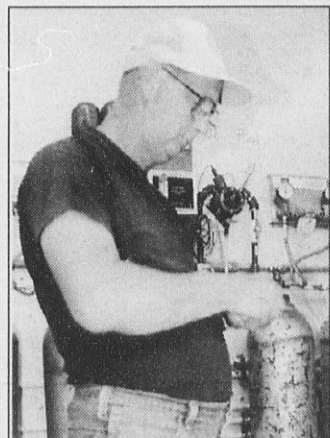
"Bill Davignon showed a lot of courage and class in dealing with the personal attacks publicly sent his way, and the false accusations that he was only interested in saving his members' jobs," Sherrie said.

"We're proud to be city employees," said Davignon. "And we intend to keep our promise to work with city officials and department heads to provide our community with the best water and wastewater services in a cost-effective manner as possible."

— Ron Wofford



Victorious team of Unit Vice President Bill Davignon, front, Dale Rogers, unit president, left, and Bill Benfanti, political action coordinator.



## Voices of the Work Force

**"T**he last four years have been very good. The park manager takes an interest in our jobs. Anything you need or want, he's there."

**Jim Gilchrist, plant utilities engineer — 23-year-employee of the Saratoga State Park**



**"Heroic deeds happen daily, but often go unnoticed"**

## Bus driver's big effort saves little one

CHESTERTOWN — A routine day jockeying a school bus through traffic can become extraordinary in just seconds, as North Warren bus driver Allen Fish knows.

One second the journey is uneventful and in a heartbeat kindergartner Jenna Monroe is slumped in her seat and turning blue.

Fish's fast thinking and quick action dislodged a pill stuck in Monroe's throat and she fully recovered.

But for a few seconds on a hectic November morning, Monroe's ride to class was anything but routine.

Earlier, at home, Monroe's mother, Tammy, had given the tyke her daily chewable vitamin. But, for some reason, The girl popped the pill into her mouth but didn't chew and swallow it.

As CSEA member Fish walked to the back of his bus to make sure all of the bigger kids had gotten off for class, he saw Monroe hanging out of her seat belt into the aisle and choking.

Her face was turning blue and her eyes were rolling back into her head, Fish said.

### Quick actions

Knowing he had no time to spare, Fish quickly unfastened Monroe's seat belt and carried her to the wheel well area where there was more room.

He called the school office on the bus radio and asked for a nurse to come to his bus. Fish then looked into Monroe's mouth for an obstruction. There was nothing.

Fish said he tried to give Monroe a few

quick blows to dislodge the obstruction, but that didn't work because her book bag was in the way.

Fish feverishly thrust his hand up under her book bag and tried to perform the Heimlich maneuver. No luck.

Fish leaned Monroe forward and pushed on her stomach three times. The vitamin flew out of her mouth and the youngster began to cry.

School Nurse Laura Gilabi arrived and removed Monroe from the bus and took her into the school to be evaluated.

### "Just doing my job"

Fish, shaken by the emergency, quickly calmed down and returned to his route.

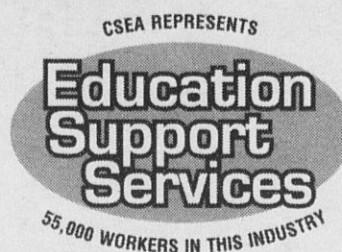
A 21-year veteran of the county sheriff's department who had taken a CPR course, Fish said he was "just doing my job."

However, both the North Warren School District and Monroe's family think differently.

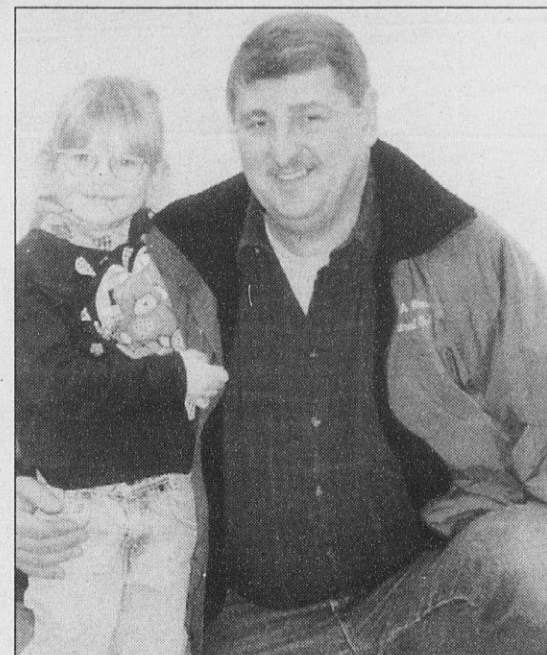
Fish recently received a thank-you letter from the school board and Monroe's parents sent a letter praising Fish's heroic actions to CSEA Unit President Joe Slattery.

"Words can not describe our family's deepest gratitude for Allen Fish," Jason and Tammy Monroe said in their letter to CSEA.

"So many times you only hear the negative things about schools and bus



**A routine day jockeying a school bus through traffic can become extraordinary in just seconds.**



**North Warren bus driver Allen Fish with Jenna Monroe. His quick actions saved her life.**

drivers and that is why we felt so compelled to let people know that heroic deeds happen daily, but often go unnoticed,"

CSEA Capital Region leaders and members also honored Fish with a plaque at the region's February meeting.

CSEA Capital Region President Carmen Bagnoli echoed the parents' praise.

"Day in and day out, it's the public employees who do their jobs. Often they are unsung heroes who by just doing their jobs make our society that much better," Bagnoli said.

— Daniel X. Campbell

## Voices of the Work Force



**"M**y main interests are spending time with my two children. Vincent is six, and Mia is four. The main appeal of my job is that I'm part of the support system for providing a great education for our kids."

**Ann Schiro, secretary, student services — Niagara Falls Schools for six years**

# INSIDE THE WORK FORCE

## Behind the scenes, CSEA members make Goodwill Games happen



LAKE PLACID — “Skeleton sled” is one of the oldest winter Olympic luge-type events and involves hurtling at blinding speed down a bobsled run on a small sled, head first.

One bump on the icy track and the rider could be thrown from the sled shooting faster than a mile a minute down the track. It's easy to understand how the sport got its name.

That's why every day, CSEA members at the Olympic Regional Development Authority's (ORDA) training facility are on the track with chisels, carefully carving and smoothing the banked ice to make sure the track's twists and turns are on the money.

But money is something the ORDA workers haven't seen for some time in their contracts, despite their skill with the

behind-the-scenes work needed to maintain a world-class winter Olympics training center.

Their hard work, dedication and pride could not be more apparent than during the recent Goodwill Games here, where top athletes from around the world competed in winter Olympic events.

Clearing roads, tending to injured athletes, grooming miles of ski trails, preparing mirror-like ice for skating events, operating chair lifts, maintaining the only Olympic-caliber ski jumps in the country and more, CSEA's ORDA members ensure all events take place without a hitch.

### Low pay in the High Peaks

Unfortunately, they've seen little goodwill from Gov. George Pataki.

Chairlift operators earn \$5.64 an hour at ORDA's Whiteface Mountain and Gore Mountain and ORDA is being operated on a budget that would make Scrooge cringe.

“We're the ones who build the track, we're

the ones who influence the outcome of races, speeds, times, it's all up to us,” said Guy Stephenson, a 21-year equipment operator (“everything from a shovel to a backhoe”) at the bobsled run.

ORDA provides only two full-time employees to maintain the large refrigeration plant needed to freeze the two bobsled runs, Stephenson said. The plant runs 24 hours a day in winter.

Down the road, the 70- and 90-meter ski jumps punctuate the Adirondacks.

CSEA member supervisor Tony Preston worked a daytime shift the day before, came in at 10 p.m. the following day and was still working at 10 a.m. the next day helping crews jockey cumbersome snowmaking equipment to make sure the jumps have adequate cover.

“I like working outside. It's nice to have events get scheduled and have them come off well. The biggest challenge is the weather and low manpower,” Preston said.

Ski Patrol supervisor Debbie Pica could most likely be earning a better wage working at a different mountain, but enjoys Lake Placid, where she has patrolled the bobsled and luge runs, cross-country tracks and the ski jumps for 10 years. “I like living up here, working outside and I like first aid in this type of situation. I'm usually the only person on. The two other patrol slots are unfilled,” she said.

### Old equipment

At the Mt. Van Hoevenberg training center and Olympic Arena, CSEA workers make do with battered, dilapidated trucks and equipment to keep the facilities running.

“Nobody wants to see ORDA fail. Anything we pull off is a success to us. I don't think they recognize that. We're pulling this off with 1977 trucks here in the new millennium,” said maintenance worker Tony Kilburn, a 30-year member.



“ORDA — Old Relics Discarded by the Army,” quipped Tom Borden, a 29-year member in charge of the arena's refrigeration plant.

ORDA also owns Gore Mountain, which did not host any Goodwill events but where CSEA members find themselves in the same contract fight.

“We're starting to get a little fed up,” said Gore Unit President Rusty Leigh.

“This is our mountain, not ORDA's. And we want to see it function,” Leigh said, echoing the members' pride.

“This is our choice to be here, we've chosen to stay here, but we still want to make a decent salary,” he said.

