

Official publication of



Local 1000, AFSCME, AFL-CIO

# Sector

THE PUBLIC

IN CASE YOU MISSED IT...

**FREE LIFE INSURANCE  
FROM CSEA  
SEE INSERT INSIDE THIS  
EDITION FOR DETAILS**

Vol. 21 No. 1 JANUARY 1998



**Drumming  
up more  
support  
for  
SUNY**

Page 3



Photo by Ron Wofford

CSEA Western Region President Robert Lattimer, SUNY student Chris Jaquin and CSEA SUNY Fredonia Local 607 President Paul F. McDonald Jr. at an Operation SUNY Safeguard program held at SUNY Fredonia.

## 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.

## Mandatory CSEA dues, agency shop fees adjustment effective Jan. 1, 1998

CSEA membership dues and agency shop fees increase effective Jan. 1, 1998, to reflect the mandatory minimum dues AFSCME charges local unions affiliated with the International.

Location pay and overtime are not included in an employee's annualized salary on which dues and agency shop fees are based. Employees who receive a raise, increment or longevity pay effective after Jan. 1, 1998, will remain at the same level for the entire calendar year. New employees pay dues and fees based on their annualized salaries at date of hire. Hourly and per diem employees have dues deducted at the "Under \$5,000" category of \$3.41 bi-weekly.

The membership dues and agency shop fee structure effective Jan. 1, 1998 is as follows:

Annual Earnings	Bi-Weekly Rate
Under \$5,000	\$ 3.41
\$ 5,000 - \$9,999	5.13
\$10,000 - \$12,999	7.04
\$13,000 - \$15,999	8.91
\$16,000 - \$21,999	10.16
\$22,000 - \$27,999	11.45
\$28,000 - \$29,999	11.68
\$30,000 - \$31,999	12.49
\$32,000 - \$33,999	13.21
\$34,000 - \$35,999	13.46
\$36,000 - \$37,999	14.23
\$38,000 - \$39,999	15.00
\$40,000 and higher	15.38

## IMPORTANT NOTICE MAY 15 IS DEADLINE FOR SUBMITTING PROPOSED RESOLUTIONS, 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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University, legislative and community officials turned out in force to show support for the SUNY system at an Operation Safeguard SUNY event in Albany. From left are SUNY Albany President Karen Hitchcock, Assemblymember Paul Tonko, Colonie Town Supervisor Mary Brizzell, Guilderland Town Supervisor Bill Alyward, Albany County Legislator Mary Lou Connelly, Albany Mayor Jerry Jennings, CSEA SUNY Albany Local 691 President Ellen Krzykowski, UUP Chapter President Ivan Steen, state Sen. Neil Breslin, Assemblymember Robert Prentiss and Troy Mayor Mark Pattison.



Albany Mayor Jerry Jennings, a graduate of SUNY, issued a proclamation declaring Dec. 4 Operation Safeguard SUNY Day in Albany.



Cortland Mayor Ron Walsh, left, chats with CSEA members Naomi Benjamin, CSEA Local 605 Secretary Terri Peebles and Local 605 President Bill Powers during Operation Safeguard SUNY program at SUNY Cortland.

# Safeguarding SUNY

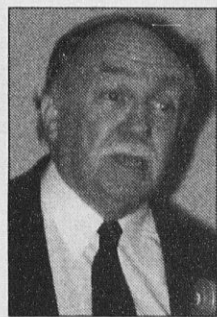
With the State University of New York (SUNY) facing yet another proposed budget that doesn't go nearly far enough to address needs, supporters focused the white hot light of public attention on the value of the public university with events at more than two dozen SUNY campuses.

The events were organized by CSEA and United University Professions — representing more than 33,000 SUNY faculty, professional and support staff between them — and the SUNY Community Mayors Coalition. Other unions, student groups, campus administrators and community and business associations joined in as well.

"Operation Safeguard SUNY" events at 25 of SUNY's 32 campuses successfully raised community and state legislative awareness of the importance and value of SUNY to the localities and the state.

State Assemblymember Ed Sullivan, chair of the Assembly's Higher Education Committee, captured the spirit of Operation Safeguard SUNY when he said "the people of New York state love SUNY, and I'm sure a better SUNY will result from your efforts today" at an event at SUNY Central in Albany.

Plattsburgh Mayor Clyde Rabideau, who chairs the SUNY Community Mayors Coalition, said the event succeeded in reminding the public that "SUNY and our cities and villages are inextricably linked. We depend upon each other for many things. It is vitally important for us to preserve and enhance the SUNY system."



Ed Sullivan

"The events held across the state heightened public and political awareness of how valuable a resource SUNY truly is ... We need to build on the relationships that were forged and keep both the value and the needs of the SUNY system before the public and especially state officials. "

— CSEA President Danny Donohue

Additional information and photos of Operation Safeguard SUNY events held at campuses across the state will be published in the February edition of *The Public Sector*



SUNY Cobleskill President Dr. Kenneth Wing, seated, is joined by, from left, CSEA Local 616 Treasurer Dawn Freisatz, Local Secretary Carol Mackey, Local Vice President Theresa McGibbon and MacDonald Holmes, vice president for SUNY Cobleskill Academic Affairs, to promote Operation Safeguard SUNY.



Participants in an Operation Safeguard SUNY program at Plattsburgh included, from left, Dr. John Mather, president of the Preservation of the State University of New York organization; CSEA SUNY Plattsburgh Local 612 President Betty Lennon, SUNY Plattsburgh President Dr. Horace Judson; Susan Matton, director of business services for the Clinton County Chamber of Commerce; UUP Chapter President Patty Bentley, Council 82 representative Seth Sulver and Plattsburgh Mayor Clyde Rabideau, chair of the SUNY Community Mayors Coalition.

# School cafeteria program keeps contractors away

WHITE PLAINS — Keeping contractors away from the cafeteria door of the White Plains School District has become more cost effective since the district hired Karen Kettlewell and Stacey Fracassi to run their program.

Fracassi, a clinical dietitian who worked in area hospitals until five years ago, said that to keep outside contractors out of the district, she and her boss had to come up with new ideas.

They started with a breakfast program in all the schools, then a summer meal program.

"We do a lot of outreach," said Fracassi, a member of Westchester County Local 860. "We went to local organizations, homeless programs, summer school, churches and lunch programs; they come here and they pick up their meals."

An after school snack program is available to the kids who stay for activities. A catering program also caught on.

"We started catering within the district," said Fracassi. "We cater all the district meetings, the functions held in the schools. We worked with the PTA to do lunches, breakfasts and after school events."

Prices of course, are less than what one would pay on the outside, said Fracassi, who pointed out

that she is not looking to make a profit.

In fact, a percentage of the monies that the program has made from vending machines has been donated to the student scholarship fund.

Even more important than breaking even, the program must be nutritional; Fracassi takes that responsibility seriously.

"We couldn't do it without the support of the administration," said Fracassi who meets with student and parent committees regularly.

"It makes the kids feel important because they have a say," she said.

Special themes and delicious food keep the students coming back for more. Fracassi said the district holds a barbeque once a year in the spring. On Halloween, the kids look for chocolate spiders and every fall, Apple Lovers Day is held.

The kids can also request special diets. Fracassi said she and her staff helped one student stick to a low fat diet and gave her the incentive to lose weight.

"No private company would take the time or the effort to do these things," said Fracassi. "We're not just here to serve meals."

Director Karen Kettlewell said the success of the program would not have been possible

without the joint effort of the managers, the union, the administration and staff.

"The lunch managers in each school have really assumed ownership of the program," said Kettlewell. "They get monthly profit and loss statements which summarize the revenues generated by each school, expenses, per meal cost and the percentage of student participation."

Kettlewell said the managers work with their employees "to let them know that this is a business."

"In return," she said, "the employees take responsibility by treating their 'customers' with respect and decorating their cafeterias to appeal to the students."

Kettlewell said she has "a great group of parents, school staff and community individuals" who are interested in nutrition, which of course is the real strength of the program.

"The administration and staff have bought into the program; they recognize it's not a 'feeding' program, but a 'nutrition' program," she said. "We couldn't have turned the program around without their patience."

— Anita Manley

## Retiree rides off into the sunrise

WOODRIDGE — Village of Woodridge employees are going to miss Frank Christian, who they say is one of a kind.

The recent retiree never missed a day's work in 20 years. Even more amazing was the fact that Christian, a laborer and member of Sullivan County Local 853, rode a bicycle to work every day and on days that the weather was too treacherous for bike riding, he walked to work — and got there by 6 a.m.

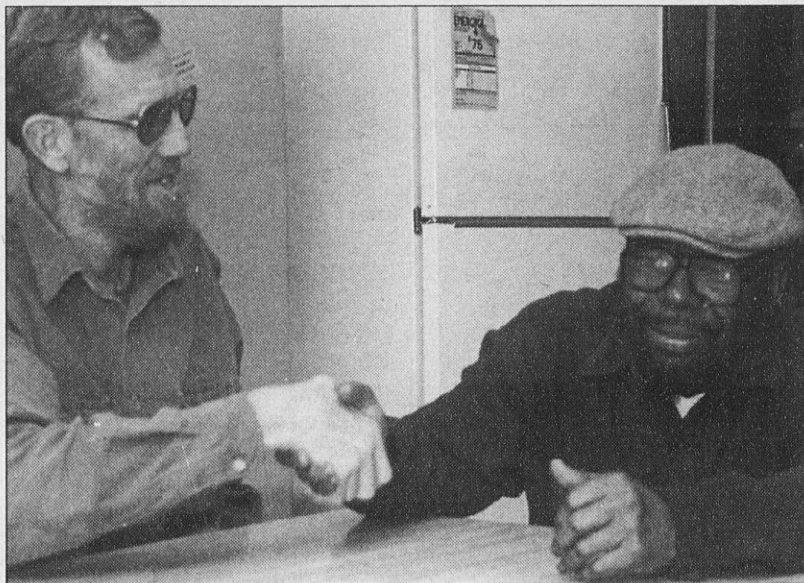
"I lived five miles away until a couple of years ago when I moved 2 1/2 miles away," Christian said.

"I remember during that awful winter of 1992 that I was out all night plowing during a terrible blizzard," recalled Unit President Carl Garritt. "About 5 a.m., along comes this 'snowman' walking along the road and it was Frank walking to work. It's a big help to know that someone is going to show up to work no matter what the weather is like."

More important, said Garritt, Christian was a hard worker.

