

Dispatcher's cool saves a life

“She told me she was on the snowmobile trail and that there had been an accident. She couldn't move and her boyfriend was unresponsive.”

WEST MONROE — On a frigid, snowy, 8-degree January night in the southern Oswego County town of West Monroe, Heather Harrington and her boyfriend went off the road on their snowmobile, became airborne and struck a tree.

When Harrington came to, she couldn't move her left leg and her boyfriend was buried under the snow, not moving. She reached out for help the only way she could, by dialing 911 on her cellular phone. Fortunately for her, CSEA Communication Specialist Donald Sunderland was on the other end of the line.

“She told me she was on the snowmobile trail and that there had been an accident. She couldn't move and her boyfriend was unresponsive,” Sunderland said. “She had no idea where she was except that she was thrown off the snowmobile and was down an embankment, about 20 feet off the trail.”

For nearly an hour, Sunderland, from his post at the Troop D New York State Police Headquarters in Watertown, kept Harrington on the phone, trying to locate her while racing the clock against an almost certain death from hypothermia. Sunderland asked Harrington where she was coming from and where they were headed to, in an attempt to determine their route of travel.

He immediately called the State Police Aviation Division in Syracuse to get a helicopter out to find her, but was told the snow was too heavy to fly. With no helicopter and no GPS signal from her cell phone to guide him, Sunderland had to use pure instinct and knowledge of the area to try to help guide rescuers to her.

911 to 911

Sunderland called Oswego County's 911 dispatch center and spoke to CSEA member Carl Wells who contacted local police, fire and EMS rescue teams to respond on the scene to help search for Harrington. They soon



New York State Police Communications Specialist Donald Sunderland sits by the radio he used to help dispatch assistance in the search for an injured snowmobiler.

determined a tentative location between two roads and Sunderland had two rescue teams on snowmobiles blow their horns in an alternating pattern. That way, when Harrington heard the horn that was closest, Sunderland could pinpoint her location by determining which team had honked.

Sunderland said it was difficult, not being on-site or having a direct way of finding her, knowing that the cold could be deadly. “Hypothermia was a big factor,” he said. “The only thing we could do was hope for the best in terms of the people out there locating her.”

After about one hour, Harrington told Sunderland that rescuers had arrived. Harrington was found and was quickly transported to a hospital where she was treated for a broken leg and facial injuries. Her boyfriend was pronounced dead at the scene.

“The greatest relief was when she told me the rescue people had found her,” he said. Sunderland said he was amazed at how calm Harrington remained, and how lucky she was that her cell-phone battery lasted the entire time.

For his efforts, Sunderland and

two of his co-workers, Troopers Vincent Abbate and Troy Pietroski, received a letter of commendation from Troop D Commander Maj. Gerard Kropf.

“Had it not been for yourself, Troopers Pietroski and Abbate working together as one unit in relaying vital information to each other and rescue personnel, Ms. Harrington probably would have succumbed to hypothermia. It is keenly apparent that all members involved acted in the finest traditions of the Division by keeping Ms. Harrington occupied, calm and focused on being located, rather than worrying about her injuries, ultimately saving her life,” wrote Kropf.

Sunderland said he appreciated the teamwork of the troopers. “It would have been one hell of a job trying to do that alone,” he said. “The end result of this team effort of the troopers and myself working together with the others in Oswego County was we were able to save this girl's life. I felt a lot of self-satisfaction about that.”

— Mark M. Kotzin

CSEA Voices



“Workers are only as strong as their union, and vice versa. Our forebears fought, and shed blood and sometimes died for fair employment. It's up to us to continue that tradition.”

— Sandria Banks, 19-year CSEA member, communications specialist, Troop A, New York State Police

Workers seek smiles in taxing service

BROOKLYN — Despite the stress and anger usually associated with the tax season, Tax Compliance Agent Scott Morris finds a way to make his clients smile.

It could be his degree in sociology.

“When people come in, I listen to their story because everybody has a story,” said Morris, a 27-year member of CSEA, after bashfully sharing a thank you letter he recently received.

“I try to help them see that they can resolve their problems and once they learn that, they leave with a smile which happens very often.”

Starting in January, thousands of New Yorkers begin visiting one of several state Taxation and Finance offices located throughout New York City in an attempt to meet the April 15 deadline or resolve other outstanding tax woes.

“Our job is not to hound people down for money,” said Gopaul Raghunandan, a tax compliance agent in

Brooklyn and a CSEA member for 10 years. “Our job is to explain to them why they owe and help them to resolve their liabilities.”

Despite their helpful intentions, CSEA members working at these offices are often greeted with a host of emotions.

Lauren Hazell, a keyboard specialist and 23-year CSEA member, woke up on this particular day with a splitting headache. As it turns out, a day earlier, a customer became increasingly irate and rude after making several mistakes on a tax form.

“They get very excited sometimes,” said Hazell. “A lot of times they are dealing with the fact that they have to pay.”

Melting pot factor

In a city as diverse as New York, dealing with non-English speakers from many different countries is often difficult. Many are vendors who come to the agency to pay their taxes or obtain



Gopaul Raghunandan helps customers at the counter.

certificates to operate their businesses.

“We have a tremendous amount of people who are immigrants which is hard because they often don’t have translators,” said Bill Reardon, tax compliance agent and 27-year CSEA member.

The one Spanish language translator they do have, said Reardon, is usually extremely busy.

Keyboard Specialist and 23-year CSEA member Avril Nunes also believes “we are basically here to service the taxpayer.”

Which brings us back to Morris, the tax compliance agent with the sociology degree

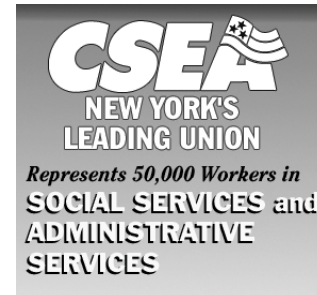
from Lehman College.