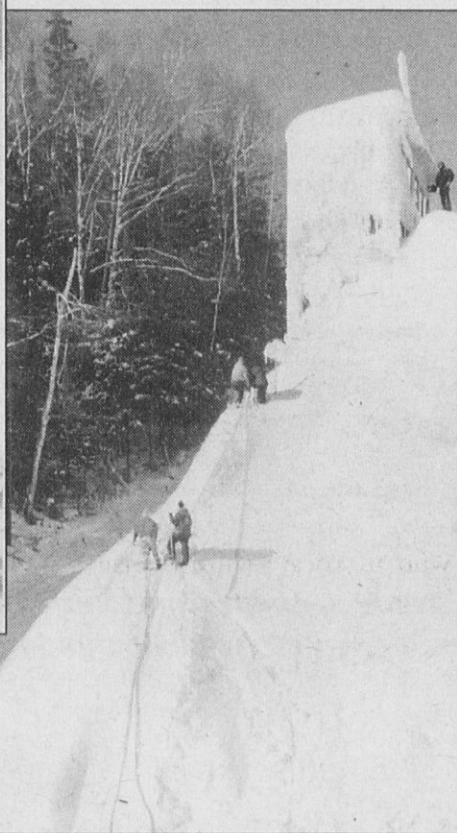
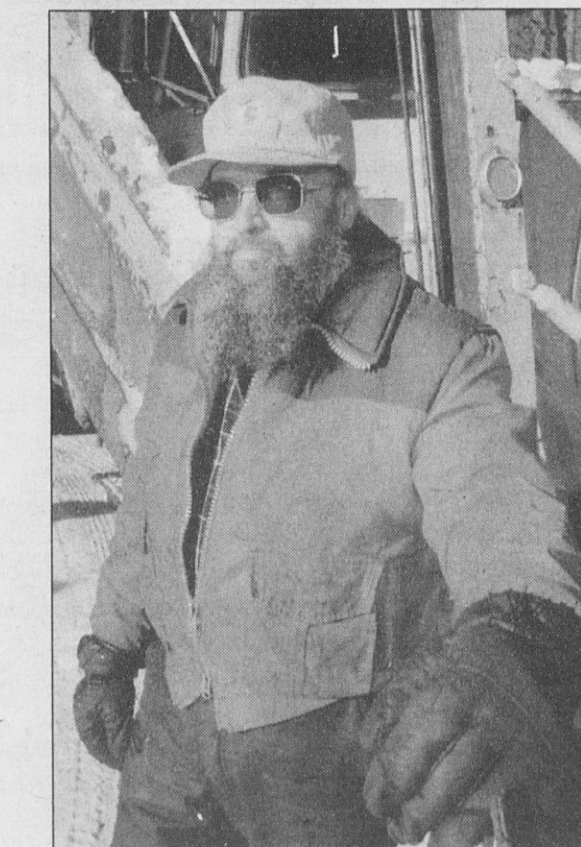
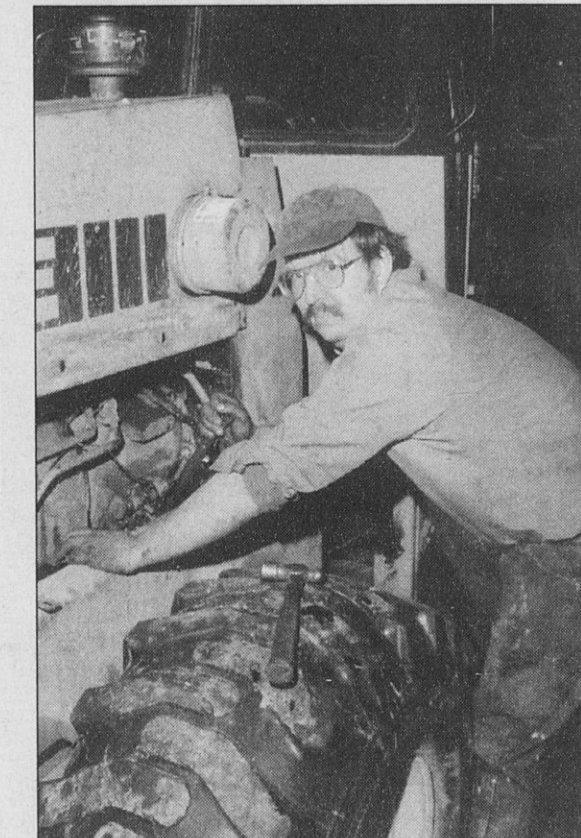
At ORDA's Whiteface Mountain, host of the men's and women's downhill ski events, lift operation supervisor Debbie Taylor has seen a steady decline in the mountain's work force the past 22 years.

“We only pay \$5.64 to start — plus a free jacket and free skiing. How can you feed a family on \$5.64 an hour?” Taylor asked.

ORDA just opened a \$5 million heated, high-speed gondola on the mountain, giving the mountain 13 miles of lifts. Meanwhile, the mountain's full-time staff has dwindled from 55 to 30 in recent years.

“They're either going to lose their good help or someone's going to get hurt out there,” Taylor said.

— Lou Hmieleski



At top, Tony Kilburn, left, and Tom Borden work replacing a shaft bearing for a cooling tower fan at the Olympic ice arena in Lake Placid. Above left, Ski Patrol supervisor Debbie Pica patrols at the base of the 70-meter and 90-meter ski jumps as jumpers practice. Above center, CSEA members wrestle freezing, bulky snow-making equipment up the slope of a freestyle ski jump. Above right, Jonathan Bruce helps a ski patrol member into the new gondola at Whiteface Mountain.

Clockwise from top, supervisor Tony Preston prepares for snowmaking operations at the Olympic ski jumping facility; mechanic John Zerbe at work at the Mount Van Hoevenberg training center; and equipment operator Guy Stephenson stands before one of the rusting hulks ORDA bought at auction to clear training facility roads in winter.

# CSEA pushing for tests at Summit Shock Facility

CSEA continues to fight to have workers from the Camp Summit Shock Correctional Facility medically screened by the state Department of Environmental Conservation and surfaces at the mill tested.

Workers at the camp's saw mill were routinely exposed to high levels of dioxin and pentachlorophenol (PCP). (A *Work Force* article in July 1999 extensively covered the situation.)

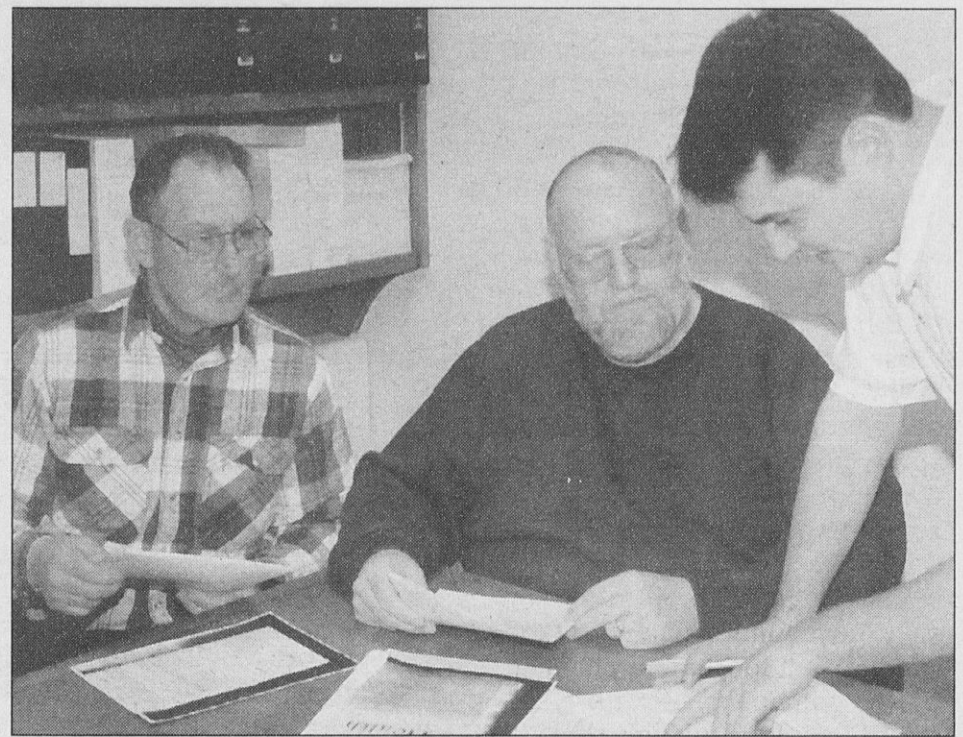
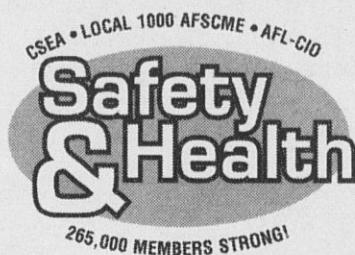
However, the state continues to refuse to offer medical exams for the former mill workers, some of whom are too sick to work. A comprehensive medical screening would help the men determine what is making them sick.

"We're asking the state to abide by the

contract. The contract says if someone is exposed to a hazardous substance, the employees have the right to be medically screened at the state's expense," said CSEA Occupational Safety and Health Director Jim Corcoran.

"We want the state to find out how much of these chemicals were accumulated in the workers' bodies — if they find none, then we can seek other causes for their problems," Corcoran said.

"The shame of it is, these guys came to work sick. They weren't abusing sick time," Corcoran added.



CSEA members Carlton Dibble, left, and Steve Doan fill out paperwork in their fight against the state Department of Environmental Conservation. CSEA Occupational Safety and Health industrial hygienist Matt Kozak is at right.

## OSHA extends comment period for ergonomic standard hearing

Members of the public wishing to comment on the proposed ergonomics standard will have an additional 30 days to do so, the Occupational Safety and Health Administration has announced.

The deadline for public comment, originally slated for early February, will be extended to March 2 to accommodate the large number of requests the agency received from individuals needing additional time to prepare their submissions.

CSEA plans to send three to five members to the hearings to testify.

"Because this standard is so important, we determined that it is in the best interest of workers, employers and all concerned to extend the comment period," Secretary of Labor Alexis M. Herman said.

Hearings on the proposed standard, originally scheduled to begin Feb. 22 in Washington, D.C., are now scheduled to begin March

13. "The ergonomics program we proposed provides a practical, flexible approach to preventing musculoskeletal disorders," said OSHA Assistant Secretary Charles Jeffress. "It reflects industry's best practices by focusing on jobs where problems are severe and solutions are well understood. America's workers have waited a long time for this standard."

OSHA announced the ergonomics proposal on Nov. 22, 1999, after 10 years of study, consultation and analysis.

Stakeholders, including employer organizations, small business owners, labor unions, safety and health professionals, were involved in the process. It is expected the standard will spare 300,000 workers from painful, potentially disabling injuries and save the U.S. economy \$9 billion each year.



### Back belts don't make you Arnold Schwarzenegger

- Back belts are not personal protection equipment.
- The only person who should tell you to wear a back belt is your physician.
- Whoever prescribes a back belt should also provide an exercise regimen to protect unused muscles from injury.
- Back belts and wrist bands cannot take the place of sound ergonomic practices and should not be substituted for proper lifting equipment.
- Always engineer the load to match what you can safely lift.



# EXPRESS



*A Message From Nassau County Local 830  
President Anthony Giustino*

## President Sets Record Straight On Lag vs. Layoffs Proposal

The agreement to forestall layoffs, demotions and furloughs for a lag payroll has generated numerous rumors and misstatements. This is an accurate chronology of what has transpired.

1. A tentative agreement pending rank and file ratification was signed by five union presidents and the county executive on Wednesday, Dec. 22. A fact sheet was distributed to all Unit presidents. This information was published in our union newspaper, the Nassau County *Express*, and can also be found on the Local 830 Web site at [www.nassau-csea830.org](http://www.nassau-csea830.org).

2. The tentative agreement was signed on Dec. 22 to stop the county executive that same day from submitting a list of positions to be abolished to the county legislature. The abolishment of a position means the laying off or demotion of an employee. A demotion of any employee most often results in the laying off of another employee through "bump and retreat." The approximate number of CSEA employees to be laid off was between 500 and 750. There were approximately 221 police officers to be laid off, approximately 36 detectives to be demoted and approximately 40 superior officers to be demoted. **MAKE NO MISTAKE ABOUT THIS: THE COUNTY EXECUTIVE WAS NOT BLUFFING AND ALL THE UNION PRESIDENTS RECOGNIZED THIS.**

3. The agreement calls for a window period of 45 days for each of the unions to ratify it.

4. Since Dec. 22 I and your union leadership have met with the new Democratic majority of the legislature in an attempt to find a way to avoid both lags and layoffs. I am also meeting with Republican legislators individually. The Democratic majority, in particular, has expressed the desire to find another way and has asked for our help. We have submitted suggestions we believe are viable alternatives to asking the

unions to accept a lag or anything else. We are awaiting their response to our suggestions. We have also made it clear that layoffs do not work and have advanced the proposition that they will cost the county money in termination pay, unemployment, overtime, lost revenue, fines and sanctions. It will also cost the taxpayers dearly in lost services.

5. With the assistance of statewide CSEA, we are also evaluating all legal avenues to fight layoffs or furloughs. While we have found some legal basis, keep in mind that anything can happen in a court of law. Some things we would like, others we would not.

