

NEW YORK'S STATE & LOCAL PARKS

World class attractions, world class employees - pages 16, 17

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Sector

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THE PUBLIC

STATE OF NEW YORK
EXECUTIVE BUDGET

1996-97

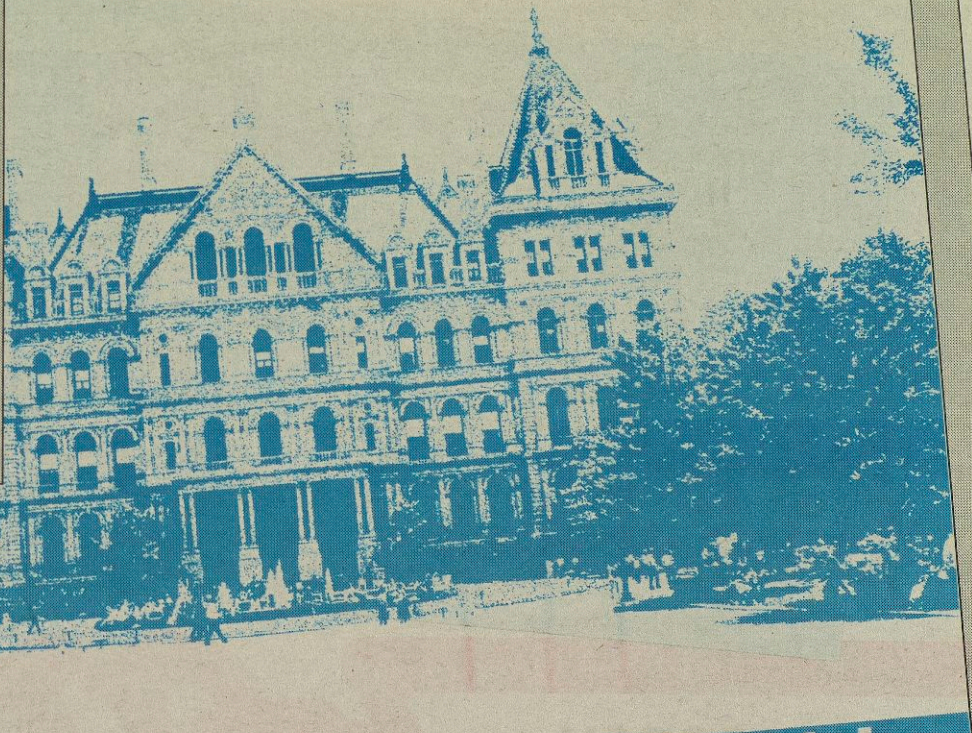


George E. Pataki
Governor

Patricia A. Woodworth
Director of the Budget

'We didn't vote for
these changes!'

NEW YORK
VE BUDGET

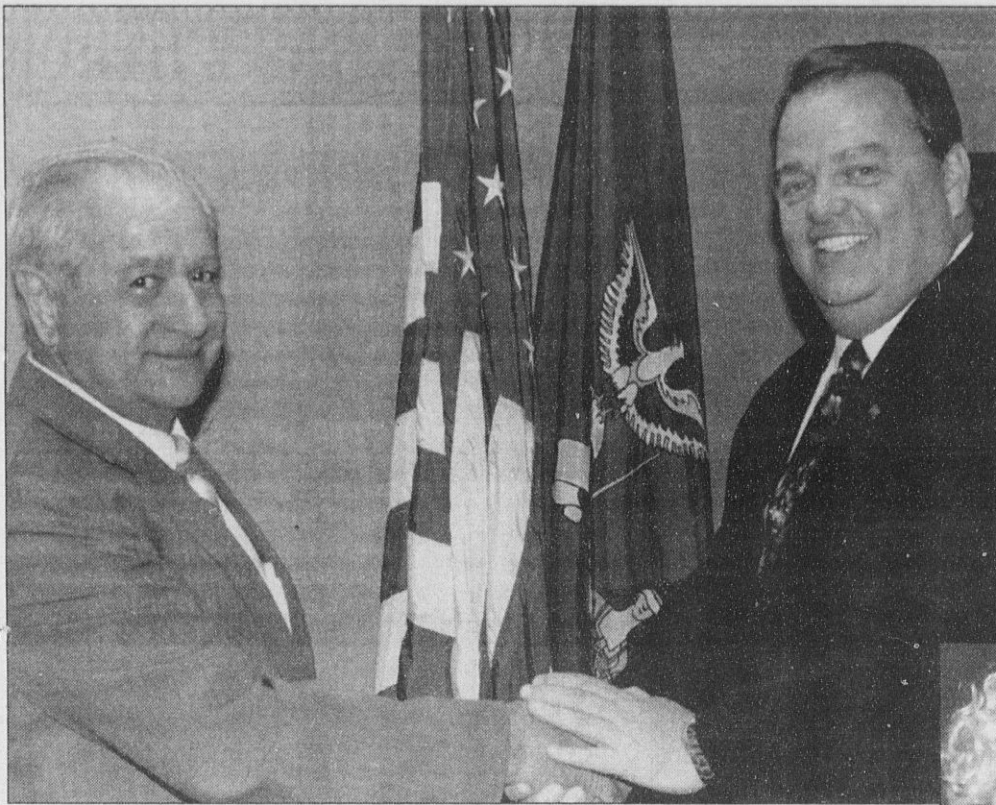


FROM A
DISASTER
IN
DECEMBER
TO

A BETTER BUDGET FOR ALL
'TOGETHER, WE
MADE IT HAPPEN!'

APPROVED
NYS Legislature

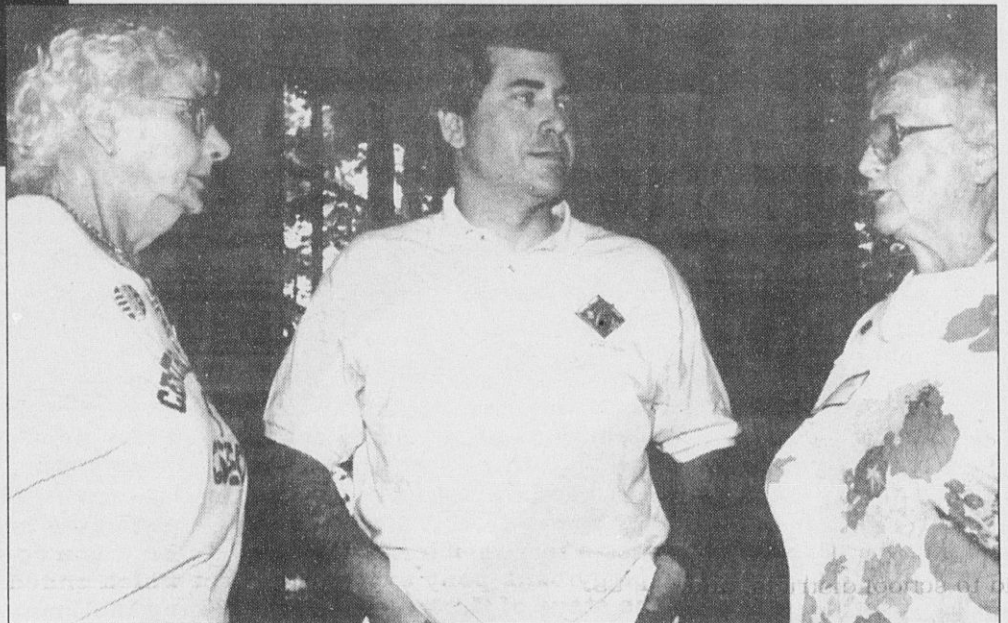
SEE PAGES 3, 8



Retirees applauded for efforts on pension supplementation

CSEA Retiree Division Chair Charles Peritore, left, is congratulated by CSEA President Danny Donohue for the unrelenting efforts by retirees that resulted in Gov. George Pataki and legislative leaders recently agreeing to pay pension supplements retroactive to last September. Under intense pressure from CSEA and retirees, Pataki also agreed to stop raiding the pension fund to balance state budgets.

In photo below, CSEA Binghamton Retirees Local 902 President Clara Pruitt, left, and Ithaca Retirees Local 905 President Bonita Barber, right, talk with state Comptroller H. Carl McCall's representative, Mathew Shebar, about pension supplementation during a gathering marking the 75th anniversary of the state's pension system.



Always protect your membership status

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.

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.

Region, delegates election results available

Reports on the recent CSEA region officers and AFSCME delegates elections are available for review.

Local presidents have been provided reports indicating the voting breakdown for their individual local in the two elections. The local election reports are available upon request for review by all interested local members by contacting your CSEA local president.

Reports indicating region voting results broken down by locals are available for review and/or copying by interested CSEA region members by contacting their CSEA region office.

THE PUBLIC Sector

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'We didn't vote for these changes!' campaign created

A better budget

When Governor George Pataki last December proposed the harshest state budget ever, CSEA mobilized its members and resources to block it.

"We didn't vote for these changes!" quickly became the battle cry for thousands of CSEA activists, rank-and-file members and the theme of CSEA's hard-hitting advertising campaign as the union counter-attacked the proposed state budget. All-out efforts were launched against a budget which would have slashed scores of state agencies and programs, closed facilities, shifted the burden for services to local governments and taxpayers, lowered state aid to school districts, and devastated the level of public services at all levels of government taxpayers want and need.

Thousands of letters and phone calls from CSEA members demanding Pataki's proposal be rejected poured into offices of the Governor and legislative leaders. CSEA phone banks staffed by union volunteers hummed well into the evening night after night (see related story, page 14) to rally union opposition.

'The budget delayed is far better than the budget proposed'

As members applied pressure, differences over the budget stiffened among Pataki, Assembly Speaker Sheldon Silver and Senate Majority Leader Joseph Bruno. The start of the state's April 1 fiscal year came and went without a budget agreement. It would not be until well into July, a record 104 days after it was due, that a budget agreement would be reached.

"The budget delayed is far better than the budget proposed," CSEA President Danny Donohue proclaimed. "The final spending plan was significantly better, thanks to the hard work of our members."

CSEA's lobbying efforts will help stabilize the work force through significant improvements in the final budget that include:

- Defeat of Pataki's ill-conceived block grants proposal for local governments, thereby



Thousands of postcards collected in two giant piggy banks were dumped literally on the laps of state legislators in early June. Two truck-mounted piggy banks criss-crossed the state to gather signatures from state residents on postcards telling legislators to pass a responsible state budget. CSEA was a co-sponsor of the "piggy bank pony express" project which ended with a rally on the steps of the state capitol building in Albany. CSEA President Danny Donohue, a speaker at the rally, is at right.

preventing the slashing of funds for public services and shifting of the burden to local governments and taxpayers;

- Restoration of hundreds of state jobs that would have been lost due to agency eliminations or downsizing;

- Preservation of thousands of local government jobs that were in jeopardy over Pataki's block grants proposal;

- Restoration of \$62 million for mental health programs;

- Extension, over Pataki's opposition, of the community reinvestment policy of using savings from state psychiatric hospitals for community-based programs;

- Keeping Kingsboro Psychiatric Center, which Pataki wanted to close, open and its work force employed;

- Keeping Harlem Valley Division For Youth facility operational and its work force employed;

- Providing an additional \$346 million in state aid to school districts and saving hundreds of school district jobs that were threatened;

- Restoration of \$1.2 billion to the state's Health Care System and rejection of arbitrary cuts to hospitals, nursing homes and home care;

- Providing state aid to distressed cities, including Yonkers, Buffalo, Syracuse, Rochester, Utica and Troy;

- Restoration of \$13.8 million to probation funding to allow electronic monitoring.

Court rulings hold off job reductions at Kingsboro, Pilgrim psychiatric centers

From the moment late last year when Gov. Pataki proposed the state budget, CSEA labeled plans for reducing the state's mental health system "too rapid, too radical".

Now a pair of court rulings agree that Pataki's proposals were, indeed, "too rapid, too radical," bringing some good news for state mental health workers and the patients they serve. The rulings could save, at least for now, the jobs of several hundred mental health workers which were scheduled to be eliminated in spite of state budget mental health restorations.

Separate decisions in state Supreme Court upheld CSEA claims that cutbacks planned for the Kingsboro Psychiatric Center in Brooklyn and Pilgrim Psychiatric Center on Long Island would violate the legal requirement of the state to provide a one year notice to the affected communities before making significant service reductions at the facilities. The court issued injunctions prohibiting the service reductions without the required one year notice.

Pataki originally proposed closing Kingsboro Psychiatric Center last December, generating staunch opposition from CSEA and a coalition of community and patient and parent advocacy groups. The facility will now remain open after the Legislature restored funding. The injunction halted state plans to eliminate about 120 positions at Kingsboro despite budget restorations.

The elimination of about 300 jobs slated for July 31 at Pilgrim were also put on hold by the court ruling.

"The issue is not about keeping psychiatric centers open at any cost," CSEA President Danny Donohue said. "The issue is ensuring the availability of needed services and better utilizing the experience of the state work force to provide those services."

Tier II 30/55 legislation hailed

CSEA is hailing the enactment by the state Legislature of Tier II 30/55 legislation, which was strongly supported and lobbied for by the union.

The legislation will allow Tier II members of the State and Local Employees' Retirement System the option to retire at age 55 with full benefits if they have completed 30 or more years of service. Those employees have not been permitted to retire and receive pension benefits prior to age 62.