While explaining the story of a woman who came to him during a tax amnesty period, he related how he helped her avoid having to pay thousands of dollars in taxes that were rightfully owed by her husband at the time. In the process, Morris learned, the woman was also a victim of domestic violence.

“Just two weeks ago she left a message on my voicemail that she was very appreciative,” said Morris who said he enjoys dealing with people from diverse backgrounds and situations.

“The key is to listen.”

— David Galarza



“Our job is to explain to them why they owe and help them to resolve their liabilities.”

CSEA Voices



“Lobby day is extremely important. Major legislation comes before the Assembly and Senate and this is our opportunity to show the full weight and support of the union.”

— Dan Lomonte, 22-year CSEA member, building inspector, Town of North Hempstead



Librarians won't shut up

From left, CSEA represented library workers Mary Ellen Medjuck, Jim Balletta, Suffolk Cooperative Library Local president, Sara Fiorenzo and Marcy Illuminato traveled to Albany recently from Suffolk County to press state legislators for adequate library funding.

Library Lobby Day was held in conjunction with the Library Associations around the state. The members’ primary goal was to urge lawmakers to restore full funding to area libraries.

Gov. George Pataki’s budget proposed a five percent cut, which translates into big losses for libraries.



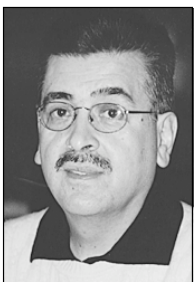
Cycling the Erie Canal 2004

CSEA has teamed up with the New York State Parks and Conservation Association (NYPCA) to serve as a sponsor of "Cycling the Erie Canal 2004."

The event is an eight-day, 400-mile fully supported recreational bicycle tour for nearly 500 cyclists from Buffalo to Albany along the scenic Erie Canal. The ride promotes the Canalway Trail and raises funding for NYPCA's trail programs. It takes place from July 11-18, 2004.

For more information, check out the NYPCA website: www.nypca.org.canaltour.

CSEA Voices



"Our unity is very important. It's the only way we get what we need. The current state contract agreement is a good example of what unity can achieve."

— Rick Rivera, 10-year CSEA member, highway maintenance worker, Hamburg Department of Transportation

Canal workers get ready for season

LYSANDER — Slowly, steadily, CSEA Laborers Will Garrett and Michael Mcfadden guide the giant motorized travel lift over to the edge of the Seneca River.

Nested between two large canvas webs, a small boat hovers first over gravel and then over water. As they reach the channel dug into the river's bank, Construction Equipment Operator Jay Bethel pushes levers from within the lift's cab that slowly lower the vessel into the water.

As the boat hits water, the webs go slack, and finally she is floating on her own. The vessel is a "tender" named the Dana II, which operates like a smaller version of a tug boat.

CSEA Captain David Eldridge quickly hops aboard to check her seaworthiness after a winter of repairs, including new water lines and patched holes in the bottom of the 67-year-old boat.

He disappears below decks for a few minutes,

then reappears, giving a thumbs-up, signaling the beginning of another season's work for this boat and her captain on the New York State Barge Canal.

It's a scene that's been repeated numerous times over the past few weeks. "A lot of boats from different sections have to go in the water," said Mcfadden.

Warm-weather jobs

For Eldridge, it means getting back to doing jobs like setting and retrieving buoys, towing and pushing scows and derrick boats, removing trees from the water and doing occasional bridge inspections. "I can get in a lot of places the big boats can't," he notes.

For all of the 'Canalers' as they call themselves, the change to spring means getting out of repair mode and back to many familiar routines.

"We got through the winter and tried to get things maintained back at the lock," said Garrett. "Now we have



Tender Capt. David Eldridge stands aboard his vessel, the 67-year-old Dana II.

to get it spruced back up," he said. Fresh coats of blue and yellow paint will make this facility, like all others, another shining jewel in the canal system of lush park-like lawns and spotless facilities for the boating public.

Congratulations! It's a buoy

One very big, labor intensive project over the coming weeks is dropping the buoys. Using cranes for the larger "lake buoys" the workers drop them into place and attach them to their permanent anchors. They also replace the lights on their tops, which contain sophisticated electronics that replace burnt-out bulbs automatically. The

smaller "in-channel buoys" are dropped into the water, and anchored using counterweights.

"It's easier to get them in when the weather warms up, compared to pulling them out in late October or November, when it's a lot colder outside," said Garrett.

Meanwhile Ganley, a crane operator, is headed to Utica where his 65-ton crane will be used to set three more "tenders" into the water, each weighing about 19 tons.

"You never know what the day is going to be like," said Ganley. "That's what's nice about it. We do a lot of different things."

And so, another season begins.

— Mark M. Kotzin



Laborer Will Garrett moves a "lake buoy" on a scow full of buoys that will all soon be placed into Oneida Lake.

Clarkson University workers fight, win

POTSDAM — The fourth time was the charm for the facilities workers at Clarkson University.

The private university's workers had tried building a union three times during the past 18 years each without success. Each time, management seemed to get a little nicer, made promises that things would change for the better, and tried the usual tactics to discourage the workers from voting for a union.

That all changed recently when the nearly 100 workers who provide custodial, maintenance, clerical, building trades and grounds support for the campus facilities voted to become the newest members of CSEA.

"We've been wanting this for a very long time," said custodian Lisa Emburey. "Everyone's made a great effort, and we're ready to get started with the union."

Joe Paul, a carpenter at the



Two of the CSEA supporters hug after the vote results were announced.



Many of the CSEA supporters joined CSEA staff and activists for this group shot.

university who was pushing for the union, said the assistance workers saw from area CSEA activists, especially SUNY Potsdam Local President Colleen Wheaton, helped give them support.

Pulling together

"It showed how our community can pull together. We got a lot of support from our neighbors," he said.