"We were lucky that when we had layoffs in the village, we had guys like Frank to do the work," he said. "We knew that when the work was done, it was done right."

Mayor Nat Kagan, who owned a store in the village, agreed.



Village of Woodridge Unit President Carl Garritt, left, congratulates Frank Christian on his retirement.

"I used to open my store at about 5 a.m. in the morning," said Kagan. "I'd look out my window, and there was Frank riding his bike to work no matter what the weather."

Kagan said he once saw Christian on his bike stopped by the side of the road and asked him if there was a problem.

"No, sir," Christian told him, "I had to take off my hat. When I ride down the hill, I go so fast, it blows off."

Christian does not intend to remain idle in his retirement and may return to work for the village as a seasonal worker during the summer.

He said he still wakes up early after so many years of getting up before the sunrise.

— Anita Manley

## 1997 Empire Plan claims must be filed by March 31

All 1997 Empire Plan Basic Medical claims must be submitted by March 31, 1998, to:

United Healthcare Service Corp.  
Administrator for Metlife (formerly MetraHealth)  
P. O. Box 1600  
Kingston, N.Y. 12402-1600

Basic medical claim forms may be obtained from your agency's personnel office or from United Healthcare. Make sure you complete the requested subscriber information and, if applicable, dependent student information. Don't forget to sign the claim form.

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

If you have any questions concerning your claim, you may contact United Healthcare directly at:

**1 (800) 942-4640**

## Factual errors in *Capitaland* stand corrected

There were some factual errors in an article which was published in the December 1997 edition of *Capitaland*, the CSEA Capital Region 4 newsletter. *Capitaland* was distributed to Capital Region CSEA members as an insert in the December edition of *The Public Sector*. The following factual errors appeared in the article on Anthony P. Conte headlined "CSEA Stands Up for Grievance 'Rep'": (1) Conte was not demoted to a grade 9 position. Rather, if he was forced to bump co-worker Michael Stella he would have bumped down from a grade 37 to a grade 28, a 9-grade loss; (2) Public Works Commissioner Milton Mitchell is not interrogating Conte. Mitchell has his assistant question Conte about union activities whenever Conte is involved in unscheduled union activities; (3) Conte is the second vice president of his CSEA Unit and co-chair of the grievance committee. He is not a "shop steward."

# CSEA questions judge who questions criminal charges in death of two workers

GOSHEN — In a disturbing development in Orange County, Judge Thomas Byrne said last week that he is reluctant to pursue criminal charges against two companies which were charged in a trench collapse that killed CSEA member Martin Grenzhauer and his co-worker Edward Reiley in July 1996.

Grenzhauer, a full-time employee of the City of Middletown, was working part time for one of the construction companies when he died in the collapsed trench.

The two companies were charged with criminally negligent homicide and reckless endangerment for not shoring up the ditch.

According to a report in the *Middletown Record*, the judge said that statements by the prosecutor that "the companies had consciously disregarded the danger and grossly deviated from normal practices" were prejudicial.

He also said that the district attorney appeared to have based the manslaughter charges on the theory that the owner of one of the companies had attended a seminar on safety practices in 1994 that included a movie about the proper method of safely digging a trench.

"No where in that movie did criminal responsibility result for failure to follow the directions contained," he said.

The judge invited the defense attorney to assist in deciding whether the indictments should stand.

Senior District Attorney Chris Borek said the two companies knew of the risk and violated federal safety standards.

CSEA members in Orange County are concerned with Byrne's attitude.

"Judge Byrne seems to think that ignorance of the law is an excuse," said CSEA Orange County Unit Health and Safety Committee Chairman John Sullivan. "If this is so, then anyone can just ignore the law and get away with it."

CSEA City of Middletown Unit President Dave Walters who worked with Grenzhauer said he was "surprised and upset" when he read the article.

"It threw me off guard," he said, "I felt that the judge's justification was ridiculous. Two lives have been lost, and it could have been prevented. Someone should be held accountable."

— Anita Manley



## Dutchess County Food Drive a success

Fourteen food banks in Dutchess County will benefit from a CSEA food drive. Members from the towns of LaGrange, Poughkeepsie and Hyde Park, the Village of Wappingers, the cities of Poughkeepsie and Beacon and Dutchess County donated the food. Chairs Rose Sinagra, left, and Kathy Thurston pack up the food for delivery.

## CSEA wins voluntary recognition in Gloversville School District

GLOVERSVILLE — In an important victory, CSEA has received voluntary recognition of a unit for teaching assistants in the Gloversville Enlarged School District.

The Board of Education voted in November to recognize CSEA as the exclusive bargaining representative

for the 17 teaching assistants.

Such voluntary recognition is significant because it saves the investment of an election.

Members of the new CSEA unit will elect temporary officers and form a negotiating committee to start work on its first contract.

— Daniel X. Campbell

## Arbitration win forces Middle Country School District to hire from bargaining unit

CSEA won an arbitration in the Middle Country School District after the district failed to select a qualified employee from the buildings and grounds bargaining unit for the position of driver messenger.

The district argued it hired from outside the bargaining unit because the other applicant had a commercial driver's license.

The arbitrator ruled the district had no right to add a new requirement for the job.

"Changes in requirements must be negotiated with CSEA," CSEA

Labor Relations Specialist Toni Soucie said.

The district was ordered to re-post the position and fill it with the most senior applicant from the buildings and grounds unit.

"I think the arbitration went very well," Unit President Frank Tiano said. "Our contract language is clear as day on this issue and now we are waiting for the district to repost the position."

The arbitration was handled by CSEA Attorney Paul Levitt.

— Sheryl C. Jenks

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\* The HEAT program is currently available to residents in all 5 boroughs of New York City, Nassau, Suffolk, Westchester and Putnam counties.

# Downstate psych centers shortchanged on \$, staff

MANHATTAN — CSEA Manhattan Psychiatric Center Local 413 President Sam Koroma joined state Sen. Franz Leichter at a New York City Hall press conference to issue a report denouncing discrimination against the mentally ill in New York City and on Long Island.

"Sen. Leichter's report proves once and for all how OMH (state Office of Mental Health) forces downstate psychiatric centers to serve more patients with 1,500 fewer staff than hospitals in other parts of the state," Koroma said.

Leichter berated the state Office of Mental Health (OMH) for sending what he said are double the patient care dollars to other areas than are provided for patient care at Bronx or Manhattan Psychiatric Centers.

"When the state statistics show a mentally ill person upstate receiving

\$184,500 a year in care and staffing, and a Manhattan Psychiatric Center patient receiving \$74,500, that sounds like discrimination to me," Koroma said.

"We don't begrudge that upstate patient, who has twice as many staff to care for him, any less quality of care," Koroma added. "But OMH is intentionally short-changing downstate hospitals by \$63 million a year according to their own numbers."

Koroma also joined Leichter in condemning the current state OMH policy of transporting New York City patients out of town to other hospitals, making family visits by public transportation very difficult.

Rather than arbitrarily moving New York City patients elsewhere, they insisted the state hire more staff at the city's psychiatric

hospitals so that patients could be cared for in facilities closer to their homes and families because ample space is already available.

Joined by advocates for the mentally ill, Leichter further criticized OMH's failure to address the serious shortage of community-based housing units for the mentally ill.

"I find it ironic that OMH just petitioned the court to let the Staten Island Ferry slasher out of the Bronx Psychiatric Center on unsupervised leave after he murdered two innocent victims and slashed nine others," said CSEA Metropolitan Region 2 President George Boncoraglio.

"Everyone in New York City knows there are mental patients like the 'wildman of 96th Street' who, without supervision, fail to take their medication," Boncoraglio said. "Yet rather than provide safe and professional care, OMH keeps downsizing their revolving door mental health system and treating New York City like a stepchild when

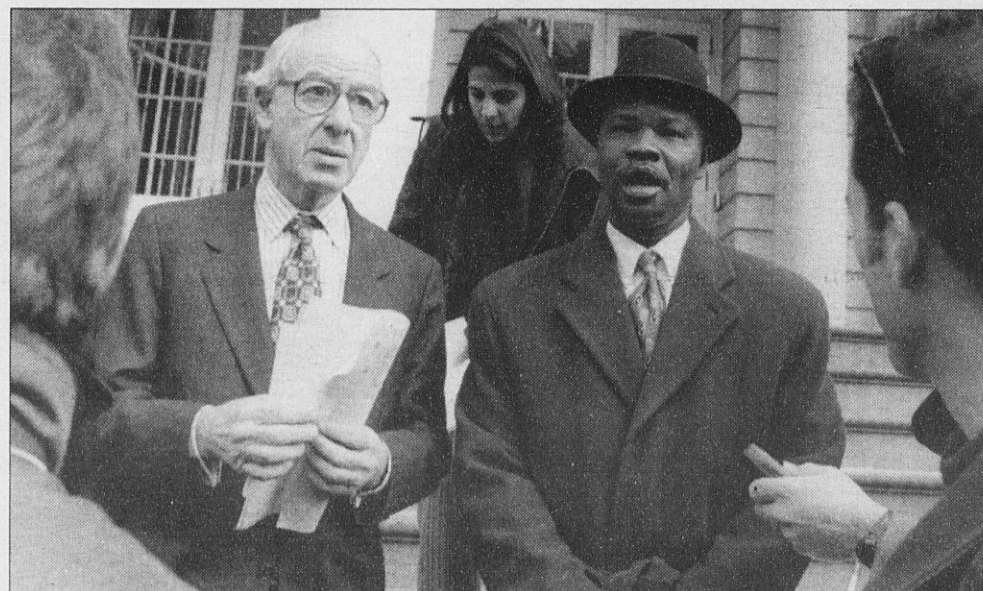
it comes to mental health funding. It's a travesty that mentally ill city dwellers are so poorly served."

— Lilly Gioia

## Lincoln's Birthday floating holiday

In accordance with CSEA-NYS contracts, the state has designated Lincoln's Birthday as a floating holiday for CSEA members in the Administrative, Institutional and Operational Service Units, as well as the Division of Military and Naval Affairs.

Feb. 12, 1998, will not be observed as a holiday and is to be treated as a regular workday. Eligible employees will receive credit for a holiday to be used on a date of their choice. The floating holiday must be used in a full-day unit no later than Feb. 11, 1999.



Sen. Franz Leichter and CSEA Local 413 President Sam Koroma respond to media inquiries on the steps of City Hall in New York City.

