

Official publication of



Local 1000, AFSCME, AFL-CIO

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Sector

IMPORTANT NOTICE

Board of Directors and AFSCME
Delegates elections schedule
extended - see page 17

THE PUBLIC

Vol. 21 No. 5 MAY 1998



AFSCME NEW YORK UNION LEADERS carry the organization's banner at the head of a march on the state Capitol by more than 1,100 CSEA/AFSCME activists on AFSCME NY Lobby Day. CSEA President Danny Donohue, fourth from left, and AFSCME President Gerald McEntee, sixth from left, center the union officials. From left are AFSCME Local 1095 President John Orlando, District Council 1707 Executive Director Josephine LeBeau, AFSCME NYS Area Director Eliot Seide, Donohue, Council 82 President Richard Abrahamson, McEntee, Council 35 President John Scardino Jr., AFSCME NYS Assistant Director Robert Massey (rear) and Marty Lubin, assistant to the executive director of District Council 37.

Comptroller McCall endorsed for re-election



With the state Capitol as a backdrop and a large, enthusiastic crowd in attendance, State Comptroller H. Carl McCall smiles as CSEA President Danny Donohue announces CSEA's endorsement for McCall's re-election. "Carl McCall is a man of integrity, competence and vision who represents the best of what our elected officials should be," Donohue said. He cited McCall's active support of CSEA efforts to win a permanent cost of living allowance for retired public employees, and also noted the comptroller's professionalism in his role as a watchdog over state and local government spending. "There is no greater endorsement for Carl than the fact that our members in the Comptroller's Office locals, who work with him, urged CSEA to support Carl's re-election," Donohue noted. Among those attending the announcement were, from left, Georgianna Natale, president of CSEA Audit and Control Local 651; CSEA Executive Vice President Mary Sullivan, Donohue, CSEA statewide Secretary Barbara Reeves, McCall and CSEA statewide Treasurer Maureen Malone. CSEA Capital Region 4 President Carmen Bagnoli helped host the endorsement rally.

June 6 is CSEA International Solidarity Day on Long Island

COMMACK — CSEA officers, activists and staff have teamed up with the Long Island Region 1 Human Rights Committee to combine the fourth annual International Day festivities with the first of it's kind Solidarity Day in June. The event is open to all CSEA members.

On Sat., June 6, 1998, CSEA will host events from noon until 6 p.m. at the union's Long Island Region office in Commack. The International Day events include speakers, booths, multi-cultural dancing and foods. The Solidarity Day portion of the events are focused on reintroducing current CSEA members to their union, introducing non-union workers on Long Island to all the advantages CSEA has to offer, and boosting CSEA's visibility on Long Island.

Congresswoman Carolyn McCarthy will be one of the speakers who will attend.

For directions on how to get to the Commack CSEA

Long Island Region office, call (516) 462-0030.

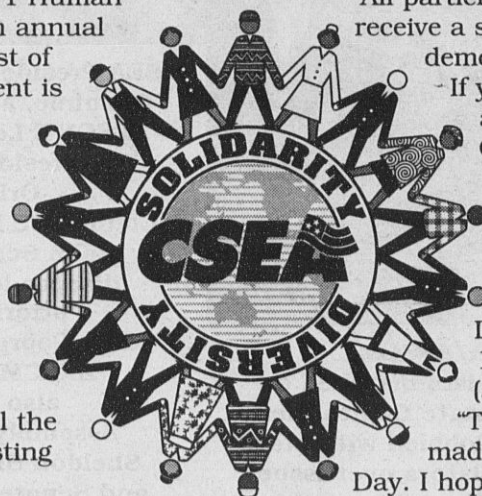
All participating volunteers and activists will receive a shirt with the CSEA Solidarity logo to demonstrate unity.

If you are a Long Island Region 1 member and want to get involved, contact CSEA Communications Associate Sheryl Jenks in the Commack office at (516) 462-0030.

If you are aware of workers interested in learning more about CSEA, call the CSEA Organizing Department at 1-800-342-4146 Ext. 1300 or (518) 257-1300.

"The Human Rights committee has already made a huge success of CSEA International Day. I hope the solidarity aspect will be as successful. I urge all of my officers and activists to get involved in this event," said CSEA Long Island Region I President Nick LaMorte.

— Sheryl C. Jenks



Local 801 member PEOPLE recruiter of month for March

Eugene Smith, a member of CSEA Albany County Local 801, has earned Recruiter of the Month honors for March for recruiting 32 new members for the Public Employees Organized to Promote Legislative Equality (PEOPLE) program.

CSEA/AFSCME PEOPLE is the lobbying and political action program conducted at the federal level.

PEOPLE makes a big difference in your life. Say "Yes!" the next time a CSEA member asks you to join the program, or you can simply complete and mail the PEOPLE application form on page 13 of this edition.

THE PUBLIC Sector

Official publication of
The Civil Service Employees
Association, Inc. Local 1000, AFSCME,
AFL-CIO

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Albany, New York 12210-2303
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The Public Sector (USPS 0445-010) is published monthly by The Civil Service Employees Association. Publication Office: 143 Washington Avenue, Albany, New York 12210.

Periodical Mail Postage paid at Post Office, Albany, New York 12288.

Postmaster: Send address changes to: Civil Service Employees Association,

Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.

CSEA on line: The CSEA web site can be accessed at www.cseainc.org

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AFSCME NY Lobby Day activists push state legislators for

Secure jobs, worksites, futures

ALBANY — Led by AFSCME International President Gerald McEntee, CSEA President Danny Donohue and leaders of the five AFSCME councils in the state, more than 1,100 union activists marched on the state Capitol on *AFSCME Lobby Day* recently to push for legislation that will promote AFSCME New York's objective of "secure jobs, secure workplaces and secure futures" for workers in New York state.

Collectively, CSEA and the five AFSCME councils comprise AFSCME New York, representing 430,000 workers in the state.

After marching to the Capitol, activists lobbied their state legislators while AFSCME New York's top leadership met with Gov. George Pataki, Senate Majority Leader Joseph Bruno and Assembly Speaker Sheldon Silver.

In his private meeting with AFSCME leaders, Gov. Pataki went out of his way to praise the dedication and productivity of the work force and also complimented CSEA's on-going "Heart of New York" work force advertising campaign.

At a rally preceding the march, McEntee

urged the union activists to remind legislators to address the need for affordable day care and to emphasize that "people need real jobs, real pay and real benefits" if welfare reform is to succeed.

Donohue reminded activists that "We're all in this together, and we're speaking on behalf of 430,000 AFSCME members and their families in New York state."

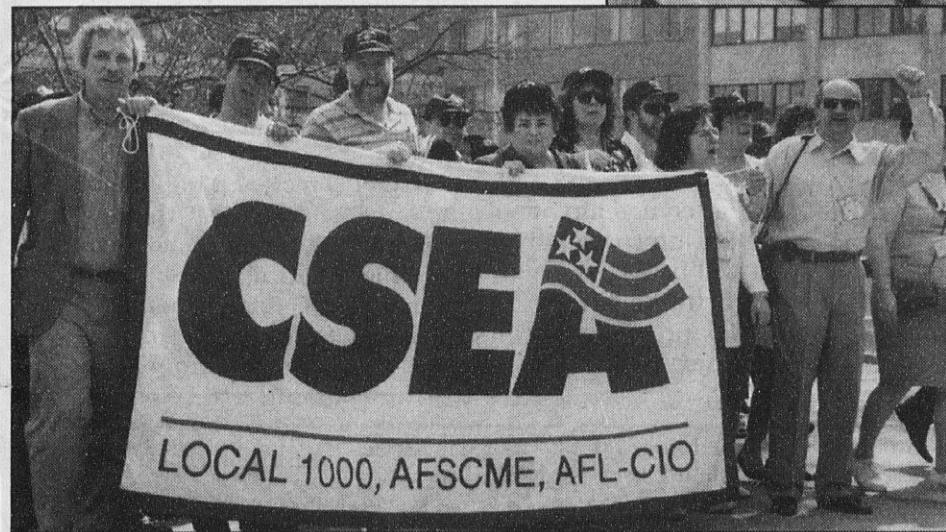
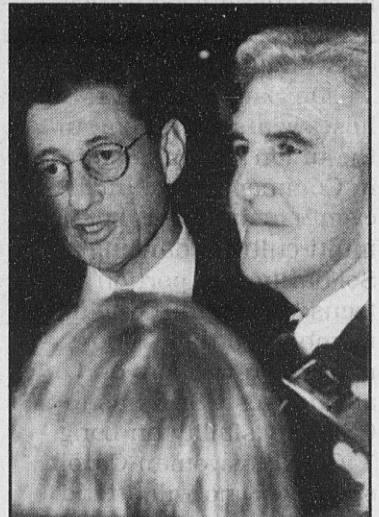
The lobby day activities should aid the anticipated imminent passage of CSEA-supported legislation to protect our members against worksite violence. The Legislature also recently passed a CSEA bill that prohibits using public funds for union busting activities.



CSEA President Danny Donohue, above left, AFSCME Local 1095 President John Orlando and Council 35 President John Scardino Jr. discuss legislative priorities with Gov. George Pataki. AFSCME leaders also met with Assembly Speaker Sheldon Silver, left, and Senate Majority Leader Joseph Bruno, right photo.



CSEA/AFSCME activists marched on the state Capitol, left, and lobbied with state legislators over issues of concern to working people, above.



Pataki mulls budget at press time

ALBANY — Gov. Pataki was still mulling over a state budget he says he will trim as this edition of *The Public Sector* went to press. CSEA officials are optimistic the final election-year budget version will enable CSEA members to provide quality, cost-effective services for the 1998-99 fiscal year.

Pataki had 10 days to issue budget item vetoes or approve as is the budget adopted by the Senate and Assembly on April 14.

"Certainly we don't want a projected budget surplus this year to turn into a big deficit next year

and beyond," CSEA President Danny Donohue said. "Legislators added some funding that it's easy for us to like, but some of it could come back to haunt us all."

Donohue said the new open legislative process of adopting the budget is a positive step but cautioned "the real test of the open process will be whether or not it results in fiscally sound budgets this year and beyond."

The new budget as proposed initially by Pataki and adopted by the Legislature contains no layoffs and includes relief to localities and schools.

McCall acts on CSEA complaints about Manhattan Psych Center

NEW YORK — Acknowledging CSEA's blistering attacks on waste and mismanagement at Manhattan Psychiatric Center, state Comptroller H. Carl McCall has weighed in by ordering an immediate audit of construction problems at the facility. CSEA President Danny Donohue, who asked the comptroller to investigate the situation, welcomed the audit.

"We applaud the Comptroller's inquiry in response to our concerns that staffing and client well-being are being sacrificed to cover up mismanagement," Donohue said.

CSEA is complaining bitterly that a costly uncompleted renovation project at MPC is being used by management as a prime justification for downsizing the facility.

"After 10 years of bungling, what has become of over \$100 million in

appropriations intended for MPC reconstruction projects that never got finished?" asked CSEA Metropolitan Region 2 President George Boncoraglio.

"Someone is responsible for OMH's shocking waste of taxpayers' money, but it's not Manhattan's mentally ill," he added. "Why is OMH now forcing sick people to foot the bill by slashing desperately needed mental health services?"

"We've held two demonstrations, reached out to the media and contacted political leaders," CSEA Local 413 President Sam Koroma said. "Now we expect strong support from patient advocacy groups, community groups and Manhattan's religious community in our efforts to save the hospital from severe downsizing."

— Lilly Gioia

CSEA defends member wrongly accused in Schoharie County

SCHOHARIE — A battle for the reputation of a CSEA member is waging in Schoharie County, and CSEA is defending her vigorously.

The case is mired in ignorance, inaccuracy and fingerprinting as a CSEA member has been wrongly accused of failing to investigate a child rape case.

The incident began when Schoharie Department of Social Services officials received a report of child sexual abuse that actually occurred in Delaware County.

The referral was made one day after the incident. The State Police reported they had the situation under control.

The then-deputy DSS commissioner sought someone to make a house visit. Rather than go herself, she tried to assign a caseworker who had

been trained to deal with child sex abuse cases.

The caseworker, who was on vacation, told the deputy commissioner that she had put in a long day helping her son do house repairs, later had a couple of drinks and rightly believed she was in no condition to answer the call. She also told the manager the incident had not occurred in Schoharie County.

The deputy ignored her and assigned two untrained caseworkers, who later learned the incident was outside their jurisdiction.

Schoharie County officials should have immediately contacted their counterparts in Delaware County. Instead, it appears they decided to look for a scapegoat — the caseworker who said she could not answer the call.

She was relieved of her supervisory duties in child protective services and reassigned as a caseworker in another area. Eight years of outstanding service counted for nothing.

CSEA is pursuing the case before the Public Employment Relations Board. Her co-workers are showing their support, wearing stickers that say "Delaware County is **NOT** Schoharie County."

Meanwhile, the county is prepared to spend as much as \$25,000 in legal fees to prosecute a worker for not responding to a situation outside her jurisdiction that already was being handled by the appropriate authorities.

— Stanley P. Hornak and Daniel X. Campbell

Southampton workers keep seniority

SOUTHAMPTON — CSEA has negotiated a settlement with the Town of Southampton which allows CSEA members who had worked in the Department of Sanitation to retain their seniority.

CSEA filed grievances and improper practice charges last year when the town abolished the department, put the employees in the Public Works Department, changed their titles and lowered their salaries.

Under the settlement, the 15 employees will be treated as

though there has been no break in service, ensuring they receive all entitlements such as longevity, vacation and personal time. Seniority will now be calculated as time served in both departments.

Employees will remain on their current salary step and advance according to the contract. Affected employees will not have to undergo a probationary period.

Construction equipment operators will work a five-day work week schedule. Their

annual earnings are guaranteed to be no lower than they were under the prior schedule.

"This settlement was extremely important," said CSEA Labor Relations Specialist Stephanie Bonfante. "I'm happy for these employees that we were able to come to an agreement which protects our members' benefits and years of service."

The Town of Southampton Unit is part of CSEA Suffolk County Local 852.

— Sheryl C. Jenks

She helps the homeless find more than a home

POMONA — Homeless people need more than a place to live.

Myrna Lopez-Squillini, who runs the housing unit of the Rockland County Department of Social Services, helps homeless people find not just homes, but anything else they might need.

Take "Alice," for example. Burned out of her home, she escaped with only the night clothes she was wearing. Squillini and her co-workers found her a place to stay, clothing, prescription eyeglasses and orthopedic shoes.

The department's involvement doesn't end with a key to an apartment, Squillini said.

"When we assess a person for homelessness," she said, "we are also obligated to address any other issues, such as behavior problems, substance abuse, school problems or mismanagement of money which can be the root problem of the homeless situation."

Although the job can be frustrating at times, Squillini said, "the rewards surpass what you could ever imagine. I get

calls from clients that I helped years ago."

In fact, two of those former clients now work in the department.

Squillini credits her co-workers for the department's success.

"We couldn't do it without the teamwork," she said.

— Anita Manley



Myrna Lopez-Squillini

Local Government Briefs

Member wins job, back pay

POUGHKEEPSIE — Mike Hauver is back at work at the Arlington School District with back pay.

CSEA won an arbitration after the district failed to move him into a vacancy after eliminating his job. The union won a grievance to force the district to give Hauver his back pay award.

"I had an ongoing battle with my supervisor," he said. "When I ran for CSEA (local) president, it was obvious that he wanted me out."

Hauver is a member of Dutchess County Education Local 876.

"The union did a good job," he said. "I tell everyone the union helped me."

— Anita Manley



Mike Hauver

District wins job protection

MT. VERNON — The Mt. Vernon School District CSEA Unit has negotiated an agreement that will protect its members from losing their jobs due to workfare.

Unit President Lou Roccuzzo thanked CSEA's Deputy Director of Labor Relations Steve Alviene who provided the material needed to draw up the language for the agreement.

