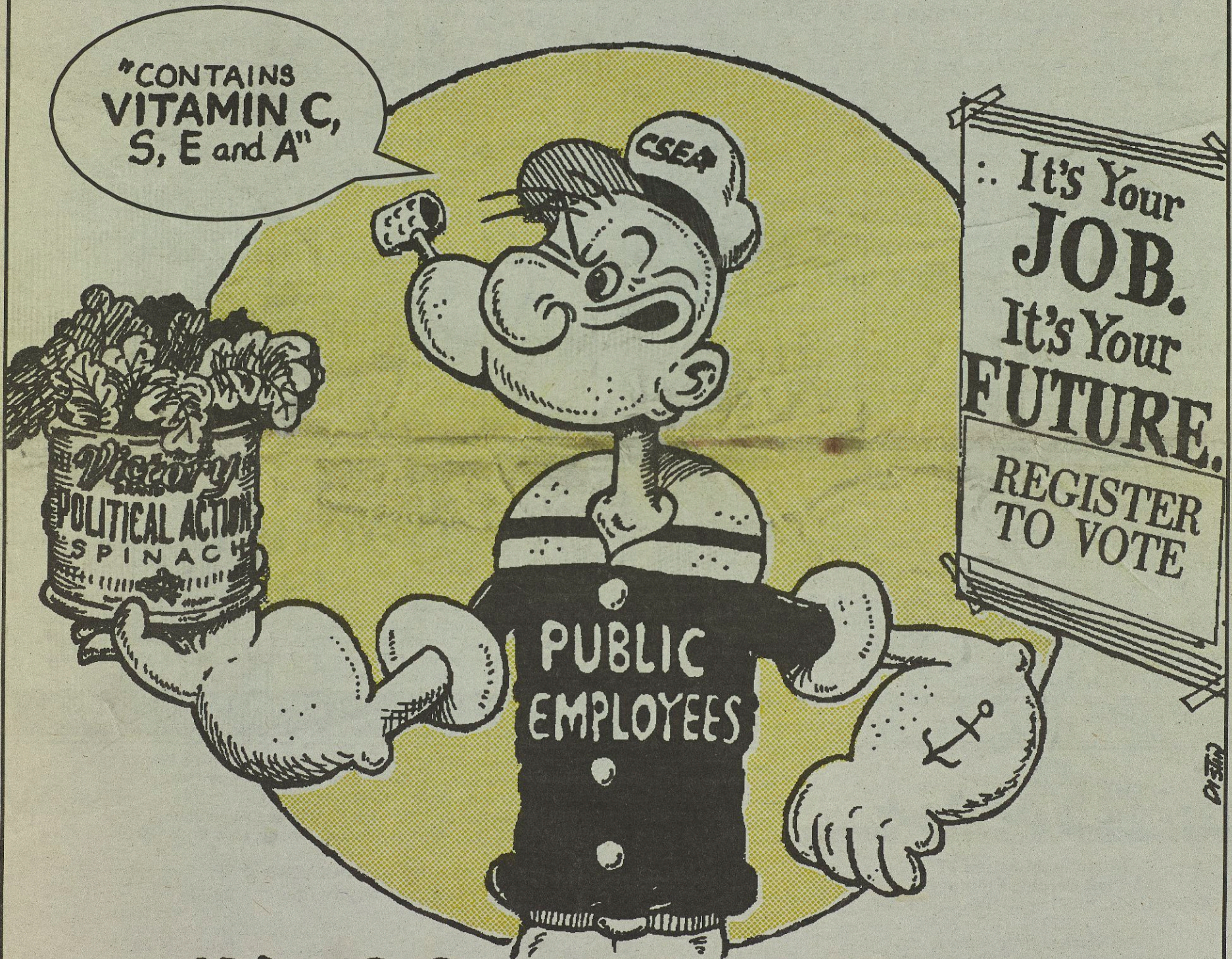


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Sector

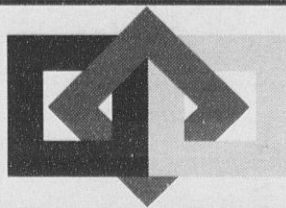
THE PUBLIC

Vol. 18 No. 12 DECEMBER 1995



ADDING POWER TO YOUR PUNCH...

See pages 3 and 4



I N D E X

CSEA flexes muscle at ballot box election day

Union influences victories across the state: **Page 3**
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Local Government News: **Pages 13, 14 & 15**

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CSEA Region Officers, AFSCME delegates: **Page 17**

Always protect your membership status

A break in union membership status can have long-term future implications. Your membership status affects your eligibility with respect to:

- * seeking or holding union office,
- * signing nominating petitions for potential candidates,
- * voting in union elections, and
- * voting on collective bargaining contracts.

Only members "in good standing" can participate in these activities. To be in "good standing," your dues cannot be delinquent.

If you go on unpaid leave or for any other reason have a break in your employment

status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without pay status due to becoming disabled by accident, illness, maternity or paternity, you may be eligible for dues-free membership status for a period not to exceed one year.

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

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NOTICE: CSEA is honoring a national AFL-CIO boycott of Bell Atlantic NYNEX Mobile cellular phone service. CSEA's endorsement of discounted cellular service offered by Bell Atlantic NYNEX Mobile in other parts of New York state and northern New Jersey is suspended.

For information regarding other CSEA membership benefits, call the Membership Benefits Department, CSEA Headquarters, 1-800-342-4146

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CSEA involvement creates election victories statewide

CSEA's support helped put candidates into office across the state on Election Day 1995, sending a strong message that the union is a political force that will fight for its members.

In one of the most impressive victories, CSEA took on the establishment in the City of Troy and won.

For more than a year, the city manager, appointed by the Republican-controlled city council, had ridden roughshod over all the city unions. He especially targeted CSEA, however, laying off employees and attempting to break the contract time and again.

CSEA won the grievances it filed, and the final victory came when the manager resigned because of CSEA pressure.

Then, CSEA-backed mayoral

candidate Mark Pattison was elected, as were all the candidates CSEA endorsed for city council. That includes the city's first minority candidate to win a council seat, CSEA member Christine Stone.

"We targeted the Troy elections because the elected officials there stood back and allowed their city manager to misuse and abuse loyal city employees," CSEA President Danny Donohue said. "We get involved in elections because we want the best leaders possible for communities across the state, leaders who understand the value of public employees."

In another important victory, CSEA backed incumbent Erie County Executive Dennis Gorski when even his own party tried to beat him in the primary. Gorski's

record shows that he supports the important work public employees do in Erie County.

In Albany County, CSEA backed Michael Breslin in his successful bid to be elected county executive. Breslin was appointed to the job in January to fill a vacancy created when his predecessor was elected to the state Senate.

Since his appointment, Breslin, a Democrat, clearly showed his commitment to public employees as he fought plans by Gov. Pataki to relocate thousands of state workers.

Meanwhile, in Long Island's Nassau County, CSEA played a role in the constitution of the new county legislature.

The 19-seat legislature replaces a five-seat board of supervisors, and since CSEA

represents nearly 12,000 Nassau County employees, the union wanted to be involved in the election of the new legislature.

And involved it was. CSEA supported Bruce Blakeman, a Republican, who will be presiding officer of the new legislature, and Bruce Nyman, a Democrat, who will be minority leader.

Also in Nassau County, CSEA backed North Hempstead Supervisor candidate May W. Newberger in both her primary and general election. Newberger won the general election by 500 votes. Her opponent in the primary also ran in the general election. Newberger's victory shows that CSEA members can affect an election outcome; the union ran a serious effort to get the town's 2,500 CSEA members out to vote.

CSEA, AFSCME walk to future with AFL-CIO

MANHATTAN — Hope is in short supply these days for working people.

But amazingly, hope began to sprout like first blades of spring grass, in late October at a mid-town Manhattan hotel where delegates met to elect new AFL-CIO leadership in the first contested election in 40 years.

CSEA President Danny Donohue joined AFSCME President Gerald McEntee to strongly support a new team of AFL-CIO leadership comprised of John Sweeney, president of the Service Employees International Union; Richard Trumka, president of the United Mine Workers; and Linda Chavez-Thompson, AFSCME international vice president. Their team, The New Voice for American Workers, used rising



AFL-CIO President John Sweeney

sun rays to symbolize their belief in the rebirth needed by the labor movement.

After hours of spirited debate, delegates elected Sweeney and the New Voice team. They pledged to rejuvenate labor's power with aggressive organizing and greater efforts to include women and minorities.

Chavez-Thompson, elected by acclamation as the first AFL-CIO executive vice

president, embodies the New Voice agenda of promoting union leaders who more reflect a diverse grass-roots union membership.

Sweeney told delegates that as workers look at their paychecks, the political system and the public debate, they wonder who is speaking for them.

"Then, in fear and frustration,

they look for leadership to the Rush Limbaughs and the Patrick Buchanans of our land, demagogues who seek scapegoats rather than solutions for the problems of stagnant wages, corporate greed and a fractured society," he said.

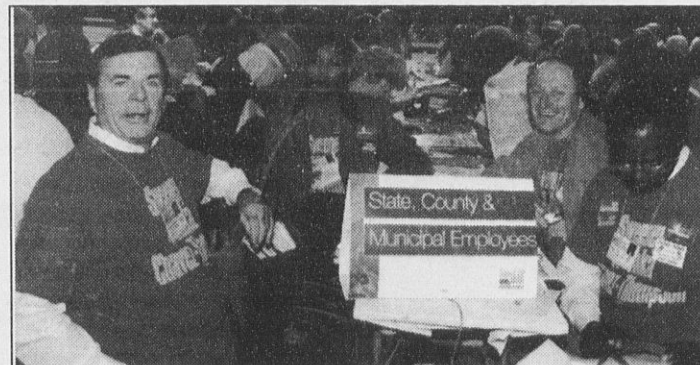
Sweeney challenged all workers who are angered and agitated, fed up and frustrated and "tired of being treated like so much road kill on the highway of American life," to reject the status quo and rebuild the labor movement.

Calling for bold and sweeping change accompanied by intensively organizing the unorganized, CSEA President Danny Donohue joined

in the spirit of hope and unity pledged by new AFL-CIO leaders.

"CSEA is proud to be in the forefront of calling for a stronger, more vibrant labor movement that will pull together against the politicians who are now trying to destroy the quality of life of all working families just to provide tax breaks for the rich," Donohue said.

— Lilly Gioia



AFSCME PRESIDENT Gerald McEntee, left, and Secretary Treasurer William Lucy, right, at the AFL-CIO Convention.

In touch with you

A message from CSEA President Danny Donohue



Make registering to vote your number one New Year's resolution

CSEA members were big winners on Election Day '95.

All across the state, CSEA-endorsed candidates won impressive victories. Nowhere was the victory more sweet than in the City of Troy where we elected the entire CSEA ticket. The city will switch from an appointed city manager to an elected full-time mayor in January and, thanks to our efforts, the new mayor will be a big improvement over the current administration which was notoriously (and brashly) anti-CSEA.

1995 was a good warm-up for next year's election. And it included warning signals for Newt Gingrich clones throughout New York.

The future direction of our country and of

our state will be at stake when voters go to the polls in 1996 to select a new president, a new House of Representatives and a new state Legislature.

It will be one of those decisive elections that will be a turning point for the public sector.

We will be able to reject Newt Gingrich-inspired politics which targets New York state for massive cuts in federal aid. We will be able to say NO to the politics of selfishness which gives the well-to-do a free ride at the expense of working class middle income people.