## Dec. 24 deadline to change health insurance options

### Be aware of rate/benefit changes

State employees are reminded that Dec. 24 is the deadline for changing their health insurance options. Members should note that while the Empire Plan and most HMO premium rates have remained stable or decreased, the premium rates of several HMOs are increasing significantly. Additionally, the state's maximum contribution towards HMO premiums in 1998 will be 90 percent of individual and 75 percent of dependent coverage, not to exceed 105 percent (versus 110 percent in 1997) of its dollar contribution to the hospital/medical/mental health and substance abuse components of the Empire Plan premium. CSEA does not negotiate or approve HMO premium rates; HMOs submit their rates to the state Department of Health for approval. CSEA members are advised to pay particular attention to rate/benefit changes in an effort to make an informed health care decision for the upcoming year.

## Helen Hayes Hospital now an Empire Plan participating provider

**ATTENTION CSEA MEMBERS!** Helen Hayes Hospital in Rockland County is now an Empire Plan participating provider for United Health Care, the medical-surgical carrier. CSEA members who utilize the outpatient services at Helen Hayes Hospital will incur a \$5 co-payment for covered services. Additional information will be published in the next edition of *The Public Sector*. Members may also contact the CSEA/NYS Joint Committee on Health Benefits at 1-800-286-5242 or 518-785-4774 for more information.

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If you have any questions concerning your claim, you may contact United Healthcare directly at:

**1 (800) 942-4640**

CSEA members respond 'above and beyond'

# The untold story about Mohawk's inmate uprising

ROME — An untold story behind an inmate uprising this past summer at Mohawk Correctional Facility, which injured several AFSCME-represented corrections officers, was the outstanding jobs done by the civilian CSEA workers at the facility and others nearby who went above and beyond the normal "call of duty" to help keep the situation in check.

According to CSEA Mohawk Correctional Facility Local 195 President Rick Vellone, everyone involved played a big part, from clerical workers to mechanics to cooks, and all deserve recognition. Because the incident began on a Friday evening, many of the workers were called in to help handle the crisis.

One such worker was Electronic Equipment Mechanic James Burdick. As one of the workers responsible for maintaining the facility's electronic equipment, Burdick found himself very busy after he was called in to help during the incident. One of his first duties was to make sure the security cameras and videotape recorders were properly functioning so that the incident would be captured on tape.

Burdick went on to put in about 35 hours of overtime, helping with projects like disabling the phones in an area that inmates had taken over and helping with cleanup after the incident was over.

Calculations Clerk Debbie Dunn normally works in the facility's business office, but on that Saturday she was called in to do quite different work.

"They needed us to come in to do whatever needed to be done. I worked in inmate records for a while and then mostly we did food service work," she said. "It felt good to help and to know that you were doing something that was helping."

Tradesmen Eddie Labuz, an electrician, and Jim Ward, a plumber, also helped prepare meals for the workers and inmates.

"Everyone was trying to pitch in and do what they could," Labuz said. Later the two helped clean up in one of the buildings some inmates had broken in to.

When the facility did resume normal operations after several days under lockdown, it meant a lot of extra work for workers like Suzanne Platt, a senior launderer who runs the prison's laundry facility.

"We had double the work because we had all the stuff that they used during the riot," she said. "It took us a good week to get back on track."

Also very busy after the fact were the workers in the Walsh Medical Center Regional Medical Unit (RMU), a maximum security facility on Mohawk's grounds. After the riot, no inmates were allowed in the building for two days. That made it difficult for workers like CSEA member JoAnne Ernest, a hospital clinical assistant, who normally has assistance from inmate porters.

"Without them, we took up the slack," she said.

Commissary Clerk 4 Beverly Wakelee said she was glad to be called in from her vacation to help during the crisis. Among other reasons, her fiance is a corrections officer at the prison, and she wanted to know that he was safe. She was called in because of

her special training as a member of the facility's Blood Emergency Response Team (BERT), but fortunately was not needed for such work. Instead, she said she answered phones and even unloaded food trucks.

"Whatever they needed," she said.

Head Cook Gary Boulерice was called in to help with food service operations out of the Food Production Center (FPC) at neighboring Oneida Correctional Facility. He worked with the FPC staff to cook meals and ship them out to Mohawk's dormitories. One of the jobs he did that first night was to work through the night preparing 800 bag lunches.

"I felt good that we were able to help. We were called in to help and that's what we did. I just felt we did our jobs," Boulерice said.

Local 195 President Vellone, a supervising housekeeper at the Walsh RMU, was working at the time the incident began.

"The first overwhelming emotion we felt was fear. After that we felt anger about what was happening to our family; our concern was for everyone's safety," Vellone said. "Our third reaction was to go into autopilot to respond to the crisis. I definitely thank all our members. I'm very proud of them — they're second to none. I also thank the department and Superintendent Reynolds for the ongoing mandatory training which is geared toward this type of incident. Obviously it worked."

"I would also like to thank our PEF and AFSCME brothers and sisters. Our Council 82 workers did everything they could to make us feel secure with the little they had," Vellone said.

The thanks from the Council 82 members was reciprocal.

"The support from CSEA members was phenomenal," said Council 82 Local 3623 President Bob White. "They did a heck of a job making sure things were taken care of. They showed a real team effort."



**Council 82  
Local 3623  
President  
Bob White**

— Mark M. Kotzin



**Debbie Dunn**



**Gary Boulерice**



**Suzanne Platt**



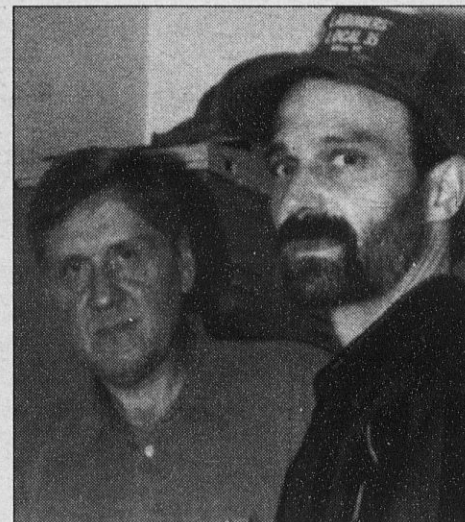
**James Burdick**



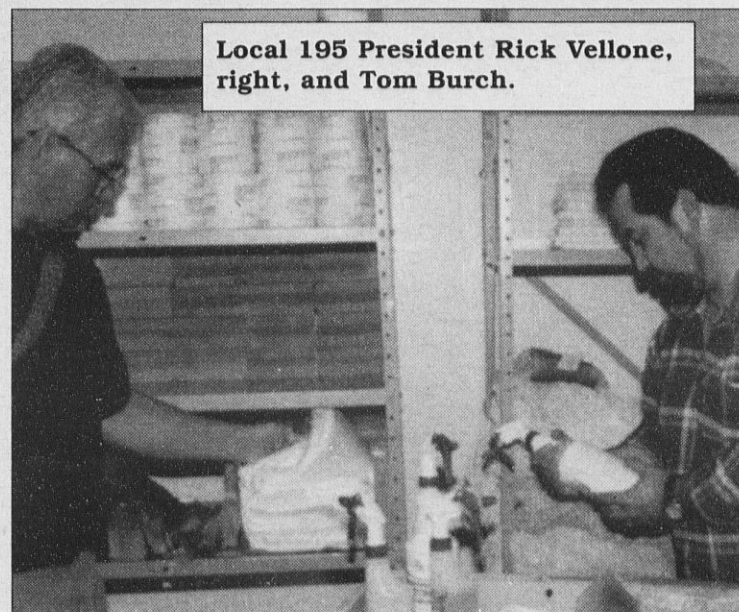
**JoAnne Ernest**



**Beverly Wakelee**



**Eddie Labuz and Jim Ward**



**Local 195 President Rick Vellone, right, and Tom Burch.**

# In touch with you

A message from CSEA President Danny Donohue

## COLA is number one legislative priority

CSEA's top priority in the approaching state legislative session is enacting a cost of living adjustment (COLA) for the state retirement system. This priority is about securing a brighter future not only for our retirees who have earned it, but for every one of us employed by New York state, counties, towns, villages and school districts.

A COLA is long overdue. Understand that the average pension of CSEA members of the state's Common Retirement Fund is between \$10,000 and \$12,000 a year. At the very least, CSEA members who have worked hard all their lives deserve some assurance that there will be periodic adjustments to their pensions.

This is especially true when you consider that the state Common Retirement Fund is today worth in excess of \$90 billion. Last year alone

investment earnings were 24.5 percent.

It should also be recognized that money does not belong to the state. CSEA has fought long and hard over the years to prevent raids on the retirement system funds and establish the principle that the money is the deferred wages of the members of the retirement system and must be used solely for their benefit.

Yet with the fund's investments doing so well, the amount public employers have been required to contribute to the fund has been virtually nonexistent in recent years. CSEA does not object to savings for public employers, but we do believe there should be a benefit for the members of the system in the form of a COLA.

State Comptroller H. Carl McCall has put forth some innovative proposals that have some positive potential but need modification. We will

work with the comptroller; however, Gov. Pataki and the state Legislature must come to the table prepared to seriously work on this issue.

□□□□

On a separate note, my sincere thanks to all those who participated in Operation Safeguard SUNY on Dec. 4. I extend special thanks to the mayors, state legislators and other elected officials who visited the campuses to gain a firsthand understanding of the value and needs of SUNY. We made a great start toward a better system.

*Danny*





**In case you missed it:**

***Free Life  
Insurance  
from CSEA***

**See inside for details**

**Read, complete and mail coupon  
and save this insert**

# CSEA providing \$2,000 free Term Life Insurance to members

## Complete registration form at right, save Certificate of Insurance below

As announced in previous editions of *The Public Sector*, CSEA began providing \$2,000 of Term Life Insurance at no cost to CSEA members actively at work effective Nov. 1, 1997. For new members who join CSEA after Nov. 1, this no-cost coverage will take effect on the date they become members.

CSEA is pleased to provide this special no-cost CSEA membership benefit. We encourage you to complete the adjacent Beneficiary Registration Form and mail it to Jardine Group Services Corporation at the address indicated.

If you have any questions about this no-cost coverage, please call 1-800-697-CSEA (1-800-697-2732).

### ● CSEA Term Life Beneficiary Registration Form ●

To register a beneficiary for your no cost \$2,000 term life insurance, simply complete and return this coupon to:

Jardine Group Services Corporation, P.O. Box 956, Schenectady, NY 12301

Name: \_\_\_\_\_

Date of Birth: \_\_\_\_\_ Social Security #: \_\_\_\_\_

Address: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

Beneficiary: \_\_\_\_\_ Relationship: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

This offer is only available for actively working employees and is not available to retirees. This free coverage will terminate on October 31, 1998.

