

THE PUBLIC SECTOR

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American Federation of State, County and Municipal Employees, AFL-CIO

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GETTING IN SHAPE
FOR THE NEW YEAR (AND BEYOND)

INSIDE

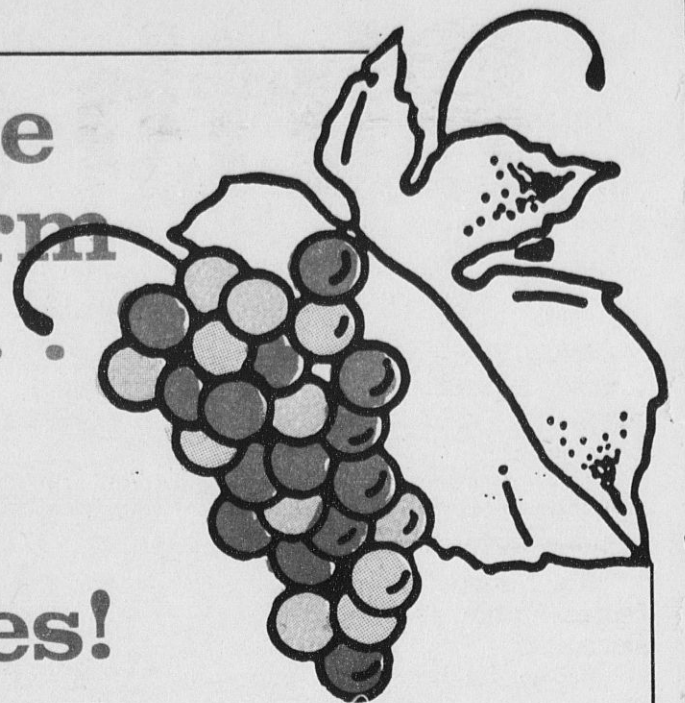


Risking your pension funds.....page 5



He did the right thing.....page 13

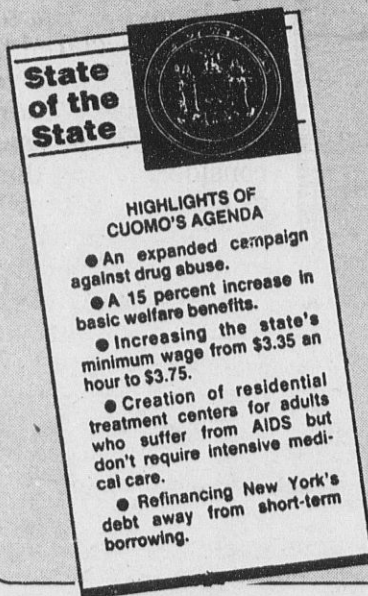
Support the United Farm Workers . . . Don't buy California table grapes!



Please do not buy California table grapes! Two or more of your fellow CSEA members are fasting each day throughout 1989 in support of a national boycott of California table grapes. More than 450 CSEA members have volunteered to carry on personal fasts to protest horrible working conditions in California vineyards, the delivery of poisoned grapes to consumers and the refusal of grape growers to negotiate collective bargaining agreements for farmworkers.

CSEA members can show support for this campaign by refusing to purchase or consume California table grapes. Respect the sacrifices of your fellow union members who are fasting each day and help bring justice to the vineyards — boycott California table grapes!

"And you can quote me on that..."



"The governor outlined a full agenda without really ever mentioning the 'D' word — deficit. The real test is whether or not he can produce a 1989 budget that has gain without pain. And for CSEA, this means preserving programs and jobs without shifting the red ink to localities."

—Reaction of CSEA President Joe McDermott to Gov. Cuomo's State of the State address Jan. 4, 1989.

MOVED?
If you've moved recently, or plan to move in the near future, it's very important, to you and CSEA, that you notify the union of your new address immediately. Use this form for your convenience.

