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Vol. 3 / No. 11

NOVEMBER 2000

# THE WORK FORCE

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

## It's great to be 90!

### Gains

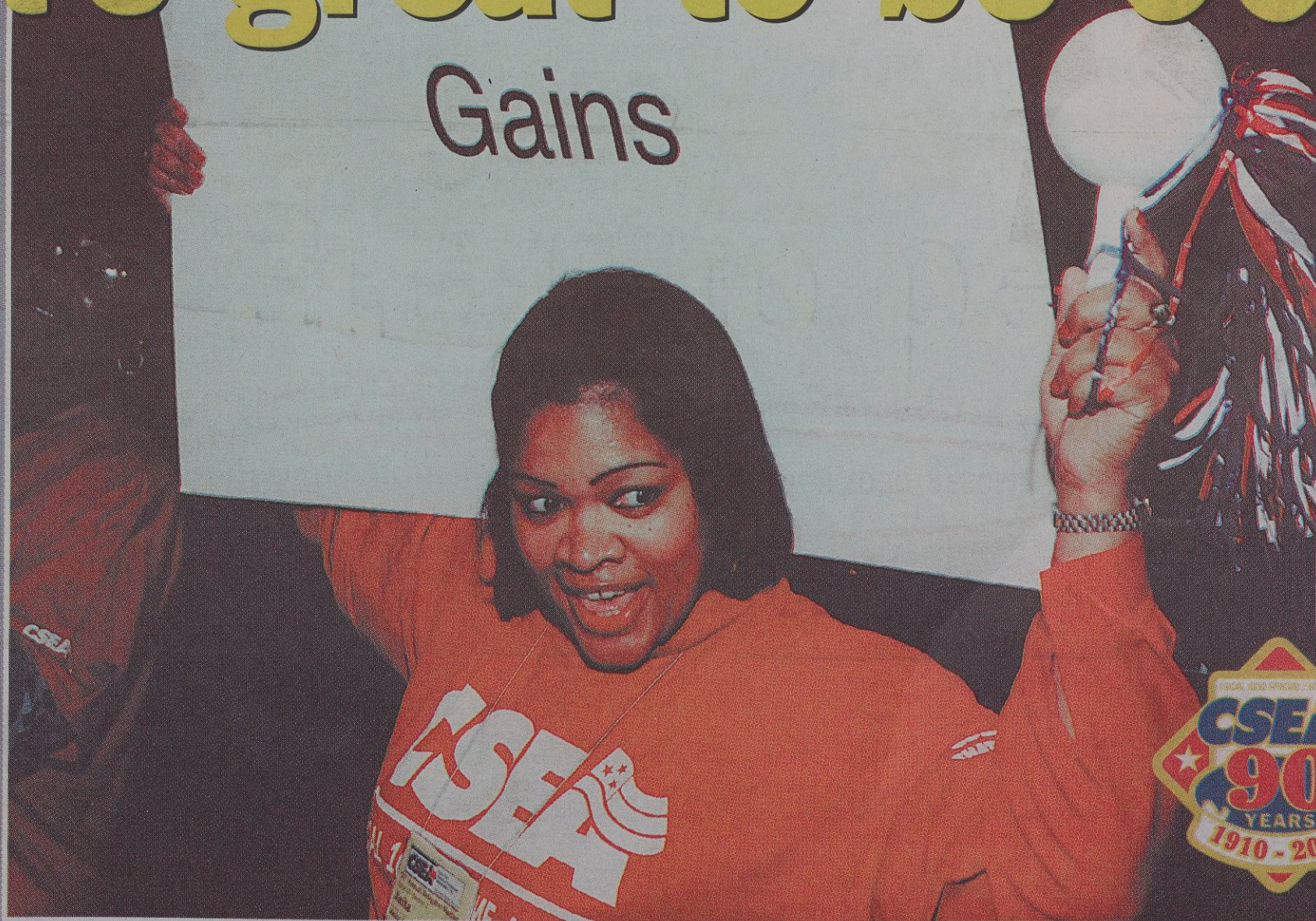
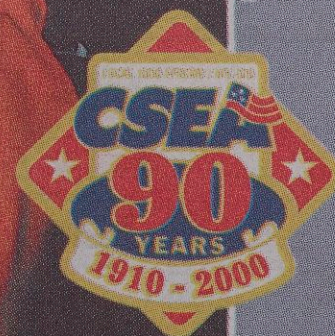
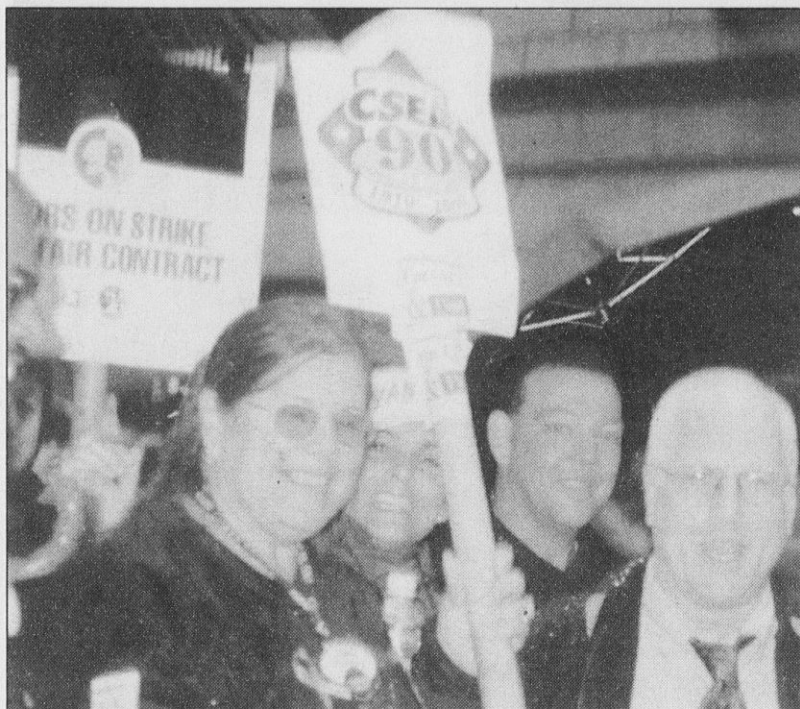


Photo by Cary Scholtz



Your Nassau County Local 830 Express newsletter is enclosed

## Photo of the Month



Actor Richard Dreyfus, right, thanks CSEA members who joined the Screen Actors Guild picket line in a show of solidarity for that union's fight for a fair contract. About 200 CSEA activists joined the picket while attending the Annual Delegates Meeting in New York City. See Pages 10-11, 17, 19.

## CSEA's concerns spur tower fire results

ALBANY — The electrical explosion that rocked Agency Building 1 at the Empire State Plaza this summer is still generating shock waves as CSEA leaders and health and safety specialists pressure the state to improve workplace safety for thousands of state employees who work in the marble office complex.

In a move to make the plaza safer, the state has admitted the complex's fire alarm system is inadequate and will upgrade it.

Other major changes are being considered as a response to the electrical fire which injured two CSEA members and sent smoke swirling through the high-rise tower.

Some union members were stranded on upper floors for almost an hour before emergency help arrived to evacuate them.

A seven-step action plan in response to the tower fire was developed by CSEA leaders at a meeting called by CSEA Capital Region President Kathy Garrison.

"First and foremost, CSEA wants management to act responsibly in this matter," Garrison said about plans to correct health and safety problems.

As part of the program, Garrison said each CSEA Local at the plaza will have an active safety committee.

CSEA provided the state with a 13-page evaluation based on a membership survey conducted after the fire and bungled evacuation.

"The state was very interested in the results of the survey and the information it contained," CSEA health and safety specialist Matt Kozak said.

— Daniel X. Campbell

## BUSTED!

# LBMC managers overcharged members

LONG BEACH — Long Beach Medical Center has ripped off hundreds of CSEA members by grossly overcharging them for health insurance, a federal investigation has revealed.

The National Labor Relations Board (NLRB) said the embattled hospital illegally forced union members to pay twice as much for health insurance than non-unionized hospital workers were paying.

The hospital broke the labor law because it did not first bargain with the union before imposing the higher insurance costs.

"This is the first step toward a full victory for our workers," said CSEA Long Beach Local President Marcene Sutton.

"The workers are feeling the power of CSEA and we will fight this issue to the end," she added.

### Union shows its power

Last year, 450 workers at the medical center voted CSEA as their union and the battle for the first contract started.

Hospital managers fought the unionization push. CSEA responded by filing charges against the hospital with the NLRB, the state Office of Occupational Safety and Health, the state Department of Labor and the Equal Employment Opportunity Commission.

"This decision came at a critical time," said Sutton about the health

premium investigation.

"Management has been threatening to raise CSEA members' health insurance payments even higher," she added. When hospital managers forced the health insurance fee hike onto union members in December, many couldn't pay.

"It's an abomination to have workers in the health care field without medical coverage," said CSEA Long Island President Nick LaMorte.

"Long Beach management should hang their heads in shame," he said.

### Petitions maintain pressure

In other Long Beach Medical Center developments, petitions signed by more than 1,800 Long Beach residents demanding contract justice for hundreds of CSEA members at the hospital were presented to city leaders recently as the contract campaign intensified.

"It is time for our elected city council people to stand up for us and our families," said CSEA Long Beach Medical Center Local Vice President Noemi Marri.

Marri captivated the city council members by presenting the petitions which echo residents' concern about the treatment of the medical center workers.

— Sheryl C. Jenks



## Region visits by CSEA statewide President Danny Donohue

The following is the remaining 2000 schedule for member visits. All visits will be at region headquarters. Please call to schedule an appointment.

**Metro Region** — New York City - Nov. 2, 1-7 p.m. (212)406-2156

**Long Island Region** — Commack - Dec. 8, 1-7 p.m. (631)462-0030

# White Plains demo puts pols' feet to the fire

WHITE PLAINS — Demanding contract justice, hundreds of angry CSEA members who work for White Plains picketed city hall for the fourth time in as many months in a bid to jump-start stymied contract talks.

Waving signs that urged the city to "show some respect" and chanting "Joe (White Plains Mayor Joseph DeFino) must go!" CSEA members made clear their desire to settle the contract after three years of on-and-off talks.

"This will show the city there is unity in the ranks," White Plains CSEA Unit President Howard Pinchbeck said as he surveyed the throng. "We're ready to negotiate any time."

"We're looking for a fair deal," he added. "We're not asking for the moon."

## Impasse declared

CSEA city employees have been working without a contract since June 1998 because the union and White Plains city officials have been unable to agree on medical and dental coverage for CSEA members.

An impasse has been declared and CSEA will enter fact-finding in November.

Pinchbeck, however, said the union is willing to settle the contract before then.

- CSEA members in the City of White Plains have been without a contract for 28 months.
- The White Plains unit consists of all city departments except for police, fire and sanitation.

"We could settle this much sooner if the city is willing to bargain," he said.

## City is delaying

Westchester Local President Gary Conley said he blames the city for the negotiation delays.

"The belief that the union would withhold a fair contract settlement from its members is ludicrous," Conley said. "It's a bad situation. The White Plains Unit is very active in this Local and to see it treated this way is unacceptable."

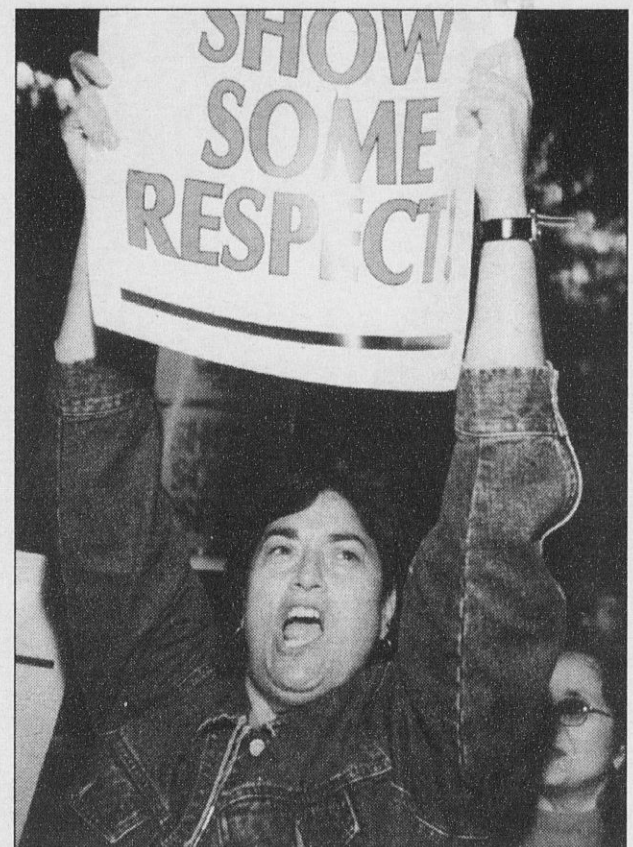
CSEA Southern Region President Carmine DiBattista said the dispute would've been settled months ago if the city had tried harder to bargain with members.

"Only sitting at the table and bargaining will help us reach an amicable solution," DiBattista said.

## Feeling the pinch

The lack of a workers' contract has resulted in a loss in wages and additional benefits for many CSEA members.

Vincent Caldarola, a CSEA member and 13-year operations employee for the White Plains Parking Authority, demonstrated along with his wife, Eileen, and their four young children.



Anger and frustration over the contract delay show on the face of this White Plains worker.

"I haven't had a raise since 1997," he said. "Costs have really gone up here and I have four kids."

CSEA member Bob Baulin, a seven-year maintenance employee for the city's Housing Authority, is also upset over the lack of a contract.

"I feel it's discrimination against us as working people," he said.

— Janice Marra

# 1,500 turn out against Nassau job-cut proposal

MINEOLA — More than 1,500 CSEA members and their supporters surrounded the Nassau County executive's office recently to protest a plan to fire 350 workers to ease the county's flow of red ink.

Carrying signs and chanting "They say give back — We say fight back!" and "No layoffs — No way!" the massive crowd circled the building.

"This scheme will cost taxpayers in the short and long run and undermine county services. It is also a slap in the face to CSEA county workers who are on the job every day," CSEA Executive Vice President Mary Sullivan told the agitated throng.

Members of the county legislature and other political leaders stood with the

workers throughout the protest and voiced their support in fighting the layoffs.

"County Executive Gulotta's plan is unacceptable! CSEA will come at him with everything we've got. How dare he treat the workers this way after agreeing to the lag payroll so we could avoid layoffs!" CSEA Long Island Region President Nick LaMorte roared into the microphone.

"Nassau County residents deserve quality services and now that is being undermined. There is no way services can continue if the county

"There is no way services can continue if the county lays off 350 workers."

— CSEA Long Island Region Executive Vice President Tony Giustino



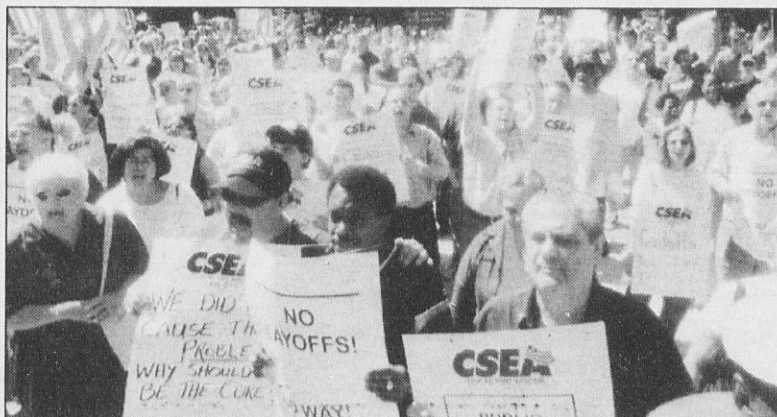
lays off 350 workers," said CSEA Long Island Region Executive Vice President Tony Giustino.

The work force was decimated in 1992 when the county laid off 2,500 workers.

"The county's fiscal crisis was created by years of mismanagement and even incompetence by the county's administration. They cannot put this on the workers," said LaMorte.

CSEA members agreed earlier this year to sacrifice two weeks pay to a payroll lag to avoid layoffs. Members said they were shocked when Gulotta reneged on that plan and proposed layoffs.

— Sheryl C. Jenks



Some of the 1,500 protesters in Nassau County

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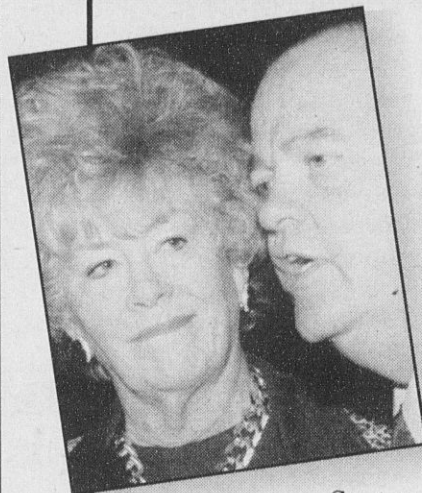
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IN TOUCH WITH THE  
**WORK FORCE**  
CSEA President Danny Donohue



For the past 27 years, Betty Connelly's career in the New York State Assembly has closely paralleled CSEA's history.

