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Local 1000, AFSCME, AFL-CIO

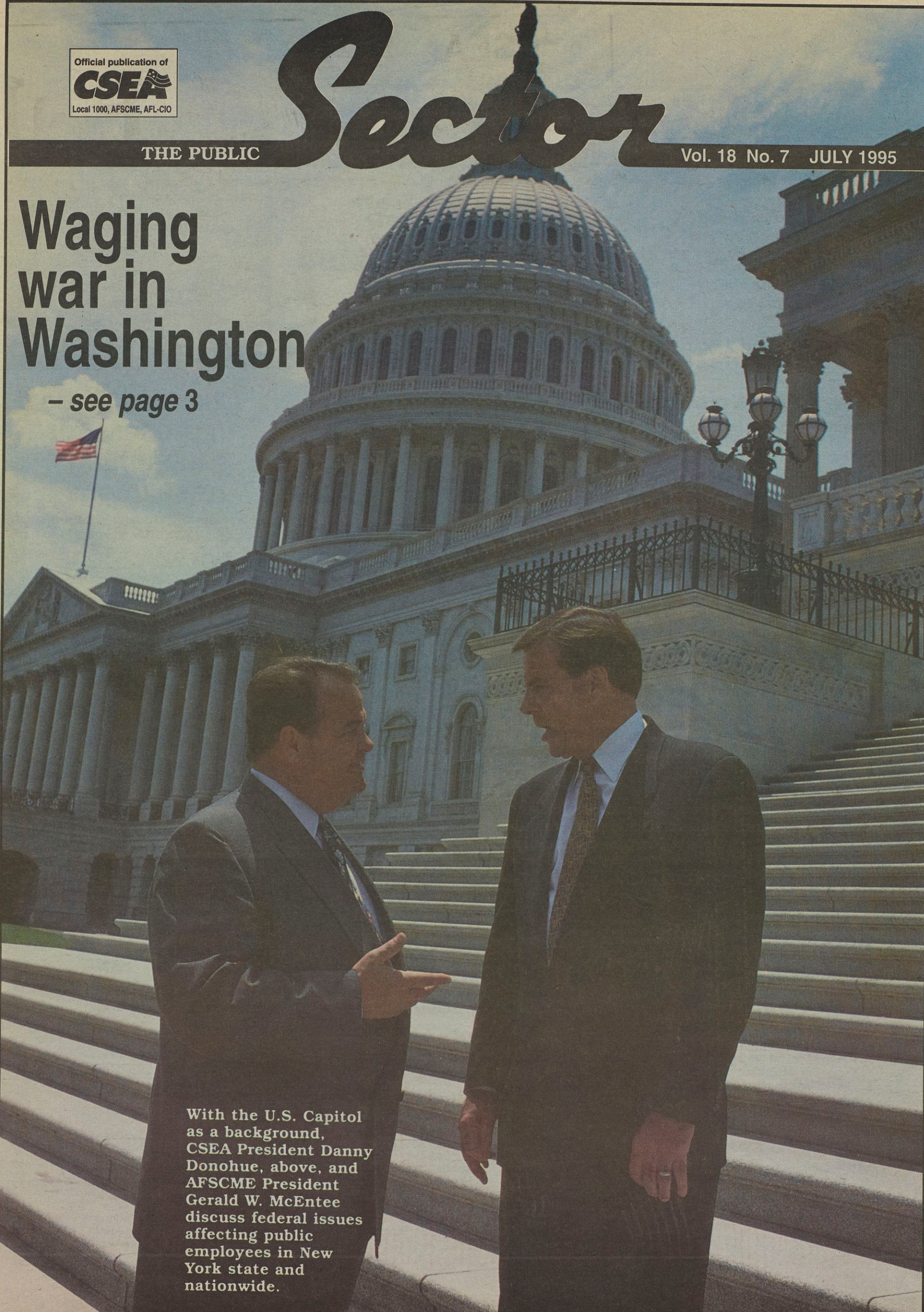
# Sector

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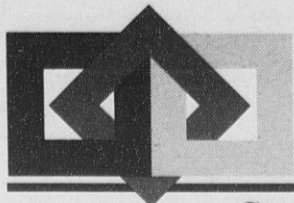
Vol. 18 No. 7 JULY 1995

## Waging war in Washington

— see page 3



With the U.S. Capitol as a background, CSEA President Danny Donohue, above, and AFSCME President Gerald W. McEntee discuss federal issues affecting public employees in New York state and nationwide.



# I N D E X

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Waging war at the federal level.

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## Deadline for submitting Constitution & By-Laws changes, resolutions is July 25

Proposed amendments to the CSEA Constitution & By-Laws and proposed resolutions must be submitted at least 90 days prior to the Annual Delegates' Meeting. The deadline for submission is July 25, 1995.

The proposals must be submitted to Statewide Secretary Barbara Reeves' office at CSEA Headquarters in Albany.

The 1995 Annual Delegates Meeting will be held Oct. 23-27 in Lake Placid.

## Always protect your membership status

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.

You must notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 327, of any change in your status and what arrangements you are making to continue your membership in CSEA.

## Changes made in process for submitting resolutions

The following changes recommended by CSEA's Resolutions Committee have been approved for submitting proposed resolutions for consideration of delegates to CSEA's Annual Delegates Meeting. The changes are effective immediately.

The resolution form has been redesigned to be more user friendly.

• Resolutions must be typed or printed legibly on the proper resolution form. Resolution forms are available from local presidents, CSEA region offices and the office of the statewide secretary at CSEA Headquarters.

• Resolutions must be submitted by a delegate.

• Resolutions should be submitted as early as possible but must be received in CSEA Headquarters no later than 90 days prior to the Annual Delegates Meeting.

• Fax copies will not be accepted.

• A letter will be sent to each maker of a resolution from the committee informing them of the status or disposition of their resolution.

## Burn victim's family needs your help

KINGSTON — Ulster County Public Works employees have rallied around co-worker Herb Curtis after the highway worker's



Casey Curtis

eight-year-old son, Casey, was badly burned when a can of turpentine caught fire and burned over 66 percent of his body.

According to Ulster County Local President Joe Van Dyke, the boy is in serious condition in the Westchester County Medical Center Burn Unit.

Van Dyke said Curtis, an eight-year employee, can

use any help and well wishes that CSEA members can spare.

"Like most of us," Van Dyke said, "Herb and his family live from paycheck to paycheck. Now with the expense of travelling to Westchester County and whatever medical expenses he'll have to take out of his own pocket, Herb can use our help."

Anyone wishing to help the family may send donations and well wishes to **Casey Curtis, c/o CSEA Ulster County Local 856, PO Box 4014, Kingston, NY 12401.**

"I know we can count on CSEA members to help when someone is in trouble," Van Dyke said. "That's what family, friends and neighbors are all about."

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# State budget promises more pain

## CSEA claims some wins in most difficult budget battle

With a budget that cuts revenue by \$3.7 billion over the next three years, New York state is just beginning to feel the pain.

The 1995-96 state budget cuts not only revenue, it raids the pension supplemental reserve fund, calls for even more state employee layoffs and shifts the tax burden to local governments.

"This is the worst budget I can remember, and it's not over yet," CSEA President Danny Donohue said. "While CSEA won some restorations in this budget, we're facing dwindling state revenues, and that means more trouble ahead."

With the status of federal budget discussions uncertain, Donohue predicted that CSEA will face another budget battle in the fall as federal aid to New York is likely to be cut (see page 3).

"We're already working with AFSCME to wage war at the federal level," Donohue said. "More than ever, CSEA members must stand together and work together. We have to show lawmakers in Albany and in Washington that we will do

what it takes to preserve the services we provide."

### Some budget wins

Despite the difficult budget negotiations, CSEA won some restorations in spending and programs that Gov. Pataki had tried to cut. Listed below are CSEA's budget successes:

◆ **Department of Correctional Services** — \$7.8 million to create a 750-bed drug treatment facility at the former Willard Psychiatric Center.

◆ **Office of Alcoholism and Substance Abuse Services** — \$9.6 million to restore six alcohol treatment centers and \$480,000 to restore positions at the Research Institute on Addictions.

◆ **Office of Mental Health** — \$2.6 million restored for direct care staff positions.

◆ **Higher Education** — \$47 million restored to the Tuition Assistance Program.

◆ **Department of Health** — \$1 million increase for the Roswell Park Cancer Institute.

◆ **Office of General Services** — Eliminated \$1 million for the state computer utilization rate study, which would have determined what the state needs to do to move all data processing jobs out of Albany.

### Local Government Aid

◆ **Education** — \$143 million increase in school aid restored over the Governor's proposal.

◆ **Medicaid** — The Legislature is claiming a savings of more than \$600 million through cost containment measures; CSEA is still analyzing the information.

◆ **Local Aid** — \$1.06 million for Emergency Aid to Certain Cities; \$2.4 million for aid to housing authorities; Criminal Justice Categorical Aid increase of \$24 million; and Child Welfare Grant increase of \$40 million.

◆ **Mental Health** — \$16 million addition to local mental health programs; Community Reinvestment Programs increase of \$3.1 million; and

\$1.5 million for compulsive gambling programs.

### Pension Supplementation

While CSEA won its battle for pension supplementation for public employee retirees, that victory came at an unfair cost.

While helping retirees on the one hand, the budget turns around and raids the pension supplementation reserve fund for \$230 million. CSEA opposes any raid on the pension fund, and State Comptroller H. Carl McCall has threatened to go to court over the raid.

The Legislature and the Governor did their best to weasel out of a lawsuit by writing into the law a penalty that delays payment of the supplementation if a lawsuit is filed.

"We're very troubled about the way pension supplementation and the pension raid were tied together," Donohue said. "It's a crass attempt to tie the hands of the comptroller."

The new supplementation will go to those who retired prior to 1990 and is based on the first \$12,500 of pension allowance.

## Special elections under way to fill vacant statewide Board seats

The nominating petitioning period began June 26 for special elections to fill eight vacant seats on CSEA's statewide Board of Directors. The eight seats remain vacant following the election of a new Board of Directors (see election results, page 18).

**Completed nominating petitions must be received at CSEA headquarters not later than 5 p.m. on July 14.**

Special elections are scheduled to fill vacant seats representing Chenango, Genesee, Rockland, Washington, Franklin, Lewis and Schuyler counties and the Local Government Educational Representative for Capital Region IV.

Signatures on the nominating petitions must be of CSEA members in good standing eligible to vote in the election. The nominating petitions must include the Social Security numbers of the members signing the forms.

The number of valid signatures required for Board of Directors seats is 10 percent of the members represented by the position and eligible to vote, but in no event will

more than 450 signatures be required.

### How to request nominating petitions

Nominating petitions have been available since June 26 from CSEA Region 3, 4, 5 and 6 offices and CSEA headquarters.

