

Official publication of



Local 1000, AFSCME, AFL-CIO

The Governor and your state Legislators have still failed to pass meaningful Welfare Reform legislation. Their inaction puts *your* job at risk! CALL 1-800-SOS-6336 and insist on worker protections that include no displacement of existing workers!

# Sector

THE PUBLIC

Vol. 20 No. 8 AUGUST 1997

Unions play key role in

## Saving Roswell Park

-page 3

Determination and satisfaction are reflected in the faces of CSEA Western Region 6 President Robert Lattimer, above, and Roswell Park employees.

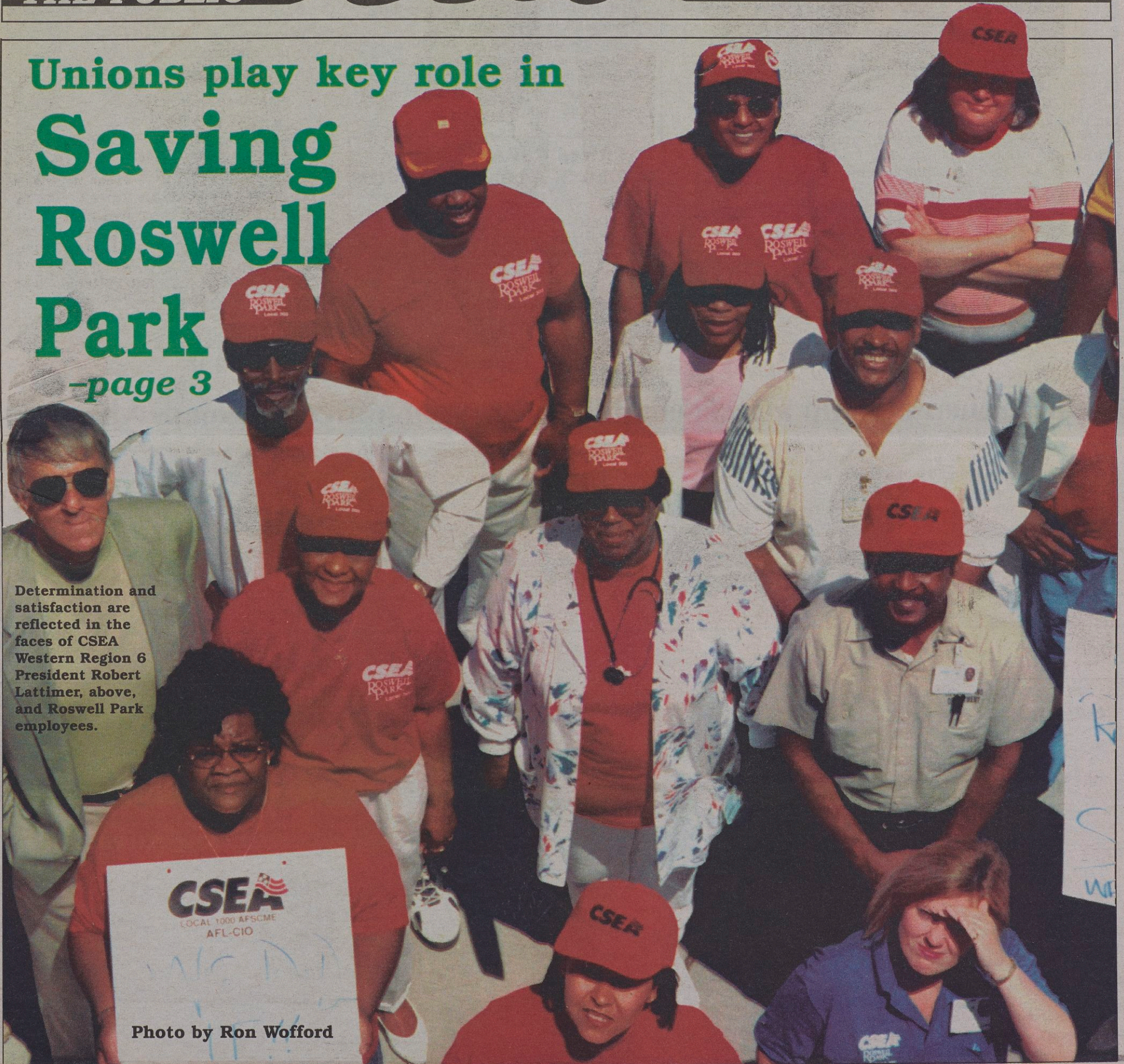


Photo by Ron Wofford

## New main phone number for CSEA Headquarters **518-257-1000** or 1-800-342-4146

A new main telephone number and a new telephone system make it even more convenient and efficient to reach CSEA Headquarters in Albany. CSEA Headquarters new main number is 518-257-1000.

CSEA's long-time main number 518-434-0191 continues to be operational along with the new main number of 518-257-1000. Members are encouraged to call 518-257-1000 but may continue to call either main numbers until the 434-0191 number is eventually phased out.

The new phone system includes features that make it more efficient for members calling CSEA Headquarters. For instance, members who know the extension number they want to reach at headquarters can now reach that extension directly by calling 257-1 (and the 3-digit extension number), bypassing the switchboard operator.

CSEA's main toll-free telephone number continues as 1-800-342-4146. Additional lines are being added to the 800 number to handle the volume of calls to that number. You may reach specific department or individual extensions, if you know them, by following directions when you use the 800 number.

## Statewide officers election results available

Results of the recent election of CSEA statewide officers are available for review.

CSEA local presidents have been provided reports containing the voting breakdown for their individual local. Your local election reports are available for review upon request by any interested local member by contacting your CSEA local president.

Reports containing region voting results broken down by locals are available for review by interested members by contacting your appropriate CSEA region office.

## Retired CSEA activist John S. Adamski, 78, dies

John S. Adamski, a former CSEA Western Conference president in the early 1970's and a former president of CSEA Roswell Park Cancer Institute Local 303, died March 14 of heart problems at the age of 78.

Survivors include his wife, Marion, and two sons and a daughter.

## HEATING fuel benefit can save you cash



\*CSEA members are now eligible to join HEAT, America's largest fuel buying group. HEAT members use their combined buying power to get deep discounts and high-quality service.

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Be sure to mention your CSEA affiliation when you call  
**1-800-660-HEAT (4328)**

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

## 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.

## THE PUBLIC Sector

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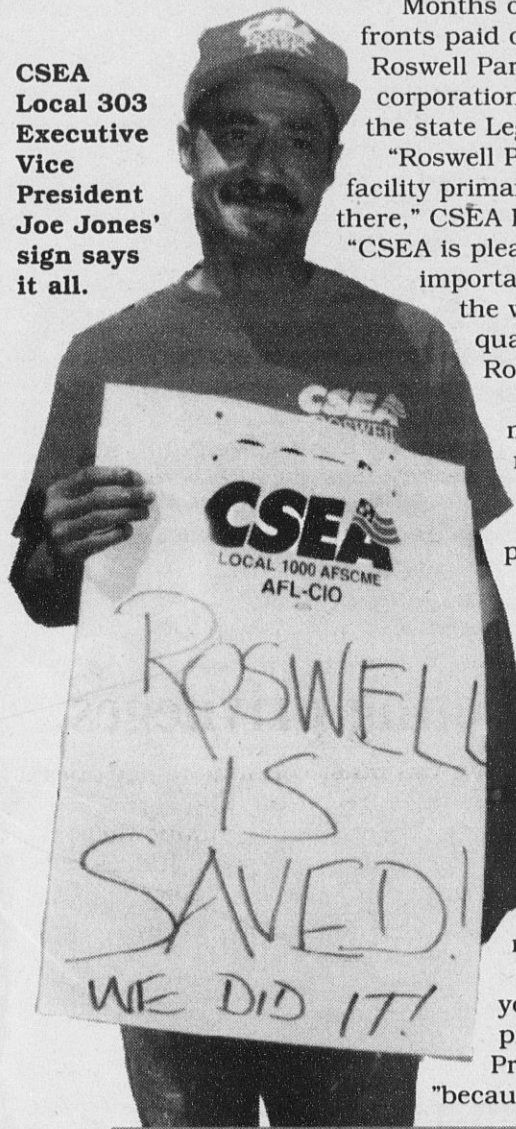
# Roswell rescued!

## 'It's what we were working for from the start'

BUFFALO — Longtime employee Betty Brown praises a new agreement allowing Roswell Park Cancer Institute to remain a public entity.

"It's what we were working for from the start," CSEA Roswell Park Local 303 President Brian Madden said.

**CSEA  
Local 303  
Executive  
Vice  
President  
Joe Jones'  
sign says  
it all.**



Months of hard work by CSEA on several fronts paid off with the agreement allowing Roswell Park to become a public benefit corporation, following expected approval from the state Legislature.

"Roswell Park Cancer Institute is a world-class facility primarily because of the people who work there," CSEA President Danny Donohue said.

"CSEA is pleased the state recognizes the importance of maintaining a commitment to the work force and to improving the quality of services and research that Roswell Park provides."

"This agreement gives Roswell management the flexibility they needed to operate in today's health care marketplace, while protecting our members' jobs, pension and public employee status," Madden said.

The historic agreement reverses Gov. Pataki's earlier proposal that Roswell Park be privatized or taken over by a not-for-profit corporation. Either option would have threatened the jobs and retirement rights of about 1,500 CSEA members in Local 303 and Health Research Local 315 at Roswell Park.

CSEA followed up the announcement with two days of informational meetings for Roswell members.

"You have every right to be proud of your union, its staff, and your local president," CSEA Western Region 6 President Robert Lattimer said,

"because they sacrificed and spent a great

deal of time to help hammer out this agreement on your behalf."

"I'm so happy," said Brown, a 30-plus years employee. "I had my doubts that Roswell could be saved. But CSEA was out there from the start on our behalf. That's what a union is all about."

Local 303 Executive Vice President Joe Jones said the Roswell agreement made him proud to a CSEA member and officer.

"This shows what we can do if we work together," Jones said.

Under the PBC arrangement, the Roswell Park Cancer Institute Corporation (RPCIC) will have its own Civil Service Authority, which will be governed and administered by a three-member Merit Board. The Merit Board will have the same duties, responsibilities and functions as the state Civil Service Commission, limited to positions within RPCIC, and must comply with civil service law.

State-CSEA negotiations will continue to govern pay and benefits for Roswell employees represented by CSEA, and members will remain in their current respective CSEA/state bargaining units. Health Research employees' status will not change under the agreement.

— Ron Wofford

## News editorial slighted help by unions at Roswell

The Buffalo News June 26 editorial, "Plan for Roswell . . ." shows a short, or conveniently selective memory, and a long-standing anti-union bias by The News regarding the evolution of events, and the role of unions in it, that led to Roswell Park Cancer Institute's becoming a public benefit corporation (after expected State Legislature approval).

It was the unions that brought forth and pushed for Roswell Park to become a public benefit corporation from the start — not as a Johnny-come-lately, as your editorial implies.

In fact, Civil Service Employees Association and the other unions at Roswell have worked for months with the State Department of Health, Roswell Chief Executive Officer Dr. David Holm, and the governor's Office of Employee Relations to hammer out the agreement that was sent to the Legislature. Gov. Pataki acknowledged it. But according to your editorial, "the affected unions, recognizing the imperative for change, support the less radical alternative."

The truth is, given a level playing field, union

**CSEA Western Region 6 President Robert Lattimer felt the Buffalo News failed to give labor unions proper credit for their efforts to save Roswell Park, and said so in this letter to the editor.**

posed by the governor is not the way to go.