CSEA was proud to honor the retiring Connelly at our recent Annual Delegates Meeting and it was especially appropriate as we celebrated our 90th anniversary. Her experiences and the battles waged were our fights too!

When Connelly was first elected to represent her Staten Island district in 1973, she was one of only a handful of women in the state Legislature.

Over the years, her growing influence in the Legislature coincided the emergence of women as a potent political force in our union and in the general electorate.

When CSEA fought against discrimination and for issues like comparable worth, Connelly was a strong ally.

As CSEA confronted often irresponsible state policies on mental health and mental retardation throughout the 1970s, 80s and 90s, Connelly was one of the most important friends and advocates we ever had in the Legislature.

She could always be counted on to speak out about right and wrong and worked tirelessly for better treatment for patients, staff and communities.

But there was so much more to Connelly. She was a champion for CSEA and other working families when it came to school funding, contracting out and fairness and respect. The void she leaves in the Legislature will not be easily filled.

CSEA endorses candidates for political office based on their records, not rhetoric, and we make judgments about who will fight for us.

With Election Day approaching, Connelly's career proves it truly does make a difference who we elect.

*Danny*

# Wayne County members fight contracting out with PR blitz

LYONS — CSEA members who work for Wayne County have launched a media campaign to save a valuable community asset and the jobs that go with it — the Wayne Community Nursing Care, a home-care arm of the county's health department.

The county agency, which employs 65 workers and is a certified home health agency, has been eyed for possible contracting out because of a weak bottom line, which some have said is the result of poor management.

Rising to meet the challenge that contracting out would bring to CSEA members' jobs, and to forestall any formal county action that would change the facility's status, CSEA members and leaders are trying to boost usage of the facility.

## Broadcast and print campaign

"Our campaign will consist of radio and newspaper ads and handbills advising Wayne County residents of the under-used jewel in their midst," said Unit President Cyndy Herman.

"Their really has not been much promotion of it by the county and this should help," she added.

"We plan to have the fliers in doctors' offices and clinics throughout the county, in addition to the ads, the word will be out," said Local President Wendy Wedman. "Our members are providing professional service that's second to none."

The colorful fliers, produced in CSEA's communications department, tell Wayne

County citizens: "Your homegrown quality care agency provides county residents with the finest nursing care in a safe, comfortable and nurturing environment — your home."

## Money owed the county

The county's board of supervisors was informed of the CSEA plans by Western Region President Flo Tripi, and she also asked the county improve its billing recovery system for payments from Medicare, Medicaid and other third-party providers.

"We know there have been meetings to assess the problems and decide on a resolution, and are aware of talk of contracting out," said Tripi.

"We emphatically state that should not be an option. Wayne County must see that appropriate billing is completed, so that reimbursements are collected in a timely fashion, with updated computer systems," Tripi said.

"Wayne County must give the facility employees the tools needed to do the job properly," the region president said.

— Ron Wofford

CSEA REPRESENTS  
**Health Care Services**  
60,000 WORKERS IN THIS INDUSTRY



Wayne County CSEA leaders moments after they held a news conference.

## Dedicated workers play key role

### NCMC lands coveted training program

Union members played a key role in helping the Nassau County Medical Center (NCMC) land a coveted family doctor training program from a competing hospital.

The successful bid for the training program could not have been accomplished without the dedicated work of the hundreds of CSEA members who work at NCMC, union leaders said.

CSEA's support to transform NCMC into a public benefit corporation to make it more competitive was also a key to land the family doctor training program that had been housed at a competing hospital in nearby Massapequa.

"Since NCMC became a public benefit corporation last year, the hospital has been working hard to re-establish its reputation as a hospital with state-of-the-art care, not just for the needy but for anyone seeking excellent health care," said CSEA NCMC Unit President George Walsh.

## CSEA helps keep hospital competitive

By making the bid for the training program, NCMC proved the worthiness of becoming a public benefit corporation.

"The main reason CSEA supported the idea of the public benefit corporation was to give the hospital more autonomy and the ability to compete without the bureaucracy getting in the way," said CSEA Long Island Region President Nick LaMorte.

Looking at the long-term future of the hospital and the union's role in its growth, CSEA is negotiating increases in starting salaries for experienced nurses.

"We want the hospital to be more competitive. We have agreed to raise the starting salaries and have applied that to the existing nursing staff by raising their salaries as well," said Walsh.

This program is important to NCMC, a 600-bed hospital, because it has great potential to attract private doctors and their insured patients to the medical center.

"NCMC is proud of its role as a caregiver to the needy. The difference is that now the medical center is pushing to be recognized for its full potential, not just that one facet," said CSEA Nassau Local President Tony Giustino.

— Sheryl C. Jenks

## Voices of the Work Force

"I'm voting to make sure we continue to make progress and our economy continues to grow, not only for us, but to look out for the future of our children."



— Julet Gomez, calculations clerk, Rockland Psychiatric Center/Nathan Kline Institute

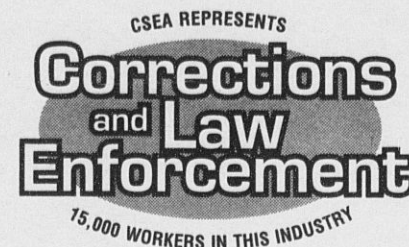
## WORK FORCE FACTS

- ✓ Hillary Clinton supports providing prescription coverage for all seniors through the Medicare program.
- ✓ Rick Lazio voted against providing prescription drug coverage for all seniors and instead sided with drug companies on a plan that would leave millions without coverage.



**CSEA members participated in statewide report:**

# Study: Major changes needed to make criminal justice system more effective



A new statewide report that includes experiences from the public and criminal justice professionals makes several suggestions to improve the state's criminal justice system.

"Balancing Justice in New York State" was culled from more than 150 study groups across the state, arranged by the League of Women Voters of New York State and supported by CSEA.

"We applaud the league's efforts to study our criminal justice system and find ways to make it more responsive to those who work in it and those it serves," said CSEA President Danny Donohue.

"With our strong presence in the criminal justice arena, it is only fitting for CSEA to continue to participate in programs which explore the changing aspects of the industry and needs of those who work in it," he added.

CSEA represents thousands of members who work in the state and local criminal justice systems, including agencies ranging from the state Department of Correctional Services to county probation departments and county jails.

### Key findings

In all, more than 2,200 persons statewide took part in the discussions. Among the findings:

- 97 percent of the participants favor rehabilitation as one of the most important goals for the criminal justice system;
- 98 percent called for reform or repeal of the state's Rockefeller drug laws;
- 99 percent favored keeping parole, with most suggesting that more money be provided to reduce caseloads and provide more services for ex-offenders;
- When asked to respond to different views regarding the criminal justice system, most groups favored creating a range of punishments to fit the crime, emphasizing rehabilitation, and keeping parole;
- Groups strongly disagreed with the views "rely on prisons to deter and punish criminals" and "make prison time harsher;"
- The groups strongly favored alternatives to incarceration for non-violent and first-time offenders. Of the possible sanctions, groups most strongly favored basic probation, drug courts and community service. Groups were divided on the effectiveness of boot camps;
- More than 60 groups expressed concern about the growing prison industry and the use of prisons as economic development in some upstate communities;
- One third expressed a concern about the treatment of persons with mental illness within the criminal justice system.

### Seeing it first hand

The group's findings mirror many views and comments from CSEA members who work in corrections and criminal justice settings.

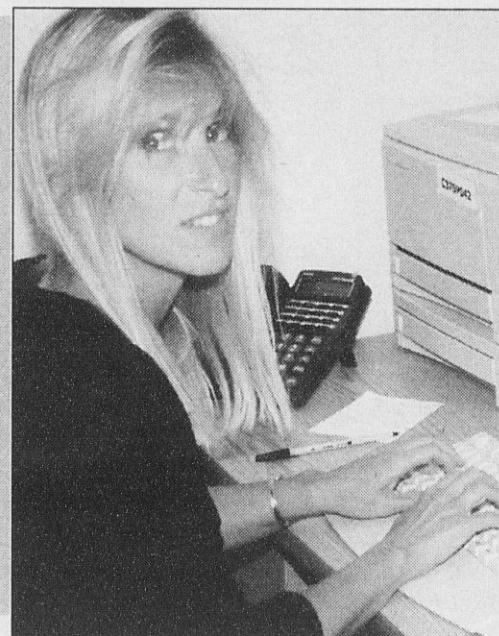
Many CSEA members working in the state prison system have seen the population of mentally ill inmates balloon in recent years as the state cut funding for care and treatment of the mentally ill.

Similarly, the state's antiquated drug laws have led to a burgeoning prison population with little increase in support funding.

— Lou Hmieleski

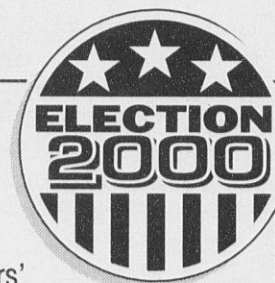
To get a copy of the report, call (518)465-4162 or e-mail [lwny@lwny.org](mailto:lwny@lwny.org). Visit the league at [www.lwny.org](http://www.lwny.org).

## New corrections jobs in Seneca



CSEA member Gini Ellis, a keyboard specialist, works at her desk in the state's new Five Points Correctional Facility, which recently opened in Seneca County. The new prison employs 640 workers with an annual payroll of more than \$25 million. The prison cost \$180 million to build.

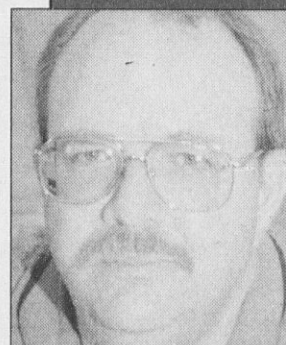
### Where the candidates stand on issues affecting corrections workers ...



- ✓ Hillary Clinton supports an employee's right to join a union, increasing the minimum wage and laws to protect workers' rights.

Rick Lazio voted this year against a bill to extend collective bargaining rights and voted to weaken laws that protect overtime pay.

## Voices of the Work Force



"Sure I vote. You've got to have your voice heard. If you don't vote, you can't complain!"

— Bob Howard, calculations clerk, Lakeview Shock Facility

# Department of Labor computer network belabors simple tasks

Thousands of unemployed New York City residents, many living on their last dollar, are being refused unemployment benefits because of balky computers and managers who refuse to correct the problems, union leaders at the state Department of Labor (DOL) said.

A new computer network that would make the huge state unemployment system "paperless" in the metro New York area is creating havoc and despair among already-vulnerable New Yorkers because the system regularly crashes, locking up a person's unemployment records, union members said.

Meanwhile, hundreds of CSEA members who work with the much ballyhooed telephone and computer system are facing shotgun-toting New Yorkers and others who are just as angry because the system has literally crashed.

"The system is not working, yet the state doesn't want to admit it isn't working," said DOL Local President Mary Sims-Nichols.

"The claimant is the one who pays," she added. "This is their only source of income, and these people are not getting their checks."

## On paper it worked

As designed, all new insurance claims would be filed using a touch-tone telephone system staffed by members in a central office.

This multi-million dollar system would simplify and speed the unemployment benefit process, union members were told.

CSEA members who staff the call center and the local offices, however, must deal daily with the results of an overburdened system.

A principal employment securities clerk, Rosalyn Russell sees the effect of the flawed system first hand.

"On Mondays, Tuesdays, and Fridays, people wait 30-45 minutes only to get a recorded message that no one is available. If they do succeed in getting through, they have to wait,



**CSEA member Phyllis M. Jackson working in a state Department of Labor office in New York City.**

and it is not uncommon to get cut off or receive wrong information," Russell said.

## Creating real problems

Yet this does not stop people from coming to the local offices seeking help.

Local labor department offices are supposed to tell claimants the computer is now their local office and they cannot help them.

"From a distance it is easy to say 'Don't help,'" said Russell, "but we're the ones face to face with the tears, the anger, the desperation. Now it is more frustrating for us because we can't help them."

"We had a young lady the other day who came in hysterical, in tears. She needed a recertification letter for Section 8 (federal housing subsidy). By the time she got through, they had to send a request to Albany for the letter she needed. Albany sent the wrong letter. With the 3-4 week lag in mailing time for each letter, by the time she received the correct letter, she had missed the cut-off date. She was cut-off Section 8," Russell said.

## Stress on members

The CSEA members staffing the centers also face stresses because of the faulty computer system.

"Some people's computers go down every afternoon. It is rough because people need their money," said Phyllis M. Jackson, a

senior employment services clerk at the call center in Manhattan.

"When the system goes down, you get frustrated and your supervisor gets antsy because the calls are piling up," she said.

## Management pressure

To counteract computer glitches, managers often pressure CSEA members to rush through as many calls as possible when the system is working, members said.

Under the guise of time management, staff is advised to keep the length of calls short, union leaders said.

According to Sims-Nichols, "the advice was if you took too long on a call, tell the claimant to call back."

"You want to leave the person with a positive feeling, but if you take too long, they may do a time management report on you. They want everything snap-snap. Management walks around patrolling, if they would give them bullhorns, they'd be yelling across the room," Jackson said.

## State not admitting snafus

"Nothing has improved in the two years I have been here. It has only gotten worse," Sims-Nichols said.

"What we have here is a long-term failure of a system that is just not capable of meeting the demands placed on it. That something that will only get worse over time," she said.

— Ann Carroll



## Where the candidates stand on federal spending

- ✓ Al Gore has proposed a budget that targets tax cuts for working families, including deductions for college tuition and day care. He has proposed using the budget surplus for targeted tax cuts, strengthening Medicare and shoring up the Social Security Trust Fund.

George W. Bush has proposed spending nearly the entire federal budget surplus on tax cuts that primarily will benefit corporations and the wealthy.

## Voices of the Work Force



**"Members of CSEA's political action committee know we can't dictate to our members how they should vote. What I try to do is show the members why we need to elect Al Gore and Hillary Clinton and show the difference between them and their opponents. We're giving our members knowledge and getting them to use the power they have — their vote!"**

— Frank Brady, state Department of Taxation and Finance, Albany, and a member of the union's political action committee

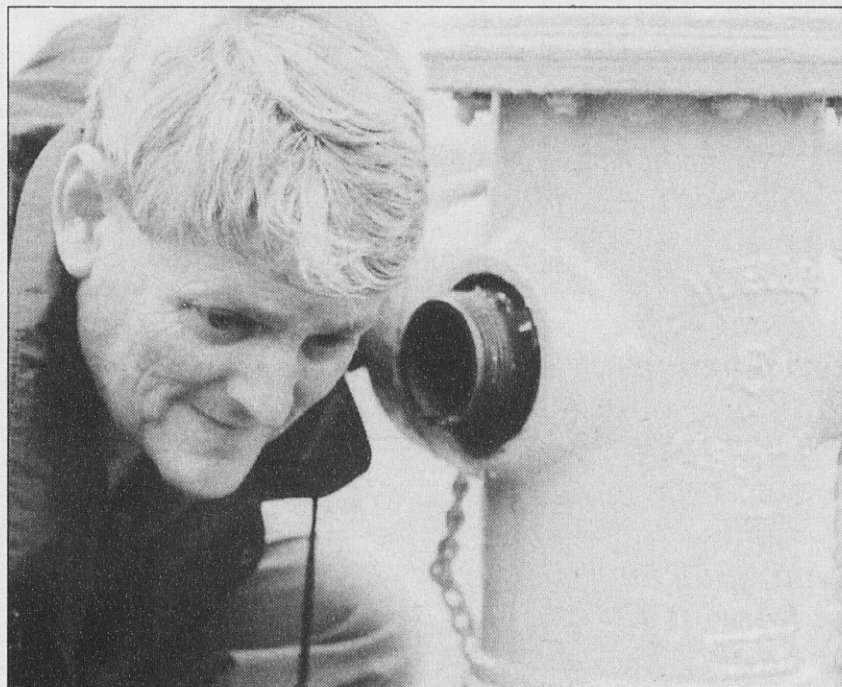
## Dr. Leaky, I presume?

# Member's ears help save big bucks

Two long hours before Syracuse tastes a tangerine-tinged sunrise, CSEA member Dan Martin drops to his knees on a manicured lawn, plants an ear to a fire hydrant, and smiles.

Martin, an assistant water maintenance supervisor at the Onondaga County Water Authority, listens for errant flushes, gurgles, drips and gushes that spell trouble on the 1,700-mile county water supply system.

A 20-year master water leak detective, CSEA member Martin recently garnered top honors for the county's water authority because the county system loses only about 7 percent of its water through leaks — half the industry-accepted average of 15 percent.



**Dan Martin checks a hydrant for leaks as part of his work with the Onondaga County Water Authority.**

For those who count such things, that's a lot of water and money.

For Martin, it's been a job of listening and learning.

"It's not something you learn overnight," Martin said. "We like to say that it's not a science, it's an art. It takes a lot of training."