"This legislation, once and for all, rectifies the inequities in the retirement system by giving Tier II members the same options as those in Tiers I, III and IV," CSEA President Danny Donohue said.

About 26,000 CSEA members are enrolled in Tier II.

Bridge maintenance worker dies

KINGSTON — A 36-year-old bridge maintenance worker fell nearly 200 feet to his death while he was cleaning the steel girders on the Kingston-Rhinecliff Bridge with one of his co-workers.

Daniel Van Benschoten, a member of NYS Bridge Authority Local 050, had unhooked his harness to switch his position when he slipped and lost his balance. A co-worker tried in vain to hold him to keep him from falling. According to Town of Ulster police, Van Benschoten fell into 10 feet of water.

Local 050 President Chris Perrello said the Bridge Authority has an excellent safety record and exercises utmost caution for its workers.

Officials also intend to investigate to determine if further measures are needed.

"There's always a danger in this job, whether you're climbing on the girders or standing at a toll booth," Perrello said. "Dan was the first person to fall off the bridge since 1968. I think the safety record speaks for itself."

Harry Stanton, executive director of the Bridge Authority said all hazardous duty was suspended on the bridge until a thorough investigation of procedures could be completed. In addition, maintenance engineers have met with the bridge foreman to go over safety procedures.

Stanton said that on the day of the accident, he immediately contacted the Employee Assistance Program which responded by meeting with workers at the site. All workers, including maintenance workers at the other bridge sites, have been offered counseling. Van Benschoten, a 16-year bridge authority employee leaves a wife, two children and another on the way. Funeral services were held on July 3 in Kingston.

A fund for the family has been set up by the local. Donations can be sent to CSEA Local 050 President Chris Perrello, c/o Newburgh-Beacon Bridge, P.O. Box 28, Beacon, New York 12508.

—Anita Manley

STATE GOVERNMENT BRIEFS

SUNY

Board of Trustees snubs CSEA

ALBANY — CSEA President Danny Donohue has expressed outrage and consternation at the snub of CSEA by the Board of Trustees of the State University of New York in excluding the union from the search committee seeking a new SUNY chancellor.

Gov. George Pataki, one of two recipients of a letter of protest from Donohue, responded with a letter saying he expected the chairman of the SUNY Board of Trustees to answer the complaint. But in a further insult, Board Chairman Thomas Egan, the other recipient, has yet to even acknowledge receiving the original complaint letter from CSEA.

Donohue's letter to Egan expressed "CSEA's profound disappointment" that the SUNY board did not invite CSEA to participate in the search for a new chancellor even though CSEA represents thousands of SUNY employees. A union representing SUNY faculty and other professional titles is represented on the search committee, the CSEA president noted.

"Yet again, the Trustees are treating SUNY employees in the classified service as second-class citizens in the university community," Donohue wrote. "Apparently the Trustees, like many Campus Administrators, do not believe that the interests and concerns of the CSEA-represented SUNY employees are of any worth."

In his letter to Pataki, Donohue told the Governor, "While I would like to think that our exclusion was a mere oversight by a new Chairman, I tend to think that this is yet another message from your administration regarding the worth of CSEA-represented employees."

DOT LOCAL 507

Employee thanks co-workers

POUGHKEEPSIE — When co-workers of DOT Local 507 member Barbara May found out that May's husband Charlie was critically ill, they rallied to her support and presented her with a generous collection.

"I am overwhelmed," she said, "at the outpouring of support from all my co-workers who gave generously and without hesitation — many of whom I have never met!"

"Charlie is still struggling against his failing health," she reported, "but you have given a gift that has eased the burden and words are simply not enough to express my sincere appreciation."

May said she hopes that one day she can pay back what she has received.

"I hope that someday," she said, "I will somehow have the opportunity to give back to my family of state co-workers what they have given me in my hour of need. Thank you for helping us."

— Anita Manley

New publications made available



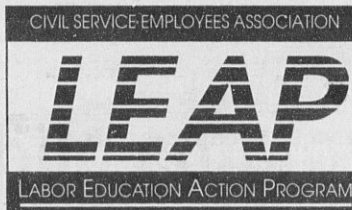
Copies of a new financial aid guide and a revised resource manual and three new brochures which describe the negotiated education and training benefits are available to CSEA members by contacting your CSEA local

contains detailed descriptions of the education and training programs administered by CSEA, Governor's Office of Employee Relations, Department of Civil Service and the NYS/CSEA Labor-Management Committees. It is designed for the use of CSEA Officers, LEAP liaisons, and agency education and training officers.

CSEA/LEAP Advisement Services.

Advisement services available to CSEA members on the LEAPline including academic advisement, basic skills and GED preparation, career counseling, and financial aid are described in this brochure.

Project Reach. Details about REACH programs which provide skill development in reading, writing, computation and other workplace competencies are contained in this brochure.



president.

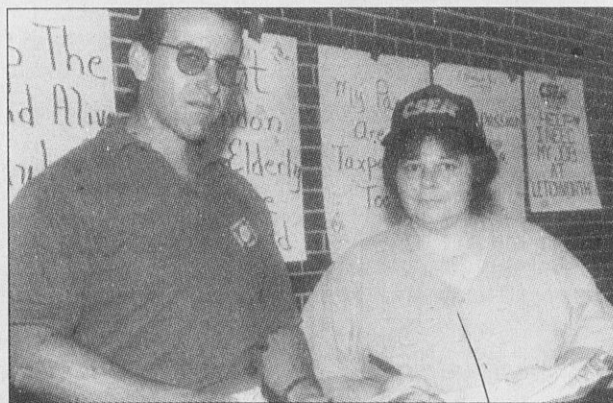
A CSEA/LEAP Guide to Financial Aid for Working Adult Students. This guide, developed specifically for CSEA members, explains state and federal student financial aid programs. Written in an easy-to-read style, it provides advice and tips to help members access student financial aid programs and supplement their CSEA education benefits.

Education and Training Opportunities.

Intended for the information of members, this brochure highlights all of the negotiated education and training programs and tells how to obtain more information about them.

Education and Training Opportunities-Resource Manual. This resource manual

Letchworth Developmental Center employees demonstrate



Employees of Letchworth Developmental Center demonstrated at area supermarkets to publicize the effect proposed block grants would have on services to mentally ill and developmentally disabled persons. Petitions were sent to lawmakers in Albany. Block grants were rejected in the final state budget. Shown above are Council 82 President John Kezek and Local 412 President Sara Bogart.

CSEA DMNA members among first to respond to TWA jetliner crash

When a TWA jetliner burst into flames, exploded and plunged into the Atlantic Ocean in eastern Long Island July 18, carrying 229 people to their deaths, CSEA state Division of Military and Naval Affairs members with the 106th Rescue Squadron Air National Guard unit at Moriches Inlet were among the first to spring into action.

DMNA Security Police Officer Michael Rietvelt said on the night of the crash he acted as the liaison between the command post and the Air National Guard unit.

"It was hectic. There were so many different agencies. I have to say it was impressive to see

the coordination. We were available to offer any assistance needed," Rietvelt said.

Other CSEA members have been responsible for limiting access to the area and preparing a hangar which is used to hold jet parts retrieved from the ocean.

CSEA member George Kalmaras was an eyewitness to the tragedy. The night of the crash, Kalmaras was fishing in Bluepoint with a friend when he saw a "big, spiraling fireball".

His friend thought it may have been flares or fireworks but the size of the flames made Kalmaras believe it was a plane.

"It looked like a tornado on fire," Kalmaras

said. "It came down and splintered off south into a second fireball. As soon as I saw those flames I knew there would be no survivors," he said.

Returning to work the morning after the crash, Kalmaras, an airport firefighter stationed at the 106th Wing, has been dealing with the reality firsthand as CSEA members remain on standby to do whatever they can to help.

"We are here to help in any way. The coast guard is picking up the bodies and have set up a temporary morgue. It's brutal," Kalmaras said.

— Sheryl C. Jenks

Inmate escape endangers public

ALBANY — CSEA Capital Region President Carmen Bagnoli is upset with the attitude of the Pataki administration concerning the recent escape of a prisoner from an inmate work crew.

A prison inmate serving time for burglary "walked away" from a work detail on the Harriman State Office Campus in Albany recently. He was captured less than four hours later in a nearby residential area.

"I hope the state wouldn't be this blasé if this escapee had taken a public employee or a resident of a surrounding neighborhood hostage," said Bagnoli, who spent 31 years on the uptown Albany campus as a public employee in the Department of Tax and Finance.

"I know personally how our members feel

"They are rightfully afraid until there is news of the convict's recapture."

when they find out that a convict has walked away from an inmate work crew. They are rightfully afraid until there is news of the convict's recapture," said Bagnoli.

"The Pataki administration often does not feel any obligation to tell nearby workers about such embarrassing escapes. By not releasing this information, the administration is placing

these employees into potentially dangerous situations," the veteran state worker said.

"The state indicates that 3,000 inmates are on work release assignments in the public work force. This means that 3,000 potential jobs are instead filled by individuals who broke the law," Bagnoli said.

"That doesn't make economic sense," Bagnoli said. "By continuing to use inmates, the state is gambling with the security of the general public. The state's luck will eventually run out and some unfortunate person will pay the ultimate price. That kind of tragedy could happen and, unfortunately, will happen if inmate labor practices are not stopped."

— Daniel X. Campbell

"America needs a raise"



CSEA Metropolitan Region President George Boncoraglio and CSEA Local 443 member Louise Lloyd at Staten Island rally. Lloyd was concerned politicians would cut the Workers Compensation benefits she receives for serious injuries received on the job.

NEW YORK — The rumble of thousands of union members gathered at a noon-hour rally chanting "America needs a raise!" roared through the canyons of Wall Street recently.

AFL-CIO President John Sweeney led the attack, telling the protesters that corporate greed and politicians are hurting working families.

"American workers have been worked like mules and treated like dogs," Sweeney shouted.

CSEA members made up a sizeable percentage of the workers gathered in front of the Federal Building on Wall Street. It was the last of five town hall meetings in each New York borough in labor's push to improve the working and living conditions for workers.

"It's a new day in the labor movement," CSEA Metropolitan Region President George Boncoraglio said. "You can feel the spirit of working people rising against the downsizers and the privatizers."

At Staten Island's "America Needs a Raise" rally, Boncoraglio appeared with Louise Lloyd, a CSEA Local 443 group home developmental aide for 17 years until she suffered a serious workplace injury three years ago.

Judge orders racing & wagering firings to trial

ALBANY — CSEA's lawsuit against the State Racing and Wagering Board for its illegal firing of 52 CSEA-represented employees has been ordered to trial by State Supreme Court Justice George Ceresia.

CSEA contends the employees were improperly terminated so that they could be replaced with political patronage employees.

"We believe there is a very strong case that these employees were fired for purely political reasons and we're very pleased the court agrees that the facts must come out," CSEA President Danny Donohue said.

The employees who served in official and administrative positions such as inspectors, investigators and paddock judges at Yonkers, Monticello, Saratoga, Vernon Downs, Finger Lakes, Buffalo and Batavia raceways and the Belmont race track contend party affiliation was at the heart of their firings.

The court stated that there are a "multitude of factual questions regarding the reasons for the firings which the respondents must address individually."

No trial date has been set.

Sidney Hospital workers protest contract stalemate

SIDNEY — Some CSEA members working at Sidney Hospital were given a ray of sunshine in an otherwise gloomy contract situation earlier this year when the union fought and won to get their step increases paid. But the workers are still angry at the hospital's administration over a contract stalemate that is now in its second year.

Last year *The Public Sector* featured an article on the hospital workers who picketed when the hospital's administration refused to negotiate any wage issues. Since then, the hospital has made one extremely low wage offer demanding concessions in step increments, and has refused to budge or entertain counter offers. Now in mediation, the workers are again picketing because they believe the administration is being unfair.

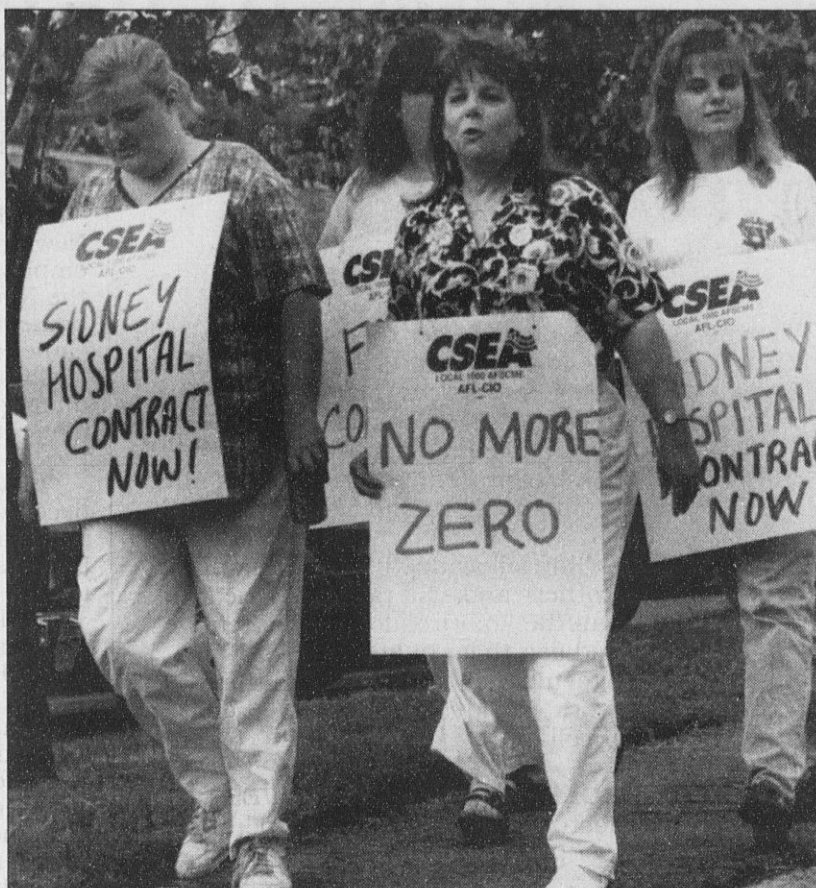
According to CSEA Delaware County Local 813 President Karin Eggleston, also the Sidney Hospital unit president, the union had a huge victory in getting the hospital to pay the step increases, which had been withheld since Dec. 1994. Not only did the arbitrator rule that the hospital must pay the retroactive step increases for 1995, but they also had to pay the employees a nine percent interest penalty. Now, Eggleston says, the hospital is

retaliating by not offering contractual wage increases.