"This union is firmly behind the movement to find true work for honest wages for everyone," Roccuzzo said, "but it is not willing to give up its members' jobs to achieve a step backwards in America's social movement."

Widow wins benefits

BOLTON LANDING — Arbitrator Lisa Ternullo has ruled that the widow of a deceased retired Town of Bolton employee is entitled to continued health insurance coverage.

The language in the CSEA-Town of Bolton contract clearly states that the employer must provide retiree health insurance to individuals, dependents and families, Ternullo said. She ordered the town to provide the widow, Margaret French with fully paid health insurance coverage according to the contract and repay her for any insurance payments she has made.

— Daniel X. Campbell

Member donates kidney to save father

MASSAPEQUA — CSEA member James Fitzpatrick saved his father's life.

He donated his kidney to his father, Walter, who had been suffering with kidney failure for more than a year.

"I volunteered to do this. My father did not ask me," Fitzpatrick said. "It was the right thing to do so I did it."

Fitzpatrick, 29, a parks department employee, is a member of the Town of Oyster Bay Unit of CSEA Local 881.

— Sheryl Jenks

Member has perfect attendance for 20 years

MILLER PLACE — For 20 years, CSEA member Charlie Piekarski has never missed a day of work at the Miller Place School District.

The district recently honored Piekarski, head custodian, on its list of "Achievers" and wrote the following in their district newsletter: "Charlie, your dedication, outstanding work ethic and thoughtfulness are a major credit to the district."

CSEA Long Island Region 1 President Nick LaMorte, a Miller Place resident, said, "It is employees like Charlie Piekarski who give CSEA such a good name."

— Sheryl Jenks

Activist retires after 31 years with planning dept.

Now that she is retiring, Tillie Schwartz will finally have Wednesday nights off.



A Rockland County Local 844 member and a planning assistant with the Town of Clarkstown, Schwartz won't attend Planning Board meetings

as she has for 31 years. The only woman on the local's first negotiating team, she earned a degree in planning at age 54 while working full time.

— Anita Manley

Member back to work thanks to CSEA

BUFFALO — Karen Rowell is back to work as an intake worker for the Erie County Youth Services Department, thanks to CSEA.

An arbitrator agreed with the union that Rowell had been wrongfully fired.

"The union gave me excellent support," Rowell said. "It's great

to have a good union backing you for times like these."

Rowell, a member of Erie County Local 815, will receive about eight months back pay, after CSEA repudiated the county's claim that she hid a criminal background.

"The county went overboard in trying to polish their image

following a newspaper story that said many youth services workers had criminal records," Local 815 President Mike Bogulski said. "The county even tried to prevent her from receiving unemployment benefits while her grievance was pending."

— Ron Wofford

CSEA member helps save shooting victim

RAMAPO — Pete Mair is a police dispatcher in Ramapo, part-time police officer in Spring Valley, and emergency medical technician volunteer on the local ambulance squad.

Now he's a hero, too.

Mair, a member of CSEA Rockland County Local 844, answered a radio call about a shooting and found a woman in a pool of blood and her ex-boyfriend dead of a self-inflicted gunshot. The woman's younger sister had called the police.

"She was lying on her stomach and I turned her over and she moaned and said she was pregnant with twins," said Mair, who immediately administered oxygen and applied pressure on the bullet wound on her

chest. The woman survived and is now the mother of healthy twins.

"She'll be in a wheelchair for the rest of her life," Mair said, "but she's alive and so are her babies."

Mair also credited EMTs Rich Greer and Bo Tunno who helped save her.

In addition to working as a dispatcher and a part-time police officer and volunteering with the ambulance service, Mair is a volunteer firefighter.

"I really love helping people," Mair said. "It's my high, my thrill. It's where I get my energy."

— Anita Manley



Pete Mair

Unit wants contract

LINDENHURST — CSEA Lindenhurst Library Unit members braved torrential downpours when they demonstrated recently to protest working without a contract since July 1, 1997.

The members are also handing out informational fliers to gain public support.

The unit represents 40 employees in all titles from librarian to custodian. They make significantly less than their counterparts in the neighboring Copiague Library.

Mediation failed to result in a contract, so a fact-finder will be appointed by the Public Employment Relations Board (PERB).

CSEA Labor Relations Specialist Jonathan Rubin commended the members on their resolve to get a fair contract.

"These people live and work in this community," he said. "They are looking for a contract which is fair."

— Sheryl C. Jenks



Westchester County employees angrily protest contract delays

With her daughter, Teresa, at her side, CSEA Westchester County Unit 9200 President Jane E. Fiore uses a bullhorn to fire up a large crowd of Westchester County public employees during the latest in a series of demonstrations protesting lack of contracts with the county. CSEA Westchester County units and other unions have been without a contract since 1995. The protests are sponsored by the Westchester County Coalition of Unions, comprised of CSEA, the Westchester Community College Federation of Teachers, the Committee of Interns and Residents and the New York State Nurses Association. Union protests are fueled by what union leaders call the anti-union attitude of former County Executive Andy O'Rourke, and the inability of current County Executive Andy Spano to resolve the contract issues.

Fingerlakes DDSO meets members' changing needs

ROCHESTER — CSEA's efforts to be more responsive to the needs of its members and changing work conditions is as the heart of a pilot project underway in Fingerlakes DDSO Local 436.

Far flung locals such as Local 436

pose special challenges in effectively reaching a membership located in numerous small worksites spread out over thousands of square miles. The 2,100 member Fingerlakes DDSO local encompasses about 100 group homes in 10 counties.

The pilot project began with a survey intended to assess the needs of CSEA members and to obtain input from the rank and file on improving the effectiveness of their local.

"We've been taking a look at locals all over the state," said Steve Alviene, CSEA deputy director for labor relations. "We want to hear from members about how they feel locals should be run. The first step in that direction is polling of activists and rank-and-file members. It not only helps us to know the members'

feelings on a range of subjects, it also helps the members feel a sense of ownership in their union."

"We're reaching out to all of our members, encouraging them to participate in their union and tell us how we can be more responsive to their needs," Local 436 President Kathy Button said. "We want them to realize that we're about more than just filing grievances, the strength of the union comes from the involvement of the members."

Safety on the job is a matter that receives continuous attention, according to Edwin Figueroa, a local vice president and chair of the health and safety committee.

"We try to stay on top of safety issues," Figueroa said. "We have contacts in every home, and when we hear of a problem, we get on it right away so that any problem gets cleared up as soon as possible. We

let management know about it, and follow up until it's taken care of. If someone is off the job due to injury, we stay in touch with them at home,

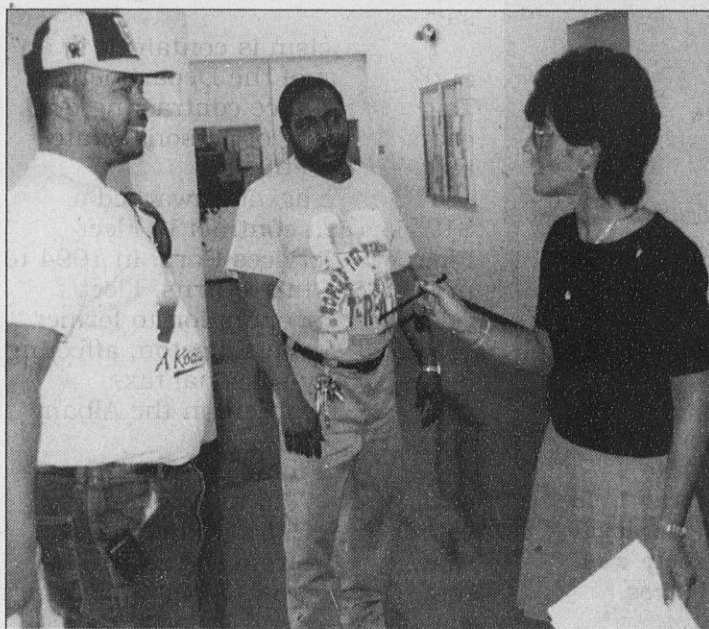
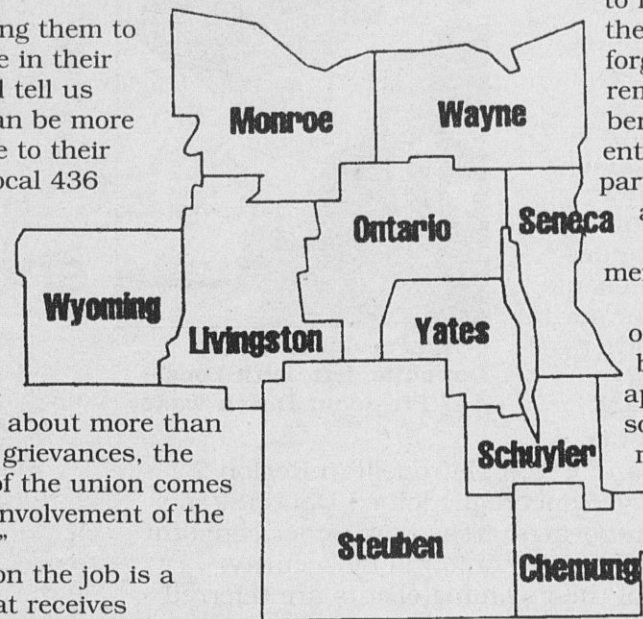
to let them know they're not forgotten, and remind them of any benefits they are entitled to. This is part of our accountability to the membership."

The local's office has the bustling appearance and sounds of a military command center, with computers, maps, phones and charts that go with

keeping in touch and following up on matters concerning the membership.

"We have invested in up-to-date technology, like computers and cell phones, that helps us to stay on top of things in such a widespread area of coverage," Button said.

— Ron Wofford



KEEPING IN TOUCH — Fingerlakes DDSO Local 436 President Kathy Button, right, talks with general mechanics Troy James, left, and Don Hardaway — two of the local's 2,100 CSEA members spread out in about 100 group homes in a 10-county area. (See map at right)

State gave cold shoulder to Cook Chill facility

ORANGEBURG — The state's Cook Chill Facility, which opened with much fanfare and promise in 1994, is officially up for sale to the highest bidder. And CSEA doesn't like it one bit.

Employees of the \$22 million state-of-the-art facility, located on the grounds of Rockland Psychiatric Center, prepare meals for 24 facilities of the Office of Mental Retardation and Developmental Disabilities and Office of Mental Health, an Office for the Aging and one New York City hospital.

Facility employees also played a major role in feeding victims and rescue workers in the aftermath of the recent north country ice storm. But their reward for a great job is a sellout by the state.

CSEA Deputy Director of Labor Relations Mary Masterson said the state has never let the facility live up to its full potential. The facility could operate three shifts, she said, but the state is not willing to put in the resources needed to operate the

plant at full capacity.

Masterson said 10 outside vendors expressed interest in the facility in

1997. It could be a year before a final decision is made.

— Anita Manley



CSEA Deputy Director of Labor Relations Mary Masterson and Labor Relations Associate Bob Dillon discuss the possible sale of the Cook Chill facility with employees Jerry Jamieson, Phillip Easow, Merrily Alcorn, Southern Region 3 President Carmine DiBattista and Rockland Psychiatric Center Local 421 President Pam Alexander.

ATTENTION UCS MEMBERS

Child/elder care stipend applications must be returned by May 15

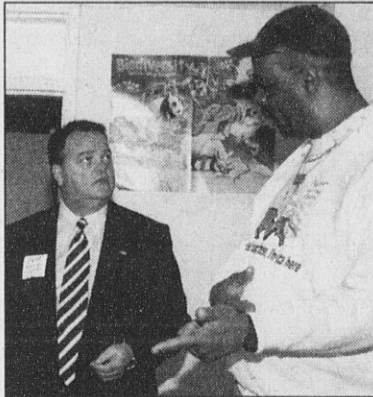
CSEA Unified Court System members have until May 15, 1998, to apply for the child/elder care stipend provided as part of the 1995-1999 negotiated agreement.

Approximately \$60,000 will be divided evenly among qualified applicants for expenses incurred from April 1, 1997, thru March 31, 1998, for dependent children under age 15, disabled dependent children or dependent adults for whom ongoing day care expenses are incurred.

Applications were mailed to all UCS members in March. Completed applications along with required documentation must be postmarked by May 15, 1998, and returned to Bob Dillon at CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210.

Brooklyn DC improves security in special unit

BROOKLYN — CSEA President Danny Donohue reviewed special security arrangements for Brooklyn Developmental Center's new Multiply Disabled Unit (MDU), where CSEA secure care developmental aides now work with clients being treated for sexual deviancy and other violent behaviors.



CSEA President Danny Donohue, left, with Local 447 President Dutch Wade

CSEA Local 447 President Lamont "Dutch" Wade and CSEA Metropolitan Region 2 President George Boncoraglio joined Donohue in touring newly renovated areas now under constant video surveillance and monitored by security guards. Many of the incoming clients are referred by courts and come from correctional or psychiatric facilities.

Sex offenders and others with aggressive behavior will attend programs on managing their anger, conflict resolution, plus health and wellness sessions in the MDU setting, Wade said.

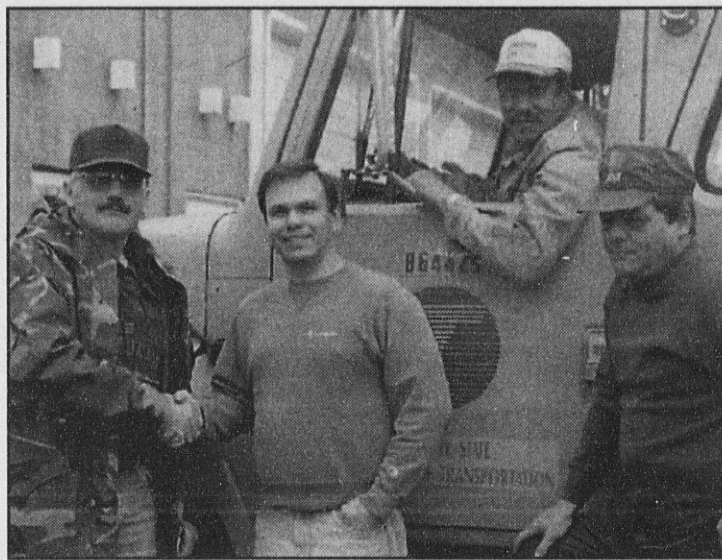
"We look forward to CSEA members being a valuable part of the treatment team that ultimately hopes to make the community a safer place for everyone when these individuals rejoin society," Donohue said.

— Lilly Gioia



Binghamton-area CSEA state locals parade with pride

Banners from all four CSEA state locals in the Binghamton area were proudly displayed on a state Department of Transportation truck, driven by Highway Maintenance Worker Phil DeMarco, during the annual St. Patrick's Day Parade in Binghamton. The well-dressed vehicle displayed banners from Binghamton State Employees Local 002, Binghamton Psychiatric Center Local 441, Broome Developmental Center Local 449 and SUNY Binghamton Local 648.



DOT workers capture burglar
HENRY CARATYAS, second from left, is congratulated by DOT Foreman Mike Raguseo. Looking on are Martell Anglin (in truck) and Bill Dwyer, who helped capture a suspected burglar being chased by police on the Saw Mill Parkway. When the burglar's car went off the road, the DPW crew stopped traffic while Caratyas caught the running suspect and held him until police could handcuff him. Caratyas suffered a stab wound, which fortunately was not serious, although he required stitches.

Parks workers train for future

NYS Governor's Office of Employee Relations Director Linda Angello, left, and CSEA Parks and Recreation Local 102 President Paul D'Aleo inspect plans for a break room at Jones Beach State Park that was completely renovated by 50 CSEA members in a General Trades Certificate Program conducted by the CSEA/NYS Labor-Management Committee. CSEA President Danny Donohue helped award certificates to course participants.