### Who is eligible?

Any CSEA member who meets the constitutional eligibility requirements and obtains the required number of signatures and Social Security numbers of members

eligible to vote in the election will have his or her name placed on the ballot.

A candidate must be at least 18 years of age, must be a member in good standing of the county he or she seeks to represent since June 1, 1994; must not be serving a disciplinary penalty imposed by CSEA's Judicial Board and must not have been a member of a competing labor association or union since June 1, 1994.

### Board of Directors special election schedule

<b>June 26</b>	Start of Petitioning Period; Nominating petitions available from CSEA headquarters and region offices.
<b>July 14</b>	Deadline for nominating petitions to be received at CSEA headquarters (5 p.m.).
<b>August</b>	Publication of campaign articles in <i>The Public Sector</i> .
<b>Aug. 10</b>	Ballots delivered to post office for mailing (5 p.m.).
<b>Aug. 18</b>	Replacement ballot may be requested if original not received.
<b>Aug. 31</b>	Deadline for receipt of ballots (8 a.m.).
<b>Election results announced after the count; candidates will be notified by mail.</b>	
<b>October</b>	Election results published in <i>The Public Sector</i> .

*Evac-Trac chair can help disabled get out safely*

## CSEA donates emergency evacuation equipment to EnCon

ALBANY — With concern for the safety of CSEA members foremost in their minds, CSEA Department of Environmental Conservation Local 655 has donated an Evac-Trac chair to the EnCon Main Office. EnCon

management also purchased two of the chairs costing nearly \$2,000 for use in various areas of the six-story building where people in need of such emergency evacuation equipment work.

"We were approached by a person who pointed out that several of our members are afraid to participate in emergency evacuation exercises because they cannot move quickly enough to leave the building under normal circumstances," Local 655 President Lucy J. Aaronson said. "They feel that they would be forgotten in a real evacuation or would end up hurting themselves and others in the rush to get to safety."

"We had to do something," Local Vice President Del Murray said. "So we researched the whole question of quick evacuation of those in need of assistance due to a handicap, physical condition, etc. And we



En Con Director of Employee Relations Artis Reed takes a "demo ride" down a flight of stairs to show the ease of operation of the Evac-Trac.

### Leave donations will get Ed Smith to retirement with a full paycheck

HIGHLAND — Nearly 700 hours of leave donations from co-workers will mean that Ed Smith will collect a full paycheck for two months until he can retire.

Smith, a 10-year employee with the Highland Division for Youth, has been out of work since January with health problems and was about to exhaust his leave accruals.

In addition, the next few months were crucial for Smith because he will be eligible to retire in August.

CSEA Local 550 President Dick Granger said he was ready to launch a full scale campaign to urge co-workers to donate sick leave time to Smith, but that was not necessary.

"In less than two hours, we had 680 hours donated to Ed," Granger said. "Everybody pulled together — CSEA, PEF and M/C employees. I really feel good about it."



CSEA Local Vice President Delphine Murray and CSEA Local 655 President Lucy Aaronson present a check for full payment for one of the three Evac-Trac chairs being installed at the Environmental Conservation six-story main office. Accepting the check is Bob Benson of Barrier Free Systems, supplier of the chairs, as En Con Director of Employee Relations Artis Reed and his assistant Jean Edwards look on. CSEA purchased the chair to address member and employee concerns about evacuating the building, which lacks a sprinkler system.

got management to recognize the problem also."

That led to a four-month effort by labor and management to find equipment suitable for such activity.

"After looking at various evacuation chairs we found the Garaventa Evac-Trac, a foldable passenger evacuation chair which has a tank-type track and a safety brake system which allows a small individual to safely transport a much heavier person down several flights of stairs with little exertion for the attendant and no worry for the passenger," Aaronson said.

EnCon management was very happy to receive the Evac-Trac from CSEA. The device and the other two purchased by management are being placed in high-need areas.

"While we intend to practice our evacuation plan at least once every three months, we hope we never have to use it in a real situation," EnCon Director of Employee Relations Artis Reed said. "But now with these chairs readily available, our in-need personnel should feel relieved of any worry or concern for their safe, fast and non-threatening evacuation."

— Daniel X. Campbell

### State contract ballot count

The final count of the membership ratification of a new four-year contract covering 95,000 CSEA-represented state employees was 14,010 yes to 9,384 no.

Ratification approval of the new contract was announced in the previous edition of *The Public Sector* but the final ballot count was not available as that edition went to press.

The new contract covers state employees in the Operational Services Unit, Institutional Services Unit, Administrative Services Unit and Division of Military and Naval Affairs.

The contract is effective from April 2, 1995, to April 1, 1999.

### LEAP program announcements

Applications and catalogs for the Fall 1995 LEAP Tuition Voucher or LEAP Reimbursement Program are available now at agency and facility training or personnel offices.

LEAP is the Labor Education Action Program for CSEA-represented employees in the state ASU, OSU, ISU and DMNA bargaining units. Applications for both programs must be received by LEAP no later than 5 p.m. July 14, 1995. Call the LEAPLINE at 1-800-253-4332 for information and assistance on either program.

The Clerical and Secretarial Employee Advancement Program (CSEAP) Fall catalog will be available in early August. For information call CSEAP at 518-457-6306.

OSU Skill Workshops will be offered this Fall. For more information, call Dan Cunningham at the Labor/Management Committees at 518-473-3428.

A Workforce Initiative Fund has been set up to support on-site job and career related courses. Agencies have to apply in partnership with their CSEA Local. Call Harvey Huth at LEAP at 518-785-4669 for information.

# 'If it weren't for the union, I wouldn't have my job'

TARRYTOWN— A developmental aide cleared of charges that she abused a patient is grateful to her union for fighting for her job.

Nadine Cook, an eight-year employee with a clean record, was vindicated when CSEA proved that she did not abuse the patient in a group home operated by the Westchester Developmental Disabilities Service Office.

An arbitrator ordered that Cook be re-instated and paid for the time and wages she lost in the eight months she was out of work.

The arbitrator said not one of the charges was proven, and he noted that Cook's accuser lacked credibility.

A co-worker accused Cook of physically abusing the patient by dragging her across the floor, imprisoning her in her room, removing food from her mouth and pushing her. But the impartial arbitrator rejected those charges.

"A review of the record indicates numerous discrepancies in the accuser's version of the events," the arbitrator said. "All credibility determinations are resolved in favor of Cook."

The experience was devastating, Cook said.

"I cried for two weeks," she said.

Cook tried to apply for jobs elsewhere to hold her over until the charges were resolved, but when Westchester DDSO officials told prospective employers that Cook faced pending patient abuse charges, she was not hired.

To add to the confusion and stress, Cook



CSEA Labor Relations Specialist Richard Blair, Developmental Aide Nadine Cook and Westchester DDSO Local 432 President Gary Eldridge read the arbitrators decision clearing Cook.

was in the process of buying a home and planning her wedding.

Cook said her one consolation was her union and the support she received throughout the eight long months.

"(President) Gary Eldridge and (Shop Steward) Kelly Dannenberg were there for me through the whole eight months," she said. "They were wonderful. I heard from them at least once a week. Gary had the patience of a saint."

Cook also credits CSEA Labor Relations Specialist Richard Blair and CSEA Attorney Jim Rose for her victory.

"If it weren't for the union, I wouldn't have my job," she said. "They were with me

all the way."

Cook said she was tempted a few times during the eight months to just resign, but changed her mind.

"If you know you're right," she said, "it pays to stick with it and go all the way." Eldridge agreed.

"I felt Nadine was innocent right from the time of the investigation," he said. "After Kelly investigated, there was no question that we would go all the way for Nadine."

"Jim Rose did a masterful job," said Eldridge. "And an awful lot of credit should go to my head Grievance Representative Kelly for her persistent investigating."

— Anita Manley



## CSEA North Country leaders, staff, meet with lawmaker

CSEA North Country leaders and staff met with state Sen. Ronald B. Stafford recently. From left are Ken Lushia, CSEA Labor Relations Specialist; Barbara Merritt, president of CSEA Adirondack Correctional Facility Local 170; Richard Plumadore, president of Clinton Correctional Facility Local 154; Ellen R. Lennon, president of Franklin Correctional Facility Local 184; Sen. Stafford; Betty Lennon, president of SUNY at Plattsburgh Local 612; Bob Way, president of Clinton County State Transportation Local 510; Ginger Johnson of SUNY at Plattsburgh Local 612 and CSEA Collective Bargaining Specialist Charlie Scott.

## CSEA Local 561, family, grieve member's death

ITHACA — CSEA members who work closely together often become like family. Recently, two CSEA members have come to rely on their CSEA "family" after the tragic death of their son, who was also a CSEA member.

William Latham, 24, a youth division aide II at the state Division For Youth's Gosset Residential Center, was killed recently when he lost control of

his car, spinning off the road and into a telephone pole.

Left behind were many stunned co-workers and his parents, Bill and Millie Latham, who are both CSEA DFY Local 561 members working at the Lansing Residential Center.

According to CSEA Local 561 President Cynthia DeLapp, many of the local's members were deeply shaken by the tragic accident.

"It's a tragic loss to all of us, especially with someone so young," DeLapp said.

DeLapp said the Local immediately took up a collection for Latham's family and has raised more than \$600 to date.

Latham was always interested in furthering his own education, and had attended college in the past, so the local is establishing a college

scholarship fund in his memory, she said.

"What better way to honor his memory than with a scholarship that will help others to attend college?" DeLapp said. Aside from his parents, William is survived by a two-year-old daughter, Maiya, and several siblings.

— Mark M. Kotzin

## Summary of benefit changes for Empire Plan enrollees

Due to the recent ratification of the 1995-99 contracts, the following benefit changes will occur for EMPIRE PLAN enrollees:

### Effective Aug. 1, 1995: Managed Physical Medicine Program (MPMP):

■ MPMP network provider: \$5 co-payment per visit for medically necessary chiropractic treatment or physical therapy.

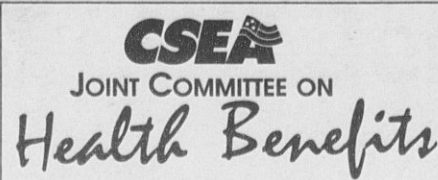
■ Non-network provider: \$250 deductible, 50% co-insurance, \$1,500 annual maximum.

For further details on the Managed Physical Medicine Program, please refer to the detailed story below.

### HealthCall's Prospective Procedure Review (PPR):

■ Magnetic Resonance Imaging (MRI) is the only procedure requiring PPR through HealthCall (1-800-992-1213).

■ Specialist Consultation Evaluations are no longer required by HealthCall under PPR. However, you may still call HealthCall at 1-800-992-1213 to request a Voluntary Specialist Consultation Evaluation for any recommended procedure.