The future for Roswell Park looks a lot rosier than it did in the recent past, thanks, in part, to its unions, period.

**ROBERT LATTIMER**  
CSEA Region VI President  
Buffalo

## Prisons more dangerous than ever, but risks lurk in every workplace

The assault and attempted rape of a female civilian employee at Eastern Correctional Facility at Napanoch and a series of inmate attacks on correction officers throughout the state prison system has heightened concern for the safety of civilian workers at the prison facilities.

Elsewhere, CSEA Erie County Local 815 member Anthony Luppino is lucky to be alive following an attack by a man wielding a hatchet in Luppino's Buffalo City Hall office.

Luppino, an Urban Renewal Agency employee, was treated for a head wound at a Buffalo hospital following the unprovoked attack by a man alleged to have a history of mental problems.

"We're very worried about security

in the entire building," CSEA Unit President Pam Walker said of Buffalo City Hall.

"It's a perfect example of why CSEA continues to pressure the state Department of Labor to adopt a Worksite Security Standard to guide security improvements in public worksites statewide," CSEA President Danny Donohue said of the incident.

As for the state prison system, CSEA, PEF and AFSCME Council 82 union officials all say the system is becoming increasingly more dangerous due to inmate overcrowding, a shortage of prison cells, inadequate numbers of correction officers and more violent and dangerous inmates entering the system with the downsizing of state

mental hygiene facilities.

"The prison system has always been a risky and dangerous place to work," CSEA President Donohue said, "but it has never been more frightening than it is today." The 21-year-old female civilian employee at Eastern Correctional was beaten by an inmate, who also attempted to rape her, July 15 in a supply storage room, CSEA Local 159 President Jeff Howarth said. The woman was treated at a hospital and is out of work recovering. Howarth said he is very concerned because correction officers have been removed from several areas where civilian workers come in contact with inmates regularly.

No civilian workers were directly

involved, but 11 corrections officers were injured in a melee at Mohawk Correctional Facility in Rome on July 18.

CSEA Local 195 President Rick Vellone said civilian workers were placed under extreme stress during the incident and subsequent securing of the facility.

Serious incidents have flared in many other facilities this year, with workers at Coxsackie Correctional Facility frequently at extreme risk due to a series of inmate problems that have injured several correction officers there.

"The Governor and the state Legislature must address this explosive situation now," Donohue said.

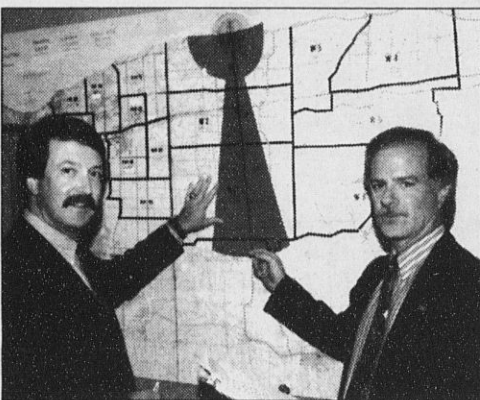
**W**hen floods fill the streets, when jets crash into the sea, when any disaster hits New York state, the employees of the State Emergency Management Office (SEMO) in Albany go into high gear.

CSEA DMNA Local 277 members are among the SEMO employees who coordinate disaster relief and the efforts of federal, state and local government services.

They literally entomb themselves for days on end in a world of crisis two stories underground in a renovated bomb shelter.

"We are ready for anything from a major flood to a plane crash to a nuclear power plant disaster and everything in between," CSEA Capital District DMNA Local President Ken Bergmann said.

SEMO also helps when a local government emergency manager asks for assistance. SEMO will also



**CSEA DMNA Local 277 member Kevin Kraus and Local President 277 Ken Bergmann show the projected nuclear fall out if the state's nuclear power plants ever leak.**

work with local governments, to lessen or mitigate the effects of future disasters.

"SEMO Director Edward Jacoby Jr. wants SEMO to be as proactive as possible," Bergmann said. "That means we have to convince local governments that it is cheaper to take steps now to mitigate problems rather than pay out a series of payments over several disasters."

SEMO coordinates the distribution of state aid and works with the Federal Emergency Management Agency so that federal aid is properly channeled after a presidential disaster declaration.

The communications center of SEMO is normally quiet as Antony Scepi, a 30-year veteran communication center operator, goes about his work. If the bells start ringing, if reports start rolling in over the numerous news and weather wires, SEMO will gear up for action.

The desks in the large briefing hall are empty, but each one is set up to go. When activated, SEMO coordinates 21 state agencies at this Emergency Operations Center.

"When people starting coming in here they never know when they will be leaving," Bergmann said. "Or we can send people out into the field. We have had people at the TWA Flight 800 site since it happened, and they will be there until that investigation is over."

Whether it's a flood in Schoharie county, Flight 800 or a possible tornado in Saratoga County, SEMO will be there.

"When the Governor activates the state National Guard, all of the various communication and service contacts to do that in a smooth

## CSEA members help in state crises

# SEMO

**The entrance to the underground headquarters of the State Emergency Management Office, which coordinates disaster relief.**

successful manner are carried on from here," Bergmann said.

He believes that the Flight 800 disaster has been the most stressful crisis SEMO employees have handled in recent memory.

"SEMO coordinated state agency response from the Incident Command Post at the East Moriches Coast Guard Station," he said.

"These activities included collecting debris at the sea shore and on the water, in the search for survivors and victims, at the Medical

Examiners Office helping to identify the victims and at the hotel consoling those who had suffered a loss."

Each day SEMO employees enter their renovated bomb shelter, they know that they are heading into a windowless worksite that can see, hear and communicate throughout the state. They are ready to do whatever is necessary to serve the state residents no matter what the crisis.

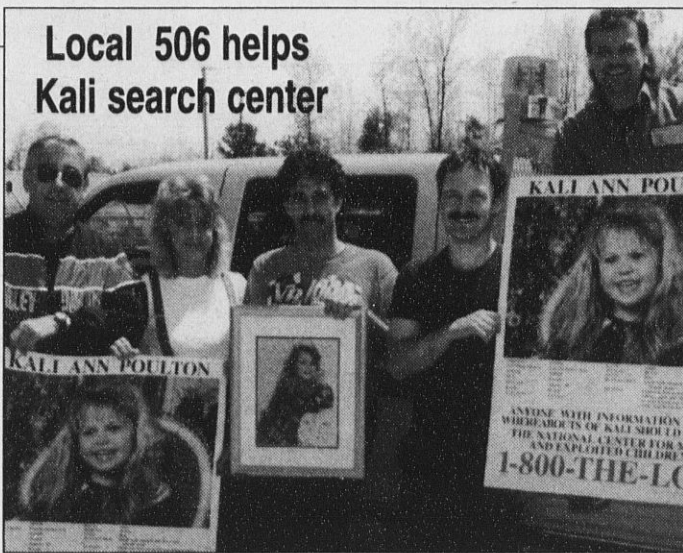
— Daniel X. Campbell

### Local 506 helps Kali search center

Members of Rochester DOT Local 506 held the first Kali's Memorial Ride to raise money for the Kali Search Center.

The ride and a barbecue raised more than \$7,500 for the search center, which assists families and other missing children organizations in searching for missing loved ones.

The Kali Search Center grew out of efforts to find Kali Ann Poulton, a four-year-old girl abducted from in front of her Monroe County home who was later found dead.



**Organizers of the 1997 Kali's Memorial Ride are, from left, Harold Park, Marie Kabel, Floyd Tosh, Local 506 Vice President Chuck Parsons and Mike Judd.**

Floyd Tosh, a member of Local 506, is the fiance of Kali Ann's mother, Judy Gifford.

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JOINT COMMITTEE ON  
*Health Benefits*

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**Home Care Advocacy Program (HCAP)** — you must call before you receive home care services and/or durable medical equipment and/or supplies: **1-800-638-9918**

**HealthCall** — you must call before a maternity or scheduled hospital admission, within 48 hours after an emergency or urgent hospital visit, and before elective (scheduled) Magnetic Resonance Imaging (MRI) when the Empire Plan is primary: **1-800-992-1213**

**Value Behavioral Health** — You must call before any mental health, substance abuse or alcoholism treatment: **1-800-446-3995**

**Attention Health Maintenance Organization (HMO) Enrollees:** contact your individual HMO for important telephone numbers.

# Workers fight employee abuses at Vets home

STONY BROOK — CSEA members turned out in force at a demonstration in front of the Veterans Home in Stony Brook recently to protest employee abuses.

Employees face mandated overtime, short staffing, split vacations, unsafe working conditions and denials of time off and reasonable accommodations, said CSEA SUNY Stony Brook Local 614 President Grace Roy.

CSEA represents 200 members at the nursing home. As many as 150 people showed up for the demonstration.

"If an employee requests a week off, management will approve the Monday and Tuesday off, tell the employee they have to work the Wednesday and Thursday and give them

Friday," Roy said. "It's absolutely absurd."

Cleaners are being told to pick up human waste and bodily fluids without the proper training or protective clothing, Roy said.

She also said people are not allowed to leave work to pick up a sick child.

"We've had members who were called by the school nurse to come get their sick child and management told them to let the child wait until their shift ends," Roy said.

"One woman wanted to leave to get her child who was doubled over with stomach cramps, and management told her if it got bad she could be sent to the hospital where doctors could treat her. The employee said she had to leave, and management retaliated."

CSEA has filed a grievance on that issue and others.

"We are averaging six to 10 grievances a week at the Veteran's Home," CSEA Labor Relations Specialist Peter Verdon said.

CSEA members received support from PEF and expects support from the Resident's Council, whose members are upset at the poor treatment of the employees and diminished care for the residents, and from Assemblymember Paul Harenberg, who is on the Suffolk County Veteran's Affairs Committee.

"We used to have care teams assigned to each resident so the resident would know the people," Roy said. "Now they have all different people, including criminals doing community service."

— Sheryl C. Jenks

## Sullivan CF workers raise \$\$\$ for cancer



CSEA and Council 82 members who work at Sullivan Correctional Facility raised more than \$1,500 for the American Cancer Society by participating in a Relay for Life Race. From left are Team Captain Pat Nagle (CSEA), Isabel Cohen (CSEA), Ken Richards (Council 82), Alice Williams (CSEA), Gene Adolph (Council 82), Doris Egler (CSEA), John Hickey (Council 82), Tim Saccone (Council 82), Sgt. Rudy Appenauer (Council 82), Bill Benson (Council 82) and Randy Armstrong (Council 82). Other CSEA members who participated were Ginny Bernhardt, Wayne Wilhelm, Meredith Smith and Dawn Gorton. Lying down with the teddy bear is Nagle's son Brian. The team, dressed as members of MASH from the popular TV show, also won first prize for best theme. Nagle said she also held bake sales and donated money to a correction officer who had recently been diagnosed with cancer.

## LMCs get outstanding achievement award



The NYS/CSEA Labor-Management Committees were recently presented with an Outstanding Achievement Award by the Northeastern New York Safety & Health Council for their work in supporting Emergency First Aid and CPR training for CSEA-represented NYS employees. Pictured from left to right are: Dan Cunningham, associate, NYS/CSEA LMCs; Roger Johnson, director of programs, Northeastern NY Safety & Health Council; Alan Ross, director, NYS/CSEA LMCs; and James Hurley, president, Northeastern NY Safety & Health Council.

For every dream  
you've ever made come true,  
*thank you.*

SEFA - it's all  
about people  
who care;  
people like  
you!