CSEA backs hospital workers

CSEA President Danny Donohue, center, speaks out in support of New York City hospital workers during a rally opposing layoffs and the closing of Harlem Hospital. At left is AFSCME International President Gerald McEntee and at right is Jim Butler, president of AFSCME Local 420 which represents the hospital workers. Queens County state Assemblymember Brian McLaughlin, who is also head of the New York City Central Labor Council, is between McEntee and Donohue.



Comptroller McCall highly critical of tax contracting-out

State Comptroller H. Carl McCall has faulted the largest contracting-out of state work in history as "mismanaged" and failing to realize anything near promised cost-savings.

The criticism is contained in an audit report of the Department of Tax and Finance contracting-out the processing of personal state income tax returns.

The state agency awarded a \$195 million contract to Fleet Financial Services Corp. in 1994 to process the tax returns. Fleet relocated the operation to former IBM facilities in Kingston, affecting 3,000 mostly-seasonal tax-processing workers in the Albany area.

Tax and Finance projected savings of \$76.5 million, an estimate McCall's audit calls "flawed right from the start." Instead, the audit says, the savings may actually end up as \$13 million, perhaps even less.

McCall blames the former Mario Cuomo administration and the current administration of George Pataki for the situation.

"This entire process has been mismanaged, from the prior administration's overestimating of the cost savings to the present administration's attempts to shuffle jobs from Albany to Kingston to Albany to Poughkeepsie and back to Kingston again," McCall said.

"We had concerns about this from the start, and we're glad it's being looked at seriously," said Capital Region 4 President Carmen Bagnoli, who formerly served as Tax & Finance Local 690 president.

In touch with you

A message from CSEA President Danny Donohue



Workers shouldn't have to risk their lives to earn their livelihoods

April 28th was Workers Memorial Day — a day to remember our co-workers who have suffered and died in the workplace — and to renew our commitment to prevent these tragedies from happening again.

This year we mourn the loss of CSEA Town of Queensbury member John Johnson, who was crushed to death March 16 by a piece of machinery used to heat asphalt for pothole repair. He was apparently trying to unhook the machine by himself. His death is a tragic case in point for the urgent need for safety improvements for New York workers.

Safety and health has always been a top priority for CSEA. We fought for and won the public employee occupational safety and health act (PESH) for New York's workers back in 1980, a law that workers in 27 states still don't have today. But laws mean nothing unless they're enforced, and sadly, tragic losses like that of Mr.

Johnson, and countless other workplace injuries will continue until the powers that be make the same commitment to safety and health as CSEA.

CSEA is leading the fight for worker safety, and we will not give up the fight until every job site throughout the state becomes a safer place to work. With workplace violence now the second leading cause of death on the job in the United States, one thing we've pushed for and continue to demand is a Worksite Security Standard to guide security improvements in public worksites throughout the state.

Back in 1994, after many months of hard work by concerned New Yorkers who recognized the need for a uniform standard to give public employers specific direction on how to implement a security plan to protect their work force, CSEA proposed a Worksite Security Standard to the state Department of Labor. DOL had a chance to lead the country by implementing these proactive,

positive guidelines; but instead dismissed the proposal based on a questionable cost basis alone, ignoring the very real security risks in New York worksites and sending a bad message to working people across this state.

CSEA is now pushing this issue in the legislative arena, and we won't rest until a state Worksite Security Standard becomes a reality. And while DOL drags its feet, we will continue to march forward, taking matters into our own hands, and educating ourselves and our employers how we can all work smarter and safer.

CSEA is committed to fight for the living, and make sure that no working man or woman will have to risk their lives to earn their livelihoods.

On another issue, CSEA believes the NYS Legislature made great strides in opening up the budget process this year. Assembly Speaker Sheldon Silver and Senate Majority Leader Joseph Bruno deserve enormous credit.

While CSEA is pleased with increased funding in many needed areas, we remain concerned that projected deficits over the next three years due to spending and tax cut commitments that have already been made could put us back in a crisis. It does no good to spend more now if we'll be facing cutbacks later.

I hope to see you when I visit your CSEA Region

I am in the process of the latest in a series of periodic visits with members in all six CSEA regions.

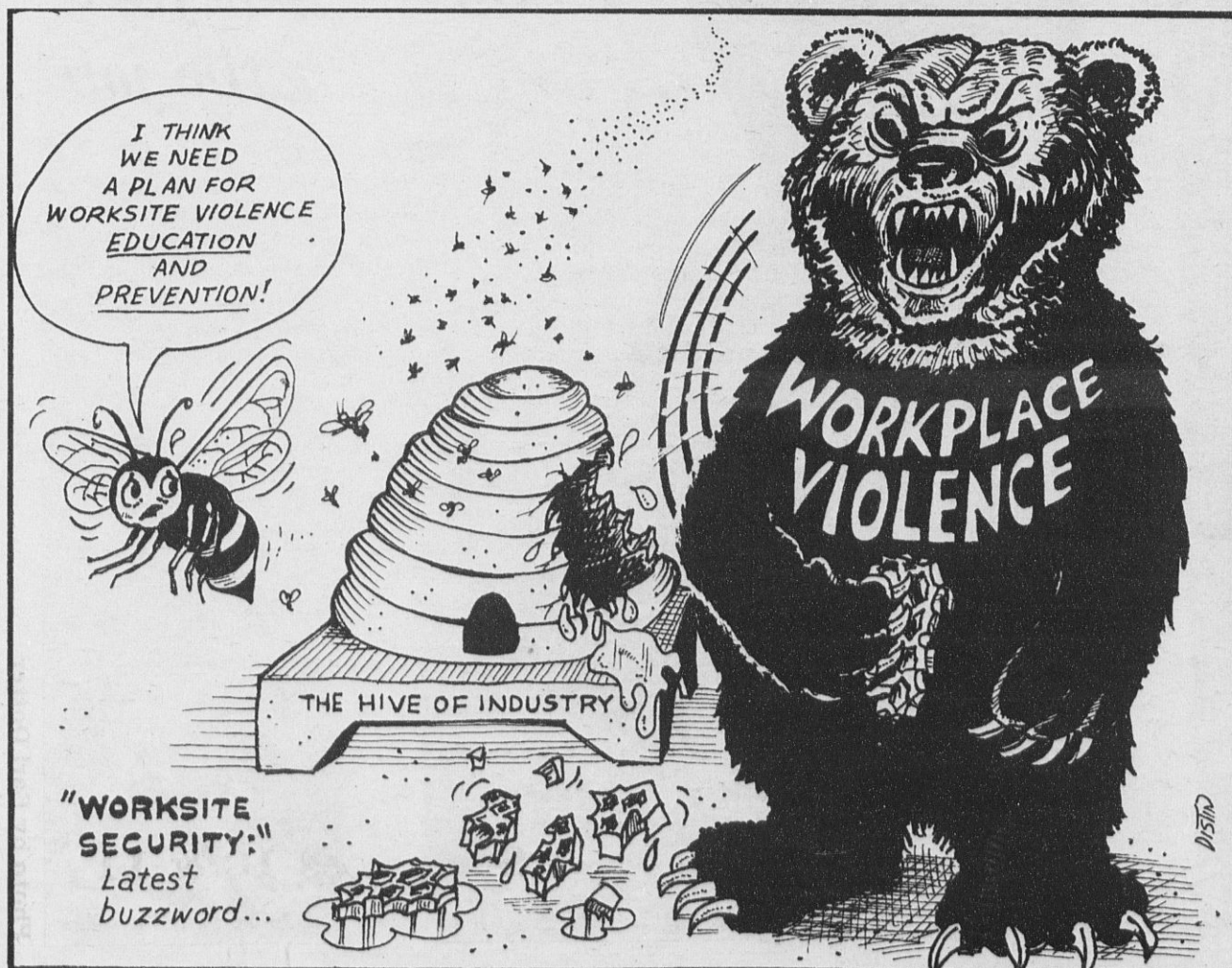
If you would like to meet with me one-on-one during a visit to your region, simply call the appropriate CSEA Region office to schedule an appointment.

I met with members in **Western Region 6** on April 23. Other scheduled visits are as follows:
Central Region 5 — May 14, Holiday Inn (Downtown), 222 S. Cayuga Street, Ithaca;
Capital Region 4 — June 18, location to be determined;

Southern Region 3 — Sept. 24, Region 3 Office;

Metropolitan Region 2 — Oct. 21, Region 2 Office;

Long Island Region 1 — Dec. 10, Region 1 Office.



"WORKSITE SECURITY:"
Latest buzzword...

The Quiet Sickness

*Photographer
Earl Dotter shows
us the dangers
Americans face
on the job*

See pages 10 & 11

Photo by Earl Dotter

Photographer chronicles the danger of work

From the coal mines of the American South nearly 30 years ago to a lab technician dissecting a potentially rabid raccoon last year, world-class labor photographer Earl Dotter has built a career showing the dignity and humanity of Americans who face death, disability and disease simply to make a living. "I feel it's important to try to command the attention of those viewers who might ordinarily pass folks by, particularly folks who have worked hard all their lives and are suffering an unfair disadvantage of the health effects of their work," Dotter said. His goal is "to humanize the raw statistical tragedy that loss of life and premature loss of livelihood from hazardous work has created in the United States, to put a human face on those individual tragedies ..."

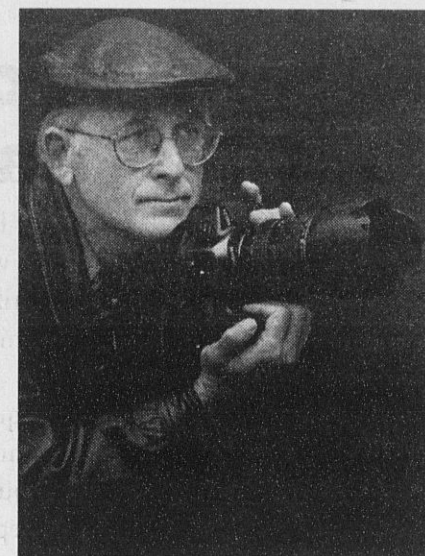


Photo by Deborah Stern

Labor Photographer Earl Dotter.

CSEA co-sponsored an exhibit that featured his photographs in the Empire State Plaza in Albany earlier this year. The exhibit has traveled extensively over two years.

Dotter's photos are a memorial to those who are injured, killed or made ill by their jobs. The exhibit set the appropriate atmosphere for CSEA to mark Workers Memorial Day on April 28.

His dramatic black-and-white photographs of a child clearing cotton from the barbs of a cotton harvester, a coal miner's widow clutching the flag at her husband's grave, a stark and silent steel mill, a window washer suspended 86 stories above New York City, a cotton worker felled by brown lung lying in his coffin and dozens of others fill Dotter's new book, *The Quiet Sickness: A Photographic Chronicle of Hazardous Work in America*.

An award-winning photographer, Dotter has a national reputation as a photojournalist, and his focus on the struggles of working people is no accident. His book opens with a quotation by Bertold

Brecht: "Art is not a mirror held up to reality but a hammer with which to shape it."

What stands out in his photos, beyond the grime on a coal miner's face and the protective suits worn by chemical workers, is the dignity these workers find in their work and their lives, a dignity that is not diminished by the difficult and dangerous circumstances of their work. Spurred by his own youthful sense of isolation, Dotter sees his photos as a way of expressing the rage he feels when people are mistreated and endangered.

"It makes me feel rage when I see other people mistreated, exploited and ignored who don't deserve that treatment. Sometimes my blood boils about the situations I find myself in because so much of it seems so absolutely unnecessary," Dotter said.

"I found that the most victimized individual yearns for dignity and self respect, and I look for that aspect in the photographs I make of them I think we can admire those of us who try to become the best that we can become, and I look for that aspect in my subjects even as they are facing tremendous adversity from their loss of health and livelihood."

Dotter started taking pictures during one course with a professor who demanded students show a personal point of view in their work. After college, he went to Tennessee as a VISTA volunteer, where he met the coal miners who grace many of his photos. His work with the reform movement of the United Mine Workers of America led him to a job with the reformed union, and his commitment to working people continues today, to the praise of experts in occupational safety and health.

Howard Frumkin, chair of the Department of Environmental and Occupational Health at the Rollins School of Public Health of Emory University, wrote the afterword to *The Quiet Sickness*:

"(Dotter's photographs) capture the humanity, the nobility and the struggles of working people; the pain of their workplace injuries and illnesses; the grief when their dreams are cut short, and the hope that sustains them."

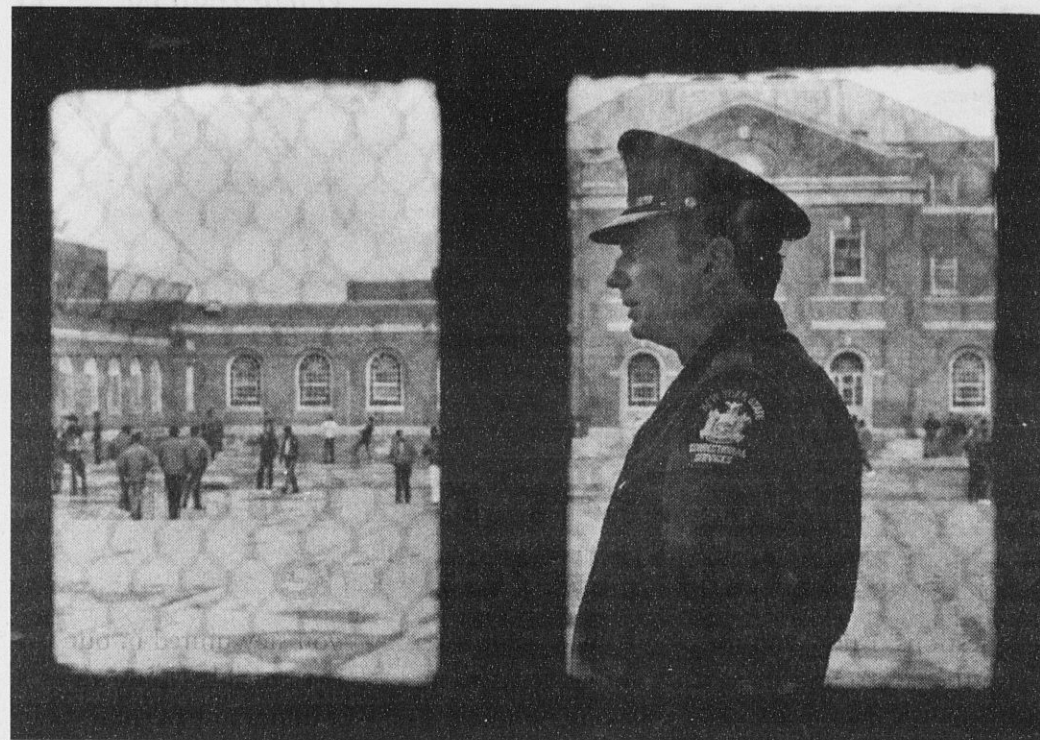
— Kathleen Daly

How to order *The Quiet Sickness*

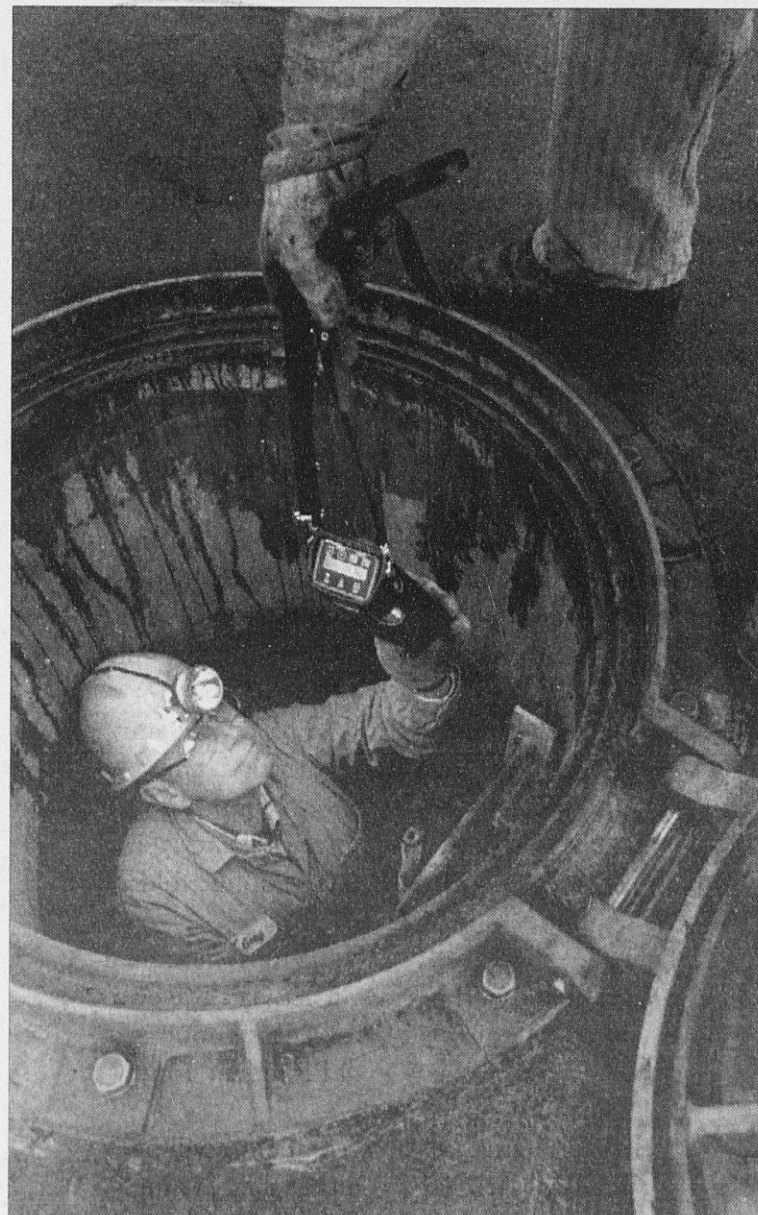
Earl Dotter's book, *The Quiet Sickness: A Photographic Chronicle of Hazardous Work in America*, is published by the American Industrial Hygiene Association Press. To order, send \$49.95 (includes postage and handling) check or money order, to:

Earl Dotter
P.O. Box 8074
Silver Spring, MD 20910

COVER PHOTO: A snowplow operator and AFSCME member installs chains in preparation for clearing deep snowdrifts in Minnesota.



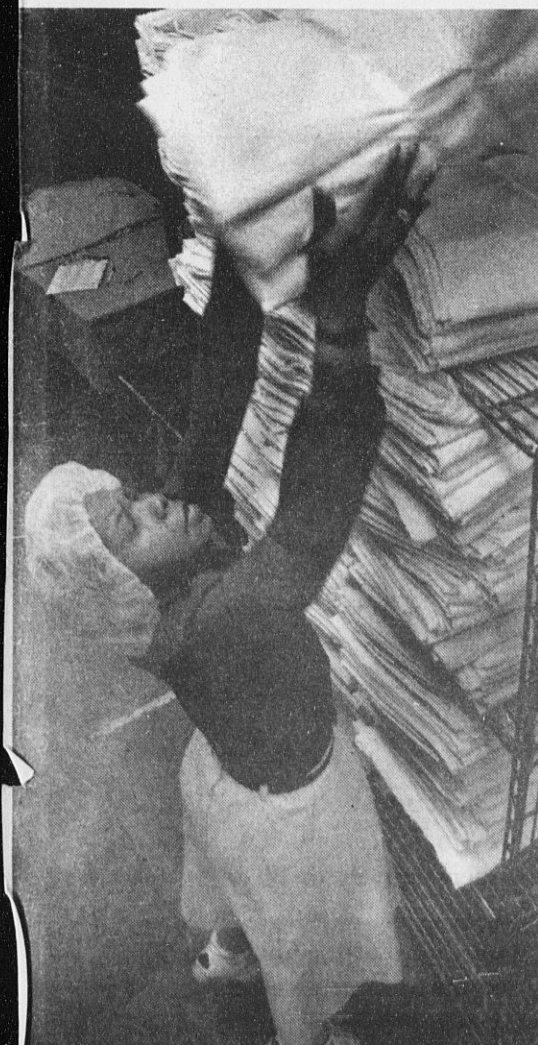
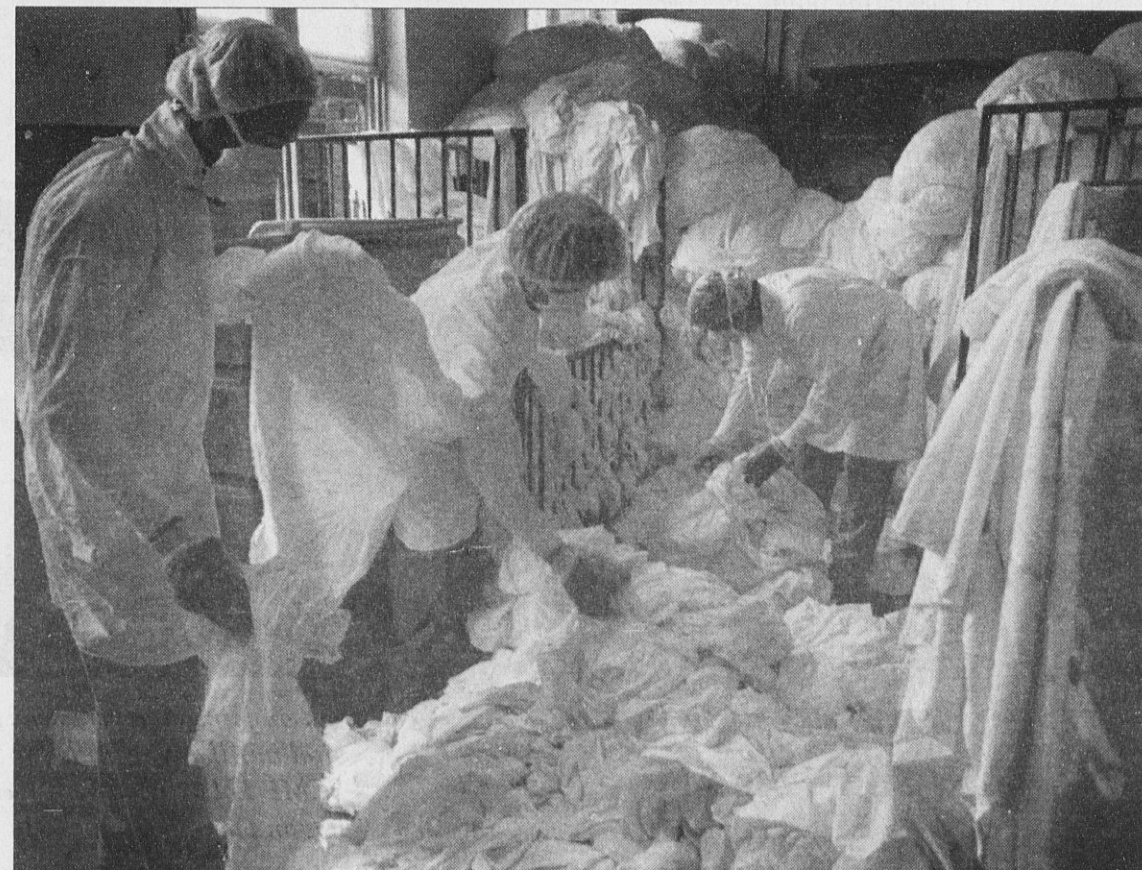
A maximum security prison corrections officer, above, represented by AFSCME Council 82.



A bridge inspector and AFSCME member prepares to check for hazardous air quality in a chamber of the Hood Canal Floating Bridge in the state of Washington prior to entering a confined space.

Photographs by Earl Dotter

Health care workers face great risks. At right, a laundry worker in Illinois stocks poorly designed hospital bed linen storage racks, forcing her to lift heavy bedding above shoulder height. Below, AFSCME members sort contagious bed linens in a Bronx Hospital.



A USDA data entry clerk and AFSCME member massages her hands, injured over a period of eight years at a computer keyboard. Repetitive stress injury reports have increased tenfold in the past 10 years at a cost of \$20 billion to \$100 billion a year, depending on how the cost of lost time work is calculated. Below, her hands at work in Virginia.



American Labor Link



Farm workers, migrants deserve fairness

"For the Record"
by Edward J.
Cleary, president,
NYS AFL-CIO

*Twelve hours of work,
seven days a week and no
overtime pay.*

No weekly day of rest.

*No access to toilets or
hand-washing facilities.*

*No right to bargain
collectively for wages and
working conditions.*

*No coverage under state or
federal minimum wage laws.*

These are the conditions of workers in many developing nations. They are also the conditions in New York state for an estimated 47,000 migrant workers who come to our state to work each year and thousands more farm workers who live here.

The annual income for migrant workers averages from \$4,000 to \$8,000 — far below the poverty level.

More than 36,000 farms in New York generate almost \$3 billion worth of livestock, dairy products, fruits, vegetables and field crops.

But the workers who make possible the relatively cheap

and abundant food we enjoy are excluded from the table of social, economic and political life because they are exempted from the state's most basic labor protections.

Their work includes long days of back-breaking labor or working with dangerous equipment. Many are exposed to pesticides and other hazards. In most cases, New York's health and safety laws do not cover farm workers. For example, when other workers are subject to heat stress, they must have shortened work periods and areas for cooling down, but there are no requirements for farm workers.

Migrants and farm workers are among the most powerless in the state. A growing group of individuals and organizations have recognized the injustice these workers face and are pressing the Governor and state Legislature to enact laws to provide basic and fundamental rights for those who toil on our farms. The Justice for Farm workers Campaign is seeking legislation to:

■ Provide a day of rest, without penalty, as other workers have;

■ eliminate farm workers' exclusion from the right to collectively bargain with their employers;

■ Require all farms to provide workers with access to toilets and hand-washing facilities in the fields; and

■ Include farm workers under the state's minimum wage laws.

These reasonable demands would treat farm workers with dignity and fairness and the same rights enjoyed by other workers. Gov. Pataki has proposed tax cuts for the state's farmers — a proposal we can agree with — but only if it is tied to improving working conditions for migrants and farm workers. Farmers who already treat their workers well should support such measures.

To draw attention to these issues, the New York State Labor-Religion Coalition sponsored a 40-hour fast for farm workers in March. The American labor movement has a long tradition of supporting all workers whether organized or not. We urge all those who care about economic and social justice to join us in these efforts.



NYS AFL-CIO President Edward J. Cleary speaks during the kick-off of a 40-hour fast in held in March to dramatize the plight of New York's farm workers. CSEA and the New York State Labor-Religion Coalition took part in the fast and have joined the Justice for Farm workers Campaign.

John Johnson
CSEA Member
Killed on the Job
March 16, 1998
Town of
Queensbury

CSEA mourns a

CSEA Town of Queensbury member John Johnson died March 16 in an on-the-job accident.

Johnson was crushed to death by a piece of machinery used to heat asphalt for pothole repair. He was apparently trying to unhook the machine by himself. An investigation into the accident is continuing.

— Daniel X. Campbell

WORKERS
MEMORIAL
DAY
April 28, 1998
AFL-CIO

At press time, CSEA was preparing to mark Workers Memorial Day with the state AFL-CIO and in conjunction with an advocacy day for farm workers. See the June edition for coverage of Workers Memorial Day.

For New York State Government Employees... Work-Related Injury or Illness?

ARS/Accident Reporting System

ARS will be fully operational in all State agencies by Fall, 1998.



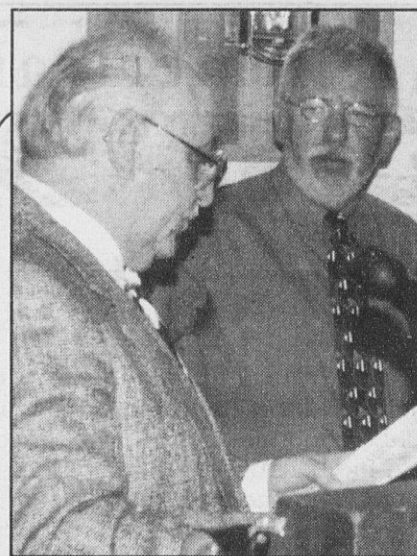
Your call to ARS makes Workers' Compensation benefits available fast and connects you to ONECARD RxSM, the New York State Workers' Compensation prescription drug program.

ONECARD Rx
Workers' Compensation/Health Insurance Prescription Drug Program
For New York State Government Employees in ARS with prescription drug benefits through

- The Empire Plan
- CSEA Employee Benefit Fund
- Kaiser Permanente/Community Health Plan (KP/CHP)
- HIP Health Plan of New York (HIP)

Ask your personnel or safety office about ARS and ONECARD Rx. If you have not already received information about these programs in your mail, news will be arriving soon.

State of New York Department of Civil Service, Employee Benefits Division, The State Campus, Albany, NY 12239
<http://www.cs.state.ny.us>



Jim Moore installed as labor council president

CSEA Central Region 5 President Jim Moore, right, is installed as president of the AFL-CIO Central New York Labor Council by former council president Victor Olivadoti. Moore heads a CSEA region that spans 20 central New York counties from Canada to Pennsylvania.

Syracuse school budget blasted

SYRACUSE — CSEA is fighting back with harsh criticism of the Syracuse City School District administration amid threats of possible layoffs of CSEA-represented workers due to budget reductions and talks of consolidation plans with the city.

CSEA Central Region 5 President Jim Moore blasted the district's superintendent, calling his consolidation plan a public relations gimmick.

"The superintendent's so-called plan was simply a press release to give him some good publicity and steer attention away from his bad management," Moore said. "It had no substance, it confused people and did nothing to address the current budget crisis."

CSEA Blue Collar Unit President Rick Adsitt and CSEA White Collar Unit President Donna Gavett said members from both units were lobbying heavily to restore budget funding to avoid any job cuts.

— Mark M. Kotzin

PEOPLE makes a big difference in your life

CSEA/AFSCME lobbying efforts in Washington under the umbrella of the PEOPLE program and phone calls by CSEA activists to New York representatives combined to help convince members of the US House of Representatives to defeat a proposed misnamed Paycheck Protection Act that would have severely restricted labor unions from participating in political and legislative activities on behalf of rank-and-file members. Lobbying, communicating with members on legislative issues and voter registration drives are among activities that would have been prohibited without written approval.

PEOPLE (Public Employees Organized to Promote Legislative Equality) is CSEA's federal political action program. The PEOPLE Committee is responsible for

raising the voluntary contributions necessary to promote and protect the interests of the union membership in the federal elective and legislative process. Election law does not allow CSEA to use dues money for this purpose.

The PEOPLE agenda is to work toward fair and progressive legislation for all Americans. Because Congress acts on issues that affect our daily lives it is important for you to have a say. Join with the more than 13,000 CSEA PEOPLE members and become a part of the PEOPLE Team. Take a moment to complete the application below and return it to CSEA/PEOPLE, 143 Washington Avenue, Albany, N.Y. 12210.

PEOPLE has been making a difference in your life for a long time. Keep helping yourself by helping PEOPLE.

PEOPLE works for you

'Congress acts on issues that affect our daily lives, on and off the job. The effort to silence the voices of working Americans under the deceptively-named Paycheck Protection Act is a perfect



Marie Prince

example of why it is so important for every CSEA member to join and contribute generously to the PEOPLE program.

PEOPLE contributions enabled the strong, clear voices of CSEA and AFSCME members opposing the "Paycheck Deception" Act to ring loudly through the halls of Congress.