If you value the environment, and we do; if you value health care, and we do; if you value

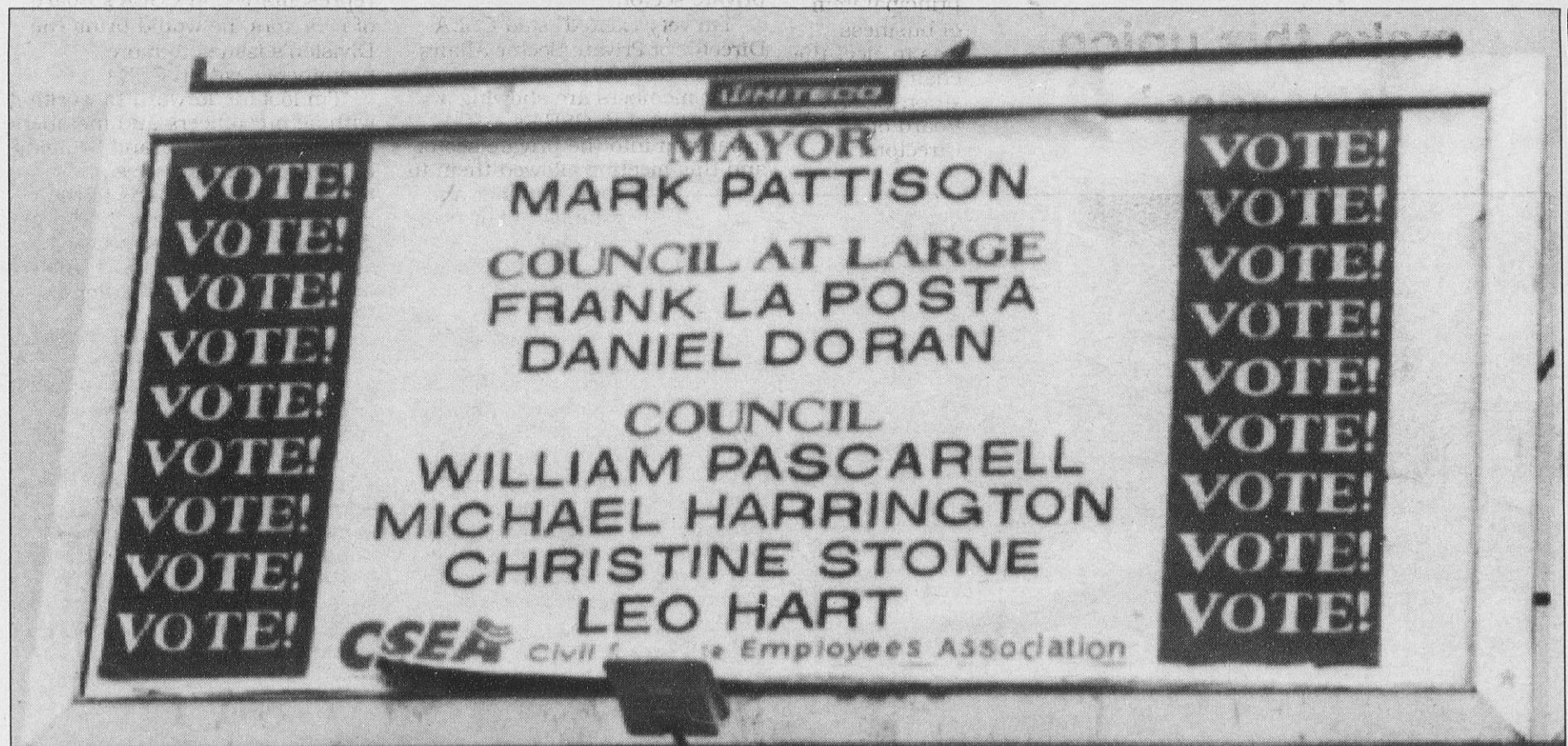
higher education, and we do; then we cannot sit out the next election.

Imagine — if you can — if every union member who is eligible to vote did so. Better still, imagine if every member of every union family did the same.

If you are not already registered to vote, make it your New Year's resolution to do so immediately. Make sure your family, friends and neighbors are registered as well.

We are in for the political fight of our lives in 1996 and will need all the political muscle we can get.

Danny



Election victories in the city of Troy symbolized CSEA's influence in voting booths all across the state. All seven candidates listed on this CSEA-sponsored billboard in downtown Troy were elected.

Private Sector Division strengthens union

SYRACUSE — If you ask CSEA President Danny Donohue, CSEA is not only the best union for public sector employees, it's the best union for private sector employees, too.

That's the message he delivered to the presidents and members of the 38 private sector locals at the second statewide meeting of CSEA's Private Sector Division recently held in Syracuse.

"It's not public sector versus private sector," Donohue said.

'It's not public sector versus private sector. We believe that by bringing in the private sector and integrating it with the public sector, we can only make this union stronger.'

"We believe that by bringing in the private sector and integrating it with the public sector, we can only make this union stronger."

The meeting featured workshops on organizing, legislation affecting not-for-profit employers, and private sector labor law.

"Learning and working together provides tremendous opportunities for us to build and strengthen CSEA's Private Sector Division," Donohue said.

Following the workshops,

CSEA Executive Vice President Mary Sullivan, Secretary Barbara Reeves and Treasurer Maureen Malone joined the Private Sector Division representatives as Donohue convened the second meeting of the Private Sector Executive Committee.

The principal item of business was to elect the chair who will sit on CSEA's Board of Directors.



Danny Donohue, left, congratulates newly elected Private Sector Division chair Dan Vallee.

Elected to the position was Health Research Inc. Albany Division Local 316 President Dan Vallee who said that the Private Sector Division's focus would need to be on organizing in the private sector.

"I'm very excited" said CSEA Director of Private Sector Affairs Michael Richardson. "The private sector members are showing a keen interest in CSEA's expansion into the private sector and this meeting allowed them to come together and establish their own agenda."

"I'm certain that we're going to be growing by leaps and bounds. We're going to strongly focus on organizing," Vallee said. "If the public sector is going to privatize, we're going to organize."

Donohue noted that the popularity of privatization in government would bring an increased need for organizing in the private sector.

"CSEA is intent on growing," he said. "With our Organizing Department we intend to go into the private sector

because we believe there are a lot of private sector employees out there who are 'in the public service' who need the best representation they can get."

Vallee said that as the group's representative on CSEA's Board of Directors, he would bring the Division's issues to more prominence within CSEA.

"I'm looking forward to working with all our officers and members in the private sector and bringing to the workshops issues and topics that are germane to the private sector," he said.

Other CSEA private sector activists were pleased with the meeting. College Association at Delhi Local 628 President Dorothy Spiliotopoulos said that having representation on the CSEA Board of Directors would give the group more clout.

"I'm excited to see that with President Donohue on board we're starting to get acknowledged and all the officers know we're here," she said. "We want to be a partner in full with CSEA and give what we can give. It's exciting to be a part of this."

CSEA Central Region President Jim Moore also attended the meeting, and congratulated the division on its growth.

"We're looking forward to making the private sector an integral part of the union in our region, and we congratulate you for your progress and your activism," he said.

— Mark M. Kotzin



CSEA Statewide Secretary Barbara Reeves, right, discusses union issues with Lee Wroblewski, president of Zoological Society of Buffalo, Inc. Local 710, at the private sector division meeting.



CSEA PRESIDENT DANNY DONOHUE meets with newly-appointed Office of Mental Health Commissioner James Stone to express the union's concerns about the future of OMH.

CSEA gears up for mental health fight

ALBANY — Indications of massive impending cuts, facilities hit lists and continuing severe understaffing have disrupted and demoralized OMH employees in psychiatric centers across New York in recent months.

CSEA is receiving little detail on specific budget plans, but the union is preparing for the worst.

OMH has received the brunt of state budget cuts in recent years and that trend appears likely to continue. Last year's state budget cut deep into funding for institutions while also cutting funds earmarked for the development of community-based programs under the Community Reinvestment Act — a CSEA-backed legislative initiative that now appears dead on arrival.

CSEA is urging its members to tell their state lawmakers to put some sanity back into mental health policy

New York is continuing its shameless policy of downsizing psychiatric centers regardless of whether there are adequate alternative facilities to treat the mentally ill. At the same time, the state is heartlessly wasting the talent and ability of its experienced mental health work force.

Administration security initiatives within psychiatric centers have been undermined by short-staffing and other cutbacks.

CSEA is urging its members to contact their state lawmakers now, before it's too late, and tell them to put some sanity back into mental health policy.

Member seriously injured in attack by patient

BRENTWOOD — When Mental Health Therapy Aide James Richenbacher left home for the night shift at Pilgrim Psychiatric Center, it was part of a 20-year routine.

The shift was typical. Richenbacher worked with the clients, helping them get ready for bed. At 3 a.m. he entered the coffee room to get some paperwork from his bag. That was when the night turned awry. As he leaned over, Richenbacher was suddenly smashed in the back of the head with a combination lock. Stunned, and

semi-conscious, Richenbacher turned to face his attacker. The client thrust an aerosol can into Richenbacher's forehead causing a gash so deep and jagged it would take 25 stitches to close and plastic surgery to repair. Two clients subdued the attacker, ending the beating before it ended Richenbacher's life.

Co-workers ran to call for help. "It was only for the grace of God that I was able to remain standing. I couldn't see anything because there was so much blood in my eye," 53-year-old Richenbacher said.

"If he had gotten me to the floor, I'm sure he would have beaten me to death," he said.

He needed more stitches to close a gash across the bridge of his nose. He also suffered cuts and bruises on his head, face and neck.

"We need more staff. We have younger, more aggressive patients and a lot of them are drug addicts, rapists and even murderers put here by the courts. It is not the same as it was years ago," he said. "It's much more dangerous."

CSEA Pilgrim Psychiatric

Center Local 418 President Gene Townsend is extremely upset and angry.

"The administration broke up the secure wards and called them intensive care units in an effort to avoid hazardous duty pay. These are the same dangerous clients and the same hazards exist," Townsend said.

"Then there is this supposed buzzer system where the employees can press a buzzer and get immediate help only my members don't know anything about it," he added.

CSEA has been lobbying across the state for increased staffing and security precautions, especially for the locked wards in the mental health facilities. Work site injuries and assaults are not at all uncommon on the mental health wards and a number of employees have lost their lives over the years.

"The battered face of James Richenbacher is a true reminder of the danger our members face on the wards each day and a testament to the need for more staffing and safer conditions — not only for our members but for the other clients who are also at risk," CSEA Long Island Region President Nick LaMorte said.

— Sheryl Jenks

Union wins back pay for members' out-of-title work

QUEENS — A 34-year veteran cook, CSEA member Edward Platts thanked the union for persevering and winning his out-of-title work grievance. Platts performed the duties of head cook for several months to cover for an employee on medical leave at Creedmoor Psychiatric Center.

"I was doing his work plus mine," Platts said. "But



Edward Platts

when I found out he wasn't coming back to work, I realized I had to put in for out-of-title work."

He had assumed full responsibility for the kitchen, including teaching other employees proper procedures, said CSEA Local 406 President Caroline Sikoryak.

Two other CSEA Local 406 members also won grievances. General Mechanic Nelson Robles was

doing out-of-title work at Bernard Fineson Developmental Center which was clearly supervisory, and CSEA won his case.

Creedmoor Psychiatric Center Stores Clerk Eugene Hamilton, employed in the mail room, was found by Governor's Office of Employee Relations to be entitled to out-of-title pay.

"We get results the old fashioned way, by plain old hard work. And our CSEA members sure do appreciate it," Sikoryak said.