**SAVE this Certificate of Insurance and file it in a safe place**

## MetLife

### Metropolitan Life Insurance Company

A Mutual Company Incorporated in New York State

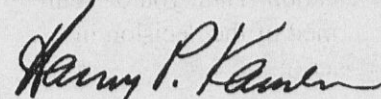
Certifies that, under and subject to the terms and conditions of the Group Policy issued to the Policyholder, coverage is provided for each Member as defined herein.

The date when a Member is eligible for coverage is set forth in the form with the title Eligibility for Benefits.

The date when a Member's Personal Benefits becomes effective is set forth in the form with the title Effective Dates of Personal Benefits.

The amounts of coverage are determined by the form with the title Schedule of Benefits.

**METROPOLITAN LIFE INSURANCE COMPANY,**



Harry P. Kamen  
Chairman, President and Chief Executive Officer

**Policyholder:** Civil Service Employees Association, Inc.  
**Group Policy Number:** 5050045  
Form G.23000-Cert.-1

#### SCHEDULE OF BENEFITS

(Also see SCHEDULE SUPPLEMENT)

The following Benefits are provided subject to the provisions below.

**LIFE BENEFITS (MEMBER ONLY) \$2,000**  
Form G.23000-B

#### SCHEDULE SUPPLEMENT

##### A. Assignment

This certificate may not be assigned by you. Your benefits may not be assigned prior to a loss.

##### B. Additional Provisions

1. The benefits under This Plan do not at any time provide paid-up insurance, or loan or cash values.
2. No agent has the authority:
  - a. to accept or to waive the required proof of a claim; nor
  - b. to extend the time within which a proof must be given to us.

Form G.23000-B1

#### DEFINITIONS OF CERTAIN TERMS USED HEREIN

**"Covered Person"** means a Member on whose account benefits are in effect under This Plan.

**"Member"** means a person who is:

- a. an active dues paying Member of the Civil Service Employees Association, Inc.; and
- b. actively performing the duties of their occupation according to their regular schedule.

**"Personal Benefits"** mean the benefits which are provided on account of a Member under This Plan.

**"This Plan"** means the Group Policy which is issued by us to provide Personal Benefits.

**"We", "us" and "our"** mean Metropolitan.

**"You" and "your"** mean the Member who is a Covered Person for Personal Benefits.

Form G.23000-A

#### ELIGIBILITY FOR BENEFITS

##### Personal Benefits Eligibility Date

If you are a Member on November 1, 1997, that is your Personal Benefits Eligibility Date.

If you become a Member after November 1, 1997, your Personal Benefits Eligibility Date is the date you become a Member of the Civil Service Employees Association, Inc.

Form G.23000-C

#### EFFECTIVE DATES OF PERSONAL BENEFITS

Your Personal Benefits will become effective on your Personal Benefits Eligibility Date provided you are then actively at work as a Civil Service Employees Association, Inc. Member. If you are not actively at work as a Civil Service Employees Association, Inc. Member, your Personal Benefits will become effective on the date of your return to active work as a Civil Service Employees Association, Inc. Member.

Form G.23000-D1

#### LIFE BENEFITS (On Your Own Account)

##### A. Coverage

If you die while you are covered for Life Benefits, we will pay to the Beneficiary the amount of Life Benefits that is in effect on your life on the date of your death. Payment of any amount of Life Benefits may be made in installments. Details on the payment options may be obtained from the Policyholder.

Form G.23000-1

(continued on next page)

# SAVE this Certificate of Insurance and file it in a safe place

(continued from previous page)

## RIGHT TO OBTAIN A PERSONAL POLICY OF LIFE INSURANCE ON YOUR OWN LIFE

### A. Application

We will issue a personal policy of life insurance without disability or accidental death benefits to you if you apply for it in writing during the Application Period. The Application Period is the 31 day period after:

1. the date your Life Benefits end because your membership in the Civil Service Employees Association, Inc. ends or because you are no longer in a class which remains eligible for Life Benefits; or

2. the date your Life Benefits end because This Plan ends.

If you are not given notice, in writing, of the Right to Obtain a Personal Policy of Life Insurance On Your Own Life within 15 days before or after the first day of the Application Period, you will have additional time in which to apply. **If such notice is given more than 15 days but less than 90 days after the first day of the Application Period, you will then have 45 days from the date you are given the notice in which to apply. If such notice is not given within 90 days after the first day of the Application Period, the time in which you may exercise this right will expire at the end of such 90 days.**

Proof that you are insurable is not required by us.

### B. Conditions

The personal policy will be issued to you subject to these conditions:

1. It will be on one of the forms then usually issued by us; and

2. It will not take effect until after the Application Period ends; and

3. The premium for the policy will be based on:

a. the class of risk to which you belong; and

b. your age on the effective date of the policy; and

c. the form and amount of the policy; and

4. If item A(1) applies to you, the amount of the policy will not be more than the amount of your Life Benefits on the date the Life Benefits end; and

5. If item A(2) applies to you, the amount of the policy will not be more than the amount of your Life Benefits on the date the Life Benefits end, less any amount of life insurance for which you may be eligible under any group policy which takes effect within 45 days after your Life Benefits end.

### C. If You Die During the Application Period

If you die during the Application Period, we will pay a death benefit to the Beneficiary. The amount of the death benefit will be the highest amount of life insurance pursuant to item B(4) or B(5) for which a personal policy could have been issued. This death benefit will be paid even if you did not apply for a personal policy.

Form G.23000-1A1

## BENEFICIARY

### A. Your Beneficiary

The "Beneficiary" is the person or persons you choose to receive any benefit payable because of your death.

You make your choice in writing on a form approved by us. This form must be filed with the records for This Plan.

You may change the Beneficiary at any time by filing a new form with us. You do not need the consent of the Beneficiary to make a change. When we receive a form changing the Beneficiary, the change will take effect as of the date you signed it. The change of Beneficiary will take effect even if you are not alive when it is received.

A change of Beneficiary will not apply to any payment made by us prior to the date the form was received by us.

Your choice of a Beneficiary for a personal policy issued under RIGHT TO OBTAIN A PERSONAL POLICY OF LIFE INSURANCE ON YOUR OWN LIFE will be effective for This Plan.

### B. More Than One Beneficiary

If, when you die, more than one person is your Beneficiary, they will share in the benefits equally, unless you have chosen otherwise.

### C. Death of a Beneficiary

A person's rights as a Beneficiary end if that person dies before your death occurs. The share for that person will be divided among the surviving persons you have named as Beneficiary, unless you have chosen otherwise.

### D. No Beneficiary at Your Death

If there is no Beneficiary at your death for any amount of benefits payable because of your death, that amount will be paid to one or more of the following persons who are related to you and who survive you:

1. spouse; 2. child; 3. parent; 4. sibling.

However, we may instead pay all or part of that amount to your estate. Any payment will discharge our liability for the amount so paid.

Form G.23000-G

## WHEN BENEFITS END

All of your benefits for This Plan will end on the earlier of:

A. the date you retire; or

B. the date your membership in the Civil Service Employees Association, Inc. ends; or

C. October 31, 1998.

The end of any type of benefits on account of a Covered Person will not affect a claim which is incurred before those benefits ended.

Form G.23000-F

## NOTICES

This certificate is of value to you. It should be kept in a safe place. Your Beneficiary should know where the certificate is kept.

As soon as your benefits end, you should consult your Policyholder to find out what rights, if any, you may have to continue your protection.

**Our Home Office is located at One Madison Avenue, New York, New York 10010.**

Form G.23000-E

## CLAIMS INFORMATION

### Procedures for Presenting Claims for Benefits

#### Procedures for Presenting Claims for Benefits:

For Life claims, notice of claim must be given to Civil Service Employees Association, Inc. who will certify that you are insured under The Plan and will then assist in filing the claim. If any benefits have been denied, you or your beneficiary will receive a written explanation.

**Routine Questions:** If there is any question about a claim payment, an explanation can be requested from Metropolitan Life Insurance Company or by direct contact with Civil Service Employees Association, Inc.

### Requesting a Review of Claims Denied in Whole or in Part:

In the event a claim has been denied in whole or in part, you or your beneficiary can request a review of your claim by Metropolitan Life Insurance Company. This request for review should be sent to Group Claims Review at the address of the Metropolitan office which processed the claim, within 60 days after you or your beneficiary receive notice of denial of the claim. When requesting a review, please state the reasons you or your beneficiary believe the claim was improperly denied and submit any data, questions, or comments you or your beneficiary deem appropriate.

Metropolitan Life Insurance Company will re-evaluate all of the information. Then you or your beneficiary will be informed of the decision in writing in a timely manner.

## DISCLOSURE STATEMENT - (NEW YORK)

### METROPOLITAN LIFE INSURANCE COMPANY

#### Required Disclosure Statement

The insurance evidenced by this certificate provides life insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York State Insurance Department.

**DON'T MISS THIS OFFER**

**CSEA offers**

**FREE**

**Life insurance**

**See inside for details**

**Read, complete and mail coupon  
and save this insert**

# Understaffing at OMRDD group homes leaves staff feeling like they're

## HOME ALONE

### Very understaffed here

WELLS — Geographically it's a long way from this southern Hamilton County community in the lower catchment basin of Sunmount Developmental Center and the OMRDD facility in Tupper Lake — a two hour drive in good weather. But there's more than just mileage creating the gulf between Sunmount and its group homes. Employees say they're made to feel like ugly step-children instead of OMRDD family members.

"We'd like to be thought of as a sister community to Sunmount, but a lot of time they make us feel like a leper colony instead," is how 10-year veteran Developmental Aide Melissa Allan describes the relationship between group homes in isolated, rural Hamilton County and the distant Sunmount Developmental Center.

"When it comes to staffing or funding it seems like we're a geographic inconvenience to Sunmount," she says.

"We're very understaffed here, there's a lot of mandatory overtime necessary just to reach minimum staffing standards," Allan says. "Sunmount discriminates against us geographically, basically telling us we're too far away, too isolated, to shift people here. We haven't had a full-time position posting here in a long time — what were full-time jobs are being posted as two part-time positions instead, or per diem."

The two homes in Wells have been running for the past three years with an LPN filling what is supposed to be an RN position, she says.