### Outpatient Hospital and Emergency Room:

■ A \$25 co-payment applies to hospital outpatient and emergency room services. The co-payment will be waived if it becomes necessary for you to be admitted to the hospital as an inpatient at that time. You continue to have no co-payment for hospital outpatient physical therapy following related surgery or hospitalization; chemotherapy; radiation therapy; or hemodialysis.

### Participating Provider Office Visit/Office Surgery:

■ When an office visit and office surgery occur on the same day, you will only be responsible for one \$5 co-payment.

### Participating Radiology/ Laboratory Services:

■ When diagnostic radiology and laboratory tests are performed during a single visit, you will only be required to pay one \$5 co-payment.

### Allergy Desensitization:

■ No co-payment for professional services for allergy desensitization (allergy shots) in an institution or participating provider's office.

### Routine Health Exams:

■ Employees, covered spouses or domestic partners 50 years of age or older will be reimbursed up to \$250 once every two years for a routine health exam. This benefit is not subject to deductible or co-insurance.

■ Routine health exams are still available through an Empire Plan participating provider subject only to your \$5 co-payment.

### Hearing Aids:

■ Examinations, fittings and purchase of hearing aids will be reimbursed up to \$600 once every four years for adults and once every two years for children age 12 and under. These benefits are not subject to deductible or co-insurance.

### Ambulance Service:

■ Local professional ambulance service covered under Basic Medical subject only to a \$35 co-payment.

■ Benefits for voluntary ambulance services remain unchanged.

### The following changes impact both Empire Plan and HMO enrollees:

### Effective Aug. 1, 1995: Deferred Use of Sick Leave Credits:

■ When you retire, you may delay the start of or suspend your health insurance coverage and the use of your sick leave credits indefinitely.

### Effective Sept. 1, 1995: Domestic Partner Eligibility:

■ To enroll a domestic partner, you must have been in the relationship one year.

■ If the relationship ends, you must notify your health benefits administrator. There will be a two-year waiting period before enrolling a new domestic partner.

■ Employees who fraudulently enroll a domestic partner are held financially responsible for any benefits paid and are subject to disciplinary action. Such employees will forfeit future domestic partner coverage.

■ Contact your health benefits administrator for enrollment forms and affidavits.

## The Empire Plan's Managed Physical Medicine Program

Beginning Aug. 1, 1995, your benefits for chiropractic and physical therapy services will change. The new Managed Physical Medicine Program (MPMP) will be administered by Managed Physical Network Inc., a network management and review organization. MetLife will continue as the program's insurer. The new MPMP has two levels of benefits: "Network Coverage" and "Non-Network Coverage."

You will qualify for network coverage by obtaining medically necessary services from a network chiropractor or physical therapist. Managed Physical Network Inc. has been in the process of credentialing a panel of network providers; however, due to time constraints and the complexity of the process, a printed Participating Provider Directory is not available at this time. It is anticipated that a provider directory will be printed in mid-July, and you may obtain a copy from your Health Benefits Administrator's office. You may also obtain a listing of current Managed Physical Medicine providers by calling 1-800-942-4640 and choosing the Managed Physical Medicine Program option.

An enrollee is not required to precertify treatment when using a network provider. It is the responsibility of the treating network provider, not the enrollee, to obtain authorization for chiropractic and physical therapy services. If an enrollee requires services from a physical therapist,

the enrollee will still be required to have a prescription from their medical provider prescribing physical therapy.

At the initial visit with a network provider, you must inform the provider that you are enrolled in The Empire Plan. The provider will then perform an evaluation and if further treatment is recommended, the provider will submit a treatment plan to Managed Physical Network Inc. Managed Physical Network Inc. will notify your provider of the authorization. At the time care is delivered, you will pay your \$5 co-payment to the network provider. The network provider will be responsible for billing MetLife for services rendered. You cannot be billed for any services received from a network provider (other than the co-payment) unless you have agreed in writing to pay for the services on your own in advance of the services being rendered.

### Non-network coverage

There are limited benefits available for medically necessary care when you don't use a Managed Physical Medicine Program provider. If an enrollee has access to a network provider but chooses not to receive that care through the network, the out-of-network benefits will be paid at 50 percent of the network fee schedule after a \$250 deductible per enrollee, per covered spouse and for one or all children is met. There is an annual maximum

benefit limit of \$1,500 per covered enrollee for physical medicine services. If you choose to visit an out-of-network provider, it will be your responsibility to pay the provider and then submit a claim for reimbursement to MetLife for the medically necessary services rendered, subject to the deductible and co-insurance listed above.

If no managed physical network provider is available near you, you must call Metropolitan and use a provider Metropolitan recommends to receive the highest level of benefits.

A transition period is available for those individuals who are currently receiving non-participating provider chiropractic and physical therapy services and received such services during July 1995. After services are completed or as of Oct. 31, 1995, whichever is sooner, you must access a

network provider or the out-of-network benefits, as described above, will be applied.

### Blue Cross Coverage

Current Blue Cross coverage continues without change once the Managed Physical Medicine Program begins. Blue Cross covers physical therapy in a hospital and in the outpatient department of a hospital when the therapy is provided by a hospital employee and the treatment has been ordered by your doctor following related surgery or hospitalization.

\*\*\*

Please look for additional information regarding The Empire Plan's Managed Physical Medicine Program in the forthcoming "Empire Plan Report" which will be mailed directly to all Empire Plan enrollees' homes.

## Chicken Pox vaccine added to immunization schedule

On March 17, 1995, the Food and Drug Administration approved a varicella vaccine for routine use in children over 12 months of age who do not have a history of varicella (chicken pox).

The American Academy of Pediatrics subsequently recommended that the chicken pox vaccine be included as part of the routine pediatric immunization schedule.

For **Empire Plan** enrollees, effective **May 1, 1995**, the

chicken pox vaccine is part of the routine pediatric immunization schedule. You have a paid-in-full benefit with no co-payment when you use an Empire Plan participating provider. The Basic Medical Program applies when you use a non-participating provider.

For HMO enrollees, please contact your individual carrier to determine if the varicella vaccine has been added to the routine pediatric immunization schedule.

*Thomas H. McDonough Memorial State Workshop*

# New State contract, wide variety of seminars, highlight State Workshop

ALBANY — Presentations on the new CSEA-state contract shared billing with workshops on a wide variety of subjects for the several hundred delegates attending the recent Thomas H. McDonough Memorial 1995 State Workshop in Albany.

Delegates were welcomed by State Executive Committee Chair Georgianna Natale and CSEA President Danny Donohue before settling in for a long working weekend. Also participating throughout the weekend were CSEA Executive Vice President Mary Sullivan, Secretary Barbara Reeves, Treasurer Maureen S. Malone, CSEA staff and region officers from throughout the state.

CSEA Director of Contract Administration Ross Hanna and members of his staff along with negotiating team

## Efforts on behalf of Stationary Engineers recognized



CSEA New York Psychiatric Institute Local 419 President Tony Bailous accepts congratulations on behalf of the CSEA Stationary Engineer Task Force from CSEA President Danny Donohue during recent state workshop. Task force members were recognized for their diligent efforts in successfully reclassifying the stationary engineer career series. Other members of the Task Force were Frank Celentano, SUNY Stony Brook; Bob Goeckel, SUNY Binghamton; Paul Dorn, Fishkill Correctional Facility; Neil Blanchard, SUNY Geneseo; Don Chishold, SUNY Cortland; Bill Robertson, SUNY Cortland; Mike Rea, Office of General Services; and CSEA Research Analyst Ed Molitor, staff advisor.

members presented detailed discussions on the new four-year state contract, which was later ratified by the membership.

Delegates had the opportunity to attend a variety of workshops and presentations that included:

- ❑ **Fighting Privatization: AFSCME's Experience in Other States;**
- ❑ **The Pataki Administration: The New Political Players and the Budget;**
- ❑ **Developing Local Layoff Services Action Plans;**
- ❑ **Making the Most of CSEA's Member Benefits;**
- ❑ **Public Authorities Forum;**
- ❑ **Worker Stress in Stressful Workplaces;**
- ❑ **Welfare Reform 101: What It Is and How It Affects You;**
- ❑ **Security in the Workplace: What Happens Next;**
- ❑ **Unified Court System;**
- ❑ **How to Break the Cycle of Addictions;**
- ❑ **New Regulations on Drug and Alcohol Testing;**
- ❑ **The ABC's of EBF**

In addition, delegates had the opportunity to visit information tables staffed by representatives of AFSCME, Buyer's Edge, Child Care Advisory Committee, CSEA Communications Department, Contract Administration, Davis Vision, Empire Plan, Empire Vision Centers, Inc., CSEA Employee Benefit Fund, CSEA Field Operations Department, Jardine Group Services Corporation, Joint Committee on Health Benefits, Labor-Management Committees, LEAP, CSEA Legal Department, CSEA Legislative and Political Action Department, Medco Containment Services, Inc., Member Benefits, NYNEX, PEOPLE and the Union Made Products Company.

**Excerpts from the CSEA MISSION STATEMENT**  
**'Our mission is simple: to represent our members as best we can in any way we can; and to continue our role as a leader among labor unions.**

**To accomplish these goals, we will promote and protect union democracy. We will defend workers' rights. We will improve the quality of our members' work life...'**



**JOEL SCHWARTZ, left, president of CSEA South Beach Psychiatric Center Local 446, accepts the 1995 State Division Mission Achievement Award from CSEA President Danny Donohue.**

## Joel Schwartz named Mission Achievement Award winner

ALBANY — Longtime CSEA activist Joel Schwartz received the 1995 CSEA Mission Achievement Award at the union's recent state division workshop.

The award is presented annually to recognize union activists who exemplify CSEA's Mission Statement: *To serve our members as best as we can, in any way we can.*

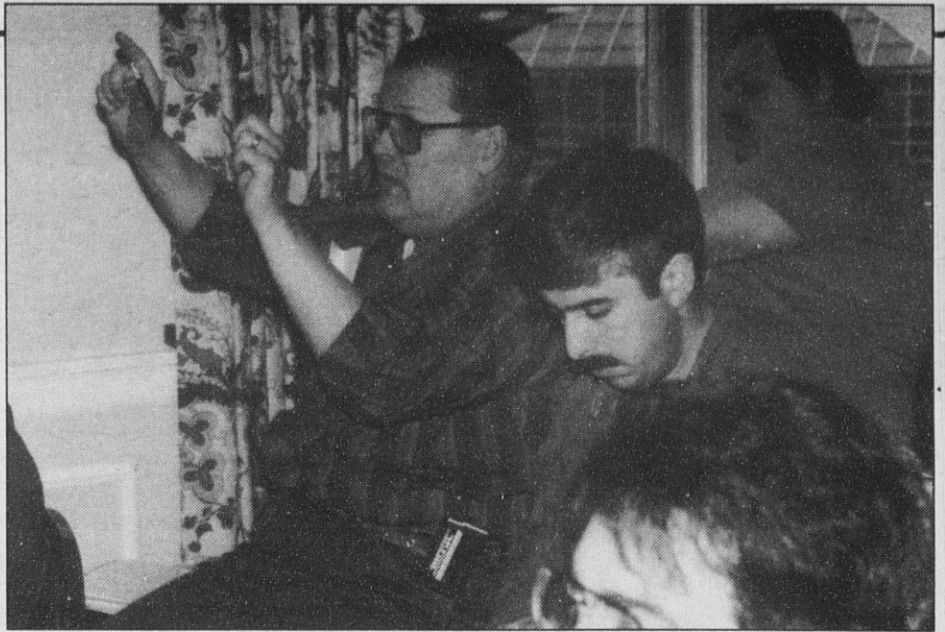
"Joel is a dedicated unionist who demonstrates what solidarity is all about," CSEA President Danny Donohue said in presenting the award. "But most important, Joel's efforts are always unselfish and motivated by a sincere desire to help people and no one can ask more than that."

