

Official publication of
CSEA
Local 1000, AFSCME, AFL-CIO

Sector

**Ballots in mail April 20 for
CSEA Board of Directors.
AFSCME Delegates
elections
See pages 14-18**

THE PUBLIC Vol. 21 No. 4 APRIL 1998



'NO!'

CSEA opposes Manhattan Psych Center downsizing

see page 3

Photo by Lilly Gioia

Worksite Security a high priority for CSEA

CSEA members across the state in all types of jobs and worksites face one clear fact: Violence on the job is a very real and often fatal threat.

For years, even before the shooting deaths of four CSEA members in Schuyler County (see story page 11), the union has

fought for improved worksite security.

Spurred on by the 1992 tragedy, CSEA has pushed for a statewide worksite security standard. However, the state Labor Department has so far refused to implement the standard, so CSEA is making its case to the state Legislature.

If the standard is made law, all employers with more than 50 employees will be required to analyze dangers, educate employees and make improvements to protect their employees against worksite violence.

The legislation, (Assembly bill 2666/

Senate bill 5945), is a focus of AFSCME New York's lobbying efforts in Albany. For more information on how you can join grassroots efforts to pass this vital legislation, call the CSEA Political Action Coordinator in your region office.



CSEA members Mark Moon, left, and Mark Salvatore, are just two of the Monroe County parks workers threatened by animal rights activists.

'Bombs' raise tension in Monroe County

ROCHESTER—When fake bombs began showing up in the Monroe County park system as a citizen group protest against the county's bait-and-shoot program, it lent a new element of potential danger to jobs of parks employees, who are members of CSEA Monroe County Local 828.

Portions of sprawling Durand-Eastman Park were closed recently when Local 828 member Brendan Kanauf, a parks supervisor, discovered a suspicious device as he checked on a bait site.

The device, which turned out to be batteries and other materials wrapped in duct tape, apparently was planted by members of the Animal Liberation Front, police said. Several others were also found. The group's initials were painted in red at the scene, with the words "There's a bomb at the site. No killing of deer."

"It doesn't make me too happy,

because who knows when the next one might be real?" said Kanauf, a 21-year parks employee. "I might have gone too close, when I first spotted it, had it been real. But, after I saw what it might be, I went and called 911 right away."

The parks veteran said he sees effects of the deer overpopulation through the "overbrowse" evident on the shrubs and bushes throughout the parks, evidence that deer are eating plants they normally wouldn't. The bait-and-shoot program is an attempt to cut down an overpopulated herd.

More than 70 deer have been dispatched in the now-ended Monroe County program. But the ALF has warned its campaign has not.

Until the controversy ends, Monroe Parks workers will have one more safety consideration to take into account as they perform their duties.

— Ron Wofford

DMV slights worker security

NEW YORK— Spit on, menaced with knives, sprayed in the face with pepper spray or verbally threatened, CSEA New York City Local 010 Department of Motor Vehicles members who regularly confront very angry motorists want some protection.

DMV management claims that safety glass partitions interfere with a "customer friendly" environment, CSEA Metropolitan Region 2 President George Boncoraglio said. His letters to DMV Commissioner Richard Jackson have not been answered.

Boncoraglio called DMV management hypocritical because Jackson reportedly installed a

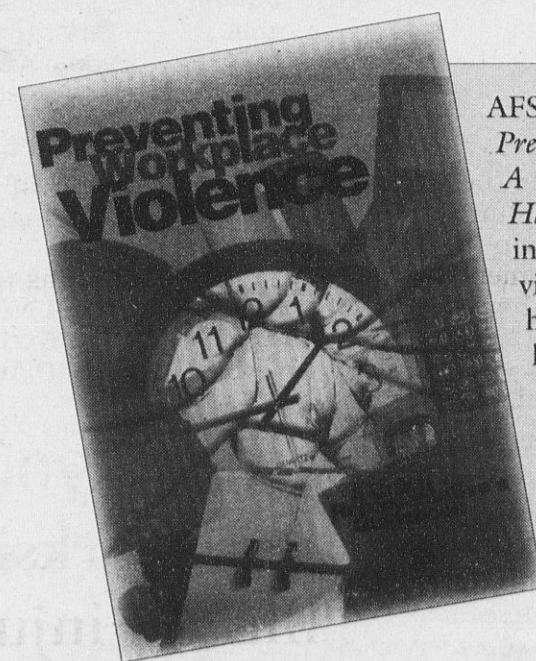
security system in his own office.

"After a union member has been rushed to the hospital choking from mace sprayed by a 'friendly customer,' it's just a sickening shame to go on neglecting workplace security at DMV offices," Boncoraglio said.

The public sees safety glass partitions at banks and post offices, Local 010 President Vincent Martusciello said, noting that government reports identify homicide as the main cause of workplace deaths.

"Does somebody have to die," he said, "in order to finally get the commissioner's attention?"

— Lilly Gioia



AFSCME has published *Preventing Workplace Violence: A Union Representative's Handbook* to offer basic information about workplace violence, how to assess hazards, how to prevent violence and how to handle it when it does occur. To get a copy, call the CSEA Occupational Safety and Health Department at 1-800-342-4146, ext. 1363.

CSEA leads fight to keep security standards high in Schuyler County

Editor's note: Last year, Schuyler County considered a proposal to lessen security in the county office building where four CSEA members were murdered by an angry "deadbeat dad."

WATKINS GLEN — If anything could lessen the pain for CSEA Schuyler County members over the brutal murders of four co-workers in 1992, it was the knowledge that their deaths served as the catalyst for worksite security improvements throughout the state.

But last year county legislators discussed decreasing security in the building where the Department of Social Services workers — Phyllis Caslin, Nancy Wheeler, Florence Pike and Denise Miller VanAmburg — were shot to death.

A strong outcry came from CSEA and other community members who were shocked that the county, a model for worksite security after the murders, could even suggest decreasing security.

CSEA Central Region 5 President Jim Moore, in an angry letter to the county Legislature, said the union would "not tolerate any reduction in security that will place any segment of our members or the public they serve at greater risk."

The legislators backed down, said Local 849 President Skip Gingrich. "Security has remained in place," he said.

Moore said he was pleased the county bowed on the issue.

"Schuyler County has a moral obligation to honor the memories of those fine women," he said. "We're glad they realized that."

— Mark M. Kotzin

Onondaga County agrees to improve security

SYRACUSE — As part of the settlement to a long-standing union battle over fire safety in the John Mulroy Civic Center, Onondaga County will spend more than \$200,000 to improve worksite security.

More than 2,000 Onondaga County Local 834 CSEA members work in the center.

The settlement over the 16-story building's lack of compliance with fire codes, CSEA Occupational Safety and Health Specialist Ed King said, adds security improvements including panic buttons, employee training, ID badges and sound monitors in stairwells. Fire and smoke alarms and a sprinkler system will also be installed.

CSEA member Department of Social Services member Angela Greco will welcome better security. Last year she was attacked by an angry client.

She was not seriously injured, she said, but there was a delay before deputies responded. She and her co-workers face danger daily, she said.

"We're always calling security," Greco said. "I hope the improvements work."

The union will continue to monitor security issues and work to be sure they are addressed, King said. The new improvements should be in place by late 1999, he said.

CSEA Local 834 President Frank Forte said the union was persistent about security and fire safety improvements.

"We fought this battle for the last 10 or so years, and we remained vigilant on this issue," he said. "We need to do everything we can to make sure our workers are safer in this building. This settlement helps ensure that."

— Mark M. Kotzin

Is it a bomb? Is it a scare? Who's in charge?

SUNY Old Westbury workers worry about lack of emergency procedure

OLD WESTBURY — It was a day like any other in the SUNY Old Westbury admissions office. Then CSEA member Marianne Orobello answered the phone.

"There is a bomb in the campus center," the caller said.

"I hung up the phone and yelled for everyone to get out of the building," Orobello said.

Public Safety was called, but not the police. People were sent back to work in a short time. Not Orobello.

"It would take much more than 45 minutes to really search that big building," Orobello said.

"The evacuation was totally haphazard," CSEA SUNY Old Westbury Local 618 Executive Vice President Mary D'Antonio

said. "There were students waiting in line for lunch who were not told to evacuate."

The campus hasn't practiced evacuation plans in years and has no protocol for emergencies.

CSEA members Laura Gallagher and Patricia Ryan also received bomb threats.

"What would have happened if there really was a bomb," Orobello said. "Who would have disarmed it?"

CSEA wants these questions answered.

"We are asking the university to meet with us," D'Antonio said. "Our CSEA Safety and Health Specialist Dan Morra is prepared



CSEA member Marianne Orobello to present suggestions on evacuation protocol.

— Sheryl C. Jenks

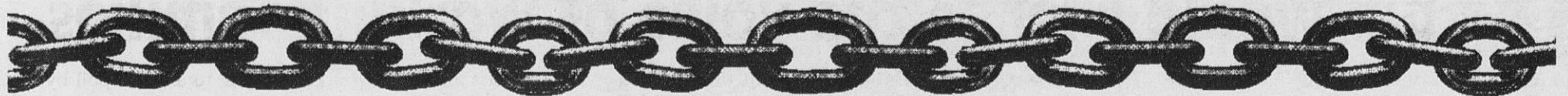
DOSH-900 lists worksite illness, injury

If you want to find out just how dangerous your worksite is, you can consult the DOSH-900.

Your employer is required to post the DOSH-900 Log and Summary of Occupational Injuries and Illnesses each

February. By analyzing the data, the employer or your CSEA safety and health committee can work to reduce those illnesses and injuries.

You can request to see the DOSH-900 at any time.



CSEA goes international with transformation

OTTAWA — With an invitation from the Canadian Union of Public Employees, CSEA's status as a leader in the transformation of labor became international.

Diane Campion, CSEA director of organizing, spoke to CUPE's leaders and top staff on organizing and transformation in February.

CUPE, with 450,000 members in every Canadian province, was referred to CSEA and Campion by Kate Brofenbrenner of Cornell University, who is well aware of CSEA's efforts to adapt and evolve as a labor union for the future.

"I tried to lead them through the process of realizing you need to change, how we developed the idea of organizing and how we're trying to realize our goals," Campion said.

She outlined CSEA's own path to transformation that began when President Danny Donohue appointed the Task Force for the Future last year. (See the President's Column, page 8.)

Now the task force has sub-committees, and the sub-committees have resource groups to spread the net wider to get input from more people.

CSEA has made significant changes in its annual delegates

meeting and other meetings to increase the opportunities of hearing from union delegates and activists, Campion said.

But transformation takes time and education, she told the Canadian unionists.

"I think they thought they could close this out in a short time," she said. "We view it as years long. It's not going to happen in six months."

To explain transformation, she relies on a simple question, "Why?"

"If we don't understand the why, we can't do the how," Campion explained. "Why transform?"

"It's taking longer to negotiate contracts and it's more difficult; members tell us they're worried

about job security; we're seeing privatization in areas we've never seen it before; many people have to have more than one job; and there is a growing contingent and part-time work force."

One key to transforming to meet those challenges is organizing.

"To get good contracts you have to dominate an industry," Campion said. "For nearly every public sector job we represent, there are similar jobs in the private sector."

If a labor union only represents public sector health care workers, for example, non-unionized private sector employers can offer to do the work cheaper. But if the union organizes the private sector as well, not only are public employees

protected, but private sector employees get better salaries and benefits through a union contract. So everyone benefits if a union like CSEA organizes

private sector workers who do the same kind of jobs as current members, she said.