6. I have not set a date for a vote yet because I want to exhaust all other possibilities with the county prior to having you face the ultimate decision.

7. If it does come down to your vote, I ask that you make certain you are informed and I ask that you decide based on the facts. This is an emotional matter for all of us. However, I urge you to vote on the facts.

I am not happy that we are faced with this choice. I don't believe the other unions are either. However, I am convinced we have done the right thing by stalling layoffs and furloughs, thereby giving us the opportunity to continue to fight our way out of this. Even the few Unit presidents who are vocal against the lag agreement concurred that the cooling off period was the best way to go.

If you have any questions, please don't hesitate to contact the Local 830 office at 571-2919.

Yours in Unionism,

Tony Giustino, President  
CSEA Nassau Local 830

### *Good News!*

#### **Fully-Paid Health Insurance Extended Through 2007**

After continuing talks with the County of Nassau, fully-paid health insurance for CSEA members is now guaranteed through Dec. 31, 2007.

This extension was made possible through a CSEA-negotiated clause to the contract you approved last year.

Furthermore, in all future negotiations, CSEA's top priority will continue to be the protection of fully-paid health benefits.

Members who have questions may call CSEA Local 830 at 571-2919.

#### **Veterans' Tax Exemption Extended**

The New York State Real Property Tax Law has been amended to allow certain veterans an additional 10 percent exemption in their local property taxes. The law took effect on Jan. 1 and it applies to certain U.S. service veterans who took part in military operations against armed opposition in foreign territory.

Under the previous law, veterans who served in certain hostile areas during peace time or who had received expeditionary medals were not granted the additional 10 percent real property tax exemption enjoyed by other veterans of war who served during specified periods of conflict.

For instance, during the Vietnam War, there were servicemen assigned to the Korean DMZ, where hostilities occurred often. Also, there were numerous areas throughout the world where U.S. armed forces were deployed.

In these areas, the military personnel were receiving hostile fire pay. Examples of these areas include but are not limited to: Korea, the Pueblo, Beirut, the Dominican Republic, Panama, Grenada and Somalia. The law extends to all military personnel who have received expeditionary medals, including those issued by the Marine Corps and Navy.

Under the new law, qualifying resident real property owned by such veterans shall be exempt from taxation to the extent of 10 percent of the assessed value, provided that the exemption does not exceed \$8,000.

The  
Work Force

CSEA Nassau County Local 830

**EXPRESS**

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Vivial Crowley, Department of General Services  
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Mary Delmare, School Crossing Guards  
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Nancy Ianson, Office of Drug & Alcohol  
Frank Debobes, Police Department AMTs  
Eileen Jones, District Attorney/County Attorney  
Louis Minghinelli, Health Department  
Lillian Neumar, Police Department Civilian  
Richard Russ, Department of Consumer Affairs  
Larry Schnurr, Deputy Sheriff  
Paul Simon, Fire & Rescue Services  
Martin Stamile, Department of Public Works  
Michael Timmons, Social Services Department  
George Walsh, Nassau County Medical Center  
Joseph Whittaker, Fire Marshal's Office  
Peter Wrba, ProbationWe welcome reader suggestions: Please address your comments to  
Tony Panzarella, Editor, Nassau County EXPRESS at CSEA  
Nassau Co. Local 830, 400 County Seat Dr., Mineola, NY  
11501-4137.By: Louis D. Stober, Jr., Esq.  
CSEA Regional Attorney

## LEGAL UPDATE

## Seniority and Job Assignments

One of the fundamental rights which unions seek to protect is the seniority rights of its members.

Seniority is addressed in Section 12 of the CSEA/county collective bargaining agreement. Recently, I had the opportunity to arbitrate and win a case dealing with your rights when bidding for a job assignment.

The arbitration concerned the police department's refusal to allow an AMT to transfer from one post that was quite a distance from home to another post that was just down the street from the AMT's home.

In analyzing the case, the arbitrator compared the respective abilities, adaptability and the seniority of the two AMTs and the needs of the department.

In granting the grievance, the arbitrator said the grievant was familiar with the area, was familiar with the geography. Therefore, the county could not rely on any claimed experience of the person they selected for the post.

"[The grievant] clearly has the ability to perform the requirements of the position, although it is not required for an AMT, [the grievant] is an EMT/CC, she has the adaptability

to perform the requirements of [the] post because the inspector himself testified that she could adapt. As far as seniority, [the grievant] has 12 years while [the county's choice] had 5. The difference in seniority is significant as the record is devoid of any compelling reason as to why [the grievant] could not satisfactorily perform the requirements of the position in post 7," the arbitrator ruled.

If there is a job assignment you think you are entitled to and you have the ability and adaptability to do the job (and if you can document even greater ability and adaptability than the county's choice) and have greater seniority (the greater the better), then you have a good chance of successfully fighting for the assignment.

The better your qualifications and the greater your seniority, the more likely an arbitrator will hold the county violated the contract in not giving the assignment to you.

To have any chance of success, you must first file a grievance.

## Crossing Guards Dinner Coming Up in June

The annual Crossing Guards Awards Dinner will be held June 8 at the Elegante Grand in Massapequa from 6 to 11 p.m.

There's a change of location for our next general meeting because of the ongoing construction of the assembly hall.

The meeting will be held at 7 p.m. March 15 at the CSEA office, 400 County Seat Drive, Mineola.

Please attend this meeting so we can update you on what's going on with the problems the county is having. We will also address problems our members have and answer questions.

If there is any news you would like to submit for publication, please contact your precinct representative.

**Catch Us Online  
For up-to-date CSEA  
information and the  
latest news from your  
union, be sure to visit us  
online at  
[www.nassau-csea830.org](http://www.nassau-csea830.org).**

# Tier Reinstatement: What's It All About

Many union members have called the CSEA regional office about the CSEA-backed Tier Reinstatement Bill recently signed into law by Gov. George Pataki.

Here are answers to the most commonly asked questions:

**Q. What is tier reinstatement?**

A. Tier reinstatement is the retroactive placement of a member of a New York State or local government public retirement system into an earlier tier of that system.

**Q. Who is affected by this legislation?**

A. Current and future members of any public retirement system in the state who were previously a member in an earlier tier. These members left the retirement system before vesting and have currently rejoined under a later tier.

**Q. What about those members who would have qualified but are now retired?**

A. Unless the retirees returned to employment status, rejoined the

retirement system and then requested reinstatement to an earlier tier, this legislation would not apply.

**Q. Do I have to apply for tier reinstatement?**

A. Yes. You must complete an application and submit it as quickly as possible to the retirement system.

**Q. How do I obtain an application?**

A. By phone: (518) 486-7925 (for push button phones) or (518) 474-7736 (for all others). Many eligible members received a brochure in the mail containing an application with return address. Via the Internet

—  
[www.osc.state.ny.us/divisions/retire](http://www.osc.state.ny.us/divisions/retire).

**Q. Is there a time limit for applying?**

A. Yes and no. The legislation does not set a deadline. However, the state and local employees Retirement System has informed CSEA that for those applications received before March 30, they will reimburse any percent employee contributions that were paid by the member since

the effective date of the legislation: Dec. 17, 1999. This applies to those members who are reinstated to Tiers 1 or 2.

Applications received after March 31 will be processed as per the legislation, however, there will be no 3 percent reimbursement.

**Q. If I am currently a Tier 3 or 4 member and I'm reinstated to Tier 1 or 2, must I continue contributing 3 percent of my salary to the retirement system.**

A. No. The 3 percent contribution will no longer be required.

**Q. Am I entitled to reimbursement for the 3 percent I've already contributed while in Tier 3 or 4?**

A. No. The legislation does not permit such reimbursement.

**Q. Am I entitled to receive reimbursement for money I paid to buy back retirement service credit while a member of the previous tier?**

A. Yes. This money will be reimbursed, along with 5 percent

annual interest.

**Q. Will I have to serve another five years to receive a vested benefit?**

A. No. If you are currently vested, no further vesting will be required. If you are not currently vested, you will need only to earn five years of service credit to vest.

**Q. What happens if I have an outstanding loan from Tiers 3 or 4 and I'm reinstated into Tier 1 or 2, which does not permit loans.**

A. You will be allowed to continue the repayment schedule. However, no new loans will be permitted.

**Q. If I am a Tier 2, 3 or 4 member and I'm eligible to be reinstated into Tier 1, will there be any effect on my death benefits?**

A. Possibly. The death benefits will be greatly reduced for Tiers 1, 2 and 3 members who re-enter Tier 1 and who die prior to reaching age 55.

Those who re-enter Tier 1 and who die after age 55 will receive a better death benefit than they are currently eligible for.

## Free Counseling Services Available to CSEA Members

The Nassau County Employee Assistance Program (EAP), headed by Director Susan Weigele, offers a wide range of confidential counseling services for employees with personal and work-related problems.

Skilled, qualified professionals are available to counsel workers in such areas as personal finance, family conflicts, drug or alcohol abuse and job performance.

Any information shared during counseling is strictly protected and may be released only with the permission of the worker. According to Weigele, by providing this confidential atmosphere, EAP gives the employees the freedom to address any concern.

EAP's counselors help people identify their problems and work with them to generate positive solutions. EAP provides direct assistance via short-term counseling and helpful information as well as referrals to specialists.

EAP is a joint labor/management program supported by both CSEA and the county. Its services are free for all Nassau County employees and their families.

Employees who wish to find out more about the program or to use the counseling services may call 571-7000.

## Statewide President Advises of Tax Benefit

CSEA members should check to see if they are eligible for a special tax benefit for working people who earn low or moderate incomes, said CSEA President Danny Donohue.

Workers who qualify for the Earned Income Tax Credit (EIC) and file a federal tax return can get back some or all of the federal income tax that was taken out of their pay during the year.

For working families with one child, the maximum income in 1999 is \$26,928. For working families with more than one child, the maximum is \$30,580.

"The EIC can make a real difference in the lives of many moderate and low-income workers as long as they know it's there and know how to get it," Donohue said.

He said workers should understand they can get an advanced payment of a portion of the EIC in each paycheck during the year or a rebate when they file their tax returns by April 15. Formerly, only families with children qualified for the EIC. Now it is available to low-income workers without children. They can also claim back credit for the last three years.

For a copy of prior years forms, call 1-800-TAX-FORM.

To receive a kit explaining the Earned Income tax Credit, call the Center on Budget and Policy Priorities at (202) 408-1080.

# Martin Luther King Honored At Annual Ceremony Brunch



The Unity Committee, led by co-chairs Tim Corr and Willie Houston, once again put together an outstanding tribute to Dr. Martin Luther King Jr. this year.

The sellout luncheon, held at the Manor East in Massapequa, featured song, instrumental music and guest speakers.

"Once again, I must congratulate the Unity Committee for a memorable program. It was a fitting salute to a great American," said Nassau

CSEA President Tony Giustino.

The Unity Committee consists of co-chairs Tim Corr and Willie Houston and members Rudy Bruce, Bobbi Eisgrau, Stanley Bergman, Carolyn Jones, Juanita McKinnies, Tim Jaccard, Cynthia Hancock and Concetta Walker.

Here are some photos of the event:



Counter clockwise, from top left: Carolyn Jones, left, presents Juanita McKinnies with a citation for her work on behalf of the Unity Committee.