CSEA Labor Relations Specialist Bud Mulchy, who also helped lead the organizing drive along with Organizer Geordie Pierce, said the workers got vital support from area CSEA locals and units, including SUNY Potsdam, St. Lawrence University, and Potsdam Schools, among others.

HVAC Mechanic Scott Murphy said he was looking forward to the union giving the workers a voice in being treated fairly at work.

"We just wanted fair

treatment, really. Just to be on a level playing field," he said.

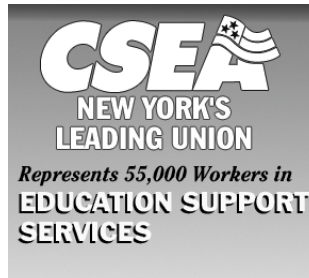
Next, a contract

Carpenter/locksmith Dan Caster agreed, saying, "the rules we go by now are very flexible to their (management's) advantage. Now, hopefully the union and Clarkson can come to a contract. We just want things fair."

CSEA Central Region President Jim Moore said he was pleased to hear of the workers organizing victory.

"We're so proud that they stood together for what they believed in, and stuck to it. We welcome them to the CSEA family," he said.

— Mark M. Kotzin



SUNY Purchase workers seek union

As this edition of *The Work Force* went to press, momentum was building in an organizing campaign for about 80 private food service workers at SUNY Purchase.

The workers, employed by Chartwells, are organizing into a union to gain respect and dignity on the job. Chartwells' low wages force some of them to work second jobs.

The workers' fight to organize has cooked up much support from the campus community and local organizations. SUNY Purchase students, faculty and staff, including about 150 employees represented by CSEA, are strongly backing the food service workers.

More about this campaign will be reported in upcoming *Work Force* editions.

CSEA Voices



"Unity among union members should be strong. I was recently able to convert a non-believer after intervening on his behalf regarding a doctor-ordered light duty. He now sees how the union works for its members."

— Connie Drumm, 20-year CSEA member, janitor, SUNY Geneseo

INSIDE THE WORK FORCE

Gettin' Loud on Lobby Day

ALBANY — More than a thousand members of New York AFSCME affiliates, including CSEA, shook the Capital on March 30, enthusiastically buttonholing state legislators to lobby them on behalf of working families across the state.

Better funding for health care, including mental health care facilities, timely and fair state budgets, safe work places and permanent agency shop legislation were some of the actions lobbied for.

CSEA Local 1000 members joined AFSCME (American Federation of State, County and Municipal Employees) District Councils 35, 37, 66, 82, and 1707 in lobbying state lawmakers.

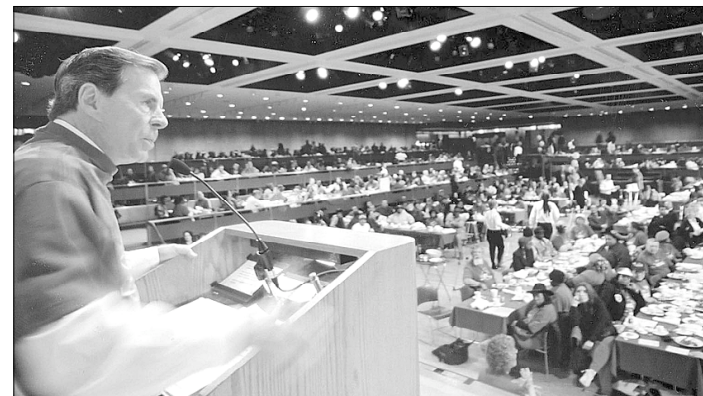
Aside from state issues, AFSCME President Gerald McEntee and CSEA President

Danny Donohue cited a litany of federal issues affecting working families, and McEntee praised presidential candidate John Kerry, whom AFSCME has endorsed.

"I have never experienced such rough and tough waters. The Bush administration and the right-wing Congress are trying to drown us!" McEntee said.

"The secretary of labor does not represent workers — she wouldn't know a rank-and-file union member if she bumped into one," McEntee said.

"Bush says he wants to give Iraq the best health care system in the world, a single-payer system, if you will. Hello Bush! Doesn't he realize that 66 million Americans don't have health care?" McEntee said.



AFSCME President Gerald McEntee gave a rousing speech to a capacity crowd of activists.

McEntee noted the current administration's practice of branding such policy criticisms "unpatriotic."

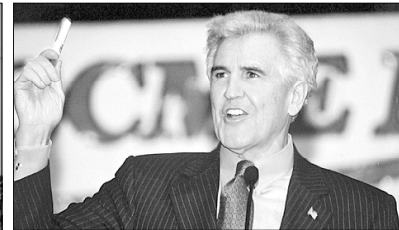
Since the president took office, New York state has lost 199,000 jobs, in part due to short-sighted job creation funding in the nation's Capitol.

With a full legislative agenda ahead of them, (See page 11 for details.) Donohue reminded the crowd to let lawmakers know that, "We're AFSCME and we're here to be heard!"

— Lou Hmieleski



(Left to right) Central New York DDSO President Norm Jacobson, Executive Vice President Mary Sullivan and Metropolitan Region President George Boncoraglio prepare to lobby. Sullivan and Boncoraglio serve with Pres. Donohue as International Vice Presidents of AFSCME.



Senate Majority Leader Joseph Bruno, above, and Assembly Speaker Sheldon Silver, left, spoke at AFSCME lobby day.



Above, members from the Long Island Region pose on the steps of the Empire State Plaza before the start of the 2004 AFSCME Lobby Day in Albany.



AFSCME PEOPLE representative Luther Washington explains the benefits of the PEOPLE program.

The press corps interview CSEA President Danny Donohue and AFSCME President Gerald McEntee.



Left to right: CSEA members clerk Mary Rusette and keyboard specialist Furn Lorento, from Marcy Correctional Facility, made the trek to Albany to participate in lobby day.

