

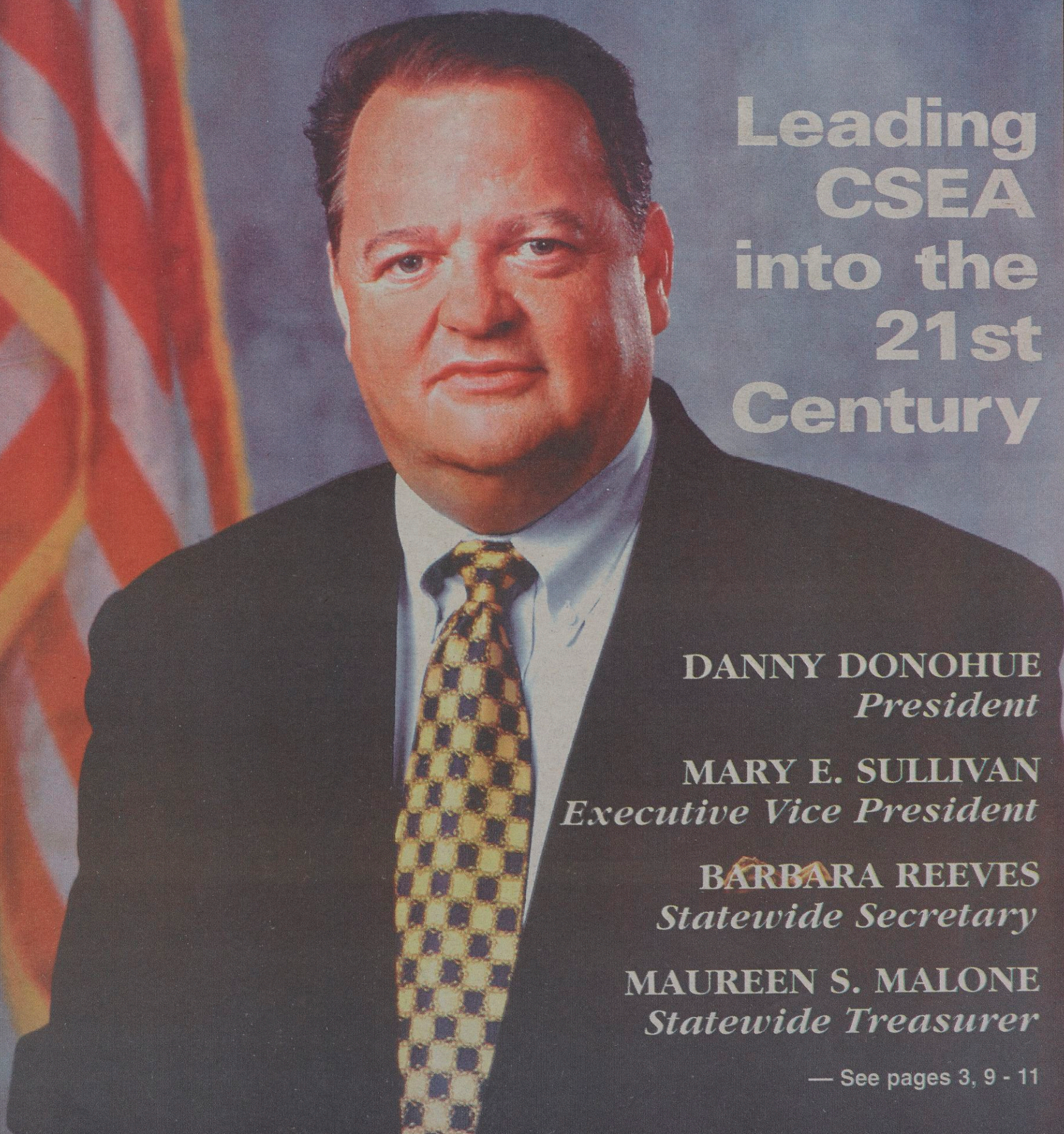
Official publication of  
**CSEA**  
Local 1000, AFSCME, AFL-CIO

INSIDE: *Your Local 830*  
*Nassau County Express newsletter*

# Sector

**THE PUBLIC**

**Vol. 20 No. 7 JULY 1997**

A portrait of Danny Donohue, a middle-aged man with dark hair, wearing a dark suit jacket, a light blue shirt, and a patterned tie. He is looking directly at the camera with a neutral expression. The background is a blurred American flag.

**Leading  
CSEA  
into the  
21st  
Century**

**DANNY DONOHUE**  
*President*

**MARY E. SULLIVAN**  
*Executive Vice President*

**BARBARA REEVES**  
*Statewide Secretary*

**MAUREEN S. MALONE**  
*Statewide Treasurer*

— See pages 3, 9 - 11

## Jardine, Travelers award scholarships

Jardine Group Service Award in memory of Charles Foster gave \$2,500 to NIKKI E. WOOD of Sauquoit, daughter of Frances H. Wood, a developmental aide at Rome DDSO, Local 414.

The Travelers Insurance Company scholarship in memory of Joseph D. Lochner gave \$2,500 to ALEXIS LYNNE BORTONE of Patchogue, daughter of Margaret Bortone, a clerk typist at Patchogue Medford Schools, Local 870.



**We remember...**

**CSEA Statewide Treasurer Maureen Malone speaks at annual Memorial Day observance at the state office building campus in Albany.**

## CSEA awards \$9,000 in scholarships

CSEA has awarded 18 \$500 scholarships to the children of CSEA members through the Irving Flaumenbaum scholarship program.

### Long Island Region 1

DAVID DeANGELO of North Massapequa, son of Geraldine DeAngelo, a teacher's aide at Nassau BOCES, Local 865.

TIMOTHY F. MANKOWSKI of Kings Park, son of Patricia Mankowski, a computer aide and Frank Mankowski, a maintenance worker, both employed at Kings Park School District, Local 870.

CHERYL DICKTER of Middle Island, daughter of Marie Dickter, a staff assistant at Longwood Central Schools, Local 870.

### Metropolitan Region 2

LAUREN MORASKI of Elmong, daughter of Karen Pulzone Moraski a senior stenographer at Mental Hygiene Legal Services, Local 010.

NIGEL SINGH of Jackson Heights, son of Olive Udene Singh, a calculations clerk at Lincoln Correctional, Local 010.

CHRISTINA YEUNG of New York, daughter of Keng Yee Yeung, a file clerk in the state Insurance Department, Local 370.

### Southern Region 3

STACY MARIE KAPS of Yonkers, daughter of Theresa Kaps, an aide at Yonkers Public Schools, Local 860.

SINDY JIWON LEE of Middletown, daughter of Jung Ja Lee, a pharmacy aide at Ulster Correctional, Local 159.

TRACY DAVIS of Marlboro, daughter of Emma Davis, an assistant cook at Marlboro Central High School, Local 856.

### Central Region 5

ERIKA S. MOSHIER of Croghan, daughter of Janet Moshier, an account clerk at Lewis County General Hospital, Local 825.

AMANDA J. HAMILTON of Genoa, daughter of Cynthia Hamilton, a teacher's aide at Southern Cayuga Schools, Local 806.

LORI STAIB of Chateaugay, daughter of Henry Staib, a school bus driver at Chateaugay Central School, Local 817.

### Capital Region 4

LAUREN M. DILLON of Gansevoort, daughter of Joanne Dillon, a part-time typist at Saratoga Springs City School District, Local 864.

MICHELLE LYNN FARRELL of Athens, daughter of Marilyn Farrell, Department of Motor Vehicles clerk at Greene County, Local 820.

AMANDA FANNIFF of Latham, daughter of Jean Fanniff, a computer room aide at North Colonie Central School District, Local 801.

### Western Region 6

KELLY L. CECKOWSKI of North Tonawanda, daughter of Kathleen Ceckowski, a classroom assistant at North Tonawanda School District, Local 872.

STEPHEN E. FORD of Eden, daughter of Mary Ford, a teacher's aide at Eden Central Schools, Local 868.

STACEE FAYE MADDEN of Corning, daughter of Sheila Madden, a health aide at Corning Painted Post School District, Local 851.

## THE PUBLIC Sector

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143 Washington Avenue  
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Danny Donohue, President

STEPHEN A. MADARASZ,  
Communications Director & Publisher  
STANLEY HORNAK,  
Asst. Director of Communications  
ROGER A. COLE, Editor  
KATHLEEN DALY, Associate Editor  
CATHLEEN HORTON  
Graphic Design & Support Services  
RALPH DISTIN, Graphic Artist  
JANICE NUSBAUM, Secretary

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Readers: Send any comments, complaints, suggestions or ideas to:  
Publisher, *The Public Sector*, 143 Washington Avenue, Albany, NY 12210-2303.

### COMMUNICATIONS ASSOCIATES

SHERYL C. JENKS

Long Island Region  
(516) 462-0030

RON WOFFORD

Western Region

LILLY GIOIA

Metropolitan Region  
(212) 406-2156

ED MOLITOR

(716) 886-0391  
Headquarters  
(518) 434-0191

ANITA MANLEY

Southern Region  
(914) 831-1000

DAN CAMPBELL

Capital Region  
(518) 785-4400

MARK M. KOTZIN

Central Region  
(315) 433-0050



### The Public Sector Committee

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Statewide Secretary

**Barbara Reeves**

Statewide Treasurer

**Maureen S. Malone**

# Members re-elect **A WINNING TEAM**

ALBANY — Showing overwhelming approval of the direction CSEA has been going, CSEA members re-elected the incumbent statewide union leadership team headed by President Danny Donohue to guide the union into the next millennium. Donohue is the 23rd president in the union's 87-year history.

President Donohue and his team of Executive Vice President Mary E. Sullivan, statewide Secretary Barbara Reeves and statewide Treasurer Maureen S. Malone will begin their second three-year terms on July 1. All four incumbents, running as the "4 For The Future" slate, easily out-distanced their challengers in a mail ballot election.

Donohue turned aside challenger Patrick Ellis by a vote of 19,271 to 11,231; Sullivan defeated challenger Terry Dickson 19,437 to 10,871; Reeves defeated challenger Peter Jellett 19,791 to 10,513, and Malone defeated challenger



CSEA members re-elected this team with a vote of confidence to lead the union into the 21st century. From left are CSEA President Danny Donohue, Executive Vice President Mary E. Sullivan, statewide Secretary Barbara Reeves and statewide Treasurer Maureen S. Malone.

**'...members placed their confidence in our abilities... We will not let them down'**

Dan Sullivan 19,146 to 11,147.

"I am proud to serve as president of CSEA, which I consider to be the best labor union in the country," Donohue said. "I am very proud of what Mary, Barbara, Maureen and I accomplished during our first term. But this campaign was really about building an even better future for our members, and our members placed their confidence in our abilities to make CSEA bigger,

better and stronger than ever. We will not let them down."

## A PROFILE

**Danny Donohue**  
CSEA's 23rd President  
See pages 9 - 11

## A profile of Executive Vice President Mary E. Sullivan

Mary E. Sullivan brings nearly three decades of leadership experience to her second term as CSEA executive vice president.

In addition to her CSEA offices, Sullivan is an international vice president of CSEA's parent union, the American Federation of State, County and Municipal Employees (AFSCME).

Sullivan is beginning her 11th year as a CSEA statewide officer, serving as statewide treasurer for seven years before winning the executive vice president seat three years ago.

She is a former treasurer and first vice president of CSEA's Central Region, former chair and vice chair of the CSEA Local Government Executive Committee, former treasurer of the CSEA Political Action Fund and former local and unit president of Herkimer County CSEA Local 822.

**'CSEA will always be a force working for you.'**

## A profile of Statewide Secretary Barbara Reeves

Barbara Reeves has been active in unionism for more than two decades, culminating in her election as CSEA statewide secretary three years ago and her re-election to a new three-year term.

She is a founding member and was long active in what is today Mohawk Valley Psychiatric Center CSEA Local 434.

Among her many activities on behalf of CSEA members, she served as the Employee Assistance Program coordinator at Mohawk Valley Psychiatric Center for 15 years.

Reeves represented CSEA Central Region mental hygiene members as an elected member of CSEA's statewide Board of Directors prior to winning election as statewide secretary.

Long interested in women's issues, Reeves was a member of CSEA's first statewide Women's Committee.

**'Protecting your jobs continues to be our top priority.'**

## A profile of Statewide Treasurer Maureen S. Malone

Attending her first CSEA meeting nearly a quarter of a century ago got Maureen S. Malone started on a career of union activism that ultimately led to her election as CSEA statewide treasurer three years ago. Now she's starting her second three-year term.

Malone's diverse union background includes serving as CSEA Central Region second vice president, corresponding secretary and, for seven years, treasurer.

She has represented both Madison County members and Central Region mental hygiene members as an elected member of CSEA's statewide Board of Directors. She also chaired the statewide Methods and Procedures Committee and served on the CSEA Judicial Board. Malone has also worked for CSEA's international union AFSCME.

**'We will continue to lead by staying in touch with you.'**

Activist wins national powerlifting title

# Pirozzolo is pumped up

ELMIRA — It's members that make a union strong, and it's members like Tom Pirozzolo that make CSEA one of the strongest.

Three months after winning his fourth New York state title in five years, Pirozzolo, 45, took first place in the United States Powerlifting Federation National Championships, held May 24 in Philadelphia. He out-lifted five other competitors to take the trophy for the 181-pound weight class in the Masters division for competitors age 45-49.

In February, Pirozzolo beat out approximately a dozen contestants from across the state to win his fourth New York State United States Powerlifting Federation Championship, setting new state records for his age and weight class.

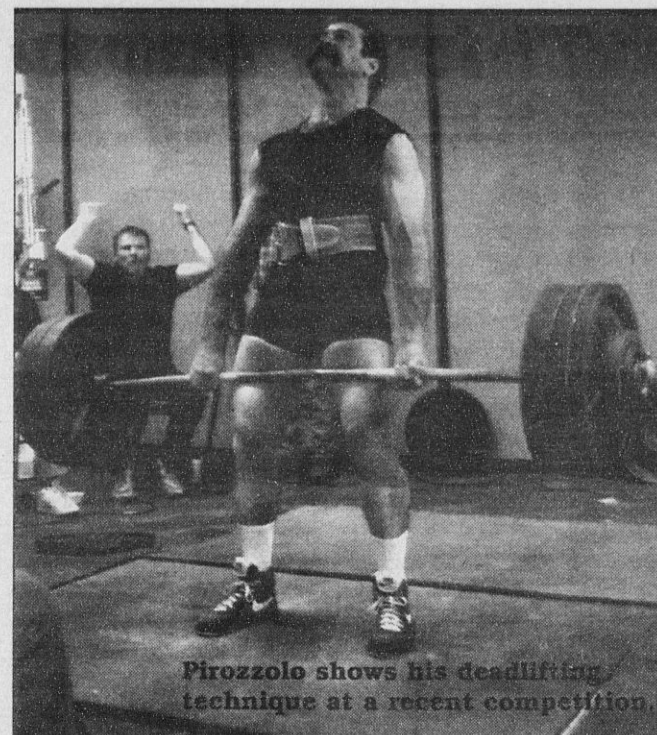
Held in Batavia, the New York state meet included three events: deadlift, squat and bench press, which together combine for an overall total.

Pirozzolo lifted 580 pounds in the deadlift, breaking the previous record of 540 pounds; 515 pounds in the squat and 300 pounds in the bench press for an overall total of 1,395 pounds, also a new state record.

Pirozzolo said he got into the sport six years ago just to keep healthy. Today he trains year round and is ranked by *Powerlifting USA* magazine as one of the top 20 deadlifters in the nation. Last year he placed third in the USPF National Championships.

A paint foreman with the Chemung County Building Department, Pirozzolo is as active in the union as he is in the gym. He is local and unit executive vice president of CSEA Chemung County Local 808, a member of the union's statewide board of directors, and serves on a number of region, local and unit committees.

— Ed Molitor



Pirozzolo shows his deadlifting technique at a recent competition.

## Hooray for Yoo Hoo cleanup crew...



Wyoming County and Village of Warsaw members found themselves in a sticky situation recently when they had to clean up after a Yoo Hoo truck overturned on a hilly village street. From left are: David Martin, Wyoming County Local 861 President Roy "Corky" Upright, Robert Neely, Ralph Millen, Scott Benedict, Donald Jack, and Village of Warsaw Unit President Gary Bogert. Missing from photo is Dick Prusiak, who also helped.

## Local 860 scholarships awarded

WHITE PLAINS — The following students are winners of this year's Westchester County Local 860 Scholarship awards, according to Local 860 President Cheryl Melton and Scholarship Chairperson Virginia Calcutti:

Rachel Martino, whose mother, Katherine Martino, works at the Westchester County Department of Social Services;

Olivia Wallace, whose mother, Julieta Wallace, works at the Westchester County Medical Center;

Nicolle Dam, whose mother,

Patricia Dam, works in the White Plains School District;

James Anstett, whose mother, Barbara Anstett, works in the Hendrick Hudson School District;

Megan Miguez, whose mother, Mary Miguez, works in the Lakeland School District;

Amy Wilson, whose father, William Robinson, is employed by the Yorktown Central School District.