— Lilly Gioia

Hints of closing spur demonstration at Hudson River PC



Above, Hudson River Psychiatric Center Local 410 President Judy Watts-Devine tells a Poughkeepsie Journal reporter that any state plans to close the facility will impact patients, employees and the local economy which has already suffered from recent massive layoffs at IBM in Dutchess and Ulster Counties. Employees held a rally and demonstration to protest indications from the state Office of Mental Health that the facility will close.

SOLIDARITY — Hudson River Psychiatric Center Local 410 President Judy Watts-Devine shows her solidarity with Neila Cardus and Kay Bailey of PEF at a recent demonstration to protest the possible closing of the facility. Watts-Devine and Bailey are leading the campaign to keep the facility open by circulating petitions and letters to elected officials.

CSEA participates in Health Fair at Helen Hayes Hospital

Helen Hayes Hospital Local 302 President Bill Curtin, left, hands out CSEA information and promotional items at the facility's recent Health Fair.



Middletown Psychiatric Center employees celebrate Maintenance Recognition Day

MIDDLETOWN — More than 60 employees of Middletown Psychiatric Center were recognized during the facility's first Maintenance Recognition Day held recently.

Employees who were recognized included workers assigned to the powerplant, plumbing, transportation, electric shop, grounds, work control and refrigeration, as well as painters, masons and carpenters.

"We finally celebrated the long-awaited, well-deserved recognition day for our work staff," said Local 415 President Grace Ortiz. "This is the first recognition day ever for our work control staff."

Ortiz said facility officials gave out certificates for attendance and two of the employees, Nick Page and Anne Azzue, were nominated for Employee of the Year.

Breakfast and lunch were also served. Special guest CSEA Executive Vice President Mary Sullivan expressed her best wishes to the workers.

"The employees spent the day relaxed, enjoying each other's company," said Ortiz. "The administrative staff wished them well and helped them celebrate their day."

— Anita Manley

NYS Health Insurance Program option transfer period and Pre-tax Contribution Program extended

Due to the delay in approving the 1996 health insurance renewal rates, the Option Transfer period has been extended to Dec. 27, 1995 and the Pre-tax Contribution Program has been extended to Dec. 8, 1995. To change your health insurance option or your current tax status for 1996, you must contact your Health Benefits Administrator (HBA), located in your personnel office.

Current rate renewal listings were sent to members homes during the last week of November. The "Health Insurance Choices Guide" for 1996 was sent to your HBA the first week of November. If you did not receive a rate sheet in the mail or if you would like to obtain a copy of the guide, contact your personnel office as soon as possible.

1996 Health Insurance Premium Rates for Plans Covering State Employees

New York state helps you pay for your health insurance coverage. The state pays 90 percent of the cost of the premium for individual coverage and 75 percent of the cost of dependent coverage provided under The Empire Plan. Beginning Jan. 1, 1996, the state will continue to pay 90 percent of the cost of individual coverage and 75 percent of the cost of dependent coverage toward the hospital/medical/mental health and substance abuse components of each Health Maintenance Organization (HMO), however, not to exceed 110 percent of its dollar contribution for those components under The Empire Plan.

Enrollee biweekly HMO premium increases, if any, resulting from this change in employer contribution will be capped at \$5 for individual coverage and \$15 for dependent coverage in 1996.

Remember that Dec. 27, 1995 is the last day to change your health insurance option. If you do not wish to change your option, then no action is necessary.

The 1996 biweekly health insurance

premium deductions for employees are as follows:

Health Insurance Plan	Individual	Family
The Empire Plan	\$7.02	\$29.87
Blue Choice	5.90	28.45
CHP Capital Region/		
CHP Northcare	6.13	30.91
CHP Bassett/CHP United	7.37	45.61
Capital District Physicians'		
Health Plan	6.32	33.04
ChoiceCare	7.97	54.65
Community Blue	4.52	24.56
HIP	6.97	32.56
HIP of New Jersey	6.48	30.58
HMO Blue		
(Formerly BlueCARE Plus)	6.89	29.06
HMO-CNY-Foundation		
Health Plan	7.03	35.93
HMO-CNY-IPHP	7.23	41.07
HCP-Health Care Plan/		
ChoiceCare	5.63	30.60
Healthsource	6.80	35.92
Independent Health		
Hudson Valley	7.44	52.03
Independent Health		
Western NY	4.53	24.91
Kaiser Permanente	7.02	32.43
MVP Health Plan-East	6.16	31.71
MVP-Central	5.81	29.66
Managed Health	7.14	34.73
PrePaid Health Plan	6.48	33.73
PHP-Slocum Dickson	6.48	33.74
Preferred Care	5.97	28.88
Sanus	6.66	33.32
Travelers Health Network	6.45	35.58
US Healthcare	6.86	32.25
WellCare	7.66	54.47

Empire Plan Enrollees Watch Mail for New Benefit Compendium

The new edition of the General Information Booklet and Empire Plan Certificate was mailed to the homes of Empire Plan enrollees

beginning on Nov. 2, 1995

This book replaces your 1990 General Information Booklet, your 1986 Empire Plan Certificate and all previous Empire Plan Reports/Certificate Amendments. This book contains valuable information regarding your health insurance benefits, including all contractual benefit changes established through negotiations that are in effect as of Jan. 1, 1996.

If you did not receive a copy of the General Information Booklet and Empire Plan Certificate at your home, you may obtain a copy by contacting your agency's Health Benefits Administrator (located in your personnel office).

Health Maintenance Organization (HMO) enrollees will also be receiving a NYSHIP General Information Booklet by mail. This book explains your rights and responsibilities as an enrollee in the New York State Health Insurance Program (NYSHIP). Please review this information and share it with members of your family.

— REMINDER —

The registration deadline for the spring 1996 APPLIED SKILLED TRADES and SAFETY & HEALTH workshops is Jan. 15, 1996.

For more information or a listing of the course offerings, please contact your CSEA Local president, personnel office or call the:

NYS/CSEA

Labor-Management Committees at (518) 473-3428

CSEA delegates hold 85th meeting

LAKE PLACID — Every critical issue confronting CSEA members received a share of attention as nearly 1,500 elected delegates participated in the union's 85th Annual Delegates Meeting here Oct. 23-27.

Issues ranging from the state budget crisis, privatization of public services, building union visibility in the community, making the most of CSEA member benefits; and encouraging member involvement were on the agenda.

Programs presented by CSEA and AFSCME staff and other experts provided up to date information and an opportunity to share ideas and experiences

'CSEA can make a difference with the involvement of our members'

'Solidarity is more important now than ever before because the stakes are higher than ever'

with CSEA brothers and sisters from across the state.

The week included formal workshops, informal discussion programs and the union's general business sessions for delegates.

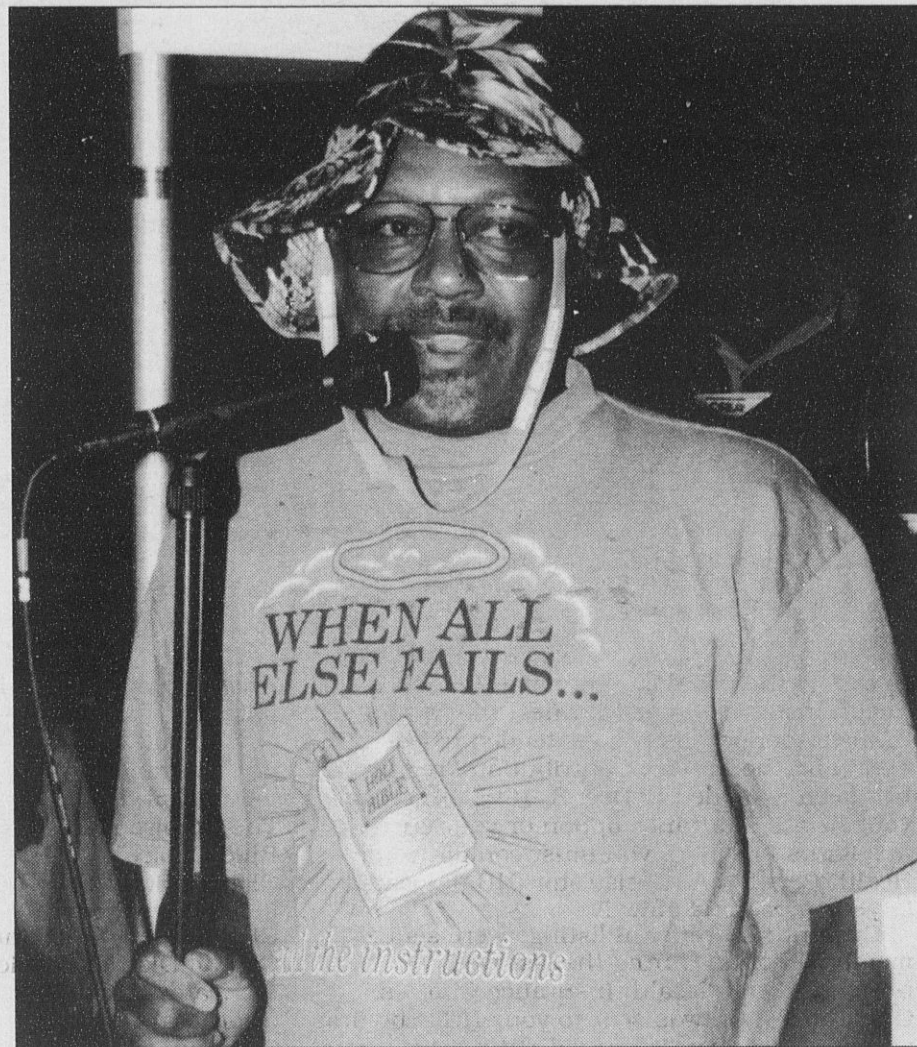
About 25 percent of those attending were first-time CSEA delegates.

CSEA President Danny Donohue told the assembled delegation that "Solidarity is more

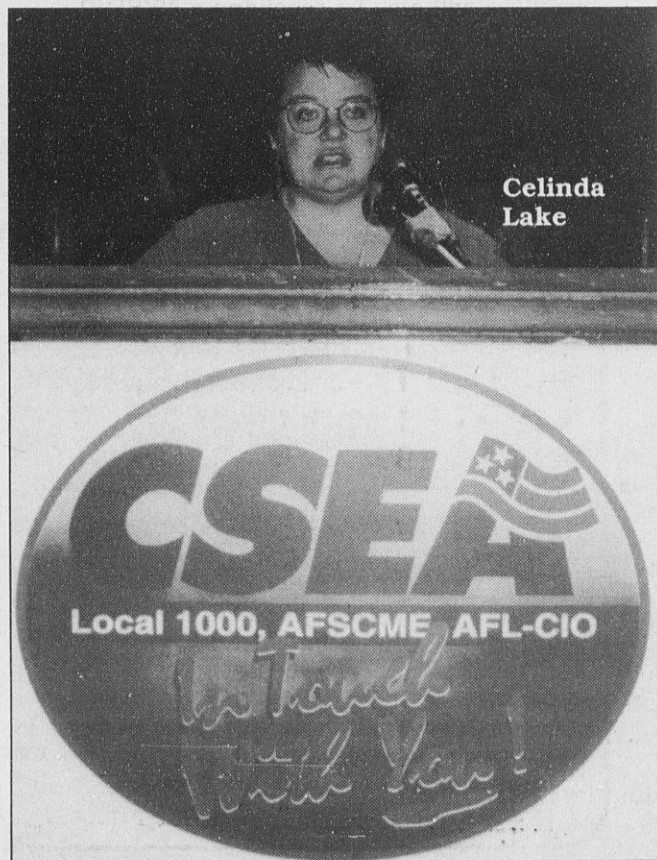
important now than ever before because the stakes are higher than ever.

