

Petitioning period starts Feb. 10  
for elections of CSEA statewide  
President, Executive Vice  
President, Secretary, Treasurer

If you are  
working overtime,  
but not getting paid  
overtime, See Page 13

Official publication of

**CSEA**

Local 1000, AFSCME, AFL-CIO

# Sector

THE PUBLIC

Vol. 20 No. 2 FEBRUARY 1997

The proposed 1997 STATE BUDGET

## WHAT'S THE COST, WHO PAYS?

## Pataki touts plan to slash school taxes

■ The \$1.7 billion proposal would use state aid to bring down homeowners' bills by more than a quarter

BY SARAH METZGAR 1/12/97  
Capitol bureau

ALBANY — Gov. George Pataki detailed a plan Saturday to cut New Yorkers' school taxes, saying he would reduce homeowners' school bills by an average of 27 percent.

"Property taxes are too high and are the largest component of the school tax," said the Republican governor. "We are going to reduce the school tax by more than a quarter."

Pataki offers relief

Plan would phase out estate taxes for most New Yorkers

By PAUL FOY  
Gazette Reporter 1/10/97

ALBANY

## Pataki says he's done with major job cuts

BY SARAH METZGAR 1/12/97  
Capitol bureau

ALBANY — Gov. George Pataki pressed to disclose how he would pay for his massive school budget proposal, said Saturday that he would be slashing the state budget by \$1.7 billion in the first half of the fiscal year.

"We expect no layoffs," Pataki said.

"To the extent that we are still looking to have our proposed budget for the coming 1997-98 budget year on Tuesday. He

## Pataki to make early retirement offer

BY SARAH METZGAR 1/17/97  
Capitol bureau

ALBANY — Gov. George Pataki announced Thursday that he would offer another early retirement incentive to state workers starting next week.

The announcement came just two days after the Republican governor presented his state budget plan for 1997-98, which would trim the state work force by 1,700 positions, on top of the more than 18,000 jobs he cut in his first two years in office.

"Over the past two years, we have succeeded in implementing an unprecedented management plan for a state work force," Pataki said in a prepared statement Thursday. "We are continuing our humane and fair approach to managing the state work force with this additional retirement incentive."

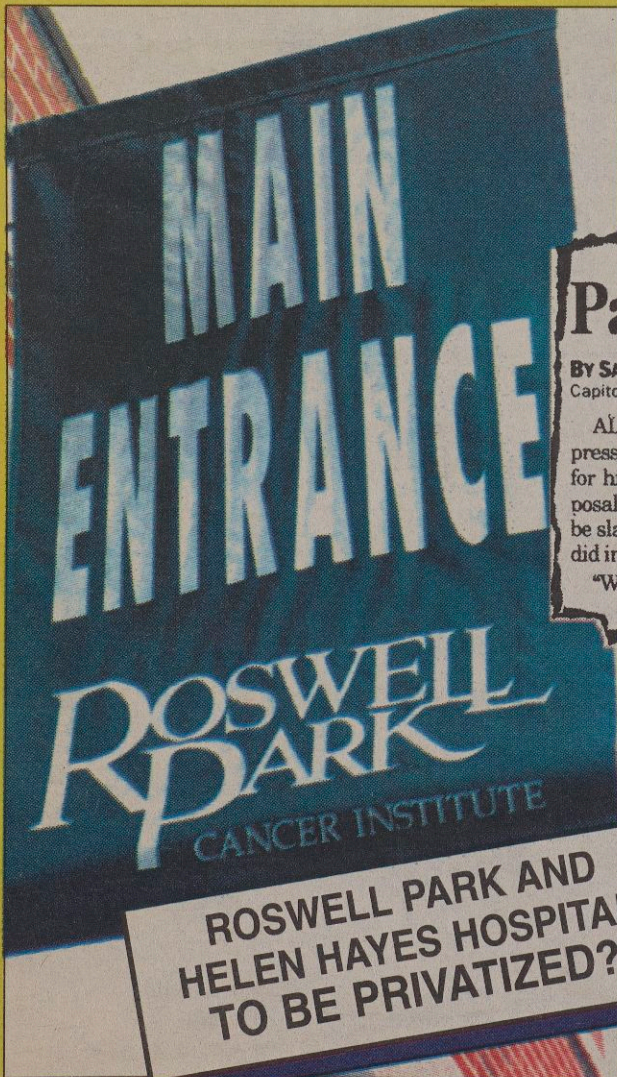
The incentive is being offered under the terms of existing legislation passed last year. This incentive, the 11th since last May, would get state agencies started on Pataki's plan to cut 1,700 jobs for 1997-98.

Workers' opportunity to apply for the incentive package will begin Tuesday and end March 12. As usual, it is open to workers aged 50

and over with at least 10 years' service who work in a position targeted for abolition, or a position that's identified as a possible transfer spot for a targeted worker elsewhere in state government.

Retirees taking the incentive will earn a month of pension credit for every year of service, to a maximum of 36 months. Employees must file an application 14 days prior to the end of the open period.

Mary Hines, spokeswoman for Pataki, said about 5,000 state workers have opted to take early retirement since the first offering in May.



— SEE PAGES 3, 8, 14, 20



## Your union dues work for you

Your union dues, among the lowest in the country, support CSEA efforts to obtain better wages, better benefits, retirement benefits and equitable terms and conditions of employment for the 265,000 active and retired members of CSEA that are far superior to non-unionized workers.

CSEA negotiates the best contract provisions and protections possible because effective management of union dues make it possible for the union to employ an experienced, qualified professional staff and utilize the finest resources available.

Your dues also support CSEA's legislative and political action program, making it possible for CSEA to promote and support legislation that is in your best interest while working to reject legislation that would be harmful to you.

CSEA supports issues that help you throughout your working career and assist you when you retire, such as pension supplementation, permanent cost-of-living adjustments, health insurance for retirees and preservation of the retirement system.

Your union dues work for you in many ways. Of every dues dollar paid, 97 cents goes toward negotiating and enforcing union contracts, improving and protecting terms and conditions of employment and working on a wide range of issues and projects that directly affect members. Three cents is used for promoting political or ideological programs and projects important to CSEA members and labor in general.

CSEA members who do object to the appropriation of a portion of their dues for political or ideological purposes unrelated to collective bargaining can obtain a rebate.

To request a refund from CSEA, individual refund requests must be submitted in writing by certified or registered mail addressed to:

**CSEA Treasurer  
Civil Service Employees Association  
P.O. Box 2611  
Albany, NY 12220-0611**

CSEA refund requests will only be accepted during the month of March. Requests must be postmarked during the month of March, no earlier than March 1, 1997 and no later than March 31, 1997.

Individual requests only must be submitted; lists of members are not acceptable.

Each request for reimbursement must be typed or legibly printed and must include the individual's name, home address, Social Security number and CSEA local number. The request must be signed by the member.

## Applications available for \$14,000 in CSEA scholarships

Graduating high school seniors who are sons or daughters of CSEA-represented employees are eligible to apply for a total of \$14,000 in scholarships offered by or through CSEA. A single application covers three scholarship programs.

**Applications deadline is April 15.** Winners will be notified in June and winners announced in *The Public Sector*. Applications are available from CSEA local and unit presidents and at CSEA headquarters, region and satellite offices.

Eighteen **Irving Flaumenbaum Memorial Scholarships** will be awarded to graduating high school seniors. Three \$500 scholarships will be given in each of CSEA's six regions.

One \$2,500 **Jardine Award** will be given to a graduating high school senior entering higher education in the SUNY system. The top 2 percent of scholastic achievers, based on high school average, class rank and SAT scores will comprise the eligibility pool for this scholarship. The award is given in memory of Charles Foster, a longtime CSEA activist and later

the first business officer of the SUNY system.

One \$2,500 **Travelers Award** will be given to a graduating high school senior and is not limited to a student entering the SUNY system. It is given in memory of Joseph D. Lochner, CSEA's first employee and later the union's executive director.

### Application period set for AFSCME's Clark scholarship

Applications for AFSCME's Jerry Clark Memorial Scholarship will be accepted beginning March 15.

The scholarship, available to children of members who are college sophomores majoring in political science with a 3.0 average at an accredited university, offers \$10,000 a year for the junior and senior years and an opportunity to intern in AFSCME's political action department.

For more information, write: AFSCME Education Department, 1625 L St. NW, Washington, DC, 20036-5687 or call 202-429-1250

## EBF clarifies MVP dental coverage

Effective Jan. 1, 1997, MVP HMO will cover certain preventive dental procedures for enrolled members' dependent children under the age of 19.

Since MVP is picking up the cost, they will become the primary insurance coverage for these procedures. MVP's coverage will carry a \$10 co-payment per visit. **If you are covered by MVP and by the CSEA Employee Benefit Fund for dependent dental coverage, the fund will not cover services paid by MVP.**

If your dependent children age 19 and under are enrolled in both MVP and the EBF, the EBF will not provide reimbursement for MVP-covered preventative services.

The EBF will reimburse the \$10 co-payment when services provided are EBF-covered procedures. The Fund will be paying for the co-payment only and not the service itself. Members must submit proof of the \$10 co-payment including dentist information, services rendered and the date of service on an EBF dental claim form.

Please be aware that since the services are being paid by MVP, the EBF frequency limitations do not apply.

If you have questions concerning MVP coverage, members may reach MVP at 1-800-TALK-MVP or the CSEA Employee Benefit Fund at 1-800-EBF-CSEA.

## THE PUBLIC Sector

**Official publication of  
The Civil Service Employees  
Association, Inc. Local 1000, AFSCME,  
AFL-CIO**

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Albany, New York 12210-2303  
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The Public Sector (USPS 0445-010) is published monthly by The Civil Service Employees Association. Publication Office: 143 Washington Avenue, Albany, New York 12210.

Periodicals Mail Postage paid at Post Office, Albany, New York 12288 and additional mailing offices.

**Postmaster: Send address changes to: Civil Service Employees Association,**

**Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.**

**CSEA on line: The CSEA web site can be accessed at [www.cseainc.org](http://www.cseainc.org)**

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# State budget mixed bag of potential benefits, concerns

**'CSEA wants to work with all the parties ... to reach agreement on a budget that is fair to CSEA members and all New Yorkers.'**

ALBANY — CSEA is hard at work analyzing more than 1,100 pages of facts and figures that make up Gov. George Pataki's \$66 billion proposed state budget, but some immediate conclusions are obvious.

There are some immediate areas of concern to CSEA, including the proposed privatization of Roswell Park Cancer Institute in Buffalo and the Helen Hayes Hospital in West Haverstraw (see related story on this page), the proposed elimination of another 1,700 state jobs, and a dramatic change in the state's Medicaid program that could hit public health care facilities hard.

But CSEA is also seeking more detail and discussion on other areas of the budget, which could benefit CSEA members if done right. For example, the Governor has proposed a plan to provide school property tax relief — an area of concern to CSEA for years. But it remains to be seen if this relief will be at the expense of the employees' negotiated benefits and salaries.

"Give the Governor credit for crafting a budget that appears to have something for everyone," CSEA President Danny Donohue said. "But everyone knows there's no free lunch and the big questions remains: what's the cost and who pays?"

"It's great to say you're cutting state and local government taxes — everyone wants that," Donohue said. "But it's very hard to imagine how you can actually do that without cutting services or shifting the burden somewhere else."

"CSEA wants to work with all the parties — the Governor, the Assembly and Senate — to reach agreement on a budget that is fair to CSEA members and all New Yorkers."



CSEA President Danny Donohue briefed news media representatives on union concerns about the proposed state budget. WRGB Channel 6 reporter Judy Sanders interviews Donohue after the briefing at CSEA headquarters in Albany.

SEE PAGE 14 FOR ADDITIONAL STORIES ON THE IMPACT OF THE PROPOSED 1997-98 NEW YORK STATE BUDGET ON STATE AND LOCAL GOVERNMENT OPERATIONS

## CSEA outraged over Pataki's plan to privatize Roswell Park, Helen Hayes

**Editor's note: Among CSEA's gravest concerns about Gov. Pataki's 1997 state budget are the proposed privatization of two facilities of the state Health Department; the world-renowned Roswell Park Cancer Institute in Buffalo and the Helen Hayes Hospital in West Haverstraw. CSEA is outraged over plans to privatize both facilities and is committed to an all out effort to defeat that budget proposal. In the article below, CSEA members respond to the threat to their future and their facility at Roswell Park.**

BUFFALO — Plans by Gov. Pataki to privatize the world-renowned Roswell Park Cancer Institute, announced in his 1997 budget message, are being seen as a call to arms for CSEA activists, members and supporters of the center, a state-operated facility for more than 100 years.

