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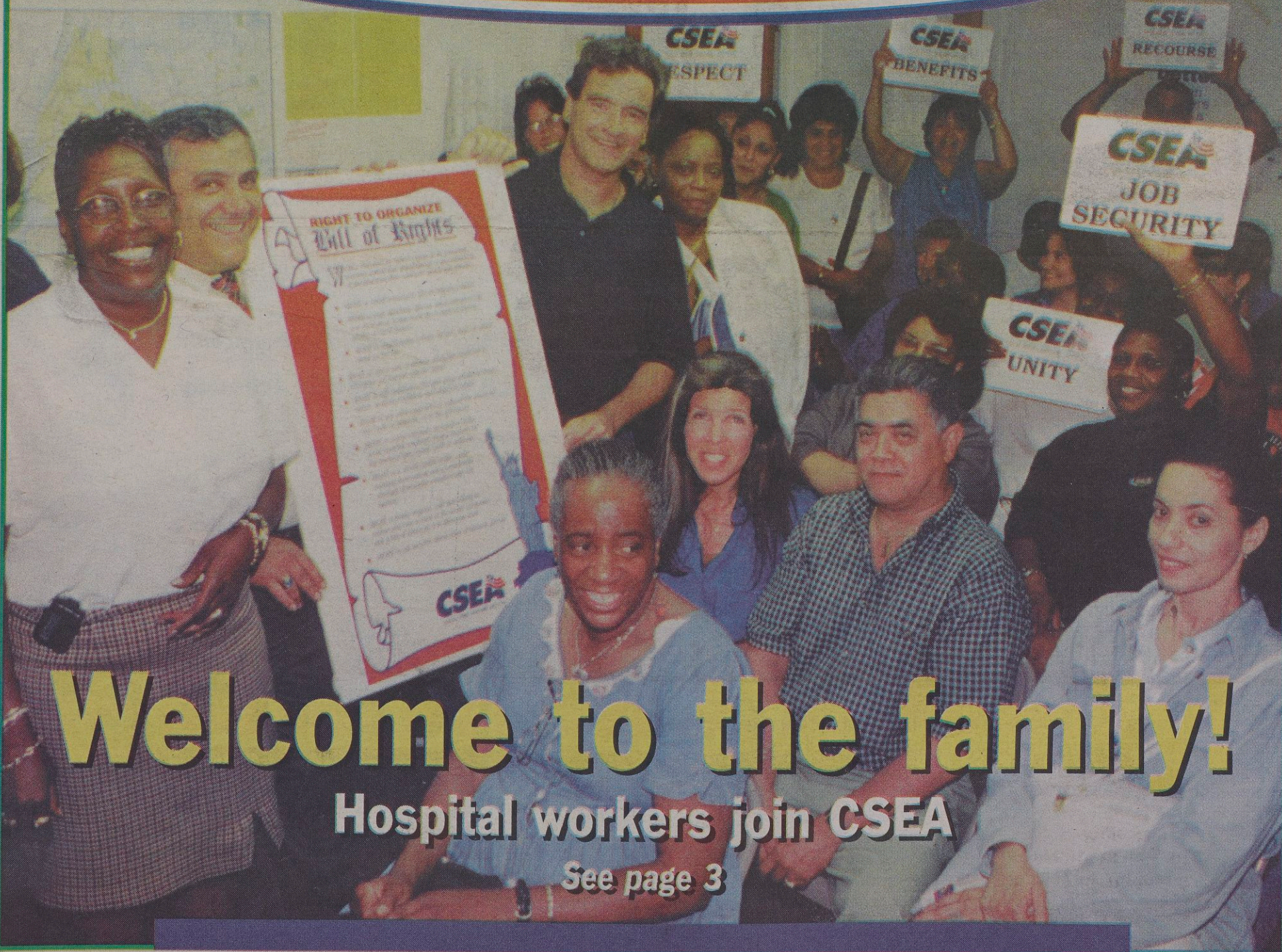
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Vol. 2 / No. 8

AUGUST 1999

THE WORK FORCE

OFFICIAL PUBLICATION **CSEA** Local 1000, AFSCME, AFL-CIO



Welcome to the family!

Hospital workers join CSEA

See page 3

Photo of the Month



AFSCME members greet Gov. George Pataki in Montana recently, urging the governor to show CSEA members some respect in state contract negotiations. They confronted the governor at CSEA's request and gave him "Peanuts from Pataki."

It's hot, but nothing's cooking yet on the state contract table

The summer's heat and haze haven't fazed CSEA contract negotiators, who continued to meet in July to hammer out a pact for the union's 77,000 state government workers.

Despite the union's repeated arguments on important contract points, there's been little movement by the state on any issue.

While negotiators talk, members holler for a fair contract across the state.

"CSEA's rallies and demonstrations are putting pressure on the governor," said CSEA President Danny Donohue.

The contract pressure was even evident in Montana recently, where Gov. George Pataki was greeted by members of the American Federation of State, County and Municipal Employees (AFSCME), CSEA's international union, who staged a Peanut Man demonstration. (See related information on pages 14 and 16.)

"We will follow the governor wherever he goes and demand contract justice," Donohue said.

A similar union demonstration, organized by AFSCME, greeted Pataki in Detroit.

"We need to keep it up to support our team at the table. The outside pressure will eventually bring movement in the negotiations," said Executive Vice President Mary Sullivan, who leads the union's statewide membership mobilization effort.

Donohue said members should call Pataki toll-free at 1-877-373-7920 "and ask him why he keeps saying CSEA members are the best work force in the nation, but refuses to back it up at the bargaining table with a respectable package."

Check out CSEA's Web site

CSEA members looking for news and updates about the negotiations can surf their Web browsers to www.cseainc.org.

State may be breaking the law:

Records reveal secret scheme

The state has been quietly dumping patients and appears to be preparing to cut hundreds of jobs at psychiatric centers across New York. They now may be breaking the law by keeping the scheme secret, the union has learned.

The discovery of these damaging state Office of Mental Health (OMH) documents which outline the slashing of inpatient beds coincides with CSEA's continuing pressure on Gov. George Pataki to change the state's "shameful" mental health policy.

Internal OMH papers obtained in a CSEA lawsuit reveal the state's covert plan to close more than half the psychiatric beds in New York City.

"These cuts are a recipe for disaster," said CSEA President Danny Donohue.

"Even after all the incidents and horror stories with mentally ill patients killing citizens, the governor wants to slash services even more by irresponsibly cutting desperately needed services," Donohue added.

Manhattan Psychiatric Center would be hardest hit by the proposed cuts, with 149 of the 527 inpatient beds at Wards Island lost by March 2000.

More than a quarter of the beds for violent patients will also be cut, the OMH secret plan revealed. Pilgrim, Rockland and Hudson River Psychiatric Centers would also be especially hard hit.

CSEA sued the state, claiming these proposed wholesale staff cuts violate the state law which requires OMH to give the union and the community a year's notice before any downsizing.

1999 Inside Albany (www.insidealbany.com)

INSIDE ALBANY broadcast schedule

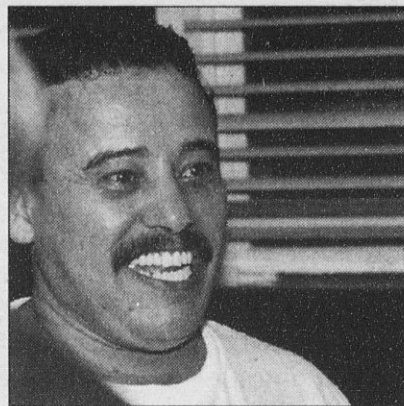


Albany-Schenectady-Troy	WMHT	Saturday	6:30 p.m.
	WMHQ	Sunday	11 p.m.
Binghamton	WSKG	Saturday	4 p.m.
Buffalo	WNED	Friday	9:30 p.m.
Long Island	WLIW	Sunday	11 a.m.
		Tuesday	6 p.m.
		Saturday	1:30 p.m.
New York City	WNET	Sunday	6:30 a.m.
		Sunday	9 a.m.
Plattsburgh	WCFE	Saturday	5:30 p.m.
Rochester	WXXI	Saturday	6:30 p.m.
Syracuse	WCNY	Sunday	7 a.m.
	WCNY II	Saturday	5:30 p.m.
Watertown	WPBS	Saturday	5:30 p.m.

Correction

In the June issue, it was incorrectly reported the national Moose lodge has a directive saying labor unions are not community-service oriented. Leaders of the fraternal group stressed there is no such directive and added: "Tell your CSEA members we still love them!"

Organizing drive helps workers find powerful voice



From left, transport aide Marcene Sutton makes a nomination during the meeting, while transport aide Angel Alvarez and Sutton take part in the membership meeting.

LONG BEACH — CSEA's organizing victory at Long Beach Hospital and Nursing Home last month succeeded where other unions failed because of the organizing committee's strength and commitment to stay focused.

But CSEA couldn't have won this key organizing victory without the 445 new members' determination and courage.

Management's inability to employ tactics beyond basic bullying also helped.

After months of a fierce organizing campaign, workers who were often rushed by management to do their jobs with antiquated equipment, low pay and few benefits now enjoy union protection and benefits.

"I've been here 25 years. I have a wife and three kids and I have to say, I feel great!" said Angel Alvarez, a transport aide.

"I am sure everything is going to change for the better. There is too much abuse, especially in housekeeping and the laundry. I know this will stop now," said Alvarez.

"It's pathetic sometimes. We bathe a resident and it's rush, rush. Their skin is delicate and they have pain. It's not fair to rush them," Nursing Assistant Noemi Marri said.

"The beds and equipment are still cranked and it's very hard on the workers," she added.

Persistence, professionalism pays off

After a decade of unsuccessful attempts by other unions to organize the private-sector hospital and nursing home, workers called CSEA last year during the union's statewide organizing blitz.

CSEA Lead Organizer Mary Bryant attributes the win to "sticking around and sticking it out."

"We were consistent. We worked with our committee and the committee stayed together," Bryant said.

"In this campaign, 90 percent of the workers we identified were identified by someone on the committee. That one-on-one was vital," she said.

"We never promised the workers anything but the right to sit at the table and negotiate," said Bryant.

Management blunders

Management may have indirectly helped the CSEA campaign.

"Management shot themselves in the foot by using textbook memos and tactics," said Organizing Supervisor Phoebe Mackey.

Workers endured being questioned about CSEA in administrators' offices and the relentless threats about having their benefits reduced.

After CSEA won the right to represent the workers, hospital administrators immediately challenged the election with the National Labor Relations Board. That challenge will stall the negotiation process, union officials said.