"All the applicants were outstanding," Calcutti said. "We wish them well in furthering their educations."

## CSEA ousts rival organization

### Local 424 is out the door

UNIONDALE — Fed up with empty promises and poor representation, workers at the Nassau Coliseum recently ousted Local 424 and voted in CSEA as their collective bargaining agent.

By a margin of 38 to 1, workers chose CSEA to represent 117 operational employees at the Coliseum, creating CSEA's newest private sector local.

Workers there contacted CSEA months ago looking to oust Local 424, a self-described organizing group not recognized by the AFL-CIO, for non-representation.

The National Labor Relations Board oversaw the ballot count which was held on-site.

Both CSEA and 424 were allowed to oversee the process, but 424 arrived so late they missed the morning session.

"That move was indicative of the lack of caring 424 has shown for their members," Long Island Region 1 President Nick LaMorte said.

"424 lacks resources and expertise for servicing their members," Lamorte said. "We believe these custodial employees will now have a real union in place with CSEA as their representative."

"CSEA takes great pride in rescuing these workers from the non-representation of 424," CSEA President Danny Donohue said. "We welcome these 117 brothers and sisters into the CSEA family."

— Sheryl C. Jenks

## Helping to keep the public in public health

CSEA Long Island Region 1 President Nick LaMorte and CSEA Nassau Local 830 President Tony Giustino testified before the Suffolk County Blue Ribbon Health Panel on the planned privatization of the Suffolk County Nursing Home and 11 county health clinics.

Although the nursing home and clinic employees are not CSEA members, the union supported them by testifying against budget cuts and privatization. CSEA pointed to its success in convincing Nassau County to keep its public hospitals public.

"CSEA won the battle of public opinion over the bottom line," LaMorte said. "We successfully argued that the delivery of public services is not just about the bottom line."

"Ask a family whose aged parent is being cared for by the John Foley Nursing Home about the value of quality care and dignity of life. Speak to a young mother who needs care for her sick child," he said. "These public facilities must remain public to provide for these people."

"The privatization of your county's nursing home and clinics would be equal to turning your back on the population who need you most, those who can't make it without your help," Giustino said. "We made it work in Nassau County because county officials did not relinquish their responsibility to these deserving citizens or to the work force providing the services."

— Sheryl C. Jenks

# Things heat up in Herkimer

HERKIMER — CSEA is angry over Herkimer County's lack of movement on their contract negotiations, and they're letting people know it.

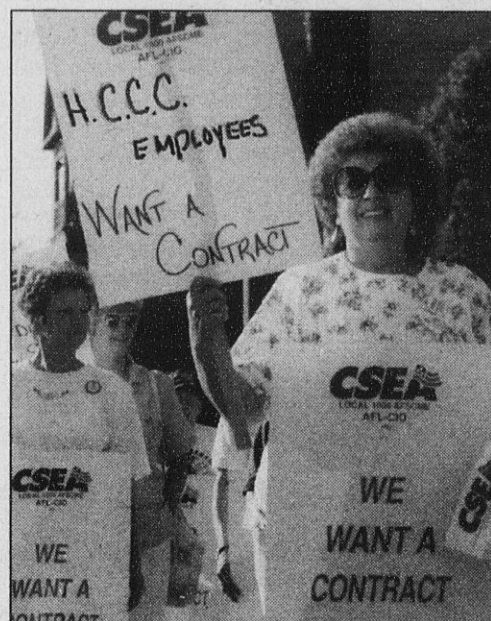
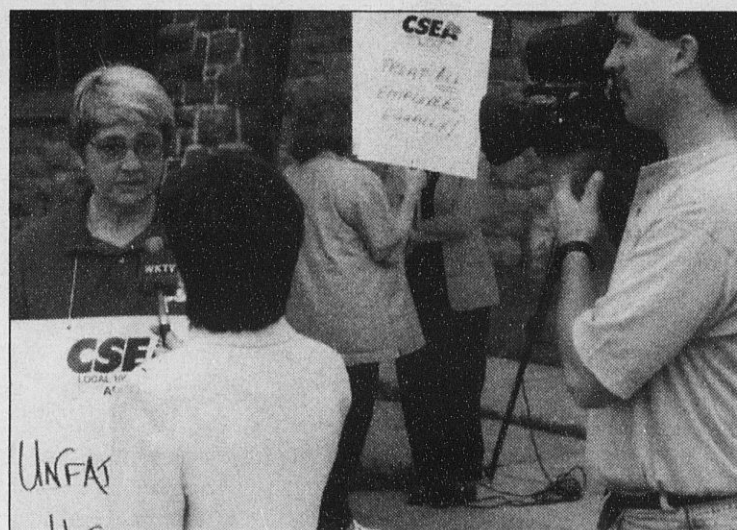
Recently, more than 60 workers showed up to demonstrate before an evening meeting of the County Legislature. CSEA Executive Vice President Mary Sullivan, who is a member of CSEA Herkimer County Local 822, joined the workers in calling for a fair contract.

The previous contract for the 400 union workers expired last December. The county will not move off its position of paying wage increases on base salaries, CSEA Herkimer County Unit President Candy Mancini said. The union declared impasse this spring over the demand to have raises based on current salary levels.

"We're standing firm on our desire to get fair wage increases in this contract, and that means they must be based on current salaries," she said. "Getting raises on base salaries is unfair to the long-term employees who deserve better."



CSEA Herkimer County Unit President Candy Mancini, above, and CSEA Executive Vice President Mary Sullivan, right speak with local media about stalled contract talks.



Herkimer County members take their message to the streets.

After the picket, the employees attended the legislative meeting where Mancini told the legislators that the union members were simply looking for a fair deal.

"We're just looking to be treated fairly and with respect, and to be paid a fair wage for the valuable work we do," she said.

— Mark M. Kotzin

## Fired employee reinstated with back pay

JOHNSTOWN — CSEA member John Lane is going back to work with a hefty back pay award.

A 30-year employee, Lane was fired last July from the Fulton County Highway Department for insubordination after he refused overtime when he learned it required operating a bucket loader that aggravated a chronic back injury.

Since the contract does not contain a mandatory overtime clause and since Lane did not want to aggravate his back and miss regular work days, he punched out.

A county-hired hearing officer recommended Lane be suspended for 20 days, but highway superintendent Bronson E. Moore fired him instead.

Moore claimed he had the right to terminate Lane because of an earlier instance of insubordination, for which Lane had accepted a five-day suspension. CSEA challenged the termination and a state Supreme Court judge

ruled that Lane be reinstated with back pay.

State Supreme Court Justice Stephen A. Ferradino said the firing "is disproportionate to the offense and shocks the conscience of the court. Though (Lane) had been previously insubordinate, discipline within the work force can be maintained without the Draconian punishment chosen by Moore."

In the CSEA lawsuit, Lane asserted that he was entitled to an early retirement incentive program instituted by the state Legislature shortly after Moore fired him. The county denies that Lane was in an employee category eligible for the early retirement program. Justice Ferradino ordered a hearing be scheduled to determine Lane's eligibility for the incentive retirement.

Fulton County has appealed the decision to the Appellate Division of the state Supreme Court.

— Daniel X. Campbell

## Local Briefs

### Meadows sale on hold

ONEONTA — CSEA activists in Otsego County are cautiously optimistic about a legislative delay in privatizing the county's nursing home, The Meadows.

The delay came about a week after CSEA presented a public forum pointing out the negative effects privatization would have on the community and access to The Meadows, and showing that there was no financial need to privatize.

A week after the forum, the county board went into executive session and voted to hold off on acting on proposals for privatization.

The union is hopeful over the lack of legislative progress, CSEA Central Region 5 President Jim Moore said.

"We're confident that the public doesn't want this facility privatized, and we think we're starting to see the Board of Representatives realize that it's not in the community's best interests," he said.

— Mark M. Kotzin

### New Southold pact

SOUTHOLD — It took years of hard work, but CSEA Town of Southold Unit President Lois Atkinson says she's proud her members finally have a three-year contract.

The contract, which is retroactive from Jan. 1, 1996, calls for salary increases of 4 percent, plus step in 1996; 2 percent in January 1997 and 3 percent in December 1997, plus steps; and \$1,400, across the board, plus steps in 1998.

Other highlights of the pact include: agency shop, an additional five days of vacation after 23 years; 10 more accumulated sick days, bringing the total to 280 days; a sick bank for union members; increases in the night differential for public safety dispatchers; a night shift differential for custodians; an increase in guaranteed hours for those on recall from three to four hours; and an improved grievance procedure.

The negotiating committee was led by CSEA Labor Relations Specialist Jim Henck and included, Atkinson, First Vice President Andy Ruroede, Shop Steward Kent McCarthy and Second Vice President Linda Cooper.

— Sheryl C. Jenks

### Nurses aides honored

SYRACUSE — CSEA and Onondaga County co-sponsored a National Nurses Aides Appreciation Day recognition tea for the nurses aides at the county's Van Duyn Home and Hospital.

Aides received recognition pins, award certificates, flowers and a pat on the back for a job well done. The event was coordinated in part by CSEA Van Duyn Unit President Barbara Spears and her unit executive board.

CSEA "Award of Appreciation" certificates were handed out by CSEA Central Region 5 President Jim Moore and Onondaga County Local 834 President Frank Forte.

— Mark M. Kotzin

# Psych center grounds could be put to better use

ALBANY — Putting New York state's psychiatric center grounds for sale is only more evidence that the state has abandoned the mentally ill.

For years, CSEA has proposed utilizing space on psychiatric center campuses and the experienced work force to provide more state-operated community services.

"There is still a very real need for the kinds of services provided in state psychiatric centers," CSEA President Danny Donohue said. "If we develop more state-operated care, we could help hundreds, maybe thousands of mentally ill people living in homeless shelters or on the streets. At the same time, we ensure that the trained and

willing work force has the opportunity to keep their jobs serving the chronically mentally ill."

Donohue found little comfort in the Empire State Development Corp. statement that some money from the sale would be invested in community programs for the mentally ill.

"New York has already broken its promise under the community reinvestment law, which requires the 'savings' from downsizing psychiatric centers to be reinvested in community-based care and psychiatric center services," Donohue said. "Why should we believe that any windfall from the sale of these facilities will result in improved mental health services?"

He also criticized the state for making the public announcement without giving the union or state employees any warning.

"This is another example of government by press release without regard for the real people or issues involved," Donohue said. "The way the announcement was made caused unnecessary confusion and anxiety for Office of Mental Health employees and the patients they serve."

Donohue also pointed out that the union just reviewed and delivered public testimony on the Office of Mental Health's latest five-year plan which contained no reference to the land sale.

— Ed Molitor

## SUNY abuses exposed

ALBANY — CSEA told SUNY officials to stop "an outrageous misuse of taxpayer funds and the public trust."

Testifying at a public hearing before the SUNY Board of Trustees, CSEA Deputy Director of Labor Relations James Hennerty attacked the university's practice of rewarding favored employees by redesignating their classified civil service positions to unclassified, so-called professional positions which are not bound by civil service law or contracts.

"Several campuses seem hell-bent on evading our collective bargaining agreements to give favored individuals pay increases, new and fancy titles and other goodies without any basis in law," Hennerty said.

In most cases, Hennerty charged, employees perform exactly the same work in the new title as they did in the old one.

"Unless SUNY directs local campuses to discontinue this patronage system," Hennerty warned the trustees, "CSEA is prepared to fight to end this outrageous misuse of taxpayer funds and the public trust."

Hennerty also slammed the university's increasing privatization efforts, which he said ignore the hard work, families and communities such privatization attempts will adversely affect.

"Once again, CSEA will be fighting tooth and nail to keep SUNY a great public university," he said. "It is ironic indeed that what should be a repository of humane values seems to abandon those values when it comes to its own employees."

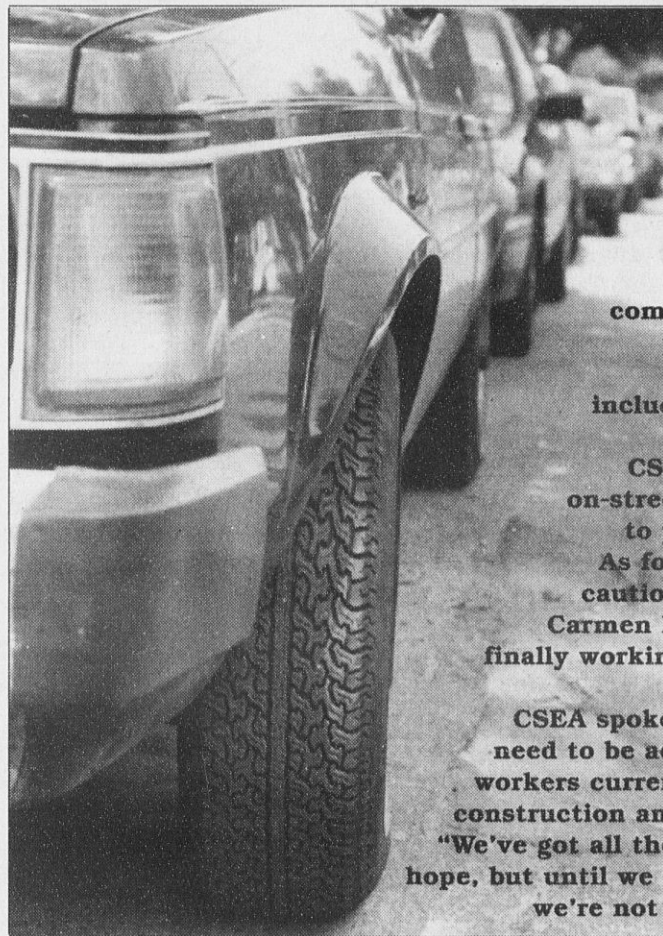
— Ed Molitor

## Still no state budget

ALBANY — At press time, the state budget was nearly three months late.

The latest of two six-week budget extenders expired on June 20, and Gov. George Pataki said he will not support any future extenders of more than one week.

All CSEA members should call the Governor and state lawmakers immediately at **1-800-SOS-6336** and put the pressure on them to get the job done.



## No permit parking

ALBANY — A proposed 2,000 space parking garage may well solve downtown Albany's parking problem, but until it's built, CSEA will continue to oppose a plan that would force hundreds of its members off the streets.

For years, downtown residents have fought with commuters for the city's limited number of on-street parking spots. A proposed permit parking system would give residents preference over commuters, including hundreds of CSEA-represented state workers who work in downtown Albany.

CSEA opposes the plan because it would end all-day on-street parking in the downtown area, forcing workers to park farther away or pay to park in a parking lot.

As for the proposed parking garage, CSEA officials are cautiously optimistic. CSEA Capital Region 4 President Carmen Bagnoli said he was pleased that city officials are finally working to resolve the parking problem, but added that the garage is still just a "conceptual resolution."

CSEA spokesman Dan Campbell said a number of issues still need to be addressed, including the size of the garage, where workers currently parking at the proposed site will park during construction and how much members will pay to use the garage. "We've got all these questions," Campbell said. "We've got a lot of hope, but until we get some concrete answers — no pun intended — we're not just going to say, OK, parking problem's solved."

## Tragedy strikes longtime CSEA activist

CORTLAND — If anything can lessen the tragic loss of her daughter, CSEA activist Kathy Lewis can look for comfort in the "special package" she helped deliver only weeks ago.

Lewis, president of CSEA Cortland State DOT Local 520, was delivery coach for her daughter, Cheri A. McCord, 23. It was a particularly poignant moment, since Lewis and McCord had only recently been reunited. Lewis had given her daughter up for adoption to family friends nearly 24 years ago.

Tragedy struck just a few weeks after McCord's third son, Jeffrey, was born. She died suddenly from a cerebral aneurysm also leaving behind her husband and sons Kevin II, five, and Brady, two.

Lewis and McCord were reunited in January with the assistance of Lewis' close friend Sadie Ross, president of CSEA Cortland County Local 812, who was "like a second mother" to McCord,

ever since her adoptive mother passed away 13 years ago.

Although their time together as mother and daughter was short, Lewis said that it was a very special time for both of them. She recalled fondly how McCord enjoyed meeting her new family on Easter at a big family get together.

"I think Cheri and I forged a very special bond over the past six months that many mothers and daughters don't have an opportunity to do over a whole lifetime," Lewis said. "Six months was not long enough, but she did leave a legacy of three beautiful children and a husband, and I just hope we can do them right without her here."

Contributions are being accepted to a fund established for the McCord children and can be sent to Kathy M. Lewis, 1125 Creal Hill Road, Homer, NY 13077.

— Mark M. Kotzin

## Local 015 announces scholarships

CSEA Black River Valley Local 015 has awarded six scholarships to the children of local members.