CUPE also needs to get more input from members and develop political will, Campion said.

The advantage CSEA has to offer CUPE is that we've already started the process and done research, she said.

"I was able to give them a structure. It just crystallized the whole thing, that there was a system and rhyme and reason," Campion said. "It was good to share with them the benefit of our work."



**Director of Organizing
Diane Campion**

— Kathleen A. Daly

CUPE, CSEA share similar problems

The Canadian Union of Public Employees is similar to CSEA in many ways, said CSEA Director of Organizing Diane Campion.

"I was struck by the similarities between their organization and our own," Campion said. "I was struck by the fact that we had these two huge unions independently

coming up with such similar ideas."

CUPE represents public employees in all of Canada's provinces. CUPE represents many of the same types of public employees as CSEA. The two unions face similar concerns, from difficult contract negotiations to privatization.

CSEA member helps AFSCME organize in Puerto Rico



Gladys Marrero, volunteer organizer for AFSCME

BUFFALO — Six weeks in Puerto Rico was no vacation for Gladys Marrero, a member of CSEA Erie County Local 815.

Despite a hectic schedule that meant getting up at three or four o'clock most mornings and driving winding mountain roads to rural prisons, she'd gladly go back to help AFSCME organize Puerto Rico's corrections officers.

"It was an exciting and challenging experience," said the bi-lingual Marrero, an employment counselor for Erie County's Social Services Department.

Willie Virella, a corrections officer at Erie County Correctional Facility and member of Local 815, was just as enthusiastic about being a volunteer AFSCME organizer in Puerto Rico.

"They really do need our help over there, and a lot of them don't

know what their rights are, and what they can do," Virella said.

"It was rewarding talking to potential union members about the benefits of belonging to a union. They haven't had this opportunity in Puerto Rico before now," Marrero said.

"My team covered half the island, about eight different prisons," she said. "We would also sometimes try to arrange home visits or meetings at settings away from the prisons."

"It was slow progress, but I know our group signed up at least 400 potential members, and they were still counting when I left."

AFSCME organizers also lobbied Puerto Rican legislators for public worker union protection laws.

"The Puerto Rican prison workers seem to have less rights than the prisoners," Marrero said.

"The workers currently only receive overtime pay after they have worked a huge amount of hours, and they're subject to recall at anytime."

She'd make the trip again.

"I would be glad to go back and help with the fight to organize," Marrero said. Virella agreed.

"It was my first time organizing, but I enjoyed it a lot," Virella said. "I would definitely be willing to do it again."

The massive AFSCME organizing effort in Puerto Rico has targeted 225,000 public workers, said Paul Booth, director of organizing.

"Gladys Marrero and her fellow volunteer organizers were a great boost for our campaign," Booth said. "They got the momentum going, and it's still rolling. We're really grateful for their efforts."

— Ron Wofford

New bill would silence the voice of working families

As working families and their unions are becoming more vocal on important political and legislative issues, a coordinated nationwide campaign to silence them is mounting.

As this issue of *The Public Sector* went to press, the House of Representatives was expected to begin debating "The Paycheck Protection Act" — a bill supported by corporations, right-wing foundations and anti-union lobbying groups which is designed to limit working families' participation in the political process by placing burdensome restrictions on their unions.

The bill would require unions to get written permission from each individual member every year before using any dues money for legislative or political activities. Activities such as lobbying, communicating with members on political issues and voter registration campaigns would all be restricted under the Paycheck Protection Act.

Introduced under the guise of campaign finance reform, the bill would exacerbate rather than alleviate flaws and imbalances in a campaign finance system that already heavily favors corporations and the wealthy. In the 1996 election

campaign, corporations outspent unions by a ratio of 11-to-1. In "soft-money" contributions (unlimited contributions to parties and committees), the gap was even wider with corporations spending 19 times more than unions did. The bill's new restrictions on unions' participation in the political process would further tilt the balance of power in favor of corporations.

Opponents of the bill point out that the proposed restrictions on unions are unnecessary, since union members already have more protections than members of other organizations which are not targeted by the bill. No worker can be forced to fund a union's political and legislative activities. In states, such as New York, where workers must pay a fee to cover the representation the union is required to provide them, they are not required to pay the amount that is used for political and legislative activities.

Furthermore, studies show that the overwhelming majority of union members support their union's involvement in the political arena. By a 6-to-1 margin union members want their unions and the AFL-CIO to speak out about

politics and legislation according to a 1996 poll by Peter Hart Research and Associates. The overwhelming majority of union members support the AFL-CIO's position on working family issues: 86 percent, for example, approved of fighting to protect Medicaid from large cuts and fighting to increase the minimum wage. A full 90 percent approved of their union's efforts to educate and involve them in the political process.

CSEA and other unions view the Paycheck Protection Act as retaliation for "Labor '96," the AFL-CIO's aggressive education and mobilization campaign among working families that fought off attempts by the bill's backers to block the increase in the minimum wage, dismantle job safety laws, and cut Medicare, education and pensions.

At press time, CSEA and unions across the nation were lobbying to defeat the Paycheck Protection Act in the House of Representatives. If passed, however, CSEA will be calling on all members to join in an all-out campaign to defeat the bill in the Senate.

1997 best year yet for PEOPLE fundraising

CSEA closed out 1997 as its best year ever for PEOPLE fundraising, moving one step closer to achieving our goal of becoming the number one AFSCME affiliate in PEOPLE fundraising. A total of \$633,080.85 was raised, reflecting a 6 percent increase over the previous year. In addition, 2,676 members and staff were recruited during the year.

Michael Flaherty, of CSEA Finger Lakes DDSO Local 436, recruited 13 new members for PEOPLE to earn recruiter of the month honors for January.

Rutha Bush of CSEA Long Island Developmental Center Local 430, recruited 27 new members to earn the title for February.

Earn double points in April

CSEA members can earn double points for every member they recruit to join PEOPLE during April.

CSEA members earn points for each member they sign up for PEOPLE, and those points can be redeemed for gifts in the PEOPLE Recruiter Gift Catalog. Points will be doubled for all recruiters who submit completed PEOPLE applications to CSEA's PEOPLE Department during April.

Become part of the action; join the PEOPLE team

PEOPLE (Public Employees Organized to Promote Legislative Equality) is CSEA's federal political action program. The PEOPLE Committee is responsible for raising money to promote the interests of the membership in the federal elective and legislative process. Election law does not allow us to use CSEA dues money for this purpose.

The PEOPLE agenda is to work toward fair and progressive legislation for

all Americans. Because Congress acts on issues that affect our daily lives it is important for you to have a say. So take a moment, fill out the application below, join with the more than 13,000 CSEA members and become a part of the PEOPLE Team. Return application to CSEA/PEOPLE, 143 Washington Avenue, Albany, N.Y. 12210.

<p>YES! I want to be part of the action. ★ ★ ★ VOLUNTARY PEOPLE MEMBERSHIP AUTHORIZATION ★ ★ ★ YES! I want to be part of the action.</p>	
<p>• PAYROLL DEDUCTION APPLICATION •</p>	
<p>Name _____ Last First Middle</p>	
<p>Address _____ Apt. # / Floor _____ City _____ State _____ ZIP _____</p>	
<p>Social Security No. _____ Work Phone () _____ Home Phone () _____ Job Title _____ Region _____ Local _____ Agency # _____ Payroll Item # _____ Name of Employer _____</p>	
<p>Deduction per pay period: <input type="checkbox"/> \$1.50 <input type="checkbox"/> \$2.00 <input type="checkbox"/> \$3.00</p>	
<p><small>In addition to my Civil Service Employees Association, Inc. dues deduction previously authorized by me, I further authorize the State of New York or associated agencies to deduct each pay period the PEOPLE deduction amount listed below and remit to the Civil Service Employees Association, Inc. as a voluntary contribution to be forwarded to the Treasurer of the PEOPLE Qualified Committee, AFSCME, P.O. Box 65334, Washington, D.C. 20035-5334, to be used in accordance with the By-Laws of PEOPLE Qualified Committee for the purpose of making political contributions. My contribution is voluntary and I understand that it is not required as a condition of membership in any organization or as a condition of employment, and is free of reprisal, and that I may revoke this authorization at any time by giving written notice.</small></p>	
<p>SIGNATURE _____ DATE _____ If \$2.00 or more is checked above, circle jacket size: X-Small / S / M / L / XL / XXL</p>	
<p>• DIRECT CONTRIBUTION APPLICATION •</p>	
<p>Name _____ Last First Middle</p>	
<p>Address _____ Apt. # / Floor _____ City _____ State _____ ZIP _____</p>	
<p>Social Security No. _____ Work Phone () _____ Home Phone () _____ Job Title _____ Region _____ Local _____ Department _____ Name of Employer _____</p>	
<p>Enclosed is my personal check, money order or credit card contribution in the amount of: <input type="checkbox"/> \$35.00 <input type="checkbox"/> \$50.00 <input type="checkbox"/> \$75.00</p>	
<p><input type="checkbox"/> VISA <input type="checkbox"/> MASTERCARD Expiration Date _____ ACCOUNT NUMBER _____</p>	
<p>SIGNATURE _____ DATE _____ If \$50.00 or more is contributed, circle jacket size: X-Small / S / M / L / XL / XXL</p>	



Notice of nomination and election CSEA statewide Board of Directors

Ballots will be mailed April 20; deadline to return is May 15

Ballots will be mailed April 20 to eligible CSEA members in contested elections to fill 24 seats on the CSEA statewide Board of Directors. Replacement ballots, if an original ballot was not received, will be available April 27 Interactive Certified Elections (I.C.E.) at 1-888-MY1-VOTE (1-888-691-8683).

No candidates qualified to appear on the ballots for 13 other Board seats. Special elections will be held for those vacant seats (see page 5).

Candidates who qualified and are unchallenged for the remaining Board seats will be declared automatically elected to the Board and ballots will not be mailed. Unchallenged Board members automatically elected to the Board are indicated with an (*) next to their names below.

The deadline for returning ballots is 8 a.m. May 15. Ballots will be

counted by I.C.E. at 1111 Broad Hollow Rd., Farmingdale, NY 11735. Results will be announced after the ballots are tabulated and results will be published in the June 1998 edition of *The Public Sector*.

CSEA delegates previously approved a single two-year term for Board seats elected in 1998, synchronizing subsequent Board elections with the union's statewide officers' election cycle beginning in the year 2000.

Candidates and the Board of Directors seats they are seeking are listed below. Where there is more than one candidate for a seat, candidates are listed in the order they will appear on the official ballot.

(*) indicates unopposed candidate; elected automatically.

AGRICULTURE & MARKETS

No candidate

AUDIT & CONTROL

(*) Georgianna Natale

CIVIL SERVICE

(*) Maggie McCafferty

CORRECTIONAL SERVICES (Elect 2)

D.O.C.S. to 2000 Slate
(*) Sue Crawford
(*) Jeff Howarth

ECONOMIC DEVELOPMENT

(*) Rose DeSorbo

EDUCATION (Elect 1)

(Rick) Richard F. Weeks
Elizabeth Habiniak

ENVIRONMENTAL CONSERVATION

(*) Laverne French

EXECUTIVE (Elect 2)

Cindy Egan DerGurahian
Ralph E. McCann
Thomas Moylan
Gloria Wakewood

HEALTH (Elect 1)

Bob Simoni
Walt Hollings III

INSURANCE

(*) Susan Matan

JUDICIARY

(*) Thomas F. Jefferson

LABOR (Elect 2)

(*) Lester Crockett
(*) Barbara Moloney

LAW (Elect 1)

Angela Fiore
Marge Oxbrough

MENTAL HYGIENE - REGION 1 (Elect 1)

Carol Guardiano
Barry M. Malone

MENTAL HYGIENE - REGION 2 (Elect 2)

(*) Joel Schwartz
No candidate

MENTAL HYGIENE - REGION 3 (Elect 2)

Alan L. Ackerman

The Only Choice Slate
Diane Hewitt
James M. Schultz

MENTAL HYGIENE - REGION 4 (Elect 1)

Wanda M. Lubinski
Helen Fishedick

MENTAL HYGIENE - REGION 5 (Elect 2)

No candidates

MENTAL HYGIENE - REGION 6 (Elect 2)

The Future Trend Slate
Kathy Button
Dawn Smith

Robert Mootry Jr.