"CSEA can make a difference with the involvement of our members," he said. "I'm particularly proud to see so many new delegates who can bring new ideas and energy to our efforts.

"CSEA must be better and smarter," Donohue said. "We're all in this together and everything we do will meet the standard of being 'In Touch With You.'"



CSEA delegate Wally Nash addresses his fellow delegates.



Pollster outlines mood of country

LAKE PLACID — Americans want change but they do not like the agenda they're seeing from the new Congress, nationally-recognized pollster Celinda Lake told CSEA delegates.

Lake, who detailed the significance of her recent research, was the guest speaker at CSEA's Legislative Breakfast sponsored by the Women's and Political and Legislative Action Committees' during

the Annual Delegates Meeting.

She headed up focus group research during President Bill Clinton's successful 1992 campaign and has worked for dozens of national and local candidates. She has been referred to as the nation's most prominent woman in the polling field.

The more people see and hear about the agenda to gut Medicaid to provide a tax cut for the most

wealthy, the less they like, Lake explained as one example of the mood of the electorate.

Lake told delegates that CSEA, AFSCME and other groups can play an important role in reshaping the nation's political dialogue and agenda. She emphasized the importance of grassroots organizing and encouraging involvement by rank and file members.

1996 LEAVE RECORD for NEW YORK STATE INSTITUTIONAL PAYROLL EMPLOYEES 1996

*Your leave benefits were negotiated for you by **CSEA** - your union!*

To record leave used, enter these letters for the appropriate date:

- V** = (Vacation)
- S** = (Sick Leave)
- H** = (Holiday)
- M** = (Military Leave)
- P** = (Personal Leave)
- SPEC** = (Special)
- C** = (Compensatory)
- LWOP** = (Leave Without Pay)
- W** = (Worker's Comp)

PAY PERIOD

EXAMPLES:
 If you are sick 4 hours, enter S-4 under the appropriate day.
 If you take 2 hours of personal, enter P-2, etc.

ANNUAL LEAVE

Balance from last record:

SICK LEAVE

Balance from last record:

PERSONAL LEAVE

Balance from last record:

PAY PERIOD	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	Earned	Used	Balance	Earned	Used	Balance	Earned	Used	Balance	
	DEC 21 - JAN 3																							
JAN 4 - JAN 17																								
JAN 18 - JAN 31																								
FEB 1 - FEB 14																								
FEB 15 - FEB 28																								
FEB 29 - MAR 13																								
MAR 14 - MAR 27																								
MAR 28 - APR 10																								
APR 11 - APR 24																								
APR 25 - MAY 8																								
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DEC 5 - DEC 18																								

CONSULT YOUR UNION CONTRACT, YOUR CSEA REPRESENTATIVE OR YOUR PERSONNEL OFFICE FOR HOLIDAY OBSERVANCE SCHEDULE

Leave accruals are an important contractual benefit negotiated for you by CSEA. You can help guarantee the accuracy of your individual accruals by tracking your leave activities throughout the year. If a discrepancy should arise it might be easier to document your claim by producing your personal leave record form.



Your leave benefits were negotiated for you by CSEA - your union!

To record leave used, enter these letters for the appropriate date:

- V = (Vacation)
- S = (Sick Leave)
- H = (Holiday)
- M = (Military Leave)
- P = (Personal Leave)
- SPEC = (Special)
- C = (Compensatory)
- LWOP = (Leave Without Pay)
- W = (Worker's Comp)

PAY PERIOD

EXAMPLES:
 If you are sick 4 hours, enter S-4 under the appropriate day.
 If you take 2 hours of personal, enter P-2, etc.

ANNUAL LEAVE	SICK LEAVE	PERSONAL LEAVE
Balance from last record:	Balance from last record:	Balance from last record:
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PAY PERIOD	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	ANNUAL LEAVE			SICK LEAVE			PERSONAL LEAVE				
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1996 LEAVE RECORD for EMPLOYEES OF LOCAL GOVERNMENTS 1996

Your leave benefits were negotiated for you by CSEA - your union!

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- S** = (Sick Leave)
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- P** = (Personal Leave)
- SPEC** = (Special)
- C** = (Compensatory)
- LWOP** = (Leave Without Pay)
- W** = (Worker's Comp)

PAY PERIOD

EXAMPLES:
 If you are sick 4 hours, enter S-4 under the appropriate day.
 If you take 2 hours of personal, enter P-2, etc.

ANNUAL LEAVE
 Balance from last record:

SICK LEAVE
 Balance from last record:

PERSONAL LEAVE
 Balance from last record:

PAY PERIOD	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	ANNUAL LEAVE			SICK LEAVE			PERSONAL LEAVE					
															Earned	Used	Balance	Earned	Used	Balance	Earned	Used	Balance			

Consult your current CSEA-negotiated contract for the holidays observed in your local government jurisdiction. ALSO consult your contract or personnel office for current method of accruing leave credits.

Leave accruals are an important contractual benefit negotiated for you by CSEA. You can help guarantee the accuracy of your individual accruals by tracking your leave activities throughout the year. If a discrepancy should arise it might be easier to document your claim by producing your personal leave record form.

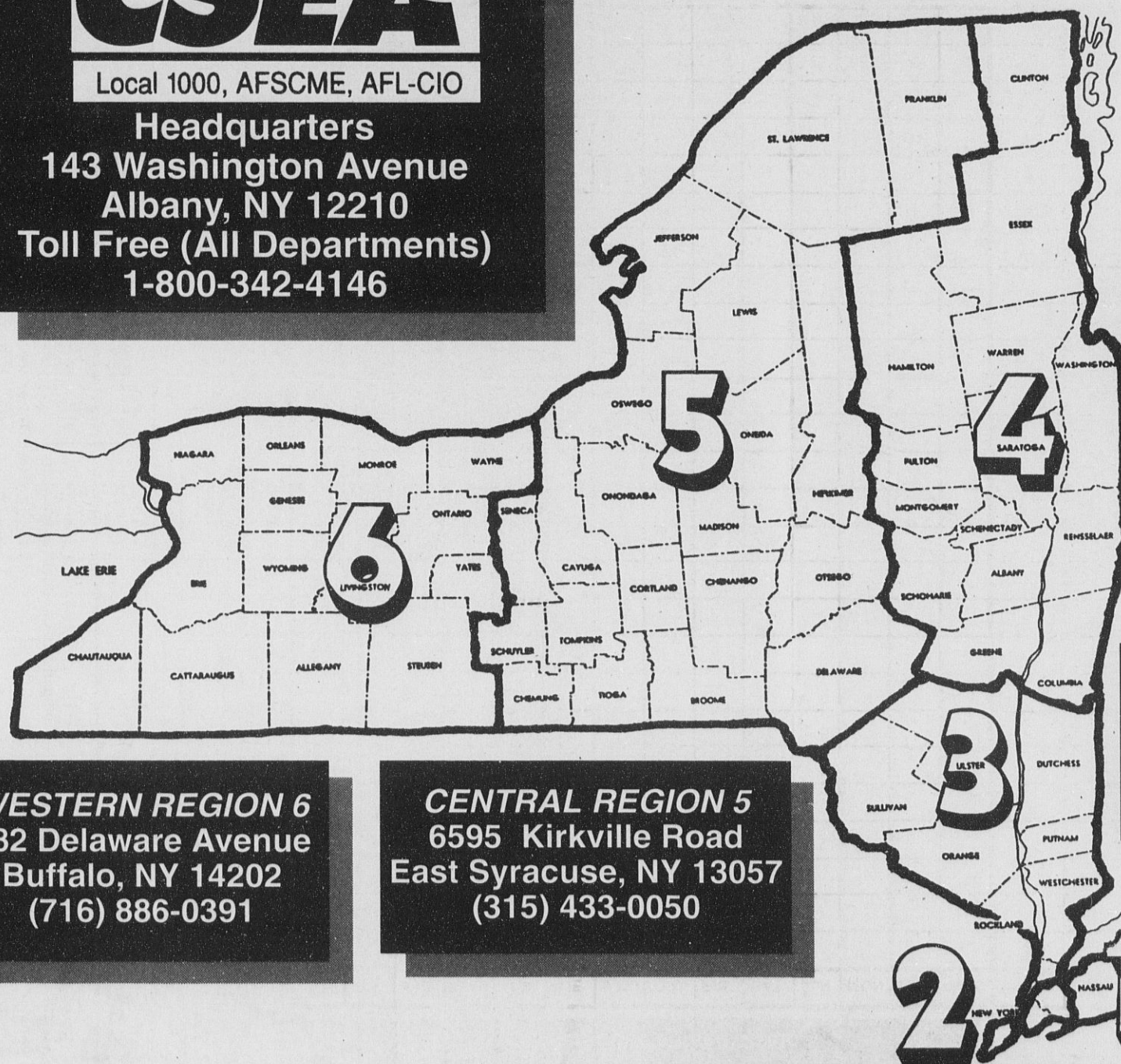




Local 1000, AFSCME, AFL-CIO

Headquarters
143 Washington Avenue
Albany, NY 12210
Toll Free (All Departments)
1-800-342-4146

Your union is never more than a phone call away.



CAPITAL REGION 4
1 Lear Jet Lane
Latham, NY 12110
(518) 785-4400

SOUTHERN REGION 3
735 State Route 52
Beacon, NY 12508
(914) 831-1000

LONG ISLAND REGION 1
3 Garet Place
Commack, NY 11725
(516) 462-0030

METROPOLITAN REGION 2
40 Fulton Street 22nd Floor
New York, NY 10038
(212) 406-2156

CENTRAL REGION 5
6595 Kirkville Road
East Syracuse, NY 13057
(315) 433-0050

WESTERN REGION 6
482 Delaware Avenue
Buffalo, NY 14202
(716) 886-0391

Changes to Constitution and By-Laws include dues restructuring

Delegates approved a restructuring of CSEA dues at CSEA's Annual Delegates Meeting in October.

The dues restructuring is designed to equalize the dues schedule. With no change in the dues contribution of members at the lower end of the scale and the addition of seven new tiers, the new structure more closely aligns dues and fees to 1 percent of annual income.

The restructuring will also provide CSEA with the resources it needs to fight the many battles over budget cuts at the federal, state and local levels and privatization.

The delegates also acted on more than a dozen other proposed amendments to the CSEA Constitution and By-Laws. Changes that passed a second

reading are now part of the CSEA Constitution. Changes that passed a first reading will be voted on again at the 1996 meeting. By-Laws changes that were approved are now part of the CSEA By-Laws.

Constitution Second reading

The delegates approved:

- * a language change in Article II Purpose and Policy to replace "public sector" with "all" to include CSEA's private sector members;

- * a change in the terms of statewide executive committee and local government executive committee of the Board of Directors to include a two-year term beginning July 1, 1998, to coincide with the election cycle for statewide officers; and

- * a language change to clarify

the automatic delegate status for Retiree Division conventions.

First Reading

The delegates approved:

- * a proposed amendment that establishes in the Constitution the existing practice of the members of the State, Local Government and Private Sector Executive Committees electing a committee vice chairperson;

- * a proposed amendment requiring the Retiree Division to submit a report on the actions taken at the Retiree Division Convention for informational purposes; and

- * a proposed amendment that would require those proposing amendments to the Constitution submit them by May 15 of the year of the delegate meeting at which they will be presented.