"This would be a tragedy in several ways, if the institute were to be privatized," said Brian Madden, president of RPCI Local 303. "This would definitely be a loss to our community, and a threat to the futures of this local's 800 members."

CSEA also has 500 members in RPCI Health Research Local 315, with Jim Jayes as its local president.

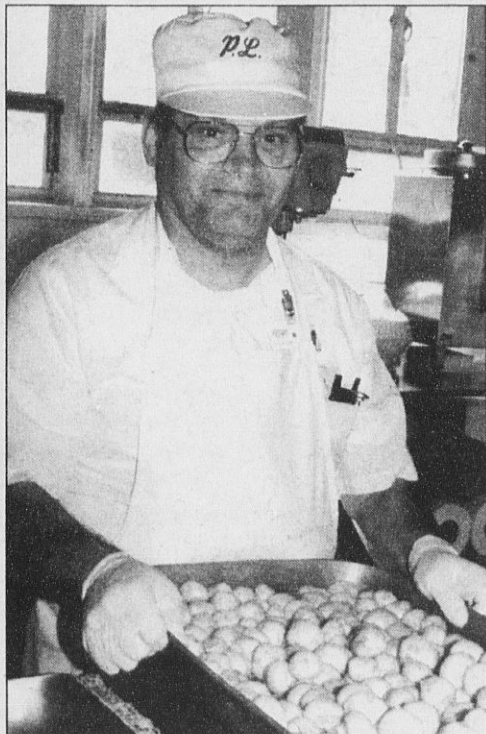
"What a black eye this (privatization) would be for New York state, for Buffalo and Western New York," Jayes said. "It would be a near catastrophe, and a slap in the

face to all the dedicated employees who have worked here for years."

"I've taken a great deal of pride in working here for 21 years," said Jerry Podemski, a carpenter and member of Local 315. "But part of that pride came from knowing I was working for the state, supporting the life-saving work that goes on here, - not a privateer. If this happens, our job protections would be lost, along with the pension security we have had."

"Privatization would be pretty devastating for the average worker," said Mike Bonfante, a senior draftsman for 15 years and member of Local 303. "And even worse for the workers at the bottom of the economic ladder, because years of experience would be replaced by less expensive laborers. The quality of care would likely decrease, with the morale outlook very poor."

"The average worker's tenure here is about 15 to 17 years," Madden said, "and in maintenance, where I work, it's more like 20 years. And they've played games with the early retirement incentives. Last year 85 people applied, but only 10 actually received it, so they are looking to dump a lot of Tier 1 and tier 2 workers. The whole plan sounds like a retreat from the great Roswell Park tradition of patient treatment and care. We've got to fight this all the way."  
— Ron Wofford



The future of CSEA Local 303 member Paul Luciano, a cook for 31 years at Roswell Park, and that of hundreds of other employees there could be uncertain with Gov. Pataki's announced plans to privatize the facility.



# State DMV workers drive agency's turn around

ALBANY — Five years ago it was generally considered the second-most hated agency in the state. It was the butt of jokes, received almost constant public disdain and often its own workers refused to tell people where they worked because they were embarrassed.

But after only three years with a Total Quality Management program, the state Department of Motor Vehicles is one of the friendliest, most customer-service-oriented agencies in the state. And the employees like it that way.

Gone are the long, aggravating lines. Now there are express drop off lanes. Benches are plentiful so customers can sit down while a friendly clerk takes care of the paperwork. Customer frustration has been replaced with smiles from customers who now know that they have enough time to run an errand, buy a gift or mail a letter while their paperwork is processed by helpful DMV workers.

"Newcomers are pleased and old timers returning to do business with the ol' dreaded DMV are in a state of shock," one worker explained.

"Quite a change," said Michael Febraio Jr., CSEA Department of Motor Vehicles Local 674 president and member of the TQM Executive Committee. "This change of image, atmosphere

and attitude began when a Total Quality Management program was established and the CSEA members became equal partners in the rebuilding effort.

"Used to be no one trusted anyone, labor distrusted management and in turn management distrusted labor. So the first road block we had to overcome was the matter of trust," Febraio said.

Trust was built into the new partnership. Front line workers were encouraged to get involved in Project Teams, which would tell management how to improve the work processes.

"Our members gave management idea after idea. Some were good, some weren't. Each was an honest effort by the workers to help improve the DMV experience," Febraio said.

DMV: A Success Story, an Albany editorial recently read. The editorial reported how it's not a nightmare to go to the Albany DMV office anymore. The office is clean, the waiting time has been cut in half.

Positive stories have appeared in local media. Even radio call in show hosts have begun looking for another agency to serve as the butt of their jokes, Febraio said.

— Daniel X. Campbell

THE IMPACT OF THE PROPOSED  
1997-98 NEW YORK STATE  
BUDGET ON STATE  
GOVERNMENT OPERATIONS  
SEE PAGES 3 AND 14

## STATE GOVERNMENT BRIEFS

### Member bequeaths hospital \$100,000

POTSDAM — The generosity of former CSEA SUNY Potsdam Local 613 member Gerald Barnett is being recognized because of the bequest he left to a local hospital.

He willed the Canton-Potsdam Hospital Foundation a bequest of \$100,000 from his estate, one of the largest contributions the hospital has ever received.

Barnett, who recently died of lung cancer at the age of 60, had been a janitor at SUNY Potsdam for 23 years and retired due to his illness last year.

"He was a really nice person," CSEA SUNY Potsdam Local 613 President Colleen said. "He was interested in the union and would show up at meetings. Everyone liked him and he was the kind of person who'd do anything for you if he could."

The hospital named its respiratory therapy and ultrasound rooms in Barnett's honor.

— Mark M. Kotzin

### Fundraiser a tribute to fallen member

VESTAL — CSEA members working at SUNY Binghamton recently paid tribute to their former co-worker, John Mangino, and at the same time helped raise money to buy toys for needy children.

Earlier this fall, the CSEA Local held their first "John Mangino Open" Memorial Golf Tournament, in memory of Mangino, an avid golfer, said Local President Bob Goeckel. Mangino, former fourth vice president of the local, died this past June at age 47 after suffering a heart attack on the job.

Goeckel said more than 30 people, including Mangino's son Joe, who works at the university, participated in the event, which raised nearly \$700. The Local donated the proceeds to the Binghamton City Police Benevolent Association's "Toys for Tots" program, which helped to buy toys for needy children during the holiday season.

Goeckel thanked event chair Marty Ashman for "doing a super job" in coordinating the event. "Everybody that participated had a good time, and we're all glad to have done this in John's memory," he said. The Local plans on making the tournament an annual event.

### Lincoln's Birthday a floating holiday

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

Feb. 12, 1997, 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, 1998.

# Local brings need for marrow to light

**Editor's note:** February is Black History Month, and the following story is one example of how CSEA members contribute to history every day.

BUFFALO — An ambitious campaign by CSEA Roswell Park Cancer Institute Local 303 members to alert the African American community to the need for bone marrow donors has been a success, and the drive to inform and recruit volunteers continues.

"We had 38 people come in and give a blood sample for further matching during our one-day drive," said Yvette Coleman, a bone marrow assistant and the drive's lead organizer. "We hope those who weren't able to make it that day will take the basic steps to see if they can help someone by being a donor."

The Local 303 Women's Committee passed out literature at churches and civic group meetings and put information in local newspapers.

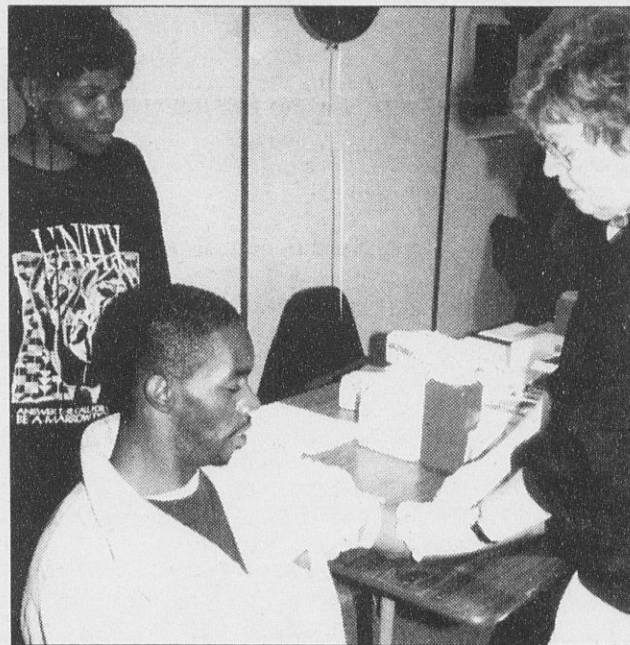
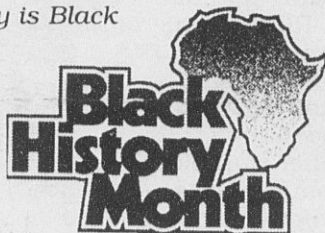
"I was really inspired by a young, 18-year-old outpatient, Nataka, who is in need of a bone marrow transplant and is bravely dealing with her own condition while trying to help and cheer up others," Coleman said.

More African American donors are needed because many suffering from fatal blood diseases could be helped by a marrow transplant, a one-hour outpatient procedure. A simple blood sample for a possible type match is needed first.

The National Marrow Donor Program maintains a registry of volunteers willing to be donors and coordinates a network of organizations to recruit donors, collect marrow and provide it to patients.

Local 303 worked with network organization African Americans Uniting For Life.

Anyone regardless of their racial makeup,



**Yvette Coleman, left, watches as Jeff Frasier of CSEA Local 303 gives a blood sample to phlebotomist Carrie Urbanski for the local's bone marrow drive, headed by Coleman.**

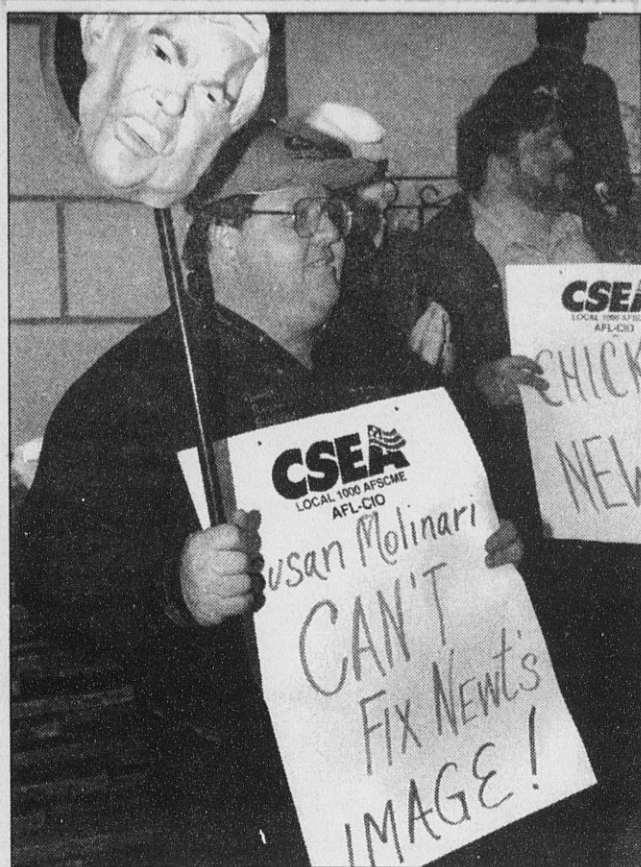
interested in finding out more should call the Human Leukocyte Antigen Registry Foundation at 1-800-336-3363.

The local's drive has already resulted in at least one church mounting a drive among its members to have their blood typed.

The Local 303 Women's Committee includes Liaison Denise Renfro, Chairperson Betty Douglas, Coleman, Victoria Richardson, Alma Hokes, Carolyn Chandler, Sharon Batcho, Jeanette Jernigan, Monica Gardon, Brenda Stubblefield and Heather Ceranowski.