- see page 13



Lives change when  
public employees care.

You and United Way.  
Changing lives.



## Top PEOPLE recruiters

Juanita Shine of CSEA State Insurance Fund Local 351 in Metropolitan Region 2 recruited 22 new PEOPLE members during April earning PEOPLE recruiter of the month honors.

Pat Metzger of CSEA Taxation & Finance Local 460 in Metropolitan Region 2 took the award for May, recruiting 44 new members in that month.

Millie Lucas of Kings Park Psychiatric Center Local 411 in Long Island Region 1 earned top honors for June by signing up 43 new members.

## Mayors fight SUNY cuts



CSEA President Danny Donohue, right, pledges CSEA's support to Plattsburgh Mayor Clyde Rabideau in the fight against SUNY funding cuts. Rabideau helped organize the SUNY Community Mayors Coalition, a group of 38 mayors in towns that are home to SUNY campuses. The Coalition says years of SUNY funding cuts have decimated their local economies, and intends to push lawmakers to restore funding without raising tuition.

# Appellate Court slams Westchester's contracting out deal

WHITE PLAINS — The New York State Appellate Court has unanimously upheld Supreme Court Judge Nicholas Colabella's decision that contracts to operate Westchester County's Hospital and Nursing Home Dietary Departments and Information Services are null and void.

The confirmation is a victory for county employees who are members of CSEA, which sought to prevent the county from contracting out the county operations. CSEA represents about 276 affected employees.

CSEA Attorney Steve Crain said Judge Colabella found the contracts were illegal because the county lawmakers did not appropriate funds to pay for them. The judge also found that the transfer of functions to the private companies was illegal because county officials needed the approval of the Board of Legislators.

"The decision carries with it a definite message to the county to come back to the negotiating tables to meaningfully discuss the restoration of these positions to the county," CSEA Southern Region 3 President Carmine DiBattista said.

"We have appealed to the county executive and his staff to restore the 276 employees who have been so callously treated," he said.

"We told the county executive he was wrong. We proved he was wrong."

"This case once again demonstrates that (County Executive Andrew) O'Rourke's privatization initiatives were ill-conceived," said Westchester County Unit President Cheryl Melton. "I strongly urge the county executive to restore these workers to their previous status with the county."

— Anita Manley

## Chautauqua County dedicates building to member's memory

Chautauqua County recently dedicated its new Department of Public Works Building in memory of the late Peter Anderson, a CSEA member who died while on the job.

"This is in honor of a very special county employee," County Executive Andrew Goodell said. "It is fitting that everyone who enters here knows for whom it is a tribute." Many co-workers joined Anderson's family at the dedication. From left are: daughter Mary Ann, wife JoAnn, daughter Francine, son Peter Jr. and Steve Torrey, a friend and co-worker of Anderson and a CSEA activist.



## N. Greenbush Unit asks for fact finder

LATHAM — The CSEA North Greenbush Unit has asked the Public Employment Relations Board (PERB) to appoint a fact finder to help resolve the impasse in its negotiations with the town highway superintendent.

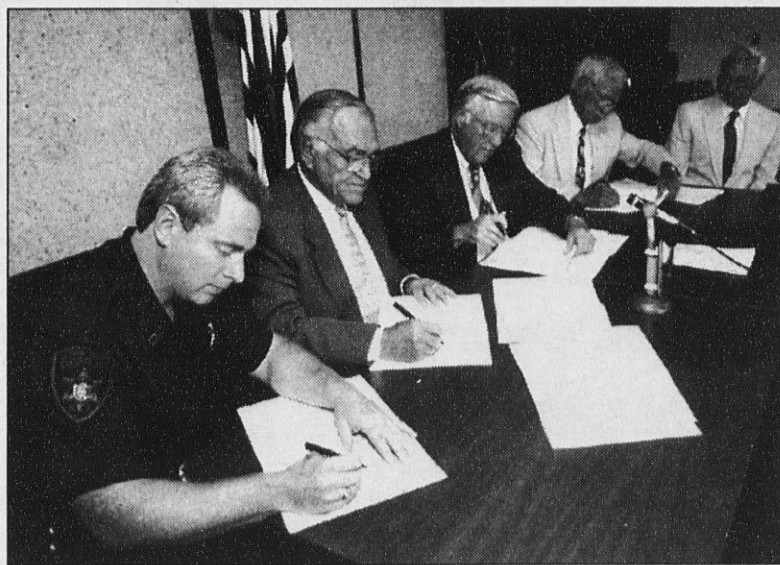
"The pivotal issue is the town's demand for the inclusion of a mandatory overtime clause in the new agreement. From the union's point of view this clause is not necessary because there has never been a time when our members have not responded to overtime

situations," CSEA Labor Relations Specialist Michael Sheldon said. "This demand is an insult to the dedication of employees of the Town of North Greenbush."

CSEA talked to the town supervisor and town board members, who have no authority over the elected highway superintendent.

PERB will name a fact finder shortly. The fact finder will hear from both sides before making non-binding recommendations.

— Daniel X. Campbell



Signing an important retirement improvement plan for deputy sheriffs and corrections officers are, from left, CSEA Clinton County Sheriff's Unit President Deputy Sheriff Todd Law, Sheriff Russell Trombley, County Legislator Donald Garrant, CSEA Labor Relations Specialist Charlie Scott and county negotiator Tony DiRocco.

## Clinton County Deputies Unit improves retirement

PLATTSBURGH — The CSEA Clinton County Deputy Sheriffs Unit has won a 20-year retirement plan.

The plan was possible because of changes in the law that both CSEA and the state Sheriffs Association supported.

The new two-year contract lets the deputy sheriffs retire with half pay after 20 years of service, with no minimum age requirement; correction officers can do the same after 25 years.

Retirement improvements became central to contract negotiations, with the workers willing to forego a salary increase in 1998.

— Daniel X. Campbell

## CSEA fights for fair representation in Brookhaven

PATCHOGUE — As this edition of *The Public Sector* went to press, CSEA and a coalition of organizations launched a petition drive in an attempt to force the Town of Brookhaven to put a proposal to create town council districts to a public vote.

Council members in Brookhaven, the state's largest township, are not elected from specific geographic areas, resulting in uneven representation.

"This is like the Boston Tea Party," CSEA Long Island Region 1 President Nick LaMorte said. "We want to throw the status quo overboard and forge ahead with equal, responsive representation."

CSEA members who live in the town of Brookhaven who want to sign or carry petitions should call CSEA Political Action Coordinator Tom Kilmartin at 516-462-0030.

# Food service worker has a recipe for success

CLARKSTOWN — Sofia Gianakouros believes in healthy eating, and she cares about the children who eat in the cafeteria of Link Elementary School.

She put the two together and came up with an award-winning program that has the kids passing the chips in favor of fruit.

A food supervisor in the Clarkstown School District, Gianakouros is the recipient of the Louise Sublette Award from the New York State Food Service Association for her program to encourage kids to eat healthy snacks.

First she enlisted parents and teachers, then replaced the potato

chips and candy the kids had been snacking on during the school day with homemade popcorn, fresh fruit and fruit snacks.

Teachers talked to the kids about the importance of good nutrition, and Gianakouros talked to parents about the importance of teaching kids sensible eating habits at home.

As a result, the kids are eating better. Not only are the new snacks popular, the children are also eating more salads with lunch.

The project earned recognition through the annual nutrition project contest of the state food service association, which is submitting Gianakouros' project for an award

from the national association.

Elementary School Principal Francine Cuccia said she is proud of Gianakouros.

"It's obvious that Sofia really cares about the children here," she said. "The healthy snack pilot program was a lot of work, but she took it on. Sofia has been involved with meeting with teachers, parents and students so there would be a sense of ownership of the project.

"She let the kids know that a healthy lifestyle is a choice, not a deprivation," Cuccia said. "We're very fortunate to have Sofia here."

— Anita Manley



Sofia Gianakouros serves up healthy snacks.

## New, safer highway garage in Clarkstown

CLARKSTOWN — A recent open house ceremony for a spanking new highway garage was a special celebration for CSEA members in the Town of Clarkstown.

It marked a victory for safety that started three years before when Bob Caggiano was appointed CSEA unit safety chair. He had his job cut out for him.

"We had a heater that was blowing fumes into the lunchroom, poor lighting, bathrooms in terrible shape, lockers that were broken and rotted, water coming into the locker room and rats in the ceiling," he said.

"Management knew that the safety measures were for their benefit as well as the workers," he said. "It wasn't a bitter battle."

The town board members toured the garage to see the problems. After several meetings, town board members voted unanimously to renovate the old garage and build an addition.

Caggiano credited former Unit President Cathy Conklin and Vice President Steve Peters for their efforts and activism.

"The result was mutual respect and cooperation," he said, "and a new garage that we can be proud of."



Town of Clarkstown Highway Superintendent John Mauro, left, congratulates Health and Safety Chairman Bob Caggiano for his activism in bringing to fruition a new highway garage. Caggiano in turn thanked Mauro for his support.

## Westchester taxpayers pay hidden costs of contracting out

WHITE PLAINS — The hidden costs of contracting out have come home to roost in the form of a lawsuit that Westchester County is contemplating against EMSA Limited Partnership, the company that the county hired in 1995 to administer medical services to county jail inmates. Shortly after EMSA took over, a 17-year-old inmate committed suicide after a doctor suddenly discontinued her prescription of a tranquilizer she was taking.

The young woman's family sued the county, which settled the lawsuit for \$1.45 million. The contract with EMSA provides for the company to pay the county for legal actions. EMSA has yet to pay. In addition, the county has been put on notice that 19 more claims are pending from jail inmates who charge that EMSA has not provided adequate health care services.

"We warned the county that contracting out would jeopardize the delivery and quality of services," Westchester County Unit President Cheryl Melton said. "(County Executive) O'Rourke and his followers should take this money out of their own pockets."

"I hope that Westchester County taxpayers realize that they ended up paying those hidden costs of contracting out, just as we predicted," said CSEA Southern Region 3 President Carmine DiBattista. "County employees were doing a fine job of taking care of the inmates' medical needs. There was no need for this to happen. I hope the county learned something from this."

— Anita Manley



## Long-time Glen Cove members honored

CSEA Long Island Region 1 First Vice President Carol Guardiano and Mayor Thomas Suozzi presented plaques to 12 CSEA DPW employees in the city of Glen Cove with more than 25 years of service at a recent CSEA Information/Recognition Day. Top row left to right are CSEA Nassau County Municipal Employees Local 882 President John Shepherd, Guardiano, DPW General Foreman Mike Salentino, Suozzi, DPW employee Nick Pietrofere (also received Employee of the Month award from the city), John William Renaldo, Mark Dougherty and James Weldon. Bottom left to right are Edward Geleski, Michael Leake, Thomas Delferraro, Joe Carucci Sr., John Walter Renaldo and City of Glen Cove Unit President Bob Blumhagen.

# In touch with you

A message from CSEA President Danny Donohue

## CSEA's agenda for the future

There are major changes taking place in organized labor, and CSEA is on the cutting edge.

The future for our union lies in moving forward with an agenda to grow and strengthen ourselves. It will not be accomplished quickly or easily. But we must begin now, and we must remain committed to achieving results that benefit not just our members, but all working people.

CSEA has succeeded for more than 87 years. That's a record of accomplishment that most CSEA members either don't know or take for granted. No one should dismiss CSEA's history. We may not be perfect, but we have dramatically improved the pay, benefits and rights for millions of members over decades. That did not just happen — it resulted from the sweat and blood of thousands of dedicated officers, activists and staff.