The delegates defeated:

- * a proposed amendment to allow retiree members to vote for the CSEA President, Executive Vice President, Treasurer and Secretary; and
- * a proposed amendment to allow candidates for statewide officer rather than the statewide Election Committee to fill out the pre-circulation information on their ballots.

The delegates referred to committee:

- * a proposed amendment to establish the procedures and election of the Retiree Division Executive Committee;

- * a proposed amendment to change the way delegate strength for locals is determined; and

- * a proposed amendment which would require delegates to remain at the general business sessions of the annual delegates meeting until the President officially ends the session.

By-Laws

The delegates approved:

- * a change to require that proposed resolutions be submitted by May 15 of the year of the delegates meeting at which the resolutions will be considered;

- * a change establishing time limits for Judicial Board decisions;
- * change to clarify that CSEA members or officers cannot seek or accept money or gifts for personal gain;

- * a change including the Public Sector Committee as a Board Committee; and



A CSEA delegate shows off his many pins during the annual meeting.

- * a change to require that proposed amendments to the By-Laws be submitted by May 15 of the year of the delegates meeting at which the amendments will be considered.

The delegates defeated:

- * a proposed amendment to limit the reimbursement of expenses to attend the annual delegates meeting to one delegate per local;

- * a proposed amendment to limit the length of suspension of members expelled for decertification activity; and

- * a proposed amendment that would change the way members of the statewide Election Committee are selected.

The delegates referred back to committee:

- * a proposed amendment to allow a retiree member who reaches age 90 to become a fully paid lifetime member without further dues payment; and

- * a proposed amendment to establish sanctions for delegates who choose to leave annual delegates meetings early.



TERRY MELVIN, chair of the CSEA Constitution and By-Laws Committee, presents proposed amendments to the delegates.

Delegates take action on proposed resolutions

Delegates to the CSEA annual meeting voted on 21 resolutions.

The following resolutions were approved:

- ◆ Commitment, Solidarity, Empowerment Action
Submitted by Tim Drew, Local 333 Delegate

- The resolution would establish seven specific tenets for CSEA to meet in representing its members.

- ◆ Labor Law "Reform"
Submitted by Joel Schwartz, Local 446 Delegate

- This resolution would place CSEA on record as being strongly opposed to Congressional efforts to weaken the National Labor Relations Act, dismantle OSHA, eliminate minimum wage laws, create company unions and reduce the opportunities to establish independent labor unions.

- ◆ Support for Continued Day Care Funding
Submitted by Willie Terry, Local 460 Delegate

- This resolution urges CSEA to join with AFSCME Council 1707 in New York City to jointly fight efforts to eliminate the "block grant" concept of funding, which would undermine current child care funding for day care centers.

- ◆ Including Dr. Martin Luther King Jr. in Labor Hall of Fame
Submitted by Cheryl A. Mitchell, Local 460 Delegate

- This resolution urges CSEA to submit a formal request for the inclusion of Dr. Martin Luther King in the Labor Hall of Fame at the U.S. Department of Labor.

- ◆ The "Teamwork For Employees Act"
Submitted by Willie Terry, Local 460 Delegate

- This resolution calls for the CSEA Political Action Department to work with AFSCME and other coalitions to ensure the defeat of legislation which would amend the National Labor Relations Act.

- ◆ Equity for Members of Tier 2 Retirement System
Submitted by Veronica Anderson, Local 443 Delegate

- This resolution calls on CSEA to continue to seek legislation that would allow Tier 2 members to retire at age 55 after 30 years of service without any reduction in benefits.

The delegates approved the following resolutions as amended:

- ◆ Protecting the Pension Fund
Submitted by Lavarne (Lee) Pound, Local 918 Delegate

- This resolution calls for CSEA to support Comptroller H. Carl McCall, who has filed a lawsuit to prevent the use of the state pension fund to balance the state budget and prevent a delay in the payment of pension supplementation.

- ◆ Objection to Cuts in Medicare & Medicaid
Submitted by Lavarne (Lee) Pound, Local 918 Delegate

- This resolution calls on CSEA to continue to actively lobby the New York State Congressional delegation and President Clinton to vote against drastic cuts in Medicare and Medicaid.

- ◆ Affirmative Action
Submitted by Joel Schwartz, Local 446 Delegate

- This resolution calls on CSEA to strongly oppose any and all efforts to eliminate, dismantle or weaken affirmative action programs.

- ◆ The Coalition of Labor Union Women (CLUW)
Submitted by Cheryl A. Mitchell, Local 460 Delegate

- This resolution calls on CSEA to support the activities and programs of CLUW.

The delegates defeated the following proposed resolutions

- ◆ Contract Servicing from an Organizing Model
Submitted by Willie Terry, Local 460 Delegate



Two CSEA members discuss information presented at the Annual Delegates Meeting in Lake Placid.

- This resolution urges the adoption of the concept of a continuous examination of all union actions to determine how best to increase participation of members in the union.

- ◆ Opposition to Death Penalty
Submitted by Willie Terry, Local 460 Delegate

- This resolution urges CSEA to declare its opposition to capital punishment and to work with coalitions to overturn the New York State Death Penalty Law.

- ◆ The Asian Pacific American Labor Alliance
Submitted by Willie Terry, Local 460 Delegate

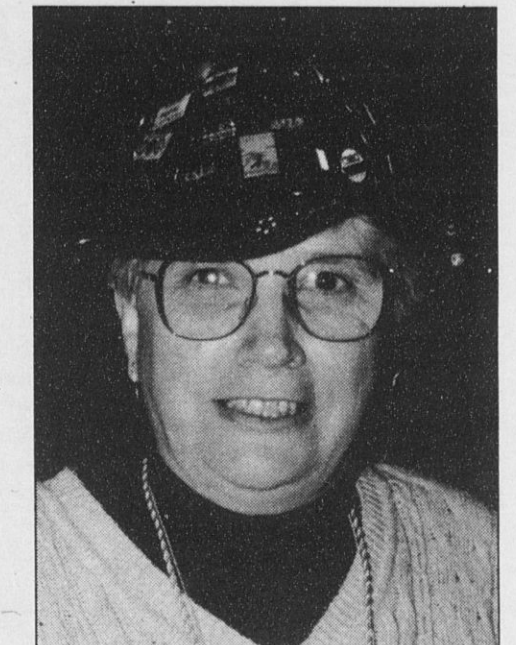
- This resolution would encourage CSEA members to participate in activities of Asian Pacific American Labor Alliance (APALA) chapters.

- ◆ Minority Leaders Concerns
Submitted by Willie Terry, Local 460 Delegate

- This resolution calls for more minority involvement and more recognition of minority concerns within CSEA, AFSCME and the AFL-CIO.

- ◆ Affirmative Action and the AFL-CIO Full Participation Committee
Submitted by Willie Terry, Local 460 Delegate

- This resolution urges CSEA to support the continuation of vigorous Affirmative Action programs and policies.



A CSEA delegate displays her union pin collection.

- ◆ Political Options/Political Education
Submitted by Willie Terry, Local 460 Delegate

- This resolution calls on CSEA to examine all political options and provide political action education programs for members.

- ◆ Youth Mentor Program
Submitted by Cheryl Mitchell, Local 460 Delegate

- This resolution would establish a Youth Mentor Summer Internship Program in each CSEA Region.

- ◆ Support for The A. Philip Randolph Institute
Submitted by Willie Terry, Local 460 Delegate

- This resolution urges CSEA to support the work of the A. Philip Randolph Institute.

- ◆ The Labor Council for Latin American Advancement
Submitted by Eduardo Diaz, Local 460 Delegate

- This resolution encourages CSEA to support the LCLAA.

- ◆ E-Mail Access for Local Executive Board Officers
Submitted by Walter C. Nash, Local 443 Delegate

- This resolution urges CSEA to provide E-Mail system access to local officers.

- ◆ Election of Statewide Officers by Delegate Body
Submitted by David Lawson, Local 814 Delegate

- This resolution would provide for the election of CSEA statewide officers by CSEA delegates.

CSEA PEOPLE keep giving and growing

LAKE PLACID — CSEA PEOPLE honored its member/activists for their recruiting efforts over the past year at a special event during the Annual Delegates Meeting.

Recruitment efforts enlisted 1,860 new PEOPLE members statewide. PEOPLE, or Public Employees Organized to Promote Legislative Equality, is AFSCME's federal Political Action Committee. Contributions from PEOPLE members help to elect fair-minded candidates to Congress.

CSEA's steady recruitment efforts have moved the union into second place among

AFSCME affiliates with PEOPLE members. CSEA President Danny Donohue told the members that CSEA will not be satisfied until it has the most PEOPLE members of any affiliate.

"PEOPLE is one of the best ways available to public employees to make sure that their voice is heard in Washington — every one of our members should join up," Donohue said.

Donohue helped present awards to representatives of the locals in each region which had recruited the most new PEOPLE members.

CSEA New York City State Employees Local 010

member Frank Cosentino was honored as CSEA's PEOPLE Recruiter of the Year. Cosentino recruited 200 new members.

CSEA Long Island Region President Nick LaMorte accepted the PEOPLE Cup for the second year in a row as the region which had recruited the most new members. The Long Island Region enrolled 590 new PEOPLE members in the past year.

CSEA LONG ISLAND REGION President Nick LaMorte, left, and Gene Townsend, Long Island Region PEOPLE Committee chair, accept the PEOPLE Cup.



Photo by Stephen Bardin

Four more Locals reach golden status

LAKE PLACID — In what has become an annual tradition at CSEA Annual Delegates Meetings, the union once again recognized this year's Golden Locals — CSEA Locals which are celebrating their 50th anniversary as part of the union.

Local Presidents hold the banners for this year's honorees: NYS Dept. of Transportation Region 2 Local 505 President Lyle Evans, High Peaks State Employees Local 017 Local President Wilfred Patnode, Palisades Interstate Park Commission Local 105 President Wade Willis and New York Psychiatric Institute Local 419 President Tony Bailous.

Victories for CSEA members

Union wins \$2,700 for Nassau County member

MINEOLA — CSEA Nassau County Local 830 member Vincent Corsaro will soon receive a check for \$2,700 for using his own vehicle for county business. As a construction inspector for the county Department of Public Works, he used his own car to perform his duties from June 1989 to February 1991.

The CSEA Nassau County Local 830 contract calls for payment for business mileage in excess of what would have been traveled to get to the "home office."

"The people at CSEA did a great job for me. I have no complaints about the union," Corsaro said.

"A lot of time and money was wasted by the county on this case," CSEA Attorney Lou Stober said. "Corsaro should have been paid as soon as the county was made aware of the contract language."

"This was a victory for Vincent Corsaro and for CSEA," CSEA Labor Relations Specialist Claude Ferrara said.

— Sheryl C. Jenks



CSEA Nassau Local 830 President Tony Giustino, left, and CSEA Labor Relations Specialist Claude Ferrara, center, congratulate Vinny Corsaro on recent back pay award.

Past practice wins back pay for Schenectady schools member

District tried to deny employee shift differential pay

SCHENECTADY — CSEA won back pay for a Schenectady School District employee in arbitration after the district tried to deny him shift differential pay.

The case also highlights the limits of past practice, said Paul Bamberger, the CSEA attorney who handled the case.

For 19 years, the district has paid a second shift differential to employees who worked at least five hours between 2:30 and 11 p.m.

In 1993, the district decided it had wrongly paid the shift differential to longtime employee Armand Lupi, who worked from noon to 8 p.m., because the contract says the second shift is 4 p.m. to midnight. It later ended the shift differential for several other employees.