The recipients are:

Tammy J. Angel, daughter of Frederick W. Angel Jr., employed by the state Department of Transportation Highway Maintenance Department;

Crystal A. Fitzsimmons and Tandra L. Fitzsimmons, daughters of Carl F. Fitzsimmons, employed by the state DOT, Highway Maintenance Department; Ryan H. Fitzgerald,

daughter of Brenda M. Fitzgerald, employed by the state DOT in Equipment Management;

Courtney L. Munroe, daughter of Daniel J. Munroe, employed by the state DOT Highway Maintenance Department; and

Michael K. VanWaldick, son of Kathy M. VanWaldick, employed by the state Department of Environmental Conservation.

## Local 613 gives Conant scholarship

CSEA SUNY Potsdam Local 613 awarded the annual Harold L. Conant Memorial

Scholarship to Robert Watson Jr. of Norwood. He is the son of Ann Watson, who works in the Communications and Philosophy Department at SUNY Potsdam.

## Local 434 awards two scholarships

CSEA Mohawk Valley Psychiatric Center Local 434 has awarded scholarships to two high school graduates whose parents are employed at MVPC.

Vanessa Herringshaw is the daughter of Konnie Herringshaw, a mental hygiene therapy aide.

Janella Winston is the daughter of Dawn Winston, a mental hygiene therapy aide.

## Briefs

### Help a small child in need

LATHAM — Stephen Smith, the four-year-old grandson of CSEA Department of Motor Vehicles member Linda Lindstrom, needs your help.

He suffers from a deadly disease, mesangial proliferative glomerulonephritis, that has destroyed his kidneys. His mother is ready to donate one of hers to save her son, and the surgery is set at the University of Minnesota's hospital, and a leading pediatric renal transplant team, will attempt the complex and costly transplant.

But Stephen's repeated hospitalizations and operations have drained the family's finances, and they need to come up with more for the transplant. If you can help, donations and checks can be sent to any Key Bank in the name of the Stephen M. Smith Fund. The IRS certificate is on file at Key Bank, 120 Hoosick St., Troy, NY 12180.

### Member wins fellowship

WASSAIC — Paying for college just became a lot easier for Constance Ramsey, a Wassaic Developmental Center employee.

She has been named a Kennedy Fellow, winning a scholarship and career mentoring from the New York State Consortium for the Study of Disabilities. It is awarded to people enrolled in college and working with persons with disabilities.

Ramsey works in a group home full time while studying community mental health at Dutchess Community College full time. She hopes to eventually earn her master's degree.

Ramsey plans to work with the homeless and with battered women.

### CSEA wins safety changes

WEST BRENTWOOD — CSEA members working in the maintenance department at Pilgrim Psychiatric Center are breathing easier since their union helped clean up unsanitary conditions in their workplace.

The maintenance employees were located in a room where runoff pipes from a dental suction machine went into an open floor drain, Pilgrim PC CSEA Local 418 Third Vice President Sara Mableton said.

"We were working out of that room, trying to eat our meals," she said. "It was not acceptable."

The local called in CSEA Occupational Safety and Health Specialist Dan Morra who helped them rectify the problem with management.

"That runoff was airborne, and the room had airhandlers," Mableton said, "so eventually that runoff was going to be airborne throughout the building."

"Thanks to the efforts of Sara and Dan, the entire machine was relocated," Local 418 President Jimmy Wall said.

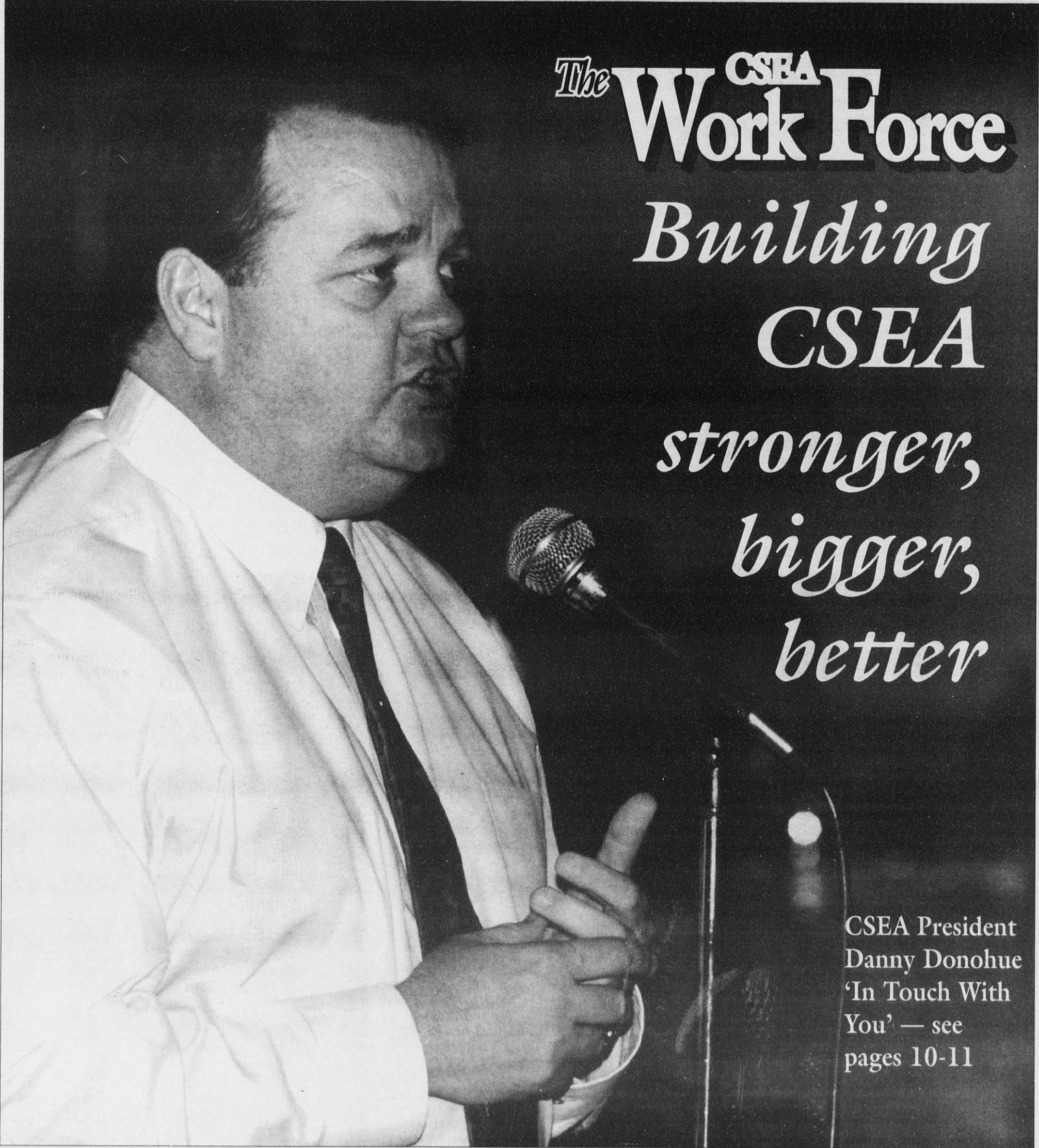
Sheryl C. Jenks



*Living!*

Four former Middletown Psychiatric Center employees were honored during Workers Memorial Day ceremonies at the facility. A park and picnic area was dedicated in memory of Dan O'Sullivan, who passed away Nov. 14, 1995; former CSEA Local 415 President Alex Hogg, who died March 3, 1997; Felice Amodeo, who died July 5,

1996, and Bill Reynolds, who died March 12, 1997. Amodeo was also a former CSEA labor relations specialist. Shown, above, at the park dedication are, from left, PEF local president Tony Vikos, facility Executive Director James Bopp, State Sen. William Larkin, Local 415 President Diane Hewitt, Local 415 First Vice President Stewart DeGroat and CSEA Southern Region 3 President Carmine DiBattista.



*The* **CSEA** **Work Force**

*Building*

**CSEA**

*stronger,*

*bigger,*

*better*

CSEA President  
Danny Donohue  
'In Touch With  
You' — see  
pages 10-11



# Danny Donohue: A man on the move and making changes

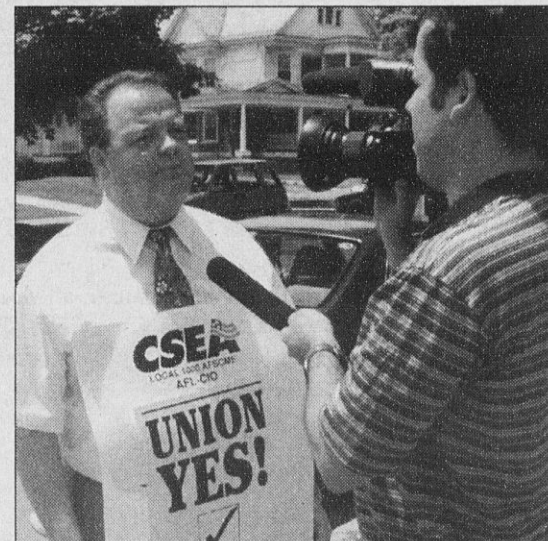
**Editor's note:** This is the first in a series of profiles of three of the most influential labor leaders in America today. Next edition: AFSCME President Gerald W. McEntee. September: AFL-CIO President John J. Sweeney.

Danny Donohue is constantly on the go. Relentless in his efforts to improve CSEA to better serve its members and lead the way in organized labor, Donohue will go wherever he is needed to represent CSEA members. That can mean a meeting about public health care changes on Long Island one night, an early morning flight to Syracuse to tape a CSEA advertisement followed by a drive to Alexandria Bay to participate in a region conference then back to Syracuse for some sleep and a flight to Washington D.C., to meet with members of the New York Congressional delegation and AFSCME officials about the federal budget before returning home to the Albany area.

Then there are the countless details that the president of a 265,000-member union must oversee, from staff appointments to board agendas.

CSEA President Danny Donohue faces this kind of grueling schedule nearly all the time, including many weekends.

"I didn't run for this job to sit behind a desk and push paper — that doesn't serve the members," Donohue said.



Donohue speaks to the media about workers struggling for their rights.

## Meet one-on-one with CSEA President Danny Donohue

To keep "In Touch With You," I will be available to meet with you between 1 and 7 p.m. on the following dates at the following locations. Please call your CSEA Region Office for an appointment and directions.

- Region 6  
Aug. 20, Jamestown
- Region 5  
Sept. 10, Region Office, Syracuse
- Region 4  
Oct. 7, Saratoga
- Region 3  
Oct. 16, Region Office, Beacon
- Region 2  
Nov. 6, Region Office, New York City
- Region 1  
Dec. 9, Riverhead

"My commitment is to going wherever I have to go to stand up for CSEA. I want all New Yorkers to recognize the value they get from the CSEA Work Force, and I want CSEA members to be as proud of what they do as I am."

And get out he does — testifying before legislative committees, meeting with CSEA members around the state on his "In Touch With You" tours, lobbying state and federal lawmakers and local government leaders, conferring with labor leaders in AFSCME and the AFL-CIO, telling CSEA's side of the story to the media — the list goes on.

Re-elected CSEA president last month, Donohue also has heavy responsibilities running the union, making sure CSEA members' rights are respected and contracts enforced, directing CSEA's staff of 3850, working with the statewide and region officers and Board of Directors to chart the union's direction, serving as chair of the EBF which negotiates and administers drug, vision and other benefits for tens of thousands of CSEA members — and that still doesn't cover all his duties.

Donohue is more than CSEA's leader — he is a labor leader with statewide and even national renown. He is an international vice president of CSEA's international union, AFSCME, and vice president of the New York state AFL-CIO. Those positions help him spread the word that CSEA is, in his words, "the best damn labor union around." And the word is spreading as the national AFL-CIO looks to CSEA to set the standard in organizing that unions across the country can look to.

"Look, we all know that in unity there is strength, but CSEA pushes that a step further," Donohue said. "Together we are greater than the sum of our parts. We can fight harder, win bigger and talk louder because we fight, win and speak

together, one army, one voice."

That "army" is a huge one, and Donohue quickly makes clear that he counts on plenty of people to make the union work.

"No president runs CSEA alone. People have to realize that there are 265,000 members of CSEA, in every part of New York, and we negotiate and administer more than 1,000 different contracts to protect those members," he said.

"We can only do that with a lot of effort by a lot of people — elected union leaders, activists, shop stewards and staff. Everyone has a role to play, including the rank and file. We're not perfect, but we are the best damn union there is, and if members want to change something about their contract or their union, they can get involved.

"When members ask 'What does the union do for me?' there are thousands of different answers," Donohue said. "And no one should take their union benefits for granted.

"CSEA should never take anything for granted either," he added. "We live in a changing world full of new challenges. This organization has to meet those challenges and keep moving forward."

Donohue credits his team of statewide officers, Executive Vice President Mary Sullivan, Secretary Barbara Reeves and Treasurer Maureen Malone, with helping him bring the union's message to the members. But he's more often than not meeting with members himself.

"I like to talk to people and hear what's on their mind," Donohue said. "I can't solve every problem perfectly, but I know we have the talent and resources in this union to make



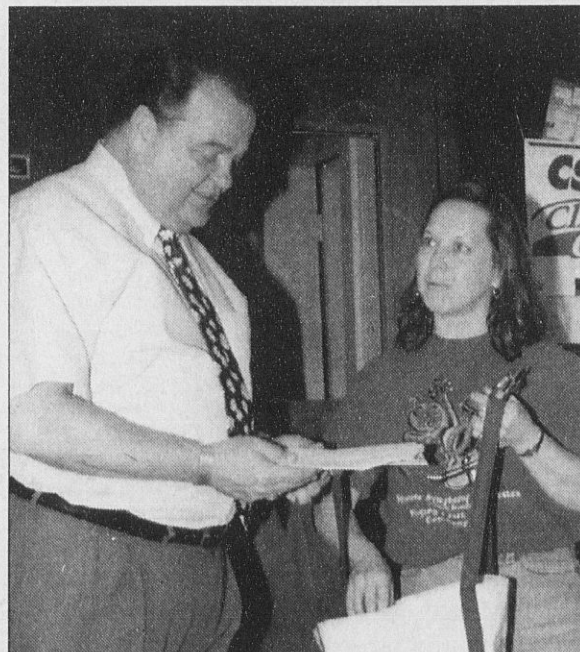
Donohue meets with a CSEA member during one of his "In Touch With You" tours.

a start. I want members to know that they can turn to the union and get answers.

"I also believe that the future of CSEA is in building this union even bigger, stronger and better than we've ever been, and that is my agenda for the next three years. But that has to be the agenda of every CSEA member, too, for us to succeed."



CSEA President Danny Donohue at a rally fighting for mental health workers and clients.



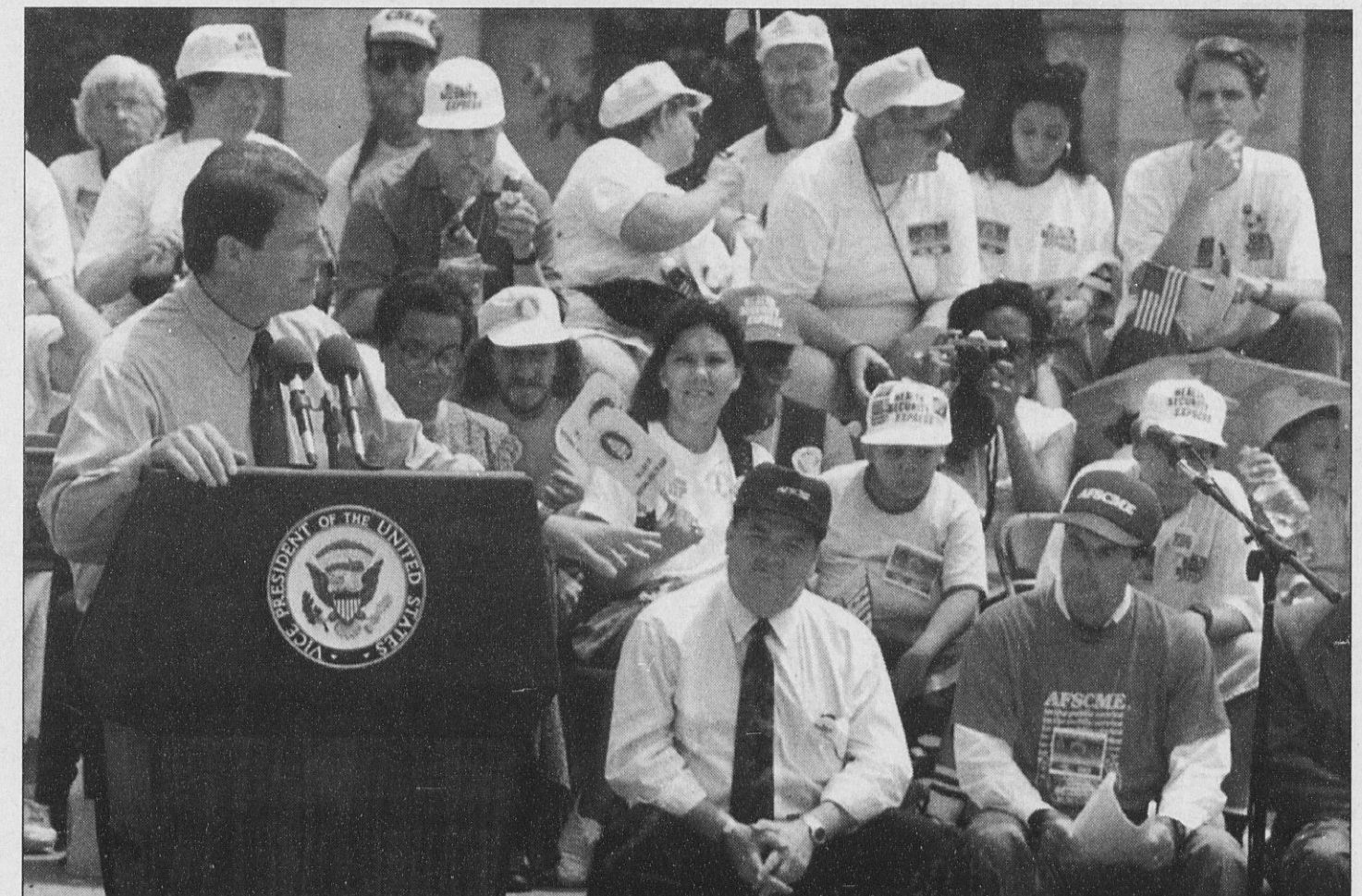
Cortland City Schools Activist Dolly Petrychka presents Donohue with more than 400 letters from Cortland County residents to state legislators and the Governor asking for meaningful welfare reform.