"They were beside themselves when they had to pay the nine percent interest," Eggleston said. "Now it's a retaliatory measure that they won't negotiate."

Cleaner Kathleen Gohl, who brought her 9-year-old granddaughter Vanessa to join her in the recent picket, said the administration's actions were "ridiculous."

"They work us down to the bones. They don't want to give us anything," Gohl said. "We don't ask for a lot but we've got families and children



CSEA Delaware County Local 813 President Karin Eggleston, center, also the Sidney Hospital Unit president, marches with county workers in an informational picket.

who need to eat and have clothes on their backs."

Eggleston said that although the hospital administration, managed by Brim Healthcare Co., is creating a "definite anti-union climate," the employees will not give in.

"The union was here long before we had Brim Healthcare and we'll be here long after they're gone," she said.

Certified Nursing Assistant Heather Vandermark agreed.

"I think the hospital has been totally unfair. They don't want to negotiate — they want us to roll over and lay down, and it's not going to happen," Vandermark said.

Eggleston said that the administration is also showing a mean-spiritedness in the negotiations stalemate. She said Hospital CEO Russel Test told her privately that "if he had a million dollars, he would not spend one

penny on wages for the employees."

Food Service Worker Grace Newell, who also joined the picket, said that it's time for the hospital's administration to compromise and work with the employees, instead of against them.

"It's about time that they got together and did something to give us a little raise," Newell said. "The morale is really down. We still do a top job, but if they did something, everyone would be a little happier."

'Now it's a retaliatory measure that they won't negotiate.'



Kathleen Gohl



Grace Newell

— Mark M. Kotzin

LOCAL GOVERNMENT BRIEFS

ROCKLAND COUNTY

Past president becomes highway super

STONY POINT — A past president and activist from Rockland County will be on the November ballot for the position of Stony Point Highway Superintendent.

A 25-year town employee and foreman for 18 years, Dale Wilson was recently appointed acting superintendent when his boss resigned to take a job with the county.

Wilson said he has the experience needed to do the job.

He also has plans for the eight-man department.

"We have a few problems I'd like to resolve," said Wilson.

"We don't contract anything out in Stony Point. We do whatever has to be done," he said.

The northern Rockland County town has 36 miles of roads and approximately 15,000 residents.

— Anita Manley

SUFFOLK EDUCATIONAL LOCAL 870

Three Village protest

STONY BROOK — CSEA members in the Three Village School District Food Service Unit of CSEA Suffolk Educational Local 870 protested prior to a recent board meeting. The employees are angry because they have been working without a contract for nearly two years.

CSEA member and district resident Charlene Morton spoke before the board.

"We are the lowest paid employees in the district. We feed the children here, yet we can barely afford to feed our own families," Morton said.

"We are not looking to break the bank. We implore you to treat us with dignity and respect. We are your family, friends and neighbors," Morton added.

The unit includes 32 employees.

West Babylon demonstration

WEST BABYLON — A demonstration by the CSEA West Babylon School District Non-Teaching and Paraprofessionals Unit members prompted administration to set a date for a summer negotiating session.

More than 250 people carried CSEA signs and chanted "contract now" in front of the administration building prior to a recent school board meeting.

The union members, bolstered by support from CSEA brothers and sisters from other units and teachers from their district, made their plight known to taxpayers arriving for the board meeting. Non-Teaching Unit President Susan Mulroy addressed the board.

"We will be entering our second year without a contract. We have supported the district and have earned your respect. It is time to settle," she said.

Both units are currently at impasse in contract talks.

There are approximately 100 members in the Paraprofessional Unit and 200 members in the Non-Teaching Unit. Both Units are part of CSEA Suffolk Educational Local 870.

— Sheryl C. Jenks

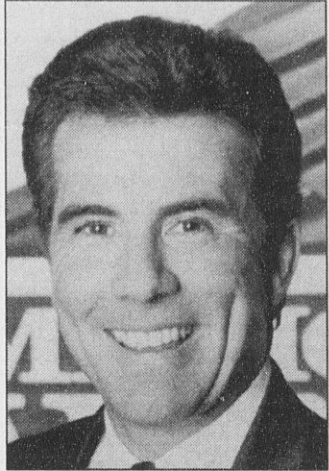
CSEA law enforcers lobby to save tv show with local ties

AUBURN — Forget computers, teletypes, and other high-tech equipment. When it comes to catching the bad guys, the biggest aid to law enforcement officers is the help of the general public.

That's why CSEA Cayuga County Sheriff's Department Unit President David Pysnack says that CSEA members should help save the Fox Broadcasting Network's television series "America's Most Wanted" — one of the best ways to inform the public about criminal activity. After eight years on the air, hosted by Cayuga County native John Walsh, the series has been cancelled by Fox reportedly for economic reasons.

"America's Most Wanted" profiles cases of fugitive criminals and missing children.

"This show is a win-win situation for law enforcement. With the amount of crime being committed, the police depend on the general public for information," Pysnack said. "This program gives them the opportunity to get involved and give police information they need to



John Walsh

solve cases," he added.

In the past eight years, more than 420 suspects were captured after their cases were profiled on the show. In one recent high-profile case with ties to Central New York, Otsego County resident Gordon Mower, Jr., who allegedly shot and killed his parents and then fled to Texas, was captured just 21 minutes after the broadcast of his case profile on "America's Most Wanted."

Pysnack and his fellow deputies are asking their union brothers and sisters to take the time to write and call the Fox Broadcasting executives listed below and ask them to keep the show on the air. CSEA members should also call their local Fox Network affiliates to complain about the show's cancellation.

FOX BROADCASTING EXECUTIVES

Rupert Murdoch, Chairman, News Corporation, (310) 369-1226

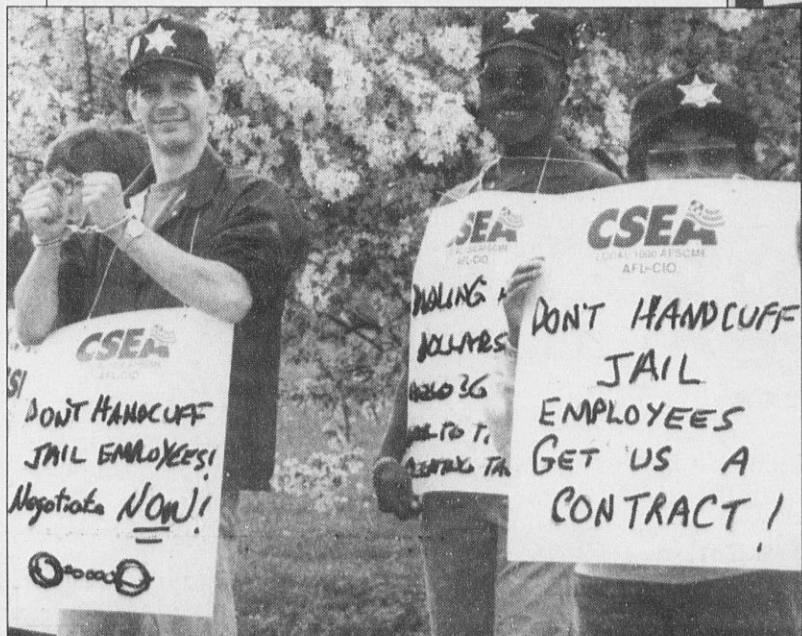
Chase Carey, Chairman & CEO, Fox Television, (310) 369-1972

John Matoian, President, Fox Entertainment Group, (310) 369-3650

Address: Building 88, Room 127, 10201 West Pico Blvd., Los Angeles, CA 90035

— Mark M. Kotzin

Sullivan County CSEA members demonstrate over stalled negotiations



Sullivan County Jail employees protest their long, drawn-out contract negotiations. Workers have been without a contract since Jan. 1, 1994 and county lawmakers imposed a one year contract for 1994. Employees are anxious to return to the negotiating table for a fair and equitable agreement.

LOCAL GOVERNMENT BRIEFS

WESTCHESTER COUNTY

Employee of the year

VALHALLA — CSEA member Betty Newkirk is the 1995 Westchester County employee of the year. A nurse manager at the Ruth Taylor Institute, the county's home and infirmary for the aged, Newkirk came to work for the county 28 years ago.

Although her present job requires little direct patient contact, Newkirk has always made it her business to socialize and visit the residents.

"I love the patients," she said. "I've become friends with many of them. I have coffee and lunch with them and if I'm not in a rush, I'll stop and visit before I leave for the day."

Newkirk also takes the residents shopping and has accompanied them to the Golden Olympics.

"If RTI had a social director," said Westchester's Commissioner of Hospitals Edward Stolzenberg, "Betty could qualify. She offers her assistance for all types of gatherings from employee picnics and retirement parties to social events planned for the residents."

Newkirk was presented with a plaque and two tickets to the Westchester dinner theater. Her name will also be placed on a plaque with other employees of past years.

Asked if any one particular patient is 'special' to her, Newkirk replied, "All the patients are special. What makes them special is that they are here. I hope someone will take a special interest in me when I grow old." — Anita Manley

SCHENECTADY COUNTY

Employees to get back pay

SCHENECTADY — It's over for Schenectady County. The State Court of Appeals denied Schenectady County's motion for permission to appeal a long, drawn out case involving an arbitrator's ruling from 1993 that the county was wrong when it cut the pay of a group of CSEA-represented health care professionals employed in the county jail. The county must now pay the registered professional nurses and licensed practical nurses back pay plus nine percent interest, putting the amount owed in the \$200,000-\$250,000 range.

The Appellate Division also ruled that Schenectady County must reimburse CSEA for all of the union's expenses in pursuing this case.

The case, presented by CSEA Attorney Janna Pfluger, started in 1992 when the county legislature zero-funded the employees' jail health service provider (JHSP) titles and instead paid them at the lower rate of registered nurses and licensed practical nurses employed at other less dangerous county facilities. CSEA filed a contract grievance against the county on Feb. 4, 1993.

Arbitrator Kimberly B. Cheney noted "... the county did not abolish the positions. It merely abolished the name of a position without altering the underlying nature of the work."

The nine workers, in some instances, were threatened with the loss of homes due to difficulty in making mortgage payments on a lower salary.

— Daniel X. Campbell

In touch with you

A message from CSEA President Danny Donohue



You made a big difference

Make no mistake, the hard work of CSEA members in every part of New York has paid off in a state budget that is far better than what the Governor proposed in the dark of last December.

The budget is hardly perfect and the disgraceful delay in reaching a fair agreement should never have happened. But in key areas CSEA's persistence made the difference between plans that represented better government or simply less government at any cost.

Here are just a few of the many significant budget highlights:

The Governor's block grant proposal on a range of aid to localities issues would have cost local governments plenty without providing service improvements or tax relief. It was taken out of the final budget.

Tuition will not rise in the SUNY system.

School districts will see \$346 million more in aid than what was originally proposed.

Restorations in mental health derailed for now the Governor's plan to close Kingsboro Psychiatric Center and abandon the state's commitment to serving people with mental illness.

The radical dismantling of the Social Services system will not proceed unchecked.

Good sense prevailed over the ill-conceived plan to transfer 16-year-olds from the Division for Youth into the Corrections system, maintaining a better opportunity to help turn around some young lives.

None of this just happened. CSEA was directly involved in the budget fight from start to finish. But our leaders, lobbyists and staff could not have made the impact that they did without the individual efforts that thousands of you made.

Your letters, cards and phone calls to the Governor and state lawmakers did matter. Those of you who recruited family friends, neighbors and co-workers to join the fight served the interest of all New Yorkers.

Those of you who participated in demonstrations, public hearings and other events sent a strong message to the state's decision-makers that ultimately made a difference in the outcome of the budget.

Congratulations and thank you!

Those of you who did not get involved should recognize that these issues affect us all and CSEA offers all its members the chance to be a part of the solution, whether it's improvements in your worksite, efforts in

your community or opportunities to build a better New York.

There is no opportunity for resting on our achievements. The work continues every day and I encourage you to join in.