CSEA argued that the wording of the contract was ambiguous and the district had established past practice in 19 years of paying the differential for the earlier hours.

The arbitrator agreed with CSEA and ordered the district to pay Lupi the second shift differential he had missed and begin paying him at the correct level. The other employees should also receive back pay and be paid at the correct rate, Bamberger said.

— Kathleen Daly

'We are not pawns . . . We deserve a contract.'

Members demonstrate for a decent contract

SMITHTOWN — Town of Smithtown CSEA members demonstrated recently to protest working without a contract for nearly a year.

"There is no reason we cannot get a decent contract," said CSEA Town of Smithtown Unit President Doug Keltner.

A factor holding up the contract is that two town councilmen have been using negotiations to publicize their right to life stands.

The current contract allows insurance coverage for abortion according to federal guidelines which cover abortion only in cases

of rape, incest or danger to the mother.

"We find it interesting that these two council people say they will not vote yes on a contract with this language yet they are covered by the same contract," Keltner said.

"These council people should not use negotiations to espouse their feelings about the right to life. We are not pawns. We are hard working men and women who make this town run and we deserve to be treated with fairness and respect. We deserve a contract," Keltner said.

Member helps build a health clinic in Equador

ELLENVILLE — While most of us look forward to rest and relaxation during our summer vacation, Carol Hayes was building a health clinic in Equador.

An Ulster County public health nurse, Hayes was invited to join a group on a two-week peace mission sponsored by the Church World Service to help construct the clinic in a village where poverty is a daily battle.

Hayes figured this was the fulfillment of a dream she had years ago when she signed up for but then turned down an assignment to the Peace Corp. "The poverty is unbelievable," Hayes said. "The children come from abusive or alcoholic homes and the parents send them into the street to beg and steal."

The Prince of Peace Foundation, which hosted the group, teaches the children a trade, giving them skills that are so badly needed in the village, Hayes said.

The local group also brought clothing, books and bandages and other necessities for the children. Hayes used her nursing skills on children who had open sores because they do not bathe and they play in the

dirt every day.

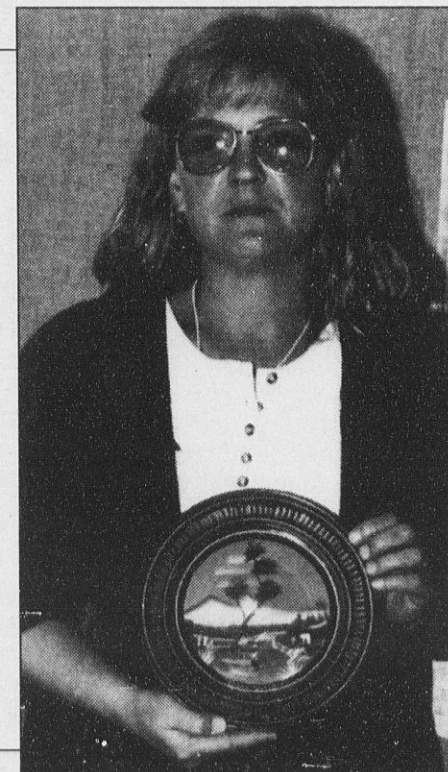
Hayes said she appreciates even more the advantages she enjoys as an American.

"I'm so grateful to be an American," she said. "You just don't know what we take for granted."

A T-shirt that she wore in Equador has a slogan that aptly describes what the project was about. It says: "If your plan is for one year, plant rice. If your plan is for 10 years, plant trees. If your plan is for 100 years, educate the children."

— Anita Manley

Carol Hayes shows a souvenir plate she received as a gift of appreciation from the president of the Prince of Peace Foundation.



Public employees save taxpayers a bundle

Valley Central School District

MONTGOMERY — Taxpayers in the Valley Central School District in Orange County can thank CSEA members for saving nearly \$100,000 in tax dollars.

When the district received bids as high as \$100,000 for building a new locker room in the middle school, district buildings and grounds employees submitted their own bids.

"We got it done for less than \$4,000," said Unit President Wilson "Tinker" Bunting. "We took the (unused) lockers out of the elementary school and brought them to the middle school. We used other materials left over from other projects and not only got the job done for next to nothing, but they got a superior job."

"... Contracting out is not always necessary."

The crew also renovated the elementary school's former locker room into a classroom and office.

Last year, CSEA members saved the district money by turning an unused garage into a teachers' lounge.

Superintendent of Buildings and Grounds Steve Puntar said he wants workers to be involved.

"The outlook here is that the more input we have, the better the decisions that are made," he said. "We have a good bunch of men here. I leave them alone and

let them do their work."

He said that he prefers that his crew does this type of work.

"With a contractor, you don't watch everything that's being done," he said. "When the work is done in-house, you know what's being done."

School Superintendent Beverly Ouder Kirk expressed her appreciation.

"The project was accomplished at such a savings. And the best part is the Middle School looks great," she said. "We are extremely proud and we commended the crew at one of our board meetings. Contracting out is not always necessary."

— Anita Manley

Warwick Town Hall

WARWICK — A new town hall could have cost taxpayers plenty in the Town of Warwick, but town workers managed to save taxpayers more than a quarter of a million dollars, said Public Works Commissioner Jim Watch.

Town employees excavated the foundation, did the landscaping, built the parking lot and access road, painted inside and even built the podium.

They also took on a parks project, building ball fields for soccer and baseball and two parking lots, saving taxpayers about \$100,000.

Town Supervisor Tony Houston appreciates his talented crew, noting that despite having fewer employees and a larger population over the last 10 years, workers do an excellent job maintaining the town.

Excavation for the town hall could have driven up the cost of the project considerably because the crew hit rock that they did not expect.

"The town hall cost \$2 million, but would have been much greater," he said. "We would have had an enormous cost if we had hired a contractor (for the excavation)."

"We knew we would save from the get-go. It wound up that it was absolutely the way to go."

— Anita Manley

"We would have had an enormous cost if we had hired a contractor..."

Lake Placid Central School District

"This is a fine example of a union and a district working together for the benefit of both, . . ."

LAKE PLACID — The Lake Placid Central School District is no different than any of the other school districts in the state trying to get its budget under control with not much help from state aid.

During the past years the district has chosen not to fill positions left vacant by attrition, such as a sorely missed 10-month full-time custodial position. And while at times CSEA and the district have been at opposite ends of the spectrum during the last three years, both parties have developed a working relationship and implemented a labor-management committee in an honest and open effort to try to operate an efficient and service-oriented district.

Recently it became apparent that one or more of the vacant

positions needed to be reinstated, but no new funding was available. Six months ago CSEA Lake Placid Central School Unit President Albert Bonaduce, Superintendent Gerald Blair and Business Manager James Kordziel identified the district's transportation department as in need of an operational overhaul. The trio formed a committee of district workers, two bus drivers, the transportation supervisor, the unit president and the business manager. The goal was to streamline the department and hopefully find funding for the reinstatement of a needed custodial position.

By working together and with the input from drivers and parents, the committee over a three month period was able to re-vamp the entire system, save the district taxpayers \$10,000 in operating costs, eliminate the need to purchase a new bus, and fill the needed position without any additional cost to the district.

The key to the savings was establishing bus zones within the district based on the capacity of the buses and the number of students to be transported. By

filling each bus to capacity and by coordinating dismissal times of the district school buildings the ride time for many of the students was reduced, rather than increased as has happened in other districts attempting this type of service improvement. And based on the fact that the custodial position is a dual classification allowing a bus driver to function as a full time district employee providing both custodial and bus driving services the labor management effort turned out to be a win, win effort for the district, CSEA and the students and their parents.

"This is a fine example of a union and a district working together for the benefit of both, giving the taxpayers the most value for their money and addressing the needs of the children," Al Bonaduce said. Additionally, the employees feel they have been recognized as the valuable assets they really are. CSEA and the district are looking forward to working together successfully in other areas."

— Daniel X. Campbell

Saving taxpayer money an achievable goal

Orange County Airport

Employee ingenuity, government surplus purchases, save taxpayers big \$\$\$

MONTGOMERY — Orange County employees who work at the county airport know how to make do and still get the job done.

Despite annual cuts in the airport maintenance budget, the airport still has to be maintained, said Ed Rykowski, Orange County Local 836 member and maintenance foreman. The county depends on revenues from fixed base operations and corporate and private airplane owners.

But how do you purchase needed equipment when you don't have the money?

Government surplus was the answer.

Because the airport received federal funding, Rykowski knew, surplus government equipment could be theirs for the asking. Thanks to Rykowski and his crew, the county airport has received more than \$750,000 worth of equipment, including a pick-up truck, a tractor, a floor jack, a tire changing machine, breathing apparatus, a copy machine, copy paper, paint, an adding machine and various building materials and office supplies.

"I did this on my own," Rykowski said. "How can you take care of a facility without proper equipment?"

"If we don't get it for ourselves, we don't get it!"

The equipment and supplies are available at military bases and are usually in excellent condition and little used, he said.

Rykowski and his crew, including Rusty Russo and Gary Durland, are multi-talented and can handle just about any maintenance job that comes along. Recently, they renovated a building that resulted in \$12,000 a year more in revenues for the airport.

One person who has been appreciative of Rykowski's resourcefulness and talents is newly-appointed Airport Director Fritz Kass.

"It's the most amazing thing," Kass said. "I come from the private sector. Normally doing a job is a big deal, but we don't have to hire outside contractors here. This saves the county tens of thousands of dollars. We have the capability of doing these things ourselves. I'd have to replace Ed with 20 people!"

'We have the capability of doing these things ourselves'

— Anita Manley



Ed Rykowski with \$150,000 worth of government surplus equipment that he obtained at no cost to Orange County.

'I don't know of any contractor that can keep up to us'

Editor's Note: The following excerpt is from a letter written by the Newburgh City School District Superintendent of Buildings and Grounds and printed in the CSEA School District Unit newsletter.

"Contracting out" refers to contracting blocks of work normally accomplished by in-house employees with the end result of replacing in-house employees with contract employees.

Each year we perform a fair amount of "contract work" with private contractors. Generally, we perform the regular reoccurring construction work and maintenance work (to include custodial work) with our in-house personnel. We believe this is a good way to conduct business and the taxpayers are well served by the work accomplished by our in-house employees.

On a regular basis I check our maintenance projects, not only for unit costs, but also for the quality of the completed work. I also check the total maintenance costs on our Building and Grounds, and compare it with our cost for past years.

The costs speak for themselves. Even though the floor (square footage) has increased by 10 percent (over the past eight years) and certain other costs such as wages have a "fixed" increase plus the fact that the Consumer Price Index has been over three percent a year over this period, the costs of maintaining our buildings have been very stable, increasing only by approximately two and one-half percent a year. This shows that we are doing an excellent job.

I am proud of all of you in our work force and will put our crews up against any other school district or private industry. I believe we have the best looking schools around and

equally important, our utility systems: electric, plumbing, heat, etc. are in very good condition.

There is always a lot of pressure from outside contractors to move in and take over the work that our in-house employees do. I can assure you that no school official or school board member wants to "buy" into "contracting out" unless they are convinced that it is a better and more efficient way to accomplish our maintenance. I can also tell you that "contracting out" just doesn't work. I have seen this proven all over this country. I can also tell you that unless the in-house work force becomes careless, lazy or complacent, no outside contractor will be able to do your work as well as you.

School employees should always look for better ways to do their work, and stay abreast of the latest methods in accomplishing school maintenance. Our supervisors should make sure we are getting the most out of our employees and our schools are kept spotless. All of us (including myself) can always do a little better job and each employee can make a difference. Don't accept poor performance and don't allow the guy next to you to get paid for doing very little. Each of us can do a little better, as a good work force will never get "contracted out."