CHANGE OF ADDRESS

Name _____ Social Security No. _____

MY OLD ADDRESS WAS:

Street _____
City _____ State _____ ZIP _____

MY NEW ADDRESS IS:

Street _____
City _____ State _____ ZIP _____

My employer is: _____

My work location is: _____

I am a member of CSEA Local _____

MAIL TO: Civil Service Employees Association
Attn: Membership Department
143 Washington Avenue
Albany, New York 12210

THE PUBLIC SECTOR UNION YES

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

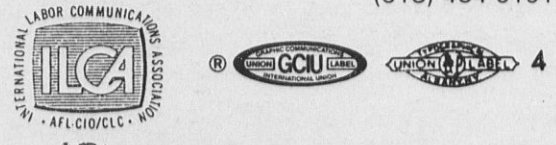
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Birth of a local



By Lilly Gioia
CSEA Communications Associate

NEW YORK — Victory is sweet for Lorraine Bottaro, Iris Roman, Eldra Drew and Rosa Jackson, four of the newest CSEA members who joined as employees of the National Employees Benefit Fund (NEBF).

Leading the organizing committee in a hard-fought representation election, the fearless foursome takes great pride in winning, at long last, the rights and protection of a true union.

The National Labor Relations Board (NLRB) certified CSEA's representation of about 360 members of the benefit fund in mid December.

"It was worth it all," said Bottaro, a claims approver for 15 years. "It's going to feel great to have CSEA behind you when you have something to say to management."

CSEA Region II President George Boncoraglio was one of the first to congratulate the organizing committee on their success and commended them for their hard work and for convincing their fellow workers that together with CSEA they can make a real difference in their workplace.

"Their teamwork and spirit to stand up for what they believed in was the key to this victory," Boncoraglio said.

CSEA statewide President Joe McDermott said the NEBF fight

was an example of the power of will and the power of the union.

"The organizing committee truly believed that the union would make them strong, and they were right," he said. "The way they worked together to win for themselves and all their fellow workers shows that. Now they belong to a union a quarter of a million strong, and that kind of unity is unbeatable."

Echoing those sentiments, Jackson talked about her faith in the union.



Robert E. Wright

new CSEA member Robert E. Wright, a data entry operator employed by NEBF for 13 years.

The NEBF management mounted a coercive campaign grounded in fear once officials learned that a significant number of employees were interested in electing CSEA their bargaining agent. Management threatened to take away benefits if employees voted for the union.

CSEA filed Unfair Labor Practice charges with the NLRB in an effort to retrieve thousands of dollars of employees' money that NEBF had wrongly collected since 1976.

"We are optimistic about winning the unfair labor practices and not only regaining the money owed to these workers, but forcing management to reinstate the jobs and work they have wrongly contracted out," Labriel said.

In an attempt to overturn the representation election after CSEA had been declared the winner, the NEBF filed charges the union intimidated employees into voting for CSEA. Soon after, management withdrew the charges because they lacked evidence.

"I think this was a historic campaign in New York City, considering that the workers had to be re-educated about their status as employees 'at will' who could be let go at any time," Labriel said. "Although they did have good benefits, without a union contract to protect these benefits, they lived at the boss' whim."

"Belonging to CSEA is something we wanted, but I didn't think it would materialize as quickly as it did," Rosa Jackson said. "It was a group effort, all of us working together."



IT'S A GOOD DEAL — CSEA Region I President George Boncoraglio and organizer John Labriel explain to National Employee Benefit Fund employees the advantages of being a CSEA member. CSEA now represents the workers.

Organizing adds to CSEA's strength

During 1988, CSEA continued to grow, adding 24 units and more than 1,000 members. That growth is essential to the union's strength as a force within the state, in battling for contracts and favorable legislation at all levels.

"Organizing is the lifeblood of any union and CSEA several years ago made a commitment to organizing by creating a department specifically for meeting organizing needs," said Tom Mullen, CSEA's acting deputy director for organizing. "With that commitment, we've increased membership both in bringing in new units and in increasing the size of our existing bargaining units."

CSEA President Joe McDermott's commitment to organizing is tied to his

belief that "the union makes us strong."

"We cannot survive without new members, new ideas and even new criticisms," he said. "By organizing both new units and within existing units, we make a statement that CSEA is striving for bigger and better things."

Following is a list of the CSEA bargaining units formed in 1988:

Buffalo Place Inc.
Clarkstown School District Nurses
Edinburgh School District
Town of East Fishkill Police
Jordon Eldridge School District
Helmuth Day Care Center
Royalton-Hartland School District
Clericals
South Orangetown School District

Town of Patterson
Town of Penfield
University of Buffalo—FSA
Village of Perry
Elizabeth Cady Stanton Day Care Center
Verona-Vernon-Sherill School District
Aides
Wayne School District
Town of Webster
Village of Webster
Village of Alexandria Bay
Sayville Village Library
Town of Schodack
Village of Endicott Library
Binghamton Water Pollution Control —
affiliation
Shenendahowa Central School District
Food Service Workers
Town of Maine

A very bad investment!