"We predicted their campaign," said Director of Organizing Diane Campion.

"By the time they did each thing we had already inoculated the workers by warning them about what was coming," she added.

CSEA's strength

The campaign workers agreed CSEA's strong presence in the region, the solid job CSEA does representing a number of health care facility workers and strong Long Island contracts, especially the recent Nassau County Local pact, were all

ingredients of CSEA's success.

"We were methodical. We worked through every single aspect of our plan. We learned about the workers and how they would vote," Campion said.

"The assistance by other CSEA members, other unions and the CSEA staff was also closely linked to the final victory. We needed support and will continue to need support while we get through this first contract," said Campion.

Victory fans organizing flames

"A win like this gives other workers hope. We have already received calls from other workers who need CSEA," said Campion.

AFL-CIO Director of Organizing Kirk Adams said, "This (organizing victory) was good work. Health care workers around this country are looking to organize. Workers see unions not just for wages and benefits but also to have a voice."

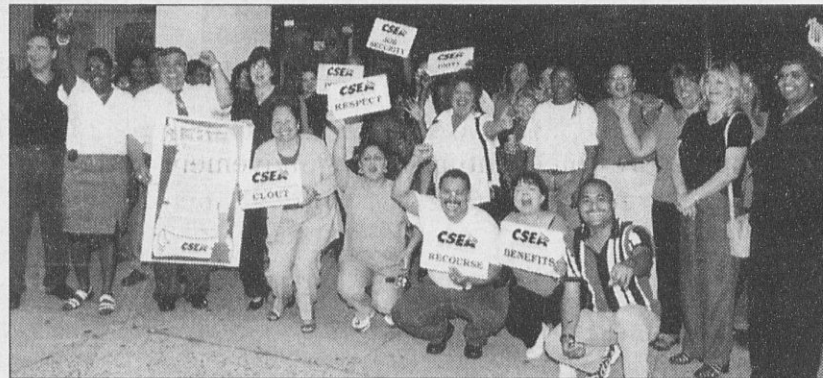
CSEA is working with the new local to elect officers and planning to negotiate the first contract.

"This campaign took hard work and dedication. We will apply that same energy to getting a contract," said CSEA President Danny Donohue.

"While the initial victory was the election, the quest for a first contract is the next goal," added Long Island Region President Nick LaMorte.

"We won. We worked hard and it is a good feeling to have accomplished something very positive. Now we have to stand together and keep on going," said Nursing Assistant Marri.

— Sheryl C. Jenks



CSEA officers and staff flank new members from the Long Beach Hospital and Nursing Home, expressing their happiness to be members of the union family, while they hold signs depicting what CSEA means to them.

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In Touch with the WORK FORCE



CSEA President Danny Donohue

If you're looking for an example of what real unionism is all about, look no farther than 445 workers at Long Beach Hospital and Nursing home.

These courageous men and women recently stood up for their rights and joined CSEA.

In doing so, they said "No!" to management intimidation. They said "No!" to inferior wages and benefits. And they said "No!" to substandard working conditions.

The workers at Long Beach Hospital found a powerful voice through CSEA and we are proud to represent them.

The story of the Long Beach Hospital workers is important for all CSEA members in many ways. I hope that you will read the inspiring cover story in this edition of *The Work Force*.

The addition of 445 new members to the union ranks is a significant victory, not only for CSEA and its dedicated organizing team, but for organized labor nationally!

It is even more significant to gain a victory of this size in the health care industry, where employers are notorious for their hell-bent resistance to worker organizing drives.

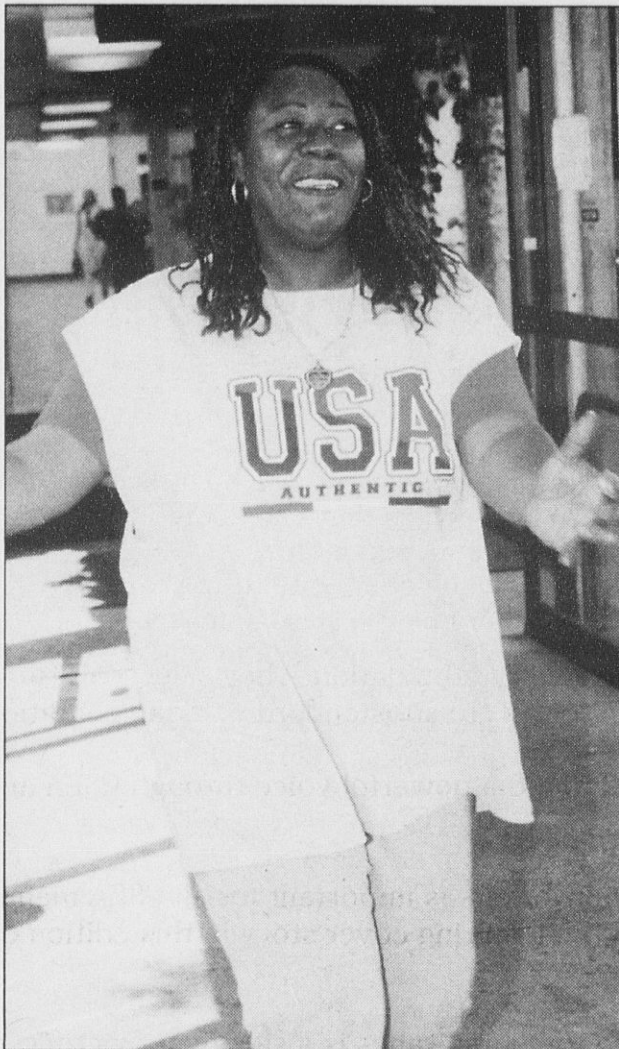
By adding to our ranks, we become a stronger union because there is clearly increased strength in increased numbers. We can also build on our successes and help other workers to organize.

But most importantly, we can all learn from our new union brothers and sisters. We can learn not to take our union gains for granted. We can learn that we have to fight every day to protect our rights and benefits.

We can also learn that no matter how far we've come, we still have a long way to go before working men and women are treated with the dignity and respect we deserve.

Each of us has a part to play in building a better CSEA. We should each measure our efforts against the courage, determination and solidarity of our new Long Beach Hospital members.

Danny



Blanche Hamilton, a Brooklyn Developmental Center worker, (not related to Teresa Hamilton mentioned at right) shows her relief while leaving another long shift. Short staffing has meant grueling overtime for staff here and elsewhere in the state, and union members said they have been given less than one hour notice before being called in on mandatory overtime.

Forced overtime takes its toll

It's midnight. You are:

- a) Asleep in your bed.
- b) Watching Letterman.
- c) Finishing your 16th hour on the job?

For more and more CSEA members, midnight signals the end of dangerous and energy-sapping double shifts in state-run developmental centers.

Short staffing, worsened over the years by layoffs and budget cuts, has forced the remaining union members into a cycle of mandatory overtime which union leaders said is dangerous for employees and clients.

The ripples these forced double shifts create do not stop at the facility.

Spouses, children, and other family members — and their schedules — are also paying for what many said is the state's refusal to adequately staff these huge institutions.

"You are supposed to be informed one hour before your first shift ends that you have to work overtime, but that doesn't always happen, because they say there is an 'emergency' at the facility," said Teresa Hamilton, a developmental aide at Brooklyn Developmental Center.

"When we do mandated overtime, it forces us to have emergencies at home too," she added.

"You never know when you come in if you're going to be forced to work overtime," said Tanya Sullivan, a developmental aide at Brooklyn Developmental Center who is forced to work overtime once or twice a week.

"I have a family and another job. With inadequate staffing, you have to do a 16-hour day, even if you can't," Sullivan said.

Better for clients, too

Adequate staffing also affects the clients, members said.

"Clients act better when there is more staff," Sullivan said.

"With adequate staffing, you can see the difference in their behavior. When we are understaffed, the clients don't get the attention and the one-on-one time they need. They act out, and it gets harder. There are more injuries," Sullivan noted.

"It affects us too," said Hamilton. "With all the overtime, you get tensed-up, you don't have patience, and you're drained mentally as well as physically."

Injuries, families affected

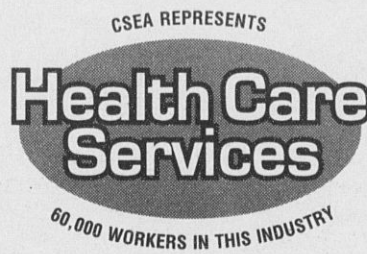
"While you can't always see it, exhaustion is a major contributing factor to workplace injuries," said CSEA Safety Specialist Dan Morra.

"While people may not be falling asleep on the job, they are not as attentive and responsive as the need to be," he added.

Mandated overtime also has a huge effect on members' families, especially children.

"They let you know at three o'clock that you have to work overtime, when it is too late to make arrangements for your children," said Hamilton.

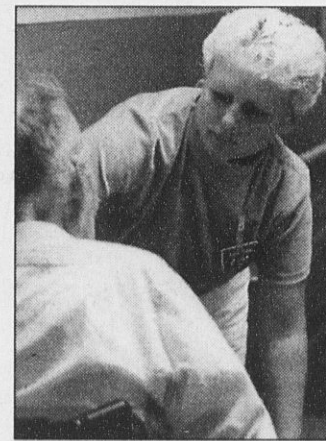
— Ann Carroll



Voices of the Work Force

"I've been here for 17 years, and I feel our main concerns are staffing and the contracting out issue. There are a lot of people here who do give 110 percent and they still expect more from you. There are days that you feel very overwhelmed, and with the contracting out issue, you give your all, and you still don't know if you're going to have a job when they're done with it."

Robin Young, LPN — The Meadows (Otsego County Adult Care Facility)



No day at the beach for these deputies

ONOVILLE MARINA — As he maneuvers his 19-foot cruiser on the vast waterway that is the Allegheny Reservoir, Deputy

Sheriff Brian Mohr isn't looking to dampen summer fun for boaters.

"We're not trying to hammer the boating public with tickets or summonses," said Mohr, a four-year deputy and member of the CSEA Cattaraugus County Local's Sheriffs Unit.

"Our primary concern is safety, and making sure boaters have the required safety equipment, and operate their craft in a safe manner so they're not causing a safety problem for themselves or others," Mohr said.

"We're also out here to quickly come to the aid of those in need of rescue or assistance.

A typical day on the 24-mile long Allegheny Reservoir and its 90 miles of shoreline may produce calls from boaters with engine problems who need towing back to the marina and an occasional call about capsized canoers.

Safety first

In addition to patrolling the reservoir in southwestern Cattaraugus County near the New York-Pennsylvania line and the smaller Lime

Lake, Mohr and fellow boat patrol deputies Al Loffredo and Kim Scanlon teach a boating and water safety course.