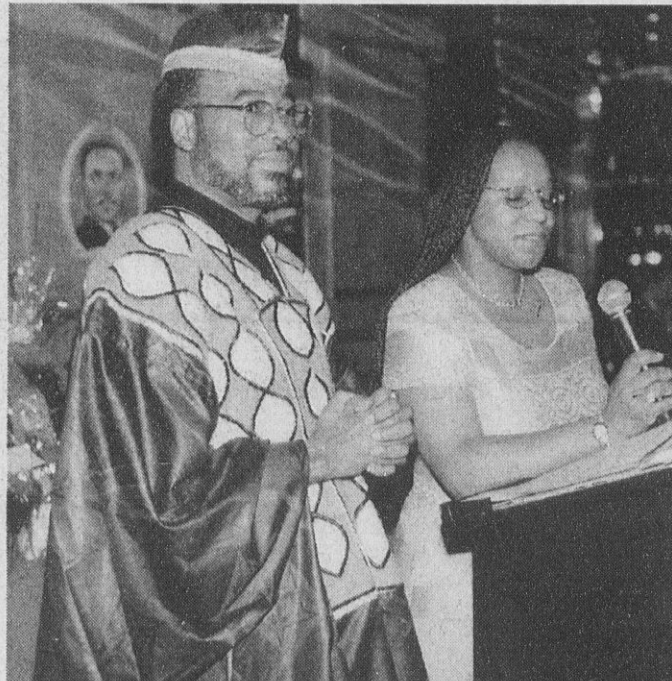
Concetta Walker addresses the audience.

Rudy Bruce introduces a guest speaker.

Willie Houston and Carolyn Jones open the ceremonies.

CSEA Long Island Region President Nick LaMorte, left, and CSEA President Danny Donohue offer greetings.

President Tony Giustino and Carolyn Jones make a presentation to former Unity Committee Chair Barbara Jones, who recently retired.



# GET INVOLVED IN YOUR UNION!

Join A



## COMMITTEE

PUT YOUR TALENTS AND INTERESTS TO WORK ON  
ONE OR MORE OF OUR COMMITTEES

**Auditing**

**Budget**

**Communication**

**OSHA**

**Women's**

**Election**

**PEOPLE**

**Social**

**Unity**

**Computer**

**By-Laws**

**Membership**

**Grievance**

**Health/Human Services**

**Education**

**Veterans**

**INTERESTED?**

Contact your Unit President or call 571-2919



NASSAU LOCAL 830

**TONY GIUSTINO, PRESIDENT**

*Stay Informed. Tune in to*

**"CSEA in Focus"**

**Thursdays at 7 p.m.  
repeated Saturdays at 8:30  
a.m. on WGBB, 1240 AM**

### *Everything from Alaska to Bahamas*

## Many Great Trips in 2000 Set for CSEA Members

Once again, Local 830 is planning an array of exciting trips this year for CSEA members, family and friends.

CSEA's in-house travel coordinator, Alice Groody, said she has come up with a good mix of places to visit at affordable prices.

As of press time, 11 trips are planned, including CSEA's first trip to Alaska and repeat of last year's highly successful trip to the Bahamas.

Because space is limited on all trips, Groody suggests interested members make their reservations early.

"Trips are booked quickly and I don't like to see people disappointed," said Groody.

Although payment in full is required for all one-day trips, Groody said participants may pay in installments for longer trips.

CSEA trips are paid for in full by participants and are not subsidized with union dues.

Trips for this year include:

MUSEUM OF NATURAL HISTORY &  
PLANETARIUM — April 5

LANCASTER, PA. — May 11 & 12

ALASKA — May 25 - June 5

HUDSON VALLEY HISTORY DAY — June 23

SPIRIT OF NEW YORK CRUISE, Lunch,  
Dancing, Show — July 20

THOUSAND ISLANDS & OTTAWA — Aug.  
27-30

VAN CORTLAND MANOR — Sept. 9

"BREEZES" IN THE BAHAMAS — Oct. 1-5

FALL FOLIAGE, Round Top, N.Y. — October 9

OLD FASHIONED CHRISTMAS, Mass.—  
Nov. 30 - Dec. 1

CHRISTMAS LIGHTS & LUNCH, NYC —  
Dec. 6

Travel to most destinations is via deluxe motorcoach, departing from Field #6 in Mineola.

Travel to Alaska and the Bahamas is via commuter airline. Deposits are required to hold reservations.

For complete itineraries and prices, or for additional details, call Groody at 571-2919, ext. 22 on Tuesdays, Wednesdays and Thursdays during office hours.



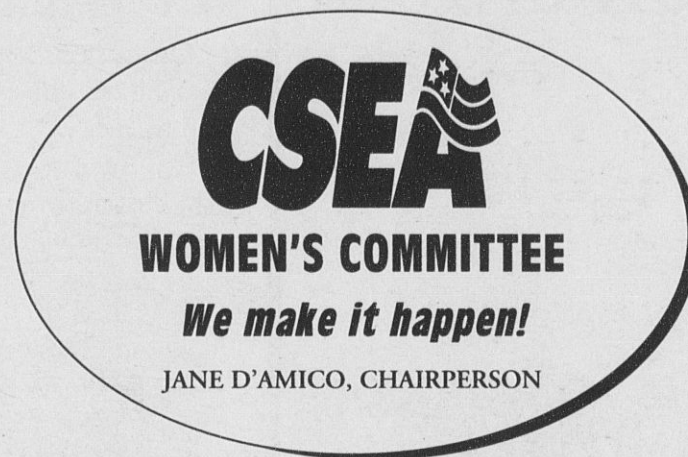
## Political Action is The Name of The Game

With the advent of the new millenium, a basic tenet must be underscored once again. Like any other organization in our society, the union membership of CSEA must recognize that, more than any single element, the results of political action remain the primary force in determining the impact of events upon their work lives.

The shaping of our lives by the political environment, and the singular and congregate actions of elected officials, occurs on many levels. Most notably, the current fiscal budget crisis in Nassau County has once again threatened the livelihood of our membership in very real ways. The question should not be "lag or layoff?," rather the question should rightly be: "Why do our elected officials continually focus on our public sector work force to remedy the results of long-term fiscal mismanagement, for which they should take ultimate responsibility?" As "public servants," we must continually be on the defensive, and we must additionally shoulder the obligation of educating the public and elected officials to understand the value and import of the work we do every day to make their communities safer, their health and welfare more secure, and our public services responsive to their needs. Public sector employees provide for a quality of life on a daily basis that ranges from literally saving lives, preventing crime, and keeping our roadways passable to processing necessary documentation.

On the statewide and federal levels, political action is also important. Every day this union and our national affiliates and other public sector unions, aggressively promote legislative and political action campaigns to obtain necessary safeguards and benefits for our employees. The legislation runs the gambit from laws providing workplace safety and family medical leave issues, pay equity, retirement benefits, and countless other employment-related initiatives.

Political action neither begins nor ends within the organizational structure of the union. It must be initiated, endorsed, and promoted by you, the membership of the union. In the upcoming months you may be called upon to support your union with solidarity on many political fronts: On the local level in our struggle for job security and maintenance of benefits; on the statewide and federal levels, through active participation in legislative and candidates campaigns; and in your every day lives in educating both the community and political figures about the importance of your contribution as an employee of Nassau County. The union will continue to fight on your behalf; but a union is only as strong as its membership's participation. As a member, we need you to lock arm-in-arm with your union brothers and sisters in our continuing struggle for justice for the public sector work force.



## Take Time Out For Yourself At Aromatherapy Workshop

CSEA members may learn about aromatherapy in March at one of a series a free workshops sponsored throughout the year by the CSEA Local 830 Women's Committee.

Jane D'Amico, executive vice president and Women's Committee chair, said the workshop has been set for Thursday, March 16 at 5 p.m. in the multi-purpose room at the CSEA office in Mineola.

The program will feature guest speaker Marielena Cirolia, president of Your Gentle Spirit.

Cirolia will demonstrate what aromatherapy is about and how it can be applied to daily life. Attendees will also create their own aromatherapy massage oil and each will receive a mini-massage.

Refreshments will be served.

Because space is limited, reservations should be made early by calling Jewel or Judy at 571-2919.

The CSEA office is located at 400 County Seat Drive, Mineola and is on the lower level of the south wing.

### CSEA/HIP Smoking Cessation Program

## Attend All 'Stop Smoking' Classes And Get Your Money Back

As part of the CSEA/HIP Healthy Heart Program, we are trying to determine if there is enough interest to provide a comprehensive smoking cessation program for our members. To make arrangements for this program, we need a commitment from 20 participants. If you are seriously interested in attending such a program, please return this form by March 15, to Susan Kessler, CSEA/HIP Healthy Heart Program, 400 County Seat Drive, Mineola, NY 11501. (You can send this via inter-departmental mail.)

Yes, I am interested in attending an eight-session smoking cessation program this spring. Location is CSEA Office, 400 County Seat Drive, Mineola. Classes will be held from 5:30 to 6:30 p.m.

The cost is \$40 for eight sessions. THE FEE IS COMPLETELY REFUNDABLE IF YOU COMPLETE ALL EIGHT SESSIONS.

NAME \_\_\_\_\_

DEPARTMENT \_\_\_\_\_ PHONE \_\_\_\_\_

You will be notified by telephone if we have enough interest to proceed with a program.

## CSEA/HIP "Healthy Heart" Program

# Forget the Fight Against Fat! Enjoy Steak, Eggs, Cheese and Wine As You Get Healthy and Lose Weight

The following story was excerpted from an article by Dr. David Levitsky, Professor at the National Division of Nutritional Sciences, Cornell University.

Can this headline be true? Has everything that nutritionists and dietitians been telling the public about reducing fat been wrong? Is reducing the fat content of your diet not a safe and effective way to lose weight?

The quote stated above was taken from a Web page advertising a diet book called "Sugar Busters! Cut Sugar to Trim Fat" by H. Leighton Steward, Dr. Samuel S. Andrews, Dr. Luis A. Balart and Dr. Morrison C. Bethea. There are many other books that also sell the same idea, namely you can lose weight by eating a low-carbohydrate diet. Perhaps the low-carbohydrate diet that has received the most attention in the press is described in a book written by Dr. Robert C. Atkins, entitled "Dr. Atkins' New Diet Revolution."

The basic idea that sets all of these books against the traditional nutrition advice establishment is that excess dietary carbohydrate is the major cause of overweight and obesity today. According to these diet gurus, excessive carbohydrate consumption stimulates an over-production of insulin. Insulin is the hormone responsible for transporting nutrients into fat cells and causing them to synthesize fat. Thus our increasing prevalence of overweight and obesity is a direct result of eating too many carbohydrates.

If one accepts this simple notion, then the solution for overweight individuals is to decrease their intake of carbohydrates, which leaves foods that are mainly high in protein and/or fat. The only low-carbohydrate sources of protein are meat and meat products. Plant sources of protein typically come packaged with complex carbohydrates. Animal sources of protein typically come packaged with fat, particularly saturated fat. Consequently, as one begins to eat greater amounts of dietary protein, the amount of dietary fat ingested is also increased. Because of these relationships between macronutrients, a low-carbohydrate diet is usually high in both protein and fat.