Allan works the 11:30 p.m. to 8 a.m. night shift in her group home with one other employee. She is one of 13 full-time, part-time and per diem employees and one supervisor who staff three shifts in one of two group homes located in this small town of a few hundred residents. She says time off is routinely denied staff, and chronic shortstaffing and mandatory overtime leave employees with low morale and burned out. And that in turn often leaves the 12 profoundly retarded adult clients, seven in wheelchairs, as stressed out as the workers.

"Our profoundly disabled clients need a lot of individual attention. They feel the impact when staff is stretched to the limit," Allan says.

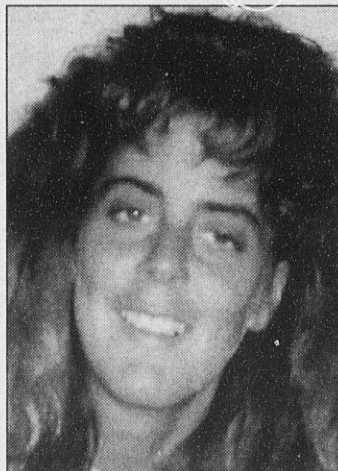
"And it seems we're asked to operate on a barebones budget for supplies, materials and maintenance all the time as well," she says.

Operating at bare minimum staffing levels means client outings, dental trips that take two hours each way to Sunmount, or a long trip to the primary physician all require overtime or extra time assignments.

Partly because of what they see as second-class treatment, Allan says the staff at group homes in Hamilton County are "extremely fearful of being sold out" by the state.

"They don't seem to want us now, and we're worried that the homes here in Hamilton County will be privatized," she says. "We're good, loyal employees, we work hard to make our clients' lives the best they can be. Don't sell us out, help out."

— Roger A. Cole



Melissa Allan

### Impossible work load

COMMACK — CSEA member Billye Jo Byers, who worked at Kings Park Psychiatric Center for six years and has worked for Long Island Developmental Disabilities Services Office (DDSO) for the past three years, works with only one nurse in a house for profoundly retarded adults, all of whom are on feeding tubes.

A night-shift employee, Byers has responsibility for 12 clients.

"We are supposed to do bed checks every 15 minutes, change the clients, do laundry and cleaning. It is really impossible for one person to do all that," she says.

"We take excellent care of our clients. We sometimes send them to the hospital, and they come back with diaper rash so bad they are raw. You never see that here," she said.

"We have people sitting at a desk who have never taken care of people making the decisions on staffing and equipment," she says.

Byers said the care would be better if the staffing were increased and the clients would be safer.

"God forbid there were ever a fire here. I could never get everyone out," says Byers, who is four-foot-ten and suffers back problems from all the lifting required to move and change clients.

Still, Byers feels good knowing she is helping people.

"These people can't talk and they are profoundly retarded. But you get to know them and I know how to make them comfortable," she says.

"You wish there was more you could do for them but there is satisfaction in knowing you care for them," she says.

— Sheryl C. Jenks



Billye Jo Byers

### Problems plague LPNs

DANVILLE — Debbie Dennison has been a licensed practical nurse (LPN) at what is now Finger Lakes DDSO for 12 years. Before that she was an aide for 17 years at the facility.

"As an LPN here, you never know where you'll be working, even though you are assigned to a particular home," says Dennison, who is normally at a home for medically frail clients. "LPNs can fill in for RNs or aides, so I might come in, expecting to work at my normal assignment, and be told to go to a day treatment facility or another home where an RN (registered nurse) is off or where a developmental aide is off. Often I'm sent to a home or site where there are behavior problems, and sometimes it's pretty hard to handle, when you haven't prepared for it."

The unexpected worksite change can create a number of problems for the clients as well as the staff, Dennison says, because of unfamiliarity with the clients, especially when medications need to be dispensed.

"Many times you can't get as much information as you need in the shift change conference," Dennison says.

Another problem for LPNs is trying to get time off, Dennison said. "Aides can get time off over me, even with my seniority," she says, "because an aide or RN won't replace an LPN on absences."

The intensive care required in her particular type of home is also a reason that staffing should be reviewed, Dennison feels.

"In my group home, we have all medically frail patients," said Dennison. "This makes every act, from food preparation, to feeding, to getting dressed, to going out for any reason a much more involved, time-consuming task for each client ... There's a lot involved. We need a better staffing setup ... we should have at least one more staff person."

— Ron Wofford



Debbie Dennison

# Members bring mastodont

ALBANY — More than 11,000 years ago, the Cohoes Mastodont roamed the Mohawk valley. More than 130 years ago, its skeleton was dug out of potholes in the Mohawk River. For more than 100 years, that skeleton stalked the halls of the state Museum. Then, for 30 years, it lay dismantled in storage.

Now the massive skeleton hangs almost delicately from a vine-like frame of hammered steel, its bones providing a gesture of what was once an adolescent male mastodont.

On view for the first time in 30 years, the 11,070-year old Cohoes Mastodont is in some ways a new creature from the one that graced the old New York State Museum.

That's thanks to the hard work — from research to sculpting to

blacksmithing — of three CSEA Local 657 members and two assistants.

CSEA member Gay Malin, museum specialist I in dioramas and accessories, worked with assistant Jola Cope-Nydegger to restore bones and resculpt or re-cast models of missing bones. CSEA members Jeff Stringer and John Anson, both museum restoration specialists, worked with Olof Jansson, a blacksmith, to build a new frame for the skeleton and re-articulate it based on more up to date information than was available when it was first assembled in the 19th century.

"One of the exciting things is although this had been an artifact that had been in the museum for 100 years, in the process of re-articulating, we could have modern science look at it," Malin said. "We learned a tremendous amount about it."

He was missing teeth which probably weakened him, she explained. In analyzing the teeth and tusks, which have rings similar to trees, they learned he had two difficult periods, the last one of which led to his final decline, she said.

Modern science was able to date the mastodont. Experts also helped the museum workers to correct errors in the way the original display was put together, or articulated.

For example, in Malin's workshop, a photo of an x-ray of an elephant's foot shows the delicate bone work arched up and supported by huge pads of fat.

The original mastodont display had the foot bones splayed out nearly flat as if they absorbed the weight of the four- to five-ton beast. The new articulation reflects new knowledge, and the foot bones show more lift.

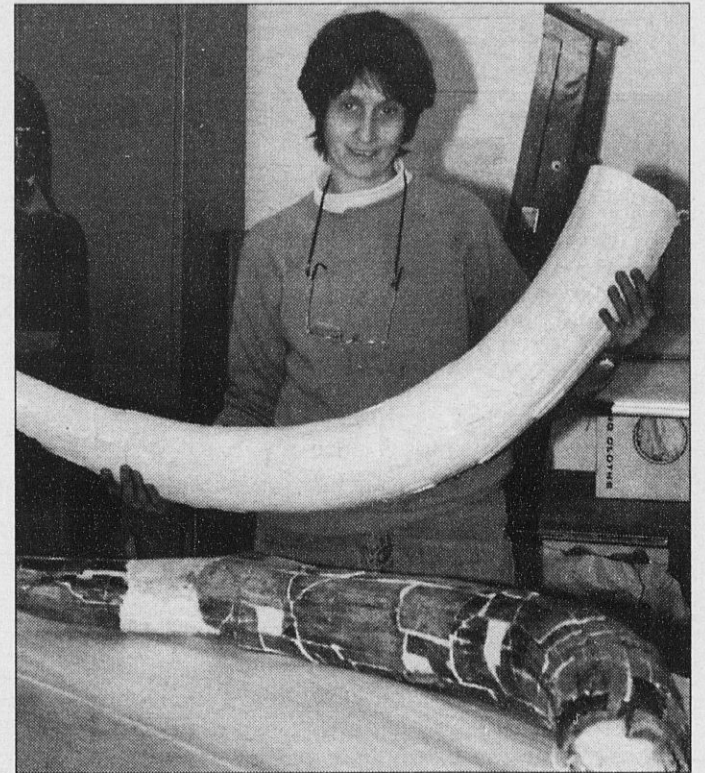
"What we're striving for is to make something that would present the bones in proper configuration and still protect the bones," Stringer said.

That protection was lacking in the earlier display. The methods used in the 1860s damaged the bones.

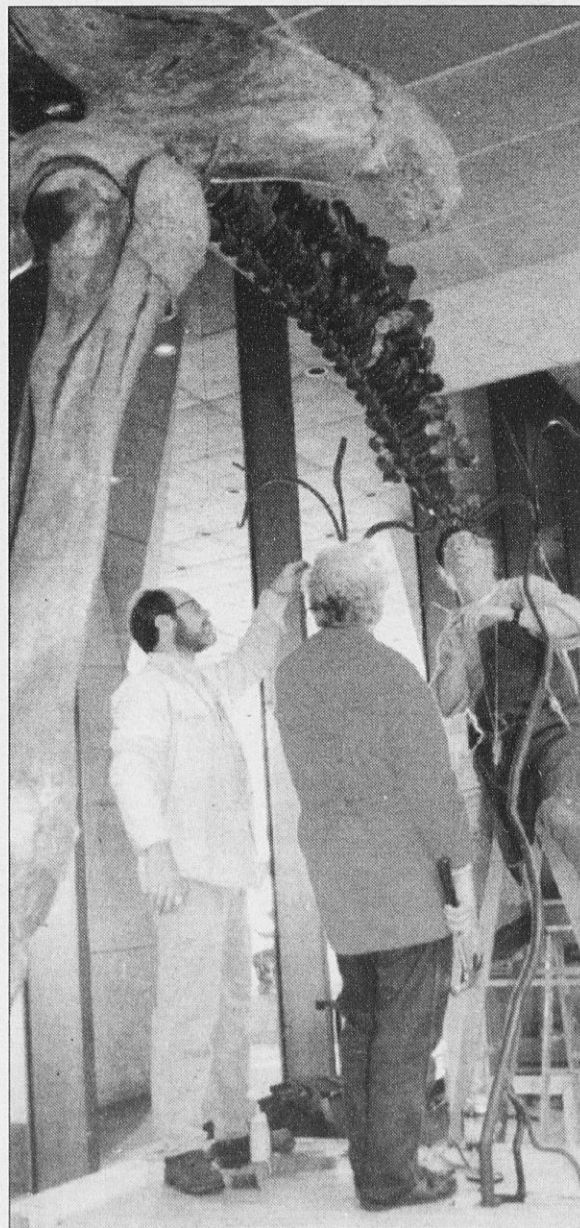
For example, bones were virtually wired and bolted to a metal frame, causing cracks and damage, Malin said. Plaster that was used to fill them expanded and cracked them. They were also painted brown.