— Ron Wofford





**CSEA Metropolitan Region President George Boncoraglio demonstrates why House Speaker Newt Gingrich decided to skip town.**

## Tough labor pays off at Stony Brook maternity ward

STONY BROOK — Accolades flowed like the coffee served at the grand opening celebration for the reconstructed, state-of-the-art Maternity Center at Stony Brook University Hospital.

The accolades were for the CSEA members who did all the construction right down to custom-made cabinetry.

"This is a contracting-in success story," CSEA Stony Brook University Local 614 President Grace Roy said. "The CSEA members here did all the construction, electrical and craft work — everything necessary to create this gorgeous maternity center."

Not only did the CSEA members save the hospital money, they did the work while the maternity unit continued operating.

"This was an extremely difficult job because the hospital still needed to function," Project Supervisor Chuck Eiserman said. "Dust control was vital. The staff and my guys worked together as a real team to make this happen."

The CEO of the hospital congratulated the employees and said he believed in keeping the work in-house.

"I've never seen a better construction crew in any of my trips throughout the country," Dr. Valerie Parisi, the chief obstetrician/gynecologist for high risk patients said. "They said they could do it and they certainly got it done. I am so proud of them all."

Parisi asked the construction crew to rise for a round of thunderous applause.

It took the cooperation and hard work of all the employees, from the doctors to the housekeeping department, to keep things running smoothly, Roy said.

— Sheryl C. Jenks

# NYC members give Newt "the boot"

STATEN ISLAND — House Speaker Newt Gingrich abruptly cancelled his plans to visit a State Island homeless shelter when he learned he would confront a CSEA-led demonstration.

U.S. Rep. Susan Molinari warned him about the demonstration against his right-wing, anti-worker agenda. The Speaker had planned to breeze through Staten Island on a Sunday afternoon for a quick photo opportunity, paying off a World Series bet to serve Georgia barbecue to New York's homeless if the Atlanta Braves lost.

"All hell broke loose when we found out about this," CSEA Metropolitan Region President George Boncoraglio said. "No way could we allow the guy who's been dishing out corporate welfare while he's gutting job safety protections and trashing the environment to pay us a visit without a proper welcome."

CSEA immediately circulated flyers across New York City alerting other union, environmental, religious and advocacy organizations of Gingrich's planned visit. As word of the demonstration

spread, a Republican party press release announced that the Speaker had changed his plans.

"We had the demonstration anyway and told our story to the four TV stations and three major newspapers who showed up to cover the Newtless barbecue," Boncoraglio said.

Unknown to demonstrators who picketed the barbecue for four bone-chilling hours, Gingrich secretly held a brief meeting with a few homeless people at an undisclosed location and then enjoyed a lobster dinner with Molinari and their staffs at one of Staten Island's most posh restaurants.

"Gingrich had to sneak in and out of New York City to avoid facing the 80 percent of Americans who are fed up with his immoral and unethical antics," Boncoraglio said. "His approval ratings are in the cellar for good reason — because his conduct is shameful."

— Lilly Gioia

## LEAP wants to hear from you

If you have questions about your education or career, the LEAPline can help.

Call the LEAPline at 1-800-353-4332. LEAP advisers provide advice and assistance between 8:30 a.m. and 4:30 p.m. (8:30 p.m. on Thursdays) and you may leave a message at other times to receive a call back at a time convenient to you.

In addition to advice on using LEAP vouchers and other educational benefits, LEAP advisers are available to work with you on the following areas:

- Career Planning
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- Financial Aid
- Basic Skills and GED Preparation

### Project Reach

LEAP is conducting a survey of state employee members as it plans Project REACH classes for the spring.

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REACH programs provide skill development in reading, writing, computation and other workplace competencies.

Program components include, but are not limited to: Adult Basic Education, English as a Second Language and General Equivalency Diploma.

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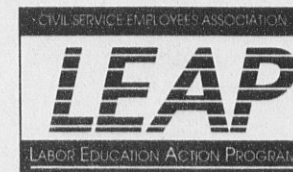
Name \_\_\_\_\_

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Home Address \_\_\_\_\_

Phone: (W) \_\_\_\_\_ (H) \_\_\_\_\_

Mail to LEAP at 1 Lear Jet Lane, Latham NY, 12110 or Fax to 518-785-4854.





# CSEA members new to private sector ratify their first contract

VALHALLA — Staying with CSEA is paying off for the workers of the Westchester County Laundry and Housekeeping operations at the county medical center.

They recently ratified their first contract with their new private sector employer.

CSEA made that contract possible by following the members and their jobs into the private sector.

The contract with Morrison-Crothall, which expires March 31, 1998, provides basic job protections to the workers, CSEA Labor Relations Specialist Larry Sparber said.

"Our goal in this first agreement was to see that employees had very basic rights such as job protection," he said. They won language on seniority, job security, the right to file grievances and the right to a fair

disciplinary process.

"Now that we have the foundation cemented," he said, "we can build on that with the upcoming contract and work on salary and benefits."

Negotiating Committee members were Mary Williams, Barbara Edwards, Pedro Mulleda and Michael Holcomb.

Morrison-Crothall took over the laundry and housekeeping operations when they were privatized last year.

As soon as the privatization took effect, CSEA organizers met with workers and encouraged them to join CSEA as employees of the private company.

"Most of the employees felt that since CSEA had represented them in the public sector for many years that they knew CSEA," said Organizer Doug Morrison.

— Anita Manley

## Members stick with CSEA

It took courage for the Westchester County Laundry and Housekeeping employees to stick with CSEA when their jobs were privatized, but they were determined.

CSEA Labor Relations Specialist Alisa Cagle was struck by the workers' determination.

"Even though they were in a tough position, we had good turnouts for meetings," she said. "The supervisors would stand there looking in the window and the workers would continue to ask questions. They were determined to communicate with the union. It wasn't the best of circumstances. I was impressed."

## CSEA fights Southampton layoffs

SOUTHAMPTON — Employees of the Southampton town Sanitation Department are facing layoffs or lower salaries.

Meanwhile, Town Supervisor, Vic Cannusci asked for a \$4,500 raise, top administrators have gotten hefty raises and the town also has 40 new employees.

Meanwhile, 17 Sanitation Department employees have been laid off, and another 12 have new job titles with salaries as much as 47 percent less than their previous salaries.

CSEA has filed a grievance on the issue, as well as charges with the Public Employment Relations Board.

CSEA members are angry and frustrated because their suggestions on how the town can generate more money from sanitation have been ignored.

Town officials have failed to agree to obvious solutions such as early retirement incentives. Three sanitation employees are within a year or two of retirement.

The buy-outs from the layoffs of accrued time and the cost of unemployment will result in little savings for the town, employees say. For example, the cost of laying off the former sanitation supervisor was more than \$95,000.

CSEA contends the town will also waste thousands of dollars on legal fees.

"The town has absolutely no right to tell employees to do the same work, work more hours and receive less money. Those salaries were not pulled out of a hat. They are a result of years of collective bargaining and can not be changed arbitrarily," said CSEA Long Island Region Director Ron King.

"It's the taxpayer and these employees and their families who lose," said CSEA Long Island Region President Nick LaMorte.

— Sheryl C. Jenks

## Dispatchers win in Orangetown settlement

ORANGETOWN — Five police dispatchers in the Town of Orangetown collected an average of \$6,000 each thanks to a grievance filed by CSEA.

CSEA filed the grievance because although the employees were classified as 35-hour a week employees, they worked 40 hours a week. A reclassification of the position meant more complicated duties because of computerized equipment that required more training and responsibility. The grievances also called for clarifications in

work week and assignments.

"When we first filed this grievance," CSEA Labor Relations Specialist Annette Raetz said, "we were dealing with a very difficult anti-union town board and could not resolve this."

Fortunately, the political climate changed last year and the grievance was settled. The unit and the town agreed to redress 12 issues that CSEA maintained violated the collective bargaining agreement and the federal Fair Labor

Standards Act, Raetz said. Shop Steward Ronnie Hickey said she was pleased with the agreement.

"The radio operators are now being recognized," she said, "and the agreement addresses a lot of the situations we had to deal with."

In addition to serving as shop steward for the radio operators, Hickey is the unit treasurer and an elected trustee of the village of Piermont in Rockland County.

— Anita Manley

THE IMPACT OF THE PROPOSED  
1997-98 NEW YORK STATE  
BUDGET ON LOCAL  
GOVERNMENT OPERATIONS  
SEE PAGES 3 AND 14

## LOCAL GOVERNMENT BRIEFS

### Workers win two weeks' pay

WHITE PLAINS — Westchester County violated its own law and the county charter when it laid off employees of Woodfield Cottage in December 1995, ruled Supreme Court Justice Kenneth W. Rudolph in a suit brought by CSEA.

He ordered the county to pay the 24 employees two weeks of back pay and Civil Service benefits for the two weeks in 1995.

Rudolph ruled that the county should not have transferred operation of the youth detention facility to a private contractor until 1996 unless budget revisions were made for the 1995 fiscal year.

"It was obvious that Westchester County Executive Andrew O'Rourke was so eager to bring in this private contractor that he jumped the gun without thinking it through," said CSEA Southern Region President Carmine DiBattista. "Now it's going to cost the taxpayers, just as all of the county executive's privatization initiatives have cost the taxpayers."

— Anita Manley

### CSEA fights layoffs in Brookhaven

CSEA filed a lawsuit and two improper practice charges on behalf of six Brookhaven Animal Shelter employees laid off Jan. 1.

The cuts leave the already understaffed shelter with only two dog control officer positions. Five DCOs and an animal technician were laid off. They are all long time employees.

Although the employees offered many good ideas on how to increase revenues at the shelter, the town did not begin to implement any of them until after the layoffs.

CSEA filed the IPs because the town is trying to have other workers do the jobs of the the laid-off dog control officers.

— Sheryl Jenks



CSEA Shop Steward Ronnie Hickey (seated) and Radio Operator Mary Miggins.



# County DOT changes a hit with workers, public

SYRACUSE — It takes a good crew of CSEA members to pave the road to customer satisfaction and that's what they're doing in the Onondaga County Department of Transportation.

Customer service and satisfaction are not terms usually associated with DOT workers, yet they're being heard more and more around the Onondaga DOT, thanks to the success of a TQM initiative developed jointly by labor and management.

The program grew out of a desire to change the department's image and become more customer oriented, Assistant Commissioner John Leo said.

First they changed the terminology they use. Now, they no longer receive "complaints" from citizens. Instead, they receive "service requests."

"Changing the name was like a flag to us," Leo said. "It was to let us know that we need to be more responsive to our customers."

Dispatchers and section foremen developed a computerized system to handle service requests. Workers log the requests, prioritize and set time limits for the work. They then let customers know when the work is being done and follow up to gauge their satisfaction.

It involves everyone, from the dispatchers who take the initial calls and call customers back, to the section foremen who visit the area of each request and often meet with the customers to better determine their needs, to the road crews who do the work.

It's a winning system that has customers and DOT workers singing its praise, CSEA Onondaga County DOT Unit President Brian Stone said.

"I think it makes the workers realize that there is a priority in satisfying these work orders, and at the same time, gives them a better sense of pride in their work," he said. "It gives the workers an outlet to talk to people and better explain how we operate and what we can do for them."

The public likes the system as well, CSEA member Don Mauro said.

"The people that we're serving like the system. The satisfaction element comes in a lot. It's nice to hear it. I've had people drive in personally to thank us for a job," he said. "Prior to this the only feedback was negative."

"We've had some real good responses. I think the union members are the biggest part of it — they're the ones going out and doing the work,"



Section Crew Leader Paul Ranczuk, left, looks on as Motor Equipment Dispatcher Don Mauro enters data into the computerized service request form.

Section Crew Leader Paul Ranczuk said.

And the praise from the customers is the best indication that the new system is working.

"Two days ago a crew from your department cleaned the culvert at the foot of my driveway. I would like to take this opportunity to thank you and the members of your crew for taking care of this matter before the onset of winter, and I also thank Donna, of your office, for keeping me informed of the progress of the work," read one letter.

"Just a note to express my appreciation for your response to my request for road repairs.... A big improvement! A sincere 'Thank You,'" read another.

The initiative's success is being used as an example throughout the county, and other departments are interested in adopting it, Leo said.

"I don't think we could be more pleased with what we've done," he said.