Donohue meets with U.S. Congressional Rep. Peter King in Washington, D.C.



Donohue greets state Comptroller H. Carl McCall. CSEA Political Action Committee Chair Dorothy Breen is in the background.



Donohue, sitting next to the podium, listens intently to Vice President Al Gore address a labor rally in Washington, D.C. Next to Donohue is AFSCME President Gerald McEntee. Both men meet with the President, Vice President and presidential advisers periodically to make labor's case at the highest levels.

## American Labor Link



# You can vote with your wallet

In the new worldwide economy, the dollars you spend can be as important as the votes you cast.

Multi-national corporations shop the world for cheap labor and take good jobs away from Americans in the name of profits from the products unaffordable to the people who make them. Sweatshop labor, child labor, prison labor — anything that will bring a profit will do.

The consequences are real: fewer jobs for Americans, lower pay, poorer working conditions, a lower standard of living for all workers, more political clout for the multi-nationals making huge

profits they can plow into political donations that overwhelm the influence of working Americans.

How can we fight? The first step is, of course, to organize as many workers as possible and increase the power and voice of labor in politics.

But something we can do every time we open our wallets is think: who made this product? where? how? Was it made by prison labor in China? Was it made by child labor in third world countries? Are the people who do the work exploited with minimal pay because their country is already poor? Is the corporation that produced

it responsible to its workers and the environment? Is the corporation anti-worker and anti-union? Has it moved its production from this country to another nation where it can get cheap labor?

If we make informed choices, we can make a difference. The stories on this page show some of the ongoing campaigns where education and information will make the difference in whether workers are exploited or treated with fairness and respect.

Be an active participant in the labor movement. Be informed, then vote with your wallet.



**A young child works at a rug loom**

### Rugmark© Campaign\*\*

Rugmark© is fighting the exploitation of children in the handmade rug industry by encouraging manufacturers, importers and retailers to stop marketing rugs made with child labor.

A Rugmark label on a rug made in India or Nepal assures you that no children took part in its manufacture. Before they can use the Rugmark labels, manufacturers must adhere to strict guidelines for carpet production and permit random inspections. Rugmark is also helping children by establishing schools and rehabilitation centers with money committed by importers.

You can help, too. For information on how, contact:

The Child Labor Coalition  
c/o The National Consumers League  
1701 K Street NW #1200  
Washington, D.C. 20006  
202-835-3323; <http://www.essential.org>

### Stop Sweatshops Campaign\*\*

Sweatshop workers live with long hours, low pay, locked doors, harassment and often life-threatening conditions — all in the name of profit for the manufacturer.

If you don't want to purchase items made in sweatshops, take action.

A nationwide campaign led by consumers, the Stop Sweatshops effort is made up of people and organizations who recognize that consumers can end sweatshops if they insist on decent conditions for the workers who make what we buy.

You can help by talking to your retailers, contacting manufacturers and lawmakers and establishing a Stop Sweatshop Campaign in your community. For more information, contact:

UNITE  
1710 Broadway  
New York, NY 10019  
212-265-7000; [www.uniteunion.org](http://www.uniteunion.org)

### Foul Ball Campaign\*

Public outrage worked in the case of child labor in the soccer ball industry in the Foul Ball Campaign.

Earlier this year, the U.S. Department of Labor announced an international project that will phase children out of the production of soccer balls in the region of Pakistan where 75 percent of the balls are made and give those children the chance to go to school.

The project came after an international outcry against the use of child labor in the soccer ball industry was raised last year. The International Labor Organization then estimated that 11,000 children were stitching together the panels that make the balls.

### Fight for "Made in U.S.A." label standard\*

A proposal from the Federal Trade Commission (FTC) would essentially make the "Made in USA" label irrelevant.

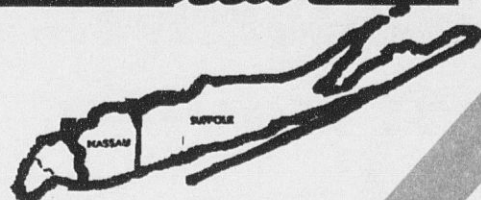
Currently, the label can only go on products and advertisements for merchandise with "all or virtually all" U.S. parts and labor. So a "Made in USA" label means just that. The new proposals would substantially weaken that standard.

The new guidelines "would make the label a fraud on the American public and open the door even wider to the export of U.S. jobs," said Charlie Mercer, president of the Label and Service Trades Department, AFL-CIO. "The words no longer would mean what they say under the new 'guidelines' proposed by the FTC."

Don't let that happen. Write your Congressional representatives and U.S. Senators and ask them to support the current standards for "Made in USA."

\*Information for these items comes from the AFL-CIO's *Label Letter*.

\*\*Information for these items was provided by the National Consumers League.



# EXPRESS

Your CSEA Union Newsletter

Message From CSEA Nassau County Local 830 President Anthony P. Giustino

## Praise for CSEA Members at NCMC and AHPGC

The executive director of the Nassau County Medical Center has commended employees of the hospital and of the A. Holly Patterson Geriatric Center for the high scores received by each facility in a recent evaluation by the Joint Commission Accreditation Hospital Organizations (JCAHO).

In a recent NCMC newsletter, Executive Director Joseph Erazo noted that NCMC increased its score dramatically over the past several years — from a 76 in 1993 to a 96. AHPGC jumped from a 93 to a 98 in the same period.

"The staffs of both facilities provided the hard work and excellent level of care that enabled the hospital and the nursing home to receive such high scores," Erazo said.

## Singers Wanted For Long Island Region 1 Choral Group

If you like to sing and can carry a tune, you might want to consider joining the CSEA Long Island Region 1 choral group now being formed.

The group is seeking men and women who like to sing, as well as a pianist. According to the organizers, the choral group will offer some great fun and fellowship as well as an outlet for your singing talents.

Interested CSEA members can drop a note to Grace Roy at CSEA Region 1 Headquarters, 3 Garet Place, Commack, NY 11725.

## CSEA Nassau Local 830 Radio Show is Launched



By the time this edition of the *Express* goes to press, CSEA Nassau County Local 830 will be on the air with its own radio show.

Our program will be called "CSEA in Focus" and will air on Thursday evenings at 7 p.m. and again on Saturday mornings at 8:30 a.m. The half-hour show will air on radio station WGBB,

1240 on your AM dial.

I want to first congratulate all of our members who assisted in the naming of the show. All the suggestions were great ones, but a final decision had to be made and "CSEA in Focus" garnered the most votes.

Our radio show is just one more attempt by your union to communicate with you. In the spring of last year, we launched this newspaper, *The Nassau County Express*. Response to it has been overwhelmingly favorable. We hope that the radio show will complement the newspaper, serving as an additional vehicle to keep you informed.

The program will have a talk show format, with me serving as host. It will be taped at the WGBB studios in West Babylon. We will endeavor to have the programs planned well in advance so that we can publish a schedule of guests and subject matter each month in this newspaper.

And, of course we always welcome your input.

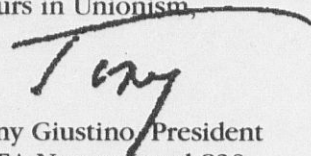
Just as we want our members to consider this newspaper their own, the same applies to the radio show. If you have an idea for a show, if you know of a subject you feel should be covered, or if you know of a potential guest, I would urge you to contact me or Tony Panzarella, the show's producer, at 571-2919.

I would like to tell you a little about radio station WGBB. When it first came on the air in the 1920s, WGBB was Long Island's first radio station. Originally located in Merrick, the studio was moved to West Babylon in the 1970s when it became the sister station of WBAB-FM. Its antenna still stands in Freeport just south of Atlantic Ave., near South Main St. Although the broadcast area runs from Western Suffolk through Nassau County and down the New Jersey coast, the signal is often weak in northern sections of North Hempstead Town.

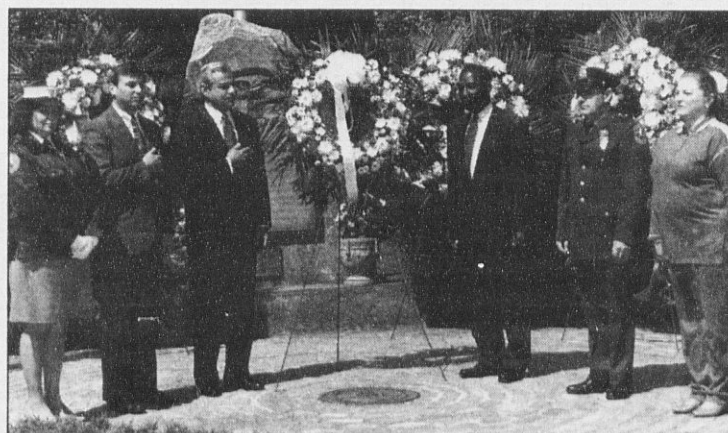
One last thing. Although all sponsors are not yet lined up, I will make sure that they are labor friendly before they are signed on. Consequently, I would hope that our members support the sponsors and help keep us on the air.

I appreciate your support.

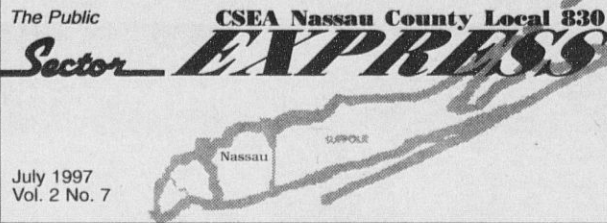
Yours in Unionism

  
Tony Giustino, President  
CSEA Nassau Local 830

## Police Memorial Day



A contingent of CSEA officers was on hand to participate in a solemn ceremony honoring Nassau County Police Officers who have died over the years in the line of duty. Standing by wreaths in front of police headquarters in Mineola are, from left, Crossing Guards Unit President Mary Delmare, Nassau Local 830 President Tony Giustino, Nassau County Executive Thomas S. Gulotta, Deputy Police Commissioner William Willets, Police AMT Unit President Tim Jaccard and Police Civilian Unit President Joan Kleila.



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ANTHONY P. GIUSTINO, President

Tony Panzarella, Editor  
(516) 571-2919 Ext. 15

Ronald G. Gurrieri, Chair, Communications Committee

Sheryl C. Jenks, Communications Associate  
CSEA Long Island Region Office, (516) 462-0030

#### NASSAU LOCAL 830

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Les Eason, 1st Vice President  
Dan Murphy, 2nd Vice President  
Noreen Ross, 3rd Vice President  
Robert Cauldwell, 4th Vice President  
Raymond Cannella, 5th Vice President  
Jewel Weinstein, 6th Vice President  
Bobby Eisgrau, Secretary  
Kathleen Vitan, Treasurer

##### Unit Presidents/Executive Board:

John Aloisio III, Treasurer's Office  
Michael Cathers, Probation Department  
Robert Cauldwell, Social Services Department  
Tim Corr, Recreation & Parks Department  
Kenneth Dash, Administrative Unit  
James Davis, Assessment Department  
Mary Delmare, School Crossing Guards  
Les Eason, A. Holly Patterson Geriatric Center  
Bobbi Eisgrau, County Clerk  
Salvatore Gemelli, Sheriff's Department  
Cynthia Hancock, Nassau Community College  
Nancy Ianson, Office of Drug & Alcohol  
Timothy Jaccard, Police Department AMTs  
Barbara Jones, Department of General Services  
Joan Kleila, Police Department Civilian  
Bruce Kubart, Comptroller's Office  
Richard Russ, Department of Consumer Affairs  
Joseph Schickler, Health Department  
Paul Simon, Fire & Rescue Services  
Martin Stamile, Department of Public Works  
George Walsh, Nassau County Medical Center  
Joseph Whittaker, Fire Marshal's Office

We welcome reader suggestions: Please address your comments to Tony Panzarella, Editor, Nassau County EXPRESS at CSEA Nassau Co. Local 830, 400 County Seat Dr., Mineola, NY 11501-4137

## Another Grievance Victory For CSEA Nassau Local 830

An arbitrator has ruled in CSEA's favor in a grievance against Nassau County for a disciplinary action taken against a cook at the A. Holly Patterson Geriatric Center.

The cook was charged by the county with verbally abusing an outside consultant in August of 1996, taking away two days of vacation leave entitlement for the alleged infraction.

In his ruling, Arbitrator Thomas J. Germano said: "The only inappropriate behavior the grievant could possibly be found guilty of is voicing his opinion in a tone of voice that was louder than it should have been. But, according to the manager to whom he spoke, such behavior was understandable."

Germano found the employee "not guilty" of misconduct and ordered the two days vacation leave restored to him. Arguing the case on behalf of CSEA was attorney Louis D. Stober.

# An Anniversary Message

## From CSEA General Counsel To The Members of Local 830



By Nancy E. Hoffman

The CSEA Legal Department is celebrating its 10th anniversary this year and we have been reflecting on how far we have come. CSEA has long been committed to quality services and representation for its membership and to this end, the

Legal Department and the Legal Assistance Program continue to provide outstanding cost-free representation whenever an employer, including Nassau County, violates a contract or an employment-related statute, or disciplines an employee unfairly.

While many of you know Lou Stober, the Nassau County regional attorney who is assigned to represent Nassau County employees in many cases

under the CSEA Legal Assistance Program, the 12 attorneys of your own Legal Department may well be less known. Let me tell you about your Legal Department and some of the things your own staff attorneys have done for you.

The CSEA Legal Department provides a myriad of services to CSEA, its members and leadership as well as to CSEA staff. We provide technical assistance through telephone consultations, written opinions, meetings and other in-person discussions daily with your labor relations specialists, your elected leadership and your other union activists. All Public Employment Relations Board (PERB) matters involving Local 830 are handled by the Legal Department and we also handle court cases that have an impact not only on Local 830 members but also statewide and sometimes nationwide.

Just to give you a few recent Local 830 success stories, let me take a minute to turn to some PERB matters. Recently, working with your LRS, a PERB charge was filed challenging the county's unilateral termination of parking privileges for brothers and sisters working at the Nassau County Medical Center. Not too long after the charge was filed, the county totally capitulated, restoring the parking privileges to the way they were before the change. Similarly, when the county eliminated the commuter use of county vehicles for Department of Public Works employees, we filed another charge

and in response, the county again immediately restored the usage to the pre-charge status!

When the county cut back on the break time for civilian employees of the county Police Department, we worked again with your LRS to file a charge. This time the county waited a little longer before amending its ways. But amend its ways it did! Actually, after the hearing, the county INCREASED the breaktime for civilian employees to 2 1/4 hours plus lunch for those working 12-hour shifts and to 1 1/2 hours plus lunch of those working an 8-hour shift. Once again the efforts of your LRS and the Legal Department combined to insure that Local 830 members received all that they had been entitled to, and this time, even more.

Remember when former Gov. Cuomo tried to raid the Employees Retirement System and use your pension monies to balance his budget? It was CSEA represented by the CSEA Legal Department that

stopped him cold. And as if that wasn't enough remember how Gov. Pataki tried again to get his hands on the same money, just using a different scheme? Well, he didn't succeed, and that was because of the quick and firm stance taken by CSEA and presented to the courts by the Legal Department.

In many other areas we litigate on behalf of Local 830 as well as brothers and sisters in our other locals to insure protection of legislative rights contained for instance in the federal Family Medical Leave Act or the Americans with Disabilities Act, as well as

rights contained in state laws such as the Lawful Activities Law which protects employees' rights to be involved in activities and associations of their own choosing, and the Whistleblower Statute which protects employees from retaliation for reporting wrongful conduct by their bosses.