Photos by Colleen Brescia.

AFSCME Lobby Day Legislative Agenda

Restore Medicaid and healthcare cuts:

- Irresponsible cuts will hurt working families, low-income families, the uninsured and the underinsured particularly hard.
- The governor's proposed Medicaid "relief package" will hurt public and private sector healthcare facilities in this state.
- The proposed tax on hospitals, nursing home and home healthcare agencies — where many CSEA members work — will devastate an already dangerously underfunded industry.

Make Agency Shop legislation permanent:

- It is only fair that all employees in bargaining units contribute toward some of the costs associated with providing hard-fought protections and benefits that our union has won.

Fight outsourcing of jobs:

- A company that receives state aid for economic development should not be able to profit from taxpayer assistance while removing jobs from the state.
- Eliminates the practice of taxpayer-funded relocation of jobs out of our state and our country.

Prevent workplace violence

- CSEA members often work in areas where violence breaks out. Currently, employers in New York do not have a plan to protect workers from violence.
- Legislation requires workplace violence assessments resulting in a written plan and this legislation will help prevent unnecessary harm to employees.

Accountability in contracting out

- Contracting out often leads to higher costs, lower quality of services, a loss of accountability and a loss of flexibility.
- Legislation CSEA supports mandates that before governmental services are contracted out, outsourced or privatized, the agency or local government would be required to show that it would provide actual cost savings and that the services are performed in the public's best interest and not privatized solely in response to fiscal considerations.

Ground Zero move poses health risks to workers

MANHATTAN — Hundreds of CSEA members concerned about the potential health risks posed by an anticipated move to a building next to Ground Zero that was severely contaminated during the 9/11 attack, have finally met and expressed their concerns to state officials.

Now they're waiting for the official response.

"We want answers on all the recommendations we made at our meeting," said Marie Rogers Granger, a unit representative for the Department of Health (DOH) about the proposed move to 90 Church St. "I really don't want to move down there, but if we have to move, we want to make sure that we're not moving to an unhealthy place."

Among the recommendations made by members of CSEA and the Public Employees Federation (PEF) are installing double-paned windows and high efficiency air filters. They are also asking that the building's ventilators be moved from the side of the building facing the World Trade Center.

Media spotlight gets results

The meeting between CSEA leaders from the Public Service Commission (PSC), Health Research Inc. (HRI) and DOH, with officials from the Governor's Office of Employee Relations (GOER) and New York State Office of General Services (OGS), came just days before a story blasting the move appeared in the *New York Times*.

Over the last few months, local media have also featured reports critical of the draft environmental impact statement (EIS)

for the World Trade Center rebuilding project. Critics note the document does not provide enough detailed information about the synergistic effects of several big projects in the World Trade Center area including the Freedom Tower, a memorial for 9/11 victims, four other skyscrapers, the PATH terminal and the reconstruction of West Street-Route 9A.

Adverse impacts inevitable

A report by the Lower Manhattan Development Corp. (LMDC) cites "some adverse impacts are inevitable" in downtown Manhattan until 2015, when the site is scheduled to be finished.

Additionally, the Civic Alliance to Rebuild Downtown New York, a group of 27 planning, environmental, civic, neighborhood and other groups, was critical of the report's "failure to consider the cumulative impact on air quality of all related Lower Manhattan construction projects."

During the terrorist attack on the World Trade Center, 90 Church St. was hit by the landing gear from one of the planes. The building sustained structural damage and had been plagued by asbestos contamination, lead, fungi, fiberglass, mercury and other toxic substances.

One former tenant, the Legal Aid Society, chose not to return and another tenant, the U.S. Postal Service, is substantially decreasing its operations and personnel at the site.

Safety not negotiable

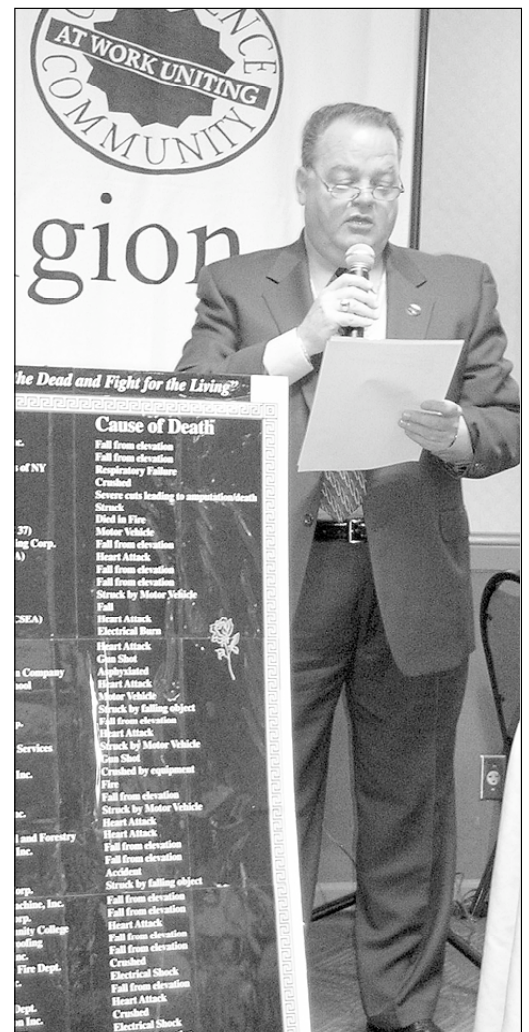
"The safety and health of our members is not negotiable," said Metropolitan Region President George Boncoraglio. "These workers spend a greater part of their day in these offices and should never have to worry if they're exposing themselves to hazardous substances."

At a meeting with state officials, CSEA Occupational Safety and Health Specialist Komilla John, PSC Local President Renee Jackson and HRI Local President Deborah Hanna stressed the importance of forming a task force or committee with all the parties affected by the move to continuously monitor, report on and correct any indoor environmental quality concerns.