"We had to strip the paint. We had to preserve the bones," she said. "The inside of these bones is like shredded wheat."

At the same time, she wasn't



**Museum Specialist Gay Malin holds the unpainted model of a tusk that will hang on the Cohoes Mastodont. The real 70-pound tusks, in foreground, are too heavy to put on the skeleton and will be on display.**



**COMING TOGETHER — Museum Restoration Specialists Jeff Stringer, left, and John Anson, center, work with Olof Jansson on placing a vertebrae on the spine of the Cohoes Mastodont.**

overly critical of the methods used more than 100 years ago.

"I think they did a superb job articulating with the materials they had," she said. "Fifty years from now, someone could come in and say, 'My God, they used epoxy!' You just never know."

Only about half of the skeleton is

*Continued on page 11*

## A CSEA staff member remembers 'Masty'

ALBANY — Since 1866 when workers found its bones while digging the foundation for Harmony Textile Mill #3, the Cohoes Mastodont has been a wonder and a mystery.

Nearly 130 years later, the New York State Museum is once again putting Masty, the name coined by Cohoes school children long ago, on display.

When the State Museum was on Washington Avenue, Masty was the first wonder visitors viewed as they exited the elevator to wander through the museum's treasures. Noisy children were often struck speechless by the powerful ice age figure.

When the museum moved to

the Cultural Education Center of the Empire State Plaza, Masty lost his place of honor and was stored, bone by bone, in boxes.

A second Masty was constructed in the late 1960s by members of the Cohoes High School's chapter of the New York State Junior Historical Association, for a historical competition.

It returned to Cohoes in triumph, having won first place in the statewide contest.

Over the years, many adults who visited the museum as children asked about the Cohoes Mastodont.

Museum officials decided to once again display the mastodont but first required

that it be reconstructed as anatomically correct as possible. Museum experts set out not just to reconstruct the ancient ice age beast but also to preserve its bones using the latest techniques.

The original Cohoes Mastodont once again roams the minds of the visitors at the New York State Museum. Legend has it that if you're really quiet you can still hear its ghostly trumpet.

— **Daniel X. Campbell**  
*Editor's note: Daniel X. Campbell has long been a student of "Masty," winning an essay contest about the ancient creature while in junior high school.*

# back to 'life' at NY State Museum

Continued from page 10

real. Malin had to create the remainder, often making molds of the plaster bones used for the first display or by sculpting her own. The real bones are natural; the replacements, made of urethane, are painted brown so that visitors can easily tell the difference, Stringer said.

The actual articulation took a great deal of research. They studied displays at other museums and consulted experts to get the best mount and articulation, said Anson, who has worked on a wide variety of displays, including the museum's furred mastodont model.

"You've got a bunch of bones and you've got to put them together without putting a screw in or a hole in anything," Anson said.

The pipe that forms the frame for the skeleton had to be hammered and welded. Even then, the work of placing the bones was challenging. If one bone was slightly off angle, it would throw the whole alignment off, and they had to back up and re-align it.

"We do what the bones tell us," Stringer said. "There was a lot of three steps forward, two steps back."

Jansson, the blacksmith, hammered the graceful mount from steel pipes.

"The whole challenge of making this kind of mount is making an otherwise immutable substance match the organic

frame of the bones themselves," Jansson said.

Working on an 11,070-year-old skeleton has left its mark on the artisans.

"It's thrilling," Jansson said. "There's absolutely no doubt about the fact that it's going to be a kind of legacy."

For Stringer, the mastodont has personal resonance.

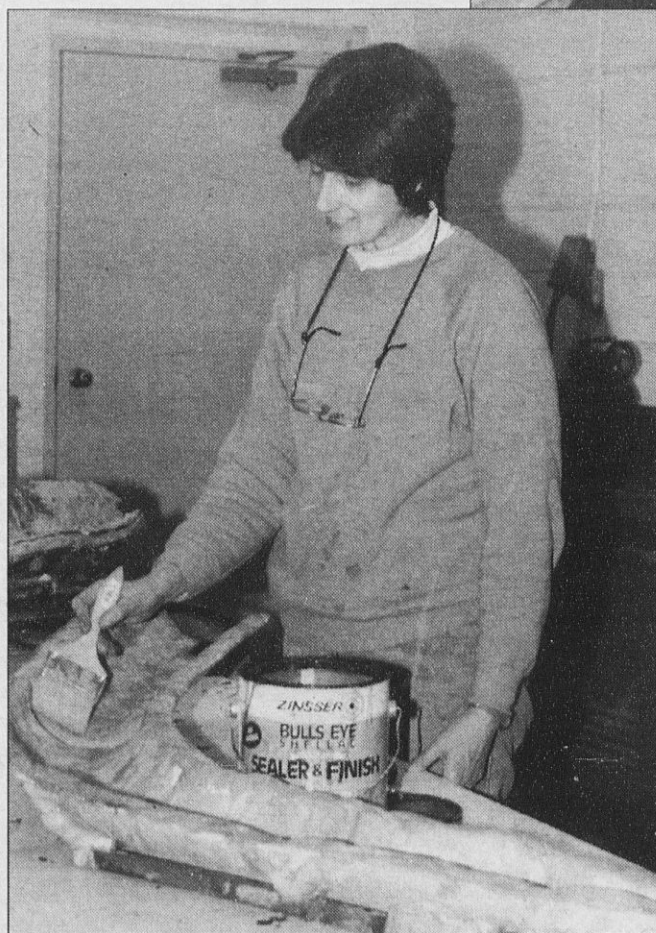
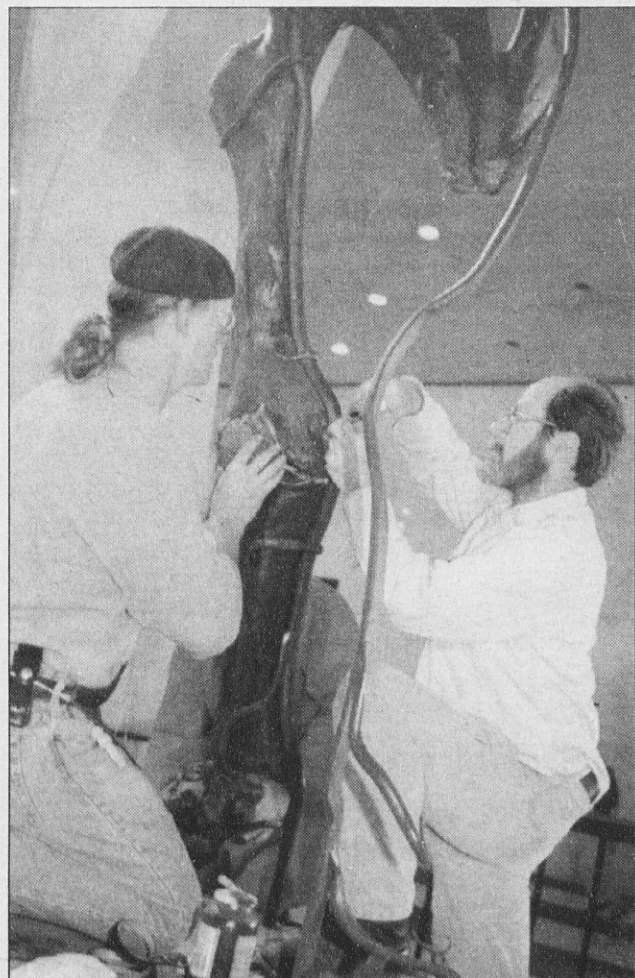
The bones were found in two potholes formed by glacial rollers in the bottom of the Mohawk River. The beast was butchered by ancient humans and the remains placed in the potholes, he explained. The skull had a hole poked in behind the eye, and experts speculate that he may have been blinded so that ancient hunters could more easily kill him.

Stringer marvels at the beast's life and fate.

"For me, it's almost mystical," he said. "My mother's father was Native American. Eleven thousand years is 500 generations." The mastodont's meat may well have nourished his ancestors, he said. And the connections go on.

"My father's people came to work in Cohoes to work in the mills and lived 600 yards from the excavation site. I live right on the Mohawk River six miles from where this animal was found," he said. "Where was he born? He could have walked right through my back yard."

— Kathleen A. Daly



**ARTISANS AT WORK —**  
Blacksmith Olof Jansson,  
above, and Museum  
Specialist John Anson,  
right, articulate the foot  
bones of the Cohoes  
Mastodont. In the photo at  
far left, Jansson and  
Museum Specialist Jeff  
Stringer work on one of the  
huge leg bones. At left,  
Museum Specialist Gay  
Malin prepares a mold of  
one of the mastodont's huge  
tusks.

# A CSEA star is born on the 'Late Show with Letterman'

BUFFALO — You're standing on a corner in New York City, waiting for a traffic light when the pay phone starts ringing. What do you do?

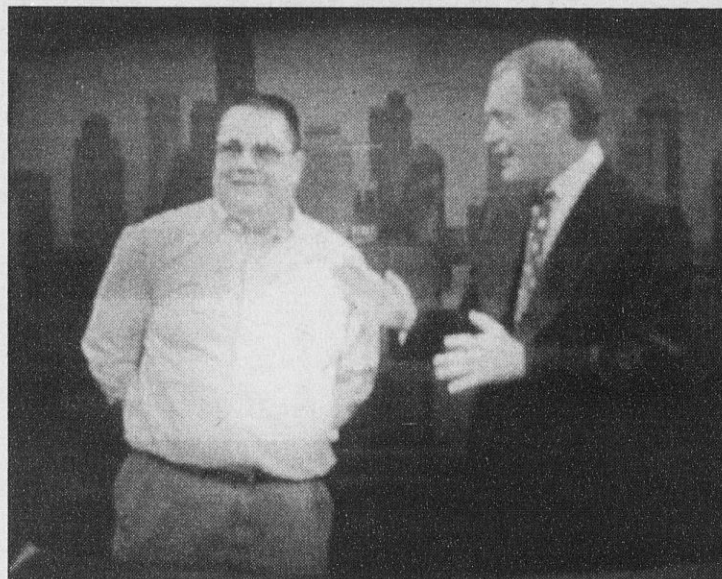
If you're Tom Warzel, a member of SUNY Buffalo Local 602, you pick it up. A longtime CSEA activist, Warzel was at the corner of Broadway and 53rd Street in New York City, across the state from his home in western New York. The pay phone rang; he

picked it up and triggered a chain of events that presented him with his requisite 15 minutes of fame.