I want CSEA to do even better. That objective

begins with all CSEA members looking at their CSEA-negotiated contract and understanding what benefits and protections it affords. If your contract needs improvement, you have the ability to get involved for change as it comes up for renegotiation.

But don't lose sight of the fact that your contract provides far more guarantees than the vast majority of working people have.

We live in a world where corporate greed rules; where hard work and loyalty count for little; where employees are treated as a throw-away commodity and the drive for excessive profits dictates paying the lowest labor costs possible, wherever that can be found and no matter who it hurts.

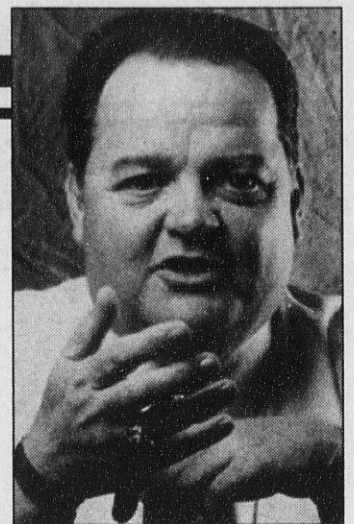
Even in the public sector, we face politicians and policies seeking less government at any cost rather than better government.

These are the circumstances we need to change. Labor unions, like CSEA, stand for fair treatment that values people, work and communities.

Under the new leadership of AFL-CIO President John Sweeney, Executive Vice President Linda Chavez-Thompson and Secretary Treasurer Richard Trumka, labor has launched a new and aggressive campaign to sign up unorganized workers. There is strength in numbers and solidarity.

Organizing is CSEA's priority because it will make us a better union. It is very hard work however, and we cannot succeed without the sacrifice and commitment of everyone in CSEA. I

urge you to make that commitment and join with us to transform the American Labor movement.



*Danny*



### Meet with 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.

#### Western Region 6

Aug. 20, Jamestown Holiday Inn

#### Central Region 5

Sept. 10, Region Office, 6595 Kirkville Rd., East Syracuse

#### Capital Region 4

Oct. 7, Gideon Putnam Hotel, Saratoga Spa State Park, Saratoga Springs

#### Southern Region 3

Oct. 16, Region Office, 735 State Route 52, Beacon

#### Metropolitan Region 2

Nov. 6, Region Office, 44 Fulton St., 22nd floor, New York City

#### Long Island Region 1

Dec. 9, Riverhead Ramada Inn East End, Rt. 25 at exit 72 of the Long Island Expressway



The <sup>CSEA</sup> Work Force

Gerald W. McEntee:

AFSCME's  
Prize  
*fighter*

AFSCME  
President  
Gerald W. McEntee  
addresses the 1997  
AFSCME Legislative  
Conference. At right is  
Richard Gephardt, Democratic  
leader of the House of Representatives

# Gerald W. McEntee: Profile of a fighter

**Editor's note: This is the second in a series of profiles of some of the nation's top labor leaders. Last month featured CSEA President Danny Donohue. The September issue will feature AFL-CIO President John J. Sweeney.**

“Jerry McEntee's got one speed: fast. Jerry McEntee's got one volume: loud. But he's got a big heart, and if you were in a foxhole, you'd want him in there with you fighting for the future of your family.”

That's tall praise for a union president — especially when the person saying it is President Bill Clinton.

President Clinton has come to learn in the last six years what members of CSEA and AFSCME have known for a long time: Gerald W. McEntee is a good man to have on your side. Jerry McEntee is

a big-hearted, tough, effective fighter for working Americans.

The son of an AFSCME leader, McEntee has spent a lifetime in the union and has learned the tools of activism from the grassroots up. The skills he employed organizing state workers in Pennsylvania — and negotiating successful contract after successful contract — are now being put to use for CSEA and other affiliates, for AFSCME and for the entire labor movement.

McEntee is first and foremost a people person who enjoys meeting and speaking with individuals, whether they are workers in a state office building or elected officials in Washington, D.C. McEntee is an organizer who understands how to bring people together to accomplish their objectives. And he is a tough negotiator who knows what it takes to win big for workers.

McEntee has been winning big for our 1.3-million member International union since he was first elected president in 1981. He has built relationships in Washington and throughout the labor movement that have enabled him to get things done for CSEA and AFSCME.

“I see AFSCME's relationship with CSEA as a partnership,” he said recently. “Without CSEA — our largest affiliate — our voice would not be nearly as strong as it is today. And without the International at work in Washington, CSEA would not enjoy the same level of respect it has earned among elected officials and rank-and-file members throughout New York state.”

A member of AFSCME's International executive board when CSEA became an AFSCME affiliate in 1978, McEntee has known and worked closely with all its leaders since then.

“Danny Donohue and I consult frequently,” McEntee says. “It is a relationship — and a friendship — I truly value.”

They have accomplished a great deal together.

Just this year, when cuts were threatened to the Disproportionate Share (DSH) Program, McEntee was able to enlist the support of New York's congressional delegation. DSH helps channel extra dollars to hospitals serving large numbers of uninsured — primarily urban hospitals. With the new welfare reform law, those hospitals will need the DSH payments more than ever. The working poor

Medicaid coverage over the next few years and can't afford insurance.

McEntee stood firm against those cuts. Working closely with New York's congressional delegation, particularly Sens. Moynihan (D) and D'Amato (R) and Rep. Rangel (D), he helped save these community hospitals and the jobs of many CSEA members.

This spring, McEntee helped put the brakes on a program that would have gutted the Federal Family Education Loan Program. Hundreds of CSEA jobs would have been lost if the Federal Direct Student Loan Program had been enacted. Colleges could have been forced to spend up to \$120,000 each converting to direct loans, and students might have paid more for their loans.

Again, McEntee brought the International's influence to bear on congressional leaders — especially on members of New York's delegation. The effort kept alive a program that helps so many young people realize their dream of a college education.

McEntee's work doesn't stop at the national level. He uses his clout at the state level as well. He has been personally involved in the fight for fairness in New York's welfare reform.

Under the new welfare reform law, each state is charged with developing its own implementation program. Everyone feared the worst when New York's plan was being put together, but the CSEA-AFSCME team

has been working shoulder to shoulder to win fairness. McEntee himself has spoken to legislative leaders, calling for for minimum wage requirements, anti-displacement guarantees and protection from privatization. The Legislature is still working on welfare reform, and so is the CSEA-AFSCME team.

McEntee has even pressed welfare reform protection and privatization issues with President Clinton directly. When Texas was trying to get a waiver to turn their public assistance programs over to huge corporations like Lockheed Martin, McEntee led the defense.

This is one example of how the strengths of CSEA and AFSCME can come together to contribute to the lives of workers in

New York state and the nation as a whole. McEntee points out that the staff of CSEA and AFSCME work together on everything from legislation to contract negotiation, political strategy and public relations to health and safety issues.

The International president also points out that “the members of CSEA put their money where their mouths are: CSEA is the second-largest contributor to PEOPLE, our political action fund.”

As AFSCME moves toward the millennium, McEntee is preparing the union for the challenges ahead.

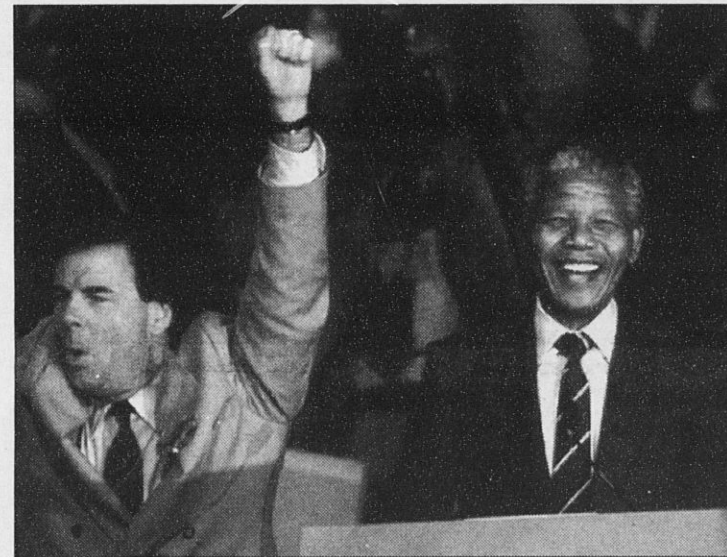
“We must not only continue organizing workers — our lifeblood — but we must preserve the rights we have already won,” he says. “This is particularly tough when Congress and many state and local governments are committed to the interests of big business.”

McEntee is fighting the forces that would put government agencies into private hands, that would displace union-protected workers with workfare recipients and that would undo workplace protections that have saved countless workers' lives.

And, at a time when health care concerns AFSCME members both as consumers and workers, McEntee is investing his time and energy as a member of the White House Advisory Commission on Consumer Protection and Quality in Health Care. As a member of this panel, McEntee will play a critical part in drafting a “Bill of Rights” for managed care customers.

Over the years AFSCME and CSEA have worked together to fight efforts to tax the health care benefits of workers. Although this issue is quiet for the moment, it is likely to surface once again. When that time comes, McEntee will be ready to fight because, as he is fond of saying, “after one battle is over, a new one lies ahead.”