— David Galarza



Honoring fallen Brothers, Sisters



CSEA President Danny Donohue takes part in a Worker's Memorial Day ceremony as part of the New York Labor Religion Coalition's statewide Conference. In front of the podium is a list of New Yorkers who died while at work in the last year.



CSEA Metropolitan Region President George Boncoraglio testifies at a meeting with state officials where CSEA outlined concerns about a proposed office move to a building near Ground Zero.

CPR-trained CSEA members save baby

SARATOGA — CSEA-represented employees at the state's Department of Transportation Saratoga Residency are being credited with saving the life of a 6-week-old baby.

Mechanic Pete Landry, who normally works out of a Waterford facility, was temporarily

assigned to the Saratoga facility. It was his last scheduled day there when a young, frantic mother came bounding through the doors of the garage screaming for help. "My first thought was that she hurt her hand, remembers Landry, "then I noticed the baby."

"He was blue and I knew that meant he needed air,"

said Landry, who is trained in CPR. Landry, without hesitation, began compressions.

He was joined immediately by CSEA highway maintenance worker Claudia Coffey who had run into the garage when she heard screams. Coffey began breathing into the baby's

mouth as Landry continued compressions.

After the first breath of air, Coffey remembers hearing a shallow breath and after she gave a second breath, a cough. The baby was breathing on his own and his color was improving, but he still had some rumbling in his chest. The 911 operator instructed Landry and

Coffey to put the baby on a flat surface and to wait for the police and ambulance to arrive.

The mother, Rhonda Reagan, explained that her son Tyler had bronchitis. As she was driving, she heard the baby cough. When she looked back to check on him, he was turning blue. That's when she pulled the car over, grabbed him from his car seat and ran into the DOT office.

The ambulance and police arrived quickly and the baby was taken to Saratoga Hospital. He was later transferred to the neonatal unit at Albany Medical Center.

Landry and Coffey both said they were happy to help and grateful that they had some CPR training to rely on. "You think you'll never use it and the next



Quick-acting CSEA members Claudia Coffey and Pete Landry are credited for saving baby Tyler.

thing you know there's a blue baby in front of you," said Coffey who had received CPR training when she worked as a school bus driver.

Several weeks later, the grateful mother presented Landry and Coffey with plaques for their outstanding heroic efforts.

"I am proud of the job they did and the way D.O.T. employees help the public every day," said

Bill LeBaron, the DOT Local president, who attended the plaque presentation.

Co-workers asked Landry and Coffey if they were nervous at any time during the incident. To that question, Coffey replied, "There wasn't time to think — you just did it."

— Therese Assalian

Lowville DOT workers rescue 7-year-old girl

LOWVILLE — If it weren't for some observant state DOT workers, and the first aid training that CSEA negotiated for them, the outcome of a recent incident could have been sadly tragic.

Instead, Bridge Repair Mechanic Gerald Freeman and Highway Maintenance Worker Tim Tabolt have been lauded as heroes for their rescue efforts that saved the life of 7-year-old Emma Stoltzfus.

The two workers were plowing snow on state Route 12 in the village of Lowville when they passed a flipped over, horse-drawn sled on the side of a connecting road. A few people were frantically trying to lift the sled, but to no avail.

Freeman and Tabolt sensed the incident was about more than spilled logs, and returned to the scene to find out what had happened. As they got close, they realized that a young girl was trapped under the sled, with her foot caught between logs.



Gerald Freeman, left, and Tim Tabolt, right, hold the chain they used on their snowplow to pull a sled full of logs off of 7-year-old Emma Stoltzfus, rescuing her from an almost certain death.

"Everything was on top of her. It had to be well over a ton," Freeman said. "All you could see under the sleigh was her hand," Tabolt added.

Freeman got a heavy chain out of the truck, while Tabolt hooked it to the rear of the truck and directed Freeman where to drive. They hooked it to the sled and pulled it halfway up, slowly,

because the girl's foot was still stuck between the logs.

Once they had the girl free, they moved her to safety. They noticed she was unconscious and not breathing. Freeman immediately started mouth-to-mouth resuscitation. "I gave her one breath, and she started breathing," he said.

The workers called for help

and covered the girl with their jackets until the rescue squad arrived. The young girl suffered internal injuries, a head injury, and was without oxygen for a brief period.

She was rushed to a local hospital, and subsequently airlifted to a Rochester hospital, where she made a remarkable recovery, leaving the hospital within a week.

A few days later, Freeman and Tabolt went to her house and surprised her with a teddy bear. She warmed their hearts with a big smile. "That was worth it. It made our day," Tabolt said.

And what about being recognized as heroes? Tabolt humbly said it didn't matter. "I don't care about any of that stuff," he said.

"Just seeing her smile at us when we went up the other day was good enough for us," Freeman agreed.

— Mark M. Kotzin



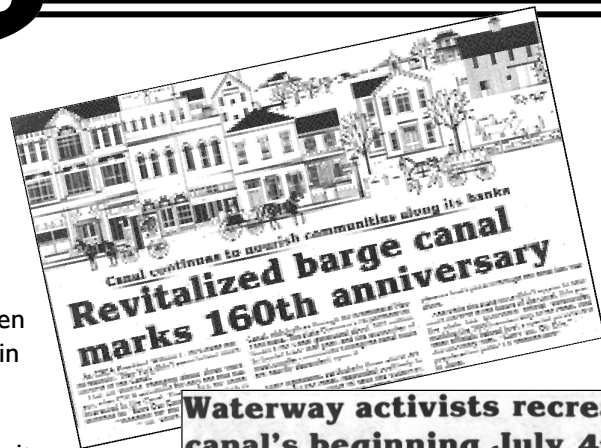
1985

19 years ago ...