MOTOR VEHICLES

(*) Michael Febraio Jr.

PUBLIC SERVICE

(*) Robert Calhoun

1998 CSEA Election Schedule Statewide Board of Directors

April 20

Ballots mailed

April 27

Replacement ballots available

May 15

Deadline for receipt of

ballots (8 a.m.). Ballots counted

Election results will be announced after the ballot count. Candidates will be notified by mail of the results. Election results will be published in the June 1998 edition of *The Public Sector*.

DEPT. OF FAMILY ASSISTANCE

(*) Wilma Hasser

STATE (Elect 1)

James J. Ingoldsby
Charlotte C. Kenny

STATE PUBLIC AUTHORITIES

(*) John Francisco

TAXATION & FINANCE

(*) Jacquelyn R. Goldsmith

TEACHERS' RETIREMENT SYSTEM

(*) Michael D'Alessandro

TRANSPORTATION (Elect 2)

The Union Begins With You Slate
(*) Lyle H. Evans
(*) Laurie A. Hayes

UNIVERSITIES (Elect 4)

Unity Slate
(*) Elizabeth (Betty) M. Lennon
(*) Paul F. McDonald Jr.
(*) Joseph G. McMullen
(*) Diane Y. Lucchesi

ALBANY COUNTY

(*) Jack Rohl

ALLEGANY COUNTY

(*) David Mayo

BROOME COUNTY

(*) Doreen Reigles

Continued on
page 15

CSEA statewide Board of Directors candidates

(continued from page 14)

CATTARAUGUS COUNTY (*) Tim Anderson	FULTON COUNTY (*) Sandra J. Lewis	NIAGARA COUNTY (*) Mark W. Dotterweich	SARATOGA COUNTY (*) Jack L. Miller	WASHINGTON COUNTY No candidate
CAYUGA COUNTY (*) Virginia Sheffey	GENESEE COUNTY (*) Sharon Bork	ONEIDA COUNTY No candidate	SCHENECTADY COUNTY (Elect 1) Joseph Ciani Harold "Hal" Gray	WAYNE COUNTY (*) Cynthia J. Herman
CHAUTAUGUA COUNTY (*) James V. Kurtz	GREENE COUNTY (*) Judith E. Fremgen	ONONDAGA COUNTY (Elect 1) Sally Heater Richard L. Rogala	SCHOHARIE COUNTY (*) Marguerite Stanley	WESTCHESTER COUNTY (Elect 2) Grace Ann Aloisi Glen Fortunato Jane E. Fiore Louis Rocuzzo
CHEMUNG COUNTY (*) Thomas P. Pirozzolo	HERKIMER COUNTY (*) Patricia Labrozzi	ONTARIO COUNTY No candidate	SCHUYLER COUNTY No candidate	WYOMING COUNTY (*) Sandra L. Boyd
CHENANGO COUNTY No candidate	JEFFERSON COUNTY (*) Daniel S. Brady Jr.	ORANGE COUNTY (*) Sabina Shapiro	SENECA COUNTY (*) Bruce K. Damalt	YATES COUNTY (*) Carol A. Thornton
CLINTON COUNTY (*) Jeanne Kelso	LEWIS COUNTY (*) Joyce P. Rice	ORLEANS COUNTY (*) Christine A. Covell	STEBEN COUNTY (*) Ronald A. Gillespie	LONG ISLAND REG. I LOCAL GOV'T EDUCATIONAL (*) Lee Reynolds
COLUMBIA COUNTY (Elect 1) Lucretia (Bunny) Altomer Sherrill Phillips	LIVINGSTON COUNTY (*) Mary Jo Tubbs	OSWEGO COUNTY (*) Valerie Williams	SUFFOLK COUNTY (*) Elizabeth M. Puttre	SOUTHERN REG. III LOCAL GOV'T EDUCATIONAL (*) V. Norma Condon
CORTLAND COUNTY (*) Sadie E. Ross	MADISON COUNTY (*) Roslie M. Tallman	OTSEGO COUNTY (*) George R. Smith	SULLIVAN COUNTY No candidate	CAPITAL REG. IV LOCAL GOV'T EDUCATIONAL (Elect 1) Barbara Jones Robert F. Smaldone
DELAWARE COUNTY (*) Karin R. Eggleston	MONROE COUNTY (*) Florence "Flo" Tripi	PUTNAM COUNTY (*) Irena M. Kobbe	TIOGA COUNTY (*) Lynn Wool	CENTRAL REG. V LOCAL GOV'T EDUCATIONAL (*) Betty Browell
DUTCHESS COUNTY (Elect 1) Ken Monahan Lizabeth Piraino	MONTGOMERY COUNTY (*) Gary China	RENSSELAER COUNTY No candidate	TOMPKINS COUNTY (*) Thomas Keane Jr.	WESTERN REG. VI LOCAL GOV'T EDUCATIONAL (Elect 1) Evelyn Gibala David D. Spacone
ERIE COUNTY (Elect 1) Marie A. Prince Marcia E. Olszewski	NASSAU COUNTY (Elect 2) <i>D'Amico/Eason Slate</i> Jane D'Amico Leslie Eason <i>Top Choice Slate</i> James Moran Elaine Kennedy <i>Unity Team Slate</i> John C. Sheperd Anthony P. Giustino	ROCKLAND COUNTY (Elect 1) Caroline Osinga Theresa (Terry) Duso	ULSTER COUNTY (*) Deborah DeCicco	
ESSEX COUNTY (*) Victor J. Putman		ST. LAWRENCE COUNTY (*) Betty J. Thomas	WARREN COUNTY No candidate	
FRANKLIN COUNTY No candidate				

1998 CSEA ELECTIONS INFO

NOTICE OF NOMINATION AND ELECTION

1998 AFSCME Convention Delegates Election

Ballots will be mailed April 20; deadline for return is May 15

Ballots will be mailed April 20 to elect CSEA delegates to the 1998 AFSCME Convention scheduled for Aug. 24 - 28, 1998, in Honolulu, Hawaii. Candidates were selected at region nominating meetings in February.

The AFSCME delegate election process continues in accordance with the schedule of election, printed at right, approved by CSEA's Board of Directors. Ballots must be returned by 8 a.m. May 15. Ballots will be counted by Interactive Certified Elections (I.C.E.) at 1111 Broad Hollow Road, Farmingdale, NY 11735. Members eligible to vote may request a replacement ballot on April 27 if an original ballot was not received by I.C.E. at 1-888-MY1-VOTE (1-888-691-8683).

Ballots must be marked in accordance with instructions that accompany the ballot. Ballots may be cast for an entire slate of candidates, individual candidates or combinations of both as long as you do not vote for more than the allowable number of delegates as appears on the face of the ballot. **Voting for more than the allowed number of delegates will void the entire ballot.** Members may, however, vote for fewer than the region's designated delegates

total. No write-ins will be allowed.

Completed ballots should be placed inside the "secret ballot envelope" provided, and sealed. The "secret ballot envelope" should be placed in the enclosed self-addressed, postage-paid return envelope. Be sure to sign the Member Validation Certificate and enclose it in the postage-paid return envelope according to the instructions. **Failure to sign your name on the validation certificate will void the ballot.**

CSEA members in each CSEA region will elect delegates from their region. The number of delegates to which each region is entitled is based on region membership strength, in accordance with the AFSCME and CSEA constitutions.

Candidates nominated as slates will appear on the ballot in the order they were nominated. The ballot will also allow slate candidates to be elected individually, separate from the slate.

CSEA will send 209 elected delegates to the convention. The CSEA statewide president, executive vice president, secretary and treasurer

1998 CSEA Elections Schedule AFSCME Convention delegates

April 20	Ballots mailed
April 27	Replacement ballots available
May 15	Deadline for receipt of ballots (8 a.m.). Ballots counted.

Election results will be announced after the ballot count.
Candidates will be notified by mail of the results.
Election results will be published in the June 1998 edition of *The Public Sector*.

are designated as voting delegates by virtue of their offices.

The candidates are listed below and on pages 17 and 18 by region and slate or as individual candidates as they will appear on the ballots.

**The following are
SAMPLE BALLOTS**
for informational purposes only. Official ballots will be mailed on the schedule printed above.

LONG ISLAND REGION 1

Long Island Region One (39 candidates)

Nick LaMorte	Clay Colefield
Carol Guardiano	Jane D'Amico
Cathy Green	Les Eason
Barbara Jones	Noreen Ross-Lingham
Barbara Allen	Jewel Weinstein
Ken Dash	Kathleen Vitan
Tom Byrne	Bobbie Eisgrau
Paul D'Aleo	Tim Jaccard
Pat Ferraro	George Walsh
Jim Wall	Nancy Ianson
Paulette Barbera	Ronald Gurrieri
Bill Stodolski	Meg Shutka
Rose DellaRosa	Lee Reynolds
Alfredo Carlo	Betty Pavlica
Robert Carney	Terry Lotter
Liz Puttre	Aldo Zucaro
Diane Klement	Marion Hulse
Phil Arnold	Ann Marie Sarlo
John C. Shepherd	Paul Nehrich
Liz Pearsall	

SAMPLE

Long Island Workers! (23 candidates)

Barry Malone
James Pendola
Terry Shaughnessy
Rosemarie Byrne
Bob Richardson
Jimmy Byrne
Pam Harrell
Dorothy Neilsen
Dave Domenech
Tim Perry
Dave Paprocky
Joe Rinaldo
Mike Farrell
Palma Panza
Carol Morgan
Jean Dante
Lenore Hayde
Carlo Sacripante
Marilyn D'Agostino
Tom Fuchs
Tyanne C. King
Renee Duarte
Kathy Zuzio

SAMPLE

Independent Candidate

Dora Wilson **SAMPLE**

CSEA Grassroots (7 candidates)

Irv Bitman
Doug Keltner
Kelly Brown
Bob Lawrence
Ray Santora
Joe Sanzano
Robin Norris

SAMPLE

Independent Candidate

Ken Zwerling **SAMPLE**

Island Reps (37 candidates)

Michael 'Mike' Timmons	Joan Kleila
Linda Alberti	Jean Marzano
Juanita McKinnies	Dennis Burger
Shirley Newsome	Regina Corbin
Zenobia Samuel	John G. Lucas
Carolyn Jones	Evelyn Boykin
Jeff Washington	Margaret Miller-Scott
Elaine Kennedy	Robert Donnelly
Gerald Granger	JoAnn Arrington
Tom DeStafano	John Cullity
Eloise McRae	Albert Estrada
Cynthia Hancock	Joe Campione
Willie Houston	Michael D. Moriarity
Pamela Allsopp-Bey	Beverly Hester
Jeanette E. Boggiano	Gina Maietta
JoAnn Delgado-Schutzman	Tom Doyle
Chriscelle Andrews	Walter J. Harris
Jean Anderson	Gayle Wenchell
	Marie Ardell