— Marie Prince, chairperson
CSEA Statewide
PEOPLE Committee

YES! I want to be part of the action. ★ VOLUNTARY PEOPLE MEMBERSHIP AUTHORIZATION ★ YES! I want to be part of the action.

• PAYROLL DEDUCTION APPLICATION •

Name _____
Last First Middle
Address _____ Apt. # / Floor _____
City _____ State _____ ZIP _____
Social Security No. _____
Work Phone () _____ Home Phone () _____
Job Title _____
Region _____ Local _____ Agency # _____ Payroll Item # _____
Name of Employer _____

Deduction per pay period: \$1.50 \$2.00 \$3.00

In addition to my Civil Service Employees Association, Inc. dues deduction previously authorized by me, I further authorize the State of New York or associated agencies to deduct each pay period the PEOPLE deduction amount listed below and remit to the Civil Service Employees Association, Inc. as a voluntary contribution to be forwarded to the Treasurer of the PEOPLE Qualified Committee, AFSCME, P.O. Box 65334, Washington, D.C. 20035-5334, to be used in accordance with the By-Laws of PEOPLE Qualified Committee for the purpose of making political contributions. My contribution is voluntary and I understand that it is not required as a condition of membership in any organization or as a condition of employment, and is free of reprisal, and that I may revoke this authorization at any time by giving written notice.

SIGNATURE _____ DATE _____
If \$2.00 or more is checked above, circle jacket size: X-Small / S / M / L / XL / XXL

• DIRECT CONTRIBUTION APPLICATION •

Name _____
Last First Middle
Address _____ Apt. # / Floor _____
City _____ State _____ ZIP _____
Social Security No. _____
Work Phone () _____ Home Phone () _____
Job Title _____
Region _____ Local _____ Department _____
Name of Employer _____

Enclosed is my personal check, money order or credit card contribution in the amount of: \$35.00 \$50.00 \$75.00

VISA MASTERCARD Expiration Date _____
ACCOUNT NUMBER _____

SIGNATURE _____ DATE _____
If \$50.00 or more is contributed, circle jacket size: X-Small / S / M / L / XL / XXL

**CSEA-represented
STATE EMPLOYEES**

IT'S TIME TO APPLY FOR YOUR

Civil Service Employees Association

LEAP

Labor Education Action Program

TUITION BENEFITS

It's time to apply to the Labor Education Action Program (LEAP) for tuition benefits.

Catalogs which detail the new LEAP delivery system and application forms were mailed on April 28 to all eligible members who applied for a LEAP tuition benefit during the last two terms. New York State Agency Personnel and Training offices also have a small supply of catalogs. If you did not receive a catalog and are unable to obtain one in your agency, call LEAP at 1-800-253-4332 to obtain one.

LEAP is a tuition benefit program available to members in the state Administrative, Operational and Institutional Services Units, the Division of Military and Naval Affairs and CSEA-represented employees of Health Research Inc., SUNY Construction Fund, Teachers Retirement System and the Unified Court System. Other eligibility requirements are covered in the catalog.

Contact the LEAPline at 1-800-253-4332 with questions about LEAP or other education and training benefits for CSEA-represented employees. LEAPline advisors are available weekdays from 8:30 a.m. to 4:30 p.m. (8:30 a.m. to 8:30 p.m. on Thursdays).

What Do You Know About Insurance?

As a service to our members,
CSEA, along with
Jardine Group Services
Corporation, presents these
Clip-N-Save Insurance Facts.

Your CSEA insurance broker, **Jardine Group Services Corporation**, can help with all your insurance needs. Jardines works with CSEA to provide a wide range of insurance programs available exclusively to CSEA members. To set up an appointment for a personal insurance review, please contact your local Jardines insurance representative. To find out who your Jardines agent is, please call **1-800-697-CSEA (2732)**.

Clip this out and save for your future reference.

Life Insurance Q & A

Did you know that about 70% of Americans own some form of life insurance? Yet few people know if they have the right benefit amount, the right beneficiary or even the right insurance. Here are some things you should know.

Q. How do I know if I need life insurance?

A. Life Insurance is designed to financially protect your dependents, who count on you for financial support. A good life insurance plan is necessary if you have people who financially depend on you and your income.

Q. How much life insurance do I need?

A. Insurance experts recommend coverage amounts that equal five to seven times your annual income. However, this amount varies depending on where you are in your life. To make sure you get the right level of coverage, calculate how much you own, how much you owe, and how much money your loved ones would need for the future.

Q. What types of life insurance are out there?

A. There are two basic kinds of life insurance: Term Life and Whole Life. In general Term Life offers the most coverage for the least amount of money while Whole Life offers solid, permanent protection with cash value.

Q. I'm planning for retirement. Can life insurance help?

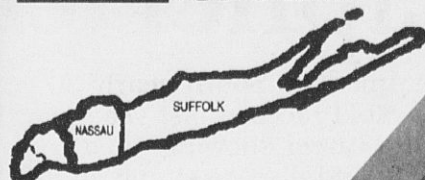
A. Yes. Life insurance can be an important part of planning for retirement. The right life insurance plan can help create a nest egg and money for your retirement.

Q. I have insurance coverage now, do you have any advice for me?

A. Every five to seven years you should review your insurance. This will give you peace of mind by making sure you have the right amount and type of coverage to meet your changing needs.

Q. Any advice on my beneficiary?

A. Remember that the proceeds of your policy are paid to your most current designated beneficiary. If you took out coverage in 1985 and named your spouse as your beneficiary, but later divorced and remarried, your first spouse would receive the proceeds of your policy, not your current spouse. Make sure you update your beneficiary as changes in your life occur.



May 1998 • Vol. 3, No. 5

EXPRESS

Message from CSEA Nassau Local 830 President Anthony P. Giustino



Significant Progress in Contract Talks As Mediator Enters Picture

Many of you know by now that Martin Sheinman has been selected as our contract mediator, and I am delighted that the county negotiators agreed to this appointment. As a result, contract negotiations are moving steadily ahead. Since the beginning of April, your bargaining team has had one meeting alone with Mr. Sheinman and several bargaining sessions with both Mr. Sheinman and county negotiators. As compared to the last negotiations in 1994, this is one year ahead of schedule.

There has been significant progress on some very important issues as determined by you and your negotiations committee. Naturally, nothing is agreed to until the final contract is agreed to.

But I want to make this point very clear: *Nothing will be agreed to until your Negotiating Team is satisfied with the terms being offered.* As I said here last month, an early resolution of our contract must not come at the expense of contract items which we feel are of primary importance to our members.

You should also be aware that for possibly the first time ever in Nassau County, your CSEA team and I have adopted an open negotiations policy. This means that there is no "blackout" on

negotiations. If you have questions, I urge you to ask us. In addition, we have the largest and most representative negotiations team in the history of Local 830. Every unit president is a member of the team.

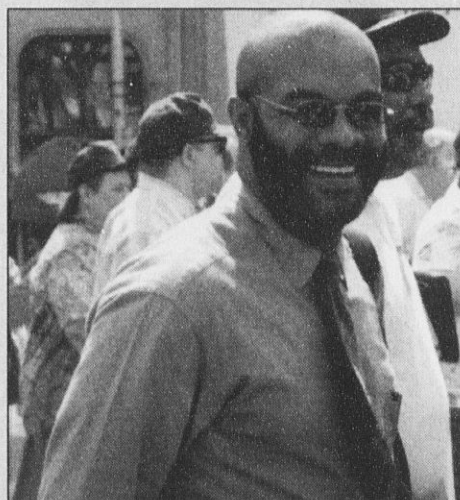
If you have any questions on contract items or the status of negotiations, I urge you to ask either me personally or your unit president. Meanwhile, I will endeavor to keep you informed on contract progress through flyers, through this newspaper, through our radio show on WGGB and through personal contact at the worksite meetings I hold on a regular basis.

Once again, I implore you stay united in our mutual desire to get the best possible contract. Staying united is our most important weapon. Call me for information any time at 571-2919.

Yours in Solidarity,

Tony Giustino, President
CSEA Nassau Local 830

Les Eason to Receive Statewide CSEA Mission Achievement Award



Les Eason joins marchers near the Capitol in Albany recently for AFSCME Lobby Day. See other photos on page 3.

Nassau County Local 830 1st Vice President and A. Holly Patterson Geriatric Center Unit President Les Eason has been chosen to receive the 1998 CSEA Mission Achievement Award, presented each year by the Local Government Division of CSEA.

"The award honors those special people who best personify the CSEA Mission Statement Spirit," CSEA President Danny Donohue said. "Congratulations! This honor singles you out from among thousands of activists statewide and is, I might add, well earned," Donohue told Eason.

"Les Eason is one of the most dedicated and hard working union activists I've ever known. If anyone deserves this honor, it is Les," Nassau Local 830 President Tony Giustino said.

The actual award presentation will be made on Fri. May 8 during the opening night dinner of the Irving Flaumenbaum Memorial Local Government Workshop.

STAY INFORMED

TUNE IN TO

"CSEA IN FOCUS,"

THURSDAYS AT 7 P.M.

REPEATED SATURDAYS AT 8:30 A.M.

ON WGGB, 1240 AM

The Public Sector

CSEA Nassau County Local 830

EXPRESS

May 1998 • Vol. 3 No. 5

A Monthly Publication of CSEA Nassau County Local 830
ANTHONY P. GIUSTINO, President

Tony Panzarella, Editor
(516) 571-2919 Ext. 15

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Sheryl C. Jenks, Communications Associate
CSEA Long Island Region Office, (516) 462-0030

**NASSAU LOCAL 830
Executive Officers:**

Jane D'Amico, Executive Vice President
Les Eason, 1st Vice President
Dan Murphy, 2nd Vice President
Noreen Lingham, 3rd Vice President
Robert Cauldwell, 4th Vice President
Raymond Cannella, 5th Vice President
Jewel Weinstein, 6th Vice President
Bobby Eisgrau, Secretary
Kathleen Vitan, Treasurer

Unit Presidents/Executive Board:

John Aloisio III, Treasurer's Office
Michael Cathers, Probation Department
Robert Cauldwell, Social Services Department
Tim Corr, Recreation & Parks Department
Kathryn Cosgrove, Administrative Unit
James Davis, Assessment Department
Mary Delmare, School Crossing Guards
Les Eason, A. Holly Patterson Geriatric Center
Bobbi Eisgrau, County Clerk
Salvatore Gemelli, Sheriff's Department
Cynthia Hancock, Nassau Community College
Nancy Ianson, Office of Drug & Alcohol
Timothy Jaccard, Police Department AMTs
Barbara Jones, Department of General Services
Joan Kleila, Police Department Civilian
Bruce Kubart, Comptroller's Office
Richard Russ, Department of Consumer Affairs
Joseph Schickler, Health Department
Paul Simon, Fire & Rescue Services
Martin Stamile, Department of Public Works
George Walsh, Nassau County Medical Center
Joseph Whittaker, Fire Marshal's Office

We 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



Goodwill Ambassador

Nassau CSEA President Tony Giustino congratulates Stanley Lapinski Jr. for his selection as a "People to People" ambassador, a program launched by President Eisenhower back in 1955. Looking on are Stanley's proud dad, CSEA member Stanley Sr., and, at left, brother John. Stanley is an Xth grade student with a 90.5 grade average at W. Tresper Clarke High School in East Meadow. As a student ambassador, Stanley will travel this summer to France, Germany, Switzerland, Austria and Italy.



Nancy Hoffman, Esq.
CSEA General Counsel

LEGAL UPDATE

Persistence Pays Off — Sometimes

In 1993, CSEA filed a petition with the Nassau County Mini-PERB, seeking to represent 96 professional and/or supervisory employees who had been left out of all other county bargaining units. The employees wanted us to represent them and to be part of Local 830. For reasons too old to remember, it took the county about a year to file its answer (1994) in which it objected to CSEA representing these employees and claimed that they were managerial or confidential employees. Then, as happens sometimes, events beyond our control made this case drag on further. The Nassau County Mini-PERB had vacancies on its board, making its processing of these cases seem to take forever. Under the Taylor Law, where there are local Mini-PERB's such as in Nassau County, those local agencies have authority to deal with representation questions. State PERB deals with improper practice charge matters and also can hear appeals from Mini-PERB decisions.

After 12 days of hearings which finally concluded in August 1997, the matter was finally with the hearing officer for a decision. In January 1998, the hearing officer issued his report which found that 50 of the petitioned-for employees were neither managerial nor confidential and should be placed in the CSEA bargaining unit. As for 22 others, the hearing officer determined that these employees are, indeed, managerial or confidential. Two employees were found to be temporarily exercising managerial or confidential responsibilities but their regular duties warrant them being placed in the county bargaining unit. This will happen when they return to their regular duties full time. For the remaining positions, there was agreement beforehand as to whether they should be in the unit, thereby not necessitating their inclusion in the evidentiary hearings.

What is all this to do about, you might be asking? Why is there a need to litigate who is a manager and who is a confidential?

The standards for managerial or confidential designations are set forth in the Taylor Law itself. Managers are defined as persons who (1) formulate policy or (2) may reasonably be required on behalf of the public employer to assist directly in the preparation for and conduct of collective negotiations or to have a major role in the administration of agreements or in personnel administration, provided that their role is not of a routine or clerical nature and that it requires their exercise of independent judgment. **Confidentials,**

in turn, are persons who assist and act in a confidential capacity to a managerial employee as described above.

It is the person who is designated, not the position. The person must be doing the tasks as described, regardless of their formal job description, in order to get the designation. This is why it often takes an evidentiary hearing to determine if the designation is warranted. Management may be looking to keep the position out of the unit and label it as a management position but upon closer scrutiny the individual is not actually doing the policy or negotiations/contract administration work required for the formal PERB designation. Similarly, while many support people have jobs that place them in a confidential relationship with a boss or a supervisor, not all of those positions meet the Taylor Law requirements for confidential designation either, as their bosses are not "managerial" under the Taylor Law criteria. A PERB designation as managerial or confidential bars a person from being in a union. This, we know, is a real negative for most workers, as the union provides not only strength in numbers for bargaining and political action, but it also provides many, many benefits and privileges that non-union employees don't have: The right to vote on the contract affecting terms and conditions of employment, representation for grievances, disciplines, and in court matters, a legal services plan for personal legal matters, insurances, education programs, training for career advancement, and so much more. **Being part of the labor movement is being part of history which affects all workers whether in Nassau County or elsewhere in the world.**

The positions covered by the recent victory include positions at the Medical Center, in the Department of Recreation and Parks, Department of Probation, Department of Mental Health, Department of Social Services, Department of Health, Department of Public Works, Department of General Services, Comptroller's Office, Senior Citizens Affairs, and Civil Service Commission. For these new brothers and sisters, we hope that the long protracted proceeding has not dimmed their enthusiasm for becoming active members of Local 830 and of CSEA. Maybe next time the county will look more closely at the Taylor Law criteria before keeping so many people at bay for so long in their desires to become union members! Surely we have shown the County that CSEA and Local 830 will not walk away from any workers who want union representation!