— Mark M. Kotzin

# County pays for misrepresenting facts

NEW CITY— A former Rockland County executive's misrepresentation of the county's fiscal health during negotiations has resulted in a settlement which grants two days of leave time to county employees.

CSEA Unit President Caroline Osinga said the contribution of the two days per member is the result of an improper practice charge CSEA filed against the county in 1993. CSEA charged that the county violated the Taylor Law when the county misrepresented its financial condition at a PERB fact-finding hearing. Based on that information, CSEA accepted no wage increase for 1992. However, just a few months later, then-County Executive John Grant announced that the county had an \$8.4 million surplus.

After a series of PERB hearings and appeals, CSEA petitioned the Supreme Court in Albany to review the PERB Board order. The Court sent the matter back to PERB for further hearings before

the administrative law judge. The settlement was reached prior to additional hearings.

The county agreed to credit all full time workers with one vacation day to be used by the end of 1997 and one sick leave day which will be applied to a CSEA Sick Leave Bank to be established this year," CSEA Labor Relations Specialist Annette Raetz said. Part-time employees will also benefit in proportion to their hours worked.

Osinga hailed the settlement as an example of CSEA teamwork and said she is elated with the results of the cooperative work effort of the Rockland County Unit Executive Board, Senior Associate Counsel Mike Ortiz and Labor Relations Specialists Annette Raetz and Larry Sparber.

"Our members have achieved a tangible benefit from this agreement," she added, "but equally important is the fact that the process for resolving conflicts under PERB works."

— Anita Manley

## LOCAL GOVERNMENT NEWS

### Local 854 collects toys for kids in Tioga County

OWEGO — Santa got help from CSEA "elves" in Tioga County.

For the second year, CSEA Tioga County Local 854 ran the county's "Christmas League." The League raises money all the year to buy toys for needy families during the holidays.

The local's League committee, chaired by Local Vice President Lynn Wool, raised more than \$1,200, Local 854 President Kathi Cardone said.

About 700 children received gifts. The committee started buying gifts in July and stored them in a County Office Building room the county provided. Area volunteer fire companies distributed to the families.

About 50 CSEA members participated, with a core group of about ten steady volunteers, Wool said.

— Mark M. Kotzin

### Scholarships offered

WHITE PLAINS — Members of Westchester County Local 860 are urged to apply for one of six \$1,000 scholarships being offered to children of members of the local who are graduating high school seniors, according to Local President Cheryl Melton.

Winners will be selected based on their overall school experience, community service and an essay.

Applications are available by calling the local office at (914) 428-6452. Deadline for filing is April 15, 1997. Successful candidates will be notified by May 30, 1997.

Committee members include Chairperson Virginia Calcutti, Marie Lewis, Mary Miguez and Fran O'Toole.

### Companies cited in deaths

MIDDLETOWN — Federal officials have fined two construction companies nearly \$300,000 in fines for violating safety regulations in July 1996. Two employees, one of whom was a CSEA member who worked for the City of Middletown, were killed.

Martin Grenzhauser and his co-worker Ed Reiley were trapped in waist high water when the trench they were working in collapsed. Suddenly a six-inch water main broke, flooding the trench and drowning the two men. Grenzhauser worked for the city of Middletown and worked a second job for one of the construction companies.

The construction companies were cited for not shoring up the eight-foot trench, failure to provide safety gear, training and documentation lapses and for not providing a written hazard communication program.

The city of Middletown now requires that an OSHA trained person must be at the worksite of an open ditch.

"All the fines won't bring Martin back," said CSEA City of Middletown Unit President Dave Walters, "but I hope it will make people think of safety first and that lives are important."



# In touch with you

A message from CSEA President Danny Donohue

The reality of the budget is more than a slick press release

## If something sounds too good to be true, it probably is



Give Gov. George Pataki a lot of credit for presenting a state budget that on the surface seems to address many of the issues New Yorkers care about — property tax relief, school improvements, checking runaway health care costs and welfare reform.

No one can be against those things. And a number of the Governor's proposals represent some innovative approaches that demand serious consideration and dialogue.

But the reality of the budget is more than just a slick press release. If something sounds too

good to be true, it probably is.

There are real questions about how much the Governor's tax cuts and other proposals will cost and who pays.

The Governor's proposal to provide school property tax relief is a welcome area for debate. CSEA has raised this issue for years and it must be remembered that rising school taxes and other pressures on local government have been the direct result of cutbacks and other tax shifts from Albany over many years.

School funding reform is long overdue, but it

must be addressed fairly. CSEA is willing to do its fair part but tax reform must not be achieved at the expense of school district employees.

Understand also that while the cuts in state operations are less severe than in previous years, the Governor is still proposing the elimination of another 1,700 state jobs. And it is questionable if that continuing downsizing really represents better government.

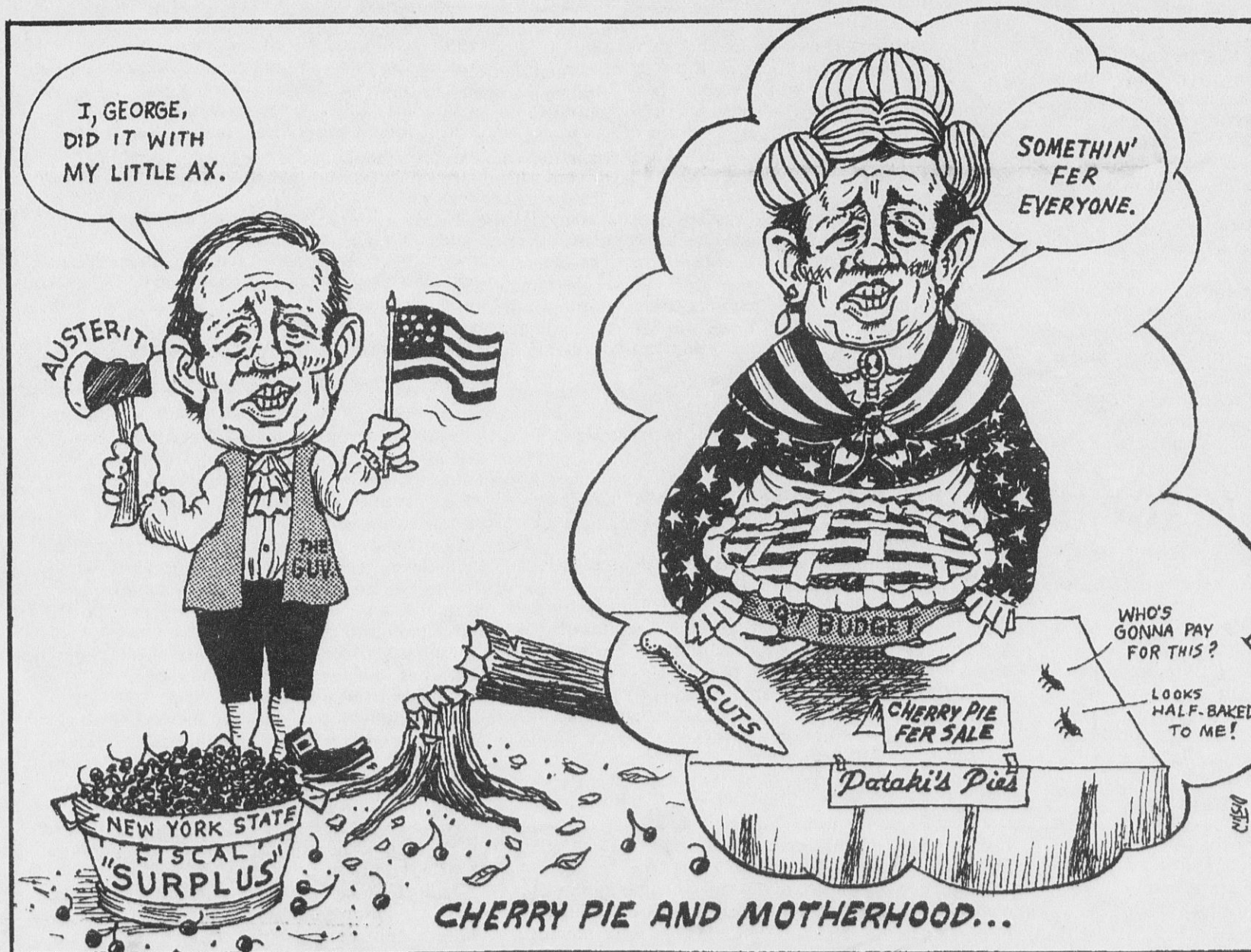
CSEA is firmly against an ill-conceived proposal to privatize the world-renowned Roswell Park Cancer Institute and Helen Hayes Hospital. The

proposal comes before the state has even involved the employees in dialogue on alternative ways to improve the facilities' operations.

Then there is welfare reform. CSEA wants real welfare reform. That means the creation of new jobs for recipients, without displacing existing workers, especially public employees. We need to see strong and clear worker protection language in any welfare reform legislation the state approves.

We all want better government and we have a real opportunity to achieve it if New York's political leaders will get down to the hard work that is necessary to make it happen. CSEA is prepared to work with the Governor and the Legislature, with Republicans and Democrats, as long as there is serious dialogue to make New York a better place to live and work.

Danny





# The CSEA Work Force



**We don't want  
strangers  
driving our kids**

**A** rash of recent incidents involving a private school bus company in the Capital District area has outraged parents and refueled the debate over the safety of private carriers. One driver arrested for driving while intoxicated; another charged with hit-and-run; and yet another accused of striking a child with a broom handle to break up an argument are among the incidents that have placed private school bus companies and the drivers who work for them under increased scrutiny.

And with increasing numbers of financially strapped school districts looking for cheaper means of transporting our most precious cargo, parents are making it loud and clear that safety is more important than money when it comes to their kids.

When districts privatize transportation services they lose control over who's working for them and the ability to handle workplace problems. Private bus companies often have high employee turnover due in part to substandard wages and benefits. This can mean inadequate training to familiarize drivers with district policies and less than thorough review of drivers' safety records.

On the other hand, school districts with their own transportation systems have a highly stable work force that can be counted on to perform their jobs with a great deal of responsibility and care. Drivers are usually residents of the district and often their own children attend the school. They are familiar with the roads and weather conditions and have developed long-term relationships with the students. And the end result is better safety.

If a student becomes ill, or if poor weather conditions prevent them from delivering students safely to school, district drivers tend to know who to call, whether it's a parent or other relative or even a neighbor who they can trust with the child's safety and well-being.

As part of the community, school district drivers are frequently seen at the school's book fair, bake sale or field day, either because their own children attend the district or simply because they care about the students and are interested in seeing them involved in other school activities.

"I've seen our bus drivers out at the high school basketball game on a Friday night," CSEA Labor Relations Associate John Phillips said. "Not because they're working, but because they want to root for their school's team."

And it's that sense of trust and community — that spirit of family, friends and neighbors — that has more and more parents demanding "we don't want strangers driving our kids."

— Ed Molitor

*pages 10-11*



# Private school buses out of control

LATHAM — Private school bus operators are in business for the money, not for the children, and their records prove it.

Recent incidents in the Troy School District are perfect examples of how bad private school bus services can get.

Sometimes, to make the necessary profit margins, private sector school transportation privateers are willing to put up with problem drivers, less than stellar driving records and even drug and liquor abuse, on and off the job.

When the escapades of one privateer bus contractor, Albany Yellow Communications Corp., made daily headlines in Capital District newspapers for days on end, the *Albany Times Union* researched on the driving records of the four largest private sector contractor fleets in the area. The results were eye opening.

The *Times Union* reported that Albany Yellow Communications Corp. cut nearly \$2 million dollars from its bid to beat the Troy School District's former transportation contractor of 20 years, National School Bus Services Inc. But the performance of the winner of the five-year, \$5 million dollar contract, has been severely lacking.

Perhaps that lack of service can be traced to the driving record of the school bus drivers the contractor hires and the non-union salaries the contractor pays. According to the *Times Union*, Albany Yellow Communications has a 63 percent rate of tickets or accidents among its 125 drivers.

In a horrific example of driver stupidity, one Albany Yellow bus driver was arrested recently for driving while intoxicated in front of a Troy school where he was about to pick up a bus load of children.