"It's a good idea for new boat owners to learn as much as they can about operating a boat safely," said Mohr.

"And young people, 10 to 18 years old, are required by the state to take an approved boat safety course, and we provide it for county residents.

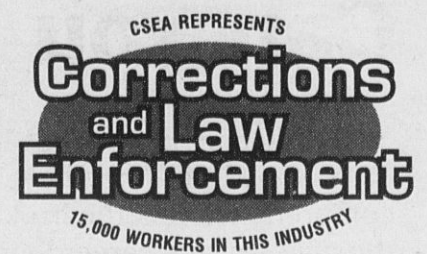
"Work like this is a perfect example of the essential service CSEA members provide and how easy it is to take it for granted," CSEA Western Region President Robert Lattimer said.

The deputies have materials and literature to help boaters learn the rules on water craft registration, operation and safety, that also extends to the newest and highly popular personal watercraft, the jet ski.

"The jet ski is very popular," said Mohr. "But it calls for even more careful operation, and we have a handout that spells out personal watercraft laws prescribed by the state," he said.

"We want the boating public to have an enjoyable experience on the water," said Mohr. "And the only way to do it is to stay aware and operate safely."

— Ron Wofford



Deputy Sheriff Brian Mohr patrols the Allegheny Reservoir with an eye toward boater safety.

Voices of the Work Force

I supervise the cooks and do paperwork, as well as cook myself. I like it, but sometimes it gets frustrating because there are not enough workers. ”

Louise Clayton — head cook, Queensboro Correctional Facility



Reading better:

Can you spell m-o-n-e-y?

Reading may be fun, but it also pays. For many CSEA members, poor reading comprehension is the broken rung on the civil service career ladder.

Knowing job promotions are linked to reading ability, one union member in New York City is helping CSEA members hone their reading skills.

"There is a lot of shame and guilt attached to not reading well," said Sandra Pianin of the state Banking Department.

"Yet our literacy skills are the root of

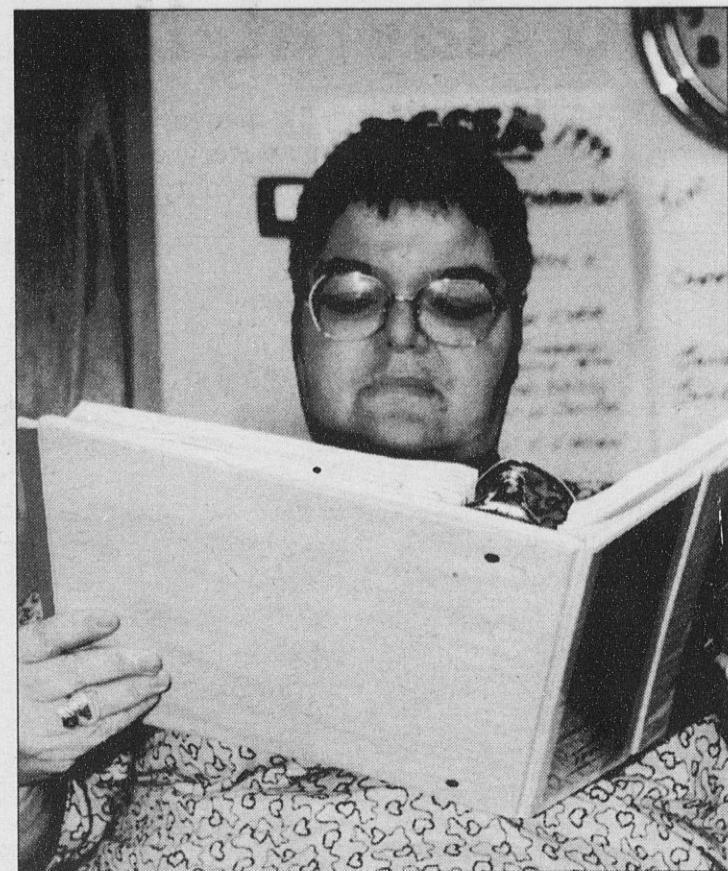
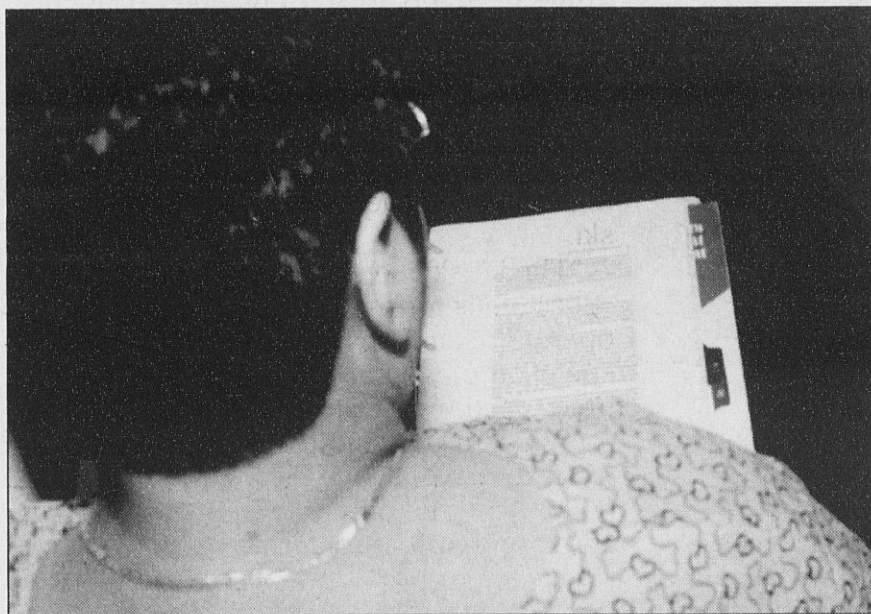
many of our test-taking problems. How can we expect people to answer correctly on civil service tests when they can't even understand the question?" she asked.

A trained adult basic education tutor, Pianin found members in her office who could benefit from better reading skills.

At first, almost no one wanted to take her free reading class to help them prepare for an upcoming civil service test.

"Part of the motivation to do this is getting people over the guilt and shame they sometimes feel" because they are poor readers, said Pianin.

Her first remedial group worked on grammar and reviewed old civil service tests and union booklets to polish their skills.



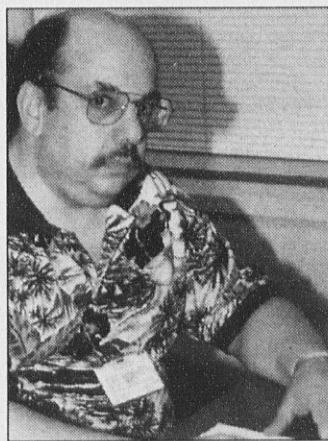
Above and below, left, CSEA state Banking Department member Sandra Pianin prepares for the free reading class she offers to co-workers to help them improve their civil service test scores.

"This is a perfect example of CSEA members helping others and working together to make a stronger union," said Metropolitan Region President George Boncoraglio.

"It's a win-win situation," Pianin said. "I get to reinforce my skills, and it's wonderful to see people learn."

— Ann Carroll

Voices of the Work Force



"I'm what makes the agency run. Everything used by the agency is provided by me and my staff. I like my job because I enjoy extending myself — helping other people. It's why I got involved in the union. It is sometimes difficult making management understand what is the easy way and what is the right way. You try to explain what will save them money in the long run, but they are only concerned about their budget."

Frank Cosentino, senior mail and supply clerk — State Liquor Authority, New York City

Hot, back-breaking smelly work, but

Someone's got to do it!

ELMIRA — It's an overpowering stench, a sour-smelling funk that smothers your body like plastic wrap and stains your lungs and breath for days.

The thousands of CSEA members who haul garbage and trash during these stifling summer days may get used to the smell, but they'll never enjoy it.

"It smells like maggots," says City of Elmira Sanitation Specialist Tom Decker, "kinda like rotten hamburger."

"They put just about anything in the bags. They don't realize how much it stinks. You don't like wearing their garbage juice," added Sanitation Specialist Jamie Plaisted.

Despite the withering heat and the gut-churning stench, CSEA members are hauling the trash from Elmira curbs to the landfill, where it's sorted, recycled, milled and eventually buried by Chemung County Solid Waste Department workers.

There are unique job hazards.

Solid Waste Specialist Frank Garrison said it's always a surprise to find what environmentally conscious homeowners will try to recycle.

He recently found the body of a cat carelessly tossed into a recycling bin.

The dangers for these men and women on the garbage route are real.

"People don't understand that you can't put sharp objects in the bags," Solid Waste Specialist George

Springstead said. Sticks, broken glass, and needles present potential danger.

Springstead also said he worries about diseases carried by improperly bagged medical waste.

"You get stuck with a needle, who knows what it was used for?" Springstead asked.

Contracting out garbage

Another big threat in municipal waste management continues to be the ever-present threat of contracting out.

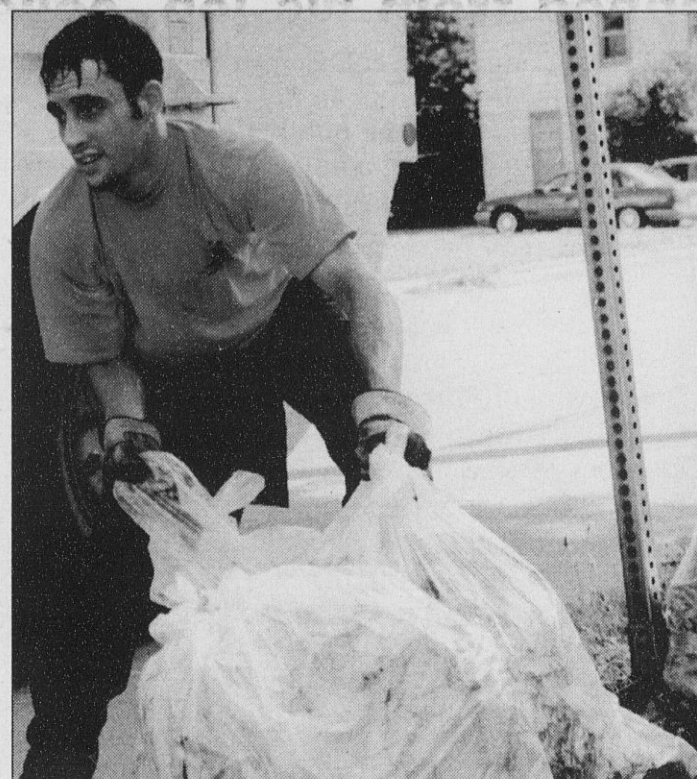
"I don't think the public understands how much it costs to process their garbage," says Bill Fairchild, who works at the county milling station.