On July 4, 1985, more than 400 history buffs, area residents, and CSEA activists who worked to help restore the Erie Canal as part of CSEA's "Save Our Canal" campaign re-enacted the ground breaking ceremony in Rome, New York. The event marked the 160th anniversary of the Erie Canal, often considered a vital transportation and tourist venue in the state.

CSEA effectively spearheaded the three-year campaign to revitalize the canal after threats to have its operating funds reduced and the possibility of moving its employees from full to part time work. Committed to preserving both jobs and a New York historical treasure, CSEA worked diligently to gain support for this revitalization effort. CSEA won a major victory in the campaign when key state senators sponsored a bill offering \$600,000 in additional staffing and maintenance improvements for the canal.

Today, CSEA continues its strong affiliation with the Erie Canal. Our workers who maintain it take pride in the array of jobs they do. CSEA also continues to sponsor canal-related community events such as "Cycling the Erie Canal 2004." See page 8 for details.



Waterway activists recreate canal's beginning July 4th



Also in 1985:

- * Les Miserables makes its premiere in London.
- * Explorer Robert Ballard finds the Titanic.
- * "Out of Africa" wins the Oscar for best movie.
- * Mikhail Gorbachev becomes leader of the Soviet Communist Party.
- * More than 7,000 are killed in the Mexico City earthquake that measured 7.8 on the Richter scale.
- * Greenpeace ship Rainbow Warrior is damaged in an explosion near Auckland, New Zealand.
- * "Back to the Future" and "Cocoon" draw crowds to the box office.

CSEA Expands Legal Services Plan Coverage

Beginning in late April, members in ten more counties across New York will be able to take advantage of the legal services offered through the CSEA Legal Services Plan.

Members in the ten counties will receive information in the mail about the Plan and how they can enroll for a small fee to receive free specified legal services and discounted attorney fees for other services. Enrollment is voluntary and once enrolled the member is covered under the Plan for one year.

In addition to the counties where the Plan is now being offered, members who belong to State, Local Government, Education, Private Sector or Retiree locals in the following areas will now be Plan eligible: Livingston, Ontario, Schuyler, Seneca, Steuben, Wayne, Yates, Rockland, Sullivan and Putnam.

If you work or live in these areas, you may now join the Plan. Additionally, your spouse and dependents may use any of the legal services included in your enrollment at no additional cost. Eligibility for services commences 7 days after enrollment in the Plan.

The CSEA Legal Services Plan has four enrollment options:

CHARTER	\$100	(2 services)
SUPERIOR	\$175	(3 services)
EXTRA	\$200	(4 services)
ADVANTAGE	\$260	(5 services)

The services include:

- One simple will or amendment to an existing will;
- One power of attorney;
- One health care proxy;
- One legal document review (up to 10 pages);
- One legal consultation (up to 60 minutes).

Plan legal services at a reduced fee include matters pertaining to wills and trusts, uncontested estate administration and will probate, real estate transactions and landlord tenant, criminal charges, vehicle and traffic charges, adoptions, family court, matrimonial and personal bankruptcy.

For More Information

For plan availability in your area, a detailed brochure, fixed fee schedule, and application for the CSEA Legal Services Plan, please contact CSEA Headquarters, Monday - Friday, 8:30 a.m. to 5 p.m. at 1-800-342-4146, extension 1454.

Now appearing in a field or backyard near you...

Lyme Disease

Lyme Disease is the most commonly reported tick-borne illness in the United States. Lyme disease is transmitted to humans by the bite of an infected deer tick.

Deer ticks thrive during this time of year in fields and wooded areas. Individuals can reduce their risk of Lyme disease by avoiding tick-infested habitats. If exposure to tick-infested habitats cannot be avoided, individuals may reduce their risk of infection by using repellents, wearing protective clothing, and regularly checking for and removing attached ticks.

Symptoms of Lyme Disease typically appear within 7 to 14 days (but may be as short as 3 days and as long as 30 days) from the time of infection. These symptoms include but are not limited to; a circular, sometimes oval-shaped red rash that starts as a small red spot at the site of the tick bite and later appears as a bull's eye rash, fever, headache, stiff neck, fatigue, and body aches. In some cases, there are no symptoms at all.

There is currently no vaccine on the market for tick borne diseases and early detection is crucial in the diagnosis and treatment of Lyme Disease as it is most treatable during its earliest stages. Regular

tick checks are advised for all outdoor enthusiasts. The best strategy however, is to stop them before they bite and call your doctor if you are concerned.

Here are some tips to help stop the ticks:

- Wear light colors, so ticks are easy to spot.
- Tuck pant legs into socks, so ticks can't crawl up your leg.

Spray insect repellents containing permethrin on boots and clothing. Apply repellents containing DEET to the skin: a 10 to 20 percent concentration for adults, less than 10 percent for kids (use sparingly on 2 to 6-year-olds, and not at all under age 2).

- Check body and hair for ticks when you get home. Remove with fine-point tweezers. Don't twist! Pull in a steady motion. Try not to squeeze the tick's body.
- Don't panic if you do get a tick bite. Ticks must remain attached for several hours to 2 days to transmit most infections to humans.
- Ask your vet about tick repellent if you own a cat or dog.
- Call your doctor immediately if you develop symptoms of tick borne illness — usually fever, severe headaches, body aches, vomiting, and nausea. Rashes don't appear in every case.



What's In It For You?



NEW DENTAL PLAN SERVICES COVERED

All CSEA State employees and Local Government units currently participating with the CSEA

Employee Benefit Fund (EBF) for dental benefits now have additional services covered under their dental plan.

The CSEA Employee Benefit Fund is pleased to announce that services **related** to implants are now covered.

The EBF will cover implant supported prosthetics (i.e. full and partial dentures, crowns and abutment crowns).

Please be aware that the surgical implant procedure itself is not covered.

The Employee Benefit Fund continues to research new and enhanced benefits for our members. To keep informed, please visit our website at www.cseaebf.com.