WOMEN'S COMMITTEE

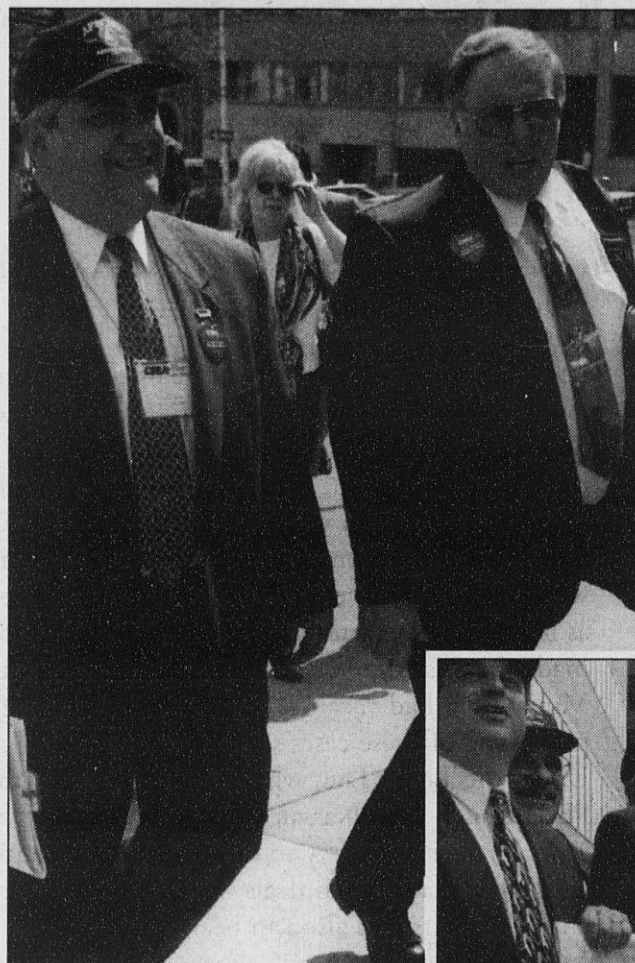
We make it happen!

Women's Committee Continues to Break Ground on Women's Issues

By Jane D'Amico, Executive Vice President Chair, Women's Committee

Our local has again taken to the forefront in the continuing struggle over Pay Equity/Comparable Worth for women. As follow-up to the January 22 Pay Equity hearings, in which I testified on behalf of CSEA before a New York State Assembly Legislative Hearing Committee, we have advanced a political action initiative in which we have secured Sen. Michael Balboni as sponsor for Pay Equity legislation in the New York State Senate. Four different Pay Equity/Comparable Worth bills, introduced by Assemblyman Tom DiNapoli and other co-sponsors, have already passed in the New York State Assembly. The tougher job for passage will be in the Senate and we are very appreciative of Sen. Balboni's commitment to carry similar bills.

The Nassau Local 830 Women's Committee has also taken the first regional initiative to formulate a Long Island Chapter for the Coalition of Labor Union Women (CLUW), a national organization that promotes women's labor issues. The first organizational meeting for the new chapter was held on April 16. The next meeting will be May 28 at the local at 5 p.m. We invite all members of CSEA, as well as members of other nationally affiliated unions, to join us in this important step forward for unionized Long Island women. If you have a friend, family member or association — male or female — who belongs to any other major union (Communications Workers of America, American Federation of Teachers, United Auto Workers, Teamsters, etc.) please invite them to come with you to our next meeting. We need five unions with national/international affiliates in order to form our own chapter. Please RSVP to Jewel Weinstein at 571-2919 ext. 20 as a light dinner will be served.



Above, Long Island Region 1 President Nick LaMorte and Nassau County Medical Center Unit President George Walsh march up the hill to the Capitol in Albany.



Nassau County Local 830 At AFSCME Lobby Day In Albany

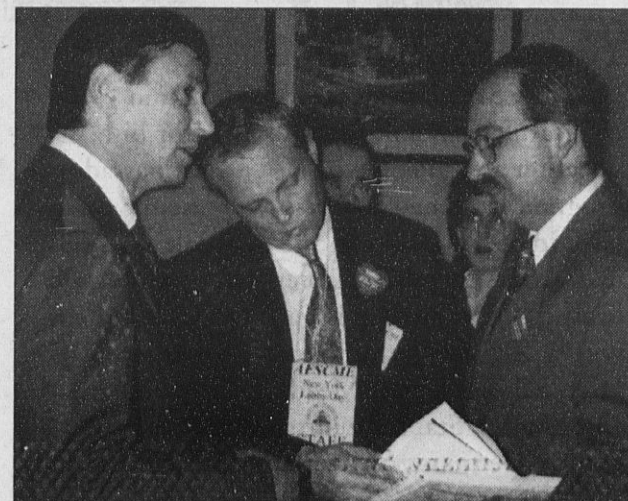
To Push for Legislation to Promote Safe Jobs, Safe Worksites, Safe Futures

See related story, photos
Page 3 *The Public Sector*



Above, CSEA Executive Vice President Mary Sullivan, right, Nassau Local 830 Treasurer Kathy Vitan and Tom DeStefano, 4th vice president of Local 830 sheriff's unit, join the march. At right, Nassau Local 830 President Tony Giustino discusses the day's events with Local 830 Communications Committee Chairperson Ron Gurrieri, right, and CSEA Long Island Region Political Action Coordinator Tom Kilmartin.

Above, CSEA President Danny Donohue, third from left, is shown proudly displaying the AFSCME NY banner along with, from left, AFSCME NY Area Director Eliot Seide; Council 35 President John Orlando; Donohue; District Council 82 President Rich Abrahamson; AFSCME International President Gerald McEntee; Council 1707 Executive Director Josephine LeBeau (behind McEntee); Council 35 Executive Director John Scardino and AFSCME Assistant NYS Area Director Robert Massey.



CSEA "Healthy Heart" Program

"Healthy Heart" Introduces Walking Trails

With the assistance of a state grant, Nassau County Local 830 is conducting a "Healthy Heart" program in an attempt to exert a positive influence on the daily living habits of members in areas that effect health. The following is another in a series of Healthy Heart articles that are running in The Nassau Express in conjunction with the program.

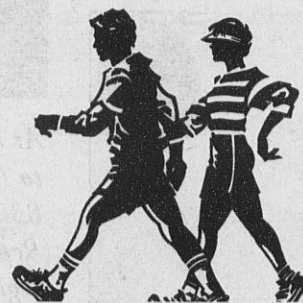
T

he CSEA Healthy Heart Program has put together a series of walking trails of varying lengths in and around the Mineola/Garden City office complex to promote an exercise regimen for members who work in the area.

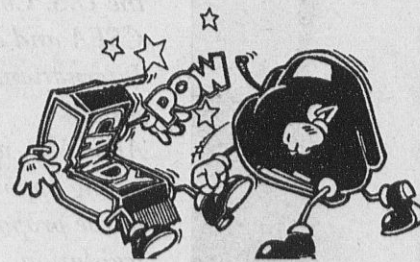
At this time, six trail maps are available. They include:

1. The Courthouse Stroll – 1/2 mile (see map on this page)
2. The Mineola Mile – 1 mile
3. Moving on a Country Road – 1 mile trail
4. The Garden City Tour – 2 miles
5. Tudor Home Trail – 2 miles
6. The Garden City 5K – 3 miles

Members wishing to obtain a copy of the above maps can call 571-0755.



Healthy Heart Snacks In Vending Machines



Thanks to some persistent lobbying with a vending company, the director of CSEA's Healthy Heart program was able to get the owner to "think healthy" when filling the machines.

Susan Kessler arranged with BCI Inc., the company that holds the contract for county vending machines, to include 10 low-fat snacks in the candy machines at the County Office Building at 240 Old Country Road, and at the Social Services Building at 101 County Seat Drive. In addition, the soda machine at 400 County Seat Drive will now offer water and apple juice.

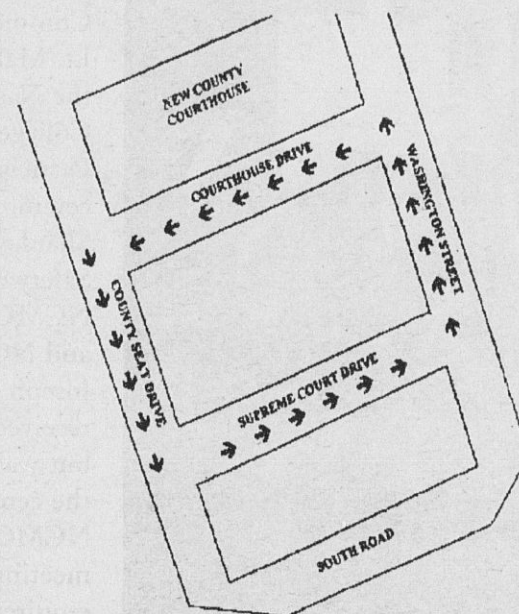
To encourage employees to try these items, the Healthy Program will subsidize the items for a full month, reducing prices by as much as 30 percent.

Healthy snacks now found in the machines include raisins, NutriGrain bars, fruit snacks, Snackwell cookies and chocolates, baked potato chips, light popcorn and pretzels. Leading up to the new array of healthy snacks, the Healthy Heart Program conducted a Health Fair at the County Office building, introducing employees there to many of the items free of charge.

THE COURTHOUSE STROLL (.5 MILE)

DIRECTIONS:

- left (north) on County Seat Drive from CSEA to Courthouse Drive
- right (east) on Courthouse Drive to Washington Avenue
- right (south) on Washington Avenue to Supreme Court Drive
- right (west) on Supreme Court Drive to County Seat Drive
- right (north) on County Seat Drive to CSEA



Summer Bowling League Now Being Formed

CSEA Nassau County Local 830 is now forming a summer bowling league, which will play from June 2 through August 25 at the North Levittown Lanes. Family and friends are welcome!



Teams must have four bowlers and may carry two substitutes. All competition will be handicapped at 90 percent making all team play fair. If you do not have an average, you will establish one after the first night of bowling.

Bowlers may make up their own teams or sign up as individuals and be placed on a team.

The weekly cost of \$10 includes three games of bowling, league secretarial service, treasury service, end of season party and trophies. It also includes a VIP card which entitles members to big discounts on bowling during open play.

Persons interested in joining the league may call North Levittown Lanes at 735-3900.



Saying Thanks

Lt. Albert F. Pfeifer of the Safety and Security Department at Nassau County Medical Center, right, presents Certificate of Merit and Outstanding Commendation Medal to Lt. Mary E. Bagnasco of the Nassau Community College security staff. Participating in the ceremony is Chief Lee Shanley, Director of Safety and Security at NCMC. Lt. Bagnasco and NCC Security Chief Joseph Portela, who also received a commendation but was unable to attend the ceremony, assisted NCMC Security in meeting New York State requirements for setting up a school for security guards.



Proud Quilter

CSEA Nassau County Local 830 member Jo-Ann Leitner of the Department of Drug & Alcohol, center, proudly displays her quilt which won a top prize at a recent competition sponsored by the Long Island Quilters Society. Looking on are Drug & Alcohol Unit President Nancy Ianson and Al Ford, Director of the Community and Agency Liaison Unit. Jo-Ann is the unit's assistant director. According to Jo-Ann, the quilt took many years and a lot of work to complete and she was gratified that it won a ribbon.

Blood Donor Sessions Scheduled for May & June

CSEA members who would like to give blood during May and June may do so according to the schedule below. Keep in mind that CSEA has negotiated time off for CSEA members who donate blood.

Members are granted one day off for each two blood donations through the Nassau County Blood program, up to a maximum of three days per year.

Persons wishing additional information may call:

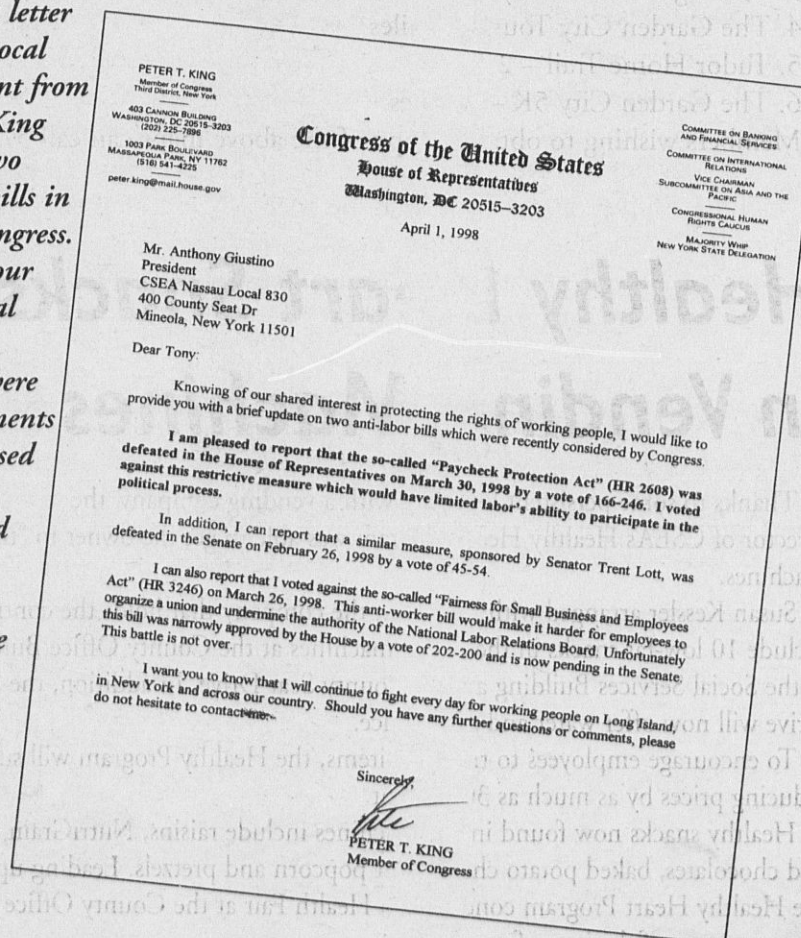
Kathy Vitan

**CSEA Nassau Local 830 Treasurer
and Blood Donor Chairperson at
571-2919, Ext. 18.**

- May 5 - A. Holly Patterson at AHPGC
- May 13 & 14 - County Office Building (240 Old Country Rd., Mineola) at NCMC
- May 27 - Nassau Community College at the college
- June 11 - Correctional Center at the center
- June 24 & 25 Department of Public Works at NCMC

Rep. King Helps Defeat 'Employee Deception' Act

At right is a letter to Nassau Local 830 President from Rep. Peter King regarding two anti-labor bills in the U.S. Congress. CSEA and our International union, AFSCME, were strong opponents of the proposed legislation which would have significantly restricted the rights of unions to lobby on behalf of their members.



International Day To Be Held At LI Region Headquarters

— Part of "Solidarity Day" Program June 6 —

Promote your pride in CSEA and learn about other cultures at the Annual International Day event sponsored by the Long Island Region 1 Human Rights Committee held this year on Saturday June 6 as part of the Region's "Solidarity Day" program. According to Human Rights Committee Chair Barbara Jones, the event will run from 12 noon to 5 p.m. at the Region Office at 3 Garet Place, Commack. Everyone is welcome and admission is free.

International Day will feature food and music from different cultures throughout the world. Traditional dancing and dress of various countries will also be featured.

Members who wish to demonstrate their talents at this event or who would like to become involved in other ways should call Barbara Jones at 571-6680.

"If you feel like square dancing, electric slide or the Hora, or even bringing out your Gospel group, we will put you in the program," Mrs. Jones said.

The Solidarity Day program, which will run simultaneously, is designed to promote CSEA to unorganized workers and to raise the level of positive visibility for the union.

**For more information
See Page 2 in *The Public Sector***

Financial Wellness is Topic of Women's Committee Seminar To Be Held on May 21

A seminar entitled "Money 2000," focusing on a wide range of issues regarding personal finance, will be held for CSEA members on Thursday May 21, under the sponsorship of the Nassau County Local 830 Women's Committee. Men and women are invited and admission is free.

According to Women's Committee Chair Jane D'Amico, guest speaker Tebbie Clift will emphasize tips on saving for retirement, children's college and special occasions such as weddings. Ms. Clift is an educator for Cornell University and Cornell Cooperative Extension, the sponsors of the program.