"We do a good job and it's cost effective," he added.

CSEA Chemung County Local President Tom Pirozzolo said the county has agreed with the union that the waste management operations are not for sale.

While the political winds on waste management may vary, the Chemung County landfill employees agree: the best place to be on a sultry summer day at the landfill is upwind.

— Mark M. Kotzin



Above, Elmira Sanitation Specialist Tom Decker hauls trash to the curb, where sanitation workers Beau Simpson, right, and Jaimie Plaisted hoist it into the truck.



Voices of the Work Force



"The worst part of the job on a hot day is cleaning the bulldozer tracks at the end of the day. Mud and garbage pack in the tracks, and every day at the end of my shift I have to clean them."

Larry Wolfe, operator — Chemung County landfill

Zapped from his job, college electrician plugs into CSEA for help

TROY — A community college electrician zapped from his job for repeatedly trying to protect students and the public from electrical hazards is using a novel high-voltage plan to win his job back.

James Reid, a senior electrician at Hudson Valley Community College, was abruptly fired from his provisional job after 18 months of outstanding performance reviews and an impressive record of repeatedly telling college officials about hazardous electrical connections that violated national building codes.

CSEA and Reid are trying to short-circuit the firing by filing a complaint with the Public Employee Safety and Health (PESH) Bureau of the New York State Department of Labor (DOL).

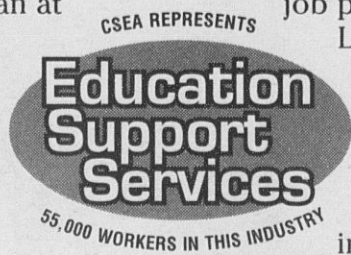
"This firing is outrageous and unfair," CSEA Capital Region President Carmen Bagnoli said. "James Reid is an outstanding employee who puts public safety and professional integrity first."

"Apparently someone at the college wanted Reid fired because he made sure all events involving the use of electricity at the McDonough Sports Complex and elsewhere on campus were done according to code, not according to profit margins," CSEA Labor Relations Specialist Kate Luscombe said.

"Perhaps if Reid had not been conscientious about doing his job, if he had ignored code violations and let private vendors have their way over electrical code requirements, he'd still have his

position at HVCC," she added.

CSEA and Reid are fighting the firing with the PESH complaint "because the shoddy history of HVCC concerning the health and safety of its employees may be a means of job protection for the worker," Luscombe said.



Power Hungry

Reid's job was to make sure all electrical service at the college met national codes, including hookups for lucrative trade shows booked into the college's sports complex.

During his 18 months there, however, Reid routinely battled with college officials and show promoters about dangerous jerry-built electrical hookups which could cause fires and fatal shocks.

Built as a basketball arena, the complex doesn't have the necessary electrical capability to handle the various events such as computer shows and dog shows.

Vendors, therefore, are forced to string extension cords and concoct other code-breaking hookups which regularly trip the circuit breakers.

Show promoters and college officials also repeatedly asked Reid to ignore these dangerous conditions, union officials said.

"Reid believes that as an electrician he should always act in the best interests of

safety and health rather than profit and vendor development," Luscombe said.

"That apparently was the wrong attitude to have at HVCC. Profit first, safety second might have been a better philosophy for Reid," Luscombe added.

— Daniel X. Campbell

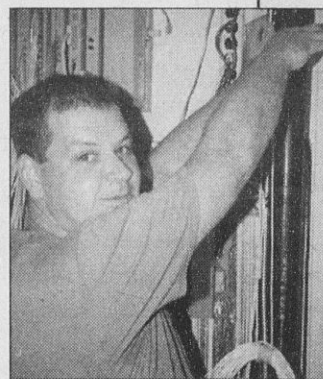
Fifi's blow dry blows circuits everywhere

Fired Hudson Valley Community College electrician James Reid tried to pull the plug on these dangerous power overloads and bogus wiring which trade show vendors used to power their booths.

⚡ Electrical circuits kept tripping during a dog show because dog owners were plugging in 1,600-watt commercial hair dryers to fluff Fido's hair before the mandatory stroll, before the judges.

⚡ During a garden show, Reid noticed a reading light was clipped to the side of a fish tank.

Knowing a person could be electrocuted if the lamp fell into the water, Reid asked the vendor to remove the light. When told about this code violation during the show, a college administrator quipped: "Don't worry about it, that's what they have insurance for."



Electrician James Reid

Voices of the Work Force

"I think the main concern is the safety of the students and the staff, in light of the tragic things that are happening in our schools and our communities. We are taking training and we hope we never have to put it in use."

Grace Hagar, secretary — Gardner Road Elementary School, Horseheads Central School District



Joy, love and hugs at this finish line



CSEA member Liz Condon and her gold-medal winning son, Perry.

Perry Condon nervously fingered the weightiness of victory in his right hand.

He had struck gold.

Hours earlier, the Olympian hefted the nine-pound steel shot to his chin, grinned once more for the crowd, and hurled the ball with all the force his 43-year-old body could summon.

Condon celebrated his shot-put victories not just with medals, but with the currency which Special Olympians like Condon have come to

appreciate: hugs and kisses.

CSEA again played a large role in this year's New York Special Olympics Summer Games and hosted a tent which attracted hundreds of members, competitors and their families.

"I'm so proud to be a CSEA member and to see my union here," said Liz Condon, Perry's mother and CSEA member, who works for the state Higher Education Services Corp. in Albany.

Throughout the three-day, sun-splashed event, scores of union members volunteered to help with the competition, coach athletes and meet participants at the finish line with cheers, handshakes and hugs.

"My CSEA is trying to do the best it can for all of the community," said Ruth Coschignano, a CSEA member who works for the Town of Oyster Bay on Long Island.

Her son, Peter, won two gold medals in swimming.

"It's nice to come to a job every day and know my union helps my son" achieve his goals by supporting the

Special Olympics, she said.

CSEA represents more than 15,000 workers statewide who care for the developmentally disabled.

"There is nothing more rewarding than seeing the joy on these athletes' faces as they make friends, compete and share the true spirit of the events," said CSEA Treasurer Maureen Malone, a long-time supporter of the games.

"Now you see why I volunteer!" exclaimed union member Judy Puccetti, as she dispensed bundles of hugs to runners bounding across the finish line.

"You appreciate your life so much more when you see the challenges these athletes face," said Puccetti, a CSEA member who works at Schenectady County Community College.



Terri Harrigan, a CSEA member who works at the Finger Lakes DDSO, talks with wheelchair athlete Justin Randall before his race.

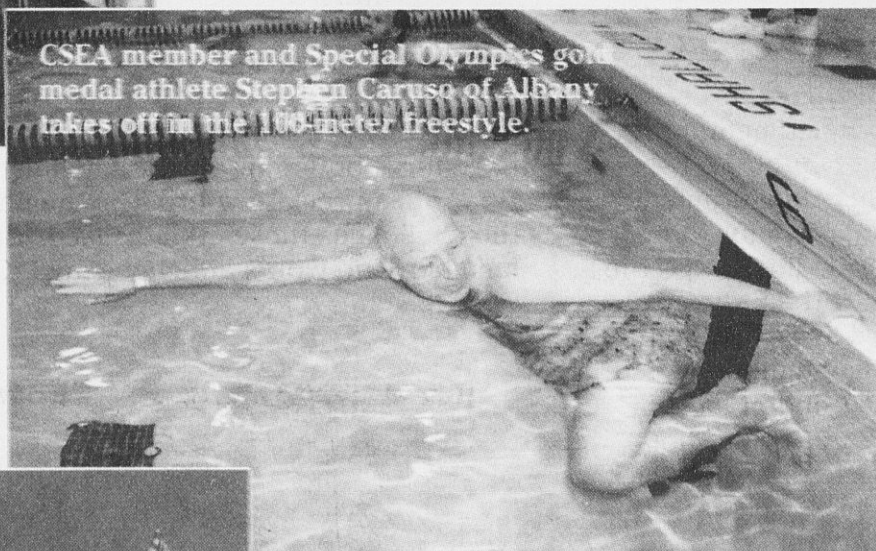
"You appreciate your life so much more when you see the challenges these athletes face."



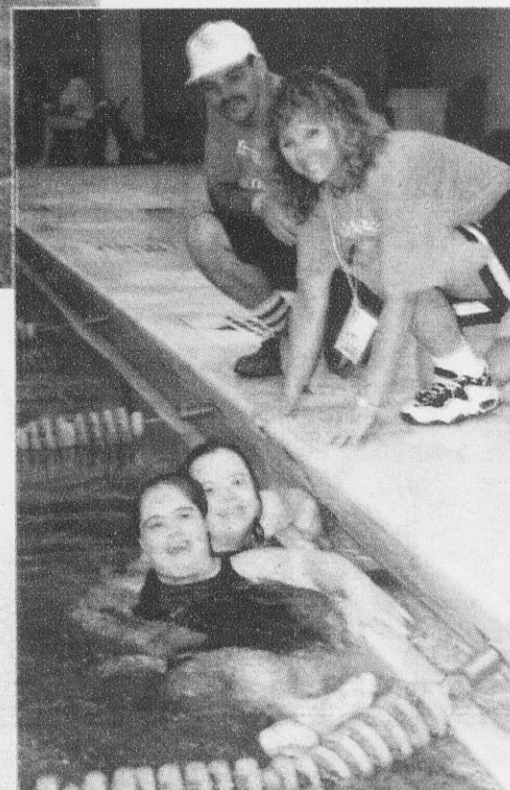
Above, Special Olympian Sade John from Queens shares a hug with CSEA member and Special Olympics volunteer Judy Puccetti of Schenectady.



Left, Perry Condon, son of CSEA member Liz Condon of Albany, hurls the shot-put in one of two medal-winning efforts.



CSEA member and Special Olympics gold medal athlete Stephen Caruso of Albany takes off in the 100-meter freestyle.



Above, Ruth Coschignano, a CSEA member from Long Island, discusses the upcoming swimming event with her medal-winning son, Peter, and two other competitors.



Two-time shot-put gold medalist Perry Condon celebrates his victories.