At the other end of the line was Dave Letterman, host of the CBS show "Late Show with David Letterman," who invited the on-camera Warzel into the nearby Ed Sullivan Theater, where the show is taped. After an introduction and rousing applause from the studio audience, Warzel was given five seconds to say anything he wanted.

After giving it a few minutes of thought, Warzel, who was in town for a CSEA meeting of the Joint Committee on Health Benefits, declared over a drum roll buildup, "Everyone should be able to make as much money as they want and have as much freedom as they want."

And that was it, right? Not at all. After a commercial, Letterman decided that Warzel should have another five seconds to



speak his mind to a national TV audience.

On the second try, he was even more firm in his unionistic fervor: "It's a good

opportunity to say workers of the world unite. Everyone should be in a union," Warzel said.

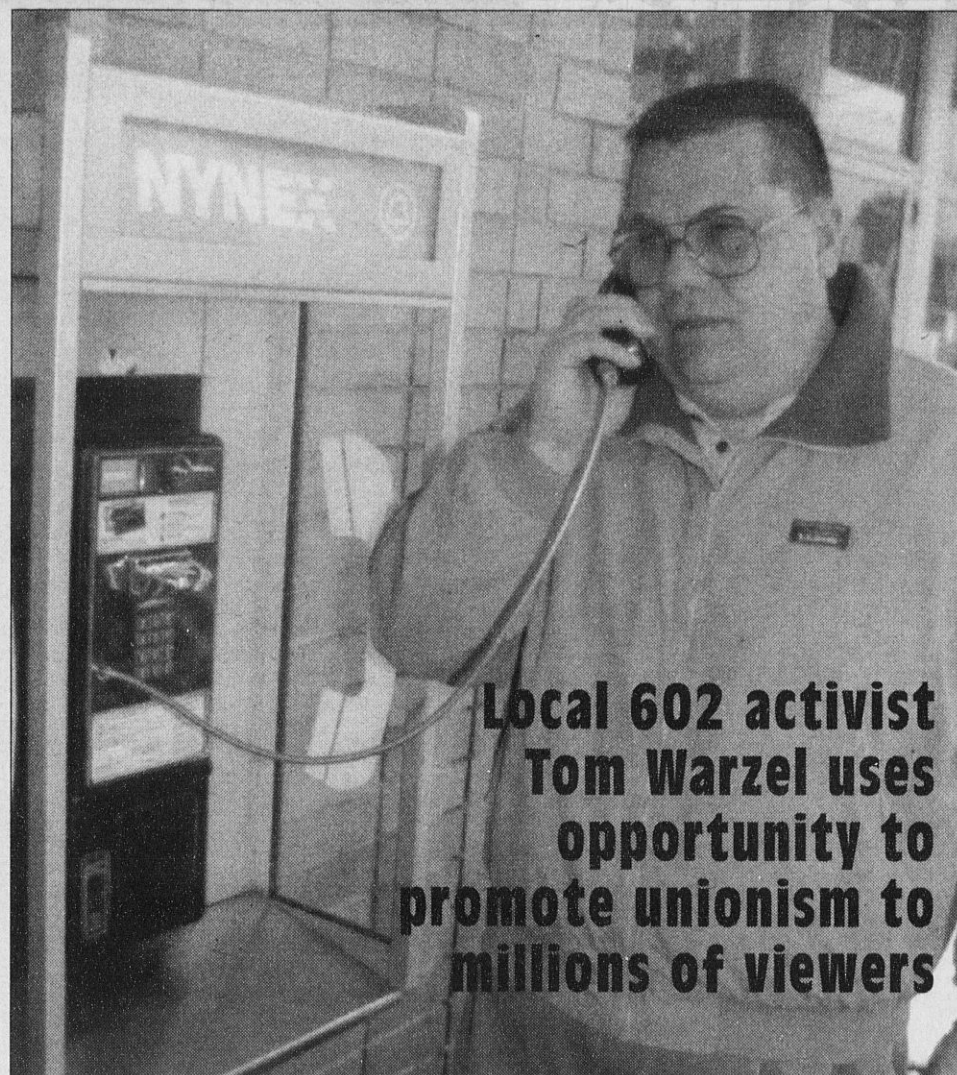
"It's ironic that I got on the show because I had tried to get in, and was turned away because they had a full house," Warzel said. "I had seen the bit before where Dave calls a pay phone and talks to whoever answers, so I immediately recognized his voice when I picked up the phone." And Warzel's celebrity continued after the show.

"The program assistants told me that after the program, many audience members gather at the

celebrity exit to get autographs from the stars on the show," Warzel said, "and I was approached by several people who asked me to sign their ticket stubs, and a few people even asked me about how to get a union started where they work."

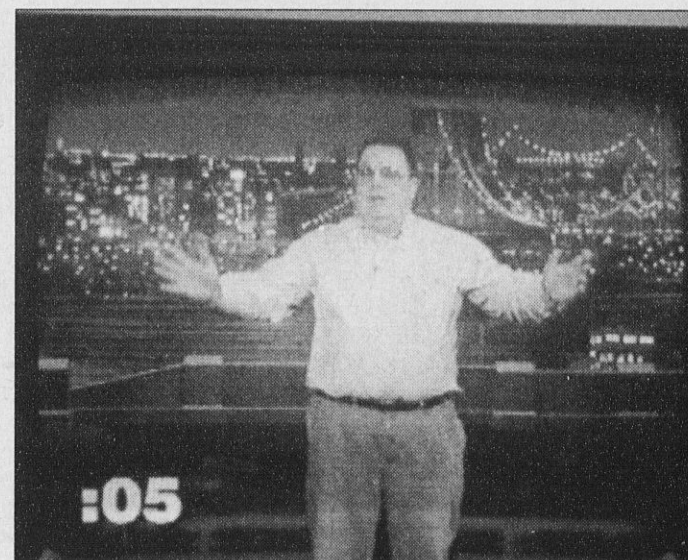
— Ron Wofford

**"... workers of the world unite. Everyone should be in a union."**



**Local 602 activist Tom Warzel uses opportunity to promote unionism to millions of viewers**

**CSEA LOCAL 602 MEMBER TOM WARZEL** picked up a ringing phone in New York City and wound up on national television with David Letterman — after being turned away as an audience member because they had a full house.



## Vicki Cosselman earns PEOPLE recruiter honors

Vicki Cosselman, a member of CSEA Tryon School Local 559, earned PEOPLE Recruiter of the Month honors for October by recruiting 25 new members.

PEOPLE (Public Employees Organized to Promote Legislative Equality) is the CSEA/AFSCME lobbying program that operates at the federal level.

Members who recruit other members for PEOPLE earn points that are redeemable for gifts in the PEOPLE Recruiter Gift Catalog.

For more information about PEOPLE, call the CSEA Political Action Department at 1-800-342-4146 Ext. 1404 or (518) 257-1404.

## Pataki vetoes Independent Hearing Officer bill

An Independent Hearing Officer bill (S.1407) which CSEA endorsed and helped push through the Legislature was vetoed by Gov. Pataki on Dec. 1.

The bill would have amended Section 75 of the Civil Service Law to provide for an independent hearing officer in disciplinary cases where the penalty is dismissal.



# NOTICE OF NOMINATION AND ELECTION

## Statewide Board of Directors

### Petitioning period begins Jan. 20

The nominating petition period for candidates seeking election to CSEA's Board of Directors begins Jan. 20. Nominating petitions will be available on Jan. 20 from CSEA headquarters and CSEA region offices. The deadline for nominating petitions to be received at CSEA headquarters is 5 p.m. Feb. 23 (see election schedule at right).

#### Requesting Petitions

Nominating Petition Request Forms have been available since Dec. 8 for eligible members by contacting CSEA local presidents, CSEA region offices or CSEA headquarters. Completed petition request forms must be submitted to either CSEA region offices or CSEA headquarters in order to obtain official nominating petition forms. Petition forms will not be released to potential candidates until Jan. 20.

All elected seats on CSEA's Statewide Board of Directors will be up for election in 1998. CSEA delegates previously approved a two-year term for Board seat elections in 1998, synchronizing the Board elections with the union's statewide officers election cycle beginning in the year 2000. Three-year terms will resume with the Board of Directors election in the year 2000.

#### 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 department, county or educational local he or she seeks to represent since June 1997; 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 1997. To be a "member in good standing" for election purposes, your dues have to have been fully paid for the period since June 1, 1997. Gratuitous membership status does not constitute "good standing" for election purposes.

#### Slate nominating and election

Members seeking to become Board representatives for state departments and counties which, by virtue of their large membership size, are assigned more than one seat on the statewide Board may choose to petition and run as a slate or as individuals.

### 1998 CSEA Election Schedule Statewide Board of Directors

- |                 |  |
|-----------------|--|
| <b>Jan. 20</b>  | Start of Petitioning Period: Nominating petitions available from CSEA headquarters and CSEA region offices |
| <b>Feb. 23</b>  | Deadline for nominating petitions to be received at CSEA Headquarters (5 p.m.)                             |
| <b>March 11</b> | Deadline to decline nomination   |
| <b>March 17</b> | Drawing for ballot positions   |
| <b>April 20</b> | Ballots mailed   |
| <b>April 27</b> | Replacement ballots available  |
| <b>May 15</b>   | 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*.**

Civil  
Service  
Matters

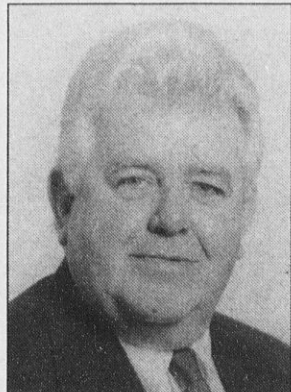
Part 2  
in a series

### An interview with *Commissioner* *George C. Sinnott* *NYS Department* *of Civil Service*

**EDITORS NOTE:** As commissioner of the Department of Civil Service, George C. Sinnott heads the state's central personnel agency.

Sinnott also serves as president of the State Civil Service commission which, among other things, adopts and modifies rules governing state and local civil service matters and hears and determines examination and classification appeals.

The following is part 2 in a series of excerpts from an interview with Commissioner Sinnott.



**There's been a lot of talk of Civil Service reform in recent years. What changes have been made and how have they improved the system?**

Well, I think Gov. Pataki's Agency Transfer

## Making the system work for you

legislation, the new Section 78 of civil service law that's been enacted the last two years, is probably the most proactive public employee legislation in my recent memory.