Since Martin moved into a supervisory position a year ago and became a CSEA member, he's started training a new worker to perform leak detection, but he still is very involved in the day-to-day duties.

"I'm still hands-on, and I probably always will be. I enjoy the work," he admitted, and the challenges.

One of those challenges is the hours.

Normal leak detection hours start at 3 a.m. because it's the quietest time of the day.

Another challenge is learning to listen for what's not there.

"The first thing you have to learn is what the sound of nothing is, because there's always sound. The ideal is to not hear anything," Martin said.

When water is leaking, it makes a sound that is detectable through the sonic magnification equipment Martin carries with him.

Sometimes he can even hear it just by putting his ear up to the nearest valve or hydrant.

Martin said a small leak sounds like a high pitched squeal, and a big crack in a pipe will make a low, rumbling sound.

### Gremlins?

Granted, Martin sometimes gets strange looks from passersby when he's working, but most of the time it's not a problem because "they're all in bed asleep," he said with a smile.

Once he was working during the day and a group of kids came up to him to ask what he was looking for.

"Gremlins," he told them jokingly. "Their eyes popped wide open. They were really cute," he chuckled.

Martin said he learned leak detection the hard way — on the job.

He started with county water authority as a draftsman in the engineering department, but quickly grew bored with a desk job. He decided to try

leak detection.

"When I started, they bought me a leak detector and gave me a rickety old van and told me to go find leaks," he laughed. "I just learned as I went. I'm still learning."

The best job challenge is finding the elusive leaks he knows are there, but can't be seen.

"You have to be a self-motivated person, and you have to be patient. These things don't just pop out of the ground at you.

"You've got to work at it.

It's something you can't see, but it's there and you've got to use all of your senses to find it. Sometimes you can even feel a leak in your feet," Martin said.

### Every drop saves money

Martin knows it's important to catch leaks quickly, because every lost gallon costs money.

Still, some of the harder leaks can take up to a week to find. "If you miss one, you're costing the company money," he said.

On the flip side, by finding the leaks he does, it's estimated he and his co-workers save hundreds of thousands of dollars a year in water that would otherwise percolate into the ground.

If he hears a toilet leaking, residents will get a note in the mail telling them to fix it pronto.

"Do I take pride in my job? I should and I do," Martin said.

"We all do. It's not just me. This is a total team thing," he said.

— Mark M. Kotzin

## WORK FORCE FACTS

- A "flex break" is where about 70 gallons of water are lost per minute, equaling about 100,000 gallons per day. At the current price of 41 cents per thousand gallons, that equals about \$41.00 a day or \$15,000 a year.
- On average, the Onondaga County Water Authority finds about 15 of these leaks annually, saving more than \$200,000 a year.

## Voices of the Work Force

**“Without being involved politically, we wouldn't have gotten half the things we've gotten over the years. Voting is important. Because our bosses are ultimately elected officials, it makes sense that we get involved in voting. How else are you going to get what you want? We gotta get out and vote!”**



— Delores Virgil, Office of General Services cleaner, Binghamton State Office Building, CSEA member for 27 years



# "Justice for Geneva" theme fuels school contract picket

GENEVA — In a seldom-seen fervor punctuated with the American flag, family support, and a throbbing theme of "justice," more than 300 members of the CSEA Geneva Schools Unit picketed a recent school board meeting to protest the recent contract talk impasse.

The 215-member unit and supporters took their message directly to the school board, after taking a vote of "no confidence" for the board's hired-gun negotiator.

CSEA members from other units and locals throughout the area showed up to support the Geneva members.

## Showing no respect

"Not only has the board's lead negotiator disrespected our members across the table, but their latest offer would have some of our members actually losing money when the give-backs they want are factored into it," said Mel Thomas, Unit president.

"A teacher aide, currently making \$7,000 a year, would receive a raise of \$293.54 under the current offer, while the asked-for family insurance premium would cost \$483.22, or \$189.88 more than the raise, equal to a 2.6 percent decrease. This is an absolute slap in the face to someone who is already being underpaid. We don't have anything to give back," Thomas said.

## Board forced impasse vote

The support personnel unit's negotiating team unanimously declared impasse after the board offered the unit a contract with no changes from a previously rejected offer, said CSEA labor relations specialist Bob Leonard, lead negotiator.

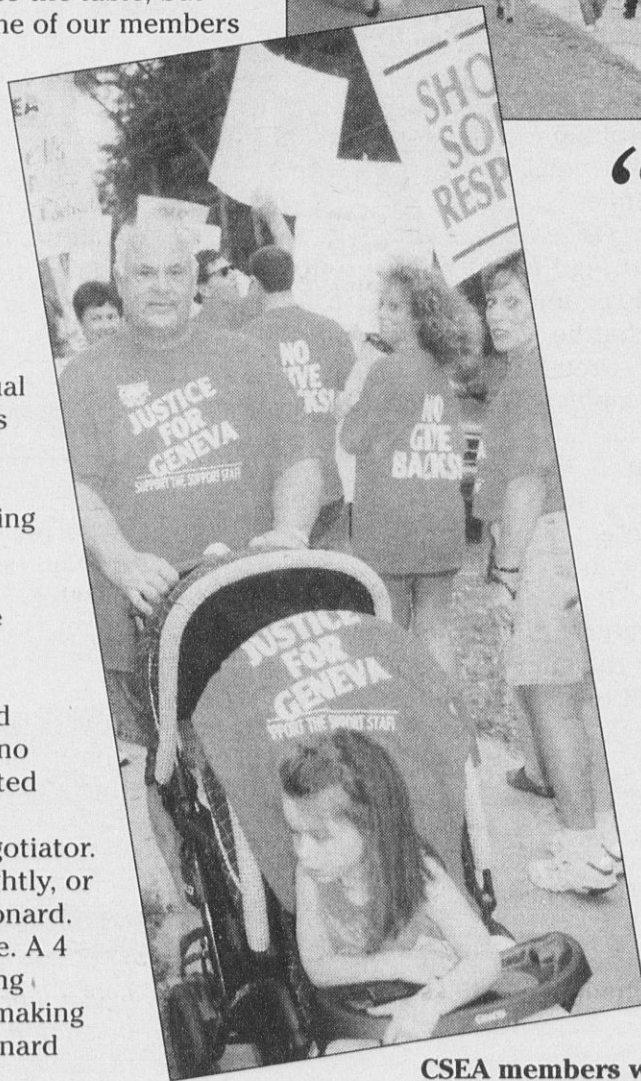
"It's not something we did lightly, or what we wanted to do," said Leonard.

"But we felt we had no choice. A 4 percent raise for someone making \$30,000 isn't bad. For someone making \$6.50 an hour, it's 26 cents," Leonard added.

School board members expressed support for the workers, but made no immediate moves to reach a settlement.

The Unit awaits a mediator to follow up on the declaration of impasse.

— Ron Wofford



*"... we felt we had no choice. A 4 percent raise for someone making \$30,000 isn't bad. For someone making \$6.50 an hour, it's 26 cents."*

CSEA members who work at the Geneva schools picket the lack of a contract recently. More than 300 members and their families turned out to stand up for their rights. There are 215 members in the Unit.

CSEA REPRESENTS

**Education  
Support  
Services**

55,000 WORKERS IN THIS INDUSTRY

## WORK FORCE FACTS

✓ Hillary Rodham Clinton wants to improve schools through smaller class sizes, funding for school repairs, hiring new teachers and greater accountability for students and teachers.

Rick Lazio voted to eliminate the Department of Education and cut funding for school loans.

✓ Al Gore helped pass legislation putting 100,000 new teachers in schools, helping reduce class size.

George Bush said in 1998 that higher education was not his priority.



## Voices of the Work Force

*"I vote all the time. I feel it's my responsibility and privilege. I am thankful I have the right to express my opinion. Not everyone in every country does. I think it's important to vote because otherwise everything people fought for would have been in vain."*



— CSEA Nassau BOCES member  
Ruth Canzonieri

## Annual convention showcases CSEA's victories, challenges

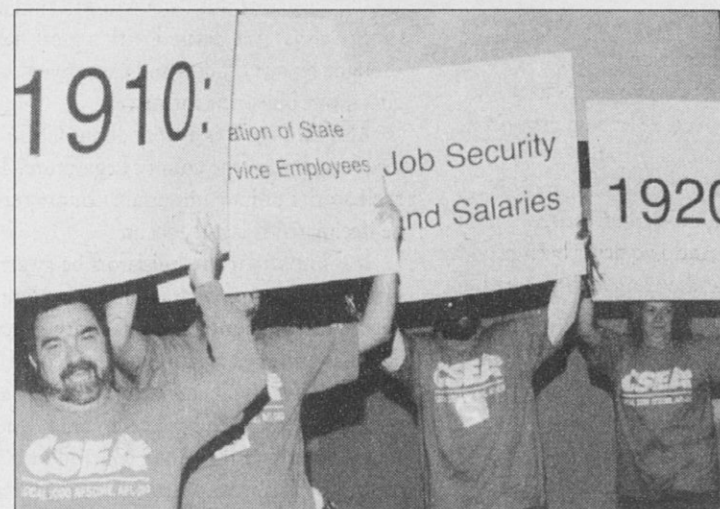
# We're 90 years young!

NEW YORK — Coming off one of the best years in its history, CSEA's recent Annual Delegates Meeting was a celebration of the union's 90 years of accomplishment.

"What a year it has been and what a history we have!" CSEA President Danny Donohue told delegates.

"In every decade of the century, CSEA achieved major results to improve the lives of our members, set the standards for working people nationally, and make New York a better place," he added.

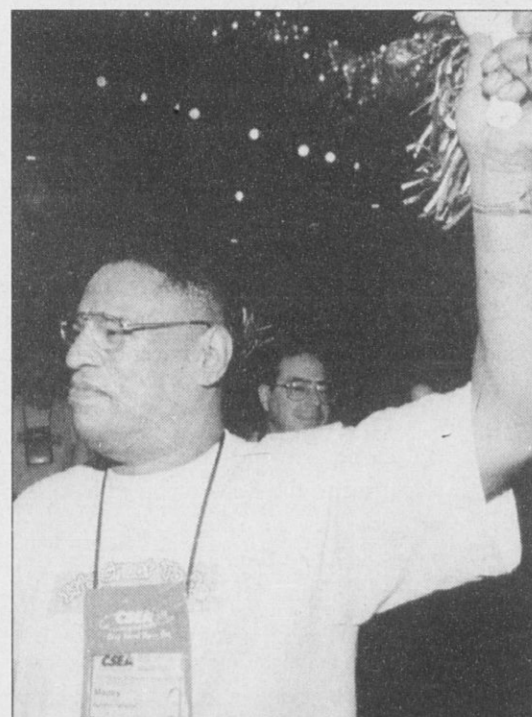
"CSEA's trifecta of accomplishment in the past year — an outstanding state contract, pension reform and a



permanent COLA — will benefit all our members for years and decades to come and demonstrate the strength and determination of our membership," Donohue said.

"CSEA is truly New York's leading union at 90 years young," he said.

Donohue's remarks were echoed by an impressive parade of guest speakers led by



CSEA-endorsed U.S. Senate candidate Hillary Rodham Clinton, state Comptroller Carl McCall, U.S. Representative Peter King of Long Island, AFSCME President Gerald McEntee and AFSCME Secretary-Treasurer William Lucy.

New York State AFL-CIO President Denis Hughes and New York City Central Labor Council President Brian McLaughlin were also part of the program.

Speaker after speaker praised CSEA's effectiveness as an advocate for working people and the union's involvement in the political process.

Earlier, the delegates spent an entire day in an intensive educational program aimed at strengthening grassroots political mobilizing.

Delegates were urged to bring home the message that CSEA members should take nothing for granted in the hard work of electing candidates who will fight for New York's working families.

*More convention coverage, including AFSCME actions, on Pages 17, 19.*



"It was the combination of Danny's leadership and your support that made it possible for us to have the victory this year that produced a permanent COLA. I also want to pay particular tribute to CSEA because you were first on pension reform...all of the public employees in New York State have benefitted from your leadership and they are all very grateful to you!"



— State Comptroller H. Carl McCall

"You can't take anything for granted in this election. It is our job to go back and talk to our co-workers and tell them why we are supporting our candidates. This is the time and this is the place to begin the fight for a better future for America's working families."



— AFSCME President Gerald McEntee

"Trade unionism across this country is beginning to come back. Members are getting more and more involved both in their unions and their communities. We're beginning to see a new kind of vitality and we've got to keep that going. This year the labor vote will make a difference in November like never before."



— AFSCME Secretary Treasurer William Lucy

Below, CSEA President Danny Donohue presents Hillary Clinton with a cartoon drawn by CSEA graphic artist Ralph Distin.



## First-time conventioneers charged by union's energy

"I learned a lot, especially about the bylaws, which I find very interesting, and the way the members take the time to sit down and go through the different issues. It was great seeing how much people care about the union and how they are concerned enough to debate every change and the impact it will have."

"The political action workshops were very informative. I got a better understanding of how legislation is enacted and how the union supports different candidates."



— Barbara Felder, state Division of Parole, New York City



"I thought it was very informative and interesting. The political action part was very informative on the candidates. It makes you more energetic to go out and inform the members."

— Cindy Thurber, State University of New York at Albany

"It's great to hear so much positive stuff that the Union has done, what they plan to do, and how much work we've done. It gives you goose pimples if you think about it. The politicians actually do come out and find out what you have to say. Like Hillary, they come among the rank and file, not just stand on stage. They make you feel that what you say does matter. They're not just following a script."



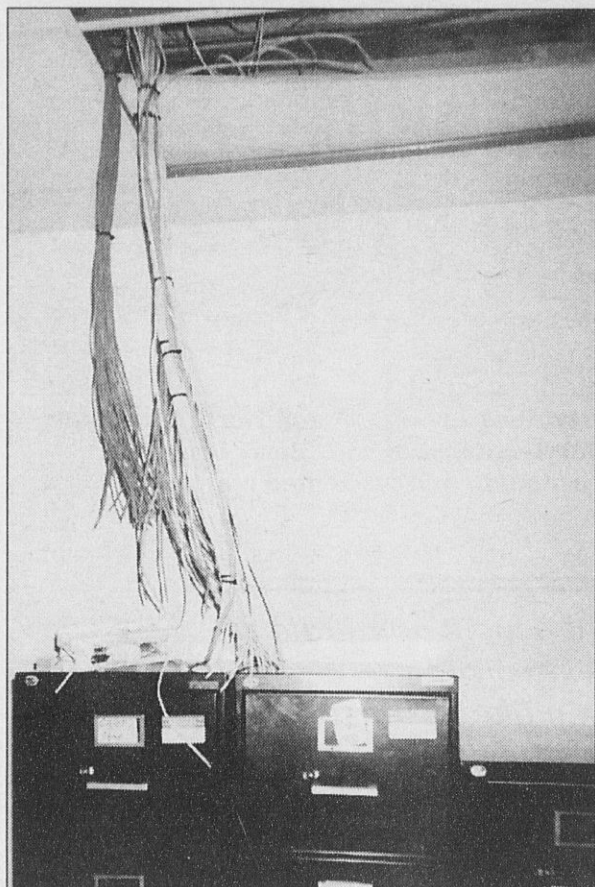
— Vette Swift, Bronx Children's Psychiatric Center

"What has made CSEA such a prime factor across the state is that neither political party can take you for granted...I know I can always count on CSEA's leaders to deal straight and do the right thing."



— U.S. Representative Peter King (R-Long Island)

# Clean up after office renovations, CSEA tells Schenectady County



Renovated office space is nice, but it's not a safe work site until construction debris and other hazards are removed, CSEA health and safety experts told Schenectady County officials recently.

Several county offices are being moved to the City Center, but ongoing renovations at the center place CSEA members in unacceptable working conditions, CSEA occupational safety and health specialist Gary China said.

The union is pressing the county to complete the renovations and clean the offices as soon as possible.

While some progress has been made to address the union's concerns, CSEA Schenectady County Local President Joanne DeSarbo said she is not satisfied the pace of the county's compliance effort.

"I can understand the problems that develop when management decides to

move workers from deplorable work sites to a new one," DeSarbo said.

"But when that new site is under renovation, then management should move quickly to correct all of the health and safety issues so the workers can perform their duties in an efficient and effective manner," DeSarbo added.

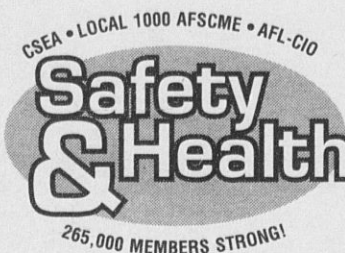
During his recent walk through of the site with DeSarbo, China noted the renovations are being done in areas where employees are working.

The offices contain residual construction debris, dust and dirt.

Ceiling tiles are missing in various spots and electrical wires are dangling through these openings.

While no current is running through these wires, they are a danger to workers, China said.