After a lifetime of service, Jerry McEntee is still

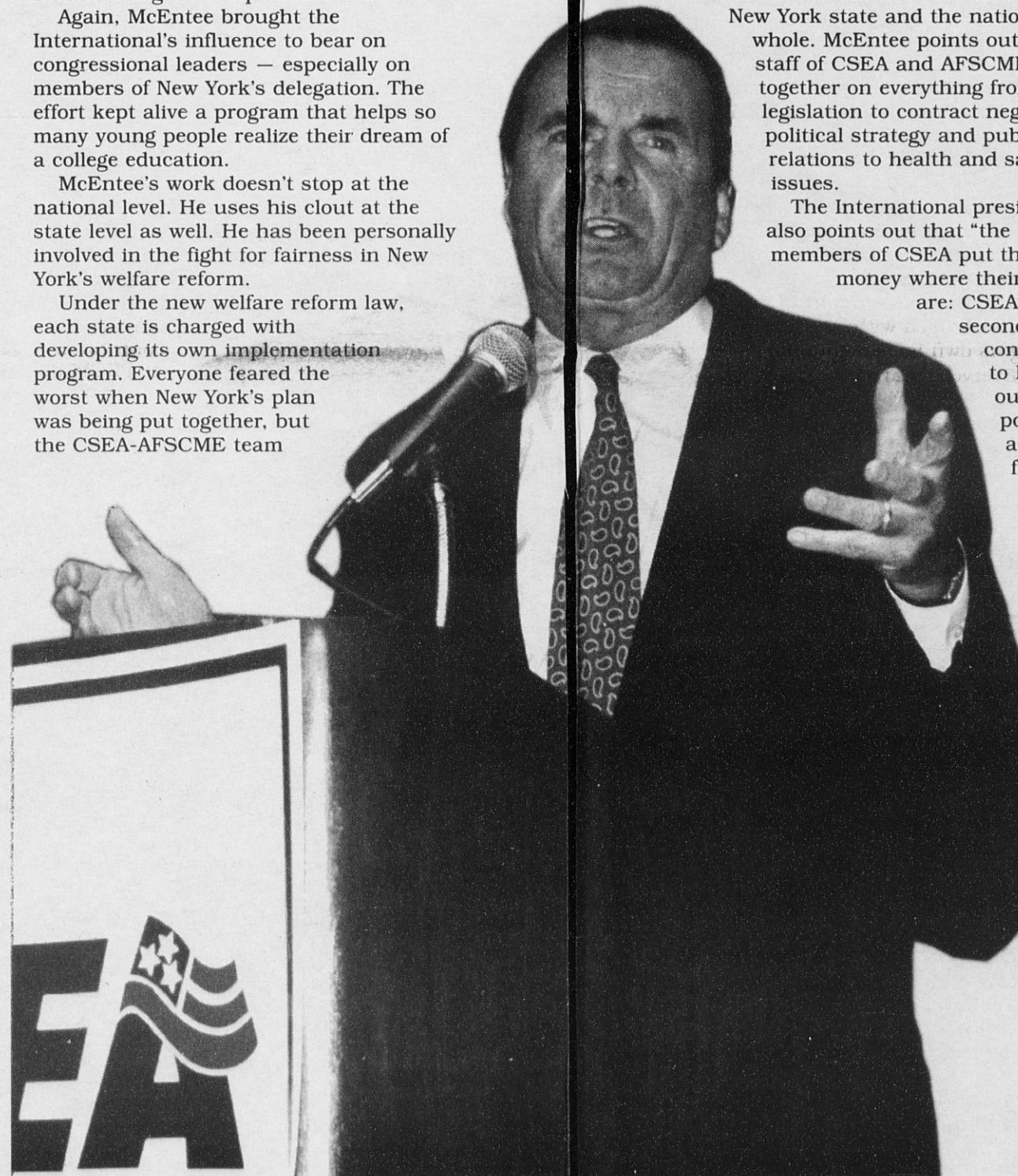


AFSCME President Gerald W. McEntee welcomes South African President Nelson Mandela to the International union's convention.

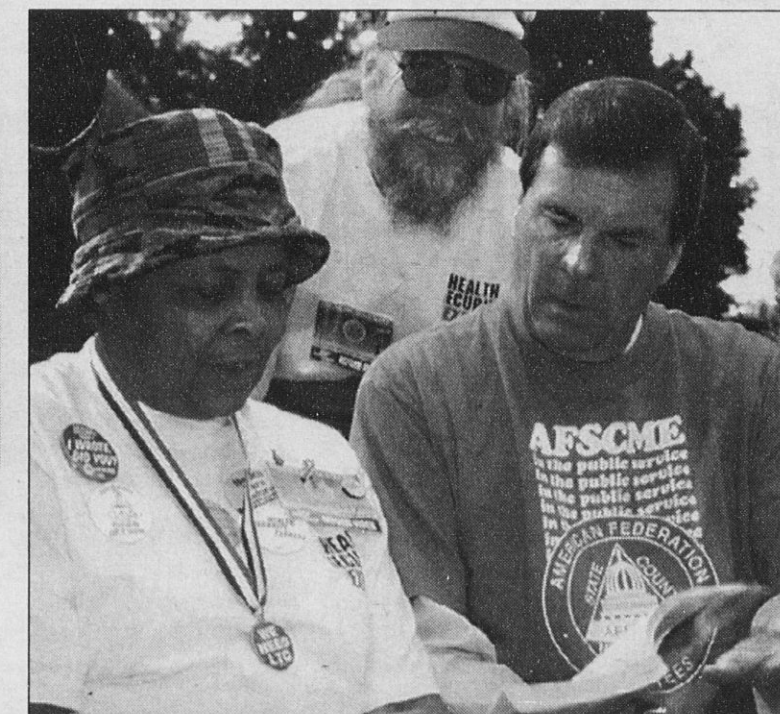


McEntee leads a Capitol Hill rally to protect America's children.

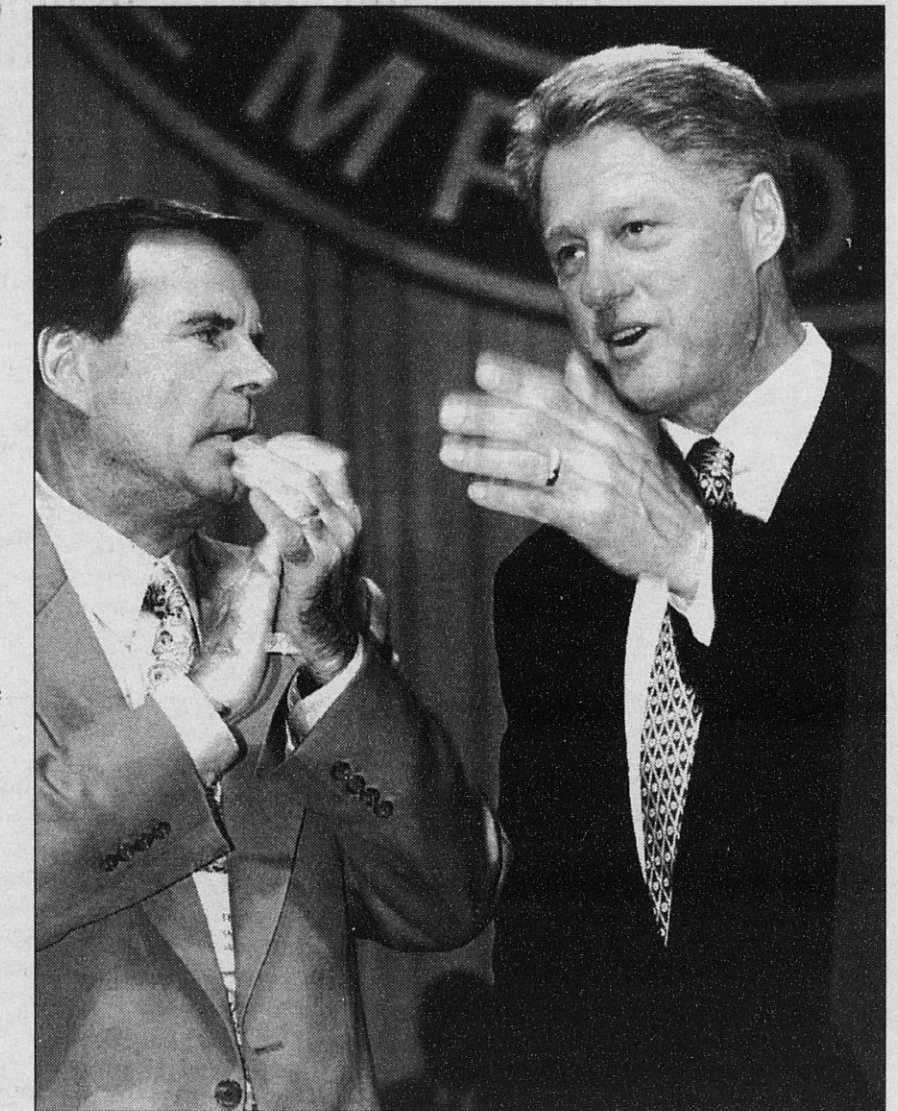
face the loss of



THE CSEA WORK FORCE



McEntee meets with CSEA activists Dina Ivey and Tim Drew during a rally for health care reform in Washington.



McEntee welcomes President Clinton to the AFSCME Convention.

in the foxhole: fighting for CSEA, for AFSCME and for all working Americans.

— Susan Ellen Holleran



McEntee and CSEA President Danny Donohue discuss the effect of welfare reform on New York state and CSEA members at a Washington, D.C., conference.

# American Labor Link



## Labor turns out to support Detroit workers

DETROIT — By the tens of thousands they came to Detroit from across America, wearing a rainbow of union T-shirts. They came waving signs and banners, chanting, marching, singing, and praying with concerned clergy, demanding justice for 2,000 *Detroit News* and *Free Press* families on strike without a contract since 1995.

The record breaking national

Labor March on Detroit attracted more than 120,000 union men and women from 45 states.

As activists arrived in Detroit they learned that an NLRB judge had just ruled the Gannett and Knight Ridder corporations are guilty of violating labor laws.

AFL-CIO President John Sweeney told an enthusiastic rally crowd that the NLRB's ruling could cost the companies \$80 million a year in back pay penalties. He said 300,000 canceled subscriptions and advertisers lost because of the labor dispute had already cost the companies \$550 million.

Michigan Congressman David Bonior's fiery speech drew cheers when he thanked union members for bringing their children to see labor history in action.

"When you stand up, you stand up for your mothers and fathers and your grandparents who bled and died for all the things we have today," Bonior said, alluding to paid vacations, pensions, sick leave and health benefits.

Initially the newspapers' five striking unions hoped for 50,000 supporters to join

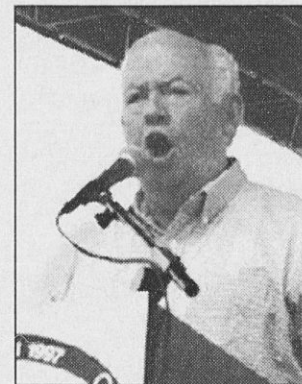
them.

Clearly the bus loads of union brothers and sisters from Florida, Maryland, New York, New Jersey and other states lifted the spirits of strikers weary from two years of struggle

against police violence, missed mortgage and tuition payments and tremendous sacrifices.

The afternoon's dark storm clouds overhead and a tornado watch symbolized the simmering rage felt by many thousands of workers fed up with corporate abuses, downsizing, privatizing, flaunting of labor laws, and threatened replacement by scabs or welfare recipients.

Strikers Mike Wowk and Larry Davis, two *Detroit News* reporters each with more than 20 years on the job, listened to Teamsters President Ron Carey, one of many labor



**AFL-CIO President John Sweeney rallies the troops at Action Motown.**

leaders who saluted them.

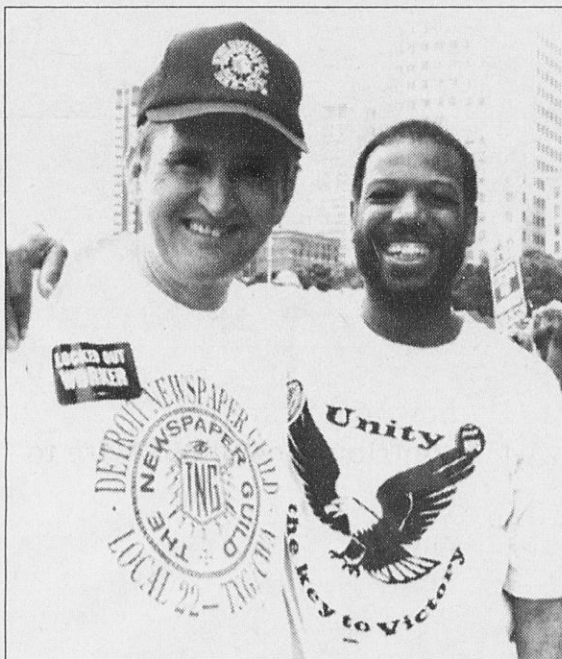
Carey accused corporations of thumbing their noses at the law.

"We will continue to shine a light as bright as hell on the corporate greed in this country!" he shouted.

Wowk asked CSEA members to continue boycotting USA TODAY until they get their jobs back.

"USA TODAY is their cash cow," he said, "and they are using those profits to fight us here in Detroit."

— Lilly Gioia



**Strikers Mike Wowk, left, and Larry Davis**

### CSEA staffer joins Motown rally

CSEA Communications Associate Lilly Gioia went on a 26-hour round trip bus ride to Detroit.

"I went to show these Detroit strikers we care about what they have been through and to show that CSEA hates what greedy corporations are doing," she said. "All they want is to break the unions and we can't let them get away with it in Detroit or anywhere else."