The transfer initiative, which was supported by CSEA, has enabled the state for the first time in history to effectively manage its work force and accomplish downsizing without severely impacting state employees.

Through the governor's transfer program, we were able to retain valued state employees who, in past years, would have been laid off. And I think it was a victory for common sense and compassion because now we no longer throw people out the window, we manage our work force in a way that the private sector would be delighted to be able to do so well.

Also, when I first arrived here, we had a backlog of over 600 state promotion exams that were never held. As a result of that, state agency managers were unable to plan for the future and state employees went without the benefit of being able to compete for promotions.

And through the promotion test battery, we've been able to test over 30,000 employees in the last year who otherwise would not have had a

chance for promotion. So we're happy about that.

Something we'll be working with (CSEA President) Danny Donohue on is the test score profile that we've developed.

For the first time in the history of civil service, when an employee or a candidate for employment gets their test results back they now get a test score profile which tells that employee or that candidate how they fared in every segment of that examination, whether it be reading comprehension or mathematical or mechanical areas. And in addition to telling them how they did in each particular discipline, it also indicates how they fared compared to everybody else who took that exam. It gives a candidate a snapshot view of where they need to improve when they take future examinations.

And once the second promotion test battery is graded we'll have two consecutive promotion test batteries as an experience. What I'd like to do then is to compile that information and share it with the unions and with state managers relative to their training needs. I think that will be a wonderful tool for the benefit of everybody involved.

— Ed Molitor

# NOTICE OF NOMINATION AND ELECTION

## 1998 AFSCME Convention Delegates

### Delegate nominating meetings to be held Feb. 21

Meetings will be held in all CSEA regions on Saturday Feb. 21 to nominate candidates for the position of delegate to the 1998 AFSCME Convention scheduled for Aug. 24 through 28, 1998, in Honolulu, Hawaii. The date, time and location of region nominating meetings are printed below.

The region nominating meetings in February kick off the AFSCME delegate election process, which continues in accordance with the schedule

of election, printed below, at right, approved by CSEA's Board of Directors.

CSEA delegates will be elected by region. 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.

#### CSEA REGION NOMINATING MEETINGS AFSCME Convention Delegates Election

**SATURDAY, FEB. 21, 1998**  
**ALL MEETINGS WILL START AT 11 A.M**

##### LONG ISLAND REGION 1

Region Office, 3 Garet Place, Commack

##### METROPOLITAN REGION 2

Region Office, 40 Fulton Street, 21st Floor Conference, New York City

##### SOUTHERN REGION 3

Region Office, 735 State Route 52, Beacon

##### CAPITAL REGION 4

The Desmond, 660 Albany Shaker Road, Albany

##### CENTRAL REGION 5

Region Office, 6596 Kirkville Road, East Syracuse

##### WESTERN REGION 6

Holiday Inn, 8250 Park Road, Batavia

#### Who is eligible?

Any member in good standing as of Feb. 1, 1998, will be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of Feb. 21, 1998, will be eligible to nominate delegates. Any qualified CSEA member will be eligible to nominate as many candidates for delegates as he or she desires, not to exceed the total number of delegates to be elected from that region. Nominees do not have to be at the nominating meeting.

Nominations may be

### 1998 CSEA Elections Schedule

#### AFSCME Convention delegates

<b>Feb. 21</b>	Nominating meetings (all regions)
<b>March 11</b>	Deadline to decline nomination
<b>April 20</b>	Ballots mailed
<b>April 27</b>	Replacement ballots available
<b>May 15</b>	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*.**

made by slates of two or more individuals who will appear on the ballot as running together under a particular designation. Candidates nominated as slates will appear on the ballot in the order they are nominated. The ballot will also allow slate candidates to be elected individually, separate from the slate.

Expenses for transportation, room and board at the AFSCME Convention will be paid by CSEA.

## More CSEA Insurance Program improvements in '98

In 1997 a great many positive things happened with the CSEA-sponsored Insurance Programs — and it looks like 1998 will be equally as promising.

An improved CSEA Security Life Insurance Plan was introduced to members in September. Some of the features of that new plan include higher coverage amounts for members, no age limit, Line of Duty Benefit, Accelerated Death Benefit and a Seat Belt Benefit.

CSEA also negotiated to give all active CSEA members \$2,000 of term life insurance at no cost! This free coverage offer is good for one year.

With new coverages and improvements on the horizon for 1998 (see future editions of *The Public Sector*), now is a good time to take advantage of the CSEA Insurance Programs.

Here's a look at other great coverages that are available:

★ Group Whole Life Plan features solid coverage with cash values that build with each year;

★ Disability Income Plan provides benefits to protect your income if a disability keeps you from working;

★ Long Term Care Insurance helps aid in the costly expense of custodial care;

★ Free Retirement Counseling services helps members prepare for retirement;

★ Hospital Income Protection provides many benefits to help cover expenses if you are confined to a hospital.

★ CSEA's popular payroll-deducted Personal Lines Insurance Program features automobile, homeowners, renters and umbrella liability coverages.

To obtain more  
information on any of  
these plans, call  
**Jardine Group  
Services  
Corporation**  
**1-800-929-6656**

# 1998 CSEA ELECTIONS INFO

## Local, unit elections scheduled for 1998

### **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.

### **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 will be available from local and unit election committees.

### **Attention: Local, unit presidents**

#### **Did you send Election Committee Data Form to CSEA headquarters?**

Local and unit presidents should have filed by now the Election Committee Data Form and Registration Form for an elections procedure training teleconference to be held Jan. 31, 1998.

Election of local officers, delegates and unit officers will be conducted between May 15 and June 15, 1998. Each local and unit executive board must have its own

Election Committee and committee chairperson to oversee the election. Election material and information cannot be sent to the chairperson until the committee Data Forms are filed with Headquarters.

Local and unit presidents may call the CSEA Records Maintenance Department at 1-800-342-4146 Extension 1214 if they have questions.

### **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.

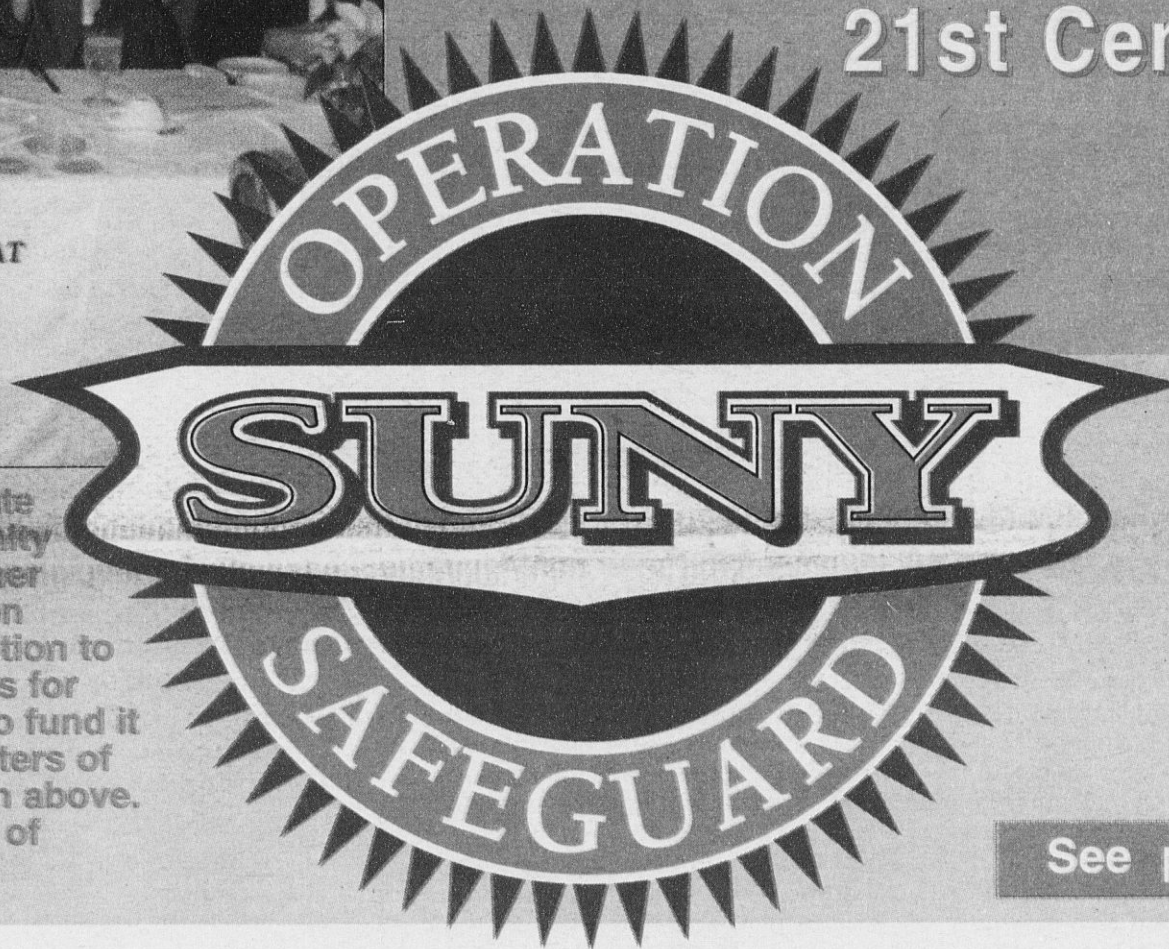
The statewide Board of Directors approved an Application for Election to Office for locals and units with 10 or fewer members. In these smaller locals and units, completion of the Application for Election to Office replaces the requirement to obtain signatures on a nominating petition.

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.



CSEA members across the state joined with the SUNY Community Mayors Coalition, UUP and other groups on Dec. 4 for Operation Safeguard SUNY to draw attention to the value the SUNY system has for New York state and the need to fund it adequately. A group of supporters of SUNY Old Westbury are shown above. See page 3 for more coverage of Operation Safeguard SUNY.

CSEA proudly supports New York's great State University system, a cornerstone for progress into the 21st Century



See page 3

**Sector**

THE PUBLIC

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JANUARY 1998

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- ★ LOCAL GOVERNMENT NEWS - *Pages 4 and 5*
- ★ STATE GOVERNMENT NEWS - *Pages 6 and 7*
- ★ THE WORK FORCE - *Pages 9, 10 and 11*
- ★ CSEA ELECTIONS INFORMATION — *Pages 13, 14 and 15*