CSEA's "Chemical" reaction

ALBANY — CSEA President Joe McDermott has called for a "thorough review" of the New York State Retirement System's investment in Chemical Bank in light of the bank's financing of a hostile takeover bid by a South African company.

The company, Minorco, is based in Luxembourg, but is actually South African-controlled through interlocking directorates and cross-holdings of companies.

In letters to state Comptroller Edward V. Regan and Chemical Bank Chairman Walter Shipley, McDermott objected to Chemical's involvement in Minorco's hostile takeover attempt of Consolidated Gold Fields.

"Chemical's involvement in this venture can only serve to exacerbate the ill-treatment of South African black people and labor union members," he said.

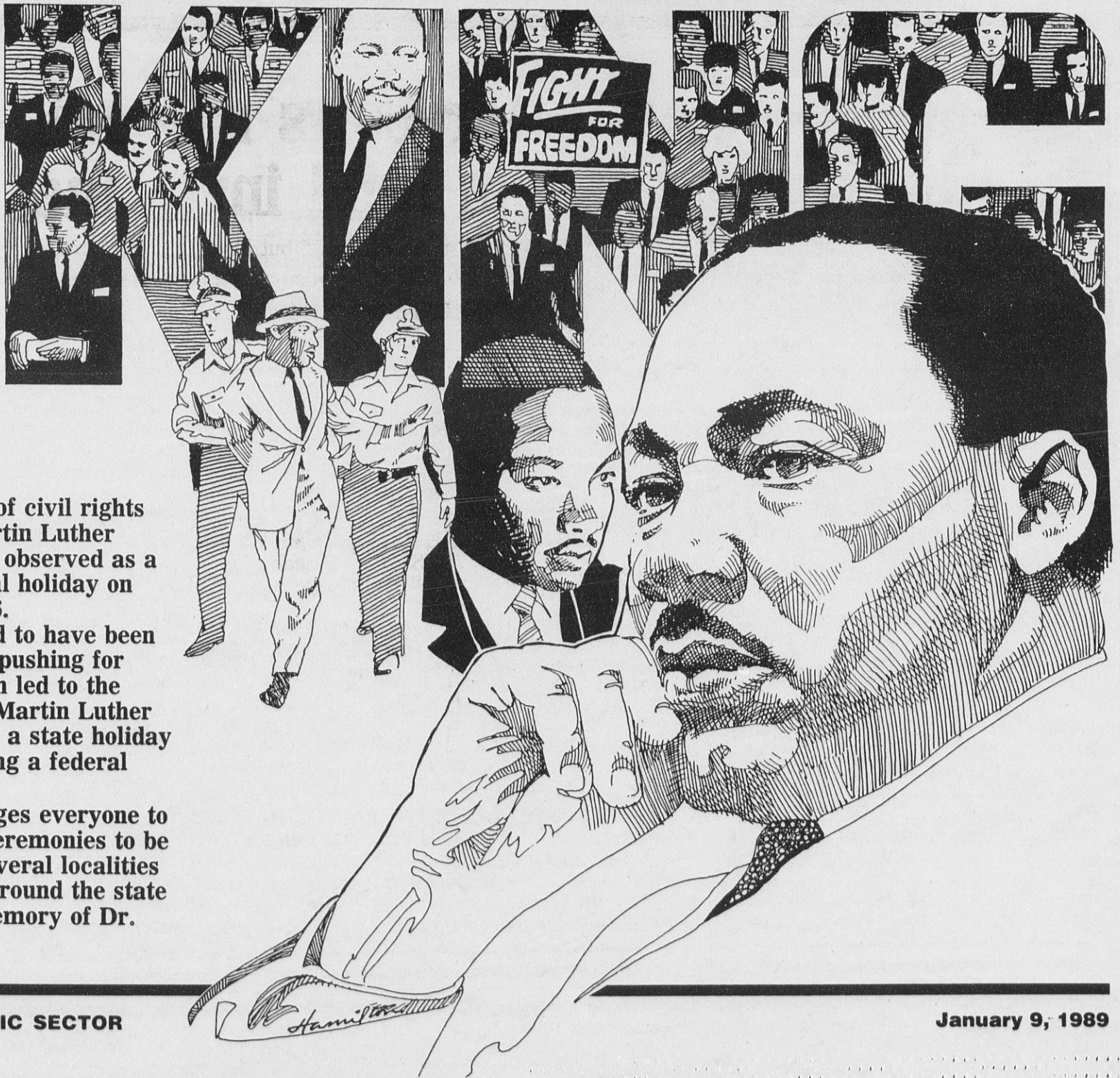
"Public employee pension funds should not be used for corporate raiding — it's bad for the economy and working people," McDermott continued. "It's even worse when it involves South African companies because it helps support the apartheid status which this union has long been on record as opposing. The social injustice in South Africa must end."