**At left, wires hang from the ceiling in one of Schenectady County's renovated office spaces.**



## Healthy Schools Network draws national audience

CSEA joined a contingent of Healthy Schools Network members recently in a meeting with federal Education Secretary Richard Riley, who said he is receptive to the idea of taking the program's initiatives to the national level.

Healthy Schools Network is a statewide coalition of unions and non-profit associations aimed at protecting students and school workers from health hazards found in schools — including pesticides, cleaning agents, dust and asbestos.

Many of these hazards are being blamed for rising asthma rates in schoolchildren and pose risks to CSEA members working in schools.

The Healthy Schools Network has had success in New York State. State education regulations were rewritten to include comments from collective bargaining units when setting safety and health standards for school districts.

Getting such protections on a national level and tying them to spending on new

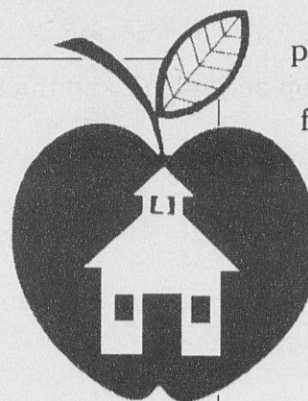
school projects would be monumental, program participants said.

The group specifically asked Riley about the department's participation in the federal Inter-Agency Task Force on Child Environmental Health and Safety, on the task force's work group on asthma, and on the federal Committee on Indoor Air Quality.

The group also wanted to learn how the department is participating in or stimulating research on how indoor environmental contaminants affect learning, behavior and health.

"We think this is a great accomplishment to have a face-to-face meeting with Secretary Riley," said CSEA occupational health and safety Specialist John Phillips, who represented the union.

— Lou Hmieleski



**Stairwell problem**  
The walk through revealed a serious problem with the building's stairwells. Workers can enter a stairwell from any floor, but once in the stairwell they cannot re-enter the building because the doors automatically lock.

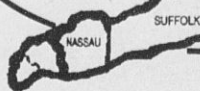
To exit, workers must proceed to the ground floor, leave the building and the re-enter the work site. This could lead to a disaster if the ground floor exit is blocked.

CSEA leaders said they hoped their recommendations the work sites be cleaned daily to remove all renovation debris, that ceilings only be opened while they are being worked on and be closed as soon as possible with all wires placed behind the tiles would be implemented.

They are also working with county officials to solve the stairway problem as quickly as possible.

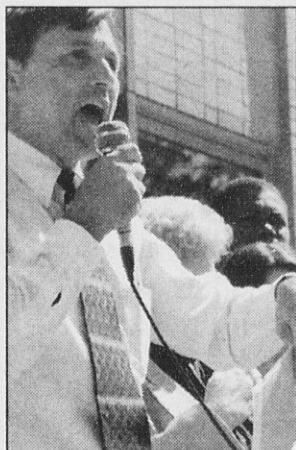
"Employees who are constantly cleaning up, looking out for piles of debris and wondering about the stairwell exit problems are not as productive as they could be in a healthy and safe work site," DeSarbo said.

— Daniel X. Campbell



# EXPRESS

November 2000 • Vol. 5, No. 11



President Tony Giustino addresses the crowd at a recent anti-layoff rally.

**More Rally  
Photos  
on Pages 4  
and 5**

## Anti-Layoff Campaign in Full Gear as CSEA Takes on County Exec

### *A Message From Nassau County Local 830 President Anthony P. Giustino*

Our fight against layoffs is forging ahead with great determination and conviction. With its crude and arbitrary treatment of employees, Nassau County has, indeed, awoken a sleeping giant in the CSEA rank and file.

Not in recent memory has the rank and file come together with such quick and decisive action in the face of adversity. And I've never been prouder of the way our officers and our members united in that effort.

One of the highlights and most visible aspects of our campaign was the tremendous rally at the County Executive Building in Mineola. The rally drew more than 1,500 members and supporters, including politicians, other unions and concerned residents. Our Executive Vice President, Jane D'Amico, did an outstanding job in putting the rally together and I thank her on behalf of all our members.

As overwhelmingly successful as that event was, it is important to note our campaign was designed with depth and purpose and goes far beyond the rally.

On Page 3 of this issue you will find a 10-point program that was devised with a great deal of thought by our officers and executive board. It is, in effect, our blueprint for success.

Also on Page 3 is a story about CSEA members testifying before the county Legislature. They told their stories of how important county services will be decimated if layoffs occur.

It is important the legislators be aware from a grass roots level of what could be in store for the people of our county under County Executive Thomas Gulotta's proposed budget. And it allows the legislators to meet and to question, face to face, the very people who have been targeted for layoffs.

On Page 4 of this issue, you will find the names of the politicians who turned out for the rally and went on record in support of our campaign.

We acknowledge their support with thanks and gratitude. I would ask our members to send their

individual thanks to those who are listed.

However, there were some politicians who were invited but did not attend. Some, of course, may have had legitimate excuses. I urge everyone to call their offices and ask specifically if they are with us on this issue.

Look for the CSEA flier with the names and phone numbers of all who attended and did not attend. If you need a copy, call my office at 571-2919.

Meanwhile, there will be no peace for the politicians.

United, we will continue this fight for as long as it takes to re-establish labor justice in Nassau County and to restore the services taxpayers expect in one of America's richest counties.

Yours in solidarity,

Tony Giustino, president  
CSEA Local 830

## CSEA Rally Against Layoffs Draws More Than 1,500 Members

MINEOLA — More than 1,500 CSEA members and their supporters surrounded the Nassau County executive's office recently to protest the plan to fire 350 workers to ease the county's flow of red ink.

Carrying signs and chanting "They say give back — We say fight back!" and "No layoffs — No way!" the massive crowd circled the building.

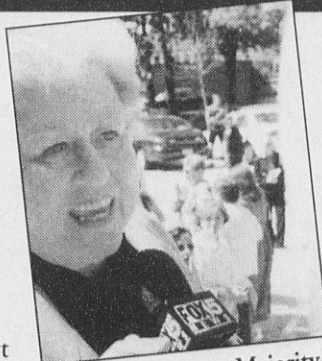
"This scheme will cost taxpayers in the short and long run and undermine county services. It is also a slap in the face to CSEA county workers who are on the job every day," CSEA Executive Vice President Mary Sullivan told the agitated throng.

Members of the county Legislature and other political leaders stood with the workers throughout the protest and voiced their support in fighting the layoffs.

Nassau County Legislature Democratic Majority Leader Judy Jacobs and Republican Leader Peter Schmitt both addressed the crowd.

"You take care of us and we will take care of you," said Jacobs.

"Once again, we will clean up this mess!" vowed Schmitt.



County Legislature Majority  
Leader Judy Jacobs

"We will not vote for layoffs," said Legislator Lianne Altman.

"County Executive Gulotta has wakened a sleeping giant! CSEA will come at him with everything we've got. How dare he treat the workers this way after agreeing to the lag payroll so we could avoid layoffs!" CSEA Long Island Region President Nick LaMorte roared into the microphone.

"Nassau County residents deserve quality services and now that is being undermined. There is no way services can continue if the county lays off 350 workers," said CSEA Local 830 President Tony Giustino.

Some of the departments slated for cuts include: the Health Department, the Department of Mental Health, the Department of Senior Citizens, the Drug and Alcohol Department, the Recreation and Parks Department, the Department of Cultural Affairs, the Department of General Services and the Department of Public Works.

"My members are already being forced to cope with trying to get the job done in understaffed departments with inadequate working conditions," said Giustino.

The work force was decimated in 1992 when the county laid off 2,500 workers.

"The county's fiscal crisis was created by years of mismanagement and even incompetence by the county's administration. They can not put this on the workers," said LaMorte.

CSEA members agreed earlier this year to sacrifice two weeks pay to a payroll lag to avoid layoffs. Members said they were shocked when Gulotta reneged on that plan and proposed layoffs.

"The county has to pay all that deferred money back immediately," said Giustino.

"CSEA members and the services they provide will not be the sacrificial lambs of the county administration's political slaughter. We will fight for these workers," said CSEA President Danny Donohue.

The union is continuing an ad campaign in local newspapers and on television to get the word out to the taxpayers.

"Services are being slashed and taxpayers need to know what's at stake. Nassau is at risk of becoming a third-rate county," said Giustino.

— Sheryl C. Jenks

The  
Work Force

CSEA Nassau County Local 830

**EXPRESS**

November 2000 • Vol. 5 No. 11

A Monthly Publication of CSEA Nassau County Local 830  
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Sheryl C. Jenks, Communications Associate  
CSEA Long Island Region Office, (631) 462-0030

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James Davis, Assessment Department  
Mary Delmare, School Crossing Guards  
Les Eason, A. Holly Patterson Geriatric Center  
Bobby Eisgrau, County Clerk  
Cynthia Hancock, Nassau Community College  
Nancy Ianson, Office of Drug & Alcohol  
Frank DeBobes, Police Department AMT's  
Eileen Jones, District Attorney/County Attorney  
Louis Minghinelli, Health Department  
Lillian Neumar, Police Department Civilian  
Richard Russ, Department of Consumer Affairs  
Larry Schnurr, Deputy Sheriff  
Paul Simon, Fire & Rescue Services  
Martin Stamile, Department of Public Works  
Michael Timmons, Social Services Department  
George Walsh, Nassau County Medical Center  
Joseph Whittaker, Fire Marshal's Office  
Peter Wrba, ProbationWe welcome reader suggestions: Please address your comments to  
Tony Panzarella, Editor, Nassau County EXPRESS at CSEA  
Nassau Co. Local 830, 400 County Seat Dr., Mineola, NY  
11501-4137.

## CSEA Endorses Candidates For State Senate and Assembly



When you go to the polls to vote on Nov. 7, CSEA urges you to pull the lever for the candidates below in your state Senate and Assembly district. After careful consideration and personal interviews with all candidates, CSEA has concluded these men and women most closely embrace the philosophy, causes and goals of our union and most associate themselves with the aspirations of working men and women.

### New York State Senate

5th S.D. - Carl Marcellino (R)  
6th S.D. - Kemp Hannon (R)  
7th S.D. - Michael Balboni (R)  
8th S.D. - Charles Fuschillo (R)  
9th S.D. - Dean Skelos (R)

### New York State Assembly

12th A.D. - Steven Labriola (R)  
13th A.D. - David Sidikman (D)  
14th A.D. - Mark Herbst (R)  
15th A.D. - Donna Ferrara (R)  
16th A.D. - Thomas DiNapoli (D)  
17th A.D. - Maureen O'Connell (R)  
18th A.D. - Earlene Hill (D)  
19th A.D. - Kathleen Murray (R)  
20th A.D. - Harvey Weisenberg (D)  
21st A.D. - Alan Bergstein (D)  
22nd A.D. - Thomas Alfano (R)

## N.Y. Islanders Discount For CSEA Members

CSEA members, their families and friends can attend selected New York Islanders hockey games this year at a substantial discount.

The discount was arranged by CSEA through its on-going member benefit program, according to President Tony Giustino.

The discounted tickets will be available for the following four games:

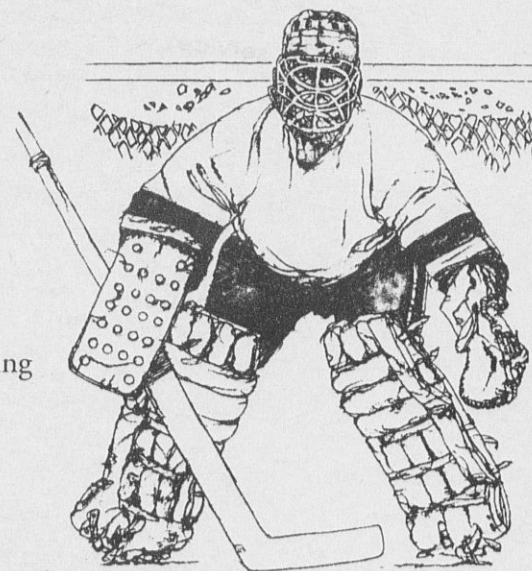
Sat., Nov. 25 vs. Detroit — 7 p.m.  
Sun., Dec. 3 vs. Stanley Cup champions  
N.J. Devils — 1 p.m.  
Fri., Dec. 15 vs. Toronto — 7:30 p.m.  
Sat., Dec. 30 vs. Buffalo — 7 p.m.

Tickets that normally cost \$39.50 will be on sale for \$31 for an \$8.50 savings to CSEA members. Tickets that sell for \$28.50 will be sold for \$19, a \$9.50 savings.

In addition, there are a limited number of end loge seats available at \$47, a \$4.50 savings.

All tickets must be purchased and paid for in advance. Special mail order forms are available at the CSEA office, 400 County Seat Drive, Mineola, or through your Unit president.

For more information call 571-2919.



### Catch Us Online

For up-to-date CSEA  
information and the  
latest news from your  
union, be sure to  
visit us online at

[www.nassau-csea830.org](http://www.nassau-csea830.org)

Read This Month's Edition of

# THE WORK FORCE

OFFICIAL PUBLICATION CSEA Local 1000, AFSCME, AFL-CIO

For Important News  
for All CSEA Members.

# Ten-Point Program Developed to Fight Threat of Layoffs

The officers and executive board of CSEA Local 830 have developed a hard-hitting, 10-point plan to counteract the disgraceful and dishonorable plan for layoffs in County Executive Tom Gulotta's 2001 budget.

Several points have already been implemented, some are ongoing and others were still upcoming as this issue of *The Express* went to press.

The plan includes:

- Newspaper advertising;
- Massive "anti-layoff" rally in front of the

County Executive Building;

- Meeting with Frank Zarb, the head of the Nassau County Financial Review Board set up by the state to oversee Nassau's finances;

- Research, prepare and submit a report: "The Case Against Layoffs" detailing why layoffs don't work;

- A massive lobbying campaign aimed at the Nassau County Legislature;

- "Labor to Neighbor" campaign, featuring an appeal to general public;

- "Neighbor to Government" campaign featuring an appeal by taxpayers to maintain their services;

- Solidarity Day, with members conspicuously demonstrating their unity in the fight against layoffs;

- "No Layoffs - No Way" signs in car windows;

- Editorial in *Newsday's* "Viewpoints" section.

Members who want more details about the program or who have suggestions may contact CSEA at 571-2919.

## No More Nassau Nonsense

### Nassau County government has some big problems

CSEA members know because we're on the front lines every day, stretching to provide essential services - emergency services, law and public health enforcement, school safety, road maintenance, mental health and social services and scores of other critically important services that you depend on.

We know the daily reality of working understaffed in inadequate working conditions, trying to do the job right.

CSEA workers did not create the county's fiscal crisis. The crisis was created by years of mismanagement and even incompetence by the county's administration.

CSEA Nassau County workers are residents and taxpayers and we pay for that mismanagement too.

Still, we will do our fair share to help the County - we always have. In fact, CSEA members agreed earlier this year to sacrifice two weeks pay to a payroll lag because the county administration insisted it was necessary as part of its budget balancing plan.

Now that same administration is dismissing that negotiated agreement in favor of a different and irresponsible plan that will include layoffs. This scheme will cost taxpayers in the short and long run and undermine county services. It is also a slap in the face to CSEA county workers who are on the job every day.

CSEA members and the services we provide will not be the sacrificial lambs of the county administration's political slaughter.

The full strength and solidarity of CSEA's 265,000 members statewide will support the Nassau County CSEA workers against any attempted injustice.

**Its' time for some sense and responsibility in Nassau County.**

**CSEA**  
**The Work Force**  
 Local 1000 • AFSCME • AFL-CIO  
 Danny Donohue, President  
 Anthony P. Giustino, President  
 Nassau Local 830

### Budget Testimony

Many CSEA members appeared before the Nassau County Legislature to testify about the devastating effects the proposed layoffs would have on county services and operations.

Several were on the so-called "hit list" for job elimination.