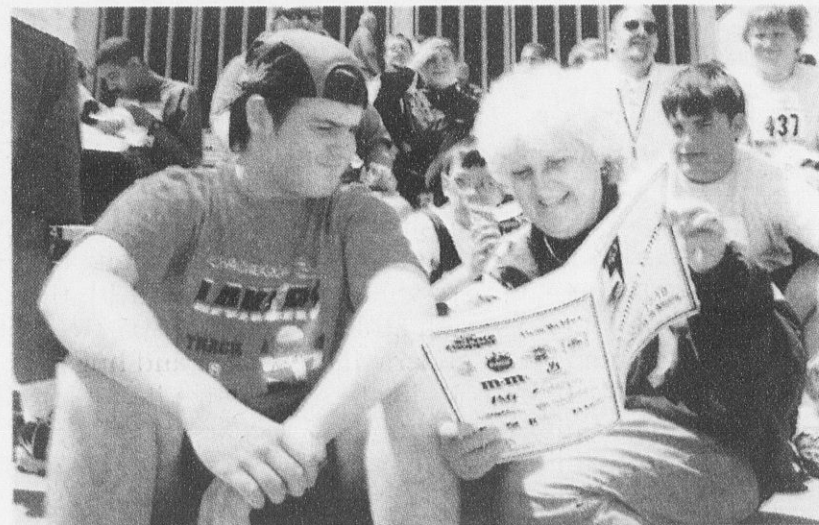
For CSEA member and Special Olympic gold-medal swimmer Stephen Caruso of Albany, the games are a way to meet friends.

"Winning is not everything for me," said the 23-year employee of the state Office of Mental Retardation and Developmental Disabilities.

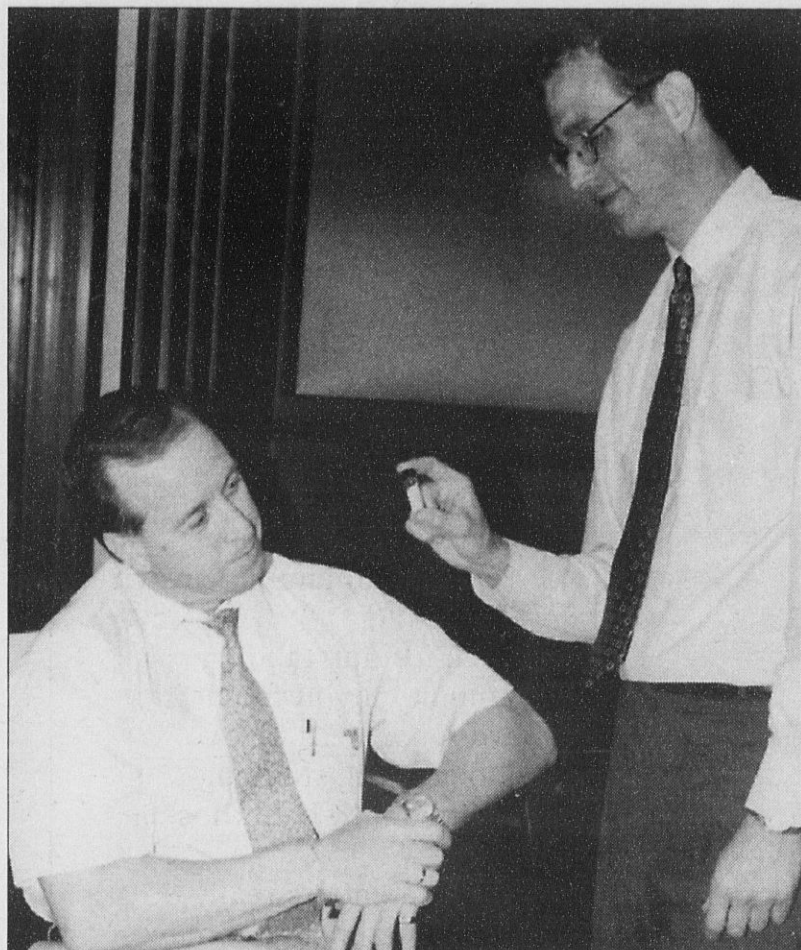
"I enjoy being able to compete and have fun with my teammates," Caruso added.

"And I was overwhelmed to see the union supporting the Special Olympics!" he said.

— Ronald Kermani



CSEA member Charlotte McDonnell from Dunkirk, and her son T. J. who is a Special Olympics swimmer, look over the latest swim race results.



Shop Steward Mike Ricciardi shows fellow Shop Steward Jack McPhillips a tick, preserved in a small specimen bottle.

Ticks, poor sanitation pose risks to health on the job

WHITE PLAINS — Whether tromping around a field or working inside a facility, union members are exposed to seasonal and year-round dangers ranging from ticks that carry Lyme disease to hepatitis.

Westchester County Unit shop stewards recently learned the dangers of and ways to avoid contracting Lyme disease and hepatitis.

Representatives of the pharmaceutical company that developed a Lyme disease vaccine given in three doses said the \$150 cost is not covered by many insurance plans.

Treatment of the disease, however, can run as high as \$60,000 a year including lost wages, according to a 1991 study. Today's costs are higher, researchers said.

Tiny bite, big problem

Workers who spend considerable time outside should consider receiving the vaccine which has proven 90 percent effective among people under the age of 65.

The Immunization Advisory Council recommends the vaccine for persons who live in areas known for Lyme disease, travel to those areas, have a prior history of Lyme disease (it can be contracted again), work outdoors, especially in grassy or wooded areas, carry out recreational activities outdoors, own pets they take outdoors or live close to wild animals such as deer, mice and birds.

For more information, call the American Lyme Disease Foundation at (914) 277-6970 or visit the organization's Web site at www.aldf.com.

Hepatitis a common danger

Hepatitis is more common than most people think, researchers said.

There are three types, A, B and C; all are preventable and treatable, although hepatitis C is the most deadly and is the cause of most liver transplants.

Discovered in the 1980s, hepatitis C is caused by injecting drugs, a blood transfusion before 1992 or unprotected sex with multiple partners.

In fact, according to the National Commission on Correctional Health Care, the potential cost for treating hepatitis C (which is 10 times more infectious than HIV) among prison inmates could run into the millions of dollars.

Hepatitis B, a liver infection caused by a virus, is also deadly and is transmitted much the same way as hepatitis C. It can also be passed from pregnant mother to infant, is the cause of cirrhosis of the liver and can result in liver cancer. A three-dose vaccine controls the disease.

Hepatitis A can come from eating food or drinking water contaminated with human waste or traveling to underdeveloped countries.

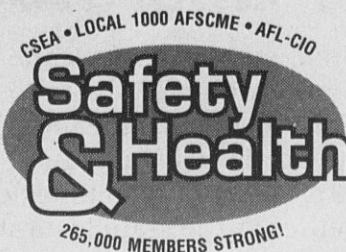
Symptoms include fever, fatigue, nausea, vomiting, jaundice and dark urine. The risk of hepatitis A is 100 times greater than for typhoid and 1,000 times higher than for cholera.

It is often transmitted by food handlers. Sewer and water workers and plumbers are also at risk.

Up to 22 percent of adults require hospitalization. There is also a vaccination for hepatitis A.

Frequent hand washing is the best way to prevent hepatitis A.

— Anita Manley



Take the sting out of summer

CSEA members working outdoors need to be aware of stinging insects, spiders, ticks, and poisonous snakes and plants. A single sting or bite can kill in minutes if a person is allergic.

Life-threatening reactions include:

- Bluish or grayish skin color
- Seizures
- Unconsciousness
- Swollen airway passages

Workers can protect themselves by:

- Using insect repellent.
- Wearing heavy jeans and boots that cover ankles.
- Carrying a first-aid kit with two or three epinephrine pens.
- Wearing long-sleeved shirts, gloves and hats.
- Using respirators when burning or clearing poison ivy, oak or sumac.

All in the family at this state office

Some people carve a special "quality family time" out of their busy day to devote to their loved ones.

For the Shine and Sanford families in New York City, it's always family time because several relatives have the unique advantage of working together at the state Insurance Fund offices.

"After my daughter Sonia got an honorable discharge from the service, I really talked her into coming and working with me at the state Insurance Fund (SIF)," said CSEA member Jacqueline Sanford.

"At that time, all my children worked at the SIF." While her son now works for the U.S. Postal Service, Jacqueline and Sonia have worked in the same building for almost 10 years.

"My brother used to call her 'Miss Union,'" said Sonia. "When we were little, I remember her always going from this meeting to that — union, union, union, all the time. When we were all working at the SIF, it was rough. My mother was always on the go, and everyone knew her.

"Wherever I would go, they'd tell me 'call your mother.' One Christmas, my brother and I bought Mom a beeper so we could find her in the building!" Sonia exclaimed.

Shines shine at work

"I never wanted to work," said Juanita Shine. "I was content as a housewife raising my kids. When I first started, they were making crazy kinds of bets on me that I wouldn't last three days."

She is retiring this month after 30 years of state service.

"Juanita didn't get involved until after she had been here a while," said the elder Sanford.

"The situation here was very tense and they had started layoffs. But once she got in, there was no stopping her," Sanford added.

Living, working together

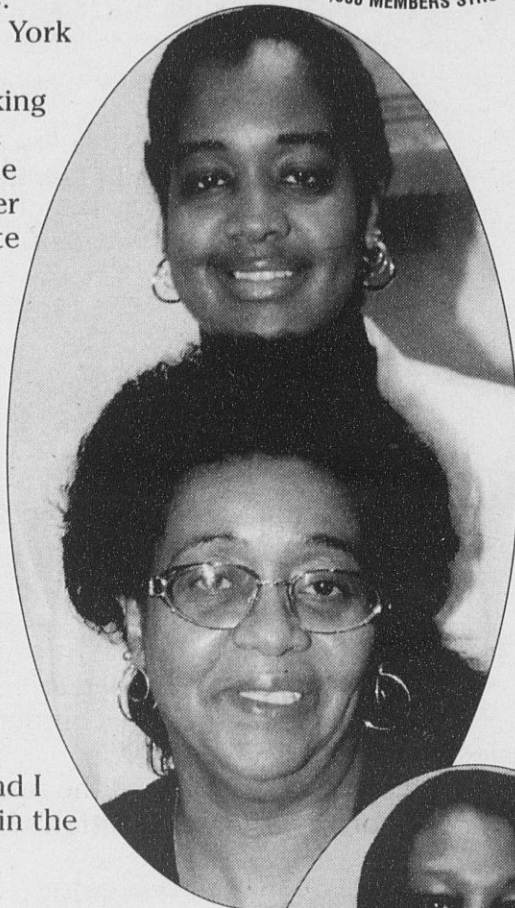
Working day in and day out with your mother is one thing, but both Sabrina and Sonia also live with their mothers.

"It really works out well," said Sonia, "we still eat lunch together every day."

"After so many years, everything is gelling. Everybody is involved. In the old days, unions used to be separated from the other groups you belonged to, but now, everything is gelling," said Jackie. "There are more labor people in the community and in the churches."