I think we have a darn good work force and I don't know of any contractor that can keep up to us.

I think we have a great team, but like any other coach, I want to win by a bigger score, and I know you guys and gals can make it impossible for any "contracting out" contractor to be on the same field with us.

Ray Cox
Superintendent of Building & Grounds
Newburgh Enlarged City School District

Hitting "wall" doesn't prevent CSEA's Dan Welton from completing Marine Corps Marathon third time

WATKINS GLEN — With the thoughts of a 15-year-old leukemia patient urging him on, CSEA member Dan Welton turned in a gritty performance to overcome injury and training problems to complete the Marine Corps Marathon in Washington, D.C., on Oct. 22.

Welton, a member of CSEA Department of State Local 013, suffered a stress fracture of the toe, requiring special foot padding in order to run, and missed a month of training leading up to the marathon.

Although the injury and loss of training time cost him one goal - qualifying for the famous Boston Marathon - Welton achieved his other goal in competing in the Marine Corps Marathon — raising funds for leukemia research and to help families of leukemia victims with health related costs. By raising \$1,800 or more in pledges, Welton ran as part of the "Team in Training" for the second consecutive year, along with others who raised pledges for leukemia.

He raised more than \$1,800 in pledges in honor of Emily, 15, who attended the same school with his own two daughters until Emily fell ill with leukemia more than a year ago. Now she is tutored at home and she and her parents travel regularly to Strong Memorial Hospital in Rochester, a two-hour trip each way, for treatments.

Welton overcame a number of obstacles to participate in his third consecutive Marine Corps Marathon. He suffered the stress fracture of a toe on the left foot while moving to a new house five weeks before the marathon. The injury forced him to

miss a solid month of crucial training. Along with other "Team in Training" members he had a six-hour bus ride from Syracuse to Washington two days before the event.

Still, Welton got off to a good start in the marathon and was in position to post his best time yet in the 26.2 mile event before the injury and missed training took its toll.

At mile 13 he was on schedule to meet the qualifying time for his age group for next year's Boston Marathon, but by mile 20 he suffered hamstring muscle cramps and hit the famous "wall" experienced by many long distance runners.

Refusing to give up, Welton completed the gruelling marathon in 4 hours, 11 minutes and 16 seconds, and in a dazed condition. That placed him, he said, "well back in the pack."

Completing the run for Emily and leukemia research was high on the list of motivations after the muscle cramps slowed him down, he said.

He plans to train hard and run in the event next year, both for leukemia research and his own personal ambitions to achieve his goal to run in the Boston Marathon.

Welton thanks everyone who pledged contributions. Those who made pledges and others who wish to help the Leukemia Society should send their contributions (specify you are pledging for Dan Welton) to:

**Leukemia Society of America
Central New York Chapter
713 East Genesee Street
Syracuse, NY 13210**

'The Legal Rights of the Elderly' a practical guidebook for older Americans

Are you already retired, or planning to retire in the near future? Are you or someone in your family over the age of 60? Are you a caregiver to elderly family members or friends? Then you and your family need to know about such things as Social Security, government benefits, medicare and medicaid, health care, veterans' benefits, guardianship and more.

"The Legal Rights of the Elderly" is a practical guidebook for older Americans.

In simple, easy to understand language you will gain a clearer understanding of Social Security old age, survivor and dependency benefits; supplemental security income, disability benefits and Veterans Administration pensions. You'll also find complete details of health care programs such as Medicare, Medicaid, Veterans' Administration health care programs, supplemental health insurance, home care and nursing home care.

CSEA believes this publication can be a valuable source of information and guidance on the subjects covered. However, as set forth in the book itself, it should be noted that the publisher of the book is "not engaged in rendering legal, accounting or other professional service, and that if legal advice or other expert assistance is required, the services of a competent professional person should be sought." CSEA joins in that caution. While CSEA recommends this book as a valuable source of information and guidance, the reader should consult with an appropriate expert before making any important decision.

"The Legal Rights of the Elderly" can be ordered for \$15.95 per copy from:

Publications Department
Practising Law Institute
810 Seventh Avenue
New York, NY 10019
1-800-260-4754

Summary of September meeting of CSEA's Board of Directors

Editor's Note: The Public Sector regularly publishes a summary of actions taken by CSEA's Board of Directors at the board's official meetings. The summary is prepared by CSEA Statewide Secretary Barbara Reeves for the information of union members.

ALBANY — CSEA's statewide Board of Directors met here on Oct. 12. In official action, the board:

- Went on record in support of the election of John Sweeney as the next president of the AFL-CIO;
- Approved the schedule for election of CSEA Region Officers in 1996;
- Approved the schedule of election of CSEA delegates to the 1996 AFSCME Convention;

- Approved the appointment of Diane Hewitt to fill a vacancy as Southern Region representative on the board's Public Sector Committee;

- Approved a number of revisions in the Financial Standards Code;

- Approved the leasing of office space for three years at 44 Haight Avenue, Poughkeepsie by Dutchess County Local 814;

- Approved a motion that gives the Board the authority to suspend any Board member's authority to act on Board business where that Board member is serving any of the following Judicial Board penalties: removal or suspension from any elected office and/or the suspension of the right to hold or seek any elected office,

and/or the expulsion from CSEA membership.

- Approved placing the following in administratorship: Village of Tupper Lake Unit 6851 of Franklin County Local 817; Hudson Valley Community College Faculty-Student Association, Local 707; Town of Stony Point Unit 8361 of Rockland County Local 844;

- Approved the establishment of a maximum \$650 per diem rate for arbitrators;

- Approved the granting of a CSEA Local charter to the following: Schenectady Family Health Services, St. Joseph's Nursing Home, and Oneida County Community Action, Inc.;

- Approved dissolving Manhattan Children's Psychiatric Center Local 433 and Willard

Psychiatric Center Local 428.

Questions concerning this summary of actions taken by CSEA's statewide Board of Directors should be directed to CSEA

Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210, 1-800-342-4146 or (518) 434-0191.



CSEA Statewide Secretary Barbara Reeves

Notice of nomination and election SCHEDULE OF ELECTIONS OF OFFICERS FOR CSEA'S SIX REGIONS

The union's Board of Directors has approved a schedule of election for officers of CSEA's six regions.

Election of CSEA region officers for three year terms will be conducted in 1996.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining signatures of a minimum of 500 CSEA members on official petition forms. All signatures must be from the region where the person is seeking office. Members who sign the petition must be eligible to vote in the election.

In order to be eligible to seek office, a candidate must be at

least 18 years of age; a member in good standing of the region since June 1, 1995; shall not have been a member of a competing labor association or union since June 1995; and shall not currently be serving a disciplinary penalty imposed by the Judicial Board of CSEA. To be eligible to vote in the election a member must have been in good standing as of April 1, 1996.

The Board of Directors approved the following election schedule for CSEA region offices:

March 4 — Start of petitioning period. Nominating petitions available from region offices and CSEA headquarters.

April 4 — Deadline for receipt of nominating petitions at CSEA headquarters (5 p.m.).

April 15 — Deadline for declinations of nomination (8 a.m.).

April 15 — Drawing for positions on the ballot, CSEA headquarters conference room. Candidates (or proxies) may attend as observers.

April 15 — Deadline for receipt of campaign articles and photos by *The Public Sector*.

April 15 — Address labels available to candidates for mailing campaign literature. Deadline for receipt of campaign

literature by CSEA headquarters for distribution (5 p.m.).

April 15 — Membership list available for inspection by candidates (headquarters).

May 15 — Ballots delivered to post office for mailing (5 p.m.).

June 5 — Deadline for receipt of ballots (8 a.m.).

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 edition of *The Public Sector*.

NOTICE OF ELECTION OF DELEGATES TO 1996 AFSCME CONVENTION

Delegates will be elected by region at Feb. 17 meetings

The union's Board of Directors has approved a schedule of election of CSEA delegates to the 1996 AFSCME Convention scheduled for June 17-21 in Chicago.

CSEA delegates will be elected by region. Each CSEA region will elect the number of delegates to which it is entitled based on membership strength, in accordance with the AFSCME and CSEA constitutions.

Any member in good standing as of Feb. 1, 1996, will be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of Feb. 17, 1996, will be eligible to nominate delegates to the convention.

Nominations will be made at region meetings to be held Saturday, Feb. 17, at sites to be announced. 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.

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

Additional information concerning the availability to nominating petitions, time and sites of region nominating meetings and other

election details will be published in future editions of *The Public Sector*.

The Board of Directors approved the following schedule for the election of CSEA delegates to the 1996 AFSCME Convention:

Feb. 17 Nominating meeting (all regions).

Feb. 27 Membership list available for inspection by candidates.

Feb. 27 Address labels available to candidates for mailing campaign literature.

March 8 Deadline for declination.

March 8 Deadline for receipt of campaign literature by CSEA headquarters for distribution (5 p.m.).

March 25 Ballots delivered to post office for mailing (5 p.m.).

April 4 Replacement ballot may be requested if original is not received.

April 16 Deadline for receipt of ballots (8 a.m.).

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 May edition of *The Public Sector*.

GENERAL NEWS

Madison County wastewater plant operation is recognized

CANASTOTA — CSEA Madison County Local 827 member Ken Halsey and his crew work hard to keep the Village of Canastota's Wastewater Treatment Plant operating in good condition, and in the six years the plant has been operating, he's proud to say that the plant has never received any citations for violations.

That spotless record helps explain why Halsey was recently honored with an award recognizing his management record. Halsey, plant operator for the Albert Deppoliti Wastewater Treatment Plant, recently received the Uhl T. Mann Award from the NY Water Environment Association for "excellence in treatment plant operation." Halsey and crew took top honors for treatment plants in their size category. Although he says he was pleased, Halsey said that he shared the award with his crew, Assistant Plant Operator Fred LaVancher and Maintenance Worker Antonio "TJ" Tornatore.

"I was really happy, but if it wasn't for the people that work for me and us working together, we wouldn't have gotten the award."

"I was really happy, but if it wasn't for the people that work for me and us working together, we wouldn't have gotten the award," Halsey said.

Halsey, also a CSEA shop steward for the Village of Canastota Unit, credited his success to his continuing education sponsored by the village, and the cooperation he receives from the village, its mayor and Board of Trustees.

"We have a good working relationship with the village," he said. "They've given us the support we needed."

"It's a big honor... a very big honor for me and my assistants here to know that we're appreciated and get recognition for doing a good job."

— Mark M. Kotzin

'... if it wasn't for the people that work for me and us working together, we wouldn't have gotten the award.'

THE BUYER'S EDGE

Your CSEA Group No. is 1811

HOLIDAY SPECIALS

PUBLISHED EXCLUSIVELY FOR BUYER'S EDGE MEMBERS NOVEMBER/DECEMBER 1995

PARTICIPATING VENDORS HAVE AGREED TO MAKE EVERY EFFORT TO HAVE SUFFICIENT STOCK & HOLD PRICES THRU 12/31/95. PRICES DO NOT INCLUDE SHIPPING UNLESS SPECIFIED BY (*). APPLICABLE SALES TAXES MUST BE ADDED. **BE PREPARED TO GIVE YOUR GROUP NUMBER WHENEVER YOU CONTACT A PARTICIPATING VENDOR.**

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STOP PAYING RETAIL!!! CALL THE BUYER'S EDGE

50-year CSEA member Celeste Rosenkrantz dies at 85

BUFFALO — Retiree Celeste Rosenkrantz, who marked 50 years as a CSEA activist and retiree this year, has died at 85.