On a related note: Please review the next three pages of coverage of our participation in the recent convention of our international union,

AFSCME. It was an inspiring event that

demonstrated the key role that CSEA and AFSCME are playing in the resurgence of organized labor.

Danny

Meet, talk with Danny Aug. 6 in NYC at next region visit

CSEA members who wish to meet and talk with CSEA President Danny Donohue will have an excellent opportunity to do so as he continues his series of "In Touch With You" visits to each CSEA region.

Donohue kicked off his most recent series with a visit to the Long Island Region office on July 10, where he met with scores of members.

His next stop will be Tuesday, Aug. 6 at the Metropolitan Region Office, 40 Fulton Street, 22nd Floor, New York City. He will be available to talk with interested members

there between 1 and 7 p.m. Members are encouraged to make appointments for specific times by contacting the region office at (212) 406-2156. Unannounced visits will be made on a first come, first served basis.

Donohue will meet with Central Region members between 1 and 7 p.m. on Monday, Sept. 9 at a location to be announced in Corning. Details of that visit and subsequent visits to other regions will be listed in the next edition of *The Public Sector*.

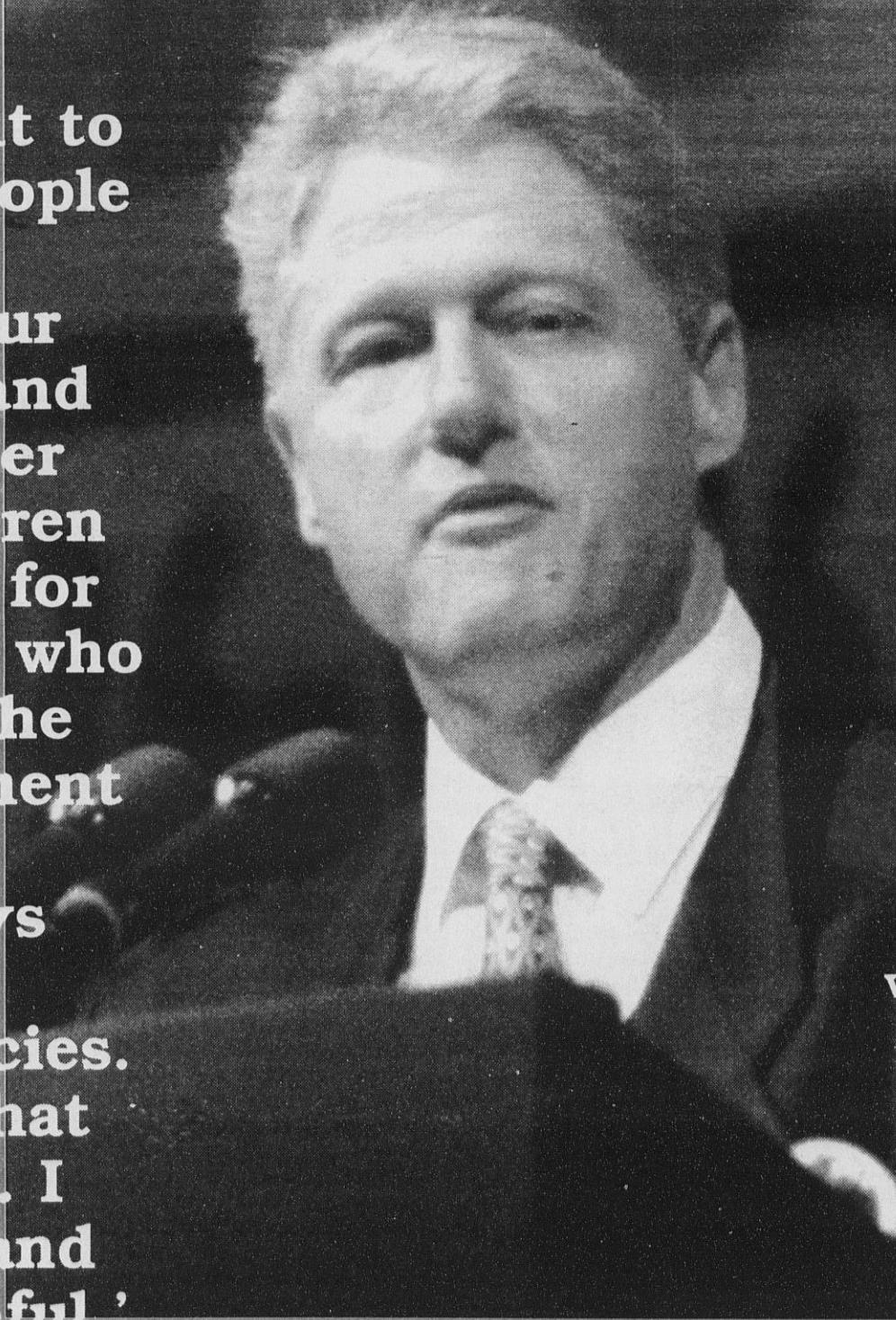


The Spirit of '96

The CSEA Work Force

'...it's important to honor people who take care of our parents and watch over our children and care for the sick, who protect the environment and who are always there in emergencies. That's what you do ... I know it and I'm grateful.'

— President Bill Clinton
AFSCME 32nd International Convention
Chicago June 21, 1996



'I will never forget as long as I live that AFSCME stood with me early in 1992 when it was lonely and cold. And I will never forget that no organization in America stood with the First Lady and with our administration more strongly when we fought to give health care to all Americans...'

Convention coverage pages 10 & 11

AFSCME 'leading the fight' for working people

CHICAGO — President Bill Clinton came. So did U.S. House of Representatives Democratic Leader Richard A. Gephardt, and AFL-CIO President John Sweeney, and Sen. Edward M. Kennedy. NAACP Chairman of the Board Myrlie Evers-Williams was there, as were many other important, famous and near-famous people.

But no one in attendance was more important than the delegates, including 223 representing CSEA members, at AFSCME's 32nd International Convention June 17-21 in Chicago. CSEA, the largest of AFSCME's more than 1,920 locals, had the largest delegation at the convention.

The delegates came to be educated about crucial issues facing organized labor, and to re-energize themselves and their union for the never-ending struggle to preserve and protect the rights of working men and women.

"Leading The Fight" was the theme of this important election year convention. AFSCME, CSEA and the AFL-CIO are in the midst of their largest voter education and registration campaign ever and organized labor is expected to be a major factor in the political process this year.

The November elections were high on the agenda. AFSCME is the point union, and AFSCME President Gerald McEntee is overseeing the AFL-CIO's \$35 million Labor '96 political education and get-out-the-vote campaign for the fall election.

Delegates attended scores of educational workshops and helped chart the course of the International by acting on changes to the union's constitution. Delegates adopted more than 80 resolutions that reflected AFSCME's position on a wide variety of important issues, including fighting privatization of public services, increasing the minimum wage, collective bargaining, voter registration, redesigning government, health and safety, pension protection, pay equity, affirmative action and many other topics.

AFSCME President Gerald W. McEntee and AFSCME Secretary-Treasurer William Lucy were re-elected to 4-year terms. CSEA President Danny Donohue, CSEA Executive Vice President Mary Sullivan and CSEA Metropolitan Region President George Boncoraglio were elected AFSCME International Vice Presidents.

Full details of AFSCME's Convention, including text of speeches, are available on the World Wide Web at WWW.AFSCME.ORG

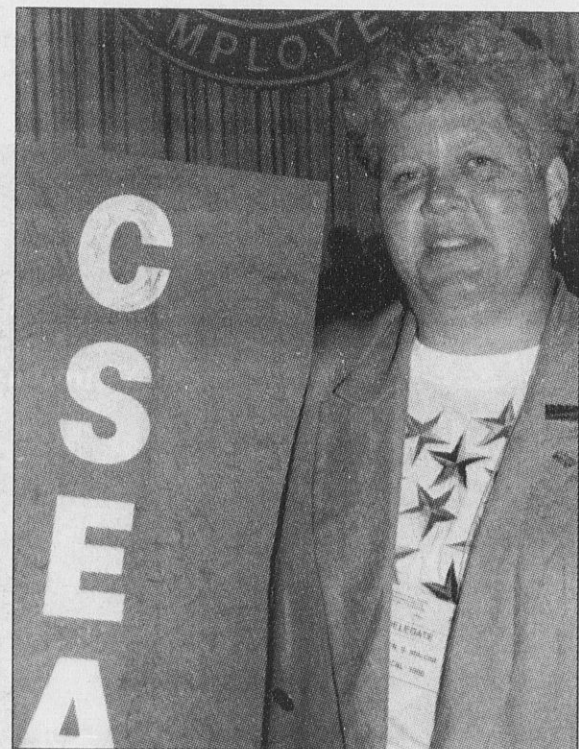


These three CSEA leaders were elected AFSCME International Vice Presidents during the convention. From left are CSEA Metropolitan Region President George Boncoraglio, CSEA President Danny Donohue and CSEA Executive Vice President Mary Sullivan.

McEntee, Lucy Re-elected



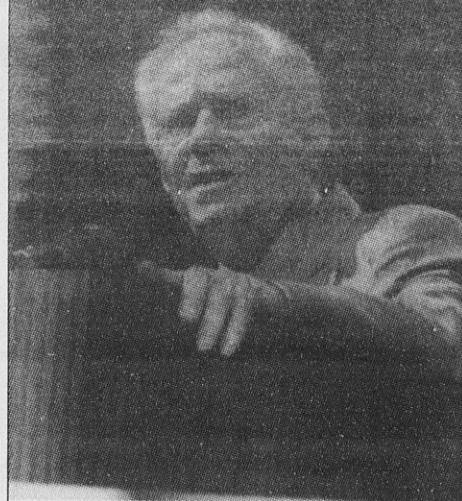
President Gerald W. McEntee Secretary-Treasurer William Lucy



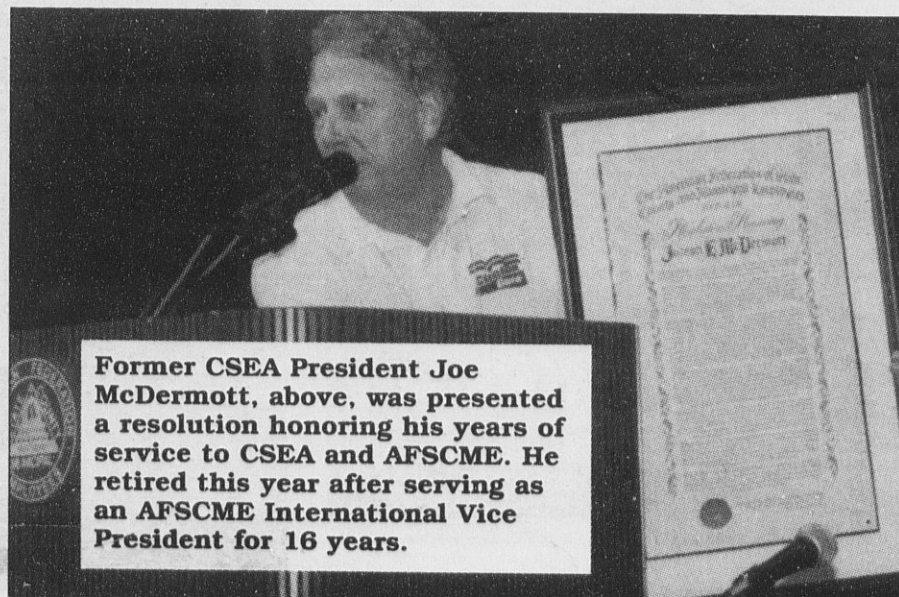
CSEA delegates signed the CSEA delegation sign being displayed by CSEA statewide Treasurer Maureen Malone.

AFSCME delegates cheered honored guest Aaron Feuerstein, CEO of Malden Mills Industries in Lawrence, Mass., when he addressed the convention. Feuerstein earned nationwide recognition late last year when he decided to continue paying wages and benefits to his unionized employees after his family-owned mill burned to the ground. Feuerstein said he believes what he did is not heroic, but merely decent. He became a national hero, he said, only because of a lack of morality in the rest of corporate America. He called his employees "the most valuable asset Malden Mills has."

AFSCME delegates honors a hero in corporate America



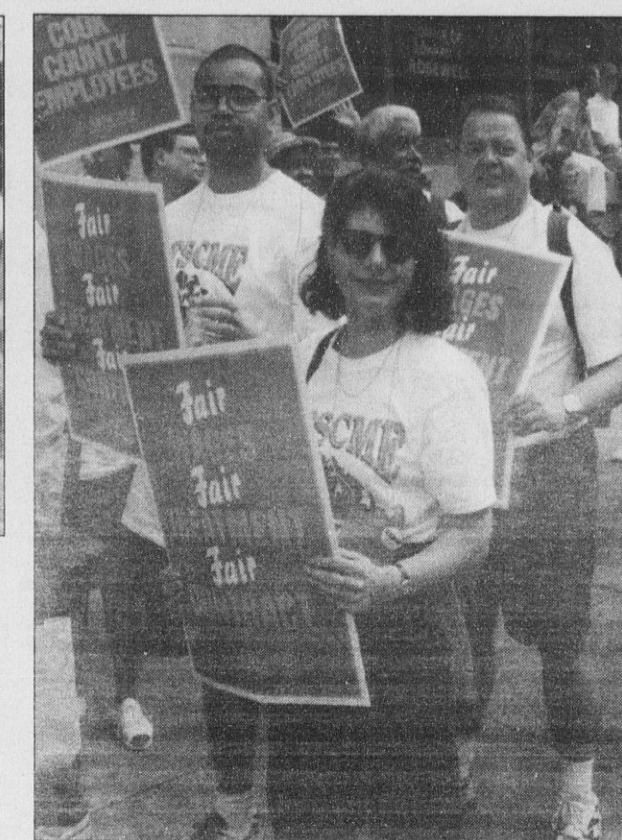
Aaron Feuerstein



Former CSEA President Joe McDermott, above, was presented a resolution honoring his years of service to CSEA and AFSCME. He retired this year after serving as an AFSCME International Vice President for 16 years.