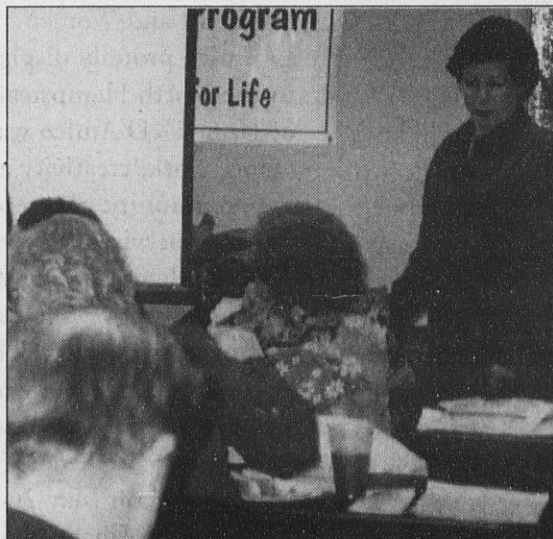
In addition, two speakers from John Hancock will be on hand to discuss the new Roth IRA and who can benefit from it. They are Virginia Tubridy, marketing representative, and Thomas Dougherty, sales manager.

The program will be held from 5 to 7 p.m. in the multi-purpose room of the CSEA office, 400 County Seat Drive, Mineola. Light refreshments will be served. Because space is strictly limited, Ms. D'Amico strongly recommends that those who are interested reserve a spot early by calling Jewel or Judy at 571-2919.

Nassau County Local 830 Women's Committee Seminars Held Monthly

Assertiveness!

Anne Emmerson of the Nassau Community College Office Technology Department was the guest speaker at an "Assertiveness Training Workshop" presented by Local 830's Women's Committee. The workshop is part of a highly successful series of Women's Committee seminars held monthly at the CSEA Local 830 offices in Mineola. For information call 571-2919.



With more the presentation

Asthma Awareness Program To Be Held on May 11

If the pollen season has you sneezing and weezing, you might want to take advantage of an upcoming free workshop being offered to members through CSEA.

A program on asthma awareness and other health concerns will be presented in the CSEA multi-purpose room on Monday May 11 under the sponsorship of the CSEA Healthy Heart Program, the American College of Asthma, Allergy & Immunology and Dr. Muataz Jaber of Rockville Centre.

Guest speaker Dr. Jaber, with a specialty in allergy, asthma and immunology, is a teacher at the Nassau County Medical Center. The program will run from 11 a.m. through 3 p.m. and will include a breathing test. An asthma "quality of life" questionnaire will be issued for those in attendance to complete. In addition, Dr. Jaber will discuss other health issues such as high blood pressure, heart disease and allergies. A healthy snack will be served.

For more information or reservations, contact Mary Green at 571-2919, ext. 30.

1998 CSEA "Spring Fling" To Be Held June 16

The results are in ... and it's a tie!

The Third Annual CSEA Spring Fling will alternate between country music and rock 'n' roll.

This year's event is set for Tuesday June 16 at the Sandcastle in Franklin Square. It will start at 6 p.m. with an hour of free line dancing lessons, followed by a buffet dinner and dancing, including both country and rock 'n' roll, from 7 to 11 p.m.

Several issues ago, Social Committee Chair Beth Luttinger asked *Nassau County Express* readers to suggest a theme for this year's Spring Fling. When the results were tallied, country and rock 'n' roll were the clear winners.

The buffet will include eight chaffing dishes, eight smorgasbord items, carving station, pasta station and dessert and refreshments.

The cost is \$20 for Nassau Local 830 Bargaining Unit members and \$30 for their guests. Flyers with reservation forms are available through your unit president or at the CSEA office, 400 County Seat Drive, Mineola.

The Sandcastle is located at 519 Franklin Ave., Franklin Square, across from Pathmark. Valet parking is available. For more information call Beth Luttinger at 571-2919, ext. 11.



Veterans Legislation Supported by CSEA

By Debbie O'Connell

CSEA strongly supports the Veteran's Service Credit Act, and the Veteran's Committee of Nassau County Local 830 would like to urge all veterans, family and friends to support the Veteran's Service Credit Act introduced by Sen. Marcellino, S2245 and endorsed by Assemblymember Tocci, A6495. This bill provides retirement credit for certain members of the New York State and Local Employees Retirement System who have served in the armed forces during periods of military conflict.

Please write and call your Senator and Assemblymember to strongly urge passage of this bill.

The committee will communicate further details to all veterans in our database as soon as possible. If you have any questions, please call Debbie O'Connell at CSEA, 571-2919 ext. 28.

United, this bill will pass.

Fill Out and Mail the Coupon At Right →

News from Nassau County Local 830 Crossing Guards Unit

Hello again, hope everyone had a nice Easter and Passover. Our next scheduled general meeting is on Wednesday June 10 at 7 p.m. and will be held in the assembly hall at police headquarters. At the meeting we will be drawing the winners of the scholarships and it is important for everyone to do their best to sell the raffle tickets that will be handed out by your union representatives.

Nassau Local 830 President Tony Giustino will be at the meeting to discuss the contract, so if you have any questions about your contract you should make it a point to attend to get the answers from the person in the best position to know the facts.

Anyone who has a question about any union or work-related topic should attend the meeting. Anyone who wants to meet with the co-workers and their representatives should attend the meeting. Anyone who wants to be heard on an issue or voice an opinion should attend the meeting. Do you get the idea yet that we want you to attend the meetings? Your representatives are here to help you and all that we ask in return is that you come to the meetings so

that we can serve you and your needs better.

Our annual awards dinner will be held on May 15 at Koenigs in Floral Park at 7 p.m. The price for the dinner is \$35, which includes sit-down dinner, choice of five entrees, refreshments, and a DJ to provide music for the evening. We will present awards to 34 crossing guards in honor of their years of service to the police department. We will also hold a raffle at the dinner and the prizes are: color TV, tickets for a show at Westbury Music Fair and a gift certificate for the Maine Maid Inn and door prizes. Tickets for the dinner are available from your precinct representative. This will be an enjoyable evening and a chance to socialize with your co-workers from other precincts so we hope we have a good turnout for the dinner.

That's about all for now. If anyone has anything they want to submit for the next issue, give it to your precinct representative who will forward it to the writers.

Be careful out there on your crossings! Stay safe and look both ways!

Please complete and forward to:

Debbie O'Connell
CSEA
400 County Seat Drive
Mineola, NY 11501

Please attach a copy of your DD214 or separation papers. We will keep this on file for your convenience.

Name _____

Address _____

Branch of Service: _____ Dates _____

Any suggestions/interests: _____

Strength in Numbers

Bias Complaints Heard By Unity Committee

The CSEA Unity Committee has begun reviewing member complaints of discrimination and sexual harassment, according to Barbara Jones and Tim Corr, co-chairs of the committee.

"Several complaints have already been brought to successful conclusions," said Ms. Jones. She urged members who feel that they have suffered discrimination on the job due to gender, race, religion or nationality to contact her at 571-6680.

All calls will be kept strictly confidential and all complaints will be investigated.

Although the Committee has no enforcement powers, it will attempt to solve discrimination problems either directly or by referral to the proper government agency, according to Ms. Jones.

Nassau County Local 830 Executive Vice President and Women's Committee Chair Jane D'Amico proudly displays a citation naming her to the North Hempstead Town "Women's Roll of Honor." D'Amico was recognized as a woman whose work, creativity and acts have enhanced the community. She received her award from Town Supervisor May Newburger as part of the Town's celebration of Women's History Month in March. Above, she stands next to the Roll of Honor in the Town Hall lobby. D'Amico has also been named the winner of the "Woman of Distinction" award presented annually by the New York State Senate. The award ceremony will be held on May 26 in the Legislative Chamber in Albany. State Sen. Carl Marcellino will make the presentation.

Roll of Honor



A Message from Long Island Region 1 President Nick LaMorte

*CSEA Is Your Union***Now Is The Time For Every Member To Become Involved And Participate**

Greetings CSEA Nassau Local 830 members.

Your Long Island region representatives are busy attending different events and activities this time of year.

Recently, our state division members held a workshop in Buffalo. It was well attended and we continued the theme of transforming our union to a more open and democratic one.

CSEA is working hard to become more member-oriented than ever.

The union leaders are reaching out to involve more members. This is no small task. An organizational task force, "Task Force For The Future," has been created. It is comprised of CSEA staff, elected officials and members who meet monthly to look at the union structure and the way we currently do business.

Subcommittees have been divided into different categories, each charged with investigating how we can get more membership involvement and participation. Many Long Island activists are serving on the subcommittees and Nassau County Local 830 is particularly well-represented.

The Task Force has been created mainly to encourage the membership to grasp ownership of their union. Now, not everyone in this union wants

ownership, and some don't want to get involved at all. WRONG! This is your union and everyone should participate in some aspect of it. It's your right and what's more our strength depends on your involvement.

On another issue, I recently had the opportunity to attend a Long Island Federation of Labor Congressional meeting. This was the third time the Fed put on this program, similar to a town hall meeting where our five elected congressional members come before the labor rank and file to answer your questions.

About 500 union members from across Long Island greeted Congressional Reps. Carolyn McCarthy, Peter King, Rick Lazio and Michael Forbes. I spoke first and asked about the continuing problems of subcontracting and what the future would bring on this issue.

This is your union and everyone should participate in some aspect of it. It's your right and what's more our strength depends on your involvement.

I stated that out-sourcing of public employee jobs does not work and after many failures at this concept it should now be abandoned to concentrate on improving public services through a labor management partnership.

Let me also invite you to participate in CSEA, AFSCME Local 1000 International Solidarity Day to be held at our Long Island office in Commack on Sat. June 6, beginning at noon. The event will celebrate our union and our diverse heritage. Come to learn more about CSEA and bring your family and friends who may also want to learn more. For information call 462-0030.

Until next month, I remain

Fraternally Yours,

Nick LaMorte, President
Long Island Region 1

***Task Force For The Future***

CSEA is involved in an extensive process of transformation involving all levels of officers, activists, rank-and-file members and staff. Nassau County Local 830 has a number of members actively involved in the process, including Executive Vice President Jane D'Amico, Valerie Durant, Tim Jaccard, Noreen Lingham and Les Eason. Above, the Task Force For The Future's Negotiations subcommittee meets.

CSEA's 1998 Legislative Program

While much of the state Legislature's attention has been on the state budget, CSEA staff and political activists have been busy with a substantial

legislative program. CSEA is, as always, promoting laws that will benefit members on and off the job — improved security, protection

against contracting out, retirement issues and more. Here's a brief description of CSEA's legislative program. If you want to get involved

with CSEA's extensive grassroots legislative efforts, contact CSEA's political action coordinator in your region office.

Permanent COLA



CSEA's number one priority in 1998 is passage of a permanent-cost-of-living adjustment (COLA) for retirees. CSEA is pushing for a bill that provides a defined benefit and is constitutionally guaranteed.

This will enable retirees to plan ahead and meet the rising costs in standard of living, inflation and health care.

Retiree Health Benefits



S.2569A - Farley (R-Schenectady)
A.4215A - Vitaliano (D-Richmond)

In Assembly Ways and Means/In Senate Civil Service and Pensions

This bill would prohibit all public employers from unilaterally reducing health insurance benefits or increasing health insurance costs for retirees unless a corresponding change is negotiated for current employees.

Worksite Security

S.5945 - Spano (R-Westchester)

A.2666 - Nolan (D-Queens)

Passed Assembly/In Senate Labor Committee

This bill requires all employers with 50 or more employees to assess their worksite for potential areas where violence can occur. The employer would then be required to develop a written plan to address any problem areas, notify employees and take corrective action.

Contracting Out Standards



S.4198 - Spano (R-Westchester)

A.6436 - Vitaliano (D-Richmond)

In Senate Finance/In Assembly Governmental Operations

This bill would require that any governmental employer that wishes to contract out must follow strict standards and meet stringent criteria before they can do so. Among the provisions are a requirement that the government must prove an actual cost savings, all contracts would have to adhere to established labor laws and prevailing wages, and that public employees would have a right to respond and object to the proposed contract.

Permanent Agency Shop



S.391 - Spano (R-Labor)

A.3126 - Vitaliano (D-Richmond)

In Senate Civil Service & Pensions Committee/In Assembly Governmental Employees Committee

This bill makes agency shop fee deduction permanent. Without agency shop, employees who are not union members still receive union benefits and representation at the expense of dues-paying union members.

Union Improper Practice

S.6328A - Spano (R-Westchester)

A.9265 - Nolan (D-Queens)

Passed Senate/Passed Assembly



This bill makes it an improper employer practice for public employers and an unfair labor practice for private and not-for-profit employers to utilize state funds for discouraging employees from joining unions.

Tier 3 and 4 Equalization

A.9599 - McEneny (D-Albany)

No companion bill in the Senate

In Assembly Governmental Employees Committee/No Senate number yet



This bill provides an increased retirement benefit calculation formula for Tier 3 and 4 members after 20 years of service (currently Tiers 3 and 4 must wait until 25 years, while Tiers 1 and 2 have the increase at 20). The bill also reduces penalties for early retirement of Tier 3 and 4 members down to Tier 2 levels.

Cafeteria Contingency

S.4145 - Nozzolio (R-Wayne)

A.3584 - Sanders (D-New York)

In Senate and Assembly Education Committees
This bill would provide that cafeteria services of school districts are ordinary contingent expenses in the event that a school budget is defeated by the voters.



CSEA opposes Charter Schools

S.5433 - Rules Committee

A. 3252B - Faso (R-Albany)

In Senate Education/In Assembly Education
CSEA is expressing strong opposition to the Governor's proposal to create charter schools within New York state. As it stands, this proposal

would allow private corporations and not-for-profit corporations to establish and operate charter schools and draw away funds that currently go to public school districts. These charter schools would not have to abide by established education standards or regulations and would operate with almost no public oversight. Further, charter schools would not have to abide by provisions of the Civil Service Law which requires school districts to collectively bargain.



Local, unit elections scheduled to be conducted between May 15 - June 15

Elections will be conducted for all local officers, for delegates, and for all unit officers

The term of office for all current local officers, delegates and unit officers expires June 30, 1998. Officers and delegates will be elected or re-elected to three-year terms during local and unit elections to be conducted between May 15 and June 15, 1998.

Each local and unit executive board must select its own Election Committee and committee

chairperson. The Local and/or Unit Election Committee is primarily responsible for conducting the election.

Slate petitioning and slate voting will be an option for candidates for local and unit office (see adjacent information).

Members may run as individual candidates if they wish.

Nominating procedure for small CSEA locals and units; special election rules apply

The union's election rules require a minimum of 10 signatures on nominating petitions for office in all locals and units. However, this requirement causes problems for potential candidates for office in locals and units with 10 or fewer members.

Special election rules apply for CSEA locals and units of 10 or fewer members.

The statewide Board of Directors approved an Application for Election to Office for locals and

units with 10 or fewer members. In these smaller locals and units, completion of the Application for Election to Office replaces the requirement to obtain signatures on a nominating petition.

In locals or units with 10 or fewer members, any member who submits the application and meets election requirements under the appropriate Local or Unit Constitution will be placed on the ballot.

Important Information about slate petitioning and slate voting

Local Elections

In local elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the Local's By-Laws, secretary and treasurer.

The slate may also include candidates for other offices which have been created according to the Local Constitution and By-Laws. In locals which have created the combined position of secretary-treasurer in their By-Laws, the slate must include a candidate for that office.

Unit Elections

In unit elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the Unit's By-Laws, secretary and treasurer.

The slate may also include candidates for other offices which have been created according to the Unit Constitution and By-Laws. In units which have created the combined position of secretary-treasurer in their By-Laws, the slate must include a candidate for that office.

Candidates should know the following:

⊃ A member cannot be a candidate for officer and for delegate on the same slate. An officer candidate must circulate a separate nominating petition in order to appear on the ballot also as a candidate for delegate. The member will appear on the ballot as a candidate for office as part of the slate and as an individual for the position of delegate.

⊃ Candidates who run as a slate must complete a Slate Consent Form and a Slate Petition Request Form. By petitioning as a slate, candidates who appear as part of a slate need to submit only one set of the required number of signatures to qualify as a candidate. Individual petitions are not necessary for slate candidates.