"One of the men in this local was in my Cub Scout troop when he was young," added Juanita. "You are really able to see what our mothers worked so hard for," said Sonia.

"You see the union right here in the building. You see the better benefits and the flexible hours for child care," Sonia said.



CSEA praised for community service efforts

The overwhelming generosity of CSEA members across the state was formally recognized by the Pataki administration as the union received the prestigious Governor's Community Service Award.

Given for outstanding community involvement, the award recognizes CSEA members' long-standing commitment to help those in need.

"CSEA members really do make a difference in the lives of real people and they are truly the heart of New York," CSEA Secretary Barbara Reeves said after accepting the award.

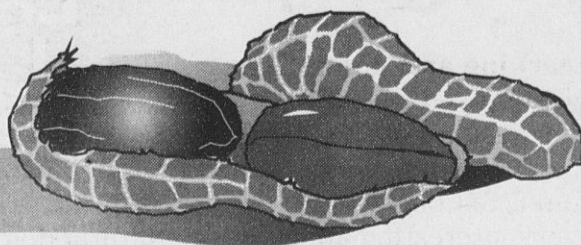
"Our members' concern for people doesn't end with their workday," she said. "That is an invaluable part of making New York a better place to live," Reeves added.

From helping the United Way and State Employees Federated Appeal (SEFA) reach their annual goals to helping communities devastated by tornadoes and ice storms last year, CSEA members went the extra mile to help their neighbors, union leaders said.

Above, Jacqueline Sanford sits with her daughter, Sonia, at their work place in the state Insurance Fund offices. Below, Juanita Shine and her daughter, Sabrina.

— Ann Carroll

The Peanut Page



Gov. George Pataki is finding goobers distasteful. Everywhere Pataki travels, from Montana to Montauk, from Detroit to the Department of Environmental Conservation, CSEA's Peanut Man dogs him and passes out small paper bags containing only four peanuts — one for each zero Pataki is offering as a "raise."

The last year, Pataki has shelled out bountiful raises to his inner circle. CSEA members have told him they refuse to work for peanuts, and have taken their fight for fairness to the streets.

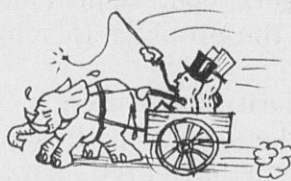
Cheap, and Good for You Too!

Elephants work for peanuts. CSEA members refuse to, for good reason.

Peanuts wholesale for \$1.15 a pound.

Each New Yorker consumes about 12 pounds a year.

The governor's press office refused to say if Pataki preferred his nuts roasted or his peanut butter creamy or chunky.



Tale of the Peanut

Georgia, home of the Atlanta Braves and media magnate Ted Turner, is the leading producer of peanuts.

By contrast, no peanuts are grown in New York, which now boasts to be the leading producer of late state budgets, layoffs, and understaffed mental health hospitals.

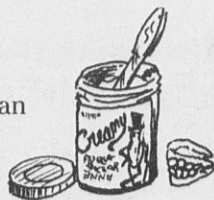
In Georgia, the average state worker earns \$24,000 a year. Peanuts — and zeroes — are not part of their contract with their governor.



Did You Know...

It takes 850 peanuts to make an 18-ounce jar of peanut butter?

Most New Yorkers like their peanut butter smooth, with only 30 percent preferring the chunky variety that gums up dental work.

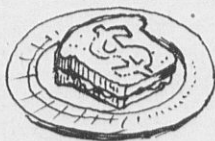


Spread Too Thin

Peanut butter and jelly is the most popular sandwich in the country. In some New York City delis, this gooey combo fetches \$10.

Wanting it on a hard roll costs more.

CSEA members are demanding a contract offer that includes a living wage so they can afford to serve more than peanut butter and jelly sandwiches at dinner.



On the farm:

U.S. President Jimmy Carter was a peanut farmer from Georgia.

Pataki was a farmer in Peekskill before he ran for the state Legislature several years ago.



Notorious Nut Junkies:

President Jimmy Carter's peanut farm and Annette Funicello's "Choosy mothers choose JIF!" ads aren't the only celebrity peanut connections.

Elvis Presley was known to push several peanut butter and banana sandwiches, grilled in butter, down his throat at one sitting.

Tennis star Chris Everett downed peanut butter and jelly sandwiches before her matches.

Political writer George Will munches on a peanut butter and sweet pickle sandwich at least twice a week.



Peanut Man's Recipe for Contract Cream Pie

- Take 77,000 dedicated, hard-working CSEA members in state government;
- Fold in constant threats of layoffs, chronic short staffing, budget cuts;
- Garnish with zeroes;
- Bake 100 days without a contract until ready to explode.



Peanut Butter Cheesecake (Pataki's favorite)

- 16 oz. cream cheese
- 1 tbs lemon juice
- 1 cup plain yogurt
- 1 tsp vanilla
- 1/2 cup peanut butter
- 2 tbs chopped peanuts from Pataki's Peanut Farm, Albany
- 1/4 cup honey
- 1 graham cracker crust



In a mixing bowl, combine all ingredients except crust and chopped peanuts. Blend until very smooth. Pour into crust and top with chopped peanuts.

Chill 3 hours before serving to Pataki.



"PEANUT MUTTER"

Please Mister Peanut

Sung to "Mr. Postman"

(Wait!) Oh yeah, wait a minute Mister Peanut

(Wait!)

Waa—aa—aaaa—ait Mister Peanut

Mister Peanut look and see (oh yeah)

Is that a zero in your bag for me?

(Please, please, Mr. Peanut)

I've been waiting such a long time (woah yeah)

Since I heard about that contract of mine

Verse 1

There must be some word today
From my benefits so far away
Please Mr. Peanut look and see
If there's a contract from Guv Pataki

Verse 2

We've been standing waiting Mister Peanut
Sooooooo so patiently
For something fair and something better
Than the insult sent to CSEA!

Chorus

Verse 3

So many days you pass us by
While 38 percent pay hikes fly
We're working hard and making you look better
But now our faces are getting redder.

Chorus

Outro

You better drop the zeroes, drop the zeroes

(oh yeah)

Drop the zeroes, drop the zeroes, (You gotta)

Drop the zeroes, drop the zeroes

Come on and deal, guv, it's time to get real

(You gotta)

Drop the zeroes,

drop the zeroes

(oh yeah)

Drop the zeroes,

drop the zeroes

(oh yeah)

Mister Pea—

aaa—ee—nut,

Deliver a fair deal,

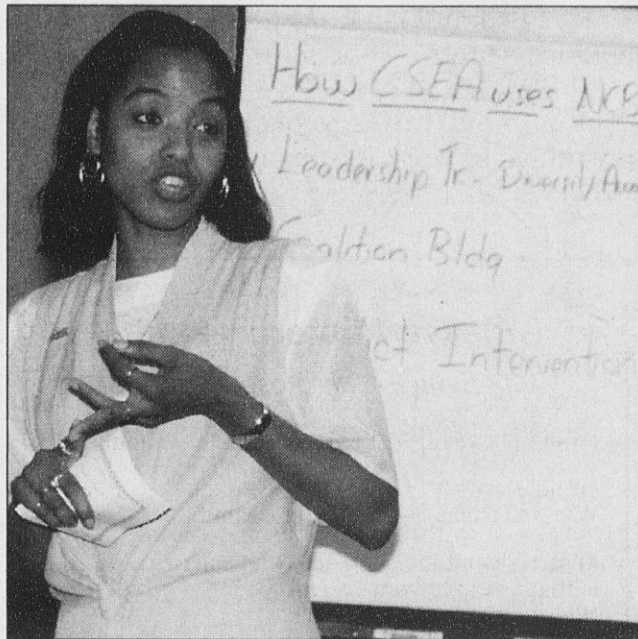
one we won't re-peal



Members prominent and active:

CSEA helps shape national trade union group

NEW ORLEANS — CSEA members continue to be key players and shape the direction of large trade union groups, and a recent convention here was fitting testimony to the union's clout in the national labor arena.



Above right, CSEA staffer and CBTU member Sharon Lovelady Hall conducts a workshop. Below, a CSEA/CBTU contingent in New Orleans.



Scores of CSEA members and staff participated in the 28th annual Coalition of Black Trade Unionists (CBTU) conference — evidence of the union's broad reach and solid reputation across the national labor spectrum.

Union activists from across New York joined a massive march through the streets of New Orleans to support the organizing efforts of workers in three local unions, Operating Engineers, Hotel Employees and Restaurant Employees Union and the Service Employees International Union.

Activists in action

"This was a great gathering of the family of labor," said Robert Mootry, a CSEA member who works at the Buffalo Psychiatric Center.

"Activists from so many different unions were there, and it was truly diversity in action.

And I'm really proud our president, Danny Donohue, was so visible in support of CBTU."

Donohue, a longtime CBTU member, introduced the conference's keynote speaker and marched in the organizing rally.

More than 1,500 union delegates attended workshops addressing issues important to working people, including a session led by CSEA representatives Portia Given, Wally Nash, Ira Baumgarten and Sharon Lovelady-Hall, fittingly, on the National Coalition Building Institute (NCBI).

Learning and doing

"I especially enjoyed the NCBI workshop because it got the participants involved and doing things together," said Dan Barton, a CSEA member from Erie County.

"It was a very interesting approach to cultural diversity, identifying and working through stereotypes and misinformation about other groups. I learned a lot," he added.

"I loved joining in the rally for workers struggling to organize under resisting employers," said Denise Berkley, another CSEA member who works at the Brooklyn Developmental Disabilities Service Office.

"It showed real solidarity. I was fired up, and glad to give encouragement to workers, such as those who told the rally about being harassed, and sometimes fired, just because they wanted to unionize," she said.

Albany's new chapter

The newly formed Albany CBTU chapter received its charter, presented to Portia Given and other elected officers by CBTU President Bill Lucy, who is also secretary-treasurer of the American Federation of State, County and Municipal Employees (AFSCME), CSEA's international affiliate.

Lucy was one of the visionary labor leaders who founded CBTU at an AFL-CIO conference in San Francisco 28 years ago.

"This was an exciting labor event," said Terry Melvin, CSEA presidential assistant and director of CBTU Region I.

"CSEA was one of the best-represented unions there. It was great to be a part of it," Melvin said.

— Ron Wofford

Harvard's Bernard pushes workplace democracy, fighting for justice

LAKE GEORGE — Labor unionists must use their collective power to stand up for something slowly diminishing in our country and workplaces — democracy.

That was the message Elaine Bernard, director of Harvard University's Trade Union Program, delivered to CSEA Central Region activists at a recent conference.