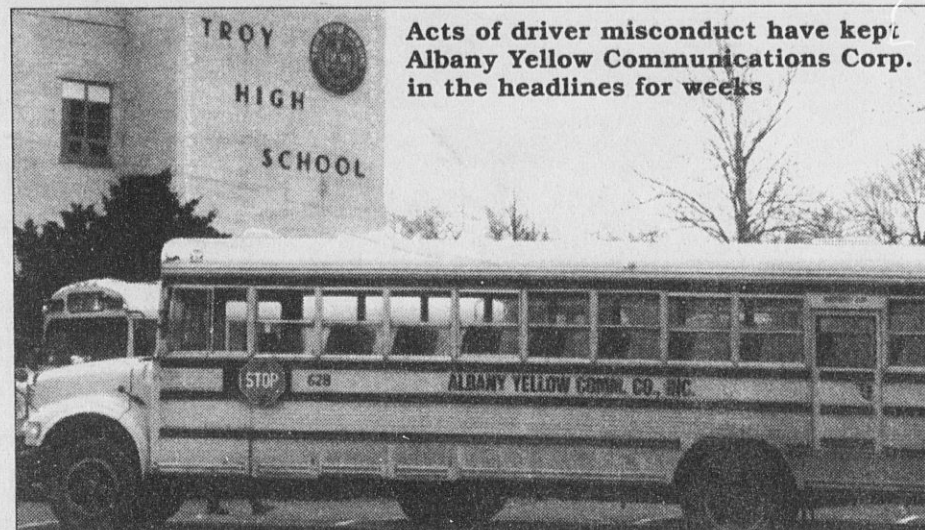
The other private contractors don't fare much better, according to the *Times Union*. The newspaper reported that:

**Northland Transportation Inc.**, with 65 drivers, has a 57 percent rate of accidents and traffic convictions; two drivers had past convictions of driving while intoxicated and two had past counts of driving while impaired. Another Northland driver pleaded guilty to driving while ability impaired, losing his license for a year paying a \$375 fine for operating an empty bus with a blood-alcohol content of .07.

**National School Bus Inc.** has 36 drivers of whom 31 percent have had traffic convictions or accidents; two, including one driver who apparently works for both National and Albany Yellow, have convictions for driving while ability impaired on their DMV records.

**Brown Transportation**, has 77 drivers of whom 42 percent have accidents, violations or suspensions on their licenses; three were convicted of driving while ability impaired; 13 percent had multiple convictions or accidents on their records.

The Troy School District has warned Albany Yellow Communications Corp. to improve its service or be replaced. But many parents are demanding that the district consider establishing



a district-owned-and-operated bus transportation system rather than replacing one problem privateer with another.

"This educational expose of the records of the four largest privateers in the Capital District shows once again that public employees do it best," CSEA Capital Region President Carmen Bagnoli said. "Our members are dedicated, hard working professional school bus drivers who know that they are responsible for the daily transportation of our most cherished possessions — our children. They live spartan lives to meet the requirements of the tough laws of New York and have been known to police their own ranks when necessary. Public employees do it best, it's that simple."

— Daniel X. Campbell

## Safety at stake in privatization battle

PORT BYRON — The safety of school children is at stake in CSEA's fight against privatization of school buses in the Port Byron School District.

Marshalling newspaper articles, statics and reports, CSEA wants to convince the school board that private bus services could jeopardize that safety — before the board opens bids from private bus companies.

The union is involving the public in the fight, educating them with advertisements, public forums and presentations at school board meetings. The effort is working, since polling shows residents are both well informed and opposed to privatizing school bus service.

CSEA presented the board with articles detailing dangerous situations brought about by private bus drivers and the poor performance records of private companies.

"The safe transportation of school children must always be the top priority of any school transportation program," CSEA Central Region President Jim Moore told the board. "You should know that in New York, private contractors provide only half of all school busing, yet are responsible for 85 percent of the most common school bus fatalities.

"In another safety study, it was shown that after privatization, school bus accident rates went up 262 percent over three years — three to four times higher than the state average,"

he said. "These are startling statistics that cannot be ignored."

The school district's bus drivers always put safety first, bus driver Walt Kolczynski said. For years the drivers have volunteered on their own time to run safety programs that exceed state requirements, he said.

Bus driver Nancy Alcock, who came up with the idea for extra training, said the program has drivers review bus safety rules and safe crossing procedures at the beginning of the year, go into classrooms during the winter to teach safety and do reviews at the end of the year. The training utilizes a special "safe bus" constructed by the district drivers to demonstrate how to safely exit a bus in an emergency. Private busing operations wouldn't offer as much safety training to school children, Alcock said.

"I don't think they're going to take the extra time to go into the schools and talk to the kids," she said. "Safety will be pushed to the wayside."

Cayuga County Local 806 members have begun collecting petition signatures against privatization to be presented to the school board. As this issue of *The Public Sector* went to press, they collected more than 1,000 signatures in the small community.

— Mark M. Kotzin



Port Byron school bus drivers Nancy Alcock, inside bus, Ed Perrine, left, and Earl Mills, right, volunteer their time showing students the proper way to exit a bus in an emergency.



## School unit fighting piece-meal privatization

**PAINTED POST** — CSEA activists have mounted a series of pre-emptive moves against privatization of school bus routes and services in the Corning-Painted Post district.

They recently picketed a school board meeting, where more than 50 members of the CSEA unit and Steuben County Local 851 rallied.

"The board has been practicing a form of piece-meal privatization by contracting out single bus routes as they become open through retirements or resignations," Unit President Paul Smith said. "And they have commissioned a cost-saving study that suggested subcontracting."

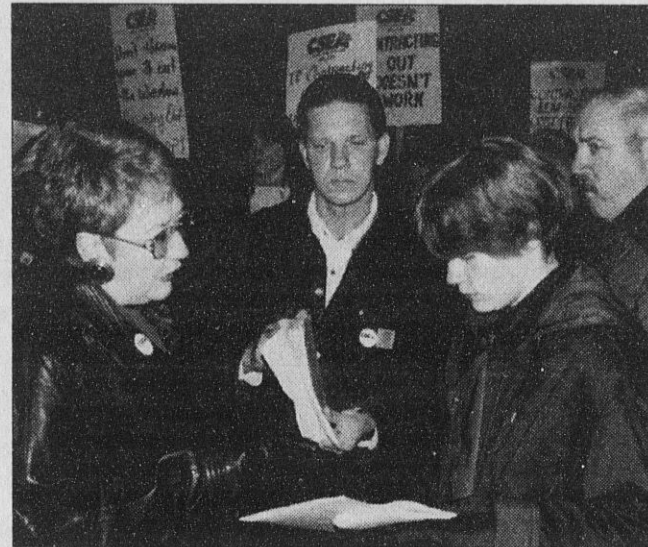
The unit wants to let the board and the public know the consequences of privatization, CSEA Labor Relations Specialist Candy Saxon said, such as high rates that follow lowball bidding, a drop in safety and efficiency and the loss of

dedicated CSEA members, "which can't be measured in dollars alone."

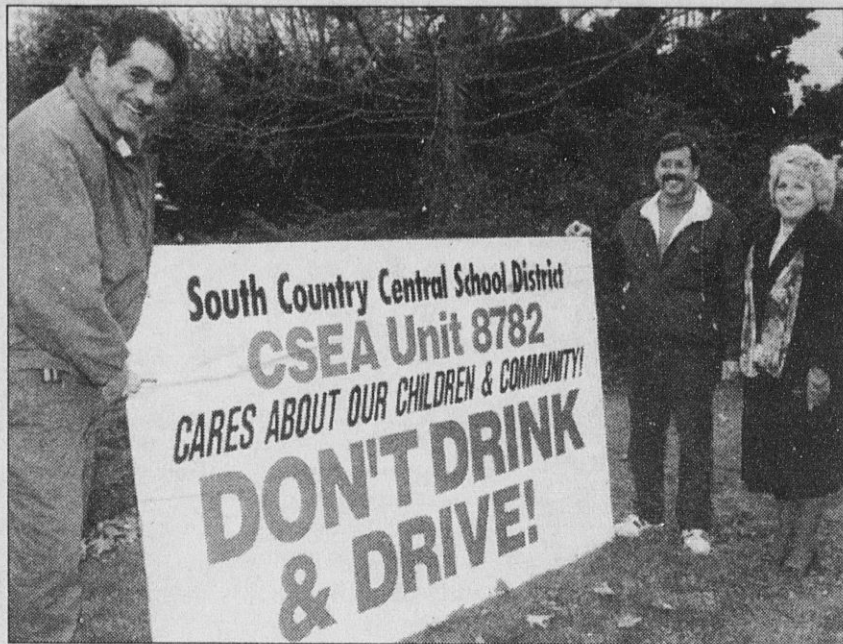
The unit's public education campaign also included literature handed out at shopping areas, petitions, newspaper ads and building support among parents of school children.

"We're very proud and thankful of the way all of our members came together to support the drivers' cause," Smith said. "I'm sure they recognize the strength in unity, and the fact that should help be needed in their own situation, their union sisters and brothers can be counted on. That's what unionism is all about."

— Ron Wofford



CSEA labor relations specialist Candy Saxon, left, and Corning-Painted Post Schools Unit President Paul Smith are interviewed by a local reporter during the picket.



**SIGN OF THE TIMES** — A sign warning against drunk driving, sponsored by the members of the CSEA Bellport School District Unit, is installed at a shopping center in Bellport by, from left, Bellport Unit President Frank Chieffo, Suffolk Educational Local 870 Vice President Pete Piraino and President Diane Klement. The CSEA Unit also distributed letters to all 1,700 students at Bellport High School urging them "never to be afraid to refuse a drink, to call for help after drinking and "never get in a car with someone who has been drinking!" It's just one more example of how public employees care about their community and the people who are their family, friends and neighbors.

## CSEA member driven by safety

Education Department and our district's policy."

Rogers explains that students are part of the safety process.

"A driver must have discipline on their bus so they can concentrate on their driving," Rogers said. She uses the district's Assertive Discipline Plan. "I post it and I explain it to all the students and to their parents, where possible. We don't want any accidents to happen on or off the bus during travel time. My safety motto is 'Safety Never Takes a Vacation.' Safety doesn't know it's a holiday or a Friday afternoon."

Rogers was recently certified as an Article 19A examiner and, with fellow employee Patricia Cipollari, trains new drivers for the district.

"The two-hour course really takes five days," Roger said. "When we're done we have the new driver sign a statement that they understand all of the information provided. We're always open for questions and if a new driver has a question or concern, we want to know about it so that the driver feels confident in his position."

The District has a fleet of 96 buses which transport 4,968 students over 5,000 miles a day. Rogers said CSEA mechanics keep the fleet in tip-top condition.

"Any safety concerns are promptly taken care of, and we always have the confident feeling that we are driving a safe, properly maintained bus," she said.

And the parents of the students of the East

Greenbush School District can be confident that their children are being transported to and from school by professional, public employee bus drivers like Jackie Rogers.

— Daniel X. Campbell

### Lawmakers concerned with safety

An increase in the number of school bus accidents statewide has State lawmakers looking at ways of improving school bus safety.

Gov. Pataki's proposed state budget includes \$400,000 for school bus driver training grants which were eliminated from last year's budget. Meanwhile, CSEA is supporting Senate and Assembly initiatives to improve school bus safety, including:

- A bill which would make assault on school district employees, including bus drivers, a felony;
- increasing the penalties for unauthorized boarding of a school bus; and
- legislation prohibiting the operation of a school bus to or from school activities with any passengers standing.

Rogers makes sure her students are settled in.



**EAST GREENBUSH** — When local television station WTEN wanted to show the vast difference between private contractor bus driver operations and public sector operations, Jackie Rogers was selected to represent the East Greenbush School District.

"I'm not better than any other driver here," Rogers said. But she is a safety aware bus driver with 23 years of public sector driving experience.

"I am not a fun bus driver," Rogers said. "My student passengers know that my job is to drive the school bus in as safe a manner possible. I follow the guidelines from the New York State



# AFL-CIO revises 'Do Not Buy' list



The AFL-CIO Executive Council has revised the criteria it uses to create its boycott list, and a new list should be available by spring.

The revisions are part of an effort to improve the effectiveness of boycotts in helping achieve justice for workers facing recalcitrant employers in bargaining and organizing situations.

Under the revisions, the national or international unions involved must review with the federation their plans for boycotts as part of a strategic campaign or other appropriate tactics aimed at securing justice for the employees of targeted companies.