So, as we celebrate the 10th anniversary of the CSEA Legal Department, it is a privilege to share with you just a very few of the many opportunities we have had over the past years to represent Local 830 and to let you know that your Legal Department, along with your regional attorney, stand ready and eager to continue fighting hard on behalf of Local 830 members and all employees for dignity in the workplace and a quality of life that reflects the hard work and great commitment that you all have to the residents of Nassau County and to all people who require and use county services.

*... your Legal Department,  
along with your regional  
attorney, stand ready and eager  
to continue fighting hard on  
behalf of Local 830 members  
and all employees for dignity in  
the workplace and a quality of  
life that reflects the hard work  
and great commitment that you  
all have to the residents of  
Nassau County ...*



## Domestic Violence

Susan Gravina, CSW, project coordinator for the Nassau County Coalition Against Domestic Violence, addresses CSEA members at a workshop sponsored by the Local 830 Women's Committee. The program focused on causes of domestic violence and actions to take when it occurs, including police and legal protection. Also speaking was Lorraine McIntyre, domestic violence coordinator for the Nassau County Police Department. Women's committee workshops are held regularly and deal with a wide variety of women's concerns.

## Women's Committee Launches Outstanding Achievement Award

The Local 830 women's committee will present its first "Women in Local Government Outstanding Achievement Awards" next fall. And the search is now on for deserving recipients.

According to Executive Vice President Jane D'Amico, who serves as women's committee chair, the award will be presented annually at the committee's "Women in Local Government Recognition Luncheon," which will be held this year on Oct. 20 at the Chateau Briand Restaurant in Carle Place.

Official nominating forms can be obtained by writing CSEA at 400 County Seat Drive, Mineola, NY 11501 or by calling Jewel Weinstein at 571-2919. The deadline for nominations is Monday, Aug. 18, 1997.

Nominees for the award must be dues-paying CSEA members of Local 830 who are current employees. In addition, a special recognition award

will be presented to a dues-paying retiree.

Nominated women will be evaluated on the basis of their demonstrated commitment to the concerns of women in the labor movement and the community.

Factors to be considered include:

- Dedication to the advancement of CSEA women's goals within the labor movement and/or in the public sector;
- Volunteerism and/or community service;
- Outstanding job performance; and
- Other reasons, such as outstanding achievements related to women or any other special qualities that do not fit into the above listed criteria.

D'Amico emphasized that nominations of active members or retirees may be submitted only by Local 830 CSEA members in good standing and only on an official nominating form.

## CSEA Youth Talent Show Set for August 16

CSEA unity committee's first annual youth talent show is set for Aug. 16 at Nassau Community College. Performing will be CSEA family members 17 years of age and under.

As of this writing, all performers were not yet finalized. Try-outs were being held in June (past our deadline) featuring many youngsters with a wide variety of performing arts talent.

"One thing is for sure. It will be a very entertaining and enjoyable evening. We will have some very talented youngsters to showcase," Unity Committee Chair Barbara Jones said.

The show is open to children and relatives of CSEA members, including all areas of performing arts, such as musicians, dancers, comedians, actors and actresses, etc.

Ticket price for the event is \$5 per person. Curtain time is 7 p.m. at the Nassau Community College Student Union Ballroom. The show was originally scheduled to be held at the annual CSEA picnic in September but was changed to what committee members felt was a more theatrical setting.

The show is open to everyone, including CSEA members, families and friends. To purchase tickets or obtain additional information, call Elaine Kennedy at 252-9135 or Noreen Lingham at 571-2919.

## A Message From Long Island Region President Nick LaMorte

**CSEA**  
**fights for**  
**you**



**S**

chool is out and the children are free to have fun in the surf and the sun. How clearly I remember summers as a kid. Baseball and biking, summer camp and lazy days sipping iced tea and lemonade by a friend's pool.

As adults, summer may mean a family vacation and longer days so you get home before it's dark outside.

Whatever the season, employees should be valued and treated with respect.

I become angry about the way some employers and supervisors treat their employees.

I was recently informed that an employee, allergic to latex gloves, was not given a reasonable accommodation without CSEA fighting for her.

I also understand that a woman who was called to pick up her ill child at school was told her child could wait until her shift ended.

Vacations are being denied and overtime is mandated all too often for too many.

When these things happen, CSEA fights for you. But what about those who have no union or an ineffective union? What happens to them?

When I see employees treated poorly, it is a good reminder of why it is imperative to have CSEA — a union willing and able to fight for you.

CSEA recently organized 117 operational staff at the Nassau Coliseum. They have now joined the CSEA family and we are happy to welcome them.

If you have friends or family in need of a good union, tell them to contact CSEA. Employees shouldn't have to bear the abuse many employers are laying on them.

Anyway, I've got to lighten up. Summer is here — I think I'll play some ball with my kids tonight.

Fraternally yours,

*Nick LaMorte*

Nick LaMorte, President  
Long Island Region 1

**... CSEA fights for you. But what about those who have no union or an ineffective union? What happens to them?**

# SPRING FLING IS A COUNTRY BLAST

CSEA's Second Annual Spring Fling was the social event of the season. Hundreds of members, family and friends came out to the Sandcastle in Franklin Square to "kick up their boots" in an evening of country dancing and great food. "My thanks go out to Beth Luttinger and the members of the Social Committee for bringing our CSEA members together in fun and friendship at another fine event," Nassau Local 830 President Tony Giustino said.



The contingent from the county clerk's unit takes a line dancing breather to pose for group photo.



Social Committee Chair Beth Luttinger makes announcements while CSEA staffer Barbara Walker and Nassau County Medical Center Unit President George Walsh look on.

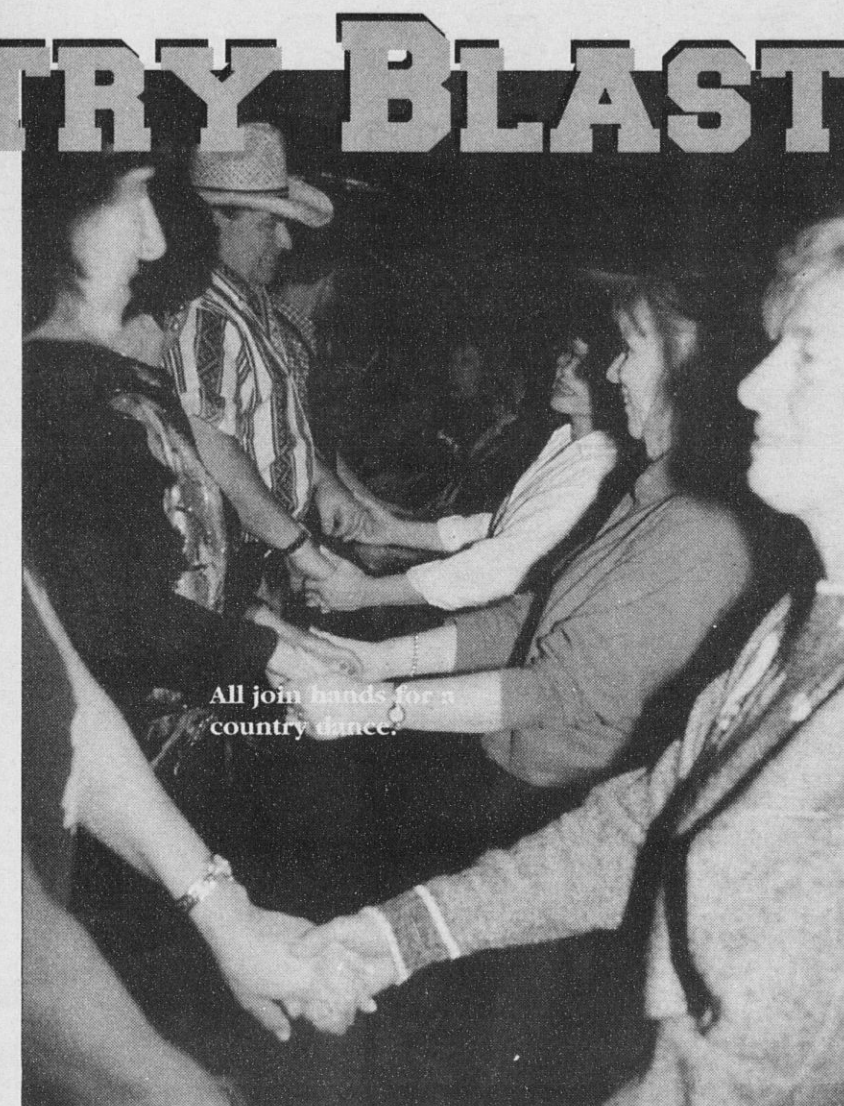
## CSEA at Play ...



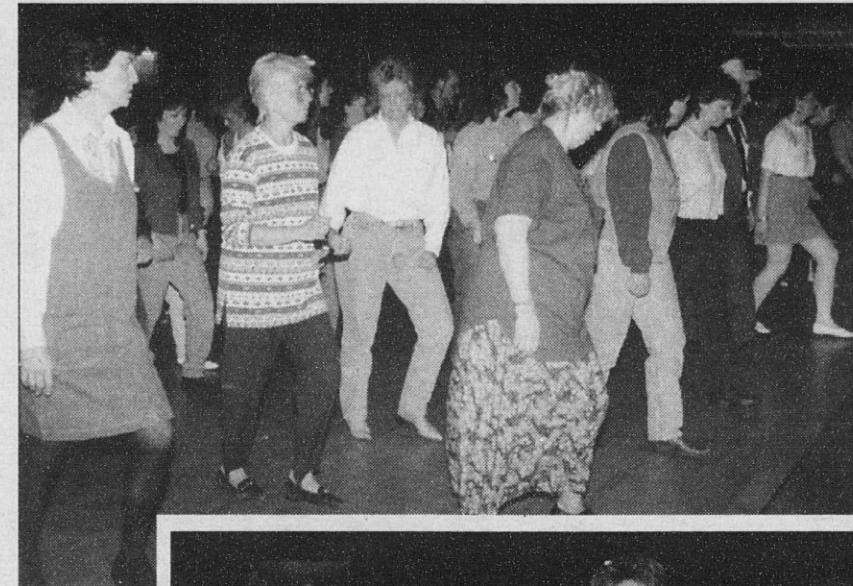
Nassau County Local 830 President Tony Giustino, in full country attire, kicks his heels as he "moves on down the line" during dance.



In real life, that singing cowboy on the left is Victor Fusco, a partner in the CSEA-associated law firm of Scheine, Fusco, Brandenstein & Rada. One of his passions in life is country music and he formed his own country band to prove it.



All join hands for a country dance.



CSEA members learn the steps to a new dance ...

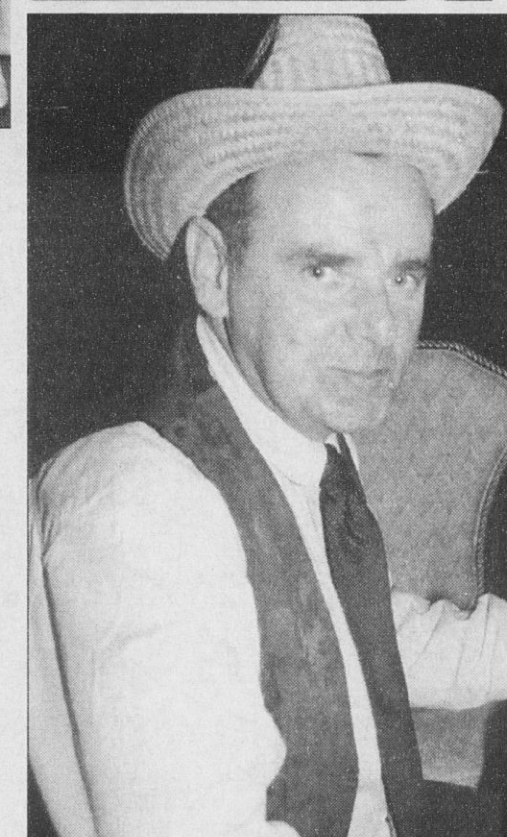


...and then take it on with fun and ease.

## ... members share fun and friendship at another fine event



The cowgirls were out in force, too, including Drug & Alcohol Unit President Nancy Ianson, left, and Local 830 Third Vice President Noreen Lingham.



AMT Unit President "Cowboy" Tim Jaccard takes a breather from the festivities.

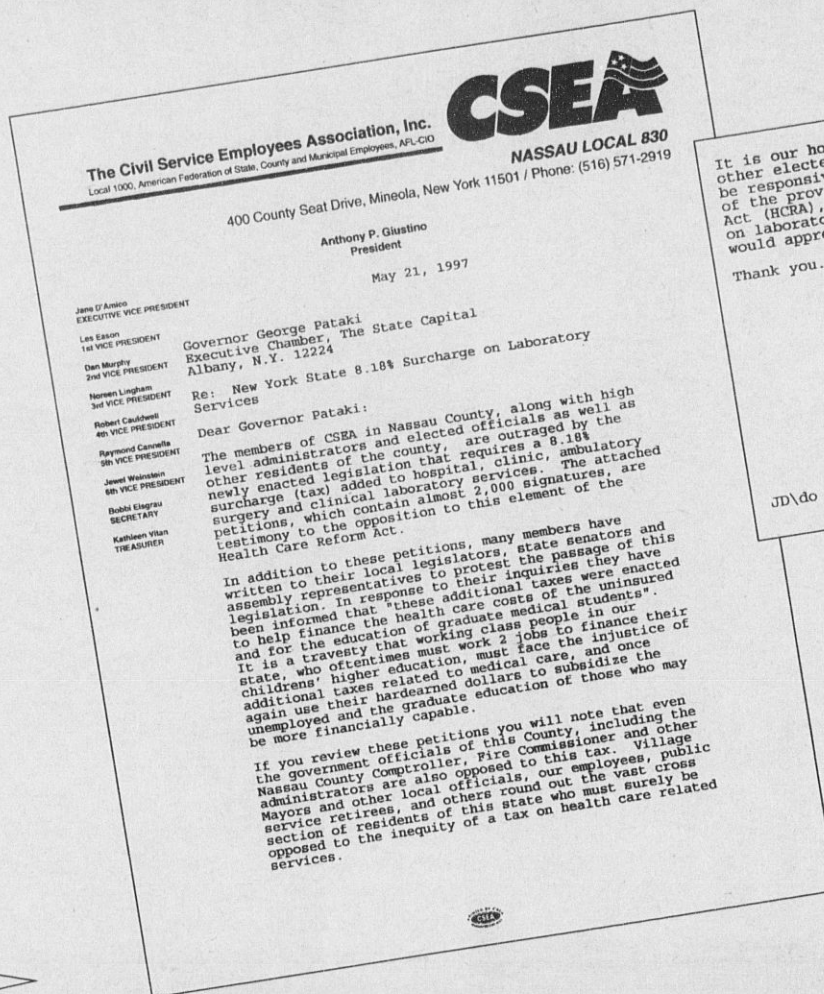
# Lab Fee Surcharge Under CSEA Fire

Nassau Local 830 has organized an effort to repeal Gov. Pataki's lab fee surcharge. In the process, CSEA members have collected more than 2,000 signatures on petitions opposing the 8.18 percent surcharge (tax) on hospital, clinic, ambulatory surgery and clinic laboratory services, which went into effect on Jan. 1, 1997.

"This so-called surcharge is a thinly disguised tax. It is difficult to administer and it adversely affects laboratories and patients," CSEA Nassau County Local 830 President Tony Giustino said.

The anti-surcharge effort was launched by Gayle Hunt and Stan Bergman of the county comptroller's unit in conjunction with Local 830 Executive Vice President Jane D'Amico. Alice Groody of the CSEA staff in Mineola worked to compile, count and sort the petitions.

The following letter, signed by Giustino and Ms. D'Amico, was sent to Gov. Pataki and key state legislators in both the Senate and Assembly. CSEA members who wish to join the effort should fill out the form on this page and send it to Gov. Pataki and their local state legislators.



**CSEA**  
Says

## TELL THE GOVERNOR WE DON'T WANT THE LAB FEE SURCHARGE

The State's new 8.18% surcharge on hospital, clinic, ambulatory surgery and clinic laboratory services:

- IS DIFFICULT TO ADMINISTER
- IS A THINLY DISGUISED TAX
- ADVERSELY AFFECTS LABORATORIES
- ADVERSELY AFFECTS MANY PATIENTS

If you would like to see the surcharge repealed, send the letter at right to the Governor.

Gov. George Pataki  
Executive Chamber, The State Capitol  
Albany, NY 12224

Dear Governor Pataki:

I am opposed to the new 8.18% surcharge (tax) that is being added to my laboratory bill effective Jan. 1, 1997. I don't think medical care for myself and family should be taxed.

Please ask the Legislature to eliminate this tax on medical lab services immediately!