How much of the argument in favor of a low-carbohydrate diet for weight control is supported by scientific literature? Like so many nutritional scams, there is always a grain of truth in what is said. Do

carbohydrates cause overweight and obesity? We know that Americans are getting fatter. The biggest jump in overweight Americans occurred between 1980 and 1994. The diet gurus are also correct when they say that Americans are consuming more carbohydrates than in the past. Daily carbohydrate consumption started to increase in the early 1980s roughly corresponding to the time when the change in obesity became evident.

### It's Not Just Carbohydrates

What the diet gurus don't tell you, however, is that along with the increase in carbohydrate consumption, there was also an increase in protein and fat consumption. So it appears that Americans were not only eating more carbohydrates, but just about everything... undoubtedly a major cause of the increase in overweight and a more plausible explanation than the increase in carbohydrate alone.

### No Magical Weight Loss

All right, so the diet gurus got a little carried away with the increase in carbohydrate as the only cause for the increasing body weight. What cannot be denied, however, is that when people strictly follow a low-carbohydrate, high-protein diet they do lose weight, and they lose it quite rapidly.

While it is true that most people who follow this diet lose weight, several questions must be answered before nutritionists and dietitians change their advice for the public. The first question is, how does the diet promote weight loss? According to scientific studies, it is clear that the rate of weight loss as well as the composition of the weight loss does not differ between a low- or high-carbohydrate diet. The results of this study showed that it was the number of calories, not the type of calories that determined weight loss.

If it really is the calorie intake that is the determining factor in the weight loss, why does it seem like low-carbohydrate diets are more effective than conventional low-calorie diets? There are several explanations. The first concerns the initial rate of weight

*Perhaps one of the most consistent relationships observed in the nutrition literature is the positive relationship between the consumption of animal protein and the development of chronic disease.*

loss. Weight loss during the first week on a low-carbohydrate, high-protein diet is impressive. The numbers on the scale seem to drop much faster on a low-carbohydrate diet than on a typical low-calorie diet. But the numbers on the scale are deceiving and not a good indication of loss of body fat. Much of the initial weight loss on a low-carbohydrate diet is due to a loss of liver glycogen, a storage form of carbohydrate. When the liver converts the glycogen to glucose, which is needed by the body for energy, this water is lost from the body. Therefore, much of the initial weight is due to water loss, not loss of body fat.

The second explanation for the apparent ease of losing weight on a low-carbohydrate diet is the loss of appetite. It is easier to restrict your intake when you are not hungry and a high-protein diet will definitely curb your appetite. The reason rests with the liver. There is a considerable amount of evidence from animal studies that feeding a high protein diet inhibits appetite. Thus, the low-carbohydrate, high-protein diet suppresses appetite, making it easier to restrict calories. The weight loss that ensues is merely a consequence of the reduced calorie intake. There's nothing magical about that.

### You Can't Stay on the Diet Forever

Usually, people are so thrilled with the initial weight loss that they do not realize that they can't stay on the diet forever. As soon as people begin to increase the amount of carbohydrates in their diets and, therefore decrease the amount of protein, appetite returns, calorie intake increases, glycogen stores get replenished, and body weight quickly returns to its pre-diet levels.

But why can't one remain on this diet forever? The main reason is monotony. One

*With the assistance of a grant from HIP, Nassau County Local 830 is conducting an ongoing "Healthy Heart" program in an attempt to exert a positive influence in the daily living habits of members in areas that affect health. The following is another in a series of Healthy Heart articles that are running in The Express in conjunction with the program.*

fundamental characteristic of human eating behavior is that we crave different foods. If the number of different foods is limited, the amount of the monotonous food consumed is decreased and the desire to eat different foods is enhanced. This aversion to monotony in the diet serves a very useful function of preventing us from getting nutrient deficiencies. If our diet is varied, it is unlikely that a deficiency in a particular nutrient will occur. A low-carbohydrate, high-protein diet is actually quite limiting in the selection of foods that one can consume. The longer one remains on this diet, the greater the tendency to drift from the diet. When the drift involves eating some carbohydrates, there goes the diet and the weight loss.

### Are Low-Carbohydrate Diets Safe?

Are low-carbohydrate, high-protein diets safe? In actuality, we don't know because no one has carried out a long-term study of people on low-carbohydrate diets, but we can make an educated guess from studies of people who eat high-protein diets. Perhaps one of the most consistent relationships observed in the nutrition literature is the positive relationship between the consumption of animal protein and the development of chronic disease. It is not clear, however, whether the effects are due to the consumption of large amounts of protein, large amounts of fat associated with eating high-protein diets, or due to the lack of consuming enough protective "phytochemicals" in plant based foods. Nevertheless, we know that it is healthier to eat plant-based foods than animal-based foods.

### The Bottom Line on Weight Control

Despite the seduction of the low-carbohydrate diets for weight control, there is no evidence that it is effective as a long-term weight management technique. There are no long-term follow-up studies. The best advice is still the same that nutritionists and dietitians have been giving the public for years: 1) eat only when hungry, 2) eat lower fat foods and 3) exercise as much as possible. It is as true today as it ever was.

## CSEA Nassau Local Files IP

CSEA recently filed an improper practice charge with the state Public Employment Relations Board (PERB) against Nassau County for bargaining in bad faith, falsely claiming a \$60-million deficit, failing to provide CSEA with complete information regarding who would be subject to possible layoffs and failing to act on other cost-cutting measures.

CSEA and the other county unions had agreed to have their members vote on whether to accept a lag payroll, where 10 days pay would be deferred until they leave county service (as long as the county had no layoffs through 2002) or be faced with the threat of 500 layoffs.

But that was before the county failed to exercise other cost-saving options such as removing a number of high-paying patronage jobs and cutting private contracts.

The county originally told CSEA the deficit ranged from \$60 million to \$115 million. Recently, the county executive claimed the county came out of 1999 in the black — with no deficit.

"The scenario has changed so many times it's ridiculous. In December, all the unions were told the county was in the hole and the unions must agree to a lag payroll or there would be 500 immediate layoffs," said CSEA Nassau Local President Tony Giustino.

"The next thing we see are patronage positions being moved from one county title to another — often higher-paying titles. And most recently, Gulotta came out publicly and said the county is not in a fiscal crisis and will actually come out in the black," Giustino said.

"If the county is not in dire fiscal condition, the county work force should not even be asked for a lag payroll or threatened with layoffs. It is incomprehensible," said CSEA Labor Relations Specialist Harold Krangle.

CSEA will request PERB expedite the charges.

"My members have been jerked around too much for too long. The county still has not told us which titles would be subject to the possible layoffs so we don't even know which employees would be eligible to vote on the impact," said Giustino.

Nassau County bonds have been downgraded to near junk status as the county continues its fiscal floundering.

The other unions have filed similar charges against the county

"We will not tolerate deception and bad faith," Giustino added.



Thomas Gulotta is now claiming Nassau County came out of 1999 in the black. How dare he come to the unions threatening layoffs and lag payrolls if that is the case!

What has Gulotta done to cut costs? He certainly didn't lead by example.

In fact, he insulted our intelligence by moving patronage positions from one title to another — often higher-paying titles in different departments. He was supposed to get rid of the patronage positions, not give them a raise.

Nassau County needs to get its financial house in order. You bear the brunt of the fiscal fiasco

## A Message from Long Island Region President Nick LaMorte

As this column went to press, I was angry about the situation in Nassau County. I can't believe County Executive

both as workers and taxpayers. CSEA will keep fighting Gulotta on patronage and service contracts and we will continue to seek the truth about Nassau County's financial status.

In the meantime, you may need to vote on whether you want a lag payroll, with enhanced job protection until 2002, or face the threat of 500 layoffs.

When that time comes you must weigh what is best for you, your family and your co-workers.

Fraternally yours,

Nick LaMorte, President  
CSEA Long Island Region

## Judy Jacobs represents District 16

### New Presiding Officer of Nassau County Legislature

Legislator Judy Jacobs of Woodbury, entering her third term in the Nassau County Legislature, is the new presiding officer of the Democratic majority.

Jacobs represents District 16, encompassing the areas of Plainview, Syosset, Jericho, Woodbury, Hicksville, Old Bethpage and parts of Farmingdale.

She won re-election in November with an unprecedented 80 percent of the vote. She has been endorsed by CSEA in all three runs for office.

Shortly after her victory, Jacobs appeared on the union radio show "CSEA in Focus" and pledged to seek a way to balance the county budget and not affect civil service workers.

Jacobs said she wants to make county

government more accessible to residents and she will do so by making certain procedural changes in legislative meetings.

This year, Jacobs chairs the Rules and Procedures Committees and is a member of the Legislative Budget Review and Minority Affairs committees.

The new presiding officer has been a community activist for more than 30 years, fighting for civic and environmental issues as the head of many local organizations.

She has applied the wealth of community experience and knowledge she has gained over the years to the legislative committees she has served on.

Jacobs has been a legislative innovator, proposing laws including one limiting access of tobacco products to minors and another expanding the powers of the Nassau County Human Rights Commission to investigate discrimination based on sexual orientation.

Jacobs has identified the fiscal stability of Nassau County, child care issues and maintaining the quality of life as among her priorities.

A former teacher who is never too busy to spend time with the school children of her district, either as a guest story teller or visitor on career day, Jacobs still carries with her the ability to hold the attention of a classroom of children.

Jacobs and her husband, Sid, have been residents of Woodbury for more than 33 years. They have three grown children and four grandchildren.

## Disney Cards No Longer Available At Local Office

The Disney Company will no longer distribute discount cards to members directly through the union office. Effective immediately, members who wish to receive discount cards for Disneyworld and Disneyland must fill out an application and send it directly to the Disney offices. Members should allow three weeks to receive their cards. Applications can be obtained by calling Judy at 571-2919.

# Rescuing life in the fast lane

LONG BEACH — Carl Damato is being called a four-letter word these days, even by his mother.

H-e-r-o.

It's a title others bestowed upon him after the humble Long Beach City worker darted among speeding cars to save the life of an elderly woman who had fallen while attempting to cross a six-lane Long Beach highway.

"I was stopped at the light and out of the corner of my eye I saw her sprawled in the middle of the road. It was incredible. The cars were just zooming past her," said 53-year-old Damato.

Damato jumped out of his street-sweeping truck and dodged traffic like a football linebacker to get to the woman.

"All I could think was that could be my mother," Damato said.

"I ran to pick her up and one other man stopped his car and helped me carry her to safety. I told her 'I'm here to help you. That's my duty.' Cars were passing us on the left and on the right. The other guy was like the Lone Ranger, he just disappeared," Damato said.

"This woman is 76 years old and she was shaking like a leaf. After she thanked me she said she really needed to get to the other side of the road," Damato said.

After calming the woman and waiting for her to catch her breath, Damato escorted her across the busy highway.

"I got back in my truck and went on about my day," said Damato, who has worked for the city for 34 years.