An Ever Better Future

May 15 is deadline for submitting proposed resolutions, changes to CSEA's constitution and bylaws

Proposed resolutions and proposed amendments to the CSEA Constitution & Bylaws for consideration by CSEA delegates to the union's 2004 Annual Delegates Meeting **must be submitted by May 15, 2004.**

Proposed resolutions may be submitted **only** by a delegate and **must** be submitted on the proper forms. Forms for submitting resolutions are available from CSEA headquarters and region offices.

Proposed resolutions and proposed amendments to the Constitution and Bylaws must be submitted no later than May 15 to Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Ave., Albany, N.Y. 12210-2303.

The 2004 CSEA Annual Delegates Meeting will be held Sept. 19-24 in Washington, D.C.

CSEA Rolls Out its Newest Legal Services Program Plan

Once again, CSEA has created a valuable Legal Services plan adding to its already impressive array of services covered under the Legal Services Program. The Elder Law Plan has been created to provide you and your family access to attorneys at low affordable rates who specialize in this complex area of Law.

Events such as illness or disability requiring long-term care can happen to you, your spouse, your child or your parent at anytime. You have worked hard to have your own home, put away money for retirement and save for your children. All of this could be threatened.



The Elder Law Plan entitles CSEA members to legal consultations, guidance, document preparation and, where needed, representation pertaining to estate planning and Medicaid eligibility.

What Can the Plan Do for Me and My Family?

The CSEA Elder Law Plan attorneys will:

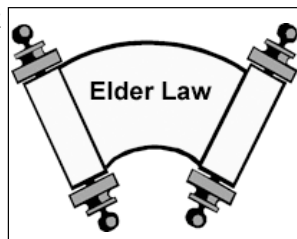
- Meet with you to review your present situation and make recommendations as to what you should do immediately.
- Prepare necessary legal documents such as Will, Power of Attorney, Health Care Proxy, Family Trust, Living Trust.
- Counsel you with respect to estate tax planning strategies, IRA and pension fund planning, guardianships, long-term care insurance options, asset protection in face of catastrophic illness.
- Represent you in the Medicare/Medicaid application process, probate and estate administration.

Why Should I Take Advantage of the Plan?

Available services include:

- Low cost wills, powers of attorney, health care proxies tailored to protect family assets and homesteads;

- Reduced fee trust agreements, deeds, medicaid eligibility services;
- Non-crisis related consultations and pre-crisis planning;
- On-going annual trust services;
- Information and publications and
- Educational seminars.



How Much Will it Cost?

All Plan attorneys have agreed to discount their regular fees by 20 percent for CSEA members and family. Fees vary depending on the geographic area of the participating attorney. Without the benefit of the CSEA Plan discount, these services would cost you much more.

Plan attorneys will provide you with quality services and expertise consistent with the other plans in the CSEA Legal Services Program.

How Do I Find An Attorney?

Call the CSEA toll-free number: 1-800-342-4146 and follow the prompts for the Legal Services Program. Listen to the directions for accessing the Elder Law Plan to locate a Plan attorney nearest you.

It's never too late or too early to consult with an Elder Law attorney.

Even if a family member is already in a nursing home, there are special law provisions that might enable you to protect assets that would otherwise be spent for that care.

Information is also available on CSEA's website at www.csealocal1000.org.



For those who proudly served



U.S. Veteran Cap

Embroidered navy, brushed cotton cap features U.S. Veteran and CSEA logos.

Order now in time for Memorial Day!
Special Price until May 31, 2004:
\$11.75

Order online at the CSEA estore:
www.csealocal1000.org.

All items are union-made in the U.S.A.

Jerry Clark Memorial Scholarship

AFSCME has announced the 2004 Jerry Clark Memorial Scholarship program for the children of AFSCME/CSEA members. The scholarship was established in 1990 in honor of Jerry Clark who served many years as AFSCME's Political Action Director.

The winner will be selected by lottery from the applicants who meet eligibility requirements and will receive \$10,000 per year for their junior and senior years of study as well as an opportunity to intern with AFSCME's Political Action Department.

To be eligible for the scholarship, the student must:

- be a child or financially dependent grandchild of an AFSCME/CSEA member;
- have a grade point average of 3.0 or better;
- be in his/her sophomore year of study;
- be a political science major at an accredited college or university.

The application can be obtained by writing, e-mailing or downloading:

Jerry Clark Memorial Scholarship
AFSCME Education Dept.

1625 L Street, N.W.

Washington, D.C. 20036

e-mail: education@afscme.org

download: www.afscme.org

Completed applications must be postmarked by July 1, 2004. The winner will be announced by Aug. 1, 2004.

Leading Edge



Heroism comes in many forms. It's not always about extraordinary courage under fire; sometimes it's about simple acts of kindness and concern in everyday life. That's the description that best applies to CSEA member Karilee Chandler, a longtime employee of the New York State Office of Mental Retardation and Developmental Disabilities (OMRDD) working out of a day program in Fort Edward. Chandler will be recognized as a Hometown Hero by the Red Cross of Northeastern New York at a program later this month.

Chandler has been singled out because of her reputation for caring, her commitment to the individuals she cares for and for her unwavering desire to see them excel. She's quick to state that she doesn't believe she should receive any more credit than the rest of her co-workers. Still, it's clear she is an outstanding representative of her colleagues.

Chandler has been an OMRDD caregiver for more than 27 years. Ten years ago she made a decision that would forever change her family and home life. Through the state's Family Care Program, she assumed the role of primary caregiver for two women, Loretta and Karen, who are now as much a part of her family as her own children. It's just one example of Chandler's selfless commitment to others that makes her a true hero.

WF: What is your job?

KC: I'm a Developmental Aide at the Ft. Edward Day

Hab.

WF: What are some of the goals of the day hab?