AFSCME DELEGATES joined more than 3,000 protesters who circled the Cook County Building in downtown Chicago to support county workers there who are facing serious cutbacks. Contract negotiations have been stalled for nearly a year with management calling for a wage freeze and benefit givebacks. Among the CSEA demonstrators, right photo, were Kelly Garceau, front, assistant to the president; Terry Melvin, left, executive assistant to the president, and CSEA President Danny Donohue, who was re-elected an AFSCME International Vice President.



'My Democratic colleagues and I will work 20 hours a day ... so in 1998, you will look at our record and say, 'They did a good job.''

— House Democratic Leader Richard Gephardt

CSEA activist Jimmy Gripper reports to the convention as co-chair of the Communications Committee.

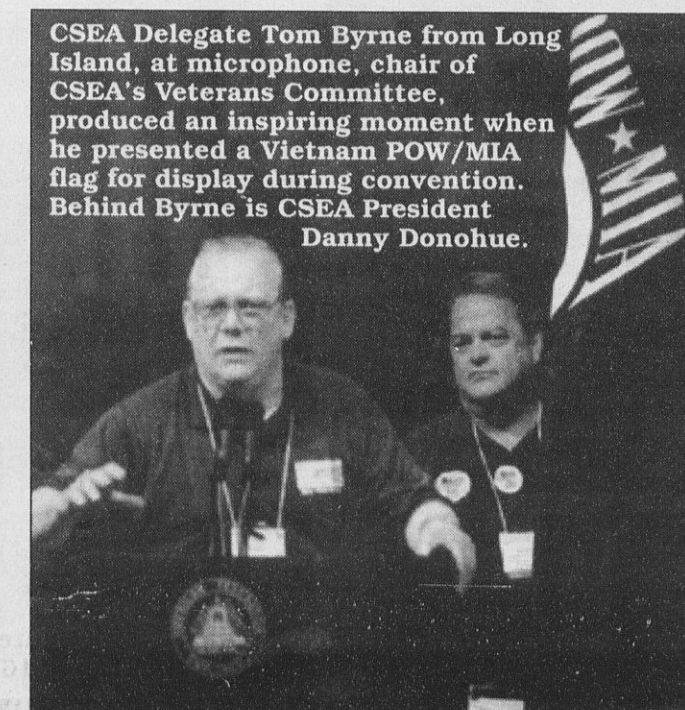
'...when state and local governments work in real partnership with their workers and let the people on the front line who know how things really work make decisions, then taxpayers can get better services at lower cost...'

— President Bill Clinton, referring to a recent Labor Department report

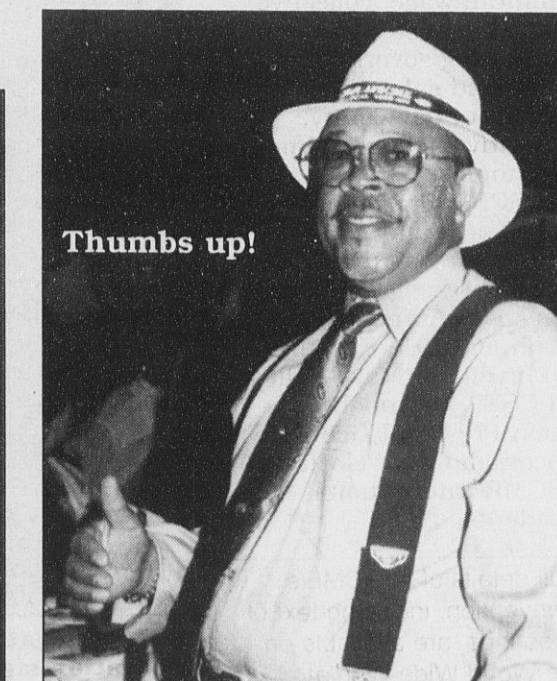
Four More Years



President Clinton acknowledges acclaim from delegates, cheered on by AFSCME President Gerald McEntee, left, and AFSCME Secretary-Treasurer William Lucy, right.



CSEA Delegate Tom Byrne from Long Island, at microphone, chair of CSEA's Veterans Committee, produced an inspiring moment when he presented a Vietnam POW/MIA flag for display during convention. Behind Byrne is CSEA President Danny Donohue.



Thumbs up!

'The Bulls may be the champions of basketball, but AFSCME is the champion of working people!'

— US Senator Edward M. Kennedy

CSEA awards \$14,000 in scholarships to sons, daughters of union members

CSEA has announced the awarding of \$14,000 in scholarships to 20 sons and daughters of CSEA members.

A total of 18 \$500 Irving Flaumenbaum Memorial Scholarships were awarded. Three awards were granted in each of the union's six regions.

In addition, CSEA has awarded two \$2,500 scholarships sponsored by the Jardine Group Services Corporation and the Travelers Insurance Company. This is the sixth year of a 10-year program in which CSEA, with the financial backing of Travelers and Jardine, is awarding two special \$2,500 scholarships.

Members of the CSEA Scholarship Committee are Diane Lucchesi, chair; Willie Allen, Lamont "Dutch" Wade, Lorraine Johnson, Helen Fishedick, Sandra Delia and Janice Mazurek.

Jardine Group Services Award

The Jardine Group Services Award of \$2,500 is named in memory of Charles Foster, a longtime CSEA activist who began his career with CSEA in the 1930s and was also the first business officer of the SUNY system. The recipient must attend a SUNY school.

The 1996 winner is **Jennifer Baldwin** of Schenectady. Her mother, Dori A. Baldwin, is a tax compliance representative with the NYS Dept. of Tax & Finance. She is a member of CSEA Local 690. Jennifer will attend SUNY Buffalo.

Travelers Insurance Company Award

The Travelers Insurance Company Award of \$2,500 is named in memory of Joseph D. Lochner, who was CSEA's first employee and who spent more than 40 years in service to the union. Known as "Mr. CSEA," he was a longtime executive director of the union.

The 1996 winner is **Kristian L. Mayville** of Malone. Her mother, Sharon Mayville, is a senior clerk/secretary with the Malone Central School District and a member of CSEA Franklin County Local 817. Kristian will attend RPI.

Irving Flaumenbaum Memorial Scholarships

The Irving Flaumenbaum scholarships are named in memory of the former longtime CSEA Long Island Region and Nassau County Local president who died in 1980. The awards go to graduating high school seniors planning to attend college and are given on the basis of academic and personal achievements.

The 1996 winners of \$500 Flaumenbaum scholarships are:

LONG ISLAND REGION

Kelly McCormack of Brentwood, a graduate of Brentwood High School, whose mother, Linda McCormack, is a teacher's assistant for the Brentwood School District and a member of CSEA Suffolk Educational Employees Local 870.

Erica Ortiz of Bay Shore, a graduate of Brentwood Ross High School, whose mother, Ruth Ortiz, is a teacher's assistant for the Brentwood School District and a member of CSEA Suffolk Educational Employees Local 870.

Lisa Sabino of N. Massapequa, a graduate of Plainedge High School, whose mother, Joyce Sabino, is a teacher's aide for Nassau BOCES and a member of CSEA Nassau County Educational Employees Local 865.

METROPOLITAN REGION

Gisha Babby of Queens Village, a graduate of Martin Van Buren High School, whose mother, Emilyn Babby, is a developmental aide for Bernard Fineson D.C. and a member of CSEA Creedmoor Psychiatric Center Local 406.

Christie Nelson of Laurelton, a graduate of Thomas Edison High School, whose mother, Joy Nelson, is a senior clerk/claims examiner with the State Insurance Fund and a member of CSEA Local 351.

Yolanda Swinton of the Bronx, a graduate of St. Raymond Academy, whose mother, Mary Swinton, is a food service worker for the Bronx Psychiatric Center and a member of CSEA Local 401.

SOUTHERN REGION

Michele Bayer of Yonkers, a graduate of Saunders High School, whose mother, Dolores Bayer, is a school aide with the Yonkers

Board of Education and a member of CSEA Westchester County Local 860.

William James Derban of Goshen, a graduate of Chester High School, whose mother, Eileen Derban, is a lunchroom monitor for the Chester School District and a member of CSEA Orange County Local 836.

Stephen J. Ross of Huguenot, a graduate of Port Jervis High School, whose mother, Muriel A. Ross, is a teacher's aide for the Port Jervis School District and a member of CSEA Orange County Local 836.

CAPITAL REGION

Joseph P. Rogers, Jr. of Clifton Park, a graduate of Shenendehowa High School, whose mother, Rose Marie Rogers, is a monitor for the Shenendehowa Central School District and a member of CSEA Saratoga County Educational Employees Local 864.

Cregg M. Brown & Tricia M. Brown of Amsterdam, graduates of Amsterdam High School, whose mother, Patricia Brown, is a clerk/typist for the Montgomery Social Services Dept. and a member of CSEA Montgomery County Local 829.

CENTRAL REGION

Mary Zilkowski of Little Falls, a graduate of Little Falls High School, whose mother, Judy Zilkowski, is a teacher's aide with the Little Falls School District and a member of CSEA Herkimer County Local 822.

Jennifer M. Baranowski of Camden, a graduate of Camden High School, whose mother, Yvonne Baranowski, is a teacher's assistant with Camden Central Schools and a member of CSEA Oneida County Educational Employees Local 869.

Sarah McCarthy of Syracuse, a graduate of George Fowler High School, whose mother, Mary McCarthy, is a developmental aide with Central New York DDSO and a member of CSEA Local 414.

WESTERN REGION

Brian Walters of Cheektowaga, a graduate of Maryvale High School, whose mother, Teresa Walters, is a teacher's aide for the Maryvale Primary School and a member of CSEA Erie County Educational Employees Local 868

and, whose father, Richard Walters, is a principal account clerk with the NYS Research Institute on Addictions and a member of CSEA Buffalo State Employees Local 003.

Amy Helenbrook of West Seneca, a graduate of West Seneca East High School, whose mother, Jerilyn Helenbrook, is a teacher's aide with the West Seneca School District and a member of CSEA Erie County Educational Employees Local 868.

Tina M. Aiello of Olean, a graduate of Olean High School, whose mother, Patricia Aiello, is a senior office assistant with the Office of Court Administration and a member of CSEA Region VI Judiciary Local 335.

Black River Valley Local 015 awards five-\$500 scholarships

CSEA Black River Valley State Employees Local 015 has awarded \$2,500 in scholarships to five sons and daughters of local members. They were awarded to the following:

Jeffrey S. Fiske and **Matthew J. Fiske** of Watertown are sons of Karen Fiske who is employed by the NYS Dept. of Environmental Conservation, Law Enforcement. Jeffrey and Matthew will both attend Jefferson Community College. Jeffrey will major in engineering or forestry and Matthew will major in culinary arts.

Yvonne E. Freeman of Black River is the daughter of Gerald Freeman who is employed by the NYS Dept. of Transportation. Yvonne will attend Keuka College and will major in occupational therapy.

Shannon D. Snyder of Norfolk is the daughter of Michael Snyder who is employed by the Thousand Island Parks Commission. Shannon will attend Plattsburgh State University and will major in either sociology or psychology.

Jennifer VanWaldick of Adams Center is the daughter of Kathy VanWaldick who is employed by the NYS Dept. of Environmental Conservation. Jennifer will attend Hartwick College and will major in Mathematics.

Privatization rejected in Wappingers Falls, Hyde Park schools

Union support sweeps anti-privatization candidates to victory

WAPPINGERS FALLS — CSEA and a coalition of unions helped return the Wappingers Central School District Board of Education back to the people by helping defeat three incumbents who were in favor of privatization. The coalition endorsed three winning challengers who oppose privatizing district functions.

Following more than a year of chaotic school board meetings and secret sessions, the three anti-union incumbents led a majority which approved the hiring of Educational Alternatives, Inc. (EAI) to come up with a reduced budget for the district.

EAI is a private company which was ousted from the Hartford, CT and Baltimore, MD school districts after promising to save the districts money but failing to produce.

Voters also rejected a referendum which would have opened the door to contracting out of district services, such as transportation, maintenance and clerical functions.

One major player in the CSEA campaign was former Region III President Maryjane MacNair, who works in the district.

"The three defeated incumbents forgot who they were serving," said MacNair.

"There's definitely a lesson to be learned from this experience," she said. "Never forget to give those who pay taxes in the district the courtesy of hearing them out before you make a decision; never forget that school district employees are parents and taxpayers and never forget that if you make enough people angry enough, you will eventually lose."

MacNair said she looks forward to a productive working relationship with the new board members.

"Instead of cutting personnel and programs, I hope they will explore new ways of funding and will make a stronger effort to lobby the state legislature for additional funding and less mandates. I know the employees will continue to look for ways to cut costs and save money."