Sincerely,

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_

Zip Code \_\_\_\_\_

# CSEA "Healthy Heart" Program

## Healthy Eating Away from Home

With the assistance of a state grant, Nassau Local 830 is conducting a "Healthy Heart" program in an attempt to exert a positive influence on the daily living habits of members in areas that effect health. The following is the second in a series of "Healthy Heart" articles that are running in The Express in conjunction with the program. It was compiled by Maria S. Sant'Angelo, nutrition educator, Cornell Cooperative Extension of Nassau County.

Summer has arrived and family vacation plans may include travel by car, train, airplane or even boat. Eating away from home can be a healthful and enjoyable experience for all family members. The most important step is to do some planning in advance.

Consider the following tips for eating out when traveling:

### Car trips

Food from vending machines and "quick serve" restaurants are generally high in fat, calories and sodium. Packing a cooler with ice or cold packs and storing in the coolest, darkest area of the car can provide the family with some healthier food choices.

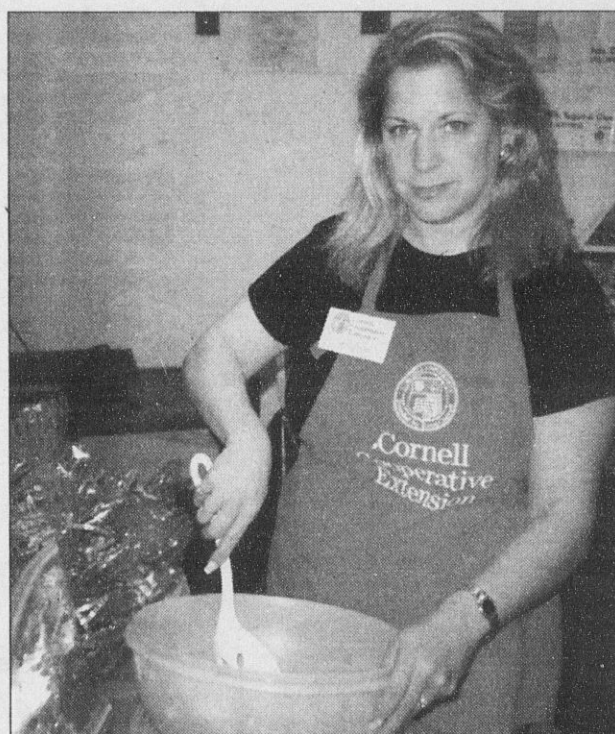
Bring along 100 percent fruit juices, water, fresh fruit, cut-up vegetables, cheese and peanut butter. Pack snacks that are portable and non-perishable such as popcorn, pretzels, crackers, breadsticks, unsweetened cereals and dried fruits.

### Restaurant eating

Many restaurants are changing their menus and cooking styles to suit health-conscious customers. Try to select restaurants that offer a varied menu. If you choose a place that only serves fried foods, your only choice will be a high-fat meal.

Call ahead to find out if the restaurant will prepare food to order. Remember that you are the customer – don't be afraid to ask for what you want. If your food arrives and has not been prepared as requested, send it back.

Study the menu carefully, then ask questions. Restaurants can't handle every type of special request, but most will do their best to make



**Nutritionist Meris First demonstrates how to put together a healthful salad at the first Healthy Heart "Lunch & Learn" session, held at CSEA headquarters in Mineola.**



**Meris First gives tips to CSEA members on how to have a more healthy lifestyle through proper nutrition.**

reasonable changes for their patrons.

- Ask about serving sizes. Are "petite" servings or half-portions available? To cut down on portion size, consider choosing an appetizer as a main dish, ordering a la carte or sharing food with a friend.

- Ask how menu selections are prepared and what ingredients are used. Are the meats, chicken or fish broiled with butter or other fat? Served with sauces? Are vegetables buttered or creamed? Fresh or canned?

- See if your special request can be accommodated. Order fish, chicken or meat broiled without added fat. Ask if chicken can be prepared without the skin. Request that food be served with dressings and sauces

on the side. See if salt or other ingredients can be omitted when your food is prepared. Ask about availability of food items not listed on the menu such as low-fat or skim milk and fresh fruit.

Many terms used in describing menu items can provide clues to fat and sodium content.

Here are some terms that signal ...

### Higher fat

- buttered or buttery
- fried, French fried, deep fried, batter fried, pan fried
- breaded
- creamed, creamy or in cream sauce
- in its own gravy, with gravy or pan gravy
- hollandaise
- au gratin or in cheese sauce
- scalloped or escaloped
- rich
- sautéed
- pastry
- béarnaise
- crispy
- tempura
- croquette

### Higher sodium

- smoked
- pickled
- barbecued
- in broth
- in cocktail sauce
- in tomato sauce
- with soy sauce
- teriyaki
- Creole sauce
- mustard sauce
- marinated
- Parmesan

Look for terms and phrases that usually signal low-fat preparation such as:

- steamed in its own juice
- garden fresh
- broiled
- tomato juice or dry boiled (in lemon juice or wine)
- roasted
- poached

Also watch out for menu selections termed "light fare." "Light" may or may not mean that a menu item is lower in calories or fat. Ask questions about items advertised as "healthy." Vegetarian dishes, for example, can still be high in fat from oils, nuts or cheeses.

### Airline/Cruise travel

When making your reservations check to see if special meal requests are available. Choose low sodium, low cholesterol or vegetarian meals. Order 100 percent fruit juice, seltzer or water. Skip the honey roasted peanuts. Consider bringing along a piece of fruit or crackers in your carry-on baggage to help tide you over.

Eating out is a way to enjoy dishes generally not prepared at home, and a chance to experience the foods and flavors of different cultures. It also can be relaxing, entertaining and, of course, a break from washing dishes. Making healthy food choices no matter where you are is an important step to improving your health and reducing your risk of chronic diseases. Happy summer travels!

Source: Maria S. Sant'Angelo, nutrition educator, Cornell Cooperative Extension of Nassau County



# Ask Your Attorney

## Answers To Some Frequently Asked Questions



*Richard J. Brandenstein is a senior partner of Scheine, Fusco, Brandenstein & Rada. Since 1978, the firm has been representing injured and disabled CSEA members in workers' compensation claims, Social Security disability applications, personal injury cases and applications for New York state*

*and New York City accidental & ordinary disability retirement benefits.*

**Dear Mr. Brandenstein,**

I went to my doctor after injuring my wrist at work. He said it would be better for us to avoid the workers' compensation system and just go through my regular health insurance. Is this legal?

**J.P., Mineola**

**Dear J.P.,**

It is not legal to bill your regular health insurance policy for medical treatment for an injury resulting from an on-the-job injury. A health care provider, once he or she becomes aware that an injury is work related, must bill the workers' compensation insurance carrier for the employer. In fact, if the health care provider were to accept money from a patient directly, he or she would be subject to criminal penalties. If a doctor does not properly bill the workers' compensation insurance carrier, it could jeopardize monetary benefits owed to the injured worker.

**Dear Mr. Brandenstein,**

I am a nurse who regularly worked at least one or two overtime shifts per pay period until I was injured on the job six months ago. I have returned to work full time, but my injuries prevent me from working any overtime. Will the workers'

compensation reimburse me for the money I am losing?

**C.B., Valley Stream**

**Dear C.B.,**

In addition to lifetime medical care, the workers' compensation law provides for monetary benefits to be paid to a worker who is losing salary as a result of his or her injury and disability. If as a result of the work accident you are not physically able to continue to work overtime, you would be entitled to a monetary award to compensate you for any loss of salary. The monetary award is calculated by comparing your present salary to your earnings at the time of the accident. If your present salary is less than your average wage at the time of your accident, monetary awards may be indicated. Keep in mind that there must be a connection between your loss of salary and your work injury. Further, medical evidence would be required to establish that connection.

**Dear Mr. Brandenstein,**

I twisted my ankle at work. I filed a workers'

compensation claim and have been receiving medical treatment for the six weeks since the accident. Now my knee and my hip hurt and my doctor says the new pain stems from my favoring the stronger ankle. Do I have to notify my employer that the doctor is now treating my knee and hip as well?

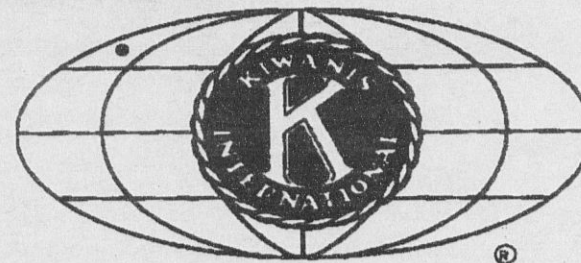
**M.M., Syosset**

**Dear M.M.,**

Section 18 of the workers' compensation law directs an injured worker to notify the employer within 30 days of an accident. You have two years from the date of accident to formally file a claim at the workers' compensation board. If your injury is more extensive than originally thought, the safest policy is to amend your accident report and advise your employer of the additional sites of injury which are now being treated. If that is not done, often times the mention of the new sites of injury and the doctor's reports are sufficient, however. If the doctor does not fully complete his report, you may lose rights.

## Letter to George Walsh from Kiwanis

NASSAU COUNTY  
MEDICAL CENTER  
KIWANIS CLUB



**'Young Children Priority One'**

George Walsh, President  
CSEA  
Nassau County Medical Center Unit

Dear George:

On behalf of all the members of the NCMC Kiwanis Club and on behalf of our children at the Medical Center, I would like to thank you for all your hard work on the "Comedy Floral Show." I was very impressed at the level of commitment and labor by all the CSEA members. Please extend my heart felt gratitude to all those who participated especially the star, Tim. The feedback from the event was overwhelmingly positive.

Your efforts raised \$1,680 for our pediatric area. At this point in time, there has been no definitive decision in regards to exactly how we will utilize these resources. I assure you that the Kiwanis Club will use it to directly enhance the level of care that we provide to our children. I am sure that you are cognizant of the fact that it is very difficult for any child to be hospitalized. This work done by you and my fellow CSEA members will allow us to dry up some tears, bring smiles and improve the lives of others. Thank you once again.

Sincerely,

Larry Pecora, President  
NCMC Kiwanis Club

cc: Tony Giustino, President  
Nassau Local 830

## Crossing Guards Dinner A Big Success

*by Mary Delmare*

*President, Crossing Guards Unit*

The annual crossing guards awards dinner was held on May 2 at the Knights of Columbus in Seaford. The evening was dedicated to all those crossing guards who served 15, 20 and 30 years with the police department.

There were more than 160 people in attendance. Included were crossing guards family and friends as well as Police Commissioner Donald Kane, Chief Bishop, County Executive Tom Gulotta, Local 830 President Tony Giustino and members of the Local 830 Board of Directors.

The night was a great success. There was dancing, prizes and, of course, the reason for the event, the awards for our honorees.

Congratulations to all of them! We look forward to next year's event.

# Constitutional Convention threatens working people

The threat of a State Constitutional Convention is back, and CSEA is educating voters about why it is a danger.

CSEA recently worked with the AFL-CIO on a video to educate union members on what's at risk if a Constitutional Convention is held.

A Constitutional Convention could mean the loss of many protections working families hold dear which are now in the Constitution.

Union members, including CSEA Nassau County Local 830 member Cora Moore, joined NYS AFL-CIO President Edward Cleary in making a video about why they will vote against a Constitutional Convention.

"I am voting no to a Constitutional Convention because things are hard enough without dismantling the constitution we depend on," Moore said.

She wants to educate her family and friends on the issue, she said.

"Now that I have an understanding of the dangers the Constitutional Convention can present," she said, "I'm going to try to make others aware of what's at stake."

Every 20 years, New York voters vote on holding a Constitutional Convention. If the majority vote no, this threat will disappear until the year 2017.

If the majority vote yes, labor rights, wages,

civil rights protections, pension protection, social welfare protection, workplace safety, educational freedom, environmental protections and more will be at risk.

Organized labor has fought long and hard to win these protections and does not want to see anyone attempt to abolish them by tinkering with the state Constitution.

The last Constitutional Convention in 1967 cost taxpayers more than \$10 million. More than eight out of every 10 delegates were state politicians.

The League of Woman Voters found that most of the money spent on 1967 went to pay for delegates who were politicians already on the public payroll.

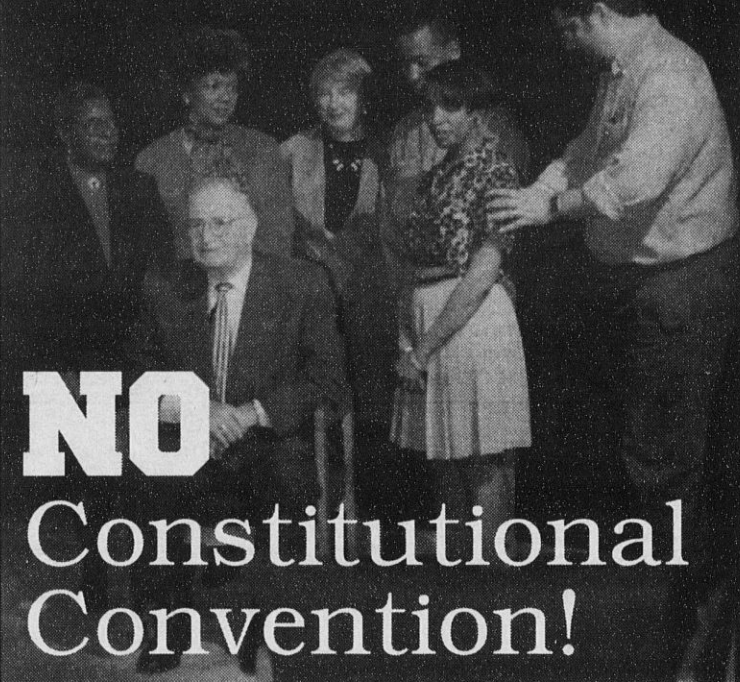
The League also discovered many legislators put relatives on the payroll, including a 14-year-old boy.

"Election Day may seem far away but it's never too soon to learn more about an issue which could negatively impact almost every part of your life," CSEA Statewide President Danny Donohue said.

CSEA members who want more information about the Constitutional Convention should contact the CSEA political action coordinator in their region.

— Sheryl C. Jenks

## AFL-CIO video:



CSEA member Cora Moore, second from right, is positioned to take part in an AFL-CIO video on the perils of the Constitutional Convention. AFL-CIO President Ed Cleary is seated.

## State Health Insurance Program health care reform update

The New York Health Care Reform Act (HCRA) of 1996 took effect Jan. 1, 1997. The following information is an update to the HCRA article that appeared in April's *Public Sector*.

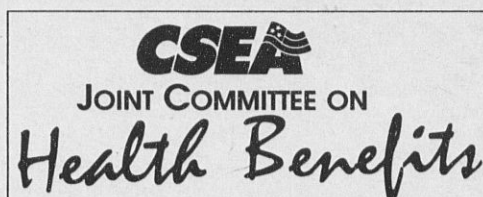
### Participating Providers

Under HCRA, the Empire Plan carriers are responsible for paying an 8.18 percent surcharge when an enrollee uses a participating provider for covered services. The enrollee is responsible only for the amount of the Plan co-payment and should not pay the provider any portion of the surcharge.

### Non-Participating Providers

When an enrollee uses a non-participating provider, the enrollee is responsible for paying any applicable surcharge to the provider until the deductible is met. The surcharge amount is a claim expense under the plan and is applied toward the deductible, out-of-pocket maximum, or non-network benefit maximums. When an enrollee uses a non-participating provider, the enrollee is also responsible for paying the 8.18 percent surcharge on any expenses not reimbursed by the plan. This would include any co-insurance amount, amounts above reasonable and customary, and non-covered services. Enrollees pay any surcharge that is their responsibility directly to the provider.

Providers and insurance companies



are responsible for forwarding surcharge amounts to the Department of Health.

### Medicare Enrollees

For enrollees who are covered by Medicare, the surcharge applies only when Medicare benefits for a particular service are exhausted or if the service is not covered by Medicare.

### Please note:

Until MetraHealth/United Health Care (UHC) is able to make the necessary changes in its claim payment system, the plan will be paying the surcharge on covered expenses which are applied to the deductible. MetraHealth/UHC expects that its system will be updated by August; at that time enrollees will become responsible for paying the surcharge on amounts applied to the deductibles and MetraHealth/UHC will begin treating those surcharge payments as claim expenses.

Additional information on HCRA and the related surcharge will be provided in the next issue of the *Empire Plan Report* which is mailed directly to enrollees.

Enrollees who have questions about

their surcharge liability for the Empire Plan expenses covered by MetraHealth/UHC may call MetraHealth/UHC at 1-800-942-4640.

For information about surcharges on Blue Cross covered expenses, enrollees may call Blue Cross at 1-800-342-9815.

### Questions and Answers

**Q.** Will Empire Plan enrollees be responsible for paying any portion of the surcharge on Blue Cross' covered expenses?

**A.** No. Since an enrollee's only out-of-pocket expense for Blue Cross covered services is the co-payment for outpatient services, the enrollee pays only the amount of the co-payment.