SAMPLE

1998 CSEA ELECTIONS

NOTICE OF NOMINATION AND ELECTION

1998 AFSCME Convention Delegates Election

METROPOLITAN REGION 2

"The Leadership Slate" (15 candidates)

George Boncoraglio	Vincent Martusciello
Caroline Vereline	Samuel Koroma
Sikoryak	Joel Schwartz
Leonita Wilson	Lamont (Dutch) Wade
Janet Ventrano-Torres	Tony Bailous
Ana Diaz Gifford	Mary Greenman
Jimmy Gripper	Wally Nash
Lester Crockett	Carol Backstrom

Together We Stand (2 candidates)

Yvonne Sewell
Frances Sellers

SAMPLE

Independent Candidates

Coralita Branker
Shirley Arnold

SAMPLE

The People's Choice (13 candidates)

Edward Gray	Joan Williams
Manuela (Ta-Ta) Reyes	Ronald Minus
Jefferey McDonald	Freddie H. Velez
Shirley Clark	Curtis Rice
Clarence Weisner	James Payton
Cathy Ward	Ricky Punter
	Renee Boyd

SAMPLE

Independent Candidates

Jesse L. Perry
Angel Bonilla
Marina Diaz

SAMPLE

Independent Progressive (2 candidates)

Todd Reisman
John Adrian

SAMPLE

New Alliance (4 candidates)

Catherine Bayless	Ian E. Jordan
Tanya Robinson	
Elaine Vizcarrondo	

SAMPLE

Seven's Enough (7 candidates)

Richard Beckett	Juanita Shine
Anita Booker	Jacqueline D. Stanford
Raymond E. Gorham	Linda R. Williams
Lessell Rover	

SAMPLE

SOUTHERN REGION 3

Region III Unity Slate (38 candidates)

Carmine DiBattista	Vinny Lord
Diane Hewitt	Mary Miguez
Caroline Osinga	Beverly Feuer
James Schultz	George Henry
Christine Mumma	Rose Impallomeni
Diana Harris	Barbara DeSimone
Jeffrey Howarth	Tim Ippolito
Kenneth Monahan	Bill Curtin
Sabina Shapiro	Alessandra Reynolds
Irena Kobbe	Stephen Bardin
Louis Rocuzzo	Pamela Alexander
Micki Thoms	Judy Watts-Devine
Carl Hochberger	Diane Watson
Eugene Benson	Lizabeth Piraino
Alan Ackerman	Barbara Ritshie
Diane Lucchesi	Lloyd Roberts
Debbie DeCicco	Marianna Nelson
V. Norma Condon	Glen Fortunato
Grace Ann Aloisi	Jack Shaw

SAMPLE

Solidarity (21 candidates)

Maryjane MacNair	William Hughes
Dorothy Killmer	Charles Lewis
Joe Roche	Isabell Cohen
Kenneth Malkemus	Christian Soadaski
Harriet Clark	Dorothea Thompson
John Carlson	Richard Gesner
Barbara Crosson	Lorriane Johnson
Wade Willis	Russell Hall
Naomi Kaplan	Paul Lydon
Gary Conley	Dave Lawson
Catherine Svarplaitis	

SAMPLE

Independent Candidate

Mike Moravsky

SAMPLE

Cheryl Melton (38 candidates)

Cheryl Melton	Susan Henry
Odell Blake	James Wieland
Valerie Simmons	Barry Wickstein
April Conyers	Andrew Swain
Gwendolyn M. Allen	Iris M. Rivera
Richard Blackburn	Adelaide Parker
Herbert A. Toone	Sharon Siravakian
Corine Evans	Myra Simmons
Carmen Matthews	Lois Morgan
Steve Greenhill	Barbara Nall
Rosa Alston	Sedrick C. Simpson
Linda Allen	Kathleen Mebane
Jim Churna	Jerry Irizarry
Noel DeLaCruz	Jose Martinez
Jose Alonso	Ben Summers
Valerie Fouts	Maggie Burris
Al Goodjoin	Stelle Kithcart
James De Litta	Richard Losier
Shenul Yehudah	Zenobia Singleton

SAMPLE

CAPITAL REGION 4

The following slate of candidates is unopposed and therefore elected automatically. No ballots will be sent out in Capital Region 4 in the AFSCME Convention Delegates Election.

38 Members 4 U (38 candidates)

Carmen Bagnoli	Tom McMahon
Georgianna Natale	Netha DeGroff
Ellen Krzykowski	Sandra J. Lewis
Judy Gardner	Elizabeth Eagan
Barbara A. Stack	Barbara Charles Moloney
Gary China	Charlotte Kenny
Daniel J. Vallee	Tom Moylan
William McMahon	Susan H. Matan
T.J. O'Donnell	Karen E. Jazvinski
Bob F. Calhoun	Cathy Vallee
Rose DeSorbo	Verne French
Michael Febraio Jr.	Fran Kennedy
Jack L. Miller	Jeanne Kelso
Linda Hillje	Hank Wagoner
Dorothy (Dottie) Dutton	Gail Hansen
Ray LaRose	Carol Harvin
Donna M. Diaz	Joseph D'Ambrosio
Elizabeth (Liz) Habinak	Jack Rohl
Maggie M. McCafferty	Cindy Egan DerGurahian

SAMPLE

See page 18 for
delegate candidates
from Regions 5 and 6



1998 CSEA ELECTIONS

NOTICE OF NOMINATION AND ELECTION

1998 AFSCME Convention Delegates Election

(Continued from page 17)

CENTRAL REGION 5

Regional Unity Slate (39 candidates)

Jim Moore	Charlotte Adkins
Ginger Sheffey	George Smith
Betty Thomas	Sadie Ross
Bob Timpano	Karin Eggleston
JoAnn Mastronardi	Bob Goeckel
Roslie Tallman	Joe McMullen
Dorothy Breen	Gary Wendall
Sally Heater	Frank Forte
Sandy Delia	Valerie Williams
Sheila Sears	Tom Pirozzolo
Beverly Centers	Ellen Lennon
Doreen Reigles	Sheila Thorpe
Lori Nilsson	Angela Greco
Richard Britton	Ken Burwell
Betty Browell	John Smith
Casey Walpole	Dan Brady
Colleen Wheaton	Tim Murphy
Jim McHugh	Fred Gerloff
Pat Labrozzi	Cathy Barretta
Bruce Damalt	

SAMPLE

Independent Candidate

Richard Vellone **SAMPLE**

For The Members (2 candidates)

Dick Varney **SAMPLE**
David Berry

Independent Candidates

Dan Klein **SAMPLE**
Diane Olden
Lynn E. Wooldridge

WESTERN REGION 6

The Region Slate (39 candidates)

Robert L. Lattimer	Christine Covell
Florence "Flo" Tripi	Richard McIntyre
Marie Prince	Charlene Finnigan
Kathy Button	John V. Stading
Barbara Epstein	Carol A. Thornton
James Kurtz	Robert Anderson
Duane Wilcox	Dale Swain
Donna Dobbler	Rita Schultz
Ron Castle Jr.	Wendy Wedman
Rocco Sidari Jr.	Ed Quackenbush
Sandie Boyd	James R. Smith
Ronald Gillespie	Marcia Olszewski
Tammy Macomber	Bruce Norton
Wilma Hasser	Joyce Weimer
Paul McDonald Jr.	Dawn Smith
Mike Bogulski	Evelyn Gibala
Brian Madden	Sally Smith
Tim Anderson	Steve Hurley
Doris Cota	Nancy J. Smith
Bernadette "Bernie" Giambra	

SAMPLE

To Serve And Protect (38 candidates)

Steve J. Szymura	Colleen B. Eder
Bob Pyjas	Lisa Schnorr-Geier
Bill Koerner	Kevin Kumor
Anthony Luczak	Roger Hurlbut
Jeanette Newman	Elsie Schreiber
Denise Geier-Szymura	Gena M. Goosman
Paulette M. Hill	Joanne Ott
Karen Koerner	Iris Kliszak
Theresa Raco	Len Loga
Richard Stoddard Sr.	June W. McDonnell
Kevin Fisher	Nancy Simms
Bill Stanton	Janet Barton
Nick Paolini	Christopher McDonnell
Joan M. Mahoney	Barbara Stanton
Joyce Bauth	Sylvia Thomas
George "Skip" Ehrhart	Karen McCarthy
Ruby Mims-Martin	Joe Jones
Robert C. Smith	Joan Bender
Daniel W. Barton	James Lorusso

SAMPLE

Members For Region VI (39 candidates)

Thomas Rogalski	Neal Hodgson
Mark P. Heron	Lucille Tulowiecki
Shirley Heron	Camille Lewandowski
William Kruszka	Pat Burch
Peter Nichols	Ralph W. Hesson
Stephen Caruana	Angeline Castro
Nick Cintorino	Yolanda Wright
Maggie McNeela	Vicki R. Kosthorst
Gail Sharp Zawadzki	Andrew Janson
Jeffrey Brzyski	Sandra
Paul Shriver	Macano-Sharma
Cathy McAndrew	Ralph D. Vitthuhn
Laurie Perrello	Kathleen M. Atwood
Michele L. Drews	Cynthia Gibbs
Valencia M. Wayne	Diane P. Geraci
Judith M. Hill	Shirley M. Beltz
Dennis H. Chudzik	Randal Napierala
Joanne M. Lindell	Bernard D. Miller
Gemma Tinti	Cheryl Simpson
Diane M. Kerins	Hank Hoisington

SAMPLE

U.B.

(2 candidates)

Kenneth Penski **SAMPLE**
Sylvia L. Mayberry

Buffalo New Blood (3 candidates)

Robert Mootry Jr. **SAMPLE**
Gwendolyn Jackson
Pamela Watson

Finger Lakes (2 candidates)

Jo Vorreuter **SAMPLE**
Deborah Kraft

D.O.C.S. (2 candidates)

JoAnn Kenney **SAMPLE**
Samuel Seger

Reminder: Ballots will be mailed April 20 to CSEA members eligible to vote. Replacement ballots will be available April 27 if an original ballot was not received. The deadline for returning ballots is 8 a.m. May 15.

Local, unit elections scheduled to be conducted between May 15 - June 15

Elections will be conducted for all local officers, for delegates, and for all unit officers

The term of office for all current local officers, delegates and unit officers expires June 30, 1998. Officers and delegates will be elected or re-elected to three-year terms during local and unit elections to be conducted between May 15 and June 15, 1998.

Each local and unit executive board must select its own Election Committee and committee

chairperson. The Local and/or Unit Election Committee is primarily responsible for conducting the election.

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

Members may run as individual candidates if they wish.

Nominating procedure for small CSEA locals and units; special election rules apply

The union's election rules require a minimum of 10 signatures on nominating petitions for office in all locals and units. However, this requirement causes problems for potential candidates for office in locals and units with 10 or fewer members.

Special election rules apply for CSEA locals and units of 10 or fewer members.

The statewide Board of Directors approved an Application for Election to Office for locals and

units with 10 or fewer members. In these smaller locals and units, completion of the Application for Election to Office replaces the requirement to obtain signatures on a nominating petition.

In locals or units with 10 or fewer members, any member who submits the application and meets election requirements under the appropriate Local or Unit Constitution will be placed on the ballot.

Important Information about slate petitioning and slate voting

Local Elections

In local elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the Local's By-Laws, secretary and treasurer.