"We should all realize that the school board can't do it alone," she said. "It takes administrators, employees, parents, senior citizens and students working together with respect for each other's views and an open mind to restore the district to the #1 spot where it has always been."

The defeated privatization referendum may be one of the first in the state, according to John Phillips, CSEA's Deputy Director of School District Affairs.

"And it was worded to confuse voters," he said. Phillips alerted school district, as well as local government members, to be vigilant and to become informed about issues.

He also praised the successful combined efforts of the districts' employees' unions in the board election.

"It was gratifying to see a coalition that worked, celebrating in the same room with the board members who opposed EAI and privatization," he said.

— Anita Manley

CSEA turns back privateers to retain Hyde Park busing

HYDE PARK — It was an old battle, but Hyde Park School District employees rallied for the second time in three years to successfully oppose officials plans to contract out the operation of the district's transportation department after a hired consultant recommended privatization to members of the Hyde Park Board of Education.

"The arguments had not changed," said Art Fleischner, CSEA labor relations specialist.

"School district residents said three years ago that they were opposed to contracting out," he pointed out. "That did not change."

"It just was not in the best interest of the children or the taxpayers," said Fleischner.

"The district would have lost complete control and accountability," he said. "And taxpayers' hard-earned money which would have left the community."

Fleischner said there have been problems over the years, but blames a lack of competent supervision in the district's transportation department. In

fact, he pointed out, there have been 10 supervisors in 14 years.

"We made a number of our own recommendations which the consultant agreed were legitimate," he said.

"We said all along that we are willing to do whatever is necessary to improve the situation in the transportation department."

Fleischner credited Unit President Owen Tucker and a committee of members who volunteered to serve on a unit task force to come up with their own recommendations to streamline the department. They included Patty Young, Michael Bolde, Gary Guido, Paul Vonderheide, Rich Boryk, Phil Canale, June DeLuca and Marilyn Serino.

Fleischner also thanked members of other CSEA units who called board members and urged them to reject privatization.

"I hope that with the appointment of a new transportation manager and a spirit of cooperation on both sides that this department will be run the way it should be," he said.

— Anita Manley

PEOPLE

Marie Prince — Recruiter of the Month

Marie Prince of CSEA Erie County Local 815 earned Recruiter of the Month honors for June by recruiting the most new members for the PEOPLE Program.

PEOPLE (Public Employees Organized to Promote Legislative Equality) is the CSEA-AFSCME lobbying program that operates at the federal level.

Prince recruited 11 new members for PEOPLE during June.



BACKING WINNERS IN NEWBURGH — Four candidates endorsed by CSEA won elections to the Newburgh City School District Board of Education recently. Seated from left are CSEA Unit President Marianna Nelson, and candidates Lynn Olsen Politi, David Johnson and Rose Levy. Standing are CSEA Political Action Committee member Blanca Meslar, CSEA PAC Coordinator Stan Merritt and PAC members Tim Johnson, Chairperson Chris Sladeski, and Ed Gehlert. Not shown is school board incumbent Runston Lewis.

Phone bank gets busy

ALBANY — Whether it's a demonstration we need to get people out for or an uncooperative politician we want to barrage with calls and letters, the CSEA Legislative and Political Action Department's computerized phone bank center has put CSEA on the cutting edge of grass roots organizing.

With 20 computerized phone stations capable of reaching up to 1,300 members per night, the phone center has become an important tool for reaching out to members and getting them to act in a short period of time. In fact, the State budget victory was due in large part to phone center calls to CSEA members, educating them about Gov. Pataki's proposed budget and encouraging them to call the Governor and state legislators on the AFL-CIO "Save-Our-State" budget hotline.

While the phone center has been used for a variety of projects, the majority of calls fall into one of three categories, each with its own success stories.

Campaign calls

While phone center callers will tell members which candidates CSEA and local Political Action Committees have endorsed and why, the purpose of these calls is not to tell members how to vote. The purpose is to educate the membership about all of the candidates in an election, including their positions on issues important to labor, so they will have the information they need to make up their own minds. According to Fran Turner, CSEA Director of Legislative and Political Action, it's working.

"We've had school board elections where we've won by as few as four or five votes," Turner said. "Obviously we know that we've encouraged at least four or five people to get out to the polls, so we can attribute the victory to the phone banks."

With November just around the corner, the phone center is gearing up for the fall election campaign. As part of the AFL-CIO's "Labor 96" campaign, AFSCME plans to use the phone center as part of a network of phone banks across the country to educate members about federal issues and candidates.

Hot Topic calls

These calls are made to inform members about issues that affect them and to ask them to take specific action. When Gov. Pataki and state lawmakers threatened to hold up state employee paychecks recently, phone center callers were able to reach 500 people that night who then made calls to the Governor and legislators the next morning.

When White Plains School District employees had been working without a contract for a year, phone center calls encouraged hundreds of CSEA members to attend a rally opposing the situation. More than 350 members attended the demonstration which received considerable press coverage.

And last March, privatization of the Clinton County landfill was all but a done deal. But a very strong organizing drive in the community complimented by phone center calls to CSEA members generated enough pressure to change legislators' votes, despite heavy lobbying by both the county majority and minority leaders, and the privatization initiative was voted down.

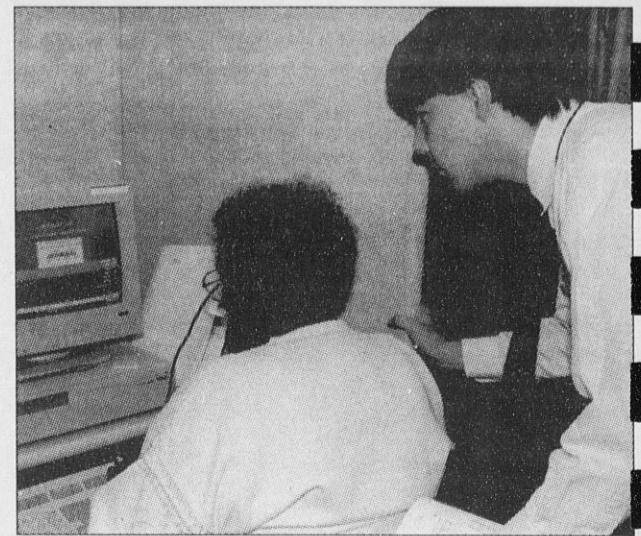
"The landfill privatization was probably the biggest victory because it was such a long shot," Phone Bank Supervisor Jason Haenel said. "We were able to mobilize the community by educating them and it was enough to take a situation where privatization was basically a done deal and turn that around."

Surveys

The phone center is a great resource for improving CSEA from within. In just a couple of nights phone center callers can speak with 400 to 500 members to find out what they like about CSEA and what they don't like. The responses are distributed throughout the organization and can be used to reshape the union based on the ideas of the members.

Surveys are also used to find out how members feel about their elected officials. If members aren't happy with a politician's voting record, the survey results give CSEA the ammunition needed to let that politician know.

"Rather than saying we at CSEA headquarters aren't happy, we can say look, these are your constituents and we can show



Phone Bank Supervisor Jason Haenel, right, looks on as Doralee Jones speaks with a CSEA member via CSEA's state-of-the-art phone bank system. Jones is a member of CSEA Albany County Local 801.

you they're not pleased," Haenel said. "It makes much more of an impact."

The average call ranges from two or three minutes for a campaign or hot topic call to six or seven minutes for a really in-depth survey according to Haenel, who added that 90 percent of the members contacted are receptive to the calls.

"Once they get over the fact that we're not trying to sell them anything, it usually goes very well," he said.

A fringe benefit of the system is that often members have questions or issues such as grievances or other workplace problems which are not directly related to the phone center's call. Since they already have the member's name and phone number on the computer, the phone center callers take down the question or issue and refer it to the appropriate people within the union who can help.

Haenel, who proudly points out the fact that CSEA is one of only 3 unions in the state with this type of state-of-the-art system, is quick to add that it's the members who make it work.

"This system is a great messenger," he said, "but it can't work unless the members actually listen to the message and act."

— Ed Molitor

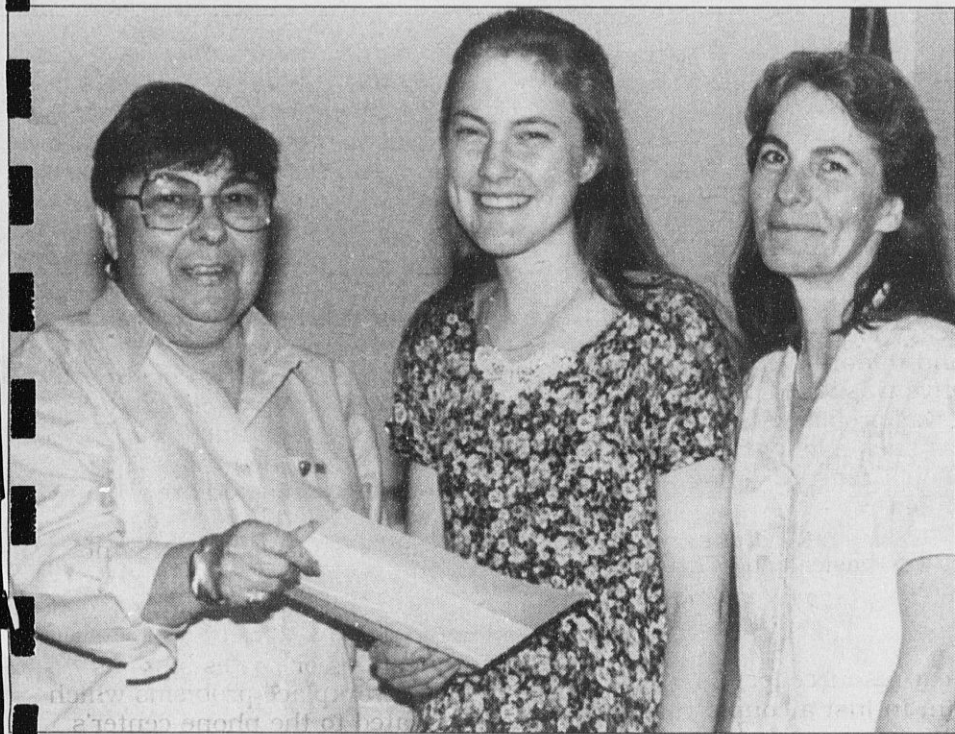
Getting out the



CSEA Legislative and Political Action Secretary Sandy Bartholomew, far right, signs up voters at the City of Albany's "Alive at 5" concert series in downtown Albany's Tricentennial Park. CSEA is conducting voter registration at a series of summertime events throughout the state as part of our commitment to the AFL-CIO's Labor '96 political education effort.



Educational achievements rewarded with union scholarships



Double scholarship winner Sara Ann Ohliger, center, receives a pair of \$500 scholarships from Region 3 Scholarship Chair Naomi Kaplan, left. Sara Ann's mother, Ruth Ohliger, is at right.

\$10,000 in scholarships awarded to 13 scholars in Southern Region

BEACON — Thirteen sons and daughters of CSEA members in CSEA's Southern Region have won scholarships totaling \$10,000.

Six won Westchester County CSEA Local 860 scholarships of \$1,000 each. Winners are: **Lauren Calandrucchio**, whose mother, Joan Calandrucchio, works in the Harrison School District; **Sherly Philips**, whose father, Abraham Philips, works in the City of White Plains; **Andrea Torhan**, whose father, Edward Torhan, works for Westchester County; **Roberto Molina**, whose father, Roberto Molina, works in the Tarrytown School District; **Christine Lillo**, whose mother, Joyce Lillo, works in the Irvington School District, and **Nia Buglione**, whose mother, Gilda Buglione, works in the Mt. Vernon School District.

Winners of \$500 Pat Mascioli Memorial Scholarships, named in memory of the former Southern Region and Westchester County Local 800 president, are: **Jill Gorman**, daughter of Nancy Gorman who works for Letchworth Developmental Center; **Allison Henry**, daughter of Lawrence Henry who works for the Goshen Secure Center; **Michael Igenito**, son of Barbara Crosson who works in the Wappingers School District; **Robin Knight**, daughter of Harold Knight who works at Eastern Correctional Facility; **Melinda McNair**, daughter of Lucille McNair who works in the Mt. Vernon School District; **Sharon Ogunleye**, whose mother Sheila Ogunleye works in the Newburgh City Court, and **Sara Ann Ohliger**, whose mother Ruth Ohliger works in the Wappingers School District.

Sara Ann Ohliger also won the \$500 Region III Scholarship award.

— Anita Manley

See page 12 for additional scholarship awards

CSEA member's son winner of Union MasterCard Scholarship

WILLIAMSVILLE — The son of a CSEA member is one of 108 winners, representing 38 AFL-CIO unions nationwide, of \$1,000 Union MasterCard Scholarships.

John Donnell Lewis, son of Roshelle L. Lewis, a child protection team leader with the Erie County Department of Social Services, just completed two years at SUNY at Buffalo and will enter Cornell University in September. Lewis majored in economics/management with a 3.55 grade point average at SUNY at Buffalo and will major in industrial and labor relations at Cornell University.

His mother is a member of CSEA Erie County Local 815.

The 108 winners were selected from nearly 10,000 applicants who were evaluated according to academic ability, social awareness, financial need and appreciation of the role of the labor movement.