Schwartz, who is extensively involved in many aspects of CSEA, is also well known as a community and social activist.

In addition to serving as CSEA South Beach Psychiatric Center Local 446 President, he is a member of the CSEA Mental Hygiene Task Force and was a member of the 1995 state contract negotiating team. Schwartz has been a state employee and CSEA member for 20 years, serving as a Mental Health Therapy Aide and Recreation Assistant.

"This award really means a lot to me," Schwartz said. "My views aren't always in the mainstream and over the years I've advocated a lot of things that weren't immediately popular, so it's very satisfying to be recognized by CSEA in this way."

# CSEA conference provides tools, knowledge for responding to safety and health issues in workplace



CSEA activist Lee Fordock of Onondaga County Local 834 raises a question during a presentation at the statewide Occupational Safety and Health Conference.

SYRACUSE — CSEA members and staff who recently attended the union's first-ever statewide Conference on Safety & Health issues are hailing the conference as a big success.

According to CSEA Director of Occupational Safety and Health Jim Corcoran, the conference was designed to give union activists the tools and the knowledge to handle safety and health

issues at the worksite.

"The union activist is the most important person for safety and health, because if we have a particular safety problem at the worksite, the member who understands what the employees' rights are and what the employer's obligations are would be the person to correct the problem the soonest," he said.

"Our long-term goal is to have all our members have a happy, long, healthy retirement," Corcoran said. "Our short term goal is to give them information so that they will have the competence and power to protect themselves and their fellow workers."

CSEA President Danny Donohue opened the conference with a somber reminder of worksite security issues. He asked attendees to observe a moment of silence for their public employee brothers and sisters who died in the bombing of the Oklahoma City Federal Building.

Donohue also accepted a POW/MIA flag from Dan Rose, President of the Finger Lakes Chapter #377 of the Vietnam Veterans of America, on behalf of CSEA's efforts to resolve POW/MIA issues.

Highlights from the conference, titled "Keep an Eye on Safety," included a keynote speech from Dr. Michael Lax, medical director of the Central New York Occupational Health Clinic Center, who spoke on the importance of knowing safety and health issues at the worksite.

Attendees heard from a varied selection of presenters, including experts from CSEA's international union, AFSCME; the Service Employees International Union, the NYS Labor Department's Public Employee Safety and Health Division, and CSEA's own Occupational Safety and Health staff. Topics included workers compensation, confined space entry, the NYS Public Employee Safety and Health Act, violence in the workplace, motor vehicle safety, and many more.

Overall, all involved said the conference was a success.

"This is a good conference. I've been involved with health and safety for a long time, and some of the topics covered at this conference were new," CSEA Onondaga County Local 834 Activist Len Foster said. "I also saw a positive commitment from many new members, who came, sat, listened and learned."

CSEA O.D. Heck Local 445 Activist Mary Jones agreed, and said she learned a lot about the importance of having safety and health committees.

"It was a very good conference. It's important to have a safety and health committee because there are a lot of issues out there that need to be addressed, and people need to know what their rights are and things that should be done," she said.

"I thought it was an excellent conference," said Michael McGee, from Erie County Local 815. "A lot of OSHA rules were really gone over in good detail, and the compensation hearing was excellent. I learned an awful lot there that I think more employees should know. It's unfortunate that so few really get exposed to the information that was available."

"The union activist has to be in the forefront of health and safety to make sure the employer is following the regulations. They have to be aware of the regulations, so that they know the employer is following them, and they have to press to get the equipment to do the jobs properly and safely," McGee said.

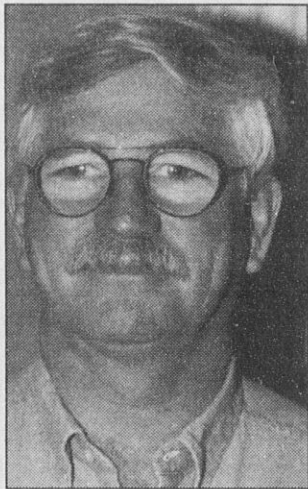
Mary Szuba, another activist from Erie County Local 815, said that she attended mainly to learn about the safety and health issues surrounding the use of video display terminal equipment.

"I learned a lot of things. My prime reason for coming was to learn about the proper use of VDTs. There are certain things that you need to know for prevention of hazards connected to VDT use."

CSEA OSH Director Corcoran said the weekend was "fantastic."

"It went extremely well, way beyond our expectations. We learned that our members are a lot more interested in safety and health than we thought through other functions that we've done, and it looks as if this is going to be an annual event."

— Mark M. Kotzin

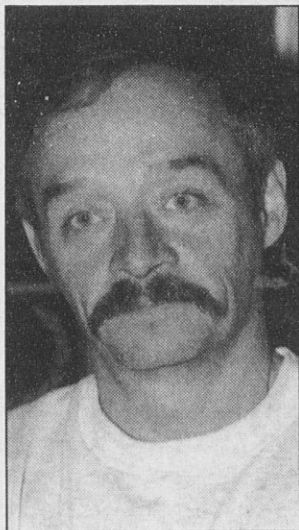


**Michael McGee**  
'I learned an awful lot there...'

**Mary Jones**  
'It was a very good conference...'



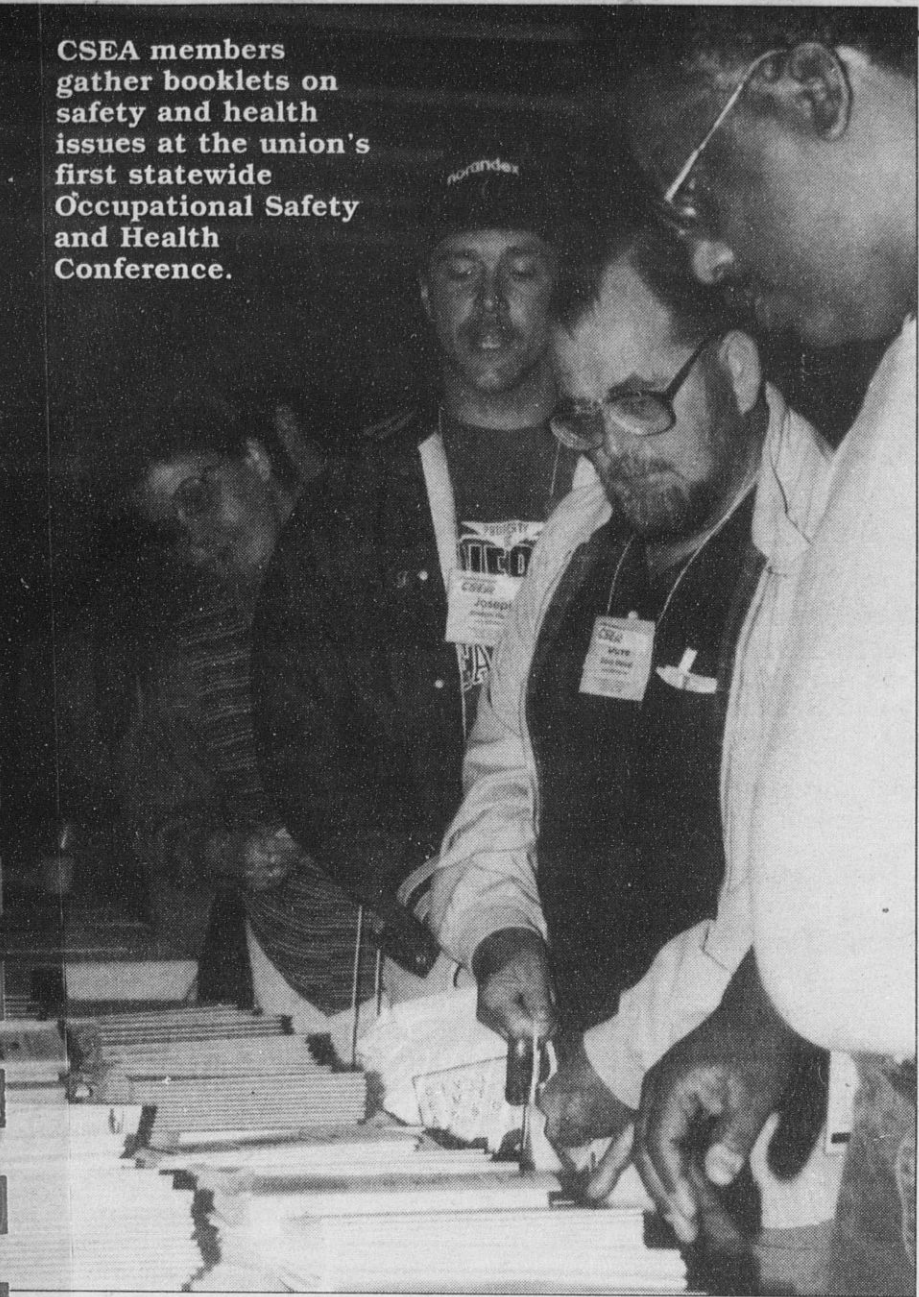
**Mary Szuba**  
'I learned a lot of things...'



**Len Foster**  
'I also saw a positive commitment from many new members...'



CSEA members gather booklets on safety and health issues at the union's first statewide Occupational Safety and Health Conference.



**'The union activist is the most important person for safety and health...'**

A POW/MIA flag is presented to CSEA President Danny Donohue, right, by Dan Rose, president of the Finger Lakes Chapter of the Vietnam Veterans of America, during safety and health conference.