Bernard cautioned the activists that they cannot simply "check their rights" at the door when they enter the workplace, and let their bosses rule as "benevolent dictators."

Workers must continue to fight for what's right, just and fair, in and out of the workplace, Bernard said.

"Why is it that when we walk in the door, we feel like it's OK to give up all our rights?" she asked.

Bernard said unions are one of the last bastions of democracy left in America and they have the responsibility to pass that knowledge on to future generations.

Union members working together have the power and ability to shape their futures, the speaker said.

Central Region President Jim Moore, a graduate of the Harvard Trade Union Program, said Bernard energized union members with a "dynamic and thought-provoking program."

— By Mark M. Kotzin



Local mobilizers:

Personal contacts key to member involvement

THIELLS — CSEA members working at Letchworth Developmental Center know there is strength in solidarity — and solidarity in strength. Both factors are helping spread the word about state contract negotiations and motivating members to get involved in union activities.



Letchworth Local President Sara Bogart leads a mobilization session.

The program is so successful at Letchworth that union leaders want other local activists to take Letchworth's successes and use them with their members.

Letchworth Local President Sara Bogart credits her well-run mobilization team with rallying the troops around the state contract.

Bogart knew it would be difficult to rile up her members who work in 135 group homes spread over three counties.

"When we took office," said Bogart, "we knew we had to organize a communications

network. We had a lot of work to do," she said.

"Members are the backbone of this union and the power for everything we do," said Southern Region President Carmine DiBattista.

"This is a perfect example of union members getting involved and making a difference," he said.

"We want to send a message to the governor that we're mad. I want our members to feel this is a powerful union — and it is with their participation."

Sara Bogart
Letchworth Local President

Individual responsibility

Bogart said she began meeting with her local board and delegates.

"We trained them," she said. "Each person was in charge of contacting other small groups and each person in the groups had to contact others and so on — like a pyramid operation.

"If someone said they were never talked to, we knew exactly who to call and who was responsible," said Bogart. Each worksite also has a "mobilizer" or a contact person whom the employees in each house can go to for answers and resolutions to workplace problems.

Members cranked up

Bogart said the mobilizers are building their network so the team can rally members quickly when activities must be organized. Fliers and newsletters can also quickly be distributed.

This is a good time to mobilize members, said Bogart, because "people are angry."

"If you're going to get someone to do something, this is the time. We want to send a message to the governor that we're mad. I want our members to feel this is a powerful union — and it is with their participation," Bogart said.

— Anita Manley



CSEA members take it to the streets once again in the Town of Smithtown. The union members' dedication helped bring about a four-year deal that was overwhelmingly approved.

Union tact nets good pacts

It was a yearlong, arduous journey, with many battles along the way, but the Town of Smithtown CSEA members have ratified a four-year contract that includes 13 percent raises plus increments.

The Smithtown deal was reached after the unit brought its fight for a fair contract to the taxpayers, said CSEA Labor Relations Specialist Larry Borst.

"Unit President Doug Keltner and the negotiating committee really put pressure on the town supervisor and town council by holding many demonstrations throughout the town," Borst said.

"The CSEA unit never backed down. They remained unified despite the town's efforts to divide them," he added.

"Most of my members live in the town and put their money back into the local economy. The majority of the workers hold second jobs to make ends meet," Keltner said.

Different tactic also wins

The contract scenario was different in the Town of Southold on Long Island, where negotiations were "very amicable," said Unit President Lois Atkinson.

According to CSEA Labor Relations Specialist Pat Curtin, who led the unit in negotiations, part-time employees will see an hourly increase of \$2.20 by the end of the contract, while full-time members will receive up to 20 percent more during the life of the contract.

"We also retained fully paid health insurance. There were no givebacks and it was a breath of fresh air to negotiate a good contract without antagonism at the table," Curtin said.

— Sheryl C. Jenks

Free CSEA workshops to set course for new century of union involvement

Workshops which will help educate, agitate and organize CSEA members to face the challenges and opportunities of the new century are starting in mid-September.

The free series of weekly programs, open to all CSEA members, is designed to cultivate members into union activists who can tap into the union's power in their workplace and communities.

Programs begin the week of Sept. 14 and continue through December.

Topics include union values and labor history, which explores the rich history of

union organizing, and organizing workers around issues, which covers identifying workplace issues and working to develop strategies.

The workplace and the law program focuses on employment laws that protect workers, and the mobilizing worker power course highlights worker solidarity and community coalition building.

For program dates, times and locations, contact a CSEA region office or call the union's Education and Training Department at 1-800-342-4146 ext. 1363.

New appeals process available for health insurance denials

Health insurance consumers, including all CSEA members, now have the right to request an external review by a third party if their health plan denies coverage of a service or procedure because it has been determined to be medically unnecessary, experimental or investigational.

The new appeals process, which is part of state Insurance Department regulations, started July 1.

The rules covering the appeals process are very specific and include strict deadlines for filing papers.

Members are urged to call their health plan for more information about the appeals process or the state Insurance Department at 1-800-400-8882 for an external appeal application.

Tax break for those providing child, elder care

Union members who pay for child, elder or disabled dependent care may save thousands of dollars in taxes next year by enrolling in a special CSEA-sponsored savings account.

Enrollments may be made from Sept. 1 to Nov. 19 by calling 800-358-7202.

The Dependent Care Advantage Account allows eligible union members to set aside as much as \$5,000 in pre-tax dollars to pay for elder

or child care. Union members who use the program save an average of \$1,500 annually in taxes.

"This program can ease the financial burden for our members who must pay for child care, elder care or disabled dependent care so they can go to work," said CSEA President Danny Donohue.

Kaiser Permanente (CHP) members: plan transfer period

Although health care giant Kaiser Permanente is leaving the state, enrollees and their families should continue to seek medical care from their current provider.

Members who have Kaiser as a health insurance plan will need to change health plans during the upcoming transfer period this fall.

Meanwhile, Kaiser has assured CSEA it will honor all obligations through Dec. 31.

The Capital Area Permanente Medical Group

has already begun the transition and is seeking to contract with other health insurance plans.

Although your health insurance will change in the future, your provider may participate with one or more other health plans available to you under New York State's Health Insurance Program.

For more information, call the health benefit administrator (HBA) at your personnel office, or call the Capital Area Permanente Medical Group at (518) 786-2535.

The CSEA WORKERS' COMPENSATION LEGAL ASSISTANCE PROGRAM covering Workers' Compensation and Social Security Disability

If you are injured on the job or sustain a job-related illness, CSEA's Workers' Compensation Legal Assistance Program can help you navigate the maze known as Workers' Compensation. If you become disabled, the program can help you obtain Social Security Disability benefits.

*The Program Services
Are Absolutely Free,
And So Is The Call*

- If you have a possible Workers' Compensation or Social Security Disability case, SIMPLY CALL 1-800-342-4146 TOLL-FREE and select the proper menu options. Your call will be answered by the firm of Fine, Olin and Anderman, P.C., through its statewide network of offices staffed by attorneys who specialize in Workers Compensation and Social Security Disability Law.
- Brochures describing the program in detail and intake forms to assist you in compiling correct and complete information before making the initial call will be available from CSEA Region Offices, CSEA Local and Unit Presidents and CSEA Labor Relations Specialists.
- All calls will be accepted, no cases will be turned down and there is no cost to CSEA members and their dependents for the program services.

The CSEA
WORKERS'
COMPENSATION
LEGAL ASSISTANCE
PROGRAM

1-800-342-4146

Follow the menu options
for instructions
to access the program

Notice of nomination and election

Based on the actions of the delegates at the 1998 CSEA Convention, our election cycle has been changed. Elections for statewide officers and region officers, as well as for the Board of Directors, will be held at the same time. CSEA members are urged to carefully read the election information on this page and related stories in future issues of The Work Force.

Elections for the following positions will take place between Jan. 18 - Feb. 8, 2000.

Statewide Officers:

President, Executive Vice President, Secretary, Treasurer

Region Officers:

Region 1: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Region 2: President, Executive Vice President, 1st VP, 2nd VP, Secretary, Treasurer

Region 3: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Region 4: President, Executive Vice President, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Region 5: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Recording Secretary, Treasurer

Region 6: President, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Statewide Board of Directors:

Representatives of the State Executive Committee and the Local Government Executive Committee

CSEA Election Schedule for Statewide Officers, Region Officers, Statewide Board of Directors

Sept. 13: Start of petitioning period: Nominating petitions available at CSEA headquarters in Albany and all CSEA region offices.

Oct. 15: Deadline for nominating petitions to be received at CSEA headquarters (5 p.m.)

Nov. 16: Ballot position drawing

Jan. 18: Ballots mailed

Jan. 25: Replacement ballots available

Feb. 8: Deadline for receipt of ballots (8 a.m.). Ballots counted.

Any CSEA member who is considering the possibility of running for office may obtain information about the election process by calling the Election Committee at CSEA headquarters 1-800-342-4146 ext. 1477

Election results will be announced after the ballot count. Candidates will be notified by mail of the results. Election results will be published in the March 2000 edition of *The Work Force*.

Availability of Petition Request Forms and Nominating Petitions

Beginning Aug. 23, nominating petition request forms will be available from local presidents, CSEA headquarters and region offices. Petition request forms may be filled out and returned to CSEA headquarters and/or region offices at any time, but the nominating petitions will not be released until Sept. 13, the first day of the petitioning period.

Individual or Slate Petitions

Persons seeking an office may petition individually or as part of a slate to appear on the ballot.

No person may be a candidate for statewide and region office during the same election year. No person may be a candidate for more than one region office.

In statewide elections, the slate must contain a candidate for each of the statewide offices listed herein.

In region elections, the slate must contain a candidate for each of the region offices listed herein for the particular region.

For the board of directors elections, slate petitioning is available in those departments or political subdivisions which, in accordance with the CSEA Constitution and Bylaws, are entitled to more than one board seat. In such instances, to constitute a slate, there must be a candidate for each of the seats to which the department or political subdivision is entitled in that election.

Voting Eligibility Date

Only CSEA members in good standing as of Dec. 1, 1999 will be eligible to vote in the election.

Rules for Running for: CSEA Statewide President, Executive Vice President, Secretary, Treasurer

To be eligible to seek office, a candidate must be at least 18 years old; a member in good standing since Jan. 1, 1999; shall not have been a member of a competing labor association or union since Jan. 1, 1999; and shall not currently be serving a disciplinary penalty imposed by CSEA's Judicial Board.

Any CSEA member who meets the above criteria may become a candidate

and have his or her name placed on the ballot for a specific statewide office by obtaining on official petition forms the signatures and Social Security numbers of at least 1,000 CSEA members eligible to vote in the upcoming election.