The slate may also include candidates for other offices which have been created according to the Local Constitution and By-Laws. In locals which have created the combined position of secretary-treasurer in their By-Laws, the slate must include a candidate for that office.

Unit Elections

In unit elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the Unit's By-Laws, secretary and treasurer.

The slate may also include candidates for other offices which have been created according to the Unit Constitution and By-Laws. In units which have created the combined position of secretary-treasurer in their By-Laws, the slate must include a candidate for that office.

Candidates should know the following:

▷ A member cannot be a candidate for officer and for delegate on the same slate. An officer candidate must circulate a separate nominating petition in order to appear on the ballot also as a candidate for delegate. The member will appear on the ballot as a candidate for office as part of the slate and as an individual for the position of delegate.

▷ Candidates who run as a slate must complete a Slate Consent Form and a Slate Petition Request Form. By petitioning as a slate, candidates who appear as part of a slate need to submit only one set of the required number of signatures to qualify as a candidate. Individual petitions are not necessary for slate candidates.

▷ Candidates who withdraw from a slate must complete a Slate Withdrawal Form.

More detailed information about election slates is available from local and unit election committees.

Always protect your membership status

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.

**"Does it matter
that New Yorkers get cost
effective, quality services
every year?**

You bet it does."

The election year state budget proposal looks great, but we need continuing stability, not roller-coaster budgeting. We can't afford to go from crisis to prosperity and back again. It's crazy. Make sure the people who do the job right and provide the services you need are there. It's time for New York's elected officials to establish fiscal sanity.

CSEA
The Work Force
THE ♥ OF NY

Danny Donohue



Local 1000, AFSCME, AFL-CIO
Danny Donohue, President

Official publication of
The Civil Service Employees Association, Inc.
Local 1000, AFSCME, AFL-CIO
143 Washington Avenue
Albany, New York 12210-2303

THE PUBLIC

Sector

APRIL 1998

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- ☆ CSEA ELECTION INFORMATION - Pages 14-19

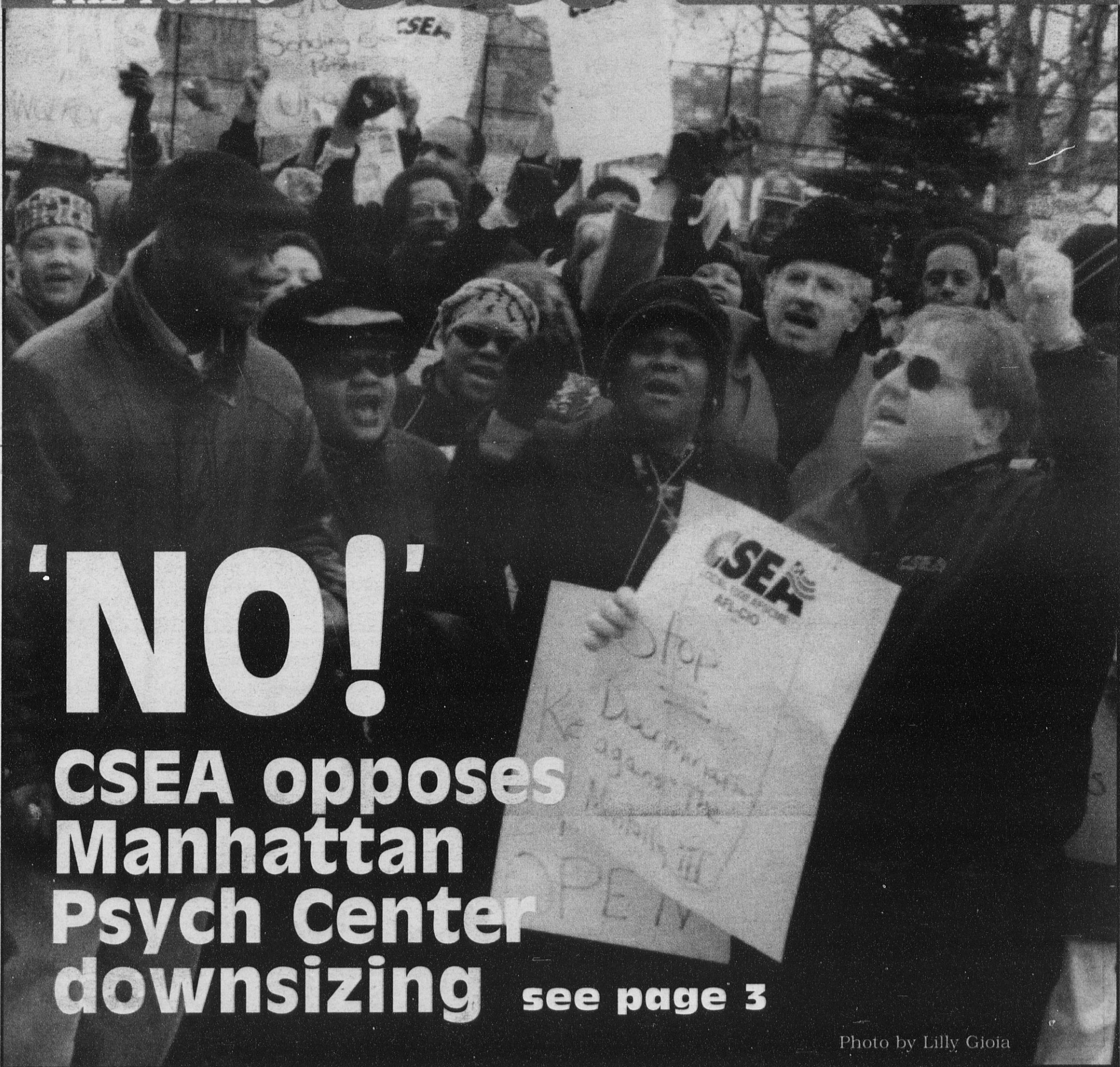
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Local 1000, AFSCME, AFL-CIO

Sector

**Ballots in mail April 20 for
CSEA Board of Directors.
AFSCME Delegates
elections
See pages 14-18**

THE PUBLIC

Vol. 21 No. 4 APRIL 1998



'NO!'

**CSEA opposes
Manhattan
Psych Center
downsizing** see page 3

Photo by Lilly Gioia

Improved Disability Plan on horizon for CSEA members

CSEA, working with Jardine Group Services Corporation as the plan administrator, has updated and enhanced its sponsored voluntary Disability Income Insurance Plan.

"We updated this plan to respond to the changing needs of our members by providing more coverage options and premium choices," CSEA President Danny Donohue said.

The CSEA Classic Plan covers short and long term disability for active CSEA members. This plan contains all the features of the previous plan plus higher monthly benefit amounts, more coverage choices, additional plan benefits and more competitive rates. New rates will be effective with the first payroll deduction in May.

Complete details about how you can take advantage of this insurance will be mailed in April.

For more information on this change or how you can join the thousands of disability income insured members, call Jardine Group Services Corporation at 1-800-929-6656 toll free.

CSEA well represented at annual caucus of Black, Puerto Rican & Hispanic Legislators



CSEA officers, activists and staff attended the "Weekend '98" annual event sponsored by the Black, Puerto Rican & Hispanic Legislative Caucus in Albany recently. Among those standing before the CSEA information booth are CSEA President Danny Donohue, left, and CSEA Executive Vice President Mary Sullivan, third from right. Others include Elaine Mootry, Dorothy Breen, Tim Johnson, Pam Watson, Silas Blackmon, Sylvia Thomas, Barbara Jones, John Smith, Jose Aravena and Ralph McCann.

Belong to a credit union?

You may want to check status

Credit unions suffered a blow on Feb. 25 when the US Supreme Court threw out a 16-year-old government rule allowing company credit unions to accept members from outside the company.

Some credit unions are defined by geography, others by occupation, stemming from the 1934 federal law establishing credit union membership.

The ruling affects as many as 3,600 federally chartered credit unions. Credit unions traditionally offer similar

services as banks but also offer better deals on loans and saving rates since they do pay federal taxes.

Legislation has been proposed to reinstate the credit unions' ability to sign up "outsiders."

If you belong to a credit union, you may want to check with the manager of your credit union as the status of your account. Associated Press reports indicated that the ruling might only be applied to new members and not affect existing relationships.

May 15 deadline for submitting proposed resolutions and changes to CSEA's Constitution & By-Laws

Proposed resolutions and proposed amendments to the CSEA Constitution & By-Laws for consideration by CSEA delegates to the union's 1998 Annual Delegates Meeting **must be submitted by May 15, 1998.**

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 & By-Laws must be submitted no later than May 15 to Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210-2303.

The 1998 CSEA Annual Delegates Meeting will be held Oct. 5 - 9 in Rochester.

THE PUBLIC Sector

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143 Washington Avenue
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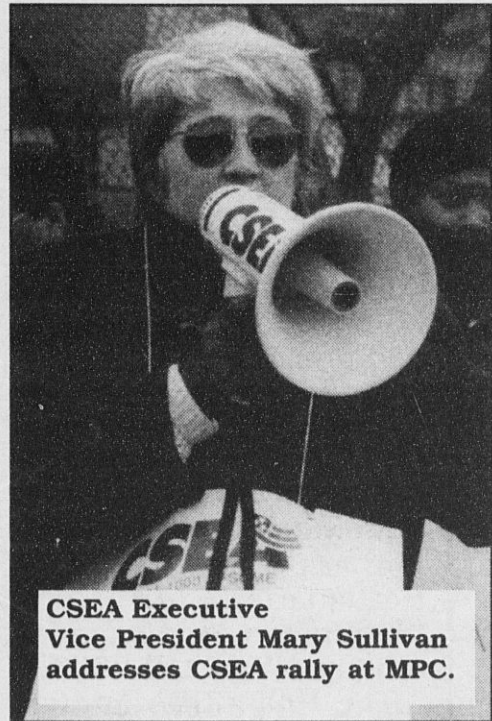
CENTRAL REGION Bruce Damalt, Acting Chair

WESTERN REGION James V. Kurtz

Manhattan PC cutbacks unwarranted, unacceptable

NEW YORK — CSEA is outraged over recently revealed plans to downsize Manhattan Psychiatric Center from a facility that currently serves nearly 700 inpatients to a 250-bed operation.

Adding insult to injury is the fact that the Office of Mental Health has been eroding patient care and has apparently mismanaged a facility

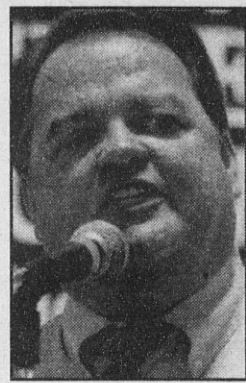


CSEA Executive Vice President Mary Sullivan addresses CSEA rally at MPC.

renovation, factors that are now being used to justify the cuts.

"This is another unacceptable example of OMH arrogance," CSEA President Danny Donohue said. "Once again OMH is attempting to walk away from its responsibility to provide needed services and make the patients, staff and community pay!"

Led by CSEA Executive Vice President Mary Sullivan, Metropolitan Region 2 President George Boncoraglio and Manhattan Psychiatric Center Local 413 President Sam Koroma, scores of angry CSEA members vented their frustration during two recent demonstrations at the facility.



"This is another unacceptable example of OMH arrogance."

— CSEA President Danny Donohue

While OMH claims the downsizing will take place over several years and will be achieved without layoffs, CSEA remains skeptical.