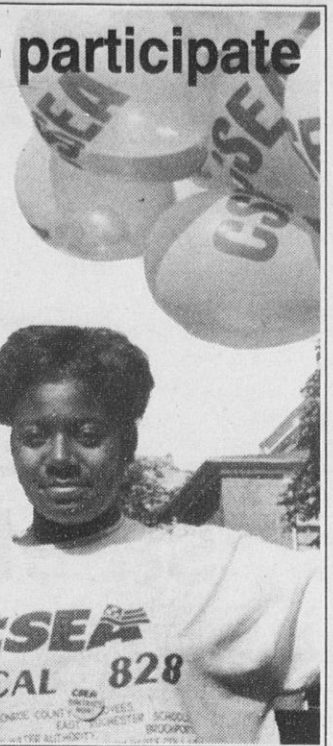
## Labor Day is your day - participate

CSEA members and their families are encouraged to participate in Labor Day events, including parades, in your area.

Preparations are in the works for CSEA's participation in traditional Labor Day Parades, including the New York City parade up Fifth Avenue.

The New York City parade is scheduled for Monday morning, Sept. 4. The exact starting time and location for the CSEA contingent is not yet available, but should be available for publishing in the August edition of *The Public Sector*.

In years past, CSEA members have also participated in other parades in other locations around the state, including Albany, Utica, Rochester, Buffalo and Chautauqua County. Information about all 1995 Labor Day events will be provided when available.



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*Solidarity key to union's success*

# Orangetown unit fights union-busting board

ORANGETOWN — When a CSEA unit has to fight a union-busting town board, solidarity is the weapon of choice.

Unit President Mike Menegaux said war was declared in this Rockland County community when the new town supervisor was elected in 1993 and took office in 1994. The situation became even more difficult when - not surprisingly - the new supervisor appointed friends to top town positions.

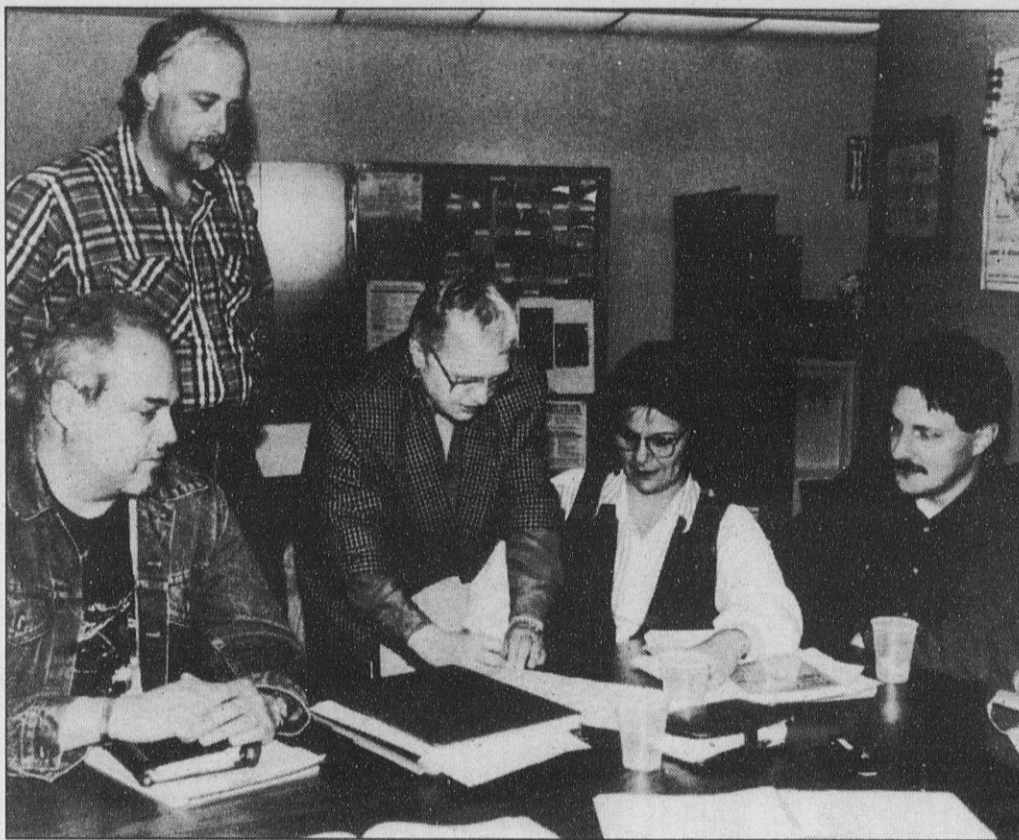
"There have been nothing but problems since the new administration took over," he said.

Menegaux said a number of contract violations have occurred and the union has been sand-bagged each time a settlement of the issues is close.

"We attempted settlement of a grievance by bringing forward a number of issues which dealt with our radio operators," said Menegaux. "We had what looked like a settlement we could live with when the town suddenly reneged."

Another bone of contention is health insurance. Town officials one day called in union officers and informed them they planned to change health insurance carriers.

"They thought they could just impose this without our input," said Menegaux. "The attitude of the director of finance was



**CSEA Labor Relations Specialist Annette Raetz, center, signs yet another grievance on behalf of Orangetown employees. Watching, from left, are Unit President Mike Menegaux, Vice President Bert VonWurmb, Treasurer Ronnie Hickey and Secretary Paul Witte.**

that he shouldn't have to discuss it with us."

Trying to schedule meetings to discuss issues has also been frustrating. Town officials come to the meetings and inform CSEA members that they have just an hour to meet with them. Then they waste the time by not getting down to the issues.

In one meeting, said Menegaux, the finance director threw the union contract at him.

Early this year, town officials approached the union to discuss foregoing contractual raises for this year.

"They wanted us to give up our raises," he said, "then they gave the town attorney a \$10,000 increase."

Other problems have included threats of retaliation to town employees who file grievances.

"I personally feel a state of war exists," Menegaux said. "They don't care for the work force. Their attitude is that all public employees are crooks, milking the system."

Menegaux wants the members to know that CSEA will not be intimidated.

"We continue to fight," he said. "We've won 90 percent of the grievances we've filed."

"I feel at times like a sacrificial lamb," he said. "Sometimes the members don't have all the facts. I want the members to know we're fighting for them, but they have to let us know when there are problems."

Labor Relations Specialist Annette Raetz said the union has used every avenue to resolve the problems.

"We've tried all the traditional approaches," she said. "We've used conferences and labor/management meetings, grievance procedures, improper practice charges; we filed a Fair Labor Standards Act violation. We just keep looking at any way we have to address the issues. I don't think we've left a stone unturned."

Raetz emphasized that members must show their support for their union in order to be effective.

Despite his frustration, Menegaux is optimistic.

"Administrators come and go," he said, "but we'll still be here."

— Anita Manley



## Newly organized Dobbs Ferry School District Unit inks first contract

Representatives of a newly-organized CSEA Unit comprised of Dobbs Ferry School district employees in Westchester County recently signed their first collective bargaining contract. The new three-year agreement, which covers 40 employees and includes teacher aides, clerical and custodial workers, is retroactive to June 1, 1993. It provides for 3.25 percent increases plus increments the first year, 3.25 percent in the second year and 3.5 percent in the final year. The new contract also contains language clarifying seniority and out-of-title pay policy as well as providing sick leave benefits to part-time workers and a sick leave bank. Shown seated in photo at left are negotiating team members Sue Capparella, Unit Treasurer Barbara Loguidice and Eileen Fried. Standing are School Superintendent Frank Tota, Assistant Superintendent Mary Cronin and CSEA Labor Relations Specialist Larry Sparber. Unit President Susan Troy was not present for the photo.

## Warwick Valley honors retirees



**RETIREEES RECOGNIZED** — Warwick Valley School District President Naomi Kaplan, center, presents certificates of appreciation to three co-workers who retired this year. To her left is Linda Quackenbush and to her right is Mary Seely. Another recipient, Irma Malik, was not present for this photo. Kaplan, who also serves as Orange County Local 836 president, said the three represent a total of 73 years of service to the district.

## Smithtown unit fights for, wins, coverage for people with diabetes

SMITHTOWN — The CSEA Town of Smithtown Unit was recently successful in settling a grievance with the town regarding benefits for the treatment of diabetes.

"We worked together to get a favorable settlement," said CSEA Town of Smithtown Unit President Doug Keltner.

The town has agreed to provide all equipment and supplies prescribed by a physician to be medically necessary for the treatment of diabetes, including: insulin, injection aids, syringes, insulin pumps and appurtenances and oral agents for controlling blood sugar.

The agreement also calls for diabetes self-management education to ensure people with diabetes understand their treatment.

"All of the benefits are subject to deductibles and co-insurance," Keltner said, "but these benefits are extremely important to members who suffer from diabetes.

"Treatment, even if it is self-managed can become very expensive and we had to fight to ensure coverage."

— Sheryl C. Jenks

## Orange County Local 836 awards \$500 scholarships

GOSHEN — Six high school seniors who are children of Orange County Local 836 CSEA members are winners of Local 836 scholarships.

The college bound youngsters each received \$500 at a recent meeting of the local executive board, President Naomi Kaplan said.

The recipients included Mary Fisher, who is the daughter of Rose Marie Fisher, a teacher aide in the Newburgh City School District; Samuel Cerone, son of Kathryn Cerone, a teacher aide

in the Newburgh City School District; Jeffrey Weber, son of Rhea Weber, a principal clerk with the Orange County Health Department; Jenna Galloway, daughter of Fran Galloway, a youth research specialist with the Orange County Youth Bureau; Nicole Schmager, daughter of Debra Ryan, a driver with the Orange County Department of Social Services; and Andrea Wong, daughter of Vivian Wong, a case aide with the Orange County Department of Social Services.

## CSEA member killed stopping gunman at family party

NORTH BABYLON — CSEA is mourning the tragic death of CSEA Nassau County Corrections Officer Anthony Brown, who was fatally shot while attending a family gathering.

Brown, before succumbing to his wounds, was able to return fire, killing the assailant, who also shot Brown's brother in the back in retaliation for an earlier incident.

The father of three, Brown, 30, was a corrections officer for seven years and a member of CSEA Nassau County Sheriffs Department Unit.

The CSEA Unit is in the process of setting up a scholarship fund for Brown's three children, but details were incomplete as this issue of *The Public Sector* went to press. Complete details will be printed in the August issue.

CSEA Unit President Tom DeStefano said Brown, who died on Father's Day, was dedicated to his wife and family.