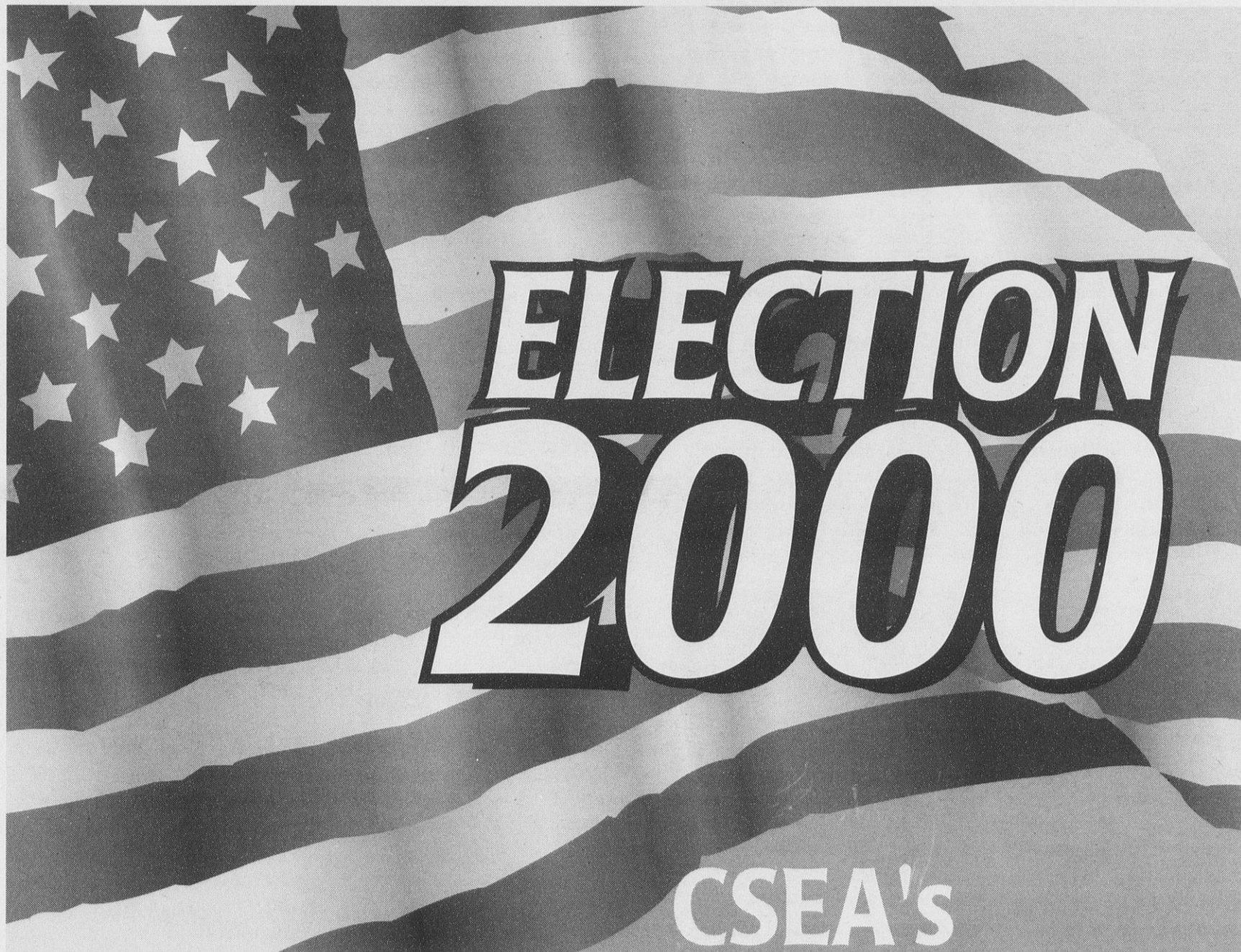
Among those testifying included: Nina Wachsmann, Vicki Meyerhoefer, Kirk Kaplan and Carmen Crisci, members of the Office of Drug and Alcohol Unit.

Tim Coor, assistant to President Giustino and Parks Unit President, coordinated member appearances before the Legislature.

**"The crisis was created by years of mismanagement and even incompetence by the county's administration."**



Local 1000 AFSCME, AFL-CIO



**Political Action  
Endorsements**

# CSEA 2000 state legislative endorsements, by district

The following list of CSEA's state legislative endorsements includes the county or counties covered by the voting districts. In some cases, there are more than one voting district in a county, particularly in the New York City area.

## NEW YORK STATE ASSEMBLY

District, County and Name

1. Suffolk, Patricia Acampora
2. Suffolk, Fred W. Thiele
3. Suffolk, Patricia Eddington
4. Suffolk, Steve Englebright
5. Suffolk, Steve Levy
6. Suffolk, Robert C. Wertz
7. Suffolk, Thomas J. Hroncich, Jr.
8. Suffolk, Phillip M. Boyle
9. Suffolk, John J. Flanagan
10. Suffolk, James D. Conte
11. Queens, Robert K. Sweeney
12. Nassau, Queens, Steven L. Labriola
13. Nassau, David Sidikman
14. Nassau, Marc W. Herbst
15. Nassau, Donna Ferrara
16. Nassau, Thomas DiNapoli
17. Nassau, Maureen C. O'Connell
18. Nassau, Earlene Hooper Hill
19. Nassau, Kathleen P. Murray
20. Nassau, Harvey Weisenberg
21. Nassau, Alan Bergstein
22. Nassau, Thomas W. Alfano
23. Queens, Audrey Pheffer
24. Queens, Mark Weprin
25. Queens, Kings, Brian McLaughlin
26. Queens, Ann Margaret Carrozza
27. Queens, Nettie Mayersohn
28. Queens, Michael Cohen
29. Queens, William Scarborough
30. Queens, Margaret Markey
31. Queens, Pauline Rhodd Cummings

32. Queens, Vivian Cook
33. Queens, Barbara Clark
34. Queens, Ivan Lafayette
35. Queens, Jeffrion Aubry
36. Queens, Mike Gianaris
37. Queens, Catherine Nolan
38. Queens, Anthony Seminerio
39. Kings, Frank Seddio
40. Kings, Edward Griffith
41. Kings, Helene Weinstein
42. Kings, Rhoda Jacobs
43. Kings, Clarence Norman, Jr.
44. Kings, James Brennan
45. Kings, Lena Cymbrowitz
46. Kings, Adele Cohen
47. Kings, William Colton
48. Kings, Dov Hikind
49. Kings, Peter Abbate
50. Kings, Joseph Lentol
51. Kings, Felix Ortiz
52. Kings, Joan Millman
53. Kings, Vito Lopez
54. Kings, Darryl Towns

*Voting is more than a right, it's a civic duty. Make your voice heard and support the candidates who support working families.*

55. Kings, William Boyland
56. Kings, Albert Vann
57. Kings, Roger Green
58. Kings, Nick Perry
59. Richmond, John LaValle
60. Richmond, Eric Vitaliano
61. Richmond, Robert Straniere
62. New York, Sheldon Silver
63. New York, Steven Sanders
64. New York, Richard Gottfried
65. New York, Alexander Grannis
66. New York, Deborah Glick

67. New York, Scott Stringer
68. New York, Nelson Antonio Denis
69. New York, Edward Sullivan
70. New York, Keith Wright
71. New York, Herman D. Farrell, Jr.
72. New York, Adriano Espallat
73. New York, John Ravitz
74. Bronx, Carmen Arroyo
75. Bronx, Ruben Diaz, Jr.
76. Bronx, Peter Rivera
77. Bronx, Aurelia Greene
78. Bronx, No Endorsement
79. Bronx, Gloria Davis
80. Bronx, Jeffrey Klein
81. Bronx, Jeffrey Dinowitz
82. Bronx, Stephen Kaufman
83. Bronx, Carl Heastie
84. Westchester, James Gary Pretlow
85. Westchester, Ronald Tocci
86. Westchester, Richard Brodsky
87. Westchester, Michael Spano
88. Westchester, Amy Paulin
89. Westchester, Naomi Matusow
90. Westchester, Sandra Galef
91. Dutchess, Putnam, Willis Stephens
92. Rockland, Alexander Gromack
93. Rockland, Samuel Colman
94. Orange, Rockland, Nancy Calhoun
95. Orange, Ulster, Howard Mills
96. Ulster, Dutchess, Orange, Thomas Kirwan
97. Dutchess, Greene, Columbia, Joseph Ruggiero
98. Sullivan, Orange, Jacob Gunther
99. Columbia, Dutchess, Maurice Salem
100. Washington, Saratoga, No Endorsement
101. Ulster, Kevin Cahill
102. Greene, Albany, Schoharie, Columbia, No

- Endorsement**
103. Schenectady, Saratoga, Jim Tedisco
  104. Albany, John McEneny
  105. Schenectady, Montgomery, Paul Tonko
  106. Albany, Rensselaer, Ron Canestrari
  107. Albany, Saratoga, Dan Lynch
  108. Rensselaer, Saratoga, Mark Dunlea
  109. Warren, Essex, Clinton, Franklin, No Endorsement
  110. Clinton, Franklin, St. Lawrence, Chris Ortloff
- Endorsement**
111. Madison, Otsego, Oneida, William Magee
  112. St. Lawrence, Lewis, Diedre Scozzafava
  113. Hamilton, Herkimer, Fulton, Marc Butler
  114. Jefferson, Lewis, Robert Nortz
  115. Oneida, David Townsend
  116. Oneida, Roann Destito
  117. Oswego, Frances Sullivan
  118. Onondaga, Michael Bragman
  119. Onondaga, Joan Christensen
  120. Onondaga, William Magnarelli
  121. Onondaga, Harold Brown
  122. Chenango, Delaware, Otsego, Clifford Crouch
  123. Broome, Tioga, Jay Dinga
  124. Broome, Robert Warner
  125. Tompkins, Cortland, Martin Luster
  126. Chenango, Cortland,

*Tuesday, Nov. 7 is Election Day. Make sure you allow time to get to the polls and vote.*

- Cayuga, Gary Finch
127. Chemung, Tioga, George Winner
128. Seneca, Wayne, Robert Oaks
129. Ontario, Yates, Livingston, No Endorsement
130. Steuben, Schuyler, James Bacalles
131. Monroe, Susan John
132. Monroe, Joseph Morelle
133. Monroe, David Gantt
134. Monroe, Joseph Robach
135. Monroe, Ontario, David Koon
136. Allegany, Livingston, Monroe, Joe Errigo
137. Genessee, Orleans, Monroe, No Endorsement
138. Niagara, Robert Daly
139. Niagara, Orleans, David Seaman
140. Erie, Robin Schimmingger
141. Erie, Arthur Eve
142. Erie, James Hayes
143. Erie, Paul Tokasz
144. Erie, Sam Hoyt
145. Erie, Brian Higgins
146. Erie, Richard Smith
147. Wyoming, Erie, Genessee, Allegany, Cattaraugus, Livingston, Daniel Burling
148. Erie, No Endorsement
149. Cattaraugus, Chatauqua, Allegany, Catherine Young
150. Chatauqua, William Parment

## NEW YORK STATE SENATE

District, County and Name

1. Suffolk, Kenneth LaValle
2. Suffolk, James Lack
3. Suffolk, Caesar Trunzo
4. Suffolk, Owen Johnson
5. Nassau, Suffolk, Carl Marcellino
6. Nassau, Kemp Hannon
7. Nassau, Michael Balboni
8. Nassau, Suffolk, Charles Fuschillo
9. Nassau, Dean Skelos
10. Queens, Malcolm Smith

11. Queens, Frank Padavan
12. Kings, Queens, Ada Smith
13. Queens, Daniel Hevesi
14. Queens, George Onorato
15. Queens, Serphin Maltese
16. Queens, Toby Ann Stavisky
17. Kings, Nellie Santiago
18. Kings, Velmanette Montgomery
19. Kings, John Sampson
20. Kings, Marty Markowitz
21. Kings, Carl Kruger
22. Kings, Seymour Lachman
23. Kings, Richmond, Vincent Gentile
24. Richmond, John Marchi
25. New York, Kings, Martin Connor
26. New York, Roy Goodman
27. New York, Thomas Duane
28. New York, Bronx, Oglia Mendez
29. New York, David Paterson
30. New York, Bronx, Eric Schneiderman
31. Bronx, Efrain Gonzalez, Jr.
32. Bronx, David Rosado
33. Bronx, Westchester, No Endorsement
34. Bronx, Westchester, Guy Velella

*CSEA has 265,000 members — that's 265,000 votes. If you think your vote doesn't count, do the math.*

35. Westchester, Nicholas Spano
36. Westchester, Suzi Oppenheimer
37. Putnam, Westchester, Dutchess, Vincent Leibell
38. Rockland, Orange, Thomas Morahan
39. Orange, Ulster, William Larkin

40. Delaware, Sullivan, Greene, Ulster, Orange, John Bonacic
41. Dutchess, Columbia, Stephen Saland
42. Albany, Neil Breslin
43. Rensselaer, Saratoga, Joseph Bruno
44. Schenectady, Montgomery, Fulton, Saratoga, Hugh Farley
45. Warren, Washington, Essex, Clinton, Franklin, Hamilton, Ron Stafford
46. Otsego, Jefferson, St. Lawrence, James Wright
47. St. Lawrence, Lewis, Oneida, Herkimer, Raymond Meier
48. Madison, Oneida, Onondaga, Nancy Lorraine Hoffmann
49. Onondaga, John DeFrancisco
50. Schoharie, Otsego, Herkimer, Chenango, Cortland, Tompkins, James Seward
51. Broome, Tioga, Chenango, Thomas Libous
52. Steuben, Chemung, Schuyler, Yates, Ontario, Tompkins, John Kuhl, Jr.
53. Wayne, Ontario, Seneca, Cayuga, Monroe, Michael Nozzolio
54. Monroe, Richard Dollinger
55. Monroe, James Alesi
56. Chatauqua, Allegany, Cattaraugus, Livingston, Patricia McGee
57. Erie, Niagara, Byron Brown
58. Erie, William Stachowski
59. Livingston, Wyoming, Erie, Dale Volker
60. Genessee, Erie, Mary Lou Rath
61. Niagara, Orleans, Monroe, George Maziarz

## How CSEA's endorsement process works

CSEA candidate endorsements are made through the union's political action structure.

Political Action Committees (PACs) made up of CSEA members at the Unit, Local, region and statewide levels examine a candidate's voting records and public statements.

If necessary, candidates are invited to meet with the PAC to answer questions about their position on issues important to CSEA members.

The PAC decides if a candidate deserves CSEA's support.

If so, the committee makes a formal recommendation through the region's Political and Legislative Action Committee, accompanied by an explanation why the candidate deserves CSEA's support.

In state Senate and Assembly races, the regional PAC screens the candidates and makes endorsement recommendations to the statewide PAC.

Only the Statewide Political and Legislative Action Committee or, in local elections (school board, village, town, city or county seats), the regional Political and Legislative Action Committee, to the extent specifically authorized by the CSEA Board of Directors, may determine political endorsements of any candidate for political or party office or any proposition on behalf of CSEA.

### Judging the candidates

When candidates are being considered for endorsement, the PACs examine many factors, including the candidate's record on issues important to CSEA members.

The PACs monitor elected officials during their term in office. When the candidates come to CSEA for endorsements, union members can judge them on not just their statements — but their record.



# CSEA backs Gore for president

CSEA knows the best presidential candidate for working families.

That's why endorsing Al Gore for president was easy for CSEA.

From his voting record in the U.S. Senate to the use of his power as vice president to protect workers, Gore has demonstrated time and again his commitment to the nation's greatest resource — workers.

As a senator from Tennessee, Gore voted 88 percent of the time in favor of working families.

His positions on occupational safety and health, Social Security, Medicare and fair wages resonate with working people.

"Al Gore has proven he will not let employers chisel away at the bedrock freedoms and workers' rights the labor unions have fought hard for over the past century," CSEA President Danny Donohue said.

"His record as a senator and vice president shows Al Gore is willing to stand shoulder-to-shoulder with workers across the nation when it comes to issues of fairness, respect and the right to organize. We know he won't let us down and that's why we endorse Al Gore for president," Donohue said.



Gore

## VOTE YES ON THE TRANSPORTATION BOND ACT!

The Transportation Infrastructure Bond Act of 2000 would set aside \$3.8 billion for transportation projects across the state.

The bond act would fund countless infrastructure projects that would create jobs for years to come — jobs for CSEA members.

It's been almost 50 years since the nation's interstate highway system was put in place, and many of these freeways now need major upkeep.

This vital funding not only would provide jobs, it would also ensure the safety of you and your family on the state's highways for years to come.

Come Election Day, vote yes on the Transportation Infrastructure Bond Act of 2000.

**New York's future is riding on it.**

# Hillary Clinton: A clear choice



Hillary Clinton meets enthusiastic CSEA supporters at CSEA's annual convention.

"In every part of this state, I have met with CSEA members. I have listened as you have told me about the importance of the critical jobs you do.

"I know that you are and you represent the people who are on the front lines of caring for New York and I for one am thankful for your service, your support, your caring and commitment.

"I want to go to the Senate to do a job that needs to be done. I want to make sure that we make the investment in education and health care and the environment that will make us a stronger, smarter, healthier, safer country."

— Hillary Rodham Clinton  
CSEA's 90th Annual Delegates Meeting  
Sept. 26, 2000

# CSEA 2000 congressional endorsements

The following list of CSEA's congressional endorsements includes the county or counties covered by the voting districts. In some cases, there are more than one voting districts in a county, particularly in the New York City area.