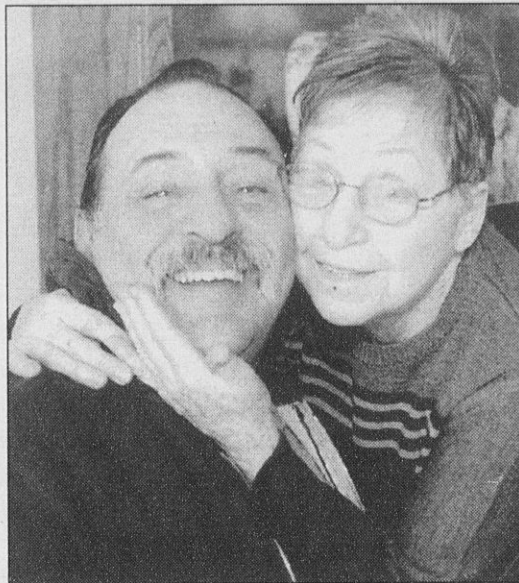
## Guardian angel

This was only the beginning of Damato's fame.

The woman, Dorothy Belli, broke her foot in two places. When she told her family about her "guardian angel," the family tracked Damato down and the media covered the story.

The City of Long Beach is awarding Damato with a plaque and the Long Beach Senior Citizens are also honoring him.

"On Saturday I went to get coffee. I opened the door for the bread delivery man and he said, 'Thanks,



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**Dorothy Belli hugs her "guardian angel," Long Beach City worker Carl Damato.**

hero.' It's incredible how much attention I'm getting," Damato laughed.

"Everyone calls me a hero but I'll tell you, I was scared. To see these people whizzing by her — we both could have been killed," said Damato.

That's why Damato's new nickname of "hero" will stick, his co-workers said. He felt the fear and rescued Belli in spite of it.

"Mr. Damato was my guardian angel, placed right there to help me. In fact, I'm sure he saved my life," said a very grateful Belli.

— Sheryl Jenks



**Joe Gleason and his wife, Karen, emphasize the importance of organ donation. It gives a second chance at life.**

**Santa brings a new heart to member**

## Organ donation gives a second chance at life

GARNERVILLE (Rockland County) — Joe Gleason is recuperating at home thanks to the unselfish act of a family in mourning.

Gleason, a former union activist at Letchworth Developmental Center, spent the holidays in Columbia Presbyterian Hospital in New York City. His wish was for a new heart to replace the failing heart beating in his chest. In December, Gleason got his wish.

"To this family," he said, "I say 'thank you and you are forever in my thoughts and prayers.' To my family at CSEA, I also say thank you for your thoughts and prayers."

Five years ago, Gleason contracted a viral infection which caused cardiomyopathy, a condition that cannot be cured. Since his diagnosis, Gleason has been unable to work and has been hospitalized a dozen times, many times nearly dying. His only hope for survival was for a heart transplant.

On Good Friday, 1999, he was put on a transplant list. His health, meanwhile, steadily declined.

"He was always a very independent person who helped anyone who asked and sometimes those who did not," his wife, Karen, said. "His time as a Local 412 officer was a way of helping people every day and he enjoyed it immensely."

"It is such a great feeling to be a part of what most people take for granted, LIFE!" Joe said. "Not too many are given a second chance as I was. I was given a second chance through the unselfish act of a family in mourning. They consented to give their loved one's organs to people in great need. I was one of those people."

## You too can be a donor

The Gleasons want CSEA members to know they too can give the gift of life.

"Be a tissue or organ donor," said Karen Gleason. "It is very important that you sign your drivers license or carry a donor card. Most important," she emphasized, "is to talk to your family members about your wishes."

"The only ones who can give permission for organ donation at the time of death is the next of kin," she explained. "Many people do not realize this — donor cards and licenses are not legal documents. During the emotional time of losing a loved one, many families will not agree to an organ donation. If you let them know your wishes, that decision will be much easier for family members."

**Standing room only at this test prep course:**

## **Life's not a beach, especially at workers' comp**

MENANDS — The need to bring a chair to an exam prep class for more than 200 CSEA members at the state Workers' Compensation Board office added new meaning to the Bible passage: "Pick up thy bed and walk."

Instead, union members recently picked up their chairs — beach chairs, folding chairs, stools, plastic patio furniture and anything else portable — after state managers rented the space to the union for the program but refused to supply chairs.

While Workers' Compensation managers said they were happy with union efforts to help their members pass various state Civil Service tests, they wouldn't help with

the training or preparation.

When CSEA and the Public Employees Federation (PEF) asked to use available free state space for the refresher course at the large Workers' Compensation office in Albany, the state refused.

But union members wouldn't take this slight lightly, or standing up for that matter.

The unions rented space at another Workers' Compensation office, and the exodus of chairs began.

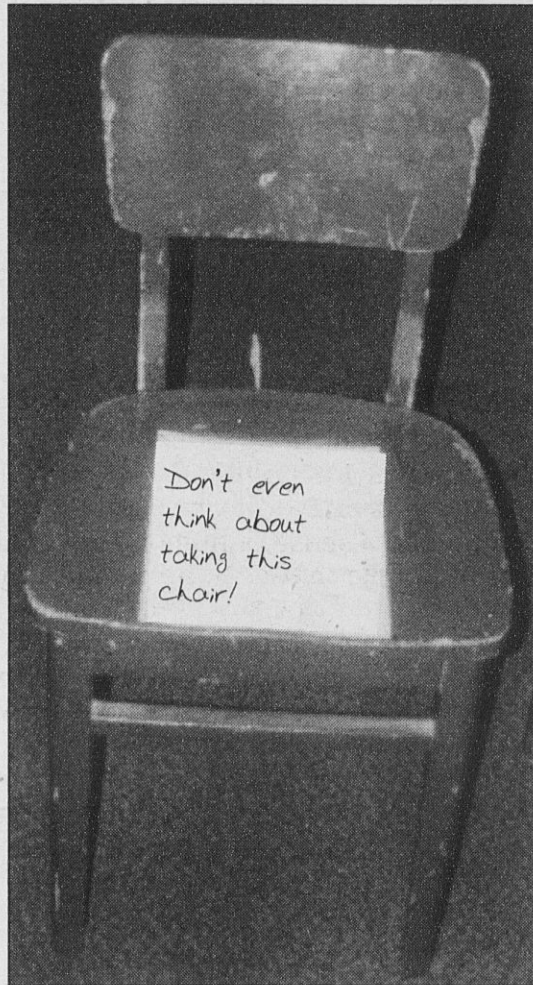
Union members arrived at the test prep program lugging notebooks, pencils and every type of chair imaginable.

"Just another perfect example of the (Gov. George) Pataki administration's efforts to cooperate with its workers," one prep class taker quipped as she carted a colorful beach chair into the training.

"It simply shows how really serious state workers take their job responsibility versus how anti-worker the Pataki administration is," said CSEA Workers' Compensation Local President Carol Harvin.

"What other employer, private or public, wouldn't offer to help their employees become better workers to better serve the needs of the company's customers?" she asked incredulously.

— Daniel X. Campbell



**At left, a warning clearly spells out this seat is taken. Below, CSEA members adapt, improvise and overcome obstacles the state laid out for them when they arrived at a Workers' Compensation Board exam prep class in a room with no chairs.**



# Member peppers Gore with tough questions

CSEA member Kimberly Kaylor says she was a little nervous about talking to the vice president of the United States — that is until he told her he was nervous too.

Kaylor, who works as a clerk-typist with the Albany County Department of Mental Health, was one of three AFSCME members chosen to interview Vice President Al Gore recently for an article in AFSCME's *Public Employee* magazine.

Their assignment was to ask some tough questions on issues important to working Americans.

Kaylor admits she and her fellow AFSCME members were intimidated at first,

but Gore put them at ease right away.

"Of course we were nervous, with all the Secret Service and all," Kaylor said. "But he came in and he

asked us if we were nervous, and we didn't really say too much to him, and he said 'well so am I' and then he sat down and he was very pleasant."

Questions posed to the vice president were submitted by *Public Employee* readers.

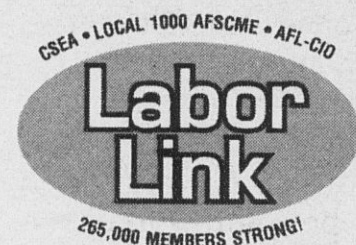


Photo by Thor Swift courtesy of AFSCME

CSEA member Kimberly Kaylor, second from right, listens to Vice President Al Gore, left, during an AFSCME panel discussion with the presidential candidate.

Kaylor asked about providing health care for uninsured children, strengthening collective bargaining rights for public employees and expanding the Family and Medical Leave Act.

Kaylor sensed a sincerity in Gore's responses that she said may not come across just by listening to a speech or sound bites on television.

"You could see his gestures, you could

see his expressions, up close, and he seemed to be very genuine in what he was saying," Kaylor said.

What surprised Kaylor most about Gore? "He had a sense of humor," she said. "A lot of people think he doesn't but I thought he did."

The interview appeared in the January/February issue of *Public Employee*.

— Ed Molitor

## Fiscal Policy Institute insists Pataki's latest budget misses opportunities

The latest budget proposal from Gov. George Pataki has begun to address one of the state's most glaring disparities — the large and growing number of New Yorkers without health insurance — and has begun to invest in other social areas that are financially hurting.

But the state continues to miss opportunities to use its burgeoning surpluses to help address numerous unmet social and infrastructure needs, according to this year's state budget analysis by the Fiscal Policy Institute (FPI).

"Rather than contributing to

the current surpluses, the large, multi-year, backloaded tax cuts of the last six years have been financed in large part by the revenues that the state is receiving from the boom on Wall Street," FPI Director Frank Mauro said.

The FPI, supported in part by CSEA, is a think tank that studies government policy from the perspective of working families.

Rather than putting its fiscal house in order, the state has instead cut services while piling on fees and tuition increases, Mauro said.

The state has also shifted a

variety of costs to local governments, stalled in its efforts to limit borrowing for spending, and hasn't taken advantage of the federal government's conversion of welfare assistance to block-grant funding while at the same time cutting caseloads, the FPI analysis stated.

The report also found:

- ☛ New York's recent economic recovery is modest by historic standards;
- ☛ Economic growth has been concentrated in a few industries downstate;
- ☛ Unemployment remains high in many parts of the state.

### PEOPLE catalogs in the mail

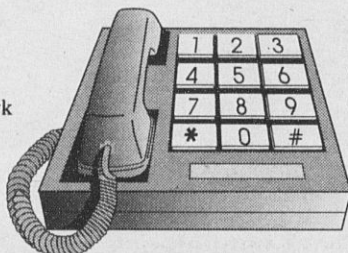
New PEOPLE Recruiter catalogs are on the way. PEOPLE incentive recruiter catalogs are being mailed to 200 recruiters throughout the state. P.E.O.P.L.E. (Public Employees Organized to Promote Legislative Equality) is our union's federal political action committee. Members who help recruit co-members to join PEOPLE can earn points which they can redeem for gifts in the catalog. If you are interested in becoming a PEOPLE recruiter, call CSEA's Political Action Department at 1-800-342-4146 Ext. 1404 or 436-8622 in the Capital Region.



**EDUCATION & CAREER ADVISEMENT SERVICES — FOR ALL CSEA MEMBERS**  
**1-800-253-4332**

CSEA/LEAP Advisement Services is a confidential toll-free service for all CSEA members. Advisers are available to work with you in the following areas:

- **Financial Aid** information about various financial aid programs, eligibility requirements, application procedures as well as scholarships and tax credits for education.
- **Education and Career Planning** to assess your background and interests, explore new career fields, choose courses and educational programs suited to your goals, and use non-traditional approaches for coursework and credit. Includes information and referrals about Civil Service mobility.