Companies and their products will now be listed for up to one year with additional one-year listings possible. The previous terms and renewals were for up to three years.

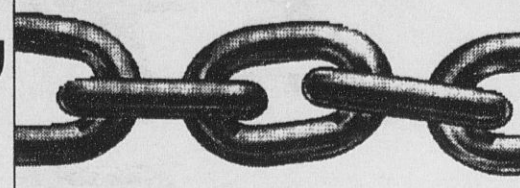
The boycott list should be used in support of "vigorous campaigns where a boycott is an appropriate weapon — and where there is a genuine opportunity for a national 'Do Not Buy' campaign to have significant impact," said AFL-CIO President John J. Sweeney.

The new "Do Not Buy" list is expected to be completed shortly. As soon as it is complete, it will be posted on the AFL-CIO Union Label and Service Trades Department's portion of Labornet, the forum for unions and union members on the Compuserve computer network. It will also be available to those who contact the department by fax or e-mail. The fax number is 202-638-1602.

*\*This information was provided by the Label Letter, a newsletter put out by the AFL-CIO's Union Label and Service Trades Department.*

# 'Labor to Neighbor' links union to community

American Labor Link



Union members are the best advertisement the labor movement has, and CSEA plans to turn to its members to raise the union's visibility and influence.

CSEA is using as its model the AFL-CIO's Labor-to-Neighbor program which enlisted union members to educate other union members on issues important to working people in the 1996 elections.

"Labor-to-Neighbor works," CSEA President Danny Donohue said. "Now we need to move beyond elections and take labor to the neighborhoods on all our major issues."

"CSEA members are this union's greatest resource," he said. "If we can get out and convince our co-workers, neighbors, church members, club members, anyone at

**'Labor-to-Neighbor works  
.... CSEA members are  
this union's greatest  
resource'**

— Danny Donohue

all, of how important the issues of working people are to all of us, we create a powerful army."

Labor-to-Neighbor generated a solid response in the 1996 elections, said CSEA Director of Political Operations Ed LaPlante, who worked in the 27th Congressional District in western New York.

"Labor-to-Neighbor made union members a real political force in this country," LaPlante said. "Working people have to counter the mega bucks of special interests and corporations somehow."

CSEA is encouraging members to talk not only to other union members but to their neighbors, church and civic groups and others about issues that are important to working people.

For example, a CSEA member of a school bus unit could discuss the dangers of privatizing bus service with parents of children on their child's baseball team to get them involved in a issue that affects them directly.

"CSEA and labor in general need to make themselves and their issues known," Donohue said. "The issues that concern us concern other people, and we need to inform our neighbors about who we are, what we care about and how to fight for what's important."

— Kathleen Daly

## American Labor Link Briefs



### Join campaign to help strawberry workers

You can help in the national campaign to improve the lives of 20,000 California strawberry workers who are trying to organize with the United Farm Workers.

Strawberry pickers report poverty wages, dirty drinking water and bathrooms, sexual harassment and arbitrary firings. Despite injuries related to 10- to 12-hour days stooped over in fields treated with toxic pesticides, few workers have health insurance.

While the industry has flourished, workers' share of each dollar spent on strawberries has dwindled from 17 cents in 1985 to 9 cents in 1995.

For just 5 cents more per pint of berries, California's \$650 million a year strawberry industry could boost workers' piece rate by at least 50 percent, according to one study. The AFL-CIO is supporting the

campaign for fairness

for the strawberry workers. You can help by asking supermarket managers to support basic rights for strawberry workers. Or you can distribute and sign pledges supporting the workers.

If you want to help, get more information from your central labor council or call the campaign at 1-888-AFL-CIO (1-888-235-2466) or 202-637-5280.

### Workers go to dogs as Disney collects profits

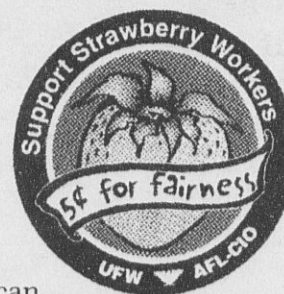
It'll cost you \$19.99 to buy a "101 Dalmations" outfit for your child, but the Haitian women who sewed it

were paid only 6 cents for the effort.

Because the women are paid not by the hour but by the piece, a worker must sew the shoulders of 1,200 shirts in eight hours in order to earn a daily wage of \$3.33. That's 150 shirts an hour.

These women are employed by a company who contracted with Disney to make the shirts. They get no health insurance or paid sick days. They even have to bring in their own cushions because they have only rough wooden benches to sit on as they work. If the workers try to defend themselves or organize, they are fired.

The National Labor Committee is leading a campaign to convince Disney to stop the use of Haitian sweatshop labor, as well as in Thailand and Burma. You can help by writing to Disney CEO Michael Eisner. For more information and a sample letter, call the National Labor Committee at 202-242-3002.





# ATTENTION: STATE AND LOCAL GOVERNMENT EMPLOYEES WORKING, BUT NOT GETTING PAID, OVERTIME

*Please carefully read this notice if you:*

- ★ Are a state or local government employee in a CSEA bargaining unit; and
- ★ Are in a non-attorney or non-physician position; and
- ★ Have regularly worked overtime (i.e., more than 40 hours in a week) in the past two years; and
- ★ Have not been paid at all or have not been paid at a rate of time and a half your normal hourly rate of pay for that overtime because you are considered on "salary" or are labeled "overtime ineligible" or "exempt."

✓ Recent developments in the Fair Labor Standards Act, its regulations, and case law may now entitle you to overtime pay for your overtime.

✓ In order to investigate this issue and represent your interests, we need to know **your** particular situation.

✓ Please complete the following form and return it to us **on or before**

**Feb. 28, 1997.** Also, if you know of other CSEA unit state or local government employees in the same situation, please tell them about this and have them complete the form also.

✓ Remember: If you don't tell us about your situation, we probably can't help you. If you have any questions, please contact us at 1-800-342-4146, ext. 443 (Lori Lossi).

PLEASE NOTE: Your name will not be revealed to management unless you specifically authorize us to do so at a later date. No action will be taken on your behalf unless you specifically authorize it in writing after we have concluded our investigation.

**IF YOU HAVE ALREADY COMPLETED THIS FORM IN RESPONSE TO AN EARLIER NOTICE, IT IS NOT NECESSARY FOR YOU TO COMPLETE ANOTHER.**

Name \_\_\_\_\_ Social Security No. \_\_\_\_\_

Home Address \_\_\_\_\_

Home Telephone \_\_\_\_\_ Business Telephone \_\_\_\_\_

STATE AGENCY or LOCAL GOVERNMENT \_\_\_\_\_

Location \_\_\_\_\_

TITLE \_\_\_\_\_

Brief Description of Duties \_\_\_\_\_

\_\_\_\_\_

Approximate overtime (hours in excess of 40) per week in last two years (An estimate is all that is necessary at this time): \_\_\_\_\_

Does the employer have records that show amount of overtime worked per week? Yes \_\_\_ No \_\_\_

If so, describe and state where located: \_\_\_\_\_

Do you have notes or other records that show amount of overtime worked per week? Yes \_\_\_ No \_\_\_

If so, describe: \_\_\_\_\_

**Return this form before February 28, 1997 to:**

**FLSA Overtime Project  
c/o Lori Lossi  
Civil Service Employees Association  
143 Washington Avenue, Albany, NY 12210**



# Landmark Public Benefit Corporations approved for Nassau, Westchester facilities

As this edition of *The Public Sector* went to press, both houses of the state Legislature approved the landmark formation of Public Benefit Corporations (PBCs) to operate the Nassau County Medical Center, the A. Holly Patterson Geriatric Center and Westchester County Medical Center currently operated by their respective county governments.

CSEA is cautiously optimistic at this stage that creation of the PBCs should mean better fiscal health for the facilities, better job security for the employees, and continued high levels of services to the people who need them.

CSEA has already secured many protections for employees who will be under PBC operations, including continued civil service protection and membership in the NYS Retirement System, no layoffs as a result of the changeover, continued public employee status, maintenance of the existing salary and salary scale, and continuation of CSEA representation. CSEA is also committed to strongly opposing any aspects of the plans that would create a negative impact on employees.

CSEA continues to examine all aspects of the proposals and will provide additional information to employees as they become available.

## How the budget impacts on you

### SOME HIGHLIGHTS, AND LOW LIGHTS, OF THE PROPOSED STATE BUDGET

#### Pataki's Proposed Budget

CSEA continues to carefully analyze the more than 1,100-pages of Gov. George Pataki's budget proposal to determine its full impact on public services and public employees. Some things, however, are already clear: the proposed budget contains some very positive items affecting public services and employees, contains much that is of serious concern, and leaves questions in other areas.

Following are quick overviews of areas of the proposed state budget that impact on public services and employees.

#### Welfare reform a difficult issue

ALBANY — One of the most difficult issues of the state legislative session will be the implementation of welfare reform. And CSEA has already publicly joined the debate.

CSEA believes there is a real need for fair, meaningful welfare reform, which the union has defined as a workers issue. Working welfare recipients under reform proposed must be provided real jobs with real wages and security and must not replace existing work forces. In short, there must be dignity in work, dignity for workers.

In recent testimony before a joint hearing of the state Assembly Ways & Means, Social Services and Children & Families Committees, CSEA President Danny Donohue told lawmakers that welfare reform must protect the job security of those who are already working while creating real jobs for those on public assistance.

Donohue said there are lots of nuts and bolts issues and an awful lot of hard work to be done if New York is to make welfare reform work. He stated that the CSEA/AFSCME principles for reform, which call for no job displacement among other things, is the appropriate starting place.

#### No layoffs, but 1,700 positions to go

CSEA is concerned over proposed plans to reduce the state workforce by another 1,700 positions during the coming fiscal year. The reductions are proposed to be achieved through attrition (2,050), abolishing of positions (450), creation of new positions (1,150) and transfers to authorities (350). While Gov. Pataki has stated he believes no layoffs will be necessary, CSEA is watching the process carefully, remaining cautiously optimistic that layoffs will be avoided. The union recognizes that losing positions for any reason is undesirable since it means placing a greater burden on remaining employees and could result in service reductions.

#### Early retirement program offered

A just-announced early retirement program for state employees could help further reduce any need for layoffs, but CSEA advises employees to study the program details carefully before making any decisions.

The newest early retirement program is open to workers aged 50 and over with at least 10 years of service who work in a position targeted for abolition, or a position identified as a possible transfer spot for a targeted worker elsewhere in state service.

Workers participating will earn one month of extra pension credit for each year of service, up to a maximum of 36 months. Reductions apply for retiring before age 55.

The program ends March 12 and workers must apply at least 14 days prior to March 12. Interested workers should contact their agency human resources office for complete details.

As with past early retirement programs, CSEA views it as a personal choice workers must make, deciding if taking early retirement is best for them or not.

#### Consolidations for DSS, DFY

The budget proposes consolidating divisions of the state Department of Social Services and the state Division for Youth into a single agency to be known as the Department of Children and Family Services. Some other duties now handled by DSS would be merged into another new agency to be called the Department of Temporary and Disability Assistance. The proposal promises no layoffs.

CSEA believes that the consolidations, if done properly, could provide a more positive future for both agencies.

#### Tax cuts — what's the real cost?

Pataki proposes to reduce taxes by \$1.9 billion in his new budget, mostly from a reduction in state income taxes, as well as decreases in estate, gift and business taxes. He also proposes a reduction in school taxes for property owners and senior citizens while increasing state funding for education and capping the amount school districts can increase the tax levy.

CSEA President Danny Donohue says while the budget is cleverly crafted to appear to offer something for everyone, there is no such thing as a free lunch and the big questions remain: what's the real cost and who really pays?

#### OMH - No closures

No OMH facility closures are proposed in the 1997 budget, but 525 adult inpatient beds will be eliminated through ward consolidations.

The budget proposes that Elmira Psychiatric Center become a satellite of Binghamton PC, Hutchings PC become a satellite of Rochester PC, and Middletown PC become a satellite of Rockland PC.

A great deal of exploration and analysis is necessary in order to determine the impact of these "satellites."

#### OMRDD — more shift to communities

Under the proposed budget more than 500 OMRDD employees will leave state developmental centers to work in community residences operated by the state and/or non-profit agencies. The budget includes \$14 million for new capital constructions for secure beds, primarily for the Center for Intensive Treatment at Sunmount Developmental Center. On the downside, institutional pharmacies are proposed to be privatized, effecting 11 CSEA jobs.