"Anthony demonstrated the

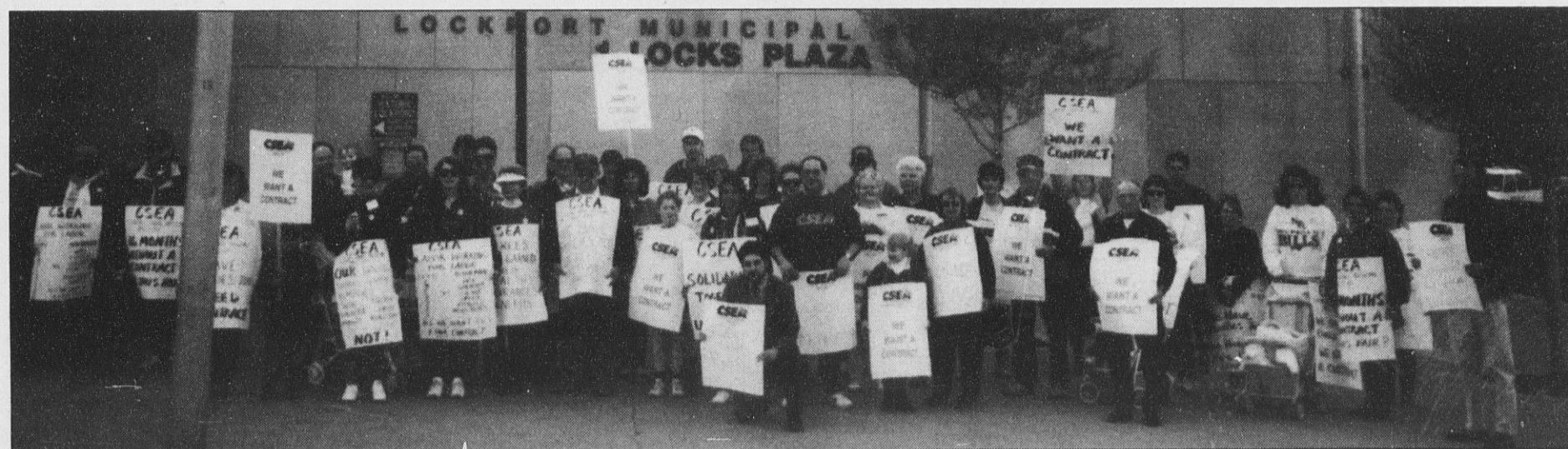
courage, determination, honor and heart that makes the officers of this department extremely proud and honored to have worked with him," DeStefano said. "Anthony gave his life protecting others and prevented others from being killed or injured with his unselfish actions."

Unit First Vice President Anthony D'Alto, who saw Brown nearly every day, also praised the corrections officer.

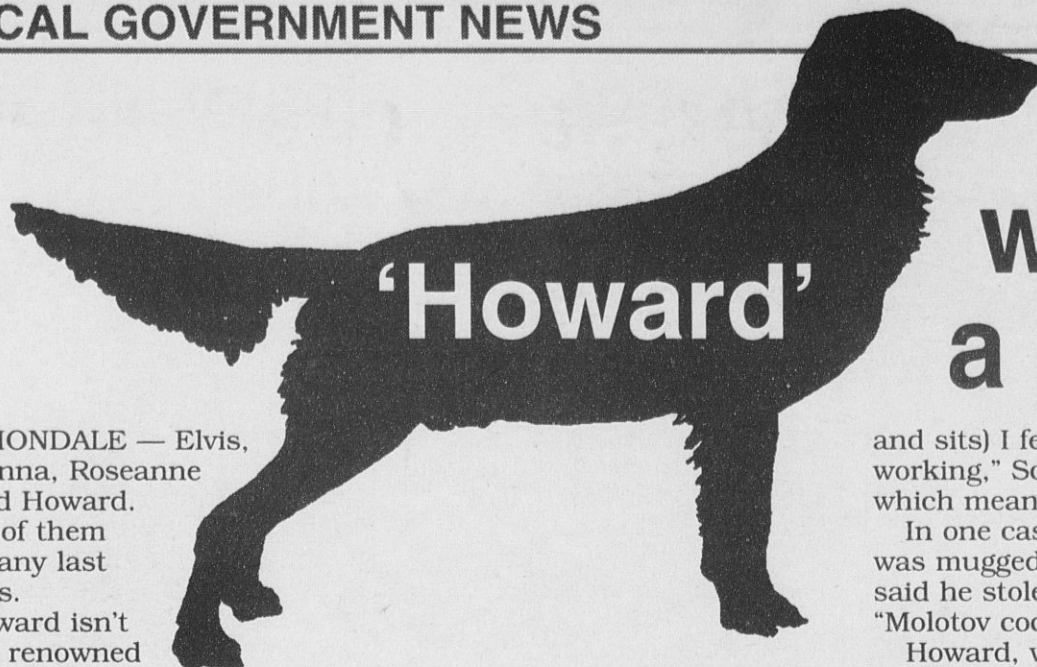
"Through his bravery, Anthony was able to save women and children," D'Alto, said. "He will always be remembered."

CSEA Long Island Region President Nick LaMorte said the whole region and all of CSEA will mourn Brown.

"The loss of any CSEA member is sad, but the tragic death of a young man protecting his family is heartbreaking," LaMorte said. "We all offer our condolences to his family and the men who worked with him."



**CSEA CITY OF LOCKPORT UNIT** members from Niagara County Local 832, angry over the lack of a contract for more than a year, picket a meeting of the Lockport City Council.



## He 'nose' his way around a fire scene

UNIONDALE — Elvis, Madonna, Roseanne — and Howard. None of them need any last names.

Howard isn't world renowned but he is a celebrated member of the Nassau County Fire Marshals Section of CSEA Nassau County Local 830.

A four-year-old black Labrador Retriever, Howard has been with the department for two years. He is teamed up with 26-year Fire Investigator Joe Schweitzer and has the ability to sniff out over 17 different flammable liquids.

"Howard saves us quite a bit of time in our investigations," Fire Marshals Section President Joe Whittaker said. "He is a real asset to the department."

"If we have reason to believe there was an accelerant (flammable liquid) involved in a fire, we know Howard will find it for us," Schweitzer said.

Howard and Schweitzer were teamed up by the Connecticut State Police and Bureau of Alcohol, Tobacco and Firearms, where they underwent more than 300 hours of specialized training.

Nassau County had to guarantee they would keep Howard for at least five years, and that the department handled at least 50 investigations per year. That's no problem, Whittaker said.

"Our department handles over 1,000 fires per year and of those, 400 to 500 are arsons," he said. The department has seven full-time fire investigators, all of whom are also peace officers.

Schweitzer had to guarantee he would not leave the department in those five years, since he is the only fire investigator trained to handle Howard.

When Howard joined the department, he became a full-time member of Schweitzer's family, too.

"Once we were matched up in Connecticut at the training, Howard came back to the hotel with me and once we returned to Long Island, Howard became part of my family," Schweitzer said.

How did that go over with Schweitzer's 7-year-old mixed breed?

"She still rules the roost and that's fine with Howard," he said with a smile.

The county pays all Howard's vet and food bills and when he retires, Schweitzer will continue to keep him.

Howard, who was deemed too friendly to be a guide dog for the blind, comes from an impressive litter. Four of his brothers are guide dogs and one is an explosives detective in Greece.

Howard is brought into any Nassau County fire investigation where they believe flammable liquids played a part in the fire.

He is trained to take small sniffs and if he detects an accelerant he blows through his nose as not to ingest the chemicals and sits down.

"Once he alerts (detects the accelerant

and sits) I feed him from a food pouch I wear whenever he is working," Schweitzer said. "He works on a food reward system which means he gets no table scraps or treats."

In one case, two men hired a kid to buy crack for them. The kid was mugged and beaten. When he returned to the buyers, they said he stole their money and vowed to get even. They threw a "Molotov cocktail" into the boy's house setting it ablaze.

Howard, who sports a department badge, detected flammable liquid on each of the men, and they confessed to the crime.

Howard is recertified in Connecticut once each year where he undergoes a full physical and some additional training.

"Howard is an invaluable tool to be used by investigators to help determine the cause of a fire," Whittaker said.

"We are extremely fortunate to have him as part of our team," Schweitzer said.

— Sheryl C. Jenks

## Ulster release program a success

KINGSTON — A conditional release program in Ulster County is working so well that Ulster County Probation Officer Jack Rinaldi was asked to make a presentation about it for an annual conference of the New York State Association of Pre-Trial Service Agencies.

This year's program, held in Albany and entitled "Building New Partnerships in Criminal Justice," included presentations on various community correction programs.

Rinaldi, a member of CSEA Ulster County Local 856, said the Ulster County program began in 1989. A change in the corrections law removing release and supervision of local jail inmates from parole jurisdiction forced localities to establish local alternative to incarceration programs.

Ulster County officials saw this as an

opportunity to help control the ever increasing cost of maintaining the county jail, he said.

The resulting program allows for the early release of a sentenced person and includes intensive supervision which may require regular drug or alcohol testing, electronic monitoring and reports to a probation officer up to three times a week. They may be referred for drug or alcohol rehabilitation and other services.

Not all applicants are released into the program. Rinaldi, who prepares the cases and makes recommendations, emphasized that only 40 percent of convicted offenders who apply are granted release by a commission made up of citizens appointed by the Ulster County legislative chairman.

The commission meets once a month and reviews requests which an inmate may make after serving 30 days of a sentence. An offender who is denied can re-apply every 60 days.

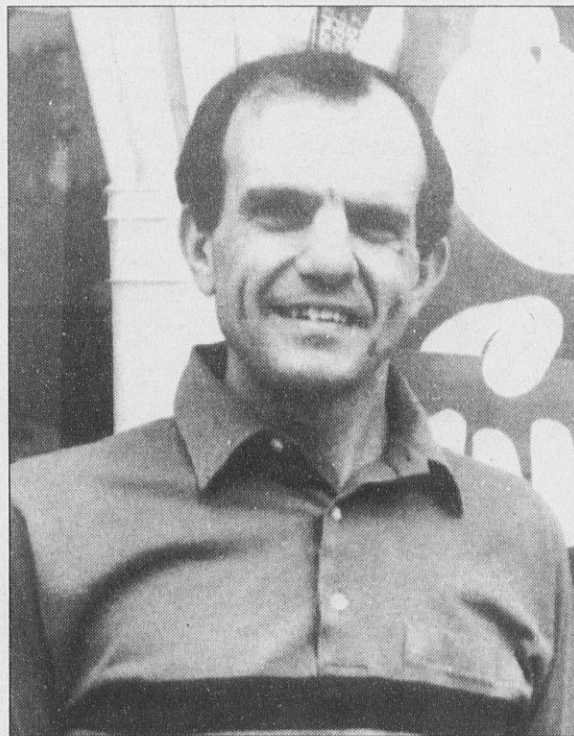
In partnership with the conditional release program is a community corrections program which consists of a 16 bed transitional residence, an intensive community supervision day reporting program and an array of treatment, educational and vocational programming. To be eligible for this program, an offender charged with a felony must also present a history of alcohol or substance abuse.

Since the program's inception, about 300 inmates have applied. Approximately 75 have been released and 30 have been re-arrested. Rinaldi said the program has saved the county \$124,000.

Rinaldi said he really believes in the program.

"We in Ulster County feel that as a jail management tool, conditional release is viable," he said.