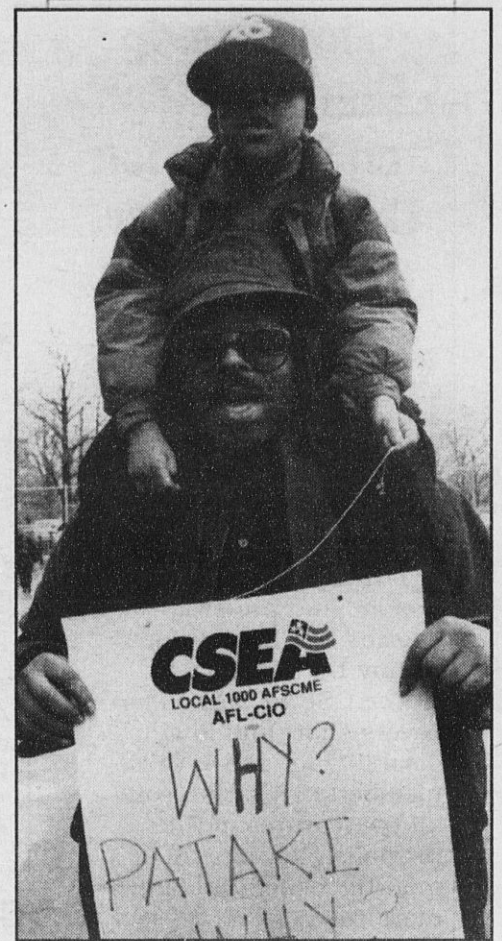
"The patients and staff deserve better than what OMH is planning," Sullivan said.

"We demand to know why the facility renovation has not been completed and what happened to all of the funding for it," stated Boncoraglio. "There is still a real need for mental health services in New York City and we do not accept that there have to be cuts at a facility that serves some of the poorest communities."

"The employees are scared and they are angry," added Koroma. "We don't trust what OMH is telling us because these are the same people who have been making it harder to do the job by cutting staff and resources."

Ironically, OMH has cited high overtime rates at MPC as another reason for downsizing.

ON PAGE 1: CSEA Local 413 President Sam Koroma, left front, and CSEA Metropolitan Region 2 President George Boncoraglio, right front, lead protest against downsizing of Manhattan PC.



Koroma pointed out that staff are constantly being asked to do more and more with less help. At the same time the clients are increasingly more difficult including more and more coming from NYC jails with histories of violence and drug abuse.

CSEA is particularly outraged that OMH has not been providing clear or accurate staff-to-patient figures.

— Lilly Gioia / Stephen Madarasz

North Country Relief Fund tops \$58,000; still collecting

CSEA members, units and locals and the union itself have generously opened their hearts and their pocketbooks to aid victims of one of the worst natural disasters in New York state history — the ice storm which devastated the North Country area in January.

Contributions to the "CSEA Disaster Relief Fund" have reached more than \$58,800 as this edition of *The Public Sector* went to press. CSEA established the Fund to contribute on behalf of the union membership to charitable and relief agencies in the North Country. The spirit and generosity of CSEA members was immediately demonstrated by a \$1,000 donation by the CSEA Clinton County Unit, whose members live and work in the heart of the ice storm devastation and who suffered great personal losses.

Rebuilding the storm-damaged area will take a long time, and your help is still needed. Members, units and locals may still make contributions to the Fund.

Make checks payable to "CSEA Disaster Relief Fund" and mail immediately to: CSEA, 143 Washington Avenue, Albany, NY 12210.

On-time budget unlikely

Prospects for an on-time state budget appeared to be dimming as this edition of *The Public Sector* went to press. New York's budget hasn't been adopted by the April 1 start of the state's fiscal year since 1984.

The fact that members of the state Legislature and Gov. Pataki are up for re-election is one factor standing in the way of an on-time agreement on a proposed budget. CSEA President Danny Donohue testified before joint legislative committees that while "CSEA is pleased that there are no layoffs in the proposed budget and there are measures to provide relief to localities and schools ... We need some continuing stability in New York's state government. We don't have to let this year's surplus burn a hole in our pockets. It's much better to avoid a crisis than to survive one."

CSEA representatives continue to lobby legislators to adopt a final state budget that enables CSEA members to provide high quality, cost-effective services that New Yorkers want and deserve. A huge lobby effort was scheduled for March 31 when AFSCME International President Gerald W. McEntee, CSEA President Donohue and presidents of AFSCME District Councils 35, 37, 66, 82 and 1707 lead an AFSCME New York Action Team in discussing union concerns about the state budget with legislators.

Jim Moore elected president of AFL-CIO Central NY Labor Council

CSEA Central Region 5 President Jim Moore has been elected president of the AFL-CIO Central New York Labor Council, believed to be the longest continually active council in the country.

CSEA activist Betty J. Browell, president of CSEA Oneida County Educational Employees Local 869, was elected a vice president of the Labor Council.



Jim Moore

Guv's hometown DMV office is still a big mess

PEEKSKILL — No lease means no repairs and no repairs means no lease, and caught in the middle are CSEA members who work in the dank, ant-infested Department of Motor Vehicles Office in Peekskill.

A year ago, the DMV office in Gov. Pataki's hometown was a dark, dreary office with water-stained ceilings, falling and missing ceiling tiles, filthy air ducts, inadequate ventilation and lighting, and hungry red ants. Despite CSEA complaints, nothing has changed.

The state won't sign a lease with the owner. The owner won't make improvements, leaving the employees frustrated.

"Do the people who work here and the DMV customers have to suffer while the state keeps the office in the rundown building?" asked

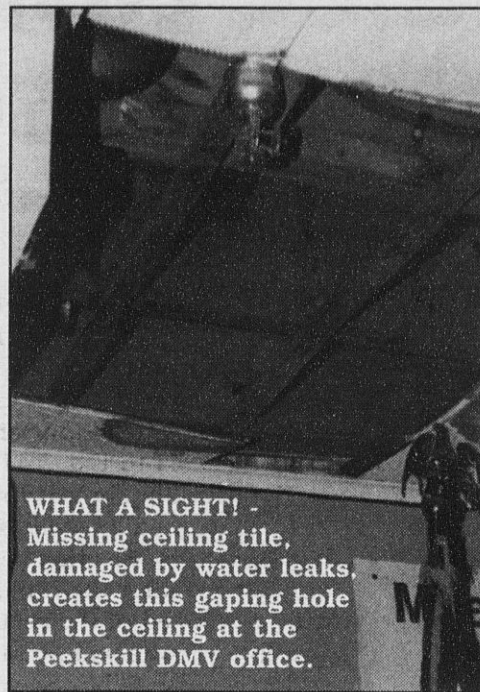
Mid Hudson Employees Local 009 President Vinny Lord.

CSEA Safety and Health Coordinator Dan Morra filed complaints with the state Department of Labor last year. Air samplings showed that carbon dioxide levels were above the recommended upper comfort levels. The results, said State Health Inspector John F.X. Gamrat, "may be an indication of poor air circulation or a lack of fresh air delivery into the building."

Morra said findings also indicated the ventilation system was poorly maintained and dirty.

"It's time to take some action," Lord said. "I'm tired of being stonewalled. These employees have put up with this long enough."

— Arita Manley



WHAT A SIGHT! - Missing ceiling tile, damaged by water leaks, creates this gaping hole in the ceiling at the Peekskill DMV office.

State Government NEWS BRIEFS

Meeting set on data processing consolidation plan

ALBANY — At press time CSEA was scheduled to meet with state officials to work out the details of the planned consolidation of the state's data processing operations from 20 state agencies into two downtown Albany locations.

Nearly 200 positions will be eliminated once the three-year consolidation plan is completed, and some New York City workers at the State Insurance Fund and the Office of Temporary Disability Assistance will be asked to relocate to Albany. However, no layoffs are expected.

Instead, workers in targeted positions and New York City employees who do not wish to relocate will be offered transfers or be retrained for other state jobs. Retirement incentives may be offered as well.

Meanwhile, the state announced an urgent need for new state employees in the computer programming field.

SUNY Lobby Day effort pushes for increased funding

CSEA representatives from several SUNY campuses took part in SUNY Lobby Day on March 3 in Albany.

While this year's proposed SUNY budget is a vast improvement over previous years, CSEA reps lobbied state lawmakers for increased funding for the Educational Opportunity Program, tuition assistance for part-time students, and money and staff to repair and maintain the infrastructure of the SUNY system.

The previous evening, SUNY Chancellor John Ryan publicly recognized the value of SUNY's CSEA work force at a celebration marking the 50th anniversary of the SUNY system.

CSEA representatives from SUNY Plattsburgh Local 612, SUNY New Paltz Local 610, SUNY Canton Local 603, SUNY Oneonta Local 635 and SUNY Old Westbury Local 618 participated in the event.

CSEA is on the worldwide web at www.cseainc.org

Missing SUNY student cause for concern

CSEA members at SUNY at Albany Local 691 are deeply concerned over the disappearance of Suzanne Lyall, a 19-year-old SUNY Albany sophomore who has been missing from the campus under mysterious circumstances since March 2, 1998.

Local 691 President Ellen Krzykowski said measures have been taken in recent years to beef up campus security.

"The University is doing everything possible to ensure that we have a safe and secure

campus for our students, our employees and the public as a whole," Krzykowski said.

"Our members and the students are all part of the SUNY community family," CSEA President Danny Donohue said. "We look forward to the safe return of one of our family members."

Anyone who may have seen Ms. Lyall, or has information about her whereabouts, should call University Police at (518) 442-3131.

— Ed Molitor



Suzanne Lyall



"LEAP is an excellent example of labor-management cooperation!"

Roundtable discussion promotes LEAP successes in preparing workers for future needs

"LEAP IS CERTAINLY ONE OF OUR SUCCESS STORIES," state Governor's Office of Employee Relations (GOER) Director Linda Angello said during a recent roundtable discussion about labor-management efforts to prepare state employees for future workforce needs. Discussions highlighted the success of the CSEA Labor Education Action Program (LEAP). "LEAP is an excellent example of labor-management cooperation," CSEA President Danny Donohue agreed. "We have a better state

work force today through this innovative program which is helping people gain knowledge, skills and job satisfaction." Roundtable participants were, from left above, Charles Sedita, Diane DeCrescenzo, Bill Stewart, CSEA President Donohue, LEAP Director Ira Baumgarten, GOER Director Angello, LEAP Assistant Director Harvey C. Huth and Carol Harvin, who chairs the LEAP Advisory Committee. Information about LEAP is available by calling the LEAPline at 1-800-253-4332.

Special election scheduled for vacant Board seats

Regular Board of Directors election in progress - see pages 14 & 15

A special election will be held to fill 13 vacant seats on the CSEA statewide Board of Directors. No candidates qualified to appear on the ballots for those seats in a Board of Directors election now in progress (see pages 14 and 15).

Vacant seats involved in the special election are Agriculture & Markets, Mental Hygiene Region II, Mental Hygiene Region V (2 seats), and Chenango, Franklin, Oneida, Ontario, Rensselaer, Schuyler, Sullivan, Warren and Washington counties.

The petitioning period begins April 6 and the deadline for receipt of nominating petitions at CSEA headquarters is 5 p.m. April 20. Nominating petitions are available by contacting CSEA local

presidents, CSEA region offices or CSEA headquarters.