## Summary of October meeting of CSEA Board of Directors

*Editor's note: The Public Sector 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. 31, 1996. In official action, the board:

\*Approved the election schedule for the 1997 election of CSEA statewide officers;

\*Approved a bid by ICE, an independent firm, to conduct the 1997 statewide officers election, 1998 Board of Directors election and the 1999 region officers election;

\*Approved dissolving Columbia County State Transportation Local 511 and transferring the members to Transportation, Region I, Local 676;

\*Approved the Standing Legal Committee report of Oct. 31, 1996;

\*Approved the Standing Rules and Regulations as amended;

\*Approved Jane D'Amico as a member of the Region I Political Action Committee;

\*Approved the following as members of the Region II Political Action Committee: Vincent Martusciello, chair; Harriet Hart, officer liaison; Max Neuberger, staff liaison; Steven Sayles, Jacqueline Stanford, Juanita Shine, Frank Consentino, Charles Perry, Claudette Sullivan, Lester Crockett, Ely Bar, Shirley Mehl, Steve Pezenik, Stanley Goodman, Barbara Rustin, Cara Quagliari, Roy Lester, Pat Metzger, Todd Reisman, Yvonne Sewell, Cheryl Copeland, Joe Aravena, Ken Crosson, Ruth Dinkins, Elaine Lake, Samuel Lozado, Ramon Lucas, Charles Bowen and Tony Bailous;

\*Approved the following as members of the Region V Political Action Committee: Charlotte Adkins, Don Haskins, Betsy Kinch and Marge Winchell.

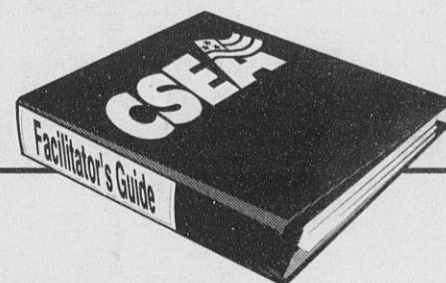
*Questions concerning this summary of actions taken by CSEA's statewide Board of Directors should be directed to CSEA Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210, 1-800-342-4146 or (518) 434-0191.*



**CSEA Statewide Secretary  
Barbara Reeves**

# ANNOUNCING...

## The **CSEA** Grievance Representation Video Training Program



- ★ Six-Hour Interactive Video Training Program.
- ★ For State, Local Government & Private Sector Divisions.
- ★ Completes the Education Component for Certification.
- ★ *Train the Trainer* Course Is Available To Those Interested in Conducting This Training Program.
- ★ For More Information,  
Call the CSEA Education & Training Department at 1-800-342-4146.



Please contact me about conducting this training program in my Local/Unit.

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

Local/Unit: \_\_\_\_\_

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

Phone: \_\_\_\_\_ # of participants to be trained: \_\_\_\_\_

I am interested in learning how to conduct this training program

PLEASE RETURN TO: CSEA Education & Training Department, 143 Washington Avenue, Albany, NY 12210

### Also, the CSEA Education and Training Department will be conducting the following programs this Spring:

- \* Union Building Workshop (Preventing Decerts)
- \* Local Government Negotiations Team Training
- \* Labor/Management Committee Training
- \* The Steward Course
- \* Discipline & Interrogation
- \* Working with the Contract
- \* Contract Administration for Private Sector Stewards

For information about the locations, dates and times for any of the above workshops, contact the CSEA Education and Training Department at 1-800-342-4146, extensions 294 or 359. If you would like to register for any of the above workshops, please contact your CSEA Local or Unit president.



# NOTICE OF NOMINATIONS

## Elections for CSEA statewide PRESIDENT, EXECUTIVE VICE PRESIDENT, SECRETARY, TREASURER to be held in 1997

The offices of CSEA statewide president, executive vice president, secretary and treasurer are scheduled for election in 1997. CSEA members will be electing officers to fill those statewide offices for a 3-year term effective July 1, 1997.

Persons seeking a statewide office may petition and appear on the ballot individually or as part of a slate. A slate must contain a candidate for each of the statewide offices: president, executive vice president, secretary and treasurer.

Candidates must be at least 18 years old, have been a CSEA member in good standing since June 1, 1996, and must have

**Any CSEA member who is considering the possibility of running for office may obtain information regarding the election process by contacting the Election Committee at CSEA Headquarters 1-800-342-4146, Ext. 477**

continuously paid CSEA membership dues since that date. Candidates cannot be a member of a competing labor organization and must not be serving a disciplinary penalty imposed by the CSEA statewide Judicial Board.

Any CSEA member who meets the above criteria may become a candidate and have his or her name placed on the ballot for a specific statewide office by

obtaining 1,000 signatures of CSEA members eligible to vote in the upcoming election. Signatures must be of CSEA dues-paying members who are not serving a suspension and who have no delinquent dues. The signatures must be collected and submitted on official nominating petition forms in a timely fashion under the published election schedule.

**Nominating petition request forms are now available from**

local presidents, CSEA headquarters and region offices. Petition request forms may be filled out and returned to CSEA Headquarters and/or region offices ahead of schedule, but the nominating petitions will not be released until Feb. 10, the first day of the petitioning period.

The election process will be overseen by the union's Elections Committee. The balloting will be conducted by an independent election agency approved by the union's statewide Board of Directors.

The schedule for the 1997 election for CSEA statewide offices is below.

### Schedule of election of CSEA statewide officers

#### *Petitioning period starts February 10*

- |                    |   |  |  |
|--------------------|---|--|--|
| <b>February 10</b> | <ul style="list-style-type: none"><li>✦ Start of petitioning period.</li><li>✦ Nominating petitions released from CSEA headquarters and region offices.</li></ul>   | <b>April 16</b>  | <ul style="list-style-type: none"><li>✦ Drawing for candidates' positions on the ballot (headquarters).</li><li>✦ Membership list available for inspection by candidates (headquarters).</li></ul> |
| <b>March 21</b>    | <ul style="list-style-type: none"><li>✦ Deadline for nominating petitions to be received at CSEA headquarters (5 p.m.).</li></ul>   | <b>May edition of <i>The Public Sector</i></b>   | <ul style="list-style-type: none"><li>✦ Publication of campaign statements and photos submitted by candidates.</li></ul>   |
| <b>April 14</b>    | <ul style="list-style-type: none"><li>✦ Deadline for candidates to decline nomination (8 a.m.).</li><li>✦ Deadline for candidates to submit campaign statements and photos for publication in <i>The Public Sector</i>.</li><li>✦ Deadline for receipt of candidates' campaign literature at CSEA headquarters for distribution (5 p.m.).</li></ul> | <b>May 15</b>  | <ul style="list-style-type: none"><li>✦ Ballots delivered to Post Office for mailing.</li></ul>  |
|                    |   | <b>May 23</b>  | <ul style="list-style-type: none"><li>✦ Replacement ballot may be requested if original ballot was not received.</li></ul>   |
|                    |   | <b>June 5</b>  | <ul style="list-style-type: none"><li>✦ Deadline for receipt of ballots (8 a.m.).</li></ul>  |
|                    |   | <b>Election results will be announced after the ballot count. Candidates will be notified by mail.</b> |  |
|                    |   | <b>July edition of <i>The Public Sector</i></b>  | <ul style="list-style-type: none"><li>✦ Election results published.</li></ul>  |

## H.E.A.T can save money in fuel bills

CSEA members in:  
New York City  
Long Island  
Westchester County  
Putnam County  
Northern New Jersey

can join H.E.A.T. (Heating Energy Affordable Today), a buying group that uses the purchase power of 16,000 members to negotiate lower prices for fuel oil with full-service dealers. Included in membership is a free service contract. The cooperative contracts with 50 different fuel oil delivery and service companies. Annual membership fee is \$25 with money back guarantee. **When you call, mention you are a CSEA member and you will get a second year's membership at no charge.**

**Call 1-800-660-HEAT**

## CBTU to meet in New Orleans

The Coalition of Black Trade Unionists annual meeting will be May 22 to 26 at the Hyatt Regency Superdome in New Orleans.

For more information, contact Portia Given at 1-800-342-4146, extension 210 to coordinate convention registration and hotel accommodations.



1910<sup>1918</sup>

1929

1931

1942

1952

1962

1978

1997

1999

2000

2010

# CSEA joins AFSCME

How's your memory these days? Do you remember shopping before supermarket scanners? Life before ATM machines and cellular phones? Twenty years ago nobody knew what a "fax" was. "Computer" wasn't a household word, much less a common appliance.

For something to survive 20 years in our day is a remarkable achievement. So it seems appropriate 20 years from *The Public Sector's* birth to look back at some high points and ahead to the future of CSEA.

Itself a remarkable survivor, CSEA marks its birth in 1910 as an association of state employees. Now it is the largest public employee union in the state with a history full of ground-breaking achievements.

This monthly series will take a look at some momentous events in CSEA history.

In February we salute the visionary CSEA leaders and delegates who voted for affiliation with the American Federation of State, County and Municipal Employees in 1978. *The Public Sector* then charted a historic change in the union's direction from being New York State's oldest and largest public employee union to a labor organization with broad national influence.

One of the 1,200 CSEA delegates at the Concord Hotel voting in favor of the affiliation was the union's first black statewide officer, Brother Jimmy Gripper Jr. A staunch supporter of the affiliation proposal, Gripper recalled that some delegates felt reluctant to vote for it, fearing CSEA would lose its autonomy and independence.

"I was for the affiliation with AFSCME 100 percent," said Gripper who now serves as chairperson of the union's Public Sector Committee. He noted that the highly successful agreement between CSEA and AFSCME has brought many outstanding benefits to the homes of CSEA members and their families.

"CSEA's integrity has been absolutely maintained," Gripper said, and "AFSCME's membership increased from 700,000 to over a million after the affiliation, making it then the number one union in the AFL-CIO."

Since 1977 *The Public Sector* has reported the fast-paced and undreamed of changes in government, civil service and technology that affect CSEA members.

"Our members can feel justly proud that nearly 20 years ago their leaders had the foresight to position CSEA at the cutting edge of the labor movement," CSEA President Danny Donohue said.

— Lilly Gioia

**EDITOR'S NOTE:** As *The Public Sector* marks its 20th year of publication, we take a look at significant events and issues in the union's 87-year history through the eyes of CSEA members.

**Robert Minkler,  
Amsterdam School District  
Custodial Maintenance Unit:**

"Last year my 70-member unit was deeply involved in political action to change the make up of the school board. I was impressed with what a difference it meant to be affiliated with AFSCME.

"The board was not initially aware of our affiliation with AFSCME; they thought we were only 70 people campaigning against them. But with CSEA/AFSCME, we turned out about one-third of the total school board vote, and that made all the difference. Because of the affiliation, we could reach out to other CSEA and AFSCME members in our area when we needed help. That's a great benefit!"

**Janet Torres,  
CSEA NYS Division of Housing  
and Community Renewal Local  
258, three-time AFSCME  
delegate:**

"My first AFSCME convention as an elected CSEA delegate was overwhelming. AFSCME was a whole lot bigger than I thought.

"I was so impressed by the number of different AFSCME unions from so many states. Belonging to AFSCME is great and going to AFSCME meetings reminds you that you have an important purpose. Being active in the union is what it's all about.

"I remember how hugely impressed I was being part of 50,000 AFSCME members marching in Washington, D.C., for Solidarity Day in 1991. You see these things on the TV, but when you participate and you are actually there, the feeling is astonishing. It makes you feel like a totally new person and makes you believe even more in what you are fighting for."



**Marie Romanelli,  
former CSEA  
SUNY New Paltz  
Local 610**

**president,** was on the CSEA Board of Directors when CSEA affiliated with AFSCME:

"My initial reaction to the affiliation at the time was one of resistance, but as I sat back and really listened and tried to envision what

impact it would have, it

made me realize it was time to start thinking in a much wider and global approach.

"I realized the affiliation would enable us to ... offer more services not only from a state and local government position, but it would make it possible to have some say and input into what was happening on a federal level, on what impacts us as taxpayers and citizens on a day-to-day basis.

"One big example of this was when there was a threat that the federal government was considering taxing vacation and annual leave pay; it was through the efforts of AFSCME and CSEA that made it possible to defeat that action."