— Anita Manley



Jack Rinaldi

**Irving Flaumenbaum Memorial Workshop**

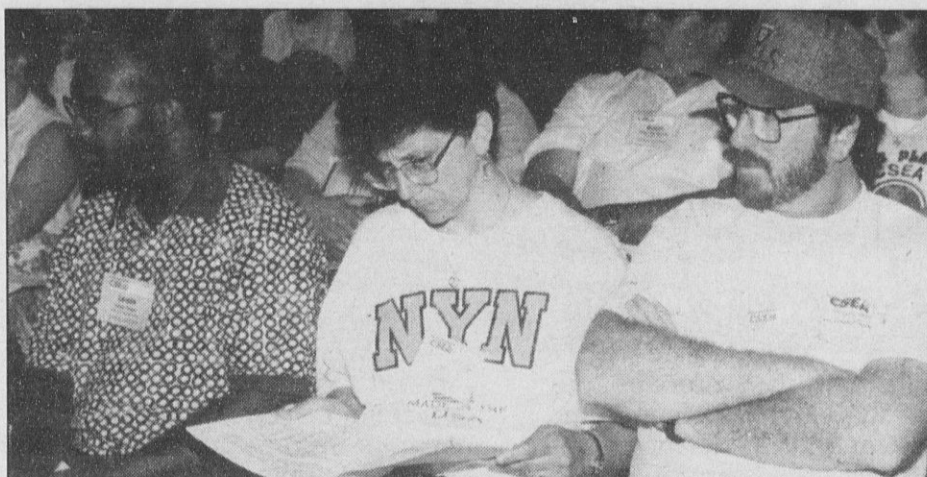
**Local Government members face challenges**

BOLTON LANDING — Members of CSEA's Local Government Division were called to join the efforts of re-inventing government at the 1995 annual Irving Flaumenbaum Memorial Local Government Workshop.

Eliot Seide, AFSCME New York area director, told the attendees that public employees must have a voice in making government work better.

AFSCME has helped change the tenor of the debate by speaking out on the topic.

Job security is a must in the process of making government work better, he said.



**CSEA members participate in a program at the Local Government Workshop.**

"How many people would generate ideas that would put them out of work," he asked. "The idea of job security is one we have to promote."

CSEA Executive Vice President Mary Sullivan echoed the importance of member involvement. She and CSEA Schenectady County Local 847 President Lou Altieri are members of the State Commission on the Capital Region.

People had criticized CSEA for fighting to get on the commission, saying the union was helping governments privatize. But union presence was vital, she said.

"Because we were there and fighting, they pulled privatization out of discussion

by the commission," Sullivan said. "We showed that selling the jobs of people who do the work is not the answer!"

The commission has held hearings around the Capital District, and more commissions are likely to be formed and do the same, she said. CSEA members need to participate so that the commissions see that union members are involved and concerned.

"We have to make sure our voice is heard at these public hearings," Sullivan said. "We need the participation of the members."

Members took advantage of the opportunities for education presented at the workshops. The different programs included: How to Break the



**Marsha Anderson, AFSCME associate director of community action, leads a program on community organizing.**

Cycle of Addictions; The Do's and Don'ts of Community Organizing; Planning for Retirement; The Future of Public Health Care Facilities; Fighting Privatization; AFSCME's Experience in Other states; Developing Local/Unit Layoff Services Plans — CSEA Cares; Welfare Reform 101: What It Is and How It Affects You; and Security in the Workplace: What Happens Next.



**Dennis Houlihan, AFSCME assistant director of research, talks about fighting privatization.**

**Rita Wallace wins CSEA Mission Achievement Award**



BOLTON LANDING — Retiring CSEA Nassau County Local 830 President Rita Wallace received the 1995 CSEA Mission Achievement Award at the union's recent local government division workshop. The award is presented annually to recognize union activists who exemplify CSEA's Mission Statement: *To serve our members as best as we can, in any way that we can.*

"Few CSEA leaders have faced greater challenges and responsibilities than Rita has mastered as president of CSEA's largest local," CSEA President Danny Donohue said. "And even fewer have ever had more impact on their union and their community."

Wallace, who has served as Nassau County Local

president since 1988 has been a highly visible and forceful presence advocating for her members during a turbulent period in the county and state.

A nurse by training, Wallace plans to pursue her interest in breeding and showing Irish Setters when she retires.

"The most important thing for union leaders to remember is that you're only there to serve the interests of the members," Wallace said. "I also want to thank and recognize the outstanding CSEA staff because they are the ones who make it possible for us to do our job well."

Donohue also presented Wallace's husband George with lifetime honorary CSEA membership for his tireless efforts accompanying her to so many CSEA events.

**CSEA President Danny Donohue, left, with Mission Achievement Award winner Rita Wallace and her husband, George.**

# CSEA awards \$14,000 in scholarships to sons, daughters of union members

CSEA has announced the awarding of \$14,000 in scholarships to 20 sons and daughters of CSEA members.

CSEA has awarded 18 \$500 Irving Flaumenbaum Memorial Scholarships. Three awards were granted in each of the union's six regions.

In addition CSEA has awarded two \$2,500 scholarships sponsored by the Jardine Group Services Corporation and the Travelers Insurance Company. This is the fifth year of a 10-year program in which CSEA, with the financial backing of Travelers and Jardine, is awarding two special \$2,500 scholarships.

Members of the CSEA Scholarship Committee are Diane Lucchesi, chair; Willie Allen, Lamont "Dutch" Wade, Lorraine Johnson, Helen Fishedick, Sandra Delia and Janice Mazurek.

## Jardine Group Services Award

The Jardine Group Services Award of \$2,500 is named in memory of Charles Foster, a longtime CSEA activist who began his career with CSEA in the 1930s and was also the first business officer of the SUNY system. The recipient must attend a SUNY school.

The 1995 winner is **Jenifer A. Bowman** of North Collins. Her father, Neil V. Bowman, is a school bus driver for the North Collins Central School District. He is a member of CSEA Erie County Educational Employees Local 868. Jenifer will attend the SUNY Buffalo Honors Program.

## Travelers Insurance Company Award

The Travelers Insurance Company Award of \$2,500 is named in memory of Joseph D. Lochner, who was CSEA's first employee and who spent more than 40 years in service to the union. Known as "Mr. CSEA," he was a longtime executive director of the union.

The 1995 winner is **Heather C. Seymour** of Newfane. Her mother, Nancy Seymour, is a cleaner with the Newfane Central School and a member of

CSEA Niagara County Educational Employees Local 872. Heather will attend Niagara University.

## Irving Flaumenbaum Memorial Scholarships

The Irving Flaumenbaum scholarships are named in memory of the former longtime CSEA Long Island Region and Nassau County Local president who died in 1980. The awards go to graduating high school seniors planning to attend college and are given on the basis of academic and personal achievements. Nearly 1,000 applications were considered.

The 1995 winners of \$500 Flaumenbaum scholarships are:

### LONG ISLAND REGION

**Colleen Elizabeth Brown** of Coram, a graduate of Longwood Senior High, whose mother, Diane Brown, is a staff assistant for the Longwood School District and a member of CSEA Suffolk County Educational Employees Local 870.

**David Scott Pryluck** of Medford, a graduate of Patchogue-Medford High School, whose mother, Marcia Pryluck, is a librarian with the Brentwood Public Library and a member of CSEA Suffolk County Local 852.

**Marc Benjamin Greenberg** of Wantagh, a graduate of Wantagh High School, whose mother, Roberta Greenberg, is a paraprofessional in Special Education for Nassau County BOCES and a member of CSEA Nassau County Educational Employees Local 865.

### METROPOLITAN REGION

**Nakia Watson** of Brooklyn, a graduate of Canarsie High School, whose mother, Cheryl Neptune, is a senior stenographer at Manhattan Psychiatric Center and a member of CSEA Local 413.

**Gibel Encarnacion** of Ozone Park, a graduate of John Adams High School, whose parents are Maria Encarnacion and Arturo Encarnacion. Both are cleaners at Creedmoor Psychiatric Center and members of CSEA Local 406.

**Isaac Cruz** of the Bronx, a graduate of Hostos Lincoln, whose mother is Laura Cruz, a keyboard specialist with the Division of Housing & Community Renewal and a member of CSEA Local 258.

### SOUTHERN REGION

**Roger M. Richardson** of Thiells, a graduate of North Rockland High School, whose mother, Ann M. Richardson, is a school registry assistant with Rockland County BOCES and a member of CSEA Rockland County Local 844.

**Brian J. Shortt** of Blauvelt, a graduate of Tappan Zee High School, whose mother, Margaret Shortt, is an account clerk with the Town of Orangetown and a member of CSEA Rockland County Local 844.

**Jill N. Kirschen** of Wallkill, a graduate of Wallkill Senior High School, whose mother, Joan Kirschen, is a teaching assistant for Wallkill Central Schools and a member of CSEA Ulster County Local 856.

### CAPITAL REGION

**Leslie Philip Green** of Valatie, a graduate of Ichabod Crane Central School, whose mother, Karen Ann Green, is a secretary with Schodack Central Schools and a member of CSEA Rensselaer County Educational Employees Local 871.

**Thomas Michael Dillon Jr.** of Gansevoort, a graduate of Saratoga Springs High School, whose mother, Joanne Dillon, is a typist for the Saratoga Springs City School District and a member of CSEA Saratoga County Educational Employees Local 864.

**Cheryl M. Baillargeon** of Ballston Lake, a graduate of Shenendehowa Central School, whose mother, Sandra Baillargeon, is a secretary for Shenendehowa Central School and a member of CSEA Saratoga County Educational Employees Local 864.

### CENTRAL REGION

**Lili Jo Poon** of Elmira Heights, a graduate of Thomas A. Edison High School, whose mother, Kuei Nu Poon, is a housekeeper at Elmira Psychiatric Center and a member of CSEA Local 437.

**Amy Marie Trask** of West Oneonta, a graduate of Laurens Central School, whose father, Duane Trask, is a school bus driver for Laurens Central School and a member of CSEA Otsego County Local 839.

**Kimberly L. Mayer** of Lowville, a graduate of Lowville Academy, whose mother, Marilyn Mayer, is a licensed practical nurse for Lewis County General Hospital and a member of CSEA Lewis County Local 825.

### WESTERN REGION

**Jennifer Miles** of Penn Yan, a graduate of Penn Yan Academy, whose mother, Pamela Miles, is a typist for Penn Yan Central Schools and a member of CSEA Yates County Local 862.

**Caroline E. Clark** of Canandaigua, a graduate of Naples Central School, whose mother, Patricia Clark, is a typist for Naples Central School and a member of CSEA Ontario County Local 835.