Signatures must be of CSEA dues-paying members who are not serving a suspension and who have no delinquent dues.

The statewide president, executive vice president, secretary and treasurer terms will start July 1, 2000 and shall be for a single term of three and three-quarter years, ending March 1, 2004.

Rules for Running for: Officers for CSEA's Six Regions

To be eligible to seek office, a candidate must be at least 18 years old; a CSEA member in good standing of the region since Jan. 1, 1999; shall not have been a member of a competing labor association or union since Jan. 1, 1999; and shall not currently be serving a disciplinary penalty imposed by CSEA's Judicial Board.

Any CSEA member who meets the above criteria may become a candidate and have his or her name placed on the ballot by obtaining on official petition forms the signatures and Social Security numbers of at least 500 CSEA members eligible to vote in the upcoming election. All signatures must be from the region where the person is seeking office.

Signatures must be of CSEA dues-paying members who are not serving a suspension and who have no delinquent dues.

With the election year 2000, region officers will serve four-year terms, commencing March 1, 2000.

Rules for Running for: Statewide Board of Directors

To be eligible to seek office, a candidate must be at least 18 years old; a CSEA member in good standing of the department, county or educational local he or she seeks to represent since Jan. 1, 1999; shall not have been a member of a competing labor association or union since Jan. 1, 1999; and shall not currently be serving a disciplinary penalty imposed by CSEA's Judicial Board.

Any CSEA member who meets the above criteria may become a candidate for a board seat and have his or her name placed on the ballot by obtaining on official petition forms the required number of signatures and Social Security numbers of CSEA members eligible to vote in the election.

Signatures must be of CSEA dues-

Within the next few weeks, check the CSEA bulletin boards at your workplace for more election details.

paying members who are not serving a suspension and who have no delinquent dues.

The board of directors terms will begin July 1, 2000 and will run for a single term of three and three-quarter years, ending March 1, 2004.

Election Oversight

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

Break in membership affects eligibility for union office, voting privileges

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

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

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

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

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

You must notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 1327, of any change in your status and what arrangements you are making to continue your membership in CSEA.

College Savings Program can save members money

Union members have a new flexible option for saving for college that offers state and federal tax incentives and valuable investment help.

New York's College Savings Program allows parents, grandparents, and others trying to save for higher education to reap valuable tax benefits for contributing.

Members who open a College Savings Program account may deduct up to \$5,000 (\$10,000 for married couples opening accounts) in contributions from New York taxable income.

Federal taxes are deferred on earnings. After three years, the account beneficiary can use the money for qualified higher education expenses.

No New York income taxes are due when money is withdrawn and federal taxes are paid based on the student's tax rate.

The College Savings Program is flexible and accessible. Members may open an account with as little as \$250. This minimum is waived if automatic payments of at least \$25 a month are made.

State employees can also contribute to the program through a payroll direct deposit option.

The savings can be used to pay for tuition, room and board, fees, required equipment, and books at any accredited higher education institution in the country, and at many institutions abroad.

There is no application fee or sales charge. The account management fee is 0.65 percent.

Savings in the program are not counted in determining eligibility for state financial aid programs such as the Tuition Assistance Plan (TAP).

Other federal and institution aid programs, however, may consider program accounts for aid eligibility.

The College Savings Program is designed to outpace the rising costs of higher education. Investments are allocated among stocks, bonds, and money market funds.

TIAA, part of TIAA-CREF, will administer the program. TIAA-CREF is the world's largest pension fund with more than \$200 billion under management. The state Comptroller's office will monitor TIAA's investment performance and review and approve annual investment allocation plans.

The state Higher Education Services Corporation (HESC) is the Comptroller's partner in the program. HESC will work with account owners to make sure the money is appropriately applied to educational expenses when the student is ready to go to college.

Since the program began in September, more than 57,000 New Yorkers have contributed more than \$200 million into the accounts.

For more information about New York's College Savings Program, call the toll-free hotline at 1-877-NYSAVES (1-877-697-2837) or visit the Web site at www.nysaves.org. Members wishing to set up direct deposit may call the number to request forms.

Deadline for AFL-CIO scholarship is Sept. 30

The Northeast Council AFL-CIO awards 10 \$1,000 scholarships annually to children and grandchildren of affiliated members.

Applicants must be accepted by an accredited two or four-year college. Winners are drawn by lottery.

The deadline to apply has been extended to Sept. 30.

For applications, write to: Mario Cilento, New York State AFL-CIO, 48 East 21st St., 12th floor, New York, NY 10010 or call (212) 777-6040.

CSEA • LOCAL 1000 AFSCME • AFL-CIO

CSEA Today

265,000 MEMBERS STRONG!

ELLENVILLE ON BOARD

— The Ellenville Public Library and Museum in Ulster County has recognized CSEA as the official bargaining unit for 12 employees. The workers, including clerks, monitors and reference librarians, had been represented by an independent association ... **NO AIR TO SPARE** — When the air conditioning sputtered as temperatures soared over 100 degrees, workers at the A. Holly Patterson Geriatric Center on Long Island sweltered while keeping residents cool and safe in the record heat. Worker Kevin McCabe said the mercury topped 150 degrees in the boiler house ...

ATTENTION WORKERS — If your job depends on your ability to drive a motor vehicle, beware! The state Department of Motor Vehicles is now using new software that immediately detects when licenses expire, and that information is reported to agencies such as the state Department of Transportation (DOT). Several CSEA members in DOT have already been served notices of discipline for driving state vehicles with an expired license. This occurred because they moved without changing their addresses with the state Department of Motor Vehicles (DMV), and did not receive the license renewal notice. DMV requires drivers to notify them of address changes within 10 days of a move. To do so, visit the local DMV branch, or visit the DMV Web site at www.nydmv.state.ny.us ... **LOTS OF MILES** — After safely carrying an estimated 525,000 students more than 2.5 million miles during a 43-year career, Shenendehowa School District Bus Driver Harvey Hayner is retiring. Hayner, the district's most senior employee, said one of his secrets to working with kids is being "fair and consistent with them." ... **DUCK SHEPHERD?** — As sure as the swallows return to Capistrano, the ducks return to Sibley Hall at SUNY Plattsburgh.

CSEA member David Mayette has shepherded one duck family to safety on campus the past three years. Mayette, a painter, gently moved the dozen ducklings and mother from the campus courtyard to the nearby Saranac River. Mayette said he moves the ducks because he's afraid they wouldn't survive the May graduation frenzy ... **CLEANING UP** — Port Jervis highway workers recently spent a hot weekend cleaning a vandalized

cemetery. Using equipment provided by the city, the dozen workers raised toppled gravestones and repaired damage. Two teens have been

charged ... **NEW VP** — Goshen Secure Center Local President George Henry was recently sworn in as third vice president of the Southern Region by Region President Carmine DiBattista. The appointment followed the resignation of Second Vice President Jim Schultz. Third Vice President Irene Kobbe moved up to second vice president. Diane Hewitt is the region's first vice president, Christine Mumma is secretary and Diana Harris is treasurer ... **SUPER VOLUNTEER** — Viola Solès, a member at the Buffalo Psychiatric Center, has been recognized for her volunteering spirit by the United Way of Buffalo and Erie County. A CSEA activist, Soles is a certified tax consultant who volunteers more than 1,000 hours each year to community service ... **HELPING REFUGEES** — Sally Smith of the SUNY Fredonia Local has earned praise from the American Red Cross, Chautauqua County Chapter, for helping raise more than \$12,000 for Albanian refugees. A Western Region political action committee (PAC) member, Smith and fellow department secretary Sylvia Peterson led a committee that worked for three weeks to raise the money ... **HELPING HANDS** — Monroe County Unit members are helping member Stephanie Caletz, a probation assistant, whose 9-year-old daughter, Crystal Colon, was killed in a Chicago expressway accident in July. Her husband, Mario Caletz, and sons Brandon, 9 months, and Joel, 3, were also injured. Brandon remains hospitalized, and unit members are raising money to help the family stay in Chicago until Brandon is released, and aid with transportation and funeral arrangements. The family's van was looted after it was towed from the accident scene ... **PEOPLE PEOPLE** — The PEOPLE recruiters for June are Maggie McCafferty of the Capital Region and Michael Flaherty of the Western Region. Yes, that's right, we have a tie! They each recruited eight new PEOPLE members. PEOPLE is CSEA and AFSCME's Federal Political Action Committee, helping elect supporters of working families to Congress.

Come join
us at



Clip one coupon at right for each CSEA member and family member and bring coupon(s) to any fair gate for a two-for-one admission on Saturday, Sept. 4 and Sunday, Sept. 5, 1999, only.

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.

CSEA will maintain a booth in the Center of Progress Building on the fairgrounds throughout the entire fair, so stop by and visit the CSEA booth at any time. *The two-for-one coupons above, however, are only good during CSEA Weekend, Saturday and Sunday, Sept. 4 and 5.*

Reproduced coupons will not be accepted. Additional coupons will be available at your CSEA region office.

SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE

Two for One

Buy one admission for \$7, get one free
CSEA member or family member

Coupon good for Saturday and Sunday, Sept. 4-5, 1999, only

Celebrate *CSEA Weekend* at the *New York State Fair* Saturday and Sunday, Sept. 4 and 5, 1999.

CSEA

Buy one fair admission for \$7, receive the second free for one CSEA member or family member. Children under 12 free.

NAME _____

ADDRESS _____

PHONE _____

CSEA LOCAL _____

SAVE SAVE TWO FOR ONE SAVE SAVE

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NAME _____

ADDRESS _____




PHONE _____

CSEA LOCAL _____

SAVE SAVE TWO FOR ONE SAVE SAVE

Saturday, Sept. 4 and Sunday, Sept. 5, 1999, is CSEA WEEKEND at the New York State Fair in Syracuse. CSEA members and their families will receive two-for-one admission that weekend, compliments of CSEA and the New York State Fair.

CSEA Members: Enjoy a Fun-Filled, Family-Oriented Labor Day at the Beautiful Saratoga Race Course

-  CSEA members who present the coupon printed below will receive FREE grandstand admission to the track. (Four admission passes per coupon)
-  Family-oriented activities and entertainment for children and adults
-  A full day of exciting thoroughbred horse racing. Gates open at 11 a.m. Post time is 1 p.m.



FREE GRANDSTAND ADMISSION Saratoga Race Course

Labor Day Monday, Sept. 6, 1999

CSEA members should present this coupon or their CSEA membership card at the sponsor's booth at the main gate. Up to four free grandstand admission passes will be given per coupon.