- **"Skills for Success"** for referral information and advisement to improve or update basic reading and writing skills, study English as a Second Language (ESL), obtain a high school diploma or GED or enhance pre-college skills.

LEAP Advisers may be reached by calling the LEAPline at **1-800-253-4332** between 8:30 a.m. and 4:30 p.m. (8:30 a.m. to 8:30 p.m. on Thursdays). You may call at other times and leave a message for a call back at a time convenient to you.

**Procedure protects rights**

AFSCME's Constitution includes a rebate procedure to protect the rights of members who disagree with how the union spends money for partisan political or ideological purposes.

Article IX, Section 11 of the International Constitution, which establishes the procedure for dues rebates for members who object to AFSCME's partisan political or ideological expenditures, was amended at AFSCME's 33rd International Convention.

The amended language requires those persons who object to the expenditure of dues for political or ideological purposes submit their objection in writing to both the International Union and CSEA Local 1000 by certified mail between April 1 and April 16 (dates inclusive) each year for the prior year ending Dec. 31.

The timing of the steps in the procedure is tied to the International's fiscal year. The procedure, including the requirements for submitting a proper rebate request, were modified by a constitutional amendment adopted by the 1998 International Convention. As modified, those procedures and requirements are spelled out in Article IX, Section 11 of the International Constitution. **THESE REQUIREMENTS WILL BE STRICTLY ENFORCED.**

Here's how it works. Members who object to the expenditure of a portion of their dues for partisan political or ideological purposes and want to request a rebate must do so individually in writing between April 1 and April 16, 2000. That request must be timely filed by registered or certified mail with: the International Secretary-Treasurer and the CSEA Statewide Treasurer. The requests must contain the following information: name, Social Security number, home address and the AFSCME local to which dues were paid during the preceding year. This information must be typed or legibly printed. The individual request must be signed by the member and sent by the individual member to: International Secretary-Treasurer at AFSCME Headquarters, 1625 L St., N.W., Washington, D.C. 20036-5687; and CSEA Statewide Treasurer, Empire State Plaza Station, P. O. Box 2611, Albany, N.Y. 12214-0218. Requests for more than one person may not be sent in the same envelope. Each request must be sent individually. Requests must be renewed in writing every year the member wishes a rebate.

Upon receipt by the International of a valid rebate request, an application for partisan political or ideological rebate will be sent to the objecting member. The objecting member will be required to complete and return the application in a timely manner. In accordance with the constitutional amendment adopted at the 1998 International Convention, the application will require the objecting member to identify those partisan or political or ideological activities to which objection is being made, and no rebate will be made to any member who fails to complete that portion of the application. In determining the amount of the rebate to be paid to any

member, the International Union and each subordinate body shall have the option of limiting the rebate to the member's pro-rata share of the expenses for those activities specifically identified in the application.

Upon receipt by CSEA of the valid, certified request, the constitutional maximum of the rebate will be processed.

Any member who is dissatisfied with the amount of the rebate paid by the International Union may object by filing a written appeal with the AFSCME Judicial Panel within 15 days after the rebate check has been received. Appeals should be sent to the Judicial Panel Chairperson at the AFSCME International Headquarters at the address listed above. The Judicial Panel will conduct a hearing and issue a written decision on such appeals, subject to an appeal to the full Judicial Panel. If dissatisfied with the Judicial Panel's ruling, a member can appeal to the next International Convention.

**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.

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.

You must notify the CSEA Membership Records 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.

**CSEA offering \$23,000 in scholarships**

Graduating high school seniors who have a parent or legal guardian who is a CSEA-represented employee may apply for a total of \$23,000 in scholarships offered by or through CSEA. A single application covers three scholarship programs.

**Irving Flaumenbaum Memorial Scholarships**

Three \$1,000 Irving Flaumenbaum Memorial Scholarships will be awarded in each of CSEA's six regions. The awards are presented in memory of the late Irving Flaumenbaum, who was a spirited CSEA activist for more than three decades. He was president of CSEA's Long Island Region and an AFSCME International vice president at the time of his death.

**Jardine Award and Met Life Award**

One \$2,500 Jardine Award scholarship will be awarded to a student entering the SUNY system.

This award is provided by Jardine Group Services Corp. and is given in memory of Charles Foster, a longtime CSEA activist in the 1930s who became the first business officer of the SUNY system.

One \$2,500 MetLife Award will be presented and is not limited to a student entering the SUNY system.

It is given in memory of the late Joseph D. Lochner, CSEA's first employee and former executive director who was a CSEA employee for more than 40 years.

The top 2 percent of scholastic achievers, based on high school average, class rank and SAT scores, will be selected to create the eligibility pool for these two awards.

**Application deadline is April 17**

Scholarship applications are available from CSEA local and unit presidents and at CSEA headquarters, region and satellite offices. Applications must be filed by April 17. Winners will be notified in June and winners announced in *The Work Force*. The CSEA scholarship program is administered by the CSEA Memorial Scholarship Committee.



**\$8,000 AFL-CIO scholarship available**

The New York State AFL-CIO will award a four-year scholarship to a 2000 graduating high school senior who intends to pursue a career in labor relations or a related field at an accredited college or university in New York state. The scholarship is for \$2,000 a year for four consecutive years for a total of \$8,000.

Candidates must be a son or daughter of a parent or guardian who is a member of a union (CSEA is) affiliated with the state AFL-CIO, a 2000 high school graduate and accepted in a course of study in labor relations or a labor-related interest at an accredited institution of higher learning in New York state.

For applications, write to Mario Cilento, New York State AFL-CIO, 48 East 21st St., 12th Floor, New York, NY 10010.

**Application forms, accompanied by other required documents, must be submitted by May 15 to:** New York State AFL-CIO Scholarship Committee, c/o Dr. Lois Gray, Cornell University, ILR School, 16 East 34th St., 4th Floor, New York, NY 10016.

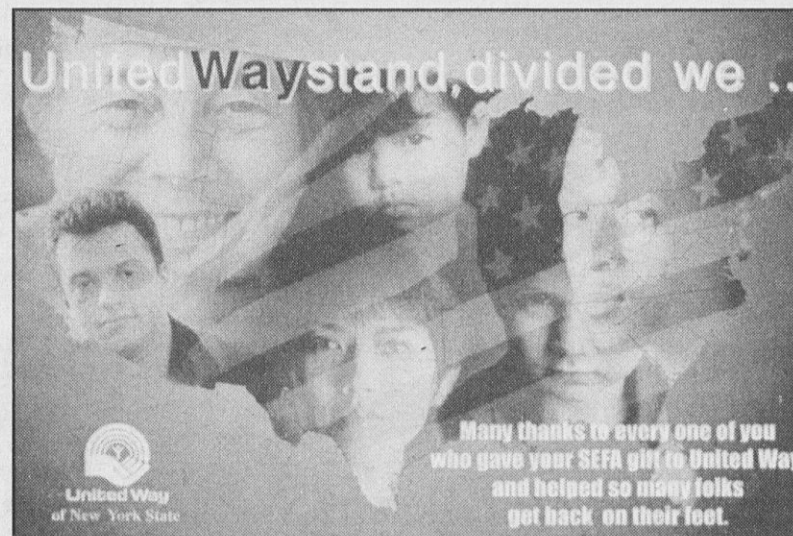
**May 15 is deadline for submitting proposed resolutions, changes to CSEA's Constitution & Bylaws**

Proposed resolutions and proposed amendments to the CSEA Constitution & Bylaws for consideration by CSEA delegates to the union's 2000 Annual Delegates Meeting must be submitted by May 15, 2000.

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

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

The 2000 CSEA Annual Delegates Meeting will be held Sept. 25-29 in New York City.



## 1999 Empire Plan Claims Deadlines

**Empire plan enrollees:** March 31, 2000 (90 days after the end of the calendar year) is your last day to submit your 1999 claims to:

**United Health Care:** For the Empire Plan Basic Medical Program and for non-network physical medicine services.

United Health Care Service Corp.  
(Administrator for MetLife)  
P.O. Box 1600  
Kingston, N.Y. 12402-1600

**ValueOptions:** For non-network mental health and substance abuse services.

ValueOptions  
P.O. Box 778  
Troy, N.Y. 12181-0778

Please be certain to have your doctor or other provider fill in all the information asked for on the claim form. If the claim form is not filled out by the provider, original bills must include all medical/diagnostic information asked for on the claim form. Missing information will delay the processing of your claim.

**Express Scripts (formerly ValueRx):** For prescriptions filled in 1999 at non-participating pharmacies or without using your New York Government Employee Benefit Card.

Express Scripts  
(formerly Value Rx)  
Member Reimbursement/Claims Review Unit  
P.O. Box 1180  
Troy, NY 12181-1180

Claim forms may be obtained from your agency's personnel office or from United Health Care (1-800-942-4640), ValueOptions (1-800-446-3995) or Express Scripts (1-800-964-1888). Make sure you complete the requested subscriber information and sign the claim form.

## Empire Plan - Express Scripts Prescription Drugs That Require Prior Authorization

A large number of Empire Plan members are covered by the New York State Empire Plan Prescription Drug Program administered by Cigna/Express Scripts (formerly Value Rx).

Under this program, certain drugs require prior authorization.

Effective Jan. 1, 2000, the following list of drugs require prior authorization under the Empire Plan Prescription Drug Program:

BCG Live  
Ceredase or Cerezyme  
Enbrel  
Epoetin  
Human Growth Hormone  
Immune Globulin  
Lamisil  
Prolastin  
Pulmozyme  
Sporanox  
Drugs for the treatment of impotency

Questions regarding the Empire Plan Prescription Drug Program may be directed to Cigna/Express Scripts at 1-800-964-1888.

As a reminder, CSEA active state members pay an \$8 co-payment for generic drugs and brand-name drugs that have no generic equivalent.

One co-payment covers up to a 90-day supply. When plan members fill a prescription for a brand-name drug that has a generic equivalent, members pay the brand-name co-payment plus the difference in cost between the brand-name drug and its generic equivalent.

Members who use a non-participating pharmacy will pay the full cost and then submit a claim for partial reimbursement.

## Summary of the January 2000 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 Barbara Reeves for union members.



Reeves

ALBANY — CSEA's statewide board of directors met Jan. 13. In official business, the board:

- Authorized special elections to fill vacant board seats in Chenango, Franklin, Lewis, Ontario, Rockland, Schoharie,

Schuyler, Sullivan, Tompkins and Washington counties and Region 5 Local Government Educational;

- Put into administrative leadership the Altmar-Williamstown-Parish Central School District Unit of Local 838, and the Rensselaer County Sheriff Department Unit of Local 842;

- Approved a 12 month "pilot" Legal Services Plan for certain counties of the Western Region and Nassau County;

- Approved maximum miscellaneous allowances for 2000 CSEA events;

- Authorized leases for Local 860 (Bryce 9K folder and table) and Local 823 (Sharpe copier);

- Authorized opening a checking account with TRUSTCO Bank to replace the current

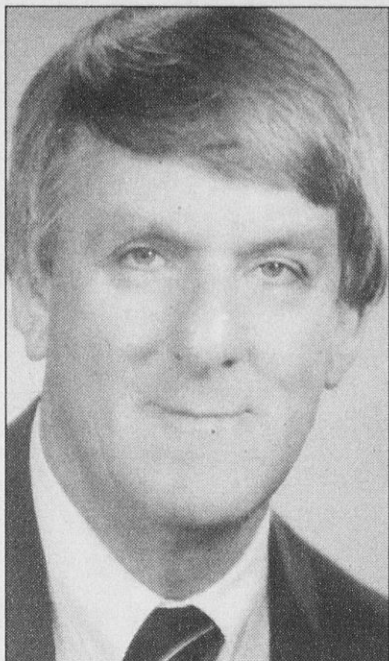
payroll checking account at Key Bank;

- Authorized opening a checking account for a six month "pilot" project administered by the Legal Department and used exclusively for witness fees; and

- Approved appointment of Ann Braga, Sharon Connor, David Lee, Tim Douglas, Robbie Wells and George Lawson to the Central Region Political Action Committee.