⊃ Candidates who withdraw from a slate must complete a Slate Withdrawal Form.

More detailed information about election slates is available from local and unit election committees.

Always protect your membership status

Break in membership affects eligibility for union office, voting privileges

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

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

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

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

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

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

IMPORTANT NOTICE: ELECTION SCHEDULES EXTENDED

The schedule for the election of the statewide Board of Directors and CSEA delegates to the 1998 AFSCME Convention has been extended due to unavoidable delays in ballot preparation and distribution. Due to the delays, ballots that were to be mailed on April 20 in both elections were mailed April 28. Replacement ballots, if an original ballot was not received, will now be available May 5. THE DEADLINE FOR RECEIPT OF BALLOTS IN BOTH ELECTIONS HAS BEEN CHANGED FROM MAY 15 TO MAY 22.

✓ Board of Directors election

Board of Directors election ballots deadline now May 22

CSEA voters have until 8 a.m. May 22 (see notice above) to return ballots in contested elections to fill 24 seats on the CSEA statewide Board of Directors.

Ballots will be counted by Interactive Certified Elections at 1111 Broad Hollow Road, Farmingdale, NY 11735. Results will be announced after the ballots are tabulated. Results will be published in the

June 1998 edition of *The Public Sector*.

Board members will serve a two-year term. Subsequent Board elections will be synchronized with the union's statewide officers' election cycle beginning the year 2000.

Qualified uncontested candidates for other Board seats have been declared automatically elected.

✓ AFSCME delegates election

AFSCME delegates election ballots deadline now May 22

CSEA voters have until 8 a.m. May 22 (see notice above) to return ballots in the election of CSEA delegates to the 1998 AFSCME Convention scheduled for Aug. 24-28 in Honolulu, Hawaii.

Ballots will be counted by Interactive Certified Elections at 1111 Broad Hollow Road, Farmingdale, NY 11735. Results will be announced after the ballots are tabulated. Results will be published in the June 1998 edition of *The Public Sector*.

Voters in each region (except Capital Region 4 where delegates ran unopposed and are automatically elected) are electing delegates to represent CSEA members in their region in accordance with CSEA and AFSCME constitutions.

CSEA is eligible to send 209 elected delegates plus the CSEA statewide president, executive vice president, secretary and treasurer to the AFSCME convention.

✓ Special Board of Directors election

Special election set to fill two Board seats; five new directors elected unopposed

Ballots will be mailed May 14 to eligible CSEA members to vote in a special election to fill two vacant seats on the CSEA statewide Board of Directors representing Mental Hygiene Region 5. **Deadline for return of ballots is 8 a.m. June 4.**

Two slates of two candidates each are seeking the two vacant seats. The "New Visions Slate" candidates are **Marge Winchell and Steve Connis**. The "Future Trend Slate" candidates are **Lori Nilsson and Rose MacBlane**.

Replacement ballots will be available May 22 if an original ballot was not received by contacting CSEA's Statewide Elections Committee at CSEA headquarters

1-800-342-4146 Ext. 1477 or (518) 257-1477.

The following members were automatically elected to the Board of Directors by successfully qualifying as unopposed candidates during the petitioning period that concluded April 20:

Ray LaRose, Agriculture & Markets; **Frank A. D'Allesandro**, Oneida County; **Debra L. Roher**, Ontario County; **Judy Ann Johnson**, Warren County, and **Brenda Facin**, Washington County.

No one submitted nominating petitions for Board seats representing CSEA members in Mental Hygiene Region 2 and Chenango, Franklin, Rensselaer, Schuyler and Sullivan counties.

Summary of March 1998 Board of Directors meeting

Editor's note: The Public Sector publishes a summary of actions taken by CSEA's Board of Directors at the board's official meetings. The summary is prepared by CSEA Statewide Secretary Barbara Reeves for the information of union members.

ALBANY — CSEA's statewide Board of Directors met here on March 19, 1998. In official action, the board:

★ Approved tentative three-year agreements with FSA and HSU in-house staff unions, approved management-confidential staff package;

★ Approved several staff personnel matters, including deletion of the positions of Director of Retirees, Director of Member Benefits, Assistant Director of Member Benefits and Deputy Director of Organizing/Member Relations. Approved zero funding the position of Director of Education and Training. Approved creating position of Director of Education and Training/Member Relations, two Education and Training Specialists positions and position of Organizing Project Specialist. Approved upgrading the management-confidential position of Manager-Computer Operations. Approved reclassification of three member benefits positions.

★ Approved retaining the accounting firm of Coopers & Lybrand for fiscal year 1998;

★ Approved a special election schedule for vacant statewide Board of Directors seats;

★ Approved two changes recommended by the Constitution & By-Laws Committee. One revised the union's Region, Local, Unit and Private Sector Local constitutions to reflect procedural changes in notifying affected candidates of election protests. The other revised the Local, Unit and Private Sector Local constitutions to reflect changing the deadline for appointing the Election Committee and Chair from prior to Jan. 1 of the election year to prior to Oct. 15 of the year preceding the election year;

★ Approved granting a Local Charter to East Williston School District Cafeteria Local 739;

★ Approved dissolving Mid-State Armory Employees Local 255 and transferring members to Central Region Armory Employees Local 256;

★ Approved the appointment of Paulette Barbera, Liz Pearsall and Augie Buckhardt to the Long Island Region 1 Political Action Committee;

★ Approved CSEA Chautauqua County Local 807 renewing its lease for office space; approved CSEA SUNY Health Science Center at Syracuse Local 615 leasing additional office space.

Questions concerning this summary of actions taken by CSEA's statewide Board of Directors should be directed to CSEA Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210, 1-800-342-4146 or (518) 257-1253.



Barbara Reeves

FINANCIAL STATEMENTS OF THE CIVIL SERVICE EMPLOYEES ASSN., INC.



CSEA President
Danny Donohue



CSEA Treasurer
Maureen Malone

Dear Member:

For the first time in several years we are able to report a positive change to net assets. Although operating activities still show a deficit, this is down from a year ago and after recognizing income from investment activities our net assets increased by \$425,000 for the year.

As we reported last year, we continue to review staffing levels and are expanding our efforts in the organizing area. We are also embarking on a complete review of how we

function as a union with the goal of transforming to a more responsive and inclusive organization.

Danny Donohue *Maureen S. Malone*
DANNY DONOHUE MAUREEN S. MALONE
PRESIDENT TREASURER

The Civil Service Employees Association, Inc. Statements of Financial Position September 30, 1997

ASSETS

CURRENT ASSETS	
Cash and cash equivalents	\$ 7,103,648
Membership dues and agency fees receivable	1,126,560
Miscellaneous receivables	1,062,504
Prepaid expenses	1,003,593
Total current assets	<u>10,296,305</u>
PROPERTY, PLANT AND EQUIPMENT	
Land	2,173,742
Office buildings and improvements	11,637,383
Furniture and equipment	4,059,309
	17,870,434
Less accumulated depreciation	(5,849,183)
	<u>12,021,251</u>
OTHER ASSETS	
Long-term investments	13,689,521
Prepaid pension cost	561,013
	<u>14,250,534</u>
Total assets	\$ <u>36,568,090</u>

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES	
Accounts payable and accrued expense	\$ 4,272,576
Compensated absences	1,334,493
Due to locals	6,729,774
Current maturities of long-term debt	346,639
Current maturities of capital lease obligations	17,028
Deferred revenue	212,992
Total current liabilities	<u>12,913,502</u>
OTHER LIABILITIES	
Long-term debt	3,874,195
Capital lease obligations	51,959
Deferred compensation liability	619,746
Accrued postretirement obligation, net of current portion	4,534,328
Total liabilities	<u>21,993,730</u>
NET ASSETS	
Unrestricted	14,114,290
Temporarily restricted	460,070
Total net assets	<u>14,574,360</u>
Total liabilities and net assets	\$ <u>36,568,090</u>

The Civil Service Employees Association, Inc. Statement of Activities Year ended September 30, 1997

	Unrestricted	Temporarily Restricted	Total
Operating revenue:			
Membership dues and agency shop fees:			
State	\$ 25,381,193	\$	\$ 25,381,193
Local government	32,378,201		32,378,201
	<u>57,759,394</u>		<u>57,759,394</u>
Less:			
Dues refundable to locals and regions	10,365,770		10,365,770
Political Action provisions	1,738,584		1,738,584
Affiliation dues	15,032,263		15,032,263
	<u>27,136,617</u>		<u>27,136,617</u>
	30,622,777		30,622,777
Other:			
Grant revenue	4,586,727	29,638	4,616,365
Interest income and dividends	1,037,245	26,027	1,063,272
Administrative fees	1,264,076		1,264,076
Miscellaneous	771,588	2,274	773,862
	<u>7,659,636</u>	<u>57,939</u>	<u>7,717,575</u>
Total operating revenue	<u>38,282,413</u>	<u>57,939</u>	<u>38,340,352</u>
Operating expenses:			
Program services:			
Field services	15,539,659		15,539,659
Legal services	2,509,772		2,509,772
Convention and representation	1,231,161		1,231,161
Education	2,630,623		2,630,623
Public relations	3,098,934		3,098,934
Support services:			
Officers, directors and committees	1,843,432		1,843,432
Administrative	12,192,146		12,192,146
Total operating expenses	<u>39,045,727</u>		<u>39,045,727</u>
Change in net assets from operating activities	(763,314)	57,939	(705,375)
Nonoperating activities:			
Net realized and unrealized gains	1,129,024		1,129,024
Gain on disposal of equipment	1,059		1,059
Change in net assets from nonoperating activities	<u>1,130,083</u>		<u>1,130,083</u>
Change in net assets	366,769	57,939	424,708
Net assets, beginning of year	13,747,521	402,131	14,149,652
Net assets, end of year	\$ <u>14,114,290</u>	\$ <u>460,070</u>	\$ <u>14,574,360</u>

CSEA also has reporting requirements to fulfill with the US Department of Labor (LM-2) and the Internal Revenue Service (990). Because of the different reporting requirements the Audited Annual Financial Report as printed here may differ in presentation from these other reports.

A copy of the financial statements and report of independent accountants Coopers & Lybrand L.L.P. for the year ended Sept. 30, 1997, is available upon written request by contacting the CSEA Treasurer's Office at CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210.

CSEA puts bus driver back behind the wheel

DELEVAN — When Dave Stimely was fired for a minor accident with his school bus, his fellow workers showed their support by anonymously dropping envelopes with \$40 or \$50 in his mailbox and giving Dave and his wife Christmas gifts for their grandchildren.

Now Dave is back on the job after a grievance settlement of six days suspension, and the vice president of CSEA Pioneer Schools Local 734 is grateful to his union and co-workers for the support he received during a seven-month ordeal.

"It's hard to put into words how grateful we are," Stimely said. "This should show the doubters how valuable a union is for workers."

Local President Warren Schneider said the case was one of selective discipline.

"We think this was done to Dave because he had been actively involved in our union



Dave Stimely, left, is congratulated by Local 734 President Warren Schneider.

organizing campaign last year," Schneider said. "We're glad he's back and that we have a good example of the union working for its members."

— Ron Wofford

Scholarship provides \$10,000 plus internship with AFSCME

Applications are being accepted for the 1998 Jerry Clark Memorial Scholarship for children of AFSCME members. The scholarship was established in 1990 in honor of the late AFSCME political action director.

Applications must be postmarked by July 1. The winner will be announced by Aug. 1.

One scholarship will be awarded to a student who is currently a sophomore majoring in political science. The winner will be selected by lottery from the applicants who meet the eligibility requirements and will receive \$10,000 a year for the junior and senior years of study, as well as an opportunity to intern with the international union's Political Action Department.

The student must be a child of an active member of an AFSCME local union; must have a grade point average of 3.0 or better, must be in his/her sophomore year of study and must be a political science major at an accredited college or university.

Mail requests for applications to: Jerry Clark Memorial Scholarship, AFSCME Education Department, 1625 L Street, NW, Washington, DC 20036 or email: education@afscme.org



INSIDE ALBANY

Inside Albany has a website:

www.insidealbany.com

which includes a monthly commentary by CSEA President Danny Donohue.

One of the best ways you can keep up with what's happening in New York state government is to watch *Inside Albany*, the highly acclaimed television show that presents a critical look at state government. CSEA is a prime underwriter of the program which airs on public television.

You can catch *Inside Albany* on the following public television stations:

Albany, Schenectady, Troy	WMHT (17)	Saturday	6:30 p.m.
	WMHQ (45)	Sunday	11 p.m.
Binghamton	WSKG (46)	Saturday	4 p.m.
	WNED (17)	Saturday	6:30 p.m.
Buffalo	WLIW (21)	Sunday	11 a.m.
		Tuesday	6 a.m.
Long Island	WNET (13)	Saturday	1:30 p.m.
		Sunday	6:30 a.m.
New York City	WCFE (57)	Saturday	6:30 p.m.
	WXXI (21)	Saturday	5:30 p.m.
Plattsburgh	WCNY (24)	Saturday	6:30 p.m.
	WNPE (16)	Saturday	6 p.m.
Rochester			
Syracuse			
Watertown			

Civil Service Matters

Answers to frequently asked questions about the New York State Civil Service System

How are test scores on a written civil service test determined?

First, the raw score is determined which is generally the number of questions the candidate answers correctly. After the results are analyzed, a band score table is constructed for the test. The band score table is then applied to the raw score to determine the final score. Typically, a band score covers a range of scores and bands are reported in five point increments. This method of scoring is called band scoring.

For example, a range of raw scores from 45 to 47 are assigned a band score of 80. If you received a raw score of 45, 46 or 47, your final score would be 80.

Some candidates are entitled to veterans' credits. In accordance with the New York State Constitution, these credits are added to the final scores of passing candidates. Veterans' credits cannot be added to failed scores. On open competitive examinations, which are those open to the general public, qualified non-disabled veterans receive 5 points and disabled veterans receive 10 points.

Why are tests band scored?

Band scoring provides a more realistic assessment of a candidate's performance on written tests than point-by-point scoring. It takes into account that no test can measure a candidate's abilities with perfect confidence or assess all the abilities relevant to a given job. Also, increasing the use of band scoring on civil service tests considerably opens the field of candidates who can be considered for appointment.

EDITOR'S NOTE: This information was prepared by the NYS Department of Civil Service. For more information, write to NYS Department of Civil Service, State Campus, Building No. 1, Albany, NY 12239 or visit their web site at: <http://www.cs.state.ny.us>

CSEA at CBTU



CSEA Statewide Secretary Barbara Reeves, second from right, joined CSEA activists and staff at a Coalition of Black Trade Unionists conference in Buffalo recently. Also pictured are: Deborah Lee, Elaine Mootry, Ruby Mims-Martin, Terry Melvin, Gerald Prince, Marie Prince, Herman Dorsey, Robert Mootry, Portia Given, Barbara Reese and Sylvia Thomas.



Danny Donohue

The CSEA Work Force helps keep New

York healthy. We're nurses, aides,



LPNs,

technicians, office personnel, maintenance workers and more. For 88

years, we've been providing



vital health care services New Yorkers depend

on. Obeying the golden rule, easing our neighbors' pain.



Statewide, CSEA health care workers are 60,000 strong. Working hard around the clock,

not just from nine to five - caring



for people's lives. Helping improve the

quality of your health care, as well as the quality of your life. And donating our time

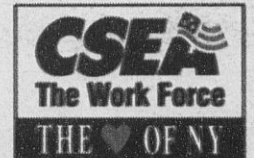
and talents



in many important ways. We're making a difference.

Because it matters.

IF YOU KNOW WORKERS WHO MIGHT WANT CSEA REPRESENTATION IN THEIR WORK PLACE, CALL US TODAY AT 800-342-4146 EXT. 1300 OR 518-257-1300.



Local 1000 • AFSCME • AFL-CIO
Danny Donohue, President

Sector

THE PUBLIC

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

MAY 1998

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