Ballots in the special election will be mailed May 14 to CSEA members eligible to vote. Replacement ballots, if an original ballot was not received, will be available May 22 by calling CSEA headquarters at 1-800-342-4146 Ext. 1477 or (518) 257-1477

The deadline for receipt of ballots is 8 a.m. June 4, and ballots will be counted at CSEA headquarters. Election results will be announced after the ballot count. Candidates will be notified of the results by mail. Election results will be published in the July edition of *The Public Sector*.

1998 CSEA Election Schedule Special Statewide Board of Directors

April 6	Start of petition period
April 20	Deadline for receipt of nominating petitions (5 p.m.) at CSEA headquarters
April 28	Drawing for ballot positions
May 14	Ballots mailed
May 22	Replacement ballots available
June 4	Deadline for receipt of ballots (8 a.m.) Ballots counted

Election results will be announced after the ballot count. Candidates will be notified by mail of the results. Election results will be published in the July 1998 edition of *The Public Sector*.

New LEAP delivery system provides broader deadlines, no turn downs

As reported in the March edition of *The Public Sector*, the CSEA Labor Education Action Program (LEAP) will unveil its new delivery system on May 1. A new catalog and application form will be mailed on or about April 28 to any eligible member who applied for a LEAP tuition benefit during the last two terms.

The one-year program catalog outlines the features of the new delivery system, including:

Rolling Admission — members can apply for their tuition benefit anytime between May 1, 1998 and 5 p.m. March 31, 1999, so there are no more tight deadlines to worry about;

No Denials — one LEAP tuition benefit will be awarded to every eligible applicant who applies during the dates listed above, so members won't be turned down when they need to claim their benefit;

Term Flexibility — once an applicant receives their tuition benefit, it can be used for one course that starts between Aug. 1, 1998 and March 31, 1999 and concludes on or before June 30, 1999, so members decide when to use their benefit.

A supply of LEAP catalogs and application forms will still be available at state agency personnel and training offices during the first week of May. Members who do not receive the new catalog in the mail or are unable to obtain one may call LEAP at 1-800-253-4332 to request one.

Recent changes in health care legislation

Non-Network Mental Health Benefits have Changed

Effective Jan. 1, New York state law requires the annual and lifetime dollar maximums for non-network mental health services be eliminated. Non-network benefits for substance abuse, including alcoholism, are not changing.

Please note: The Empire Plan Mental Health and Substance Abuse Program's non-network coverage is still limited to 30 inpatient days and 30 outpatient visits annually for mental health and substance abuse services.

Remember to call Value Behavioral Health at 1-800-446-3995 before you seek treatment for mental health or substance abuse, including alcoholism.

Health Maintenance Organizations (HMOs) currently offered under The New York State Health Insurance Program (NYSHIP) do not offer non-network benefits for mental health services.

Mastectomy, Length of Stay and Reconstructive Surgery Law

Effective Jan. 1, state law requires insurers to cover inpatient hospital care following lymph node dissection, lumpectomy or mastectomy for treatment of breast cancer for as long as the doctor and patient determine

hospitalization is medically necessary.

In addition, the law requires insurers to cover reconstructive breast surgery following a medically

necessary mastectomy, including surgery and reconstruction of the remaining breast to produce a symmetrical appearance following the mastectomy.

Please note: This legislative mandate applies to both the Empire Plan and NYSHIP participating HMOs.

All HMOs Cover Chiropractic Treatment

Effective Jan. 1, state law requires HMOs to cover chiropractic treatment.

Chiropractic treatment is defined as "detecting or correcting by manual or mechanical means structural imbalance, distortion, mis alignment or subluxation in the human body for the purposes of removing nerve interference and the effects thereof, where such interference is the result of or related to distortion, misalignment or subluxation of or in the vertebral column."

A referral from your primary care physician may be required in order to receive chiropractic services. Contact your HMO for details.

INFORMATION YOU CAN USE FROM THE



JOINT COMMITTEE ON
Health Benefits

New York State
Employee Assistance Program



Practical help ...
from people you trust

A Joint
Labor Management
Program

Providing problem
assessment and referral
services to New York State
employees and their
family members

For CONFIDENTIAL help call...
1-800-822-0244

(clip and save)

CSEA fighting to save county mental health services

The battle to save county mental health services wages on — from one end of the state to the other.

The Genesee County Employees Unit is gearing up for a fight to keep mental health services public, a fight that will include making the public more aware of the services that could be lost.

"Our mental health services should continue to be provided by the dedicated, professional county employees now serving our community," said Unit President Nancy Smith. "We provide a wide range of needed services, many of which would surely be lost if a private, profit-driven provider took over."

Smith and other activists attended a recent county legislature meeting to speak against the issue, but were told the session was "informational" only, and no public input was

allowed. So they observed a presentation that ended with a vote to negotiate the cost, should the lone possible vendor, Strong Memorial of Rochester, take over.

Smith and Candy Saxon, CSEA labor relations specialist, have formulated a campaign to show legislators and the public that county employees are already doing a great job, and with some adjustments, can do it as cost-effectively as a private provider.

Across the state, CSEA Albany County Mental Health Unit members are claiming victory after County Executive Michael Breslin announced he was dropping a plan to subcontract their needed services.

In an effort to bring the issue before the public, CSEA Capital Region 4 President Carmen Bagnoli

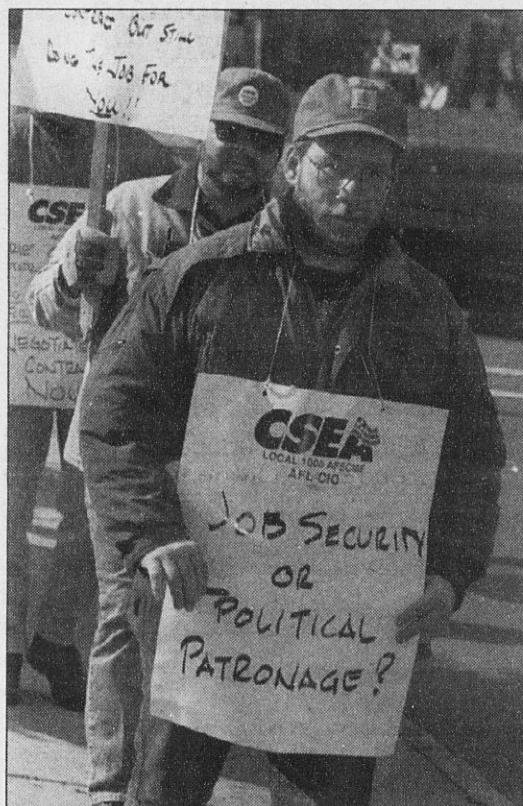
wrote a letter published in the Albany *Times Union* criticizing the possible subcontracting.

"CSEA is totally against the subcontracting of the Mental Health Services in Albany County to any HMO or private sector mental health service firm," Bagnoli wrote, quoting reports questioning the use of managed behavioral health plans.

"The Albany County Mental Health Department has a very dedicated and knowledgeable staff," he added. "They are often the first as well as the last resort for many county residents seeking help."

"The county's mental health unit has proven its worth over and over again to the county residents and their families in need of such services," CSEA Labor Relations Specialist Jon Premo said. "This is a victory for CSEA and all of Albany County."

— Ron Wofford / Daniel X. Campbell



Valentine's Day protest at candy store a sweet success

WEST SENECA — Stalled contract talks prompted Erie County Water Authority members of Local 815 to leaflet on Valentine's Day — at a candy store belonging to an authority commissioner.

"We've been without a contract since March of last year, and we wanted to let the public know our situation," Unit President Ralph Wiest said. "We had at least 80 or 85 people out to support us. Out of a 100 or so members, that's pretty impressive. We also got great support from other CSEA members throughout the area, and we really appreciate it."

The water authority is a public benefit corporation, and the unit is currently awaiting a factfinder's recommendation on a contract.

— Ron Wofford

He's a real gem of a guy

GLENS FALLS — A second job, a piece of luck and honesty netted CSEA member Joseph Lawson high praise and a \$200 finder's fee.

Lawson, who works for the City of Glens Falls Public Works Department, also works part time cleaning at a local restaurant and caterer. It was while working there that he found a stone he took to be a large button.

"It looked too big to be real," Lawson told the Glens Falls *Post-Star*. "I thought it was a button or some type of costume jewelry. I told a co-worker if anyone came looking for it, I had it."

The button stayed in Lawson's back pocket for a few days. Then a friend suggested Lawson take it to a jeweler to see if it was worth anything.

"Between \$4,000 and \$5,000 was what the jeweler, James Harney, owner of Achenbach's, valued the 2-carat diamond at," Lawson said, recalling his shock at learning that the button he was about to toss away was a real gem.

Lawson turned the gem over to Glens Falls Police.

Two weeks passed before the daughter of a frequent customer at the restaurant mentioned that her 84-year-old mother had lost the stone to a ring her own mother had given her. The diamond and its owner were then quickly reunited.

Glens Falls Police Chief Richard P. Carey called Lawson an "outstanding city employee," and noted that his actions did not surprise him.

Sue Brouillette, CSEA Glens Falls City Unit president, noted that Joe is an excellent employee. "He's well liked by his co-workers and the general public," she said.

— Daniel X. Campbell

School unit rides out contract dispute

LATHAM — A bitter contract battle has escalated with a controversial declaration by the president of the Ichabod Crane School District Board of Education.

"As long as I am (school) board president, this union will never get a contract," Gerald Ennis said in front of both labor and management representatives.

CSEA is filing an improper practice charge with the Public Employment Relations Board.

"This public action is a complete breach of the Taylor Law and will be pursued to the fullest extent of the law," CSEA Labor Relations Specialist Andrew MacDonald said.

Ennis was apparently motivated by his belief that CSEA-represented school bus drivers allegedly denied his daughter transportation, CSEA Ichabod Crane Unit President Sherrill Phillips said.

"That's not true. I was in the area where his daughter was, and I did not see her attempt to

board a bus or even ask for a ride," Phillips said. "If she had, she would have been referred to the transportation department. A bus would have been sent to take her home. The Ichabod Crane bus drivers transport every student."

The school district has been demanding the CSEA bargaining unit accept significant changes in health care coverage. The teachers' union accepted those changes but members are unhappy because promised coverage and services have not been forthcoming. In many instances the teachers have had to pay for services, then seek reimbursement from the district.

The CSEA bargaining unit has been without a contract with the district for nearly two years. Under the Taylor Law, the terms, conditions and benefits of the old agreement continue until a new agreement is negotiated.

— Daniel X. Campbell

McCall to speak to Long Island CSEA members about COLA

State Comptroller Carl McCall will visit the Long Island Region 1 office to speak to CSEA members about the proposed performance Cost of Living Adjustment (COLA) for the state retirement system on April 23 at 3 p.m.

CSEA President Danny Donohue has commended McCall for putting forth innovative proposals on COLA, which is a top union priority this legislative session.

CSEA members are encouraged to call 462-0030 to confirm their attendance. The event is hosted in part by CSEA Suffolk Retirees Local 920.

SAFE JOBS: Make Our Voice Heard WORKERS MEMORIAL DAY APRIL 28

CSEA members across the state are encouraged to join in memorial ceremonies in their area that will mark Workers Memorial Day on April 28. Members should check with their CSEA local or unit officers, or their CSEA region office about programs scheduled in their area.

If no ceremony is convenient, members are encouraged to wear a black armband on April 28 and to pause for a moment of silence during the day in remembrance of those who died or were injured in work-related accidents.

Across the nation on April 28 workers will remember the millions of workers injured or killed on the job.

An estimated 6 million people are injured and thousands more are killed on the job every year.