The plan is responsible for paying the entire surcharge.

**Q.** When Empire Plan enrollees use a participating provider for covered services, does the enrollee have to pay any portion of the surcharge?

**A.** No. The enrollee should pay no more than the amount of the co-pay. The plan is responsible for paying the entire surcharge.

**Q.** How does an Empire Plan enrollee know what portion of any applicable surcharge he/she should be paying?

**A.** When an enrollee receives covered services from a participating provider or receives services which are covered by Blue Cross, the enrollee is not responsible for paying any portion

of the surcharge.

When an enrollee uses a non-participating provider, the enrollee will not know what portion of any applicable surcharge he/she will be responsible for until MetraHealth/UHC has processed the claim. Therefore, the enrollee should ask the provider to defer collection of any surcharge until after an Explanation Of Benefits (EOB) is received from MetraHealth/UHC. Then the enrollee should give the provider a copy of the EOB so that they can determine the amount of any surcharge that should be collected from the enrollee. A provider may require payment of all charges, including applicable surcharge amounts, at the time the services are rendered. In that case, if the enrollee's EOB indicates that the plan has paid all or part of applicable surcharge amounts, the enrollee should provide a copy of the EOB to the provider in order to obtain a refund of the amount of surcharge paid by the plan.

**Q.** Are HMO's subject to the surcharge?

**A.** Yes. The surcharge will apply to any cost sharing arrangements required under the specific HMO's benefit structure, however, the surcharge is not applicable to provider co-payments.

HMO enrollees may contact their individual HMO for information on how HCRA affects their benefits.

# You made the difference in school board elections

## Political action pays off big in school races

CSEA members flexed their political muscles and demonstrated the power of the CSEA endorsement in school board elections held recently throughout the state.

Grassroots activities, including phone banking, leafletting and get-out-the-vote efforts, paid off. CSEA members were successful in getting fair school budgets passed, unseating anti-labor incumbents and electing board members who support the hard work and dedication CSEA members bring to school districts.

An overwhelming majority of CSEA-approved budgets were passed and CSEA-endorsed candidates elected.

In Long Island Region 1, 22 of 23 CSEA-endorsed candidates were elected and a CSEA-endorsed budget was passed.

In Southern Region 3, 16 of 22 CSEA-endorsed candidates were elected, 7 of 8 budgets were passed and 10 of 10 propositions we endorsed were passed.

In Capital Region 4, 18 of 19 CSEA-endorsed candidates were elected and all budget votes were passed. Seven additional school district elections are contested in the region.

In Central Region 5, 8 of 10 CSEA-endorsed candidates were elected and 2 of 3 propositions we endorsed were passed. (See related stories, this page).

In Western Region 6, CSEA was successful with all of its board endorsements.

## Frankfort-Schuyler members oust anti-union board member

HERKIMER — Thanks to political action, CSEA officials are claiming a big victory in a small election which they say will have a huge payoff for members in the Frankfort-Schuyler School District.

The CSEA victory comes in the district's school board elections, where CSEA unseated an incumbent school board member who was harshly and publicly anti-union and who had been harassing union members working for the district.

The anti-union board member, Scander Astafan, was ousted due to strong CSEA support for his opponent, Barbara Nicastro VanWormer, who also happens to be a CSEA member working in the Herkimer County Department of Social Services. VanWormer beat Astafan by nearly a two to one margin.

CSEA helped VanWormer's campaign with everything from strategy planning, sign painting and flyers to phone banking and getting out the vote, CSEA Central Region Political Action Coordinator Gerald Fidler said.

Obviously, the union efforts paid off, said Herkimer County Local 866 President Pat Labrozzi.

"It proves that when people have a common cause and work together, they can accomplish miracles. We're thrilled to have Barbara on the school board. She's full



**CSEA Central Region 5 President Jim Moore shows the union's support for a school board candidate who unseated an incumbent who had verbally attacked and harassed CSEA-represented workers.**

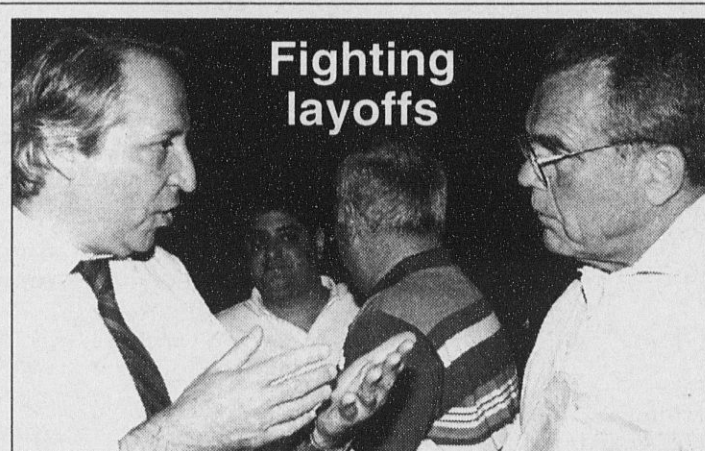
of enthusiasm and ideas and has a desire to improve the district's image, not tear it down like Mr. Astafan did."

CSEA Central Region President Jim Moore, who recently spoke at a school board meeting condemning Astafan's anti-employee tactics and unfounded accusations, said that political action was the union's way of pursuing justice.

"Astafan got his just reward on election day," he said. "This shows once again that you can't pick on CSEA and hurl false accusations against our members and not expect to suffer the consequences."

VanWormer praised CSEA for the assistance in helping plan and organize her campaign.

"Campaigning as a novice, I needed direction," she said. "I wish to extend my heartfelt thanks to CSEA for the support and hard work that was contributed and made a successful campaign." — **Mark M. Kotzin**



### Fighting layoffs

**Labor Relations Specialist Larry Sparber, left, and Bus Driver/Custodian John Sullivan discuss the current layoff battle with the South Orangetown School District. While Board of Education trustees argued that layoffs were not decided, some drivers like Sullivan have already received layoff notices. While Sparber said that some of the layoff notices had been rescinded, he contended that board members, who are demanding givebacks, are engaging in contractual blackmail.**

## Always protect your membership status

# Break in membership affects eligibility for union office, voting privileges

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

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

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

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

Note, however, you **must** continue to pay dues to run for office. Dues-free or gratuitous membership allows members to continue their insurance coverage while out of work. It does not protect your right to run for or hold office.

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

PART 6 IN A SERIES in conjunction with the 20th anniversary of *The Public Sector*, exploring significant events in CSEA's history through the eyes of CSEA members.

1910 1918 1929 1931 1942 1952 1962 1978 1997 2000

## EAP lends helping hands

When CSEA members think they can't cope and want help getting their lives back together, the Employee Assistance Program, EAP, is just a phone call away at 1-800-822-0244.

Thousands of CSEA members have called EAP over the past 20 years and found help.

*The Public Sector* has highlighted EAP's exceptional growth and success from its beginnings as a pilot program in CSEA's Southern Region 3 in 1976.

"The bottom line has always been to save lives and jobs," said Jim Murphy, the CSEA staffer most responsible for guiding EAP's progress over the years.

By 1981, more than 100 of CSEA's 315 state locals had EAPs with about 12,000 calls handled by trained EAP coordinators. Today, nearly 400 EAPs refer CSEA members for help with every problem from child and elder care to H.I.V., mental health issues to compulsive gambling.

More than 550 EAP coordinators have been trained to deal with everything from men's issues to hospice care for the terminally ill to domestic and workplace violence, post

traumatic stress disorder, suicide prevention, eating disorders, substance abuse and many other work and family difficulties.

Coordinators get about 80 hours of continuing education each year. Since 1976, 15,000 hours of top-notch training have been provided to the dedicated coordinators.

Confidentiality is the cornerstone of EAP. Coordinators take their work very seriously, Murphy said, especially when it comes to guarding confidentiality.

"The biggest challenges for EAP were proving it wasn't just an alcohol program and getting release time to train coordinators," Murphy said.

"EAP has proved itself because it works," he said. "It often starts with a phone call and a union member crying on the other

**THE EMPLOYEE ASSISTANCE PROGRAM**  
Continuing its history of expansion  
on way to 230 programs by September

**SUNY Purchase number 204**

PURCHASE — "Employee Assistance Programs — they work. They're credible. They're labor and management working together," said State EAP Program Manager Tom Goings, guest speaker at the recent signing of an EAP policy purchase.

end of the line," he said. "I feel privileged to have been a part of this program since the beginning, knowing it now helps tens of thousands of people each year."

Today, CSEA is a nationally recognized leader in the field of employee assistance, blazing a trail later followed by many other unions since the 1970s.

— Lilly Gioia

This 1985 headline in *The Public Sector* reported EAP's rapid expansion.

**Mary Ann Alexander, EAP coordinator NYS DMV/TVB**

"In EAP we are trained to listen," Alexander said. Crediting EAP's consistently excellent education and training programs, Alexander said today "EAP is much more effective." "I work on things right away," she added, "because I know what it's like to be put off."



**Debbie Hard, EAP representative for the eight counties of Western New York**

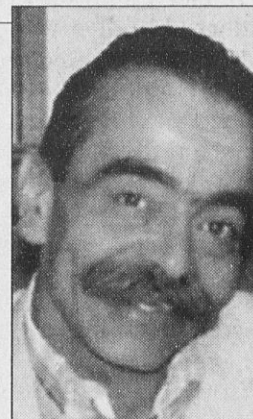
"EAP is tailor-made to handle the many workplace and away-from-work problems that can occur.

"Workplace violence is increasing, and EAP can help in several ways, with counseling referrals in the aftermath, and even in education before something happens, such as layoffs, and trauma response, such as the death of a co-worker by accident or otherwise.



**Joe Ciani, Schenectady County EAP representative**

"I believe EAP works. Remember, EAP representatives don't do the work. The people do. We just point the way to the yellow brick road. And we follow up with our people even now 10 years, 12 years later we still check in and check up. It's still needed, appreciated."



**Dorothy Killmer, second vice president, Taconic DDSO Local 426**

"I was one of the first committee members. It's exciting to see how the program has changed over the years. It's a multi-faceted program that addresses so many situations. Problems that were swept under the rug years ago such as divorce, alternative lifestyles, drug addiction, spousal abuse, mental problems and sexual equality weren't dealt with in the early days. EAP gave us the ability to help people to cope."



**Beverly Centers, Cayuga County Local 806 president and one of two county EAP coordinators**

"To those who know of its existence and have taken advantage of it, EAP has made a difference. I've seen people at work smiling after they've talked to me as a coordinator when they weren't smiling before. We've had people who are so excited that they do call and say how they were helped."



**Susan Weigele, director of EAP for Nassau County**

"EAP is a win/win program. The employee wins because we help them. The employer wins because the employee is more productive, and the union wins because there are less problems in the workplace."



# Activists hone skills, knowledge at workshops

## The 1997 Thomas H. McDonough Memorial State Workshop

Hundreds of CSEA state division members turned out for CSEA's 1997 Thomas H. McDonough Memorial Workshop at Saratoga Springs.

Delegates attended a wide variety of workshops and presentations, enhancing their education and capabilities as union activists.

Workshop topics included:

- Highlights of the Civil Service Leave Manual
- Grievance Rep Video and Train-the-Trainer Project
- Update on Local/Unit Election Protest Procedures
- Mapping Your Workplaces
- NYS Budget Update and the Impact of Welfare Reform
- Personal Finance
- Civil Service Examination Preparation
- Public Benefit Corporations as a Alternative to Privatization
- The Empire Plan
- Coalition Building - Using Diversity to Build Stronger Locals
- What Are Your Retirement Plans?
- Public Relations 101
- Cancer Causing Chemicals Found in the Workplace
- Member Benefits
- Sexual Harassment - It's Against the Law



Delegates to state workshop sign letters urging state legislators to create meaningful welfare reform. From left are Kathy Potter of CSEA Audit and Control Local 651, Ann Carabis of CSEA Department of Labor Local 670, Chris Ross of CSEA Empire State College Local 641 and Thomasine Walsh of Local 670.

## 1997 CSEA Statewide Conference on Safety & Health

A record turnout of CSEA delegates attended the 1997 CSEA Statewide Conference on Safety & Health at Lake Placid.

The agenda included a wide variety of workshops covering many health and safety related subjects. Included were:

- What's New With VDTs?
- Trenching and Excavation
- Work-Related Stress
- Health Care Related Back Injuries
- Diversity Training for Safety and Health Activists
- Cumulative Trauma Disorders
- Confined Space Entry Rescue
- Workplace Violence in Schools
- Workplace Violence in Health Care
- Update From OSHA
- Navigating Your Way Through the Changes in the Workers' Compensation Law
- Solving Indoor Air Quality Problems
- Right-To-Know For Highway and Construction Workers
- Workers' Compensation Issues in the Office Environment



Assemblymember Catherine Nolan, center, chair of the state Assembly Standing Committee on Labor, was keynote speaker at the conference. With her are CSEA statewide Secretary Barbara Reeves, left, and CSEA Executive Vice President Mary E. Sullivan, right.

## Union activist Sue Crawford wins CSEA Mission Achievement Award

CSEA activist Sue Crawford, president of CSEA Department of Correctional Services Local 656, is the winner of the 1997 CSEA State Mission Achievement Award.

In presenting Crawford her award, CSEA President Danny Donohue said she exemplified the spirit of CSEA's Mission Statement "to represent our members as best we can in any way we can; and to continue our role as a leader among labor unions."

Crawford was singled out for her enthusiasm as a union activist. Among other things, she was instrumental in organizing a Corrections Local President Conference which helped strengthen CSEA solidarity. She is also an articulate advocate on behalf of the rank and file as a member of the statewide Labor Management Committee.



CSEA State Mission Achievement Award winner Sue Crawford accepts her award from CSEA President Danny Donohue during the union's annual state workshop.

## The 1997 Irving Flaumenbaum Memorial Local Government Workshop

The 1997 Irving Flaumenbaum Memorial Local Government Workshop held at White Plains drew an enthusiastic group of CSEA local government activists. Delegates participated in a wide variety of workshops and seminars designed to expand their expertise in issues impacting on CSEA members. Included were:

- The Practice of Privatizing Our Schools
- Grievance Rep Video and Train-the-Trainer Project
- Negotiating Health Benefits
- Personal Finance
- Mapping Your Workplaces
- NYS Budget Update and the Impact of Welfare Reform
- Civil Service Examination Preparation Video/Workbook Project
- Public Benefit Corporations as an Alternative to Privatization
- How About Making Housecalls
- Update on Local/Unit Election Protest Procedures
- Coalition Building - Using Diversity to Build Stronger Locals
- The Future of Healthcare
- Hey Baby Boomer - What Are Your Retirement Plans?
- Public Relations 101
- How Welfare Reform Will Change Social Service Jobs
- Member Benefits
- Sexual Harassment - It's Against the Law

## Grace Ann Aloisi winner of 1997 Mission Award

Grace Ann Aloisi, president of CSEA's Town of Harrison Unit and first vice president of Westchester County Local 860, is the winner of the 1997

CSEA Local Government Mission Achievement Award.

CSEA President said Aloisi exemplifies the spirit of CSEA's Mission Statement "to represent our members as best we can in any way we can; and to continue our role as a leader among labor unions."

Aloisi was recognized for her activism in union affairs on many fronts. Her citation says "she is always willing to lend a helping hand and cheerfully reaches out to help her union brothers and sisters. Known for the many personal kindnesses that she extends, Grace Ann is always willing to 'go the extra mile.' The spirit of volunteerism is exemplified in her service as a member of the statewide Board of Directors and the CSEA Convention Committee. Grace Ann represents excellence in CSEA."



**Mission Achievement Award winner Grace Ann Aloisi, center, is flanked by, from left, CSEA statewide Secretary Barbara Reeves, CSEA President Danny Donohue, CSEA Executive Vice President Mary E. Sullivan and CSEA statewide Treasurer Maureen Malone.**

## ACCIDENT VICTIM AN INSPIRATION



**JOY KURTZ thrilled participants at a recent CSEA Western Region 6 workshop when her father, Region 6 Treasurer Jim Kurtz, wheeled her into the meeting to thank CSEA members for their concern and support after Joy was severely injured in an automobile accident nearly a year ago. She is shown talking to Western Region 6 President Bob Lattimer, right.**

## Don't drink and drive, she urges

**BUFFALO** — As the quarterly CSEA Western Region 6 Conference got underway on a recent Friday evening, the organizing workshop presentation was pleasantly interrupted.

"Please forgive this departure from the agenda," Region President Bob Lattimer said. "But we have a visitor tonight who has been in the minds and prayers of many of us since a terrible accident about a year ago. Jim, will you bring Joy up front to say hello?"

With that, Jim Kurtz, region treasurer, rolled his daughter Joy, forward in her wheelchair, an amazing action considering she was recently in a coma for about four months after a car accident that resulted in traumatic brain injury (TBI) and other injuries.

"I would just like to thank everyone for your support and prayers and best wishes. They really helped in my recovery to this point," said Joy, 22, whose halting speech is slowly improving.