**Dan Brady, Vice President of CSEA  
Jefferson County Local 823:**

"My first involvement with the union was an AFSCME Political Action training conference with Jerry Clark. When I left there, I saw an opportunity to make change. I saw a guy working for AFSCME going coast to coast training workers like me to form their own Political Action Committees and start implementing changes at all levels. I saw some of the resources AFSCME had. It was probably the best training I ever took part in.

"It seems like in any AFSCME event I've ever been to, they've brought a high level of expertise and professionalism.

"We have our International Vice Presidents out there helping us keep tabs on the worldwide labor movement — one way or the other I think we're all interconnected. With AFSCME you've got a voice and a hand in shaping the labor movement on an international level. On the national level, they seem to have more clout than any other union. Without our affiliation we wouldn't have that voice — we'd be much less effective."



## CSEA members have insurance plan options

Traditionally the New Year is a time when people re-evaluate their lives, make resolutions and check up on their financial position. It's also a good time to evaluate your insurance coverage. As a CSEA member, you have a wide variety of insurance products available, so here is a review:

- **Group Whole Life Insurance Plan:** a new plan that has solid coverage with cash values that build each year.
- **Disability Income Plan:** an improved program with new features such as work stoppage benefit, survivor benefit and vocational rehabilitation benefit.
- **Personal Lines Insurance Program:** a popular program featuring payroll-deducted automobile, homeowners, renters and umbrella liability coverage.
- **Security Term Life Insurance:** helps protect the financial future of surviving loved ones.
- **Long Term Care Insurance:** helps aid in the costly expense of custodial care.
- **Retirement Counseling:** a free service that helps members best prepare for retirement.
- **Hospital Income Protection:** provides many benefits to help cover expenses if you are confined to a hospital.

Most of the CSEA insurance plans provide the convenience of payroll-deducted premiums. To learn more about any of the above insurance programs, call Jardines Group Services Corp. The Jardine CSEA Hotline is 1-800-929-6556.



**A MERRIER CHRISTMAS** — CSEA Local 010 Division for Youth Pregnancy Unit Staff receive donations of toys and gifts from CSEA Metropolitan Region President George Boncoraglio, right, who started a toy drive after he learned DFY had eliminated all Christmas funds for teenage mothers and their babies. Thanks to the Metropolitan Region Executive Board, Christmas arrived on time. From left are: Local 010 members Frances Charles, Arenthia Shearrill, Elnora Howard, Delroy Lowe and Boncoraglio.

# 1997 Empire Plan out-of-pocket expenses remain unchanged

### Hospital Outpatient Co-payment Remains at \$25

Your hospital outpatient co-payment remains \$25 for each visit when you receive one or more of the following covered outpatient hospital services on the same day: surgery; diagnostic radiology (including mammography according to guidelines); diagnostic laboratory tests; pre-admission testing; and Desferal for Cooley's anemia.

Your hospital outpatient co-payment remains \$25 for emergency room services including certain professional services rendered in a medical emergency.

A medical emergency is a sudden, unexpected onset of a medical condition where immediate care is necessary to prevent what could reasonably be expected to result in either placing your life in jeopardy or cause serious impairment to your bodily functions.

Emergency care for an accident must be given within 72 hours of the

accident. Emergency care for the sudden onset of an illness must be given within 24 hours after the first appearance of the symptoms of an illness. You will not have to pay the \$25 hospital outpatient co-payment if you are treated in the outpatient department of a hospital and it becomes necessary for the hospital to admit you at that time as an inpatient.

### Participating Provider Copayment Remains At \$5

Under the Participating Provider Program you pay only your \$5 co-payment for office visits, surgical procedures performed during an office visit, radiology services and diagnostic laboratory services.

You pay only your \$15 co-payment for facility charges, same-day on-site testing and anesthesiology charges at a participating ambulatory surgical center.

If your provider's office has any questions regarding the amount of your co-payment or if you need to locate a participating provider in your area, contact MetraHealth at 1-800-942-4640.

### Annual Deductible Remains \$161

Under the Basic Medical Program, the annual deductible remains at \$161 per enrollee, \$161 per enrolled spouse/domestic partner, and \$161 for all enrolled dependent children combined.

The Empire Plan then pays 80 percent of the reasonable and customary charges for covered services.

There is no Basic Medical annual or lifetime benefit maximum.

Benefits are paid at 100 percent after the annual co-insurance maximum of \$776 per employee and covered dependents combined.

### Empire Plan Enrollees May Be Eligible for Out-Of-Pocket Reduction

Empire Plan enrollees may be eligible for the Basic Medical Program's co-insurance maximum reduction provision.

Through a negotiated benefit for CSEA-represented state employees, Empire Plan enrollees may be eligible to reduce their annual out-of-pocket co-insurance from \$776 to \$500 per calendar year. As of Oct. 1, 1995, those employees earning \$20,253 or less base salary are eligible.

Enrollees who meet the criteria may obtain an application from the state Department of Civil Service at 1-800-833-4344 or 518-457-5754. Information showing that the enrollee is the head of the household and sole wage earner of the family must be provided.

Send the application to:  
NYS Department of Civil Service  
Division of Employee Benefits  
W. Averell Harriman State Office  
Building Campus  
Albany, N.Y. 12239

\* Please refer to your Empire Plan Certificate for out-of-pocket costs associated with the Managed Physical Medicine Program and Managed Mental Health and Substance Abuse Program. Although the out-of-pocket costs remain unchanged for 1997, they differ widely based on network vs. non-network benefits.

## 1996 Empire Plan claims must be filed by March 31

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

MetraHealth Service Corp.  
Administrator for MetLife  
P.O. Box 1600

Kingston, N.Y. 12401-0600

Basic medical claim forms may be obtained from your agency's personnel

office or from MetraHealth. 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 MetraHealth directly at 1-800-942-4640.



# Attention ISU Employees...

**Enhance your job skills, expand your career development opportunities**

The registration deadline for the ISU Employee Enhancement Workshop Series has been extended to 15 days prior to the date the individual workshop is held. Workshops on a wide variety of topics (see below) are open to CSEA-represented NYS employees in the Institutional Services bargaining unit.

For workshop registration forms, see your agency or facility human resources or training office, or your CSEA Local president.  
Or call the NYS/CSEA Labor-Management Committees at (518) 473-3416

**REMEMBER – REGISTRATION DEADLINE IS 15 DAYS PRIOR TO DATE OF WORKSHOP**

DATE	WORKSHOP TITLE	REGION	LOCATION	DATE	WORKSHOP TITLE	REGION	LOCATION
Feb. 18	Emergency First Aid	3	Taconic CF Bedford Hills, NY	March 11-12	Home Cookin'	5	Sunmount DDSO Tupper Lake, NY
Feb. 19	Emergency First Aid	1	Sagamore CPC Dix Hills, NY	March 12	Back Power Management	1	Sagamore CPC Dix Hills, NY
Feb. 20	Emergency First Aid	2	Brooklyn DDSO Brooklyn, NY	March 12	Self Discipline & Emotional Control	3	Middletown PC Middletown, NY
Feb. 20	Residential Safety Management	1	Bethpage State Park Farmingdale, NY	March 12	Basics of Residential Maintenance and Repair	6	DFY Industry Industry, NY
Feb. 25	Back Power Management	2	Metro DDSO New York, NY	March 13	I Don't Mind Change As Long As It Doesn't Alter Anything	4	SUNY Plattsburgh Plattsburgh, NY
Feb. 25	Basics of Residential Maintenance and Repair	4	Capital Region DDSO Schenectady, NY	March 18	Self Discipline & Emotional Control	1	Bethpage State Park Farmingdale, NY
Feb. 25	I Don't Mind Change As Long As It Doesn't Alter Anything	1	Pilgrim PC West Brentwood, NY	March 18	Back Power Management	5	Oxford Vets Home Oxford, NY
Feb. 26	Residential Safety Management	2	Metro DDSO New York, NY	March 18	Emergency First Aid	5	Mohawk Valley PC Utica, NY
Feb. 26	Stress In Your Life	4	DFY Tryon RC Johnstown, NY	March 19	Emergency First Aid	6	DFY Industry Industry, NY
Feb. 26	I Don't Mind Change As Long As It Doesn't Alter Anything	2	Staten Island DDSO Staten Island, NY	March 19	Self Discipline & Emotional Control	2	Brooklyn DDSO Brooklyn, NY
Feb. 26-27	Home Cookin'	1	Long Island DDSO Commack, NY	March 19	Residential Safety Management	5	Utica SOB Utica, NY
March 4	Back Power Management	3	Letchworth DDSO Thiells, NY	March 19-20	Home Cookin'	5	Central NY DDSO Syracuse, NY
March 4	Stress In Your Life	6	Livingston CF Sonyea, NY	March 20	Emergency First Aid	4	DFY Tryon RC Johnstown, NY
March 4	I Don't Mind Change As Long As It Doesn't Alter Anything	5	Binghamton SOB Binghamton, NY	March 20	Stress In Your Life	1	Pilgrim PC West Brentwood, NY
March 4-5	Home Cookin'	3	Taconic DDSO Wassaic, NY	March 25	I Don't Mind Change As Long As It Doesn't Alter Anything	6	DFY Industry Industry, NY
March 5	Basics of Residential Maintenance and Repair	5	Broome DDSO Binghamton, NY	March 25	Back Power Management	6	Western NY DDSO West Seneca, NY
March 5	Residential Safety Management	3	Hudson River PC Poughkeepsie, NY	March 26	Self Discipline & Emotional Control	5	Binghamton SOB Binghamton, NY
March 5	Stress In Your Life	5	Central NY DDSO Rome, NY	March 26	Residential Safety Management	6	Letchworth SP Castile, NY
March 11	Stress In Your Life	2	Staten Island DDSO Staten Island, NY	March 26-27	Home Cookin'	6	Western NY DDSO West Seneca, NY
March 11	Residential Safety Management	4	Capital Region DDSO Schenectady, NY	March 27	I Don't Mind Change As Long As It Doesn't Alter Anything	3	Wallkill CF Wallkill, NY



## Members bring holiday joy to AIDS babies

CSEA Bronx Psychiatric Center Local 401 members helped spread holiday cheer by delivering teddy bears and toys to AIDS babies at Hale House, Harlem Hospital and to pediatric patients at Bronx North General Hospital. From left are Barbara Rustin, a member of CSEA New York Metropolitan Retirees Local 910 who volunteered to help; Local 401 President Carol Backstrom and Kim Long, a MHTA and member of Local 401. The toy drive was dedicated in memory of Kim Long's 4-year-old nephew, Troy Pires, who recently died of cancer.





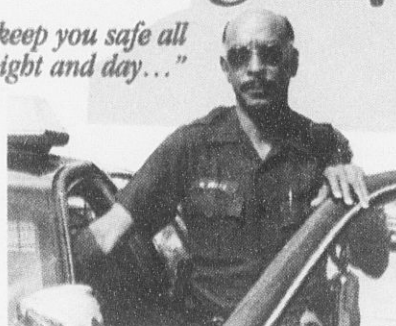
*"We drive your kids to school..."*



*"on the roads we maintain..."*

# Dignity In Work, Dignity For All Workers.

*"keep you safe all night and day..."*



*"We answer nine one one..."*



*"We obey the golden rule, to ease our neighbors' pain..."*



## The Of New York on Welfare Reform.

There is a real need for welfare reform. But people can only get off welfare if they can transition into decent-paying jobs with benefits.

The CSEA Work Force has the experience, expertise and knowledge needed to help bring about meaningful change.

There are many issues to be resolved, but two are of prime importance:

- The present work force cannot be displaced;
- Participants must have real jobs with full employment rights.

If "workfare" simply replaces experienced workers with new workers in a game of "musical chairs," nothing will be gained, and much will be lost. And if the new jobs aren't real, government will just be shifting the cost of welfare, benefitting no one and creating problems elsewhere.

To make the plan work, welfare recipients need the necessary tools to move from welfare to work — education, training and child care. Then, as productive members of the work force, they deserve the same right to a decent wage and safe workplace as the men and women they work alongside.

"Dignity in Work, Dignity For All Workers." That's true welfare reform.

**CSEA**  
The Work Force

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



# Sector

THE PUBLIC

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

FEBRUARY 1997

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