### District, County, Name

1. Suffolk, **No endorsement**
2. Suffolk, **Steven J. Israel**
3. Nassau, **Peter King**
4. Nassau, **Carolyn McCarthy**
5. Queens, Nassau, Suffolk, **Gary Ackerman**
6. Queens, **Gregory Meeks**
7. Queens, Bronx, **Joseph Crowley**
8. New York, Kings, **Jerrold Nadler**
9. Kings, Queens, **Anthony Weiner**

10. Kings, **Edolphus Towns**
11. Kings, **Major Owens**
12. New York, Kings, Queens, **Nydia Velazquez**
13. Richmond, Kings, **No Endorsement**
14. New York, Queens, **Carolyn Maloney**
15. New York, **Charles Rangel**
16. Bronx, **Jose Serrano**
17. Bronx, Westchester, **Eliot Engel**
18. Westchester, Bronx, Queens, **Nita Lowey**
19. Putnam, Dutchess, Orange,

- Westchester, **Larry Graham**
20. Orange, Rockland, Westchester, Sullivan, **Benjamin Gilman**
21. Albany, Schenectady, Rensselaer, Montgomery, Saratoga, **Michael McNulty**
22. Columbia, Dutchess, Essex, Greene, Rensselaer, Saratoga, Washington, Schoharie, Warren, **No Endorsement,**
23. Chenango, Broome, Oneida, Madison, Montgomery, Otsego, Delaware, Herkimer, Schoharie, **Sherwood Boehlert,**
24. Clinton, Lewis, Essex, Jefferson, Franklin, Oswego, Fulton, St. Lawrence, Hamilton, Herkimer, **John McHugh**

25. Onondaga, Cayuga, Tioga, Broome, Cortland, **No Endorsement**
26. Ulster, Sullivan, Orange, Dutchess, Broome, Tioga, Tompkins, **Maurice Hinchey**
27. Seneca, Wayne, Wyoming, Erie, Genessee, Ontario, Monroe, Livingston, Cayuga, **No Endorsement**
28. Monroe, **Louise Slaughter**
29. Erie, Niagara, Orleans, Monroe, **John LaFalce**
30. Erie, **Jack Quinn**
31. Chatauga, Cattaraugus, Allegany, Steuben, Chemung, Schuyler, Yates, Seneca, Tompkins, Cayuga, **Amory Houghton Jr.**



*Rally Draws 1,500:*

# Shouts of "SOLIDARITY!" Ring Out As CSEA Sends Message:



*"CSEA members and the services they provide will not be sacrificial lambs of the county administration's political slaughter. We will fight for these workers."*

— CSEA PRESIDENT DANNY DONOHUE

# "No Layoffs!"

More than 1,500 CSEA members and supporters rallied at the County Executive Building in Mineola and sent a loud message to Nassau County politicians: "No Layoffs! No Way!"

Marching with Local 830 were union brothers and sisters from other CSEA Locals and from other unions.

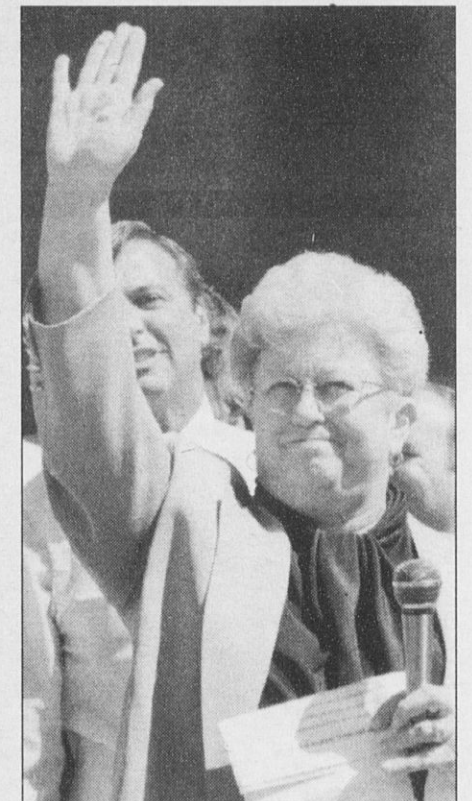
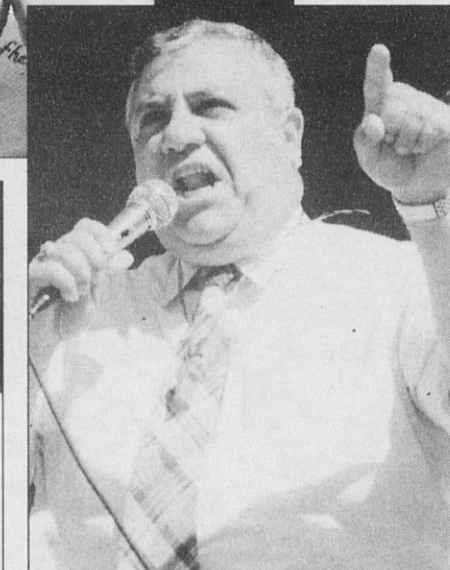
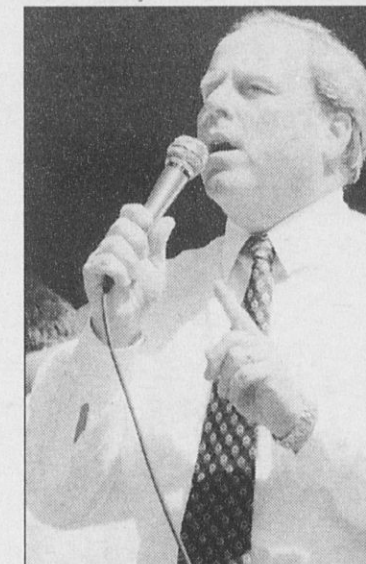
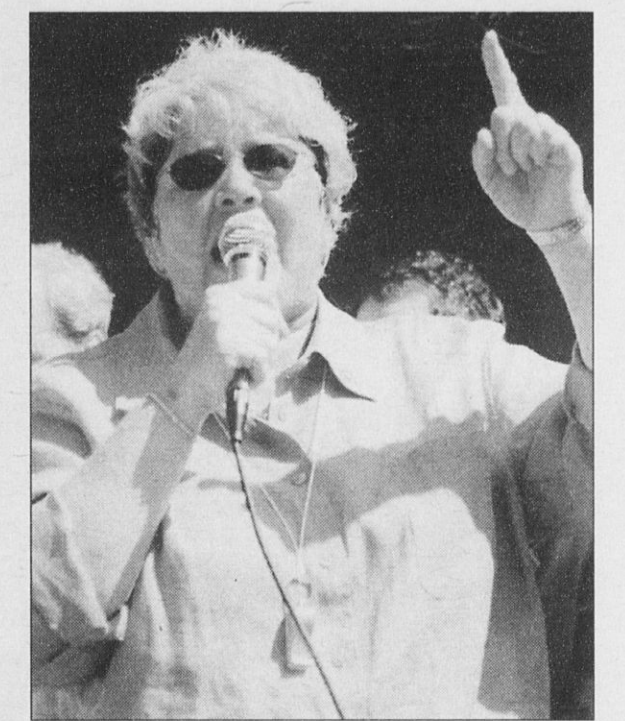
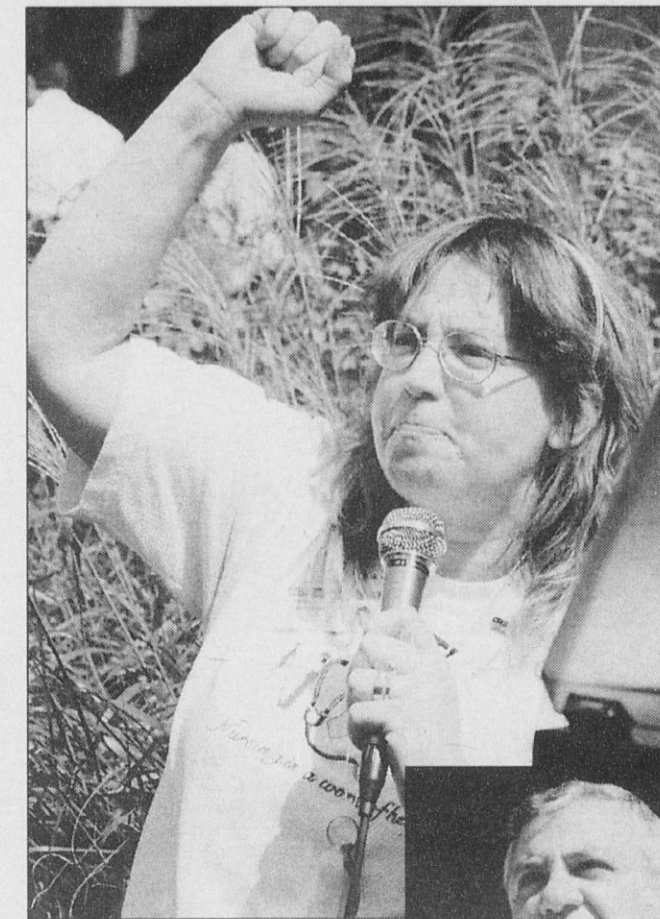
Private citizens also marched, expressing their concern that layoffs will lead to a disastrous plunge in county services.

Elected officials who attended and spoke in support of CSEA's fight against layoffs included: Nassau County Legislature Presiding Officer Judy Jacobs, Minority Leader Peter Schmitt, and legislators Lisanne Altman, Norma Gonsalves, Patrick Williams and Brian Muellers.

Also attending were Assemblyman Tom DiNapoli, county Comptroller Fred Parola, Hempstead Town Councilman Tony Santino, Assemblyman David Sidikman, County Clerk Karen Murphy and representatives for Nassau Republican Chairman Joe Mondello, Legislator Roger Corbin and U. S. Rep. Carolyn McCarthy.

Also on hand to help lead the fight were CSEA Executive Vice President Mary Sullivan and CSEA Long Island Region President Nick LaMorte.

The photos on these pages show the intensity and the success of the rally.



*"You take care of us and we will take care of you."*

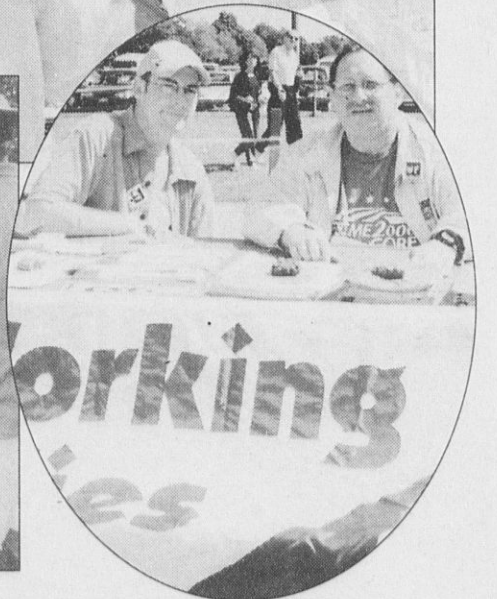
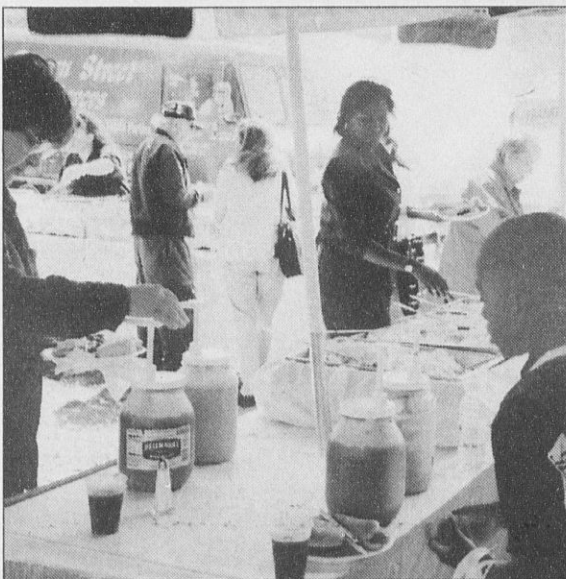
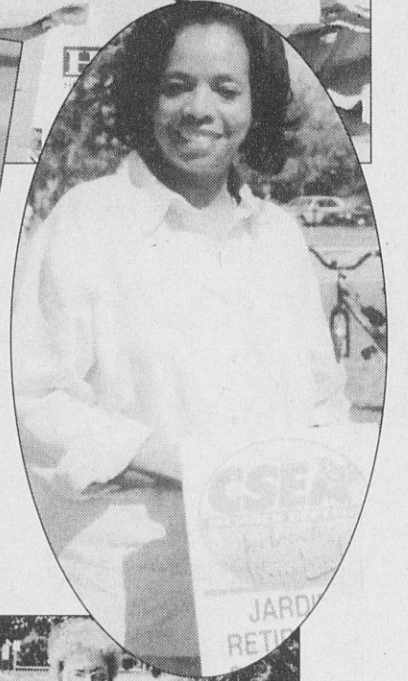
— NASSAU COUNTY LEGISLATURE DEMOCRATIC MAJORITY LEADER JUDY JACOBS

# Social Committee Presents Another Successful CSEA Picnic

The weather cooperated nicely as nearly 1,000 CSEA members, family and friends turned out at Eisenhower Park for a day of fun and food at Local 830's annual picnic on Sept. 16.

Social Committee Chair Beth Luttinger and her committee once again did an outstanding job putting all the details together and making sure the event went smoothly.

The *Nassau Express* captured much of the day's excitement on camera.



*Calls CSEA the "Spine of County"*

## Hundreds Hear Jacobs Blast Layoffs At "Women in Government" Dinner

Nearly 350 people turned out for the Women's Committee's biggest event of the year to hear county Legislator Judy Jacobs blast the county executive's call for layoffs in at least seven county agencies.

"You are the spine of our county," said Jacobs, the presiding officer of the Nassau County Legislature and key speaker at the annual Women in Local Government recognition dinner.

"We will not break that spine," she added. Jacobs' comments were well received by the audience, consisting primarily of CSEA Local 830 members who also honored seven union members for their work on behalf of women and family causes.

The event was held this year at the Jericho Terrace in Mineola.



At left, the honorees are, from left, Christine Mancuso (NCMC); Elizabeth Doherty (Drug & Alcohol); Lynne Campbell (Social Services); Stan Bergman (Comptroller's Unit); Carolyn Jones (NCMC); Dana Lopez (Health Dept.) and George Walsh (NCMC).



Above, Ann LaSalle of the American Cancer Society, center, presents a plaque to Local 830 for its outstanding participation in the "Making Strides Against Breast Cancer Walk." Accepting are Executive Vice President and Women's Committee Chair Jane D'Amico, left, and Local 830 Secretary Bobbi Eisgrau, who also serves as County Clerk's Unit President.

An outstanding event was planned and presented by the Women's Committee of Local 830, whose members take time out from dinner to pose at right.



Keynote Speaker Judy Jacobs, presiding officer of the Nassau County Legislature, and Local 830 President Tony Giustino, await their turn at the podium.

*"You are the spine of our county. We will not break that spine."*

— JUDY JACOBS



Jane D'Amico, executive vice president and Women's Committee chair, addresses the audience.



## A Message from Long Island Region President Nick LaMorte

I was pleased recently to read an excellent editorial in the *Chief* newspaper which denounced layoffs. Sometimes people really do "get it."

Here we are, in the season of harvest. We are about to celebrate Thanksgiving. But many of you are unable to feel thankful while your financial security is hanging by a thread.

Some of you are stressed out thinking about how you will get your job done when the early retirements go into effect and you are one of the few left staffing your department.

While the county enjoys incredibly low

unemployment, Nassau workers live in fear of losing their jobs and residents are looking at drastic cuts in services.

CSEA will continue to fight for you. We believe the legislature will do the right thing and find other ways to cut costs.

Meanwhile, it is heartening to know some people really do "get it." It's sad the county executive is not one of them.

Fraternally yours,

Nick LaMorte, president  
CSEA Long Island Region

See this month's  
*Work Force*  
election insert  
for important voting  
information.



### Mark Jan. 6 on Your Calendar:

## Carl McCall to be Keynote Speaker At Martin Luther King Jr. Celebration

State Comptroller H. Carl McCall, the state's chief fiscal officer, will be the keynote speaker at the seventh annual Dr. Martin Luther King Jr. luncheon scheduled for Saturday, Jan. 6.

Sponsored by the Local 830 Unity Committee, the event will run from 12:30 p.m. to 4:30 p.m. at the Coral House in Baldwin. Admission is \$30 per person.

McCall, the only African-American to hold statewide elective office, has had a distinguished career.

McCall served as president of the New York City Board of Education. He was a state senator; and served as an ambassador to the United Nations and as commissioner of the New York State Division of Human Rights. He has also served as a vice president of CitiBank. He has served as state Comptroller since 1993.

"I urge all our members to attend this outstanding event as we commit ourselves once more to the ideals and the moral principles for which Martin Luther King Jr. gave his life," said Nassau CSEA President Tony Giustino.

"We are honored to have someone of Carl McCall's stature as our keynote speaker," he added.

The event, which has been highly successful in the past, is designed to honor King's memory and to reaffirm his message of equality and human dignity, according to Giustino.

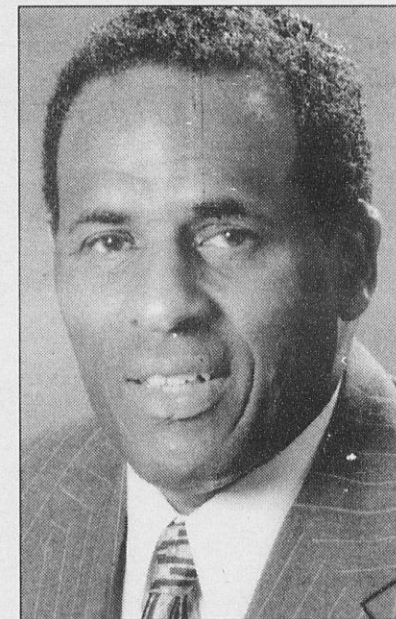
The program will include a sit-down lunch, other guest speakers, entertainment, raffles and prizes.