Applications for the 1997 Union MasterCard Scholarships will be available beginning Sept. 15, 1996, by contacting the AFSCME Advantage Department, AFSCME Headquarters, 1625 L Street, NW, Washington, DC 20036-5687. The application deadline is Jan. 31, 1997 and winners will be announced May 31, 1997.

Local 829 presents Guiffre Memorial awards



CSEA Montgomery County Local 829 presented a pair of \$250 Rita Guiffre Memorial Scholarships in memory of the long time CSEA activist. Above, Tom Guiffre, widower of Rita, presents a scholarship to Karen J. Albertson, daughter of Sally Albertson, a Greater Amsterdam School District Teacher Aides Unit member. At right, Joan China, daughter of Rita and wife of Local 829 President Gary China, presents an award to Cregg M. Brown, son of Patricia Brown, a member of the Montgomery County Office Building Unit. **Karen will attend Brockport College and Cregg will attend Union College. Both are graduates of Amsterdam High School. Cregg was also a winner of an Irving Flaumenbaum Memorial Scholarship. See page 12 for additional scholarship winners.**

Daniel X. Campbell

Local 806 awards \$500 scholarships

AUBURN — CSEA Cayuga County Local 806 recently awarded their annual Sabina Kulakowski Memorial Scholarships to children of local members. Winners of the five \$500 scholarships, named in memory of the Social Services Department employee who was murdered five years ago, were chosen by a committee chaired by CSEA Region Executive Vice President Ginger Sheffey, a Cayuga County employee.

Winners are: **Susan Deacon**, daughter of Marsha Deacon, a BOCES teacher's aide; **John Iocco**, son of Joanne Iocco, an account clerk typist with the

county Department of Social Services; **Patricia Purdy**, daughter of Bruce Purdy, a foreman with the county Highway Department; **Andrea Peeters**, daughter of Mary Ellen Peeters, an account clerk stenographer with the county Mental Health Department, and **Jennifer Lockhart**, daughter of Mary Rindfleisch, a cashier with the county Motor Vehicle Department.

Deacon will attend SUNY Buffalo, Iocco will attend SUNY Fredonia, Purdy will attend Loyola College, Peeters will attend SUNY Alfred, and Lockhart will attend LeMoyne College.

— Mark M. Kotzin

State and local Parks and Recreation employees

They work hard so others can enjoy their leisure time

The hundreds of state and local public parks in New York state are natural destinations beckoning to vacationers, weekenders and people just plain looking for a serene spot to relax.

From the largest of the world class state parks to the smallest village greens or local town parks, public employees work hard so that millions of park visitors annually can enjoy their leisure time.

Although many of the state and local parks are open year-round, all are most busy during the summer season. CSEA members work year-round maintaining and operating the parks, but summer in particular brings the need for additional help to meet the demands of the crowds. On Long Island about 2,500 seasonal employees are hired for the more than 20 working state parks there, according to Paul D'Aleo, president of CSEA Long Island Inter-County State Park Local 102. D'Aleo is also chairman of CSEA's statewide Parks and Recreation Committee.

Visitors usually find any of the parks serene and soothing, but the workers themselves do not always work in such a calming environment despite their natural surroundings.

The jobs of many workers are being threatened by the looming cloud of privatization spreading toward the park boundaries, D'Aleo says. Privatization, he says, is the most serious threat to continuation of the long tradition of public employees maintaining and operating the public parks across the state.

State and municipal-run golf courses are primary targets of privatization efforts, but privateers are also making inroads into public parks as well, usually by convincing governments to farm out concession operations.

The parks attract the attention of privateers because the parks seem to be getting more and more commercial every year, D'Aleo noted. At the Saratoga Spa State Park and at Thatcher and Grafton Lakes state parks near Albany, for instance, new computer-operated propane gas grills will give picnickers 15 minutes of grill time for a dollar.

"People have to pay to park their cars, have to pay to enter the parks and now they pay to grill their hamburgers," D'Aleo said.

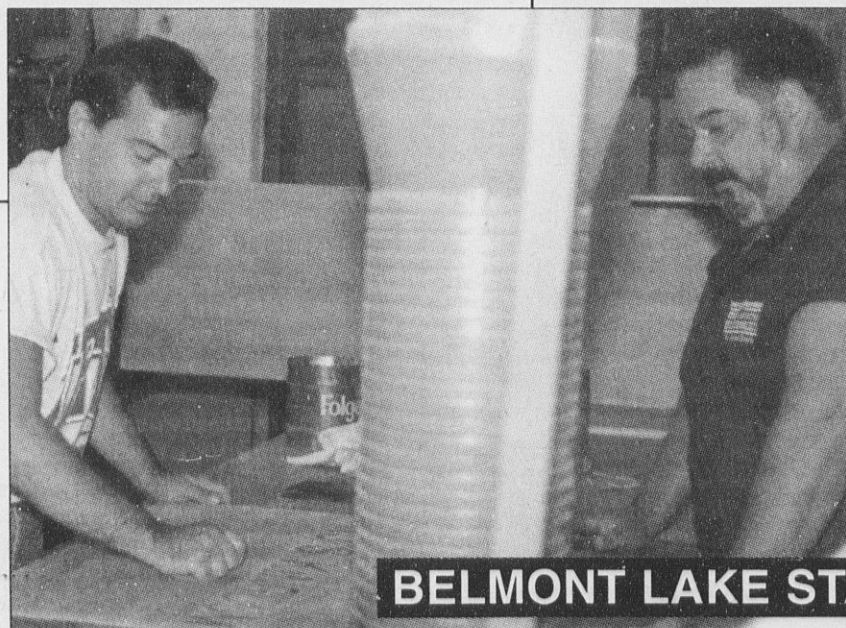
"Public employees do the jobs best, no doubt about it," D'Aleo said. "But we have to be constantly on guard against privateers who view the public parks and golf courses as potentially profitable businesses to be grabbed away from governments."

As tranquil as the public parks are, labor-management issues always lie just beneath the surface for the workers.

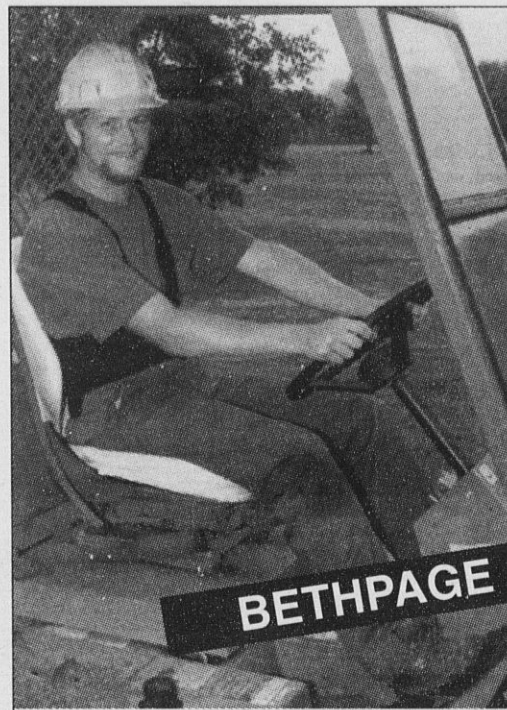
It took an Improper Practice charge filed by CSEA to convince state Parks, Recreation and Historic Preservation management to drop a strange, never fully explained, edict that seasonal park employees would not be allowed to wear shorts, the traditional uniform, on the job this summer, D'Aleo noted.

Here's a look, on pages 16 and 17, at CSEA-represented public employees on the job at some of the state and local public parks around the state.

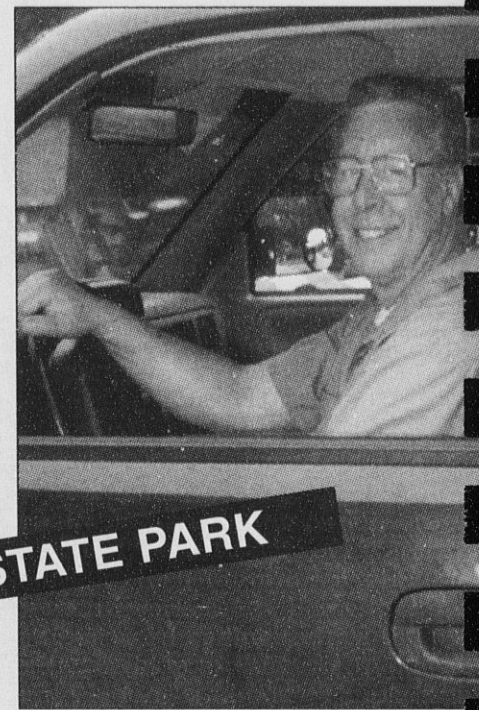
Timothy Kirkup, left, a carpenter, works on a sign for a children's playground. CSEA State Parks Local 102 President Paul D'Aleo admires the workmanship.



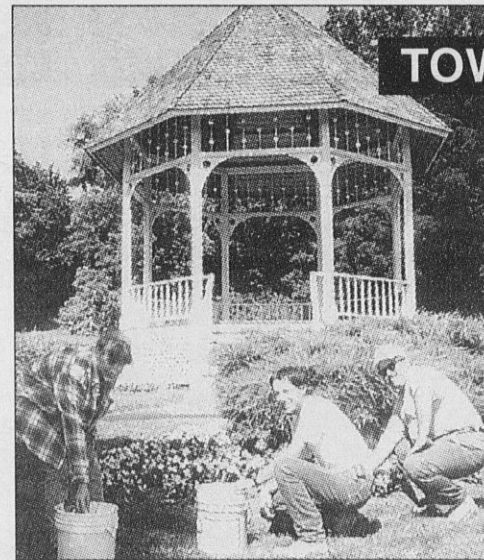
BELMONT LAKE STATE PARK



BETHPAGE STATE PARK



John Bagan, left, prepares the golf links at Bethpage State Park for the New York State Open. At right is Motor Equipment Supervisor Bill Gundel, a 30-year parks employee.



TOWN OF COLONIE PARK

Town Hall Park is a quiet jewel just off busy Route 9 in the Albany suburb of Colonie. A striking white gazebo serves as background for wedding, fashion shoots, picnics and other functions. The park offers nature trails, beautiful plants and fishing. "This is a well maintained place," town employee Tom Patrizio says. Patrizio, right, works on the grounds with co-workers Michele Cushine, left, and Bill DeLalla, center.

Sign Painter Mary Victoria Kirkup works on a display.

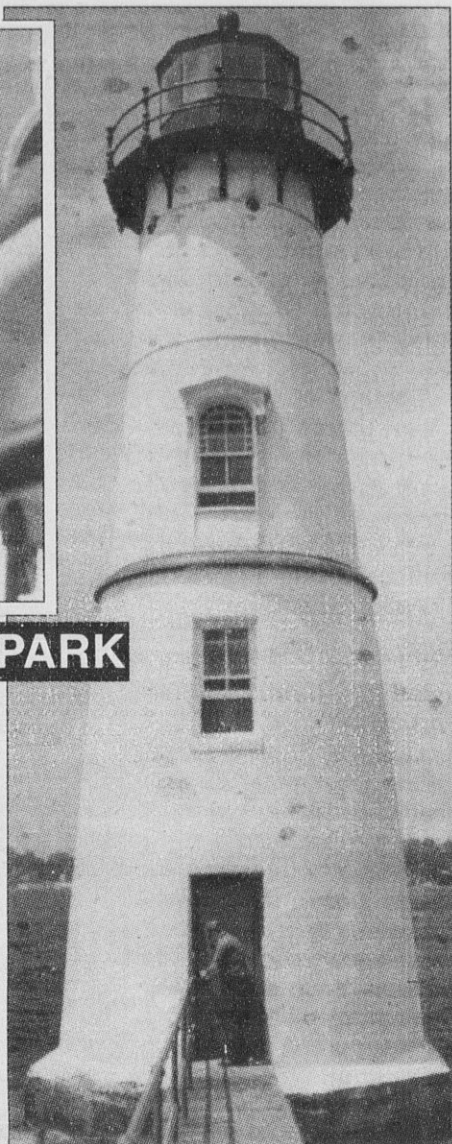
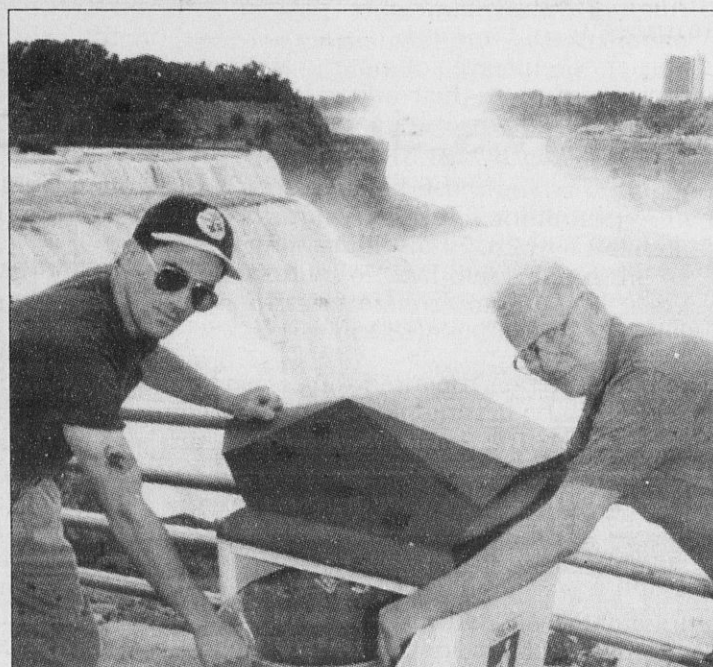


GENERAL NEWS

NIAGARA STATE PARK

Niagara Falls, one of the great natural wonders of the world, is the backdrop for Bill Purtil, president of CSEA Local 104, and Parks Aide Charlene Mang.