KC: We try to integrate, as much as possible into the community. That means trying to do everything that everyone else does such as outings and activities like arts & crafts, gardening, computer classes and cooking. We focus on the whole activity and link it to an outing. For example, if we're cooking, we'll plan a menu and then go to the store and buy the groceries. We'll prepare the food and then, everyone's favorite part, we eat it.

WF: What kinds of disabilities are the people at the day hab living with?

KC: Primarily mental retardation. There is a range from mild to profound. That's why we focus on the individual. Each person develops or enhances skills in their own way.

WF: Where does everyone come from?

KC: Some live in group homes, others in private homes like mine through the Family Care program. Private agencies can also bring people to our day hab if they think it will be beneficial. That used to not be the case but it does happen now.



Karilee Chandler, a CSEA member at the New York State Office of Mental Retardation and Developmental Disabilities, was recently feted by the Red Cross as a Hometown Hero.

— Therese Assalian

If you want to LEAD CSEA wants you!

◀ Are you ready to LEAD the way to a better future, for yourself, your co-workers and your union?



◀ Are you ready to push yourself?

◀ Are you willing to make the commitment to be an effective advocate for working people?

If your answer is yes, then CSEA has a challenge for you. Apply for placement in the union's all new Leadership Education and Development (LEAD) program.

LEAD is an intensive 18 month program throughout the state to help equip CSEA members and activists with the knowledge and skills to develop into our next generation of leaders and ensure CSEA remains New York's Leading Union.

Leadership
Education
And
Development

It will be rewarding in many different ways and well worth the effort.

If you or someone you know is up to the challenge, let us tell you more about what's in it for you:

Please fill me more about the LEAD program. I'm interested in developing my leadership skills and learning about how I can help CSEA continue its responsibility as New York's Leading Union.

Name: _____

Address: _____

Home phone: _____

E-mail address: _____

Help and more ASAP in President's Office CSEA
143 Washington Avenue Albany (New York 12210)

PEOPLE PERSON — The PEOPLE Recruiter of the Month for March is Rutha Bush of the Long Island Region. She recruited 42 new members to the PEOPLE program. PEOPLE is CSEA and AFSCME's political action program. It is responsible for raising money and collecting

voluntary contributions from the membership so that CSEA can effectively promote our interests at the state and federal level ... **STUDENTS INSIDE**

ALBANY — CSEA once again proudly sponsored the Students Inside Albany program in partnership with the New York State League of Women Voters. Nearly 40 high school students from across the state participated in the three-day program that offered a first-hand experience with state government. In addition to shadowing state legislators and spending time in the Capitol, the students participated in presentations from a number of individuals and organizations, including CSEA. CSEA officials also helped judge the program's essay competition, which focused on ways to encourage young people to participate in government ... **CBTU HONORS**

DONOHUE — The Rochester Chapter of the Coalition of Black Trade Unionists

CSEA
NEW YORK'S
LEADING UNION
265,000 Members Strong
CSEA
TODAY

(CBTU), honored CSEA President Danny Donohue with its Bill Lucy Award at its annual dinner held in Rochester. Donohue, an AFSCME International Vice President, was feted for his long-time union leadership, advocacy for workers' rights, and a host of

accomplishments and achievements for working people. AFSCME International Secretary-Treasurer Bill Lucy, for whom the award is named, was the keynote speaker ... **ERIE COUNTY LOCAL SCHOLARSHIP WINNERS** — The CSEA Erie County Local is pleased to announce the winners of the Joyce M. Bauth Memorial Scholarship for the 2003-2004 school year. The \$1,000 scholarships were awarded to: Christopher Magnano who attends Cornell University whose father, John Magnano, works for Erie County Central Police Services; and Sarah Gebhard, who attends Cortland College and whose mother Ann Gebhard, works at the Erie County Medical Center. Applications for the 2004-2005 scholarship are available at the Erie County Local union hall or by calling 716-896-1640. Deadline for entry is June 15, 2004 ... **SCH'DY COUNTY SEEKS RX INFO** — Members of the CSEA Schenectady County Negotiating Team and staff of CSEA's Health Benefit Department visited Canada recently for an on-site visit to CanaRX. The team, currently in contract negotiations, is working on adding a Canadian drug discount benefit to the existing prescription coverage. Prior to that, the team also visited Springfield, Mass. to learn more about how the city realized a 42 percent savings since implementing a Canadian drug discount program.



Danny Donohue with Rochester CBTU Chapter President and CSEA staffer Debbie Lee and fellow honoree Rochester City Councilman Wade Norwood.

Local 1000 Members **CSEA** LEGAL SERVICES PROGRAM AFSCME, AFL-CIO

KNOW YOUR RIGHTS!

This members-only benefit program provides attorney representation for **WORKERS' COMPENSATION; SOCIAL SECURITY DISABILITY; PERSONAL INJURY and PERSONAL LEGAL MATTERS** for members **AND** their dependents.

Quality legal representation at little or no out-of-pocket cost for injury/illness related matters. Also, representation is available at pre-negotiated, pre-published fees for other personal matters.

Call 1-800-342-4146
and Follow Prompts for
CSEA Legal Services Program

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. If you are called up for active military duty you may also apply for dues-free status.


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. This does not apply to members who are on leave due to being called up for military duty. Members on active military duty, upon return, are considered to have had continuous membership status for all CSEA election purposes.

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



John Kerry will work to:

- ✓ Create Jobs
- ✓ Protect Right to Organize a Union
- ✓ Protect Wages and Workplace Rights
- ✓ Protect Worker Safety
- ✓ Enforce Equal Pay
- ✓ Ensure Access to Affordable Health Care



“We are proud to support a candidate who will stand up for America’s workers, fight to keep good-paying jobs here in the United States and make sure every American has access to affordable healthcare.”

“Senator Kerry has a proven record of fighting for working families and a real plan to get this country back on track.”