In addition, the Unity Committee's annual Dr. Martin Luther King Jr. Scholarship Awards will be presented and several CSEA members will receive recognition certificates.

Because seating is limited, tickets will be made available on a first-come, first-served basis and may be obtained only in advance.

No tickets will be sold at the door. For reservations, call Tim Corr at 571-2919, ext. 14 or Juanita McKinnies at 378-2790.

The Coral House is located at 70 Milburn Ave., Baldwin, just north of Merrick Road.



# State's first Liberty Award goes to CSEA member

A CSEA member's quick actions on the job proved to be both heroic and historic.

Norberto "Bert" Brucelis, a groundskeeper for the North Rockland School District, recently received the first New York State Liberty Award for saving the life of a child in June.

The award, which recognizes New York State residents for heroic actions that prevent tragedy or improve lives, was created by the state Senate earlier this year.

State Sen. Thomas Morahan (R-New City) presented the award to Brucelis at a ceremony at North Rockland High School.

Assemblyman Alexander Gromack (D-Congers) and Assemblywoman Nancy Calhoun (R-Blooming Grove) also presented Brucelis with a certificate of merit from the state Assembly.

Additionally, the North Rockland Board of Education gave Brucelis a plaque for his actions.

## Quick actions made a difference

Brucelis, a district employee for three years and CSEA member for 11 years, was wiping a table in the cafeteria at Willow Grove Middle School when a student tapped him on the shoulder and told him seventh-grader Alexander Felker was choking.

"The kid was really choking," Brucelis recalled. "I said to myself, 'I better do something quick.' So, I rushed to him and spun around and did the Heimlich maneuver."

With one major thrust to Felker's chest, Brucelis was able to dislodge the food on which Felker was choking.

"I asked him if he was OK," Brucelis said. "He said that he was and thanked me. I took him to the nurse's office."

While Brucelis had never previously performed the Heimlich maneuver on anyone, he was trained in the procedure while serving in the Army and again while he was an employee at Letchworth Village. "I always thought I would never use (the Heimlich maneuver), but I did," he said. "It was a scary situation."

Morahan commended Brucelis' actions on the job.

"A lot of people are afraid of getting involved in a situation like this and (Brucelis) put that aside," Morahan said. "If he hadn't, the kid wouldn't be here. It's really a credit to him, the district and the CSEA."

Brucelis said he was shocked at the attention his actions have received from the public and officials.

"I was very surprised to see people like Senator Morahan and Assemblyman Gromack," he said.

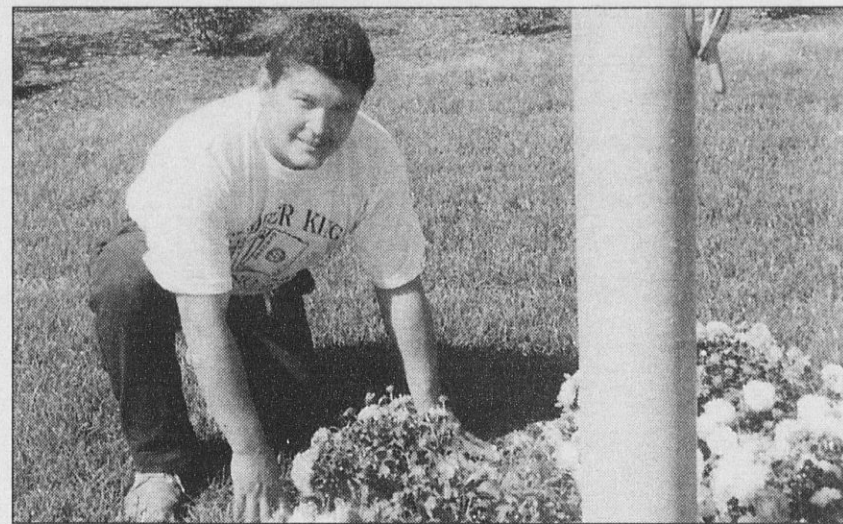
The child whose life he saved also hasn't forgotten Brucelis.

"Alex still goes to the school and we say hi to each other when I see him," Brucelis said.

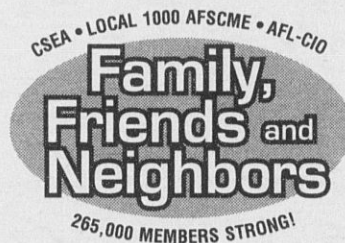
While Brucelis prevented a potential tragedy, he said he doesn't feel like a hero.

"I was in the right place at the right time," he said. "I have three kids of my own, and I would hope that somebody would do the same thing for them if they were to ever need it."

— Janice Marra



New York State Liberty Award recipient and North Rockland School District groundskeeper Norberto "Bert" Brucelis rushed to the aid of a student and prevented a potential tragedy.



*“A lot of people are afraid of getting involved in a situation like this and (Brucelis) put that aside ... It's really a credit to him, the district and the CSEA.”*

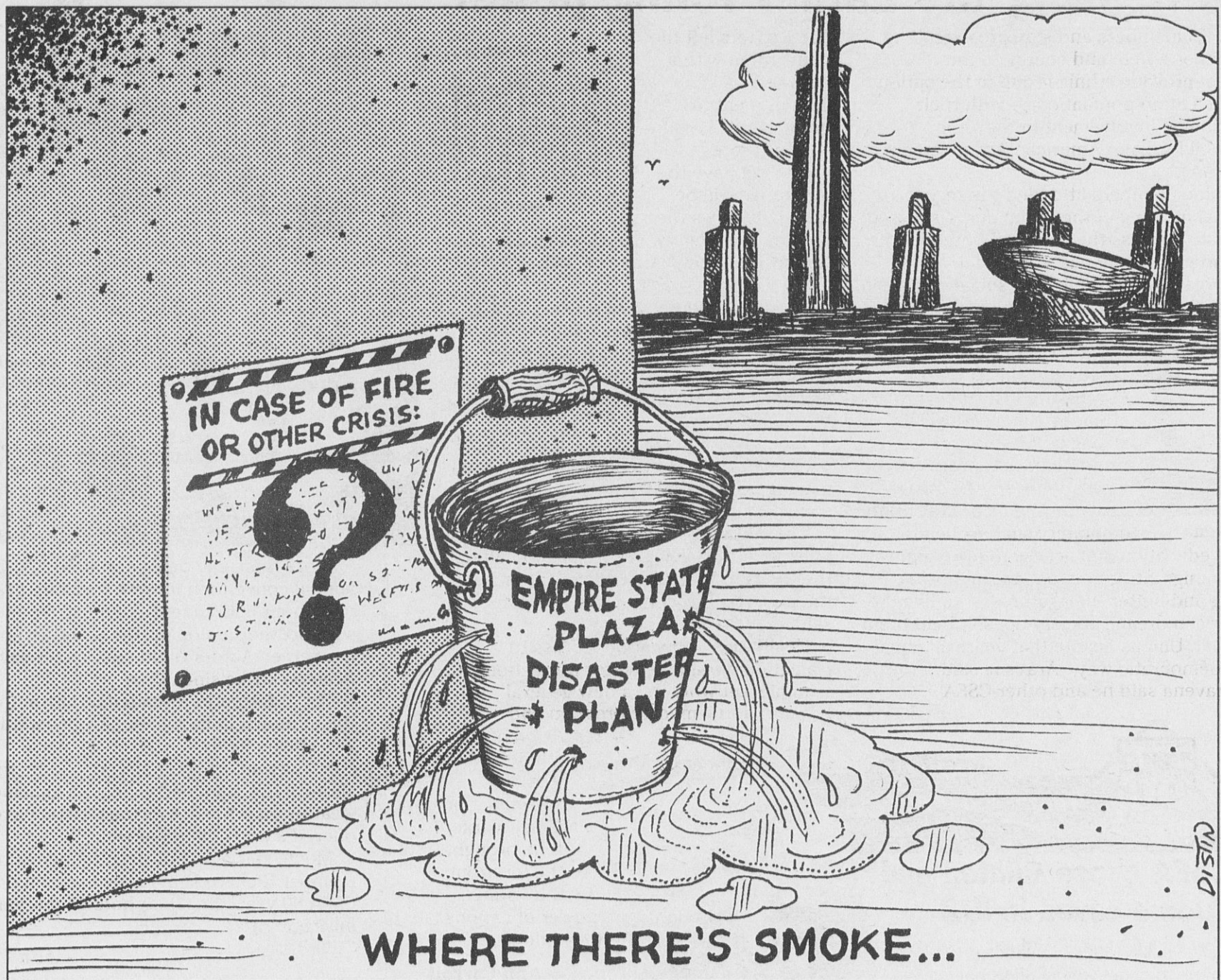
— STATE SEN. THOMAS MORAHAN

## WORK FORCE FACTS

The Liberty Award is presented to New York State residents who have conducted one or more of the following:

- Acts of bravery and heroism, including any deed that results in saving human life or preventing a tragedy;
- Humanitarian acts that significantly improve the condition of an individual or individuals through personal sacrifice or dedication to a specific cause;
- Life achievements, including actions, contributions or discoveries that demonstrably improve the lives and condition of communities or other individuals.

State senators nominate residents of their district based on at least one of these criteria.



## New York Election

Two prime time specials airing on PBS-TV stations statewide - underwritten by CSEA

### *The State Picture*

Thurs., Oct. 26  
8-9 p.m.

### *The National Picture*

Thurs., Nov. 2  
8-9 p.m.

WLIW - Long Island  
WNET - New York  
WMHT - Schenectady/Albany/Troy  
WCFE - Plattsburgh  
WPBS - Watertown  
WCNY - Syracuse  
WSKG - Binghamton  
WXXI - Rochester  
WNED - Buffalo

## **CSEA members, staff participate:**

# **Harnessing the Latino voting power**

CSEA members and staff are extending the union's help and energy to the fastest-growing ethnic group in the nation — the Latino population — with their continuing involvement in the Labor Council for Latin American Advancement (LCLAA).

Union members attended the recent annual meeting of the group and discussed ways to harness the electoral potential the Latino population has.

"Organizing is the key to social change in the Latino community," said LCLAA

president Henry Gonzalez.

Joe Aravena, a CSEA member at the New York Psychiatric Institute who attended the meeting, said strong labor unions, legal protections and progressive legislation were the answer to many problems in the Latino

community such as health care, education and access to job training.

"Immigrants come to make an honest living and better their futures — to live the American dream. Society doesn't help them do that. Unions ensure that we're all equal in a democratic way," Aravena said.

Aravena said he and other CSEA

participants left the convention with a renewed commitment to organizing.

"The more voices we have the louder we will be heard. It shows the unity and power we need to lead us to a better tomorrow," Aravena said.

### **Huge voting power**

The goal of LCLAA, in coalition with other Latino groups, is to register one million new voters for the November elections. But the challenge does not end there.

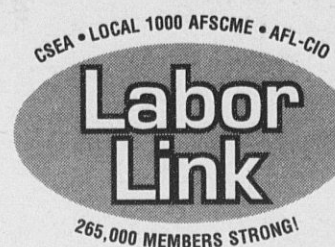
The power of Latinos will be key to the presidential elections and a key factor in making issues of pay equity, child care, and social security of greater importance.

The 2000-2001 Latino legislative agenda must include a living wage that will affect the thousands of Latinos living at or below the poverty line, convention organizers said.

Health care, education, access to transitional training, better protections for immigrant workers, a new general amnesty program and

reduction of ethnic and race discrimination against workers will be brought to the forefront by the voting power of Latinos, they added.

— Ann Carroll



**Aravena**

## **Lights, action, protest!**



**CSEA members joined the Screen Actors Guild picket in New York City during the Annual Delegates Meeting.**

More than 200 delegates attending CSEA's annual convention in New York City braved a downpour and Times Square traffic to support their union brothers and sisters in the Screen Actors Guild (SAG) who have been on strike since May.

CSEA delegates attended a rally in front of the midtown hotel where SAG negotiations were being held.

SAG members were so touched by the show of CSEA solidarity in such inclement weather that the actors' negotiating team offered a personal thank-you.

Movie star and SAG negotiating team member Richard Dreyfus even donned a CSEA 90-year pin. (See photo of the month on Page 2.)

— Ann Carroll



## **CSEA chose Clinton and Cuomo caved in '92**

The fickle winds of politics may blow hot or cold, but when CSEA's political action whirlwind revs up, candidates pay attention.

Gov. Mario Cuomo, at first a friend to CSEA and later a nemesis to state employees, felt first hand the stinging chill of CSEA's political might in December 1991.

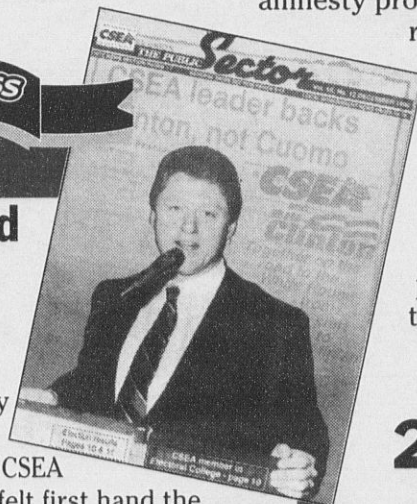
William Jefferson Clinton was hardly a household name eight years ago, but CSEA political action leaders had a foresight to endorse him in his first bid for the White House.

The union was the first labor group in the nation to endorse Clinton, a show of support the president has mentioned several times.

Meanwhile in Albany, Cuomo was itching to vacate the Executive Mansion.

CSEA's Clinton endorsement came as Cuomo was seriously considering entering the New Hampshire primary for the presidency.

CSEA's endorsement played a pivotal role in the careers of two national political figures.



## **2000 NYS Capital Labor Parade**

CSEA President Danny Donohue and Capital Region President Kathy Garrison were part of the CSEA contingent in the NYS Capital Labor Parade held recently in Albany. The parade was part of the day of family events that celebrated labor and the unions that represent workers in the Capital Region.





# Important Reminders from The Joint Committee on Health Benefits for State Employees

## November is Annual Option Transfer Month

November is the annual option transfer month, when state employees may change their health insurance option and pre-tax contribution status.

Employees who wish to change their plan option must do so during this period by contacting their health benefit administrator, located in their agency personnel office.

(Note: When this article was going to print, the 2001 New York State Health Insurance Program premium rates were not yet approved by the state Insurance Department.)

As soon as the 2001 rates are approved, a Rates & Deadlines Guide will be sent to enrollees' homes so an informed decision can be made about health insurance choices for 2001.

As always, members will have 30 days from the date the rate information is released to make changes. Members who do not change a health insurance option do not have to take any action.

Members who wish to change health insurance options must submit a signed Health Insurance Transaction Form PS-404 to their agency health benefit administrator by the deadline specified in the Rates & Deadlines Guide.

## Health Insurance Choices for 2001

The Health Insurance "Choices" for 2001 publication is scheduled to be mailed to members' agency health benefits administrator's office in early November.

The publication describes the Empire Plan and the NYS Health Insurance Program (NYSHIP) approved HMOs by geographic region and is an important resource if members are contemplating changing health insurance options.

Members who want to review their options and the benefits available may obtain a copy of the Health Insurance "Choices" guide from their health benefits administrator.

The following geographic and/or availability changes are being made to the following HMO's which may affect health care plan choice for 2001.

\* Blue Choice HMO: Expansion of the HMO was approved into Bronx, Delaware, Dutchess, Kings, Nassau, New York, Orange, Putnam, Queens, Richmond, Rockland, Schoharie, Suffolk, Sullivan, Ulster and Westchester counties.

\* Capital District Physicians Health Plan (CDPHP): Expansion of the HMO was approved into Broome, Chenango, Delaware, Essex, Hamilton, Herkimer, Madison, Oneida, Orange, Otsego, Tioga and Ulster counties.

\* Mohawk Valley Physicians (MVP): Expansion of the HMO was approved into Greene, Orange and Putnam counties.

\* United Health Care (UHC): Expansion of the HMO was approved into Herkimer and Oneida counties.

\* Aetna U.S. Healthcare: Will be accepting new enrollments for the 2001 plan year as the "new enrollment freeze" placed on the organization last year is lifted.

\* Independent Health (Hudson Valley/Downstate Region): Enrollees and their families who participate in

NOVEMBER						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

this HMO will need to choose a different health carrier because it is not being offered to enrollees in the 2001 plan year.

## Pre-tax Contribution Program (PTCP)

The Pre-tax Contribution Program (PTCP) allows members to have their health insurance premiums deducted from their pay before taxes are taken out.

This may lower the taxable income and give members more spendable income. Under Internal Revenue Service rules, by participating in the PTCP members may change their health insurance deduction during the tax year only after a qualifying event.