"We've been so overwhelmed by the generous support and concern and acts of kindness by so many during Joy's recovery," said Kurtz, who is also treasurer of Chautauqua County Local 807. "She's come a long way, but she has a long way to go to complete recovery. We're not sure if she'll ever walk again, but we have high hopes."

Joy has spoken to two other groups since her partial recovery, one the annual credit union dinner, and the other a student assembly at Chautauqua Lake Central School.

"My name is Joy Kurtz," she says, "and if you do not know me, you might think I am retarded, but I am not. In 1993 I ran the mile in track, and I graduated as valedictorian, went to Jamestown Community College and was Phi Beta Kappa. I am now in my final year at Fredonia State as a math major, although I can't recall my last semester.

"I am recovering from TBI. One thing I hope you learn today is to learn from the mistakes of others. I was in a car accident 11 months ago. I was driving, and I was DWI. The worst part of this situation is I am living in my own prison... Please, look at me. Put your pride aside and don't DWI."

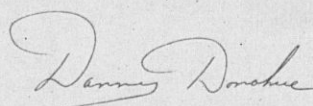
— Ron Wofford

# FINANCIAL STATEMENT OF THE CIVIL SERVICE EMPLOYEES ASSN., INC.

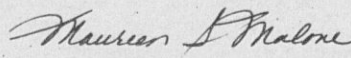
Dear Member:

The deficit in operating income that we spoke to you about a year ago has been reduced by two thirds. Although we had hoped to eliminate it completely, the state economy has limited our ability to grow the income side of our budget. We have restructured the staff in this past fiscal year and have put all available resources into our newly expanded Organizing Department. Our plan is to follow our members into the private sector. We plan to

retain our strength in numbers, and to remain strong financially as well. Complete financial statements are available upon request.



DANNY DONOHUE  
PRESIDENT



MAUREEN S. MALONE  
TREASURER



CSEA President  
Danny Donohue



CSEA Treasurer  
Maureen Malone

## Balance Sheet September 30, 1996

ASSETS	
<b>CURRENT ASSETS</b>	
Cash and cash equivalents	\$ 3,894,588
Membership dues and agency fees receivable	1,395,211
Miscellaneous receivables	1,088,308
Prepaid expenses	875,360
Total current assets	<u>7,253,467</u>
<b>PROPERTY, PLANT AND EQUIPMENT</b>	
Land	2,173,742
Office buildings and improvements	11,562,886
Furniture and equipment	3,724,066
	<u>17,460,694</u>
Less accumulated depreciation	(5,180,600)
	<u>12,280,094</u>
<b>OTHER ASSETS</b>	
Long-term investments	11,844,972
Cash surrender value - officers' life insurance	1,265,388
Prepaid pension cost	81,369
	<u>13,191,729</u>
<b>Total assets</b>	<b>\$ <u>32,725,290</u></b>
<b>LIABILITIES AND NET ASSETS</b>	
<b>CURRENT LIABILITIES</b>	
Accounts payable and accrued expense	\$ 2,456,541
Compensated absences	1,229,463
Due to locals	6,665,303
Current maturities of long-term debt	315,776
Current maturities of capital lease obligations	15,534
Deferred revenue	236,124
Total current liabilities	<u>10,918,741</u>
<b>OTHER LIABILITIES</b>	
Long-term debt	4,220,834
Capital lease obligations	68,987
Deferred compensation liability	511,886
Accrued postretirement obligation, net of current portion	2,855,190
Total liabilities	<u>18,575,638</u>
<b>NET ASSETS</b>	
Unrestricted	13,747,521
Temporarily restricted	402,131
Total net assets	<u>14,149,652</u>
<b>Total liabilities and net assets</b>	<b>\$ <u>32,725,290</u></b>

## Statement of Activities Year ended September 30, 1996

	Unrestricted	Restricted	Total
<b>Operating revenue:</b>			
Membership dues and agency shop fees:			
State	\$ 25,591,358	\$	\$ 25,591,358
Local government	30,765,214		30,765,214
	<u>56,356,572</u>		<u>56,356,572</u>
<b>Less:</b>			
Dues refundable to locals and regions	9,788,390		9,788,390
Political Action provisions	1,696,914		1,696,914
Affiliation dues	15,057,113		15,057,113
	<u>26,542,417</u>		<u>26,542,417</u>
	29,814,155		29,814,155
<b>Other:</b>			
Grant revenue	4,424,363	78,164	4,502,527
Interest income and dividends	841,663	25,870	867,533
Administrative fees	1,102,121		1,102,121
Miscellaneous	644,432	914	645,346
	<u>7,012,579</u>	<u>104,948</u>	<u>7,117,527</u>
<b>Total operating revenue</b>	<b>36,826,734</b>	<b>104,948</b>	<b>36,931,682</b>
<b>Operating expenses:</b>			
<b>Program services:</b>			
Field services	16,704,988		16,704,988
Legal services	1,952,667		1,952,667
Convention and representation	882,564		882,564
Education	2,829,812		2,829,812
Public relations	2,289,210		2,289,210
<b>Support services:</b>			
Officers, directors and committees	1,937,214		1,937,214
Administrative	12,250,415		12,250,415
Total operating expenses	<u>38,846,870</u>		<u>38,846,870</u>
<b>Change in net assets from operating activities</b>	<b>(2,020,136)</b>	<b>104,948</b>	<b>(1,915,188)</b>
<b>Nonoperating activities:</b>			
Net realized and unrealized gains	576,065		576,065
Gain on lease extinguishment	50,603		50,603
Loss on disposal of equipment	(9,731)		(9,731)
<b>Change in net assets from nonoperating activities</b>	<b>616,937</b>		<b>616,937</b>
<b>Change in net assets before change in accounting</b>	<b>(1,403,199)</b>	<b>104,948</b>	<b>(1,298,251)</b>
<b>Cumulative effect of change in accounting for investments</b>			
	320,063		320,063
<b>Change in net assets</b>	<b>(1,083,136)</b>	<b>104,948</b>	<b>(978,188)</b>
<b>Net assets, beginning of year</b>	<b>14,830,657</b>	<b>297,183</b>	<b>15,127,840</b>
<b>Net assets, end of year</b>	<b>\$ <u>13,747,521</u></b>	<b>\$ <u>402,131</u></b>	<b>\$ <u>14,149,652</u></b>

CSEA also has reporting requirements to fulfill with the US Department of Labor (LM-2) and the Internal Revenue Service (990). Because of the different reporting requirements the Audited Annual Financial Report as printed here may differ in presentation from these other reports.

A copy of the financial statements and report of independent accountants Coopers & Lybrand L.L.P. for the year ended Sept. 30, 1996, is available upon request by contacting the CSEA Treasurer's Office at CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210.

## Summary of April meeting of 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 April 24, 1997. In official action, the board:

- Approved the addition of Destinations, Inc., a hotel savings program, to CSEA's approved list of vendors;

- Approved for a six-month trial period the expansion of the union's Legal Assistance Program coverage to include attorney representation to members subject to questioning by Internal Affairs regarding the discharge of a firearm;

- Approved April Shuback and Joe Williams as members of the Region 3 Political Action Committee;

- Approved the following changes affecting CSEA staff positions: the upgrade of a Grade 4/5/6 Insurance Clerk position to a Grade 9 Insurance Claims Specialist position; the modification of Benefit Specialist positions from Grade 14/16 to Grade 14A/16A; and changing the title of Personnel Assistant, Level VI to Human Resources Supervisor, Level VI; changing the title of Personnel Secretary, Level VII to Human Resources Assistant, Level VII; and changing the level of Executive Assistant to the President from Level III to Level II;

- Approved continuing the settlement process for Agency Shop Fee Payor Objector/Challengers within established guidelines.

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.



Barbara Reeves

## CSEA's NEWEST MEMBER BENEFIT

### Quest's 50% Hotel Savings Program For Just \$29.95

*Airline Savings & Dining Discounts Enhance Quest's Already Outstanding 50% Hotel Savings Program*

Dear CSEA Member,

Imagine saving a full 50% on hotel rates — and having more than 2,100 hotels and resorts in terrific locations to choose from! Well here's your chance to do just that, because now you can join Quest International — the nation's leading hotel savings program at tremendous savings.

You'll join nearly 4 million members who are now taking advantage of Quest's half-price hotel rates. And Quest has now added a terrific new dining program to their already outstanding 50% hotel savings.

#### 50% Off Hotels — 25% Off Dining

On top of an impressive 50% off hotel rates and terrific deals on car rentals, Quest also gives you 25% off the food bill when you dine at participating restaurants. Each restaurant is listed in your directory along with more than 2,100 Quest hotels.

#### You Pay Just \$29.95... A Fraction Of Quest's \$99.00 Retail Cost

If you called Quest directly to join, you'd pay \$99 per year. That's Quest's regular rate. But through this special offer you can join for just \$29.95!

That's 70% off! And it's only available through Destinations. You see, we're Quest's administrator to groups like CSEA.

Your membership includes a personal embossed Quest membership card. Your annual renewal is sent and billed to you automatically, always at the low group rate. And, you can cancel any time during your membership term and get a full refund if not fully satisfied.

Plus, you'll receive a brand-new, fully updated directory every 90 days — at no added cost. Other members pay \$8.00 extra each year for their subscription, but though this special offer your subscription is absolutely free.

#### An Iron-Clad Guarantee!

Your membership is protected by a hassle-free, money-back guarantee of satisfaction. And your guarantee is valid right up to the last day of your membership! Even after you use Quest and save the 50%... if you're not fully satisfied, you can get your full membership fee back.

#### Your Second Card Is Just \$9.95

Do you and your spouse ever travel to different cities at the same time? Or, do you ever travel with children or other family members and sometimes need two rooms? Now you can get a second full-service Quest membership card for your spouse or other household member for only \$9.95.

You also have access to our exclusive toll-free phone service. Sign up anytime — 24 hours a day, seven days a week. And if you have questions, our member service operators are on staff each weekday from 8 to 5 (PST). The number is..

**1-800-STAY-4-50**  
(1-800-782-9450)

When you call, give the operator...

**Access Number: 1813-33**

This number will secure your special group rate of just \$29.95. If you'd rather send a check, there's an order form below for your convenience. Join now!

Sincerely,

Randall E. Wilkinson  
President/CEO, Destinations, Inc.

**P.S.** — Join Quest now and receive a free airline certificate worth up to \$200. The supply is limited so you'll want to act quickly!

name \_\_\_\_\_  
address \_\_\_\_\_  
city, state, zip \_\_\_\_\_  
daytime phone ( ) \_\_\_\_\_

\$29.95 Quest Membership

— please add \$2.95 S&H\* - total \$32.90

Send a second card for another member of my household. Add \$9.95 plus \$2.95 S&H\* — total \$42.85

second card name \_\_\_\_\_  
(Add \$5.00 if ordering outside U.S.)

#### Method of Payment

Visa  M/C  Am/Ex  Discover

card# \_\_\_\_\_

exp. / \_\_\_\_\_ signature \_\_\_\_\_

Here's my check for \$ \_\_\_\_\_

#### Mail this form to:

"CSEA Quest Offer"

P.O. Box 29078, Phoenix, AZ 85038-9078

or, call TOLL-FREE: 1-800-782-9450

**Access # 1813-33**

## The CSEA Advantage Cellular Phone Discount Programs

### BELL ATLANTIC NYNEX MOBILE

**Service Areas:** Albany, Rensselaer, Schenectady, Montgomery, Saratoga, Washington and Warren counties

**Monthly access charge:** \$14.99 with 10 minutes of local airtime included each month

**Per minute charge:** \$.25 peak/off peak

**Contract term:** 12 months

**Discounted cellular phones**

**Home roam areas:** New York State (excludes NYC metro service area) and state of Vermont\*

**Call waiting, call forwarding, three-way conference and detailed billing included**

**For more information on these and other Bell Atlantic NYNEX Mobile products and services, call: Michele Nicastro (518) 469-7007**

Offers available for new activations only on the EMP rate plan with a one year cellular service agreement. Customer responsible for airtime, monthly access

fees, long distance, toll, roaming charges, surcharges and taxes where applicable.

Service activation requires credit approval, and may require a security deposit.

Early termination fee of \$175 applies.

\*(roam indicator on, home rates apply)

**Bell Atlantic NYNEX Mobile**

### CELLULAR ONE

**Service Areas:** Tompkins, Cortland, Chenango, Seneca, Cayuga, Yates, Schuyler and \*Oswego

**Monthly access charge:** \$12.00

**Per minute charge:** \$.21 peak/off peak

**Activation fee:** Waived

**Contract term:** 12 months

**Discounted equipment**

**For more information, call:**

Stephanie Togni

1-800-524-2351

607-273-0400 or 607-280-0606

\*For Oswego County, call

Carol Haynes

1-800-541-8890 ext. 5130

315-439-5130 or 315-447-4004

### CELLULAR ONE

**Service Areas:** Ulster, Sullivan, Dutchess and Orange

**Monthly access charge:** \$15.95

**Per minute charge:** 100 bonus minutes upon activation, \$.35 peak, \$.25 off peak, \$.55 NYS roam

**Activation fee:** Waived

**Contract term:** 2 years

**Discounted equipment**

**For more information, call: TIM POWERS 607-434-0027 or 914-389-9000  
RON BROWN 914-389-9000**

### FRONTIER CELLULAR

**County Service Areas:** Erie, Niagara, Chautauqua, Orleans, Genesee, Wyoming, Cattaraugus, Allegany, Monroe, Livingston, Steuben, Wayne, Ontario, Chemung, Tioga, Onondaga, Broome, Oneida, Madison, St. Lawrence, Jefferson, Lewis and Herkimer.

**Monthly access charge:** \$12.00

**Per minute charge:** \$.22 (network access charge included)

**Off Peak Calling Feature:** \$6.95 which includes off peak within the UCN for only \$.05/minute

Rates guaranteed 2 years from activation date

Free cellular phone

Free activation, June 1 - 30, 1997 (a \$25 value)

**FOR MORE INFORMATION, CALL  
1-800-440-1894**

### CELLULAR ONE

**Service Areas:** Columbia, Greene, Otsego, Schoharie and Delaware

**Monthly access charge:** \$8.95

**Per minute charge:** 100 bonus minutes upon activation, \$.19 peak, \$.16 off peak, \$.45 NYS roam

**Activation fee:** Waived

**Contract term:** 2 years

**Discounted equipment**



See  
you  
at



August 21 - September 1, 1997  
Syracuse, NY

## Half-price admission for CSEA members and families on Labor Day

Labor Day, Monday, Sept. 1, is CSEA Day at the New York State Fair in Syracuse. CSEA members and their families will be admitted to the fair for half-price that day, compliments of CSEA and The New York State Fair.

Visit with CSEA President Danny Donohue and your CSEA statewide officers on Labor Day at the CSEA booth in the Center of Progress Building on the fairgrounds.

CSEA will maintain its booth throughout the entire fair, so stop by and visit the CSEA booth any time.

The half-price coupons at right, however, are good only on CSEA Day at the Fair, Labor Day, Monday, Sept. 1.

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

YOU'VE GOT THE CSEA ADVANTAGE

**ADMIT ONE** CSEA MEMBER OR FAMILY MEMBER

**\$3.50  
OFF**

Regular  
Admission

Coupon good only on  
Monday, Sept. 1, 1997

Join me and your other  
CSEA statewide  
officers at the  
New York State Fair  
on **CSEA Day,  
Labor Day,  
Monday, Sept. 1, 1997.**

*Danny Donohue*  
Danny Donohue  
CSEA President



One coupon for \$3.50 off  
admission for one CSEA  
member or family member.  
Children under 12 free.

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

PHONE \_\_\_\_\_

CSEA LOCAL \_\_\_\_\_

**\$3.50  
OFF**

Regular  
Admission

**IT PAYS TO BE A CSEA MEMBER**

*Compliments of CSEA and The New York State*

YOU'VE GOT THE CSEA ADVANTAGE

**ADMIT ONE** CSEA MEMBER OR FAMILY MEMBER

**\$3.50  
OFF**

Regular  
Admission

Coupon good only on  
Monday, Sept. 1, 1997

Join me and your other  
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Labor Day,  
Monday, Sept. 1, 1997.**

*Danny Donohue*  
Danny Donohue  
CSEA President



One coupon for \$3.50 off  
admission for one CSEA  
member or family member.  
Children under 12 free.

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

PHONE \_\_\_\_\_

CSEA LOCAL \_\_\_\_\_

**\$3.50  
OFF**

Regular  
Admission

**IT PAYS TO BE A CSEA MEMBER**

Clip one coupon above for each CSEA member and family member and bring coupon(s) to any fair gate to save one-half off the regular admission price on Labor Day, Monday, Sept. 1, only. Each family member must present a coupon to receive the one-half off admission discount (one person admitted per coupon only).  
**Reproduced coupons will not be accepted.** Coupons will be reprinted in the August edition of *The Public Sector*.

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

THE PUBLIC

# Sector

JULY 1997

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