Parks employees John Elia, left, and Harry Jones keep Niagara State Park in top condition for visitors from around the world. American Falls is at left and Canadian Falls and Canada is at right.



GRASS POINT STATE PARK

Park Maintenance Worker Bill Barnes works on light in lighthouse on Rock Island. Lighthouse dwarfs him in photo at right. Barnes is responsible for maintaining three state island parks in the St. Lawrence River. Canoe Point, Mary Island and Cedar Island parks are only reachable by boat. Barnes, who has 27 years of service, plans to surpass his father's record of 30 years of service with the state parks system.

'Public employees do the job best, no doubt about it.'

— Paul D'Aleo, Chair, CSEA Parks and Recreation Committee

CLAY PIT PONDS STATE PARK

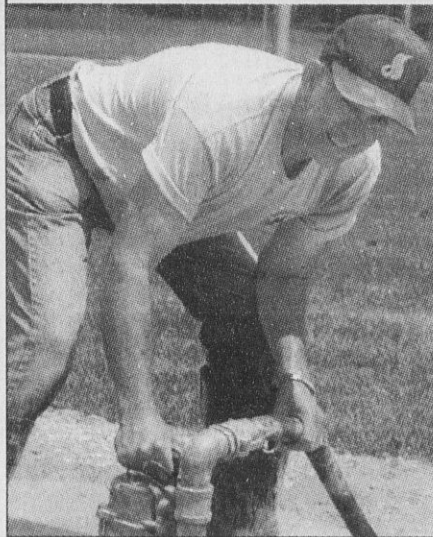


Conservation Assistant Valerie Trubisco, above left, and Park and Recreation Activities Specialist Laura Meyer at the Sharrotts Pond section of the state park on Staten Island.



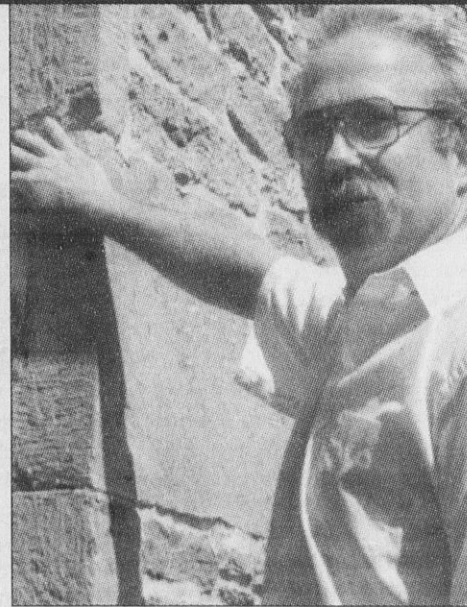
Christie Reeves, left, a park and recreation aide, steps out of a payloader. She handles maintenance at the Clay Pit Ponds State Park Preserve.

CANTIAGUE PARK



Seasonal employee Bob McKenna repairs damage to ball field after Hurricane Bertha left its calling card on Nassau County's Cantiague Park.

SACKETT'S HARBOR BATTLEFIELD



General Mechanic Rick West inspects mortar on Union Hotel, built in 1817. Facilities at the battlefield park are constantly inspected and restored.

IMPORTANT INFORMATION FOR CSEA-REPRESENTED STATE EMPLOYEES

In case of an emergency....

There may come a time when you or a family member require the services of an emergency room. When you are covered by health insurance, you may think you don't have to worry about out-of-pocket expenses should such an event occur since "emergency care" is covered. Emergency rooms are no longer the place to be treated for "after hours" care such as colds, flu or minor injuries.

If you are covered by a Health Maintenance Organization (HMO), you should review your member handbook or speak with your HMO representative to find out what procedures are required if an emergency occurs. For example, an HMO might require prior approval of a primary care physician before you go to an emergency room. Your primary care physician is obligated to provide 24-hour access to care via a participating health center, an "on-call" physician or an answering service.

If you are enrolled in the Empire Plan, you and your covered dependents have access to any hospital's emergency room for a medical emergency.

The Empire Plan covers emergency visits for true emergencies which are defined as "the sudden, unexpected onset of a medical condition where immediate care is necessary to prevent what could reasonably be expected to result in

either placing your life in jeopardy or cause serious impairment to your bodily functions."

Empire Blue Cross & Blue Shield will pay emergency room and other hospital related charges, minus the \$25 hospital outpatient co-payment in the case of a true emergency "within 72 hours of an accidental injury or within 24 hours of the sudden onset of an illness." The \$25 hospital outpatient co-payment will be waived in the event it becomes necessary for you to be admitted as an inpatient at that time.

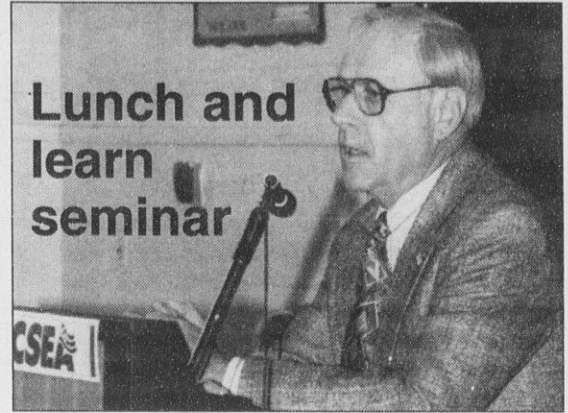


JOINT COMMITTEE ON Health Benefits

If you are billed for ancillary services such as radiology or laboratory tests, which were provided to you during your emergency room visit, these charges should be submitted to MetraHealth as part of your

paid-in-full emergency room benefit. Charges for the services of a specialist, such as a cardiologist, who may be called in to treat you in an emergency room, continue to be considered under the Participating Provider Program or Basic Medical Program, depending on their participation status.

Before you need the services of an emergency room or urgent care center, you should find out what "after hours" services are provided by your family physician. Ask your doctor where they recommend you be treated in case of an emergency.



Lunch and learn seminar

CSEA Education and Training Specialist Dennis McKiernan discusses the new federal laws pertaining to drug testing at a recent Town of Clarkstown Unit "lunch and learn" seminar. More than 100 town employees attended the four-part workshop. The unit is part of Rockland County Local 844.

IMPORTANT INFORMATION FOR CSEA EMPLOYEE BENEFIT FUND MEMBERS

The CSEA Workplace Security Program, designed to offer compensation for trauma suffered by Benefit Fund members assaulted or held captive against their will while on the job, has undergone some changes.

Please be advised that effective August 1, 1996 the policy will be amended to incorporate the following:

- **Waiting Period** — Changed from five consecutive working days to 10 consecutive working days;

- **Maximum Lifetime Limit for Assault Claims** — \$10,000;

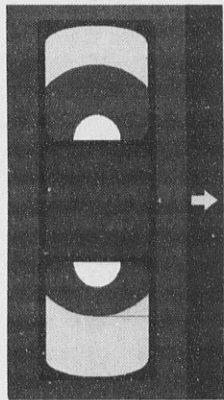
- **Police Report** — must be filed in person and within 48 hours of the incident;

- **Physician Statement** — verifies that medical attention related to the assault was sought within 24 hours of the incident;

- **Disability Definition** — insured is considered disabled if unable to perform the duties of their occupation for the 10 consecutive working days, as certified by a fully qualified medical practitioner.

- **Notice of Claims** — written notice of any claim must be received within one month after any covered loss occurs or begins. Previously, written notice was required within 20 days.

Please maintain a copy of these changes with your certificate until you receive your new certificate, which will be issued shortly. If you have any questions, call Jardine Group Services Corporation, your plan administrator, at 1-800-697-CSEA.



NYSHIP video available for employees affected by layoffs

The NYS Department of Civil Service Employee Benefits Division has developed a new 11-minute video on health insurance for employees affected by layoff.

The Joint Committee on Health Benefits (JCHB) is pleased to announce our ability to provide this video on a "loaner" basis as part of our

Videotape Library Program.

CSEA Local President's should contact the JCHB at 1-800-286-5242. Individual members can also inquire with their Health Benefits Administrator as to the availability of the tape which may have been obtained by their agency.

Fall 1996 LEAP tuition vouchers, reimbursement authorizations awarded

LEAP tuition vouchers and reimbursement authorizations for the Fall 1996 semester were mailed on June 28, 1996.

Applications were approved using a priority system based on each applicant's anniversary date and recent history with LEAP. Due to skyrocketing tuition and increased participation in the program, some eligible applicants were denied a tuition voucher or reimbursement approval for the Fall term due to budget constraints; however, those applicants are strongly encouraged to apply again during both the Winter/Spring 1997 and Fall 1997 application periods because they will have a higher priority.

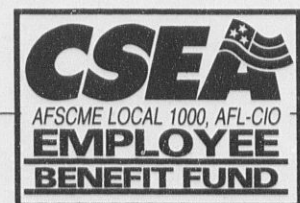
LEAP catalogs and application forms for the Winter/Spring 1997 semester will be mailed



directly in September to any member who has applied for LEAP during the past two semesters. Copies will also be available at State agency personnel and training offices during the first week of September or members may call LEAP at 1-800-253-4332 to request one. The deadline to apply for a Winter/Spring 1997 voucher or reimbursement is October 16, 1996.

If you have any questions about LEAP tuition vouchers or the LEAP reimbursement program, please call the LEAPLINE at 1-800-253-4332. An advisor is available weekdays from 8 a.m. until 4 p.m. to assist you.

After hours and on weekends, callers may leave a message and request a return call from an advisor at a time and telephone number convenient to them during LEAP's regular office hours.





August 22 - September 2, 1996
Syracuse

A GREAT FAIR at HALF FARE

for CSEA members and their families

on CSEA DAY at

The New York State Fair

Saturday, August 24, 1996

*Compliments of CSEA and
The New York State Fair*

Saturday, Aug. 24, is CSEA Day at the New York State Fair in Syracuse. And that means half-price admission to the fair for all CSEA members and their families that day.

Make plans to visit the CSEA Family, Friends, Neighbors booth in the Center of Progress Building on the fairgrounds.

Clip one coupon at right for each CSEA member and family member and bring coupon(s) to any fair gate to save one-half off the regular admission price.

Remember, each family member must present a coupon to receive the one-half off admission discount.

CSEA will maintain its booth in the Center of Progress Building

throughout the entire

fair, so stop by and

visit the CSEA booth

any time you're at

the fair. The coupon,

however, is good on CSEA Day only, Saturday,

Aug. 24.

Members needing additional admission coupons should call CSEA Communications Department 1-800-342-4146 Ext. 271

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.



The Civil Service Employees Association
LOCAL 1000, AFSCME, AFL-CIO
Danny Donohue, President

SAVE SAVE SAVE SAVE

\$3.50 OFF

ADMIT ONE
CSEA MEMBER or FAMILY MEMBER

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

Join CSEA at the New York State Fair on CSEA Day, Saturday, August 24, 1996

Name _____
Address _____
Phone _____

Danny Donohue
Danny Donohue
CSEA President

CSEA Local _____

SAVE You've got the CSEA Advantage - it pays to be a CSEA member! SAVE

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SARATOGA

Race Course
invites you to a

SALUTE TO THE AMERICAN WORKER DAY AT THE RACES Monday, September 2, 1996

Free Grandstand Admission for CSEA members and their families

Labor Day '96 at Saratoga Race Course will be a special Salute to the American Worker, with free Grandstand admission for CSEA members!

This is the first year that Saratoga Race Course will extend the finest Thoroughbred racing through Labor Day, and a fun-filled, family day at the races is planned.

Enjoy classic cars from the '30s,

'50s and '60s, surrounded by the sounds of spectacular singing groups and the aroma of great food. Saratoga Race Course - unforgettable Thoroughbred racing and unbridled fun.

Clip and bring the free grandstand admission coupons at left. Each coupon is good for one free grandstand admission for a CSEA member or family member on Monday, September 2, 1996.

The Saratoga Race Course is off Exit 13N or 14 of the Adirondack Northway (I-87). First race post time is 1 p.m.

ADMIT ONE CSEA MEMBER or FAMILY MEMBER

Good only on date stated

**SALUTE TO
THE AMERICAN WORKER
DAY AT THE RACES**

Redeem this coupon Monday, September 2 only for
ONE FREE GRANDSTAND ADMISSION

Monday, Sept. 2

Post Time 1 p.m.

SARATOGA

(Compliments of CSEA and Saratoga Race Course)

CSEA

Coupon has no cash redemption value

May not be combined with or used in addition to any other NYRA discount or promotional effort. May not be offered for sale. May not be offered by a third party; only for distribution by sponsor(s). Coupon not accepted for Clubhouse exchange. (This offer does not include reserved seating). One coupon per person. Each CSEA member and family member must present a coupon to receive free Grandstand admission.

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

THE PUBLIC

Sector

AUGUST 1996

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