The PTCP is explained in the NYSHIP Health Insurance "Choices" publication and members are automatically enrolled unless they sign a waiver indicating they do not wish to participate.

To change tax status for the year 2001 health insurance premiums, members should see their health benefits administrator by Nov. 30, the IRS deadline.

No action is needed if members wish to keep their current pre-tax option.



## Flex Spending Account — A CSEA/NYS employee benefit that puts money in your pocket

### The Health Care Spending Account

The Health Care Spending Account (HCSA) is a new active state employee benefit that saves members money by letting them pay for out-of-pocket health care expenses with tax-free dollars.

This voluntary flexible spending account program is for CSEA state enrollees and their eligible dependents.

It allows them to contribute any amount from \$150 to \$3,000 annually in pre-tax dollars to pay for medically necessary health-related expenses that are not reimbursed by insurance.

This includes dental and vision expenses.

The opportunity to enroll in the Health Care Spending Account program for the 2001 plan year will be during an open enrollment period from Oct. 16 to Nov. 17.

Members who need more information about the Health Care Spending Account program or would like an enrollment kit may contact the plan administrator at 1-800-358-7202 or on the Web at [www.flexspend.state.ny.us](http://www.flexspend.state.ny.us).

Members may also contact their health benefit administrator usually located in the agency personnel office.

## Dependent Care Advantage Account

The Dependent Care Advantage Account helps members reduce taxes and increase spendable income by paying dependent care expenses with pre-tax dollars.

This program is available to members who have dependent children of any age or adult relatives who need care so to allow members to continue working.

A booklet explaining this program is available from agency health benefits administrators.

An open enrollment for the Dependent Care Advantage Account runs from Oct. 16 to Nov. 17.

However, employees who experience a family status change may still enroll during the program year.

For more information about the Dependent Care Advantage Account Program, contact the agency health benefits administrator or call 1-800-358-7202.

## Cutting edge technology comes to Long Island

### NCMC member launches prenatal screening program

EAST MEADOW — Pregnant women hear the question all the time: "Do you want a boy or a girl?"

Often the response has nothing to do with gender. "We just want it to be healthy" is the common reply.

Thanks to the innovative work of CSEA member Dr. Boris Petrikovsky, women can learn much sooner if their babies will be healthy.

#### Important prenatal screening

Petrikovsky, chairman of the Department of Obstetrics and Gynecology at Nassau County Medical Center (NCMC), has launched a first trimester, prenatal screening program that uses cutting-edge technology.

Petrikovsky's first trimester screening is performed when the woman is between 10 and 13 weeks pregnant.

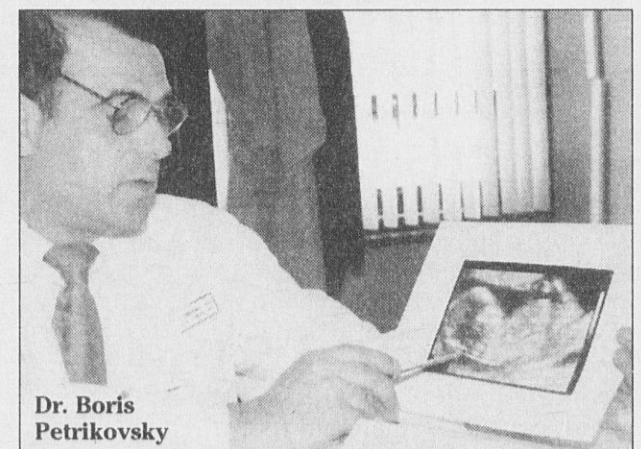
This can predict the likelihood of having a child with Down syndrome.

A blood test is also done. The blood is analyzed for two biochemical markers that may indicate abnormalities.

Results of the screening are available in 48 hours.

"This early prenatal screening can work in two ways. It can put a woman's mind at ease that all is going well with the pregnancy or it can identify a problem," the doctor said.

To raise awareness of the prenatal screening,



Dr. Boris Petrikovsky

Petrikovsky is teaching seminars on the obstetrical ultrasound and prenatal screening.

"CSEA is proud to have Dr. Petrikovsky as one of our union members. When you have a doctor who brings this kind of progressive technology to NCMC, it brings in patients from all over Long Island and that's great for this hospital," said CSEA medical center Unit President George Walsh.

— Sheryl C. Jenks

# CSEA Constitution, Bylaws and Resolutions, as approved

NEW YORK CITY — CSEA delegates at the union's 90th annual meeting approved the following amendments to CSEA's Constitution:

\*Reducing the maximum number of valid signatures and Social Security numbers required on a nominating petition from 450 to 300 for candidates for both the State Executive Committee and Local Government Executive Committee. (Constitution Articles VI and VII).

\*Restructuring the Retiree Executive Committee so it is made up of all Retiree Local presidents (Constitution Article IX) and eliminating language in the Delegates Article (Constitution Article X) made unnecessary due to this restructuring.

Delegates at the 2000 annual meeting approved the following changes to the bylaws:

\*Language inserted to make clear that only state division members on region executive boards vote in the selection process for state negotiating team members (Article VI, Section 3).

\*Created Education Services Committee, Maintenance and Infrastructure Committee, Corrections and Law Enforcement Committee and Human Services Committee to reflect the various industries the union represents and consistent with establishment of a Health-Care Services Committee in 1999. (Article VI, Section 4).

\*Deleted the Committee for Methods and Procedures from the list of special and ad hoc committees (Article VI, Section 4).

Delegates at the 2000 annual meeting approved the following resolutions requiring:

\*CSEA and AFSCME continue to lobby to defeat the Social Security Solvency Act of 1999 which would allow for the establishment of personal investment accounts in lieu of a portion of an individual Social Security tax.

\*CSEA and AFSCME support federal legislation that would ensure medical information privacy.

\*CSEA support the re-introduction in the state Legislature of Assembly bill 3563/Senate bill 2077 which would prohibit all local governments from unilaterally reducing health benefits or increasing costs to retirees unless a corresponding change is negotiated for current employees.

\*CSEA and AFSCME lobby to defeat the Drug Patent Term Restoration Act in Congress which would allow drug manufacturers to maintain their exclusive patents for three years beyond the years prescribed by law.

\*CSEA continue to work to have Mental Health Therapy Aides receive state certification as nurses aides.

\*CSEA support state legislation that would rename the four agency buildings at the Empire State Plaza in Albany after Susan B. Anthony, Mother Frances Xavier Cabrini, Harriet Tubman and Eleanor Roosevelt.

\*CSEA's Locals and Units make every effort to recruit and promote a diverse work force when hiring staff.

\*CSEA support legislation making March 10 an official state holiday honoring Harriet Tubman.

## Pension reform, COLA checks

# McCall: Invest pension windfall for long-term retirement growth

State Comptroller H. Carl McCall, whose smart management of the state retirement system has helped it to grow to nearly \$130 billion, has a money tip for CSEA members: Invest your 3 percent windfall savings from the CSEA-initiated pension reform.

Specifically, McCall is suggesting members put the unexpected money into a deferred compensation plan, or the state's college savings program.

CSEA led the way in securing elimination of the 3 percent pension contribution for Tiers 3 and 4 members of the retirement system with 10 years of participation.

With that savings now in place, McCall said it makes good financial sense for CSEA members to invest the extra cash for their benefit.

"There are a lot of things you can do with the extra 3 percent," McCall said.

"Let me give you some advice. Put it right back into your deferred compensation account and let it grow so you'll have some more money when you retire," McCall said.

Under the state deferred compensation program and many similar programs offered through other employers, members can see their money grow but also gain additional tax savings.



**State Comptroller H. Carl McCall speaks at a news conference to announce the first issue of pension increases to public employee retirees. Checks with pension increases were mailed Sept. 28, making CSEA's long-time priority a reality. Joining McCall is CSEA President Danny Donohue, at right.**

Members should contact their personnel office to find out about the available options.

The New York College Savings program provides similar benefits with money specifically earmarked for student education. The program, begun in 1998, is open to all New Yorkers.

For more information, contact the comptroller's office at 1-877-NYSAVES or on-line at [www.nysaves.org](http://www.nysaves.org).



**COLA TOAST — CSEA President Danny Donohue, at right, shares a toast with CSEA Capital Region Retirees Local President Tony Muscatiello, at left, at a recent event celebrating the implementation of a permanent Cost of Living Adjustment (COLA) for retirees. Muscatiello praised CSEA efforts to establish a permanent COLA.**

# CSEA's veterans committees want to hear from you

As we honor those who served in the armed forces this Nov. 11, CSEA has some important information for veterans:

## New law allows veterans to buy back pension credit for military service

Veterans who served in combat-era periods dating back to World War II can buy back pension credit for the years they were in the military.

Many vets had no choice but to serve their country during times of conflict, but lost years worth of pension time in the state pension system while they served.

The new law allows veterans to purchase up to three years of pension service under an amendment to a bill passed in 1998.

The 1998 legislation also allowed a pension buy-back, but the cost was too steep for many workers to afford it.

Under the new law, combat and non-combat veterans who served during World War II and in conflicts in Korea, Vietnam, Lebanon, Grenada, Panama and the Persian Gulf can buy back their pension time at 3 percent of their last 12 month's salary for each year sought.

To qualify, veterans need at least five years of public employment service.

The new amendment also is not retroactive. Only public employees active in the pension system as of Dec. 21, 1998 (when the first bill was passed) can qualify.

"This is legislation that CSEA has been pushing for some time. Many of our members made great sacrifices to serve their country, came home and quietly went back to work. But that doesn't mean they should sacrifice time they otherwise would have spent on the job earning a much-deserved pension," CSEA President Danny Donohue said.

## Vets urged to contact VA for hepatitis C check

Vietnam-era veterans: remember the air gun the doctors used to give you your shots?

Many of those guns were never properly sanitized between inoculations, and many veterans today are carrying hepatitis C as a result.

Any veterans of the armed forces — male or female — who served during the 1960s and early 1970s are urged to visit a Veterans Affairs hospital for a hepatitis C test.

Even veterans in good physical condition who get regular checkups and have had blood tests, unless specifically tested for hepatitis C, could be unknowingly carrying the liver disease.

Left untreated, hepatitis C can destroy the liver.

VETERANS: CSEA wants to hear from you so we can better inform you of programs and benefits you may be entitled to. Please fill out the coupon below and mail to:

CSEA  
143 Washington Ave.  
Albany, N.Y. 12210  
Attn: Jim Corcoran

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Branch of service: \_\_\_\_\_ Dates: \_\_\_\_\_

Any suggestions or interests: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## Life insurance plan changing

For the last several years, CSEA has offered a free \$2,000 life insurance plan for active, at-work CSEA members as part of the union's membership benefits program.

This program has paid 600 death claims totaling \$120,000 to beneficiaries of CSEA members.

Starting Nov. 1, CSEA will no longer offer the free \$2,000 life insurance plan.

Instead, CSEA will offer a "new" Life Basics Plan which will be an alternative to the CSEA Security Life Insurance Program.

The Life Basics Plan is a no-frills term insurance program that is available to members, spouses and dependent children.

For information on a conversion option or the Life Basics Plan, contact JLT Services at 1-800-697-CSEA.

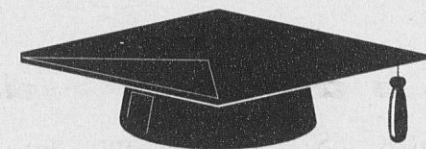
## AFSCME scholarship deadline set for Dec. 31

December 31 is the deadline for applying for 10 \$2,000 AFSCME Family Scholarships which will be awarded to children of AFSCME members next year.

Winners will be selected from applications that meet the eligibility requirements.

The scholarships will be renewed for \$2,000 each year for a maximum of four years, provided the student remains enrolled in a full-time degree program at an accredited institution.

Applicants must be a high school senior graduating in the spring of 2001 who will enroll in a full-time, four-year degree program at any accredited college or university.



Applicants must be the daughter or son of an AFSCME/CSEA member, or whose legal guardian or financially responsible grandparent is an AFSCME/CSEA member.

Applications must be postmarked by Dec. 31. Winners will be announced by March 31.

Applications are available from the AFSCME Family Scholarship Program, Education Department, 1625 L Street, N.W. Washington, DC 20036, or e-mail: [education@afscme.org](mailto:education@afscme.org).

Applications can also be downloaded from the AFSCME Web site [www.afscme.org](http://www.afscme.org).

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

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

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

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

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

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

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

## Cahalan receives Irene Carr Award

Kathleen Cahalan's voice on women's issues in CSEA is quiet but effective.

As one who shies from the limelight but tackles any and all projects that affect women in CSEA and CSEA's staff, Cahalan has used her position as the union's director of human resources to help programs and services offered to women.

In recognition of her commitment to these issues, Cahalan received the annual Irene Carr Award at the annual CSEA convention held in New York City recently. Carr was the statewide secretary of CSEA for many years.



"Throughout her career with CSEA, Kathy has served as a union resource in the development of curriculum workshops relating to current women's issues," CSEA Executive Vice President Mary Sullivan and CSEA Statewide Treasurer Maureen Malone said in their joint nomination.

**LOOKING OUT FOR THE FAMILY** — CSEA members working for the state Department of Transportation in Watertown recently helped the family of one of their own. CSEA member Phillip Cervantez, 36, a bridge repair assistant at the DOT Region 7 Bridge Shop in Watertown, died in August because of complications following a heart transplant. He left behind a wife and three young children. CSEA Local President Fred Gerloff and Cervantez's co-workers helped set up a benefit dinner, raising more than \$2,000 for the family ... **GUARD THE PRESIDENT'S PLANE** — Would-be stowaways or hijackers were out of luck recently when Air Force One touched down at Syracuse's Hancock International Airport during a brief presidential vacation stop.



That's because the nation's top plane was well-guarded by CSEA members working for the state Division of Military and Naval Affairs (DMNA). Six of the civilian DMNA workers guarded the visiting DC-9 in round-the-clock, eight-hour shifts during the two-day stay. The CSEA members working in the Hancock airbase's firehouse were also put on full alert, lending a helping hand to the airport during the visit by the president and his wife ... **PEOPLE PERSON** — The recruiter of the month for September is Pat Metzger of CSEA's Metropolitan Region. Metzger recruited 31 new PEOPLE members. PEOPLE is AFSCME's political action program aimed at getting friends of working families elected to Congress.

## It's all in the family as Monroe County Local marks 50 years

ROCHESTER — This union has been the backdrop of a remarkable family "re-union" — a 50-year legacy of activism shared by two women who also share the same last name.

Concetta Giambra was among the first members of the Monroe County Local half a century ago, and now her daughter Bernadette is the Local's president.

The two generations of Giambras and the Monroe County Local are both celebrating 50 years in CSEA.

In an ironic and historic convergence, the Local recently received its 50-year CSEA banner at the union's annual convention, with the younger Giambra accepting the honor.

### Sign me up

In 1950, when Monroe County workers started a CSEA chapter (now called a Local), Concetta was one of the first to sign on.

A two-year employee at the time, she went on to a 26-year career with the county, retiring in 1974, and retaining her now 50-year CSEA membership through the Rochester Retirees Local.

"I started working for the county in 1975, the year after my mother retired," said Bernadette Giambra, a probation officer.



**Concetta Giambra, right, and her daughter Bernadette with a certificate marking the Monroe County Local's 50th anniversary. Concetta Giambra was among the first members signing the original charter, and Bernadette is the Local's president.**

Concetta remembered the day she willingly added her name to the list of county employees who wanted to organize and bargain collectively.

"There was a six-day work week then," she recalled. "And there were no health benefits, nor any Social Security for county workers. I

can remember CSEA fighting, over the years, for our raises," the union activist said.

The mother taught her daughter the benefits of union membership.

"I remember her asking me, when I first started working for the county, and making sure I had joined the union," Bernadette said.

### Half century of unionism

"We have a nearly unbroken, 50-year string of county employment, as well as CSEA membership in the family. I'm really proud of that fact," she said.

Today's workplace is quite different from those early days, when a union member had to pay dues directly because there was no automatic union dues check-off.

But Concetta said she was a faithful, dues-paying member, influenced by her mother, who was member of the Amalgamated Clothing Workers Union.

— Ron Wofford

*In addition to Monroe County, five other CSEA Locals mark their 50th anniversaries this year. They are: Oneida County, SUNY Brockport, SUNY Oswego, SUNY Cortland and Green Haven Correctional Facility.*

## THOUSANDS MARCH FOR FAIRNESS

Thousands of workers calling for a fair contract marched across the Brooklyn Bridge and sent a powerful message to official New York to get it done.



## WORKERS ORGANIZE, WIN SUPPORT

DeWitt's Town Board refuses to play fair with chosen union. Workers convince voters to elect a new board.

## GRASSROOTS MOVEMENT CHANGES ADMINISTRATION

Cohoes workers encouraged voters to elect a new administration, now all are working together for a new prosperity.



## Who are these people?

They're not just the Work Force; they're the driving force for political action throughout New York State. They're the workers on "the front lines" who voters trust and support. They're part of New York's leading union — 265,000 members strong — united to improve the quality of life for all.

## CSEA — That's Me!