She joined CSEA as a member of Buffalo State Employees Local 003 in 1945. Celeste was the first president of the CSEA Western Conference, now the Western Region; was president of Local 003 and was the first

woman to be certified a parliamentarian by William and Mary College. She served as parliamentarian for CSEA's Board of Directors through the administrations of former CSEA presidents Ted Wenzel and Bill McGowan.

Celeste was a trainer for many unit, local and region officers through the years and was chair

of the statewide CSEA Education Committee, which later became the Education Unit of CSEA, according to friend and fellow CSEA retiree Genevieve Clark.

Western Region President Bob Lattimer and Clark said Celeste will be remembered as one who gave her all to make CSEA a better union.

— Ron Wofford

Your CSEA Group No. is 1811

THE BUYER'S EDGE

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Silhouette 5 carry-on piggyback
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STATE GOVERNMENT NEWS

Family Leave Act may help state workers with attendance problems

The Family and Medical Leave Act is a fairly new law that gives all eligible employees the right to a 12-week leave of absence a year because of the birth of a child, the placement of a child with you for adoption or foster care, your own serious health condition that renders you unable to do your job, and to care for your son, daughter, spouse or parent who has a serious health condition.

* The FMLA prohibits employers from using any of your FMLA absences against you in any disciplinary process or in any employment decision.

If you have been the subject of a state time and attendance disciplinary proceeding within the last two years, you may have some additional rights. Simply put, if you can go back and medically document past absences as FMLA qualified, you can then ask for retroactive application of the FMLA protection and have those absences stricken from your time and attendance record.

In many instances, this protection may exclude significant absences from a time and attendance record. Such exclusion may well clear up all dates and result in a dismissal of the record and restoration of fines or leave credits (depending on the settlement).

Whether your request will be approved will be based on the medical documentation that you can produce. Your medical documentation must be specific and must include the dates that you were absent along with a statement that you were unable to work at the time. The medical documentation must also be accompanied by a request for use of the Family and Medical Leave Act for the dates covered by the medical statements.

If you need additional clarification or assistance, please contact your local president or:
Barbara Skelly-Shepard
Assistant Contract Administrator
CSEA Inc.

143 Washington Avenue
Albany, New York 12210
1-800-342-4146 ext. 287
(518)434-0191 ext. 287

There is a two-year statute of limitations on any retroactive application of the FMLA. Timeliness is essential. Any dates of absences that may be protected should be documented and a request for FMLA application needs to be done as soon as possible or it runs the risk of being untimely.

BE PREPARED TO GIVE YOUR GROUP NUMBER WHENEVER YOU CONTACT A PARTICIPATING VENDOR.

PLEASE NOTE...THIS SPECIAL FLYER FEATURES JUST SOME EXAMPLES OF THE PRICES YOU RECEIVE FROM OUR PARTICIPATING VENDORS. YOU WILL RECEIVE COMPARABLE SAVINGS ON MERCHANDISE YOU ORDER THRU THE PLAN.

IN ADDITION TO THE PRODUCTS AND SERVICES LISTED ABOVE, OUR PROGRAM ALSO FEATURES PARTICIPATING VENDORS FOR THE FOLLOWING CATEGORIES:

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The 1996 models are out. Call THE CAR PLAN for a referral to a local cooperating dealer...or call for a computerized printout listing standard features and every available option with corresponding dealer cost. The \$10 fee is refundable if you buy thru THE CAR PLAN.

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ALL OTHER AREAS: 1-800-543-8381

STOP PAYING RETAIL!!! CALL THE BUYER'S EDGE

Capital Region member, family lose home to fire

GREENFIELD — Tammy VanWagner Shay, a member of CSEA Mt. McGregor Correctional Facility Local 168, watched her dreams go up in smoke when a fire gutted her home, a local landmark, in November.

Tammy, her husband, James, their two children, Brianna, 8, and James, four months, and Amir Abad, a nephew, escaped the sudden blaze with minor injuries. Tammy suffered a broken ankle, Brianna a broken wrist and James burns from attempting to put out the fire.

The family had been converting the first floor into a deli-grocery.

Tammy's co-workers at Mt. McGregor Correctional Facility have already established the Tammy VanWagner Fund at the Adirondack Trust Co., Attention Wilton Office, 473 Broadway, Saratoga Springs, NY 12866, to help the family.

"With the holidays fast approaching, I hope that the CSEA family can make a difference for this very needy family," CSEA Local 168 President Leslie Dussault said.

How Can CSEA Help Me?

A Reference Guide To CSEA Member Services & Benefits

You Can Get In Touch With Headquarters Toll-Free – 1-800-342-4146.

Press **O** plus the extension number you want at any time.

With a rotary phone, an operator will come on the line at the end of the recording to help you reach your party.

With a touch-tone phone, you must press 1 for these options:

If you don't know the extension number,

*press 1 for Field Operations, which includes Occupational Safety & Health, Local Govt. & School District Affairs, Research, EAP, the Retiree Division and State Contract Administration;

*press 2 for Legal Matters, such as disciplinarys & grievances;

*press 3 for Communications including *The Public Sector*, Executive Offices or Political Action;

*press 4 for answers about dues, membership & agency shop, group insurance (not health) and to talk to the Finance Dept.;

*press 5 to hear a recording of Current Issues Update;

*press 7 for Membership Benefits.



Statewide Headquarters
143 Washington Avenue
Albany, NY 12210

Your Toll-Free Connection To The Employee Benefit Fund – 1-800-323-2732.

In the 518 area, call 782-1500. For answers regarding the Dental Care, Vision Care and Prescription Drug for state employees and participating local government employees. **TDD for hearing impaired only:** 1-800-532-3833. Mailing address: CSEA Employee Benefit Fund, One Lear Jet Lane, Suite One, Latham, NY 12110-2395.

Grievances & Discipline

Report any grievance immediately to your local grievance representative or shop steward. If they are unavailable, tell your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at your region office. Don't delay if you believe you have a problem — grievances must be filed on a timely basis.

SPECIAL NOTICE

CSEA's endorsed Bell Atlantic NYNEX Mobile Communications Cellular Telephone Program has been temporarily suspended in Regions I, II, III and IV because of the AFL-CIO national boycott in support of communication workers and electrical workers.

Insurance

CSEA offers several insurance programs at low group rates and provides the convenience of automatic payroll deduction.

For details on CSEA Security Life Plan, Income Protection Program, Hospital Indemnity Plan and Family Protection Plan, call toll free: Jardine Group Services Corp. 1-800-697-CSEA.

For details on Auto Insurance and Homeowners/Renters insurance, call toll free: 1-800-366-7315.

Health Insurance

For answers to your specific questions about the New York State Health Insurance Program's Empire Plan:
Blue Cross Claims: . . .1-800-342-9815 or (518) 367-0009
Metropolitan Claims.....1-800-942-4640
Participating Providers1-800-942-4640
Home Infusion/Nursing, Diabetic Supplies, Durable Med Equip Home Care Advocacy Program....1-800-638-9918
Hospital admission approval/ surgical review:
Empire Plan Health Call.....1-800-992-1213
Mental Health & Substance
Abuse Hotline.....1-800-446-3995

Education & Training

CSEA provides workshops and training programs for union activists. For more information, call toll-free 1-800-342-4146. On a touch tone phone, press **O**, then extension 294. On a rotary phone, ask the operator for extension 294.

Union-oriented videotapes are available from your CSEA region office.

Civil Service Exam Help

The Labor Education Action Program (LEAP) can help you prepare for civil service exams with low-cost study booklets. Call toll free: 1-800-253-4332.

Safety Concerns

Report serious accidents, unsafe and unhealthy working conditions to the CSEA Labor Relations Specialists at your region office.

For occupational safety and health information, call CSEA Headquarters at 1-800-342-4146. On a touch tone phone, press **O**, then extension 465. On a rotary phone, ask the operator for extension 465.

Retirement

For general information about retirement and retiree membership, call the Membership Benefits Department at Headquarters, 1-800-342-4146.

Talk to a CSEA-provided retirement counselor if you are retiring soon. It's important that you select the proper option from the Employees' Retirement system, so you can plan the lifestyle that you want to enjoy. Call toll free: 1-800-366-5273.

AFSCME Advantage Mastercard

Features one of the lowest interest rates - 5 percent above the prime lending rate. No annual fee. For an application form, call your CSEA region office or the Membership Benefits Department at Headquarters, 1-800-342-4146.

If you apply and there is no response within four weeks, call the issuing bank, the Bank of New York, toll free: 1-800-942-1977.

AFSCME Advantage Legal Services

You can obtain high quality, affordable legal services for many personal legal matters through the AFSCME Advantage Union Privilege Legal Services Program. For details and a list of participating lawyers in your area, call your CSEA region office or the Membership Benefits Department at Headquarters, 1-800-342-4146.

AFSCME Union Driver and Traveler Program Discounts

The AFSCME Union Driver and Traveler Program saves you money whether you're traveling by car, bus, train or plane. It's a motor club, travel service and auto repair service all in one. Annual cost: \$49.95. Call 1-800-547-4663.

Disney World, Theme Parks Discounts

Discount admission to Disney World in Florida, Disney Land in California, Six Flags Amusement Parks and Anheuser Busch Theme Parks Clubs (i.e. Sea World and Busch Gardens). To receive discounts, call 1-800-238-2539 between 8 a.m. and 8 p.m. Monday-Friday. Identify yourself as a CSEA/AFSCME Local 1000 member and provide your Social Security number.

AFSCME Advantage Loan Program

Unsecured personal loans from \$2,500 to \$15,000, with affordable monthly payments, are available to credit-qualified applicants. Call toll-free 1-800-343-7097 for applications, information.

AFSCME Advantage Mortgage Program

Makes buying a home or refinancing your mortgage easier and more affordable. Savings for buyers and sellers. Special help for first-time buyers. Call toll free: 1-800-848-6466.

SPECIAL NOTICE

CSEA's Empire Home Mortgage Program has been temporarily suspended due to the withdrawal from mortgage underwriting services by GE Capital Corporation. We hope to be able to announce continuation of this mortgage program with a new bank in the near future.

AFSCME Advantage Career & Academic Planning

Tuition savings planning. Financial aid projections. Counseling and seminars for career decisions. \$10 annual fee. 1-800-733-GRAD (4723).

The Buyer's Edge

It's your buy-by-phone service designed to save you money on major purchases. The Buyer's Edge negotiates extra discounts and lowest price guarantees individual buyers don't get. The appropriate information and toll-free numbers are in your Buyer's Edge brochure, and they're published regularly in *The Public Sector*. To receive a brochure contact your CSEA region office listed below or call the Membership Benefits Department at Headquarters, 1-800-342-4146.

REGION OFFICES

LONG ISLAND REGION I OFFICE
3 Garet Place, Commack, NY 11725.
(516) 462-0030.

METROPOLITAN REGION II OFFICE
40 Fulton Street, 22nd Floor, New York, NY
10038-1850. (212) 406-2156.

SOUTHERN REGION III OFFICE
735 State Route 52, Beacon, NY 12508.
(914) 831-1000.

CAPITAL REGION IV OFFICE
One Lear Jet Lane, Suite Two, Latham, NY
12110-2394. (518) 785-4400.

CENTRAL REGION V OFFICE
6595 Kirkville Road, East Syracuse, NY 13057.
(315) 433-0050.

WESTERN REGION VI OFFICE
482 Delaware Avenue, Buffalo, NY 14202.
(716) 886-0391