### CSEA makes strong showing at CBTU Conference

NEW ORLEANS — CSEA members and activists made a strong showing at the recent 26th annual national conference of the Coalition of Black Trade Unionists (CBTU).

With nearly 200 CSEA members led by CSEA President Danny Donohue attending, the conference theme of "Coalition Solidarity: The Key to Political, Economic and Social Empowerment" took on real meaning.

CSEA activists and staff also took part in various tasks and committee assignments to help make the conference a success. They included: Ruby Mims of Erie County Local 815 who worked on the Rules Committee; Herman Dorsey of Local 425 who worked as a sergeant-at arms; organizer Robert Bradshaw on the resolutions committee; and Executive Assistant to the President Terry Melvin on the Constitution Committee.

Melvin also received a special president's award from CBTU President Bill Lucy.

More than 2,000 delegates from some 74 different unions met, attended workshops and heard addresses from the likes of New Orleans Mayor Marc Morial, Jesse Jackson, Democratic Party Vice Chair Lottie Shackelford and several national labor leaders.

Donohue congratulated the attending CSEA locals for being active in the coalition.

— Ron Wofford

**Terry Melvin, left, executive assistant to CSEA President Danny Donohue, receives a special President's Award from CBTU President Bill Lucy. Lucy is also secretary-treasurer of AFSCME.**

# SEFA gives children a chance

*Editor's note: Here's the first in a series of stories about state employees with a personal commitment to the State Employees Federated Appeal (SEFA).*

Don't tell little Veronica she can't do something.

"She a very determined, smart child for all of her three and a half years," says proud grandmother Barbara Macey. Barbara, who works at the state Department of Civil Service, ticks off a list of the

## CSEA cares about SEFA

The State Employees Federated Appeal, known as SEFA, lets state employees donate to agencies and organizations that perform vital community services.

CSEA President Danny Donohue is co-chair of the 1997 SEFA campaign.

"Through SEFA, we can help right in our own communities," Donohue said. "That's why I'm proud to be involved and why I encourage CSEA members to contribute.

"After all, CSEA members are the best neighbors. Let's give to those organizations that give back to our communities."

brown-haired, blue-eyed tot's accomplishments, such as counting, knowing her ABCs and Barney songs, and attending Story Place pre-nursery school.

"She wants to do everything," says a beaming Barbara. "She's a joy to be with and a special little girl."

Veronica's accomplishments are perhaps more impressive because of the extra challenge she takes on. At eight months old she was diagnosed with cerebral palsy. It was hard for Veronica's mom, Stephanie, (Barbara's daughter) and dad, Joe, when they first learned their baby had CP.

"The whole family went through some painful times and asked all those questions — why my child, why my baby?" Barbara remembers. "But you don't love your child any less. You pick yourself up, brush yourself off and go with it."

Veronica has trouble controlling her muscles, but, explains Barbara, "if there's something on the table and she wants it she works very, very hard to get it." Doctors say her prognosis for walking is good, but it will take a long time.

"She really wants to walk and she just may do it," states Barbara. "She says, 'put me down I want to walk,' and she works at it."

Veronica makes regular trips to a community health services organization in

Albany to have her hips X-rayed. Such non-profit organizations are critical to Veronica's care.

As a state employee, Barbara is able to make a donation to the non-profit organizations that are vital to those with disabilities through the State Employees Federated Appeal (SEFA). With SEFA, state employees can designate their contributions to any county or specific SEFA-supported agency in New York state.

Before Veronica, Barbara never thought of giving to SEFA.

"People don't realize how important these organizations are until their own lives are touched by something like this," she says.

"The thing is, you never know when something could happen to a family member, friend or yourself. I started giving to SEFA because I saw how much they did, how many organizations they represent. People don't know



Little Veronica benefits from programs that are funded by SEFA donations.

how important their contributions to SEFA are to babies like Veronica. Through SEFA, you can really help so many people."

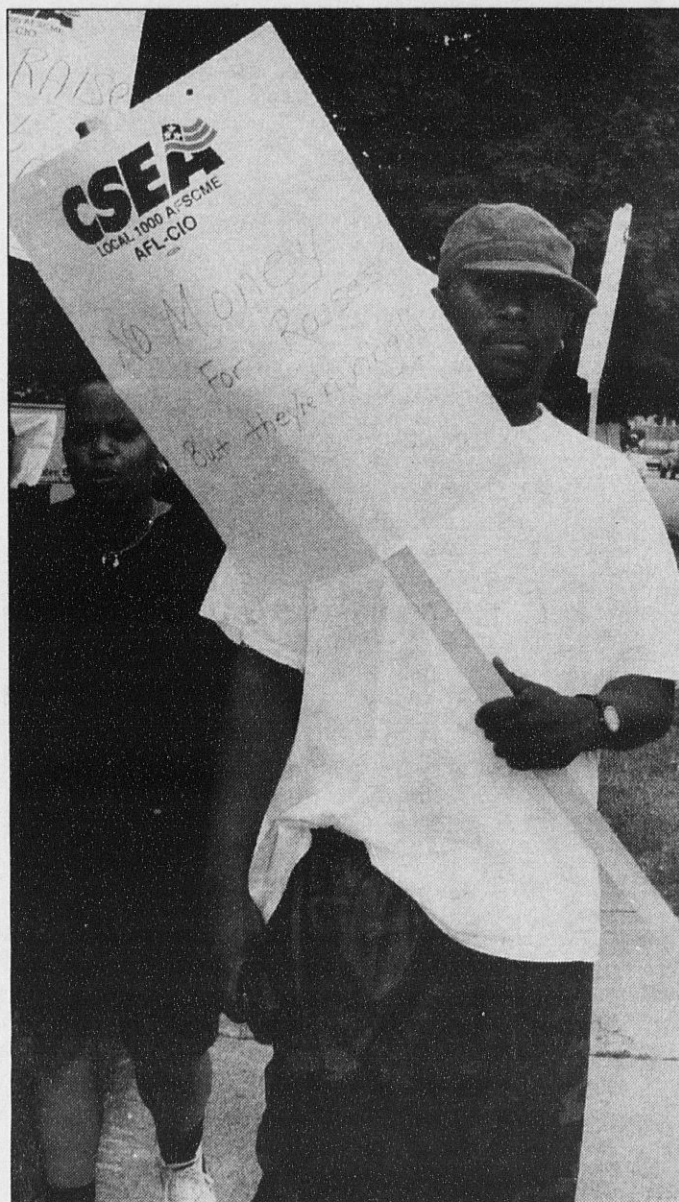
If you would like to contribute to SEFA, contact your agency's campaign manager.

**For every dream  
you've ever made come true,  
thank you.**

Lives change when  
public employees care.

You and United Way.  
Changing lives.





## Protest spurs new talks

BUFFALO — Their wages may have stalled, but the members of CSEA Geneva B. Scruggs Community Health Center Local 713 are in motion.

Spurred by unproductive wage re-opener talks after getting by with no raise since 1993, Local 713 members took it to the streets.

Joined by fellow CSEA members from as far away as Geneseo, Livingston County, the Local 713 members staged a six-and-a-half hour protest against so far fruitless wage re-opener talks for 1996 and 1997.

They carried signs saying, "New titles, but no raise," "Show me the money," "They claim there's no money, but they're hiring new workers" and "Geneva B. Scruggs — unfair to workers."

The local's 80 members are mainly health care aides, LPNs and clerical workers.

CSEA Labor Relations Specialist Tom Finger said the picketing may have inspired management to ask for a new bargaining session. None had been scheduled before the members marched.

— Ron Wofford

**Local 713 members picketed for more than six hours.**

## Pius Youth Services workers dedicated to troubled kids

RHINECLIFF — Working with troubled kids is tough enough, but it's even harder knowing that state Division for Youth employees doing the same job are paid better.

Still, the employees of Pius Youth Services in northern Dutchess County keep at it, motivated by their dedication to the young boys in their care, said CSEA Local 724 President Julia Roundtree-Henry.

They rely on the strength of CSEA to improve their circumstances.

The troubled youngsters placed at Pius by the courts are ages 12 to 18, have committed minor crimes, are truant or declared persons in need of supervision (PINS). They live at the school.

Henry, a child care worker for 24 years, said kids now are tougher and smarter, staff turnover is high, and there is never enough staff. Gang activity is also a concern.

The kids also know they can retaliate against staff by falsely reporting them for inappropriate behavior.

"A lot of kids use that against us," Henry said. "It can destroy careers because it's such a long process to resolve."

Social worker George Cook works with the youngsters with the toughest disciplinary problems.

"We discuss their behavior and performance in school and try to set goals," he said. "We try to get them into programs and give them some hope and self esteem. It's difficult for a kid who has been abused or neglected. Most of these kids are from dysfunctional families."

Social Worker Pat Clark added that most of the kids are victims. Many of their parents have served time in jail, died of AIDS or are drug addicted.

"Some of these kids have led lives you cannot imagine," she said.

Employees say some former clients keep in touch.

"Some just call to say hello," said Lydia Coffey, a registered nurse. "Some will ask for advice or help."

Some have actually come back to Pius to work with the kids, she said.

The workers said CSEA has improved working conditions.

"The union gives people a recourse," Coffey said. "The employer can't change anything without negotiating first."

— Anita Manley

**'The union gives people a recourse'**

## CSEA members keep the Hudson clean

NEWBURGH — All day, every day, a team of CSEA members does its part to keep the Hudson River clean.

The six are employees of Professional Services Group, the company that manages the Newburgh wastewater treatment plant.

Members of CSEA Local 704, the workers purify the city's waste before it is discharged into the Hudson River. Working 24 hours a day, seven days a week, they rotate schedules in order to cover the plant around the clock.

Local President Rich Conway said CSEA members work well with Project Manager Ed Soper, who happens to be a former CSEA member. Soper agrees.

"Our relationship with the union is great," Soper said. "We

pull together as one big team."

Conway, a lead mechanic, said workers are cross trained.

"We all do everything," he said.

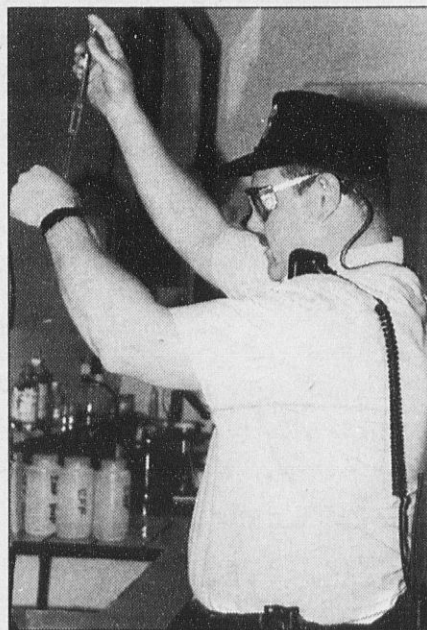
All agree that it is important to have CSEA to represent them.

"We have good backing if there are any discrepancies or problems," Conway said. "We have a bigger organization to fight for us, a bigger voice to speak for us."

Lead Operator Pat Rowley said CSEA keeps wages and benefits competitive.

"I probably wouldn't have had a job without the union," said Maintenance Technician Phil Clark, a 17-year employee. "The union keeps my job secure."

— Anita Manley



**Pat Rowley, a 6 year employee of Professional Services Group, tests wastewater for impurities.**

# Celebrate Labor Day - it's your holiday

CSEA members are encouraged to join in Labor Day celebrations on Monday, Sept. 1, at various locations around the state. In New York City, the nation's largest Labor Day parade this year will be held a few days later on Saturday, Sept. 6.