Nassau County Local 830 members getting ready for Goodwill Games

CSEA Nassau County Local 830 members are taking an active role in the 1998 Goodwill Games, a 15-day, world class, international athletic competition to be held this summer and hosted by Nassau County and New York City.

The games will feature world class athletes competing in 15 different events during the Games from July 19 through Aug. 2

The roles for CSEA members are wide ranging: Department of Public Works engineers are monitoring the construction of the Mitchel Athletic Complex; Parks Department employees are operating the swimming facility and working with officials to ensure the track and field are ready for competition; Parks Security will be out in full force during the competition; the Fire Marshals Department will be busy enforcing fire safety rules and regulations; the Department of Public Works will put up temporary traffic signals for pedestrian traffic during the games; Technical Services will handle repairs; the Planning Department will provide transportation; and the Emergency Management Department will be on

call to handle emergencies.

"In addition to working on the Games, many CSEA members are volunteering their own time to make the Goodwill Games a success," said CSEA Nassau Local 830 President Tony Giustino. "I am extremely proud of all the hard work provided by our CSEA work force in preparation of the Goodwill Games and of the large role they will play throughout the events."

— Sheryl Jenks

Coalition of Black Trade Unionists Convention May 20-25 in Minneapolis

The 27th National Convention of the Coalition of Black Trade Unionists (CBTU) will be held from May 20 to 25 in Minneapolis, Minn.

The convention will identify key issues for the November '98 elections and look into a wide range of other topics including welfare reform, the 2000 census, the future of the education system and jobs with a living wage.

For convention details, contact Portia Given at CSEA Headquarters by calling 1-800-342-4146, ext 1210).

The Legacy Continues

The AFSCME Martin Luther King Jr. Memorial Poster and Essay Contest

The Rev. Martin Luther King Jr. devoted his life to winning equal rights for all Americans. He was in Memphis, Tenn., in 1968 fighting on behalf of AFSCME Local 1733 members when an assassin took his life.

AFSCME, CSEA's international union affiliate, is honoring the life of the Rev. Martin Luther King Jr. by sponsoring the AFSCME Martin Luther King Jr. Memorial Poster and Essay Contest.

The theme of the poster and essay contest is contained in one of Dr. King's final speeches. Dr. King told AFSCME sanitation workers in Memphis: "Whenever you are engaged in work that serves humanity, and is for the benefit

of humanity, it has dignity and it has worth."

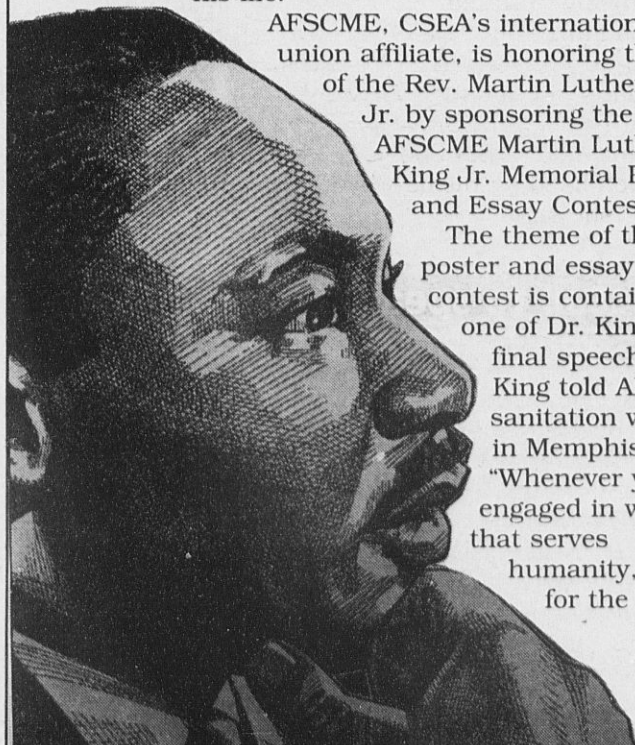
For the essay contest, children of CSEA and AFSCME members in good standing age 13 and older are invited to submit a 750-word essay devoted to the above theme. All submissions become the property of AFSCME and will not be returned. The first place winner of the essay contest will receive \$1,000 and a trip for two to the AFSCME International Convention in Hawaii in late August to present the essay. Second prize is \$500 and third prize is \$250.

For the poster contest, children of CSEA and AFSCME members age 12 and under are invited to submit a poster in any medium no larger than 11" by 17" illustrating the above theme. All submissions become the property of AFSCME and will not be returned. First place winner of the poster contest will receive \$500 and have the poster printed in the AFSCME *Leader* newsletter. Second prize is \$250 and third prize is \$125.

All entries must be postmarked no later than April 18, 1998. Winners will be notified June 1, 1998.

Entrants must include their name, address, telephone number, AFSCME parent's name and his/her AFSCME local number on the top of their essay or the back of their poster.

Send submissions to: AFSCME Contests, Public Affairs Department, 1625 L St., N.W., Washington, DC 20036-5687.



CSEA opposes tort reform

CSEA is part of a coalition opposing efforts by big business and the insurance industry to have the state Legislature adopt so-called "tort reform" that would make it more difficult for a person to take a company or person who harmed them into court.

"A major casualty will be worker safety," said CSEA President Danny Donohue. "Foul play will replace fair play if the playing field is tipped against the people's interests. That's why CSEA opposes tort revision."

"Tort reform" would strip away the incentive for corporations to produce safe products and maintain healthy, safe workplaces.

In touch with you

A message from CSEA President Danny Donohue



CSEA's new Mission Statement reflects many changes to come

CSEA, like the rest of organized Labor, must grow and change or else we will face a sure decline.

The importance of organizing new groups of working people cannot be overstated. But that is only a portion of the challenge that confronts us. We must also *transform* as an organization in what we do and how we do it.

No contract, no salary, no benefit, no working condition can be taken for granted. We live in a dynamically changing world where our future security depends in large part on our forethought.

Last summer, I appointed a *Task Force on the Future* to begin the process of charting the union's future course. The task force, comprised of a cross section of activists and senior staff, is chaired by CSEA Capital Region President Carmen Bagnoli.

The Task Force's immediate priorities involved assisting in the development of a radical new approach to CSEA's Annual Delegates Meeting. The ADM program was designed to present delegates with a clear overview of the challenges facing CSEA and all of organized Labor. It also required delegates to confront those challenges in hands-on workshops.

One of the most tangible results has been the development of a new mission statement reflecting Delegate sentiment about what CSEA should represent. (See New Mission Statement below.)

The Task Force work continues, but their efforts, and those of additional subcommittees that are now grappling with all aspects of our structure and operations, will only begin to address the future of CSEA.

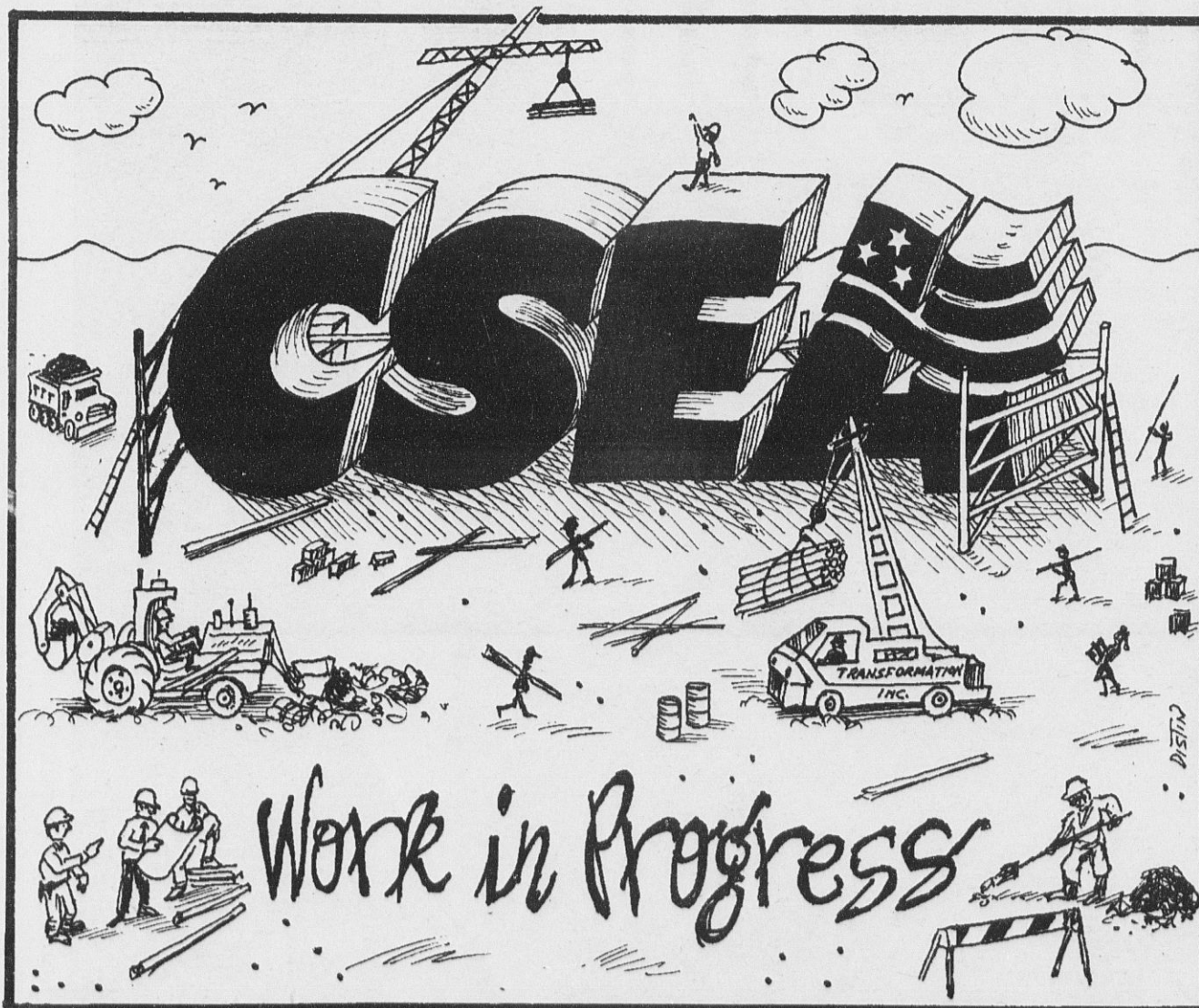
We need to reconnect with every member and

that means clearly defining ourselves in terms that members understand and accept.

CSEA can only do this if there is a broad-based dialogue with our membership at every level of the union.

Inevitably, CSEA will not be tomorrow what we are today. **But what we will be** depends on how effectively we determine and carry forward an agenda for change that is inclusive and bold. Make the commitment to join with us.

Danny



CSEA's New Mission Statement

As working men and women — every one and everywhere — we are our greatest resource.

We organize and represent workers to ensure our voice is heard, our place at the table is kept and the American dream is ours in the 21st Century.

As a labor union, we hold these values as our working principles:

Honesty: We are honest with ourselves and each other.

Inclusiveness: Every group, every idea is welcomed.

Full Participation: We encourage and expect full participation in all union matters.

Respect: We respect each other and honor our differences.

Diversity: We celebrate our diversity and use it to strengthen us.

Open Communications: We listen and provide for open communication across all parts of our union and in all directions.

Accountability: We are accountable for our actions and decisions.

Fiscal Responsibility: We conduct our business in a fiscally sound manner.

As a labor union, we are committed to union democracy and we follow these values with integrity.