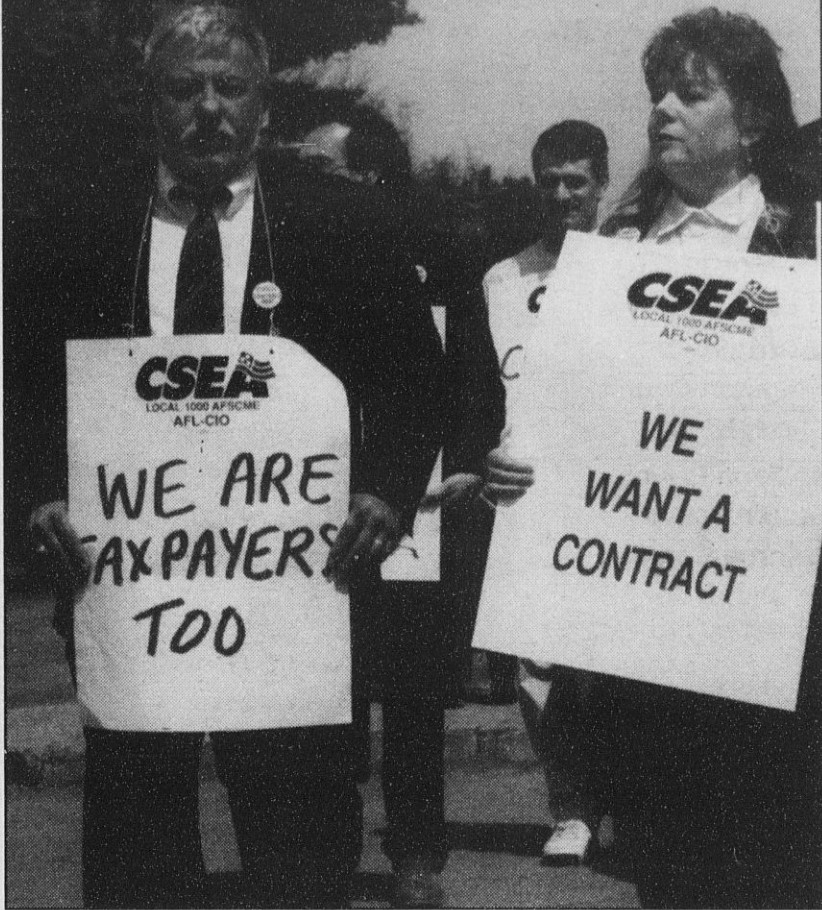
**Gabriel V. Costanzo** of Jamestown, a graduate of Jamestown High School, whose mother, Linda Costanzo, is a typist for Chautauqua County and a member of CSEA Chautauqua County Local 807.

To keep up with everything going on CALL THE CSEA CURRENT ISSUES UPDATE

All you need is a touch-tone telephone and the latest information concerning CSEA is at your fingertips.

Simply call the toll free number **1-800-342-4146** using a touch-tone telephone, then press 15

## Sidney Hospital workers walk picket line



CSEA Central Region President Jim Moore and CSEA Sidney Hospital Unit President Karin Eggleston lead Sidney Hospital employees protesting lack of a contract.

SIDNEY — More than 100 workers at the Sidney Hospital turned out for a recent informational picket to protest the hospital's lack of movement in contract talks for two unions. The Sidney Hospital Unit is part of CSEA Delaware County Local 813.

The CSEA members at the hospital walked the line side-by-side in solidarity with the hospital's registered nurses, represented by the International Brotherhood of Teamsters. They were joined in the protest by CSEA Central Region President Jim Moore and Central Region Director John Cuneo.

According to CSEA Sidney Hospital Unit President Karin Eggleston, both union contracts expired in December 1994, and hospital management has stalled contract talks for both groups, stating that they would not talk about money issues until the state had a budget in place.

CSEA Labor Relations Specialist Robert Morris said that now that the state has a budget, he anticipates movement on the stalled talks.

"Now that we have a state budget, I expect the hospital administration will discuss fiscal issues," Morris said.

— Mark M. Kotzin

CSEA Sidney Hospital Unit Secretary Linda Shelton and her four-year-old daughter Blake and her six-month-old son Daniel march in the Sidney Hospital informational picket.



# Grievance Representation Training

*A statewide video teleconference*

CSEA President Danny Donohue is encouraging newly-elected officers to attend the statewide Grievance Representation Training Teleconference in September.

"As new CSEA officers, you are facing many new challenges, and you are going to need all the information and education you can get," Donohue said. "You have a terrific opportunity to get quality information in CSEA's Grievance Representation Teleconference."

The training is designed for newly-elected local and unit officers and newly-appointed grievance representatives and will explain the process of filing, investigating and pursuing grievances on behalf of CSEA-represented employees.

To make the training more specific, the CSEA Education and Training Department is offering separate teleconferences for state and local government representatives.

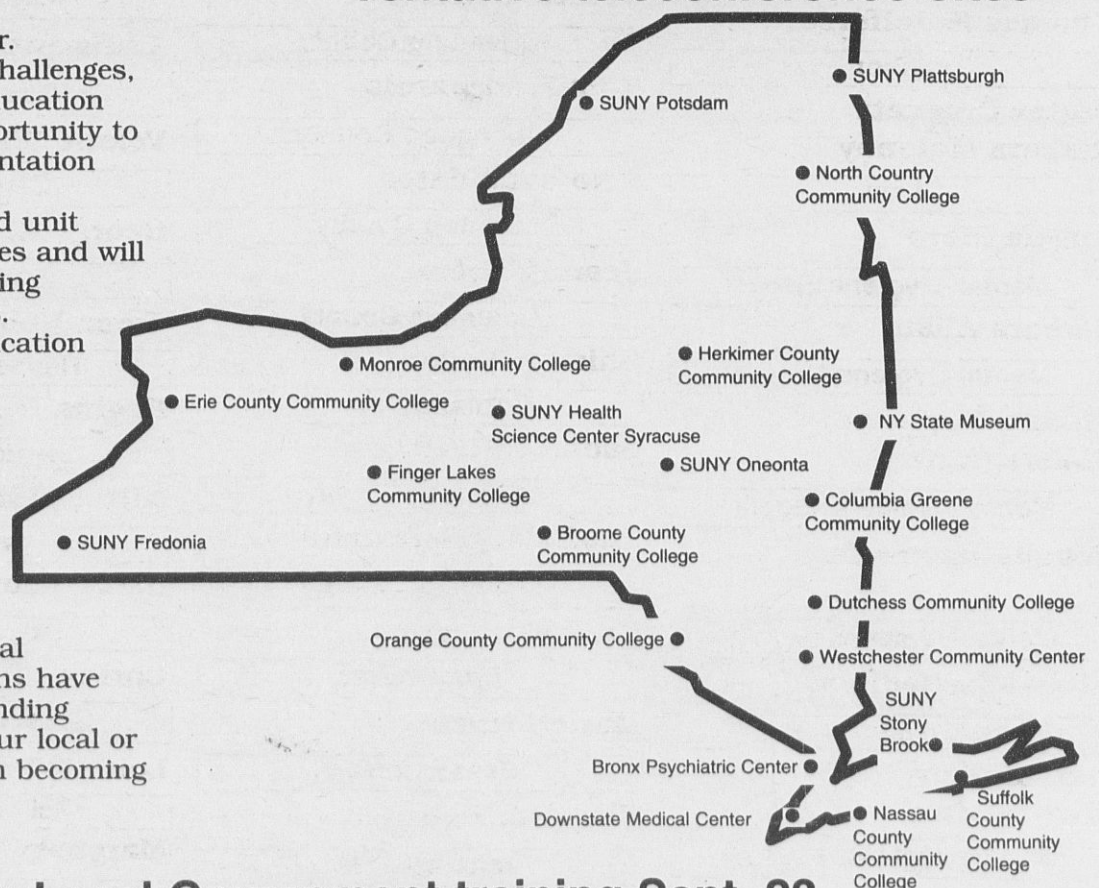
The state training will be Sept. 16, and the local government training will be Sept. 23.

Pre-registration will be required, since some sites will have limited seating.

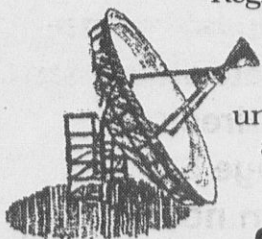
The local president is solely responsible for determining who will attend the training.

Registration packets will be sent to local and unit presidents whose elections have been certified with the CSEA Standing Elections Committee. Contact your local or unit president if you are interested in becoming a grievance representative.

### Tentative teleconference sites



State training Sept. 16; Local Government training Sept. 23



**CSEA**  
and  
**The New York**  
**State Fair**

*presents the*

# Half Fare Fair Deal

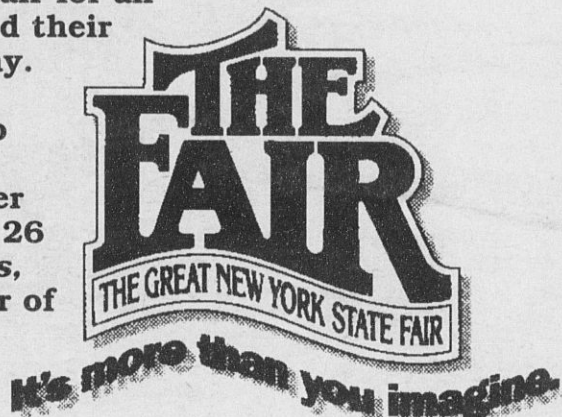
for CSEA members and  
their families on  
**CSEA Day at  
The State Fair  
Aug. 26, 1995**

Saturday Aug. 26 is CSEA Day at The New York State Fair in Syracuse and that means half-price admission to the fair for all CSEA members and their families on that day.

So make plans now to visit CSEA President Danny Donohue and other statewide officers on Aug. 26 at the CSEA Family, Friends, Neighbors booth in the Center of Progress Building on the fair grounds.

Clip the coupon below, save money, and bring the family to The Great New York State Fair on your day — CSEA Day.

CSEA will maintain its booth in the Center of Progress Building throughout the entire fair, so stop by and visit the CSEA booth any time. The coupon is good Aug. 26 only.



August 24 – September 4  
Syracuse

The New York State Fair is at the Empire Expo Center located off exit 7 of Interstate 690, 3 miles west of Syracuse. Hours of operation are 10 a.m. to 10 p.m. daily.



The Civil Service Employees Association  
LOCAL 1000, AFSCME, AFL-CIO  
Danny Donohue, President

**ADMIT ONE CSEA FAMILY**

1

Join me and your CSEA statewide officers at the NY State Fair on CSEA Day, Saturday, August 26, 1995, for half price.

*Danny Donohue*

1 coupon for \$3 off admission for each family member. Children under 12 free. Number of family members using coupon, including member:

Name \_\_\_\_\_

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CSEA Local \_\_\_\_\_

**\$3 DOLLARS OFF ADMISSION**

This coupon is good for \$3 off the admission for each adult family member on Saturday Aug. 26 only. Children under 12 free. Clip the coupon and bring it to any fair gate.