Here's a round-up of Labor Day activities:

## Monday, Sept. 1

**SYRACUSE:** Sept. 1 is also CSEA Day at the New York State Fair. CSEA members and their families can receive half price admission to the State Fair that day with coupons printed in this edition of *The Public Sector*. Visit with CSEA officers at the CSEA booth, who will also participate in a labor rally at noon at the Cole Muffler Court Pavilion along with the Greater Syracuse Labor Council.

**MASSENA:** Solidarity Parade (assemble at 10 a.m., parade starts at 11 a.m.) followed by a family picnic at Springs Park. Contact CSEA St. Lawrence County Local 845 activist Mark Patterson at (315) 769-6823 for information.

**ALBANY:** Traditional Labor Day picnic sponsored by the Solidarity Committee from noon to dusk at Ganser Smith Memorial Park in Menands. To volunteer to help contact CSEA staffer Diane Brunelle at (518) 785-4400. For more picnic information, call (518) 462-1388.

**BUFFALO:** Labor Day parade starts at noon at Harlem Road near Walden in Cheektowaga. CSEA members will gather at the starting point.

**ROCHESTER:** Labor Day parade will start at 11:30 a.m. down East Avenue to Main to

Plymouth Avenue. CSEA members will gather at Meigs Street near East Street.

## Saturday, Sept. 6

**NEW YORK CITY:** Labor Day parade. CSEA contingent will assemble on West 47th Street between 5th and 7th Avenues. Kick-off time is 1:45 p.m. CSEA members in the Metropolitan Region 2, Long Island Region 1 and Southern Region 3 areas should contact your appropriate CSEA region office for more information.

## Higher coverage, expanded benefits for CSEA's new Security Life Plan

*"Through hard work and determination we have successfully negotiated to provide CSEA members with an enhanced insurance plan. I'm pleased to announce this change."*

— CSEA President Danny Donohue

CSEA, working with Jardine Group Services Corporation, will transition its Security Life Insurance Plan to the Metropolitan Life Insurance Company effective Sept. 1. MetLife® will underwrite a new, enhanced Security Life Plan featuring higher coverage amounts and expanded benefits. The plan has been offered through Travelers Insurance Company.

The new plan, approved by CSEA's statewide Board of Directors, increased the maximum benefit amount for insured members and eligible spouses from \$150,000 to \$250,000, with a 10 percent volume premium discount for coverage amounts over \$175,000. A full range of Accidental Death or Dismemberment benefits have also been added for insured members.

A Line of Duty Benefit (Occupational Accident Benefit) has been added to the plan as part of the

Accidental Death or Dismemberment Benefit. This feature pays double benefits if the insured member dies directly as a result of an accident while working at his/her CSEA job duties.

A Seat Belt Benefit has also been added. It provides an additional 10 percent of the insured member's Accidental Death or Dismemberment benefit amount for a death in a vehicle where the seat belt was properly worn.

CSEA members currently insured under the plan will be receiving new Certificate of Insurance and Schedule of Benefits material. An offer to increase coverage will be mailed out separately. New insured members will receive information on an opportunity to receive \$25,000 worth of guaranteed Security Life insurance coverage. Complete details will be arriving in the mail by September.

For additional information on this change or details on how you can take advantage of the new CSEA Security Life coverage benefits by becoming an insured member, call Jardines at 1-800-929-6656.

CSEA is now offering payroll deduction for auto, homeowners, renters and Group Whole Life insurance coverages in the following bargaining units:

Town of Ramapo  
Town of Poughkeepsie  
Town of Hancock  
Albany Housing Authority  
City of Elmira  
Mt. Pleasant Schools  
Fulton County  
City of Fulton Schools  
Herkimer County  
City of Schenectady Schools  
St. Joseph's Nursing Home  
City of Ithaca  
Ontario County  
Town of Eastchester  
Chemung County

**Payroll deductions for insurance now offered to some CSEA bargaining unit members**

Payroll deduction is offered to CSEA members in the above bargaining units by CSEA and Jardine Group Services Corporation. Personal

Lines allows you to have your auto, homeowners and renters insurance premiums automatically deducted from your paycheck so that, after a small initial down payment, there's no need to write checks.

CSEA and Jardines also offer Term Life and Disability coverages through the convenience of payroll deduction.

For more information on how to take advantage of payroll deduction, call Jardines at 1-800-366-5273.

## CSEA Day at Fonda, Schaghticoke fairs would put you in holiday spirit

CSEA Days at two county fairs in the Capital Region 4 area will help members get in the spirit for the Labor Day weekend.

**CSEA Day at the Fonda Fair** in Montgomery County will be Tuesday, Aug. 26, sponsored by CSEA Montgomery County Local 829 and CSEA Fulton County Local 818.

**CSEA Day at the Schaghticoke Fair** in Rensselaer County will be Friday, Aug. 29, sponsored by CSEA Rensselaer County Local 842 and CSEA Albany County Local 801.

For information on discounted amusement rides for CSEA members and their families on CSEA Day at either fair, contact the appropriate sponsoring local or the CSEA region office at 518-785-4400.

## Two children of CSEAs named winners of \$1,000 Union MasterCard Scholarships for 1997

Children of two CSEA members have been awarded \$1,000 Union MasterCard Scholarships for the upcoming academic year.

They were among 105 award winners nationwide representing 34 AFL-CIO unions. More than 10,000 applications for the awards were submitted. Winners were selected on the basis of academic ability, social awareness, financial need and appreciation and understanding of the role of the labor movement.

CSEA winners were Nikki Wood, daughter of Frances Wood, a member of CSEA Central New York DDSO Local 414; and Michael Monroe, son of John R. Monroe, a member of CSEA Capital District Retirees Local 999.

Applications for the 1998 Union MasterCard Scholarships will be available Sept. 15, 1997, with an application deadline of Jan. 31, 1998. Winners will be announced May 31, 1998. CSEA members may request 1998 applications by sending a postcard requesting an application and containing the member's name, address and full union affiliation (CSEA AFSCME Local 1000, CSEA Local \_\_\_\_\_) to:

Union Plus Credit Card Scholarship Program  
PO Box 9389  
Minneapolis, MN 55440-9389

# EBF Rx program gets new administrator Oct. 1

The CSEA Employee Benefit Fund (EBF) Board of Trustees selected Value Rx, which currently administers the Empire Plan Prescription Drug Program, to administer the Fund's Prescription Drug Program. Value Rx will be replacing Merck-Medco NRx effective Oct. 1, 1997. The decision to change administration of the EBF Program was made after an extensive competitive bidding process.



Effective with the Oct. 1 changeover, members will not be required to use the mail service. Up to a 90-day supply can still be obtained through mail service for the same \$3 co-payment, or maintenance prescriptions can be obtained at a neighborhood pharmacy for the \$8 retail co-payment for each 30-day prescription.

"Many members have indicated they would prefer to get their prescription at their local pharmacy even if they had to pay retail co-payments," CSEA EBF Chairman Danny Donohue said. "Members can still minimize their out-of-pocket co-payment expenses while getting a greater amount of medication by using the Value Rx mail pharmacy, but now they can also use their neighborhood pharmacy if they want to."

Also effective Oct. 1, Donohue said, the age 25 restriction for acne medication will be eliminated and anti-obesity medicines will be covered when pre-approved based upon medical necessity.

All EBF enrollees will receive an advisory letter in August providing more information, and new CSEA EBF Value Rx identification cards will be mailed to each enrollee's home about mid-September.

A Value Rx toll-free customer service line will be

available 24 hours daily beginning about Sept. 1. As the Oct. 1 changeover date nears, EBF Director

Tim Mullens said, enrollees with maintenance/mail service prescriptions on file with Merck-Medco NRx must obtain new prescriptions from their doctors and send them to Value Rx.

"When, how and where to send the new prescriptions will be fully explained

in the advisory letters. We sincerely apologize for the inconvenience, but the law does not allow a pharmacy to transfer a prescription on file to a different pharmacy."

"Costs of operating our prescription drug plan continue to increase substantially," Donohue said, "but it's the most important benefit our EBF offers and we're constantly working to contain costs and offer our members real value."

## CSEA's dental provider list now numbers more than 1,300 dentists

Dentists across the state continue to join the CSEA Employee Benefit Fund as dental providers, adding to the more than 1,300 dentists who comprise the dental provider panel for eligible CSEA members. Dentists joining the CSEA EBF panel recently were:

### Long Island Region 1 Nassau County

Maury Rosenblum  
955 Broadway  
Woodmere, NY 11598  
(516) 569-6376

### Suffolk County

Bonnie Helfner, DDS  
647 Commack Road  
Commack, NY 11725  
(800) 938-0590

Jesse H. Jacobs, DMD  
207 Mallock Road  
Stony Brook, NY 11790  
(516) 751-0303

J. Richard Lawrence, DDS  
206 Clay Pitts Road  
East Northport, NY 11731  
(516) 266-5061

Ricardo Alexander  
North Shore Oral & Max Surg.  
7 High Street, Suite 308  
Huntington, NY 11743  
(516) 547-8324

### Metropolitan Region 2 Bronx

Mitesh Parikh  
Sparkle Dental Center  
1002 Castle Hill Avenue  
Bronx, NY 10472  
(718) 319-1570

Family Dental Services  
Richard S. Beautus  
1967 Turnbull Ave. 21A  
Bronx, NY 10473  
(718) 823-3393

### Brooklyn

Candy Sebold  
2248 East 21st Street  
Brooklyn, NY  
(718) 646-1378

Thomas R. Bloom  
The Smile Savers  
2148 Ocean Avenue  
Brooklyn, NY  
(718) 645-1111

### Queens

Trupti Desai, DDS  
79-05 259 Street  
Floral Park, NY 11004  
(718) 343-5110

Grigory Mirzakandov  
65-09 99 Street, Suite D  
Rego Park, NY 11374  
(718) 275-9792

### Southern Region 3 Dutchess County

Damen Patel  
201 South Avenue  
Suite 504  
Poughkeepsie, NY 12601  
(914) 473-0683

### Rockland County

Satish Rajani, DDS  
1 Orchard Street  
Spring Valley, NY 10977  
(914) 356-3242

Ajay Baman  
2 Strawtown Road  
West Nyack, NY 10994  
(914) 348-8725

### Western Region 6 Erie County

Domenico Berardi, DDS  
5353 Main Street  
Williamsville, NY 14221  
(716) 633-2327

Joseph Gambacorta, DDS  
5353 Main Street  
Williamsville, NY 14221  
(716) 633-2327

### Connecticut

Joseph Kenny, DMD  
2 Hospital Hill Road  
Sharon, CT 06089  
(860) 364-1833

### New Jersey

Dental Depot  
401 78th Street  
North Bergen, NJ  
(201) 868-4488

### Questions and Answers about your prescription program

- Q:** Will the prescription co-payments remain the same?  
**A:** Yes. Mail service co-payments remain at \$3 each and retail pharmacy co-payments remain at \$8 for each 30-day prescription.
- Q:** Can I still get up to a 90-day supply through mail service for only a \$3 co-payment?  
**A:** Yes.
- Q:** Can I get a 90-day prescription at retail?  
**A:** No, but you can get on-going 30-day refills at retail; the choice is yours whether or not to use the mail service pharmacy and pay a reduced co-payment.
- Q:** Will the \$200 maximum co-payment out-of-pocket benefit remain the same?  
**A:** Yes.
- Q:** Is my current pharmacy a participating Value Rx pharmacy?  
**A:** Most Paid Prescriptions Inc. participating pharmacies are also Value Rx participating pharmacies. When you receive your new identification card in September, it will list a number of pharmacies located near your home. The Value Rx customer service office can also be called to help you locate other Value Rx pharmacies.