McDermott pointed out that the New York State Retirement System is the eleventh largest institutional investor in Chemical Bank, holding 594,000 shares. He urged Regan to use the power of his office to influence Chemical's divestment from the venture.

"If the state comptroller stands up and says this kind of activity will not be tolerated, Chemical Bank and the other large financial institutions will have to take notice AND action."



THE MAN REMEMBERED



The birthday of civil rights activist Dr. Martin Luther King Jr. will be observed as a state and federal holiday on Monday, Jan. 16.

CSEA is proud to have been in the forefront pushing for legislation which led to the creation of Dr. Martin Luther King Jr. Day as a state holiday prior to becoming a federal holiday.

CSEA encourages everyone to participate in ceremonies to be conducted at several localities and worksites around the state honoring the memory of Dr. King.

Keep pension funds out of takeovers

CSEA Board protests risky investments, seeks oversight

ALBANY — CSEA's Board of Directors has approved a resolution deploring the use of public employee pension funds in corporate takeovers and mergers.

The resolution also restates the union's long-standing call for public employee union representation on a board of trustees to oversee pension fund investments. The state comptroller is the sole trustee of the funds.

"Both aspects of this resolution are in the best interest of our members, the stability of the pension system and the economy of New York," said CSEA President Joe McDermott.

"The increasing amount of takeover activity through leveraged buy-outs and many corporations assuming large debts to protect themselves against raiders creates a greater likelihood that pension funds will be drawn into risky investments," McDermott explained.

He also pointed out that these same circumstances often lead to consolidation of operations, facility closings and layoffs that have an adverse affect on workers and local economies.

"We don't want to be a party to any of that," he said.

CSEA has long maintained that too much authority for pension investments is held by one person.

"A board of trustees with public employee representation would provide the necessary oversight and would give us greater confidence that the best possible investments are being made," McDermott said.

Gov. Mario Cuomo recently appointed a task force to review these issues. A report from the task force is expected in about four months.



CSEA Board of Directors resolution on public pension fund investments

WHEREAS:

American corporations are participating in an increasing level of merger and takeover activity. The merger activity of targeted companies is resulting in massive sums of corporate debt generated by attempts by corporations to buy back their own securities at rising prices to retain control, and the adoption of "poison pills" to prevent mergers or takeovers.

WHEREAS:

Public pension funds that hold the stocks of the targeted corporations are now becoming involved in sponsoring opt-out proposals to allow shareholders, rather than boards of directors, to decide whether a company should merge or be acquired. Regardless of their level of involvement in initiatives to block mergers, the public pension funds are experiencing increased levels of risk in these investments, and possible reductions in rates of returns.

WHEREAS:

At the same time, many of the takeovers are being structured as leveraged buy-outs with small percentages of cash, and large percentages of debt obligations to partnerships created for this purpose. The takeover partnerships pools of debt are being assumed by institutional investors, many of which are again public pension funds. While the funds have earned extraordinary rates of return from some of their investments, the takeover corporations are selling off profitable components of the corporations and closing down less profitable operations in order to pay back the debt. These financing arrangements have resulted not only in massive loss of jobs

in some areas, but also have had a major impact on local economies.

THEREFORE BE IT RESOLVED:

CSEA reaffirms its position that public pension funds belong to the plan participants and their beneficiaries and that the assets should be invested for their exclusive benefit with reasonable levels of risk and rates of return. Within that framework, we deplore the use of public pension funds in unproductive merger and takeover activity, especially that which results in loss of jobs and undermines local economies.

BE IT FURTHER RESOLVED:

CSEA shall seek to increase