Questions concerning the summary should be directed to CSEA Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Ave., Albany, N.Y. 12210, 1-800-342-4146 or (518) 257-1253.





## A tribute to Bob Lattimer: Thanks, laughs and tears for all the years Western Region president retires

BUFFALO — A friendly “roast” and tribute to Bob Lattimer, retiring after 25 years as president of CSEA’s Western Region, could also have served as a history lesson of his beloved union.

“Bob, thank you for your leadership and partnership through the years, and all you have done for the CSEA membership, organized labor and unionism,” said CSEA President Danny Donohue, words that would be repeated many times throughout the recent fete.

In a room filled with 400 well-wishers, friends recalled highlights and laughs, triumphs and tears over nearly 30 years of Lattimer’s union leadership.

A glossy tribute booklet, with photos from over the years,

was filled with best wishes from friends and locals, rank-and-filers and elected officials.

The words “thank you” were heard in each salute, from Donohue and AFSCME President Gerald McEntee, to a long list of

friends from the ranks of staff, fellow officers, members and retirees who had faced the forces of labor’s opponents with a strong labor leader.

A friendly, teasing needle was also used in chuckles about Lattimer’s booming voice, his disdain for microphones in meetings and his intimidating physical presence.

But also revealed was the caring heart that helped establish a Sunshine Fund, supported by

member donations to help fellow members in need, to a little-known love for cats, a witty sense of humor, and the admiration for him by his fellow unionists.

The historic picture of Lattimer’s tenure parallels CSEA’s growth, as members recalled some of his activist involvement, including:

- Formation of DOL Local 352 in the early 1970s, which Lattimer and fellow members pushed for, and successfully appealed, after being initially denied;

- First full-time region president, when he succeeded Bill McGowan, who later became CSEA statewide president in 1978;

- Chair of the CSEA committee that studied, then recommended affiliation with AFSCME, bringing CSEA into the AFL-CIO labor family;

- With others, successfully advocated a CSEA political action department to educate and prepare the membership, and address and lobby for passage of CSEA-supported legislation;

- Helped launch the *Work Force* predecessor, *The Public Sector*, as the official CSEA publication, including the expansion of a professional communications department;

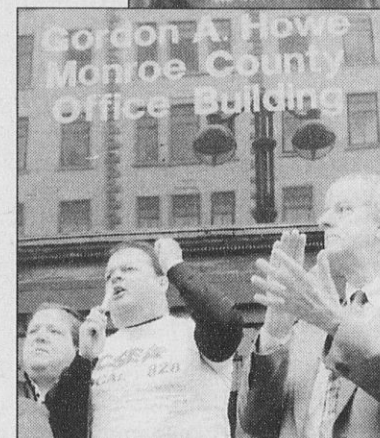
- Spearheaded CSEA’s federal issues committee;

- Represented CSEA on the Democratic National Party committee that selected the 1988 national convention site.

Clearly touched by the outpouring of respect, affection, gifts and good wishes, the normally well-spoken Lattimer could hardly say more than “Thank you all very much.”

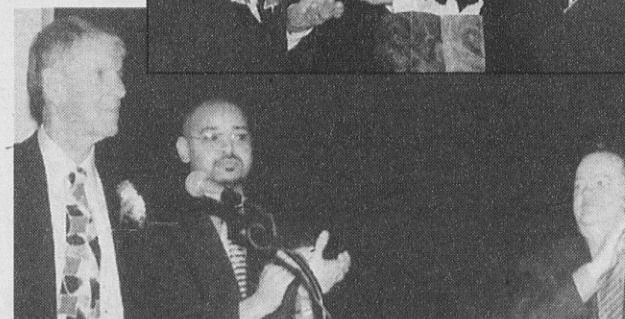
McEntee’s closing comments summed it up: “Well done, Bob. Well done.”

— Ron Wofford



Photos highlight Lattimer’s career.

Below, AFSCME President Gerald McEntee makes a presentation to Lattimer at a “roast” and tribute for his 25 years of devoted union service.



CSEA’s Executive Assistant to the President Terry Melvin and President Danny Donohue applaud Lattimer.

## Special election to fill vacant seats on CSEA's Statewide Board of Directors

CSEA will hold a special election to fill Board seats where no candidate has previously qualified to run. One vacancy exists in each of the following areas: Chenango County, Franklin County, Lewis County, Ontario County, Rockland County, Schoharie County, Schuyler County, Sullivan County, Tompkins County, Washington County, Central Region Local Government Educational. If only one person qualifies as a candidate for any vacant seat at the end of the petitioning period, a ballot election will not be required for that seat. The unopposed candidate will be deemed elected to office. **Please Note: There will only be this one special election for vacant Board seats. Any seat not filled by this election cycle will remain vacant.**

The election schedule for the special election appears below. Election results will be published in the May, 2000 edition of *The Work Force*.

- March 3, 2000** Deadline for receipt of nominating petitions at CSEA Headquarters by 5 p.m.
- March 30, 2000** Ballots mailed
- April 6, 2000** Replacement ballots may be requested if original not received.
- April 20, 2000** Deadline for receipt of ballots by 8 a.m.
- May 2000** Election results published in *The Work Force*

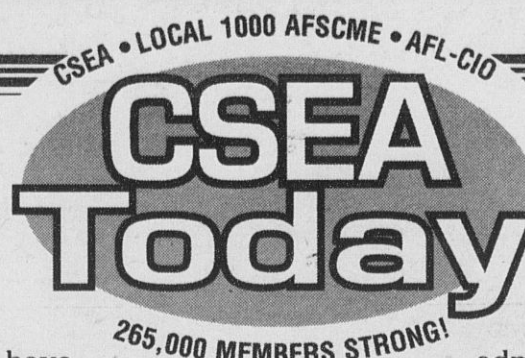
## CBTU slates annual convention

Mark your calendar – The Coalition of Black Trade Unionists (CBTU) plans its 29th annual convention for May 24 to 29 in Atlanta, Ga.

The official convention call went out in January. For additional information, contact Portia Given at: (518) 257-1210.



U.S. Senate candidate Hillary Clinton meets with CSEA President Danny Donohue recently at CSEA headquarters. Donohue and Clinton discussed issues concerning working families as Clinton tours the state in her campaign.



### STEPPING UP —

The Central Islip Library Unit has made some gains in their new, three-year contract, including salary steps. "Steps have been my goal from the beginning," said Unit President Grace Perez ...

### LOCK AND LOAD —

The welfare of the Lynbrook School District custodians was not considered when they were excluded from a district meeting regarding toxic levels of airborne lead at a rifle range in the Marion Street School basement ... **IT'S AN HONOR** — CSEA City of Long Beach Unit President Joe Palazzo was honored as "Outstanding Civil Servant" recently by the Rev. Leonard Bowman and the Awards Committee. CSEA members from the Nassau County Municipal Employees Local and from the Long Beach Hospital and Nursing Home Local joined CSEA Long Island Region President Nick LaMorte at the event ...

**NEW RESOURCE** — State employees who work in Westchester County and the five boroughs of New York City can now access a service that provides information on child and elder care and resources for a variety of situations including relocating the family, health issues and parenting problems. Paid for with monies allocated to the New York State Labor-Management Child Care Advisory Committee, the 24-hour service provides access to free, confidential assistance including personalized telephone consultation, individualized searches and referrals, educational materials, tips on tape and a library by mail. The pilot program could eventually be offered to all state employees ...

**FIGHTING FOR FINE PRINT** — What you read in the fine print may not be what you get, unless CSEA gets involved and union members pull together. Some workers at the Sullivan County Board of Cooperative Educational Services (BOCES) were severely shortchanged when they studied

their first paychecks after a contract was ratified. Unit President Toni Keesler confronted administrators, who quickly paid the money owed

... **POWER FAILURE** — A power outage at Erie County Hall which caused an evacuation of the building was the result of a blown fuse and did not create a danger of potential cancer-causing PCBs dispersal, according to John Bieger, CSEA OSH specialist. Because the blown fuse is adjacent to transformers in the building, and smoke was emanating from it, the building was evacuated before the cause was later determined ...

**CHEMICAL SPILL** — About 1,600 state employees working at the uptown state office campus in Albany were sent home without having to charge accruals following a chemical (Tylenol) spill which affected four buildings ...

**NEITHER SNOW NOR SLEET** — Roswell Park Cancer Institute members marched with PEF members in a noon rally outside the facility in a driving snowstorm, showing their CSEA pride. Region director Roger Sherrie and Roswell Local President Brian Madden were among the speakers ...

**MEMBERS HURT** — Two CSEA members in a snowplow near Fort Drum in northern New York were involved in an accident when a tractor trailer struck their rig from behind. Members Sharon Ferrard and Rich Sayers were taken to a local hospital and later released after being treated for minor cuts and bruises. The cuts to the back of the head and neck were sustained when the rear window of the snowplow was blown in from the impact ...

**PEOPLE PERSON** — The PEOPLE recruiter of the month for January is Pat Metzger in CSEA's Metro Region. Pat has recruited 40 new PEOPLE members. PEOPLE is AFSCME's political action program aimed at getting friends of working families elected to Congress.



# Al Gore:

*We're on his side,  
because he's on ours.*

**W**hen Al Gore says he wants to help working families, you know he means it. **He is the only candidate for president who has a consistent pro-worker record and outlook.**

#### HEALTH CARE

*"I think that life or death medical decisions ought not be made by HMO bureaucrats sitting around a computer terminal."*

#### CONTRACTING OUT

*"We don't have bad people working for government; we have good people trapped in bad systems. Public employees are not part of the problem; they are part of the solution."*

#### WORKER RIGHTS

*"I have always been pro-union, pro-worker, pro-collective bargaining, pro-organized labor, and I always will be. I think it is part of ensuring the dignity of the work force in America."*

#### ANTI-UNION INITIATIVES

*"As part of this administration, I am proud that every time Congress has sent this president an anti-union measure he has vetoed it, without hesitation, every single time. And with your help, if they try it after the year 2000, I will veto it. I guarantee it. We won't let anti-union measures come across the Oval Office desk."*

Quotes are from Vice President Gore's address to delegates at CSEA's 89th Annual Delegates Meeting in Washington D.C. on 10/20/99.

**AL GORE** has spent his entire career fighting for working families, as a congressman, as a senator and as vice president. Let's help him keep fighting for us as president. Vote in the Democratic Primary March 7.