## How your dentist can join the panel of dental providers

The CSEA EBF panel of dental providers changes regularly, so always check with your dentist to confirm that he or she is still a plan participant before service is actually rendered.

If your dentist is not a CSEA EBF participating

dentist and you would like him or her to consider participating, simply fill out the request for information below and return it to the EBF. Your dentist will be supplied with information and an application to become an EBF participant.

REQUEST FOR INFORMATION FORM  
for dentists interested in participating in the CSEA EBF Dental Provider Panel

Name of Dentist \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_ ZIP \_\_\_\_\_

County \_\_\_\_\_

Telephone \_\_\_\_\_

Please return this form to:

Marketing Department  
CSEA Employee Benefit Fund  
1 Lear Jet Lane, Suite 1, Latham, NY 12110

**PART 7 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<sup>1918</sup>

1929 1931 1942 1952

1962

1978

1997<sup>2000</sup>

# EBF has a history of helping members save

Before World War I when a handful of civil service workers joined together to start CSEA, in their wildest dreams they couldn't have imagined the advanced antibiotics, laser dentistry and contact lenses yet to be invented or the future CSEA members who would use them.

In 1979, thousands of CSEA families first read in *The Public Sector* that the union had negotiated a new Employee Benefit Fund (EBF) which could save hard-earned dollars spent on prescriptions, dental and vision care.

Just think about the number of braces, fillings, toothaches, dental check-ups, eye examinations and prescriptions CSEA members and their families deal with in one year.

EBF's staff of 59 receives more than 382,000 dental claims and more than 1 million prescription claims annually for more than \$75 million.

Add the more than 99,000 vision vouchers a year, and you can see how valuable EBF is to CSEA members.

Quality service is EBF's number one priority, Director Timothy M. Mullens says. EBF representatives constantly respond to phone calls or travel around the state to union conferences, membership meetings and more than 200 worksite information days a year.

"The number of participating dentists has nearly tripled to over 1,300 in the last five years, and we now have over 600 vision care providers across the state," Mullens says.

EBF's budget of more than \$87 million is overseen by seven trustees. CSEA President Danny Donohue is board chairman.

"We know the Fund is a life-saver, especially for those who depend on costly medicines to manage chronic health problems," Donohue says. "We always go the extra mile to get the very best benefits for CSEA members."

The EBF broke new ground in 1994, instituting a Workplace Security Program to help CSEA members attacked on the job.

"We believe the future of EBF is

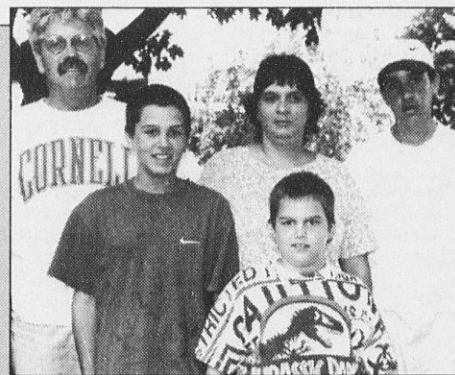
very bright," Mullens says. "We are bringing in dozens of new CSEA local government groups every year and can guarantee their rates into 2001. We're not aware of any insurance company or competitor that can say or do the same."

Mullens maintains that EBF works hard to resolve any problems and saves the letters of appreciation they receive from satisfied CSEA members.

The EBF has proved its worth time and again, notes Patti Headwell, one of the EBF's original six employees.

"You know what you are doing is really helping thousands of CSEA families," she says, "and that means a lot."

— Lilly Gioia



**CSEA activist Frank Carlon, left, and his family: Justin, wife Bonnie, Spencer and Dillon.**

### **Frank Carlon, Dutchess County Unit second vice president**

"My family has been going to participating EBF dentists for years: Drs. Gross and Flores in Poughkeepsie. It's pretty simple — I haven't had to pay anything. We have everything we need — good service and good dentists. Sometimes you have to look around to find someone right for you. We haven't had any problems. All we do is sign the vouchers."

## EMPLOYEE BENEFIT FUND

The CSEA Employee Benefit Fund is administered by a six-member Board of Trustees. The trustees are William L. McGowan, chairman; James J. Moore, treasurer; Irene Carr, secretary; and members Joseph E. McDermott, Louis J. Maunellino and Elaine Mootry. Following are profiles of the members of the Board of Trustees.

"... steady and consistent progress in providing an invaluable benefit"

The CSEA Employee Benefit Fund (EBF) was formed in 1979 as the result of a negotiated agreement between CSEA and the State of New York. The Fund replaced an insurance program administered by the state and which provided only dental benefits.

Improvements and changes became immediate under the CSEA-administered EBF as a prescription program was inaugurated.

### Introduction of a Personal Legal Plan.

CSEA statewide President William L. McGowan is also chairman of the Board of Trustees which oversees the operation of EBF. McGowan recalls his satisfaction with both the level of benefits and the red tape involved in plans then being administered by the state. As head of CSEA's negotiating teams, he was in a position to conduct the historic negotiations

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**This story heralding the success of the EBF ran in *The Public Sector* in 1983**



**A CSEA FAMILY: From left, Christine and Jimmy Schermerhorn, Elizabeth, Ana and Enrique Acevedo.**

### **Ana Acevedo, a member of CSEA State Employees Local 016**

"We are so thankful for our health benefits. Henry needed specialized care for his heart, and it was stressful worrying about his well-being. What a relief not to have to worry about the benefits. They were right there for us and still are. We feel protected and secure."

### **Christine Schermerhorn, Acevedo's daughter, an expectant mother and a member of SUNY Stony Brook Local 614.**

"I'm happy the benefits are so good so when we have our baby we don't have to worry."



**Georgette Carter, a member of Staten Island Developmental Center Local 429.**

"I really depend on the Employee Benefit Fund as a diabetic. I know I save at least \$160 a year on insulin. Add to that at least \$300 I save on dental visits and glasses. That \$460 of mine doesn't include what I've saved using EBF for my daughter, Chante, and son, Jamel. When I first came to work for the state, we didn't have the CSEA Benefit Fund, so I know what it was like without it. Believe me, I can't afford not to have these benefits."



# What is a Constitutional Convention?

## VOTE NO!

### Here are some of the most commonly asked questions about the Constitutional Convention

**QUESTION:** What is a Constitutional Convention?

**ANSWER:** Delegates are elected and convened to recommend changes to the New York State Constitution. Their final recommendations are put to vote to the general public.

**QUESTION:** What will be the question on the ballot?

**ANSWER:** "Shall There Be a Convention to Revise the Constitution and Amend the Same."

**QUESTION:** What is the time line for this convention?

**ANSWER:** The referendum on the convention appears on the ballot Nov. 4, 1997; if the referendum passes, delegates are elected Nov. 3, 1998; the convention would convene in 1999; and proposed changes are on the ballot Nov. 2, 1999.

**QUESTION:** What issues could the convention effect?

**ANSWER:** The convention could take up the following issues: referendums and initiatives; lift the ban on state aid to religious schools; school vouchers; Right-to-Work; devise mechanisms to cap public spending; require 2/3 vote to increase taxes; weaken or eliminate the constitutional clause in which the state must provide shelter, assistance and services to those in need.

**QUESTION:** Won't this take the power away from the politicians and give it back to the people?

**ANSWER:** The delegates elected are most likely to be elected legislators or judges who already have name identification or are well known in their respective districts.

**QUESTION:** When have they been previously held?

**ANSWER:** There have been eight Constitutional Conventions in New York State. They were convened in 1801, 1846, 1867, 1894, 1915, 1938, and 1967.

**QUESTION:** What happened in 1967?

**ANSWER:** The Legislature voted to place the question early. The referendum was approved by voters. The convention delegates proposed drastic changes to the Constitution, cutting its

length in half, allowing state aid to religious schools and having the state assume the cost of welfare. The voters rejected the proposed changes by a 3-to-1 margin, largely due to the attempt to lift the state ban on aid to religious schools.

**QUESTION:** What happened when the referendum was voted on in 1977?

**ANSWER:** The measure was soundly defeated by the voting public due to the disastrous results in 1967.

**QUESTION:** Is it expensive to run as a delegate?

**ANSWER:** The cost would be astronomical. Delegates are selected by the state Senate District lines, so the cost would be similar to running for state Senate. In 1996, one competitive race cost a million dollars for each candidate.

**QUESTION:** Aren't referendums and initiatives easier than passing legislation?

**ANSWER:** No, referendums and initiatives are very costly. The "Far Right" has used them time and time again to pass laws that sound good, but take away organized workers' basic rights, for example the right to bargain collectively. They have been used in other states to severely restrict public spending on vital protections for working men and women.

**QUESTION:** Will this really affect my job, my life, my livelihood?

**ANSWER:** Yes, the Constitution protects so much of our daily lives, from the wages we make and our safety at the workplace to the way we can lobby our labor issues and elect our elected officials. A Constitutional Convention could dramatically change our way of life. Public employee pensions are tied to the state Constitution.

**QUESTION:** How can I help?

**ANSWER:** Call the State AFL-CIO for more information:  
COPE Department  
New York State AFL-CIO  
100 S. Swan Street  
Albany, New York 12210  
518-436-8516 phone; 518-436-6901 fax

## The top 10 reasons to VOTE NO on the Constitutional Convention

**1** A Constitutional Convention will create constitutional chaos — a Pandora's box is opened and nothing in the Constitution is protected

**2** A convention could take away every right you have:

- Right to bargain collectively
- Right to join a union
- Prevailing wage
- Agency shop
- Your pension protection

**3** A convention could make New York become a "right-to-work" state

**4** Extremists could control the process.

**5** A convention could allow initiatives and referendums

**6** A convention will cost hundreds of millions of dollars for the campaigns and conventions.

**7** There is already a method to fix the Constitution.

**8** A convention will be "politics as usual."

**9** The delegate selection process is discriminatory.

**10** We get no guarantees that anything will be fixed. Just look at past conventions.

**The only guarantee is a huge waste of time and money!!**

# 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 through 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**

## Summary of June 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 June 19, 1997. In official action, the board:

- ⊕ Approved the appointment of Debbie DeCicco to fill a vacancy as Local Government representative on the Political Action Fund;
- ⊕ Approved the appointment of Betty Thomas to fill a vacancy on the Personnel Committee;
- ⊕ Approved the appointment of Ron Gillespie to fill a vacancy on the Charter Committee;
- ⊕ Approved the appointments of Jim Wall and Mary Lou Arangio to the Long Island Region 1 Political Action Committee;
- ⊕ Approved transferring the CSEA Security Life Insurance Plan from Travelers Insurance Company to Metropolitan Life Insurance Company;

⊕ Approved adoption of the 1997 management/confidential staff salary schedule to be effective Oct. 1, 1997;

⊕ Approved a 3-year lease agreement for office space by Wyoming County Local 861;

⊕ Approved placing into administratorship Mohawk Valley Library Association Local 708 and Town of Irondequoit White Collar Unit 7414-02 of Monroe County Local 828.

*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-*



**Barbara Reeves**

## 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**

**1-800-773-2351**

**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  
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

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.

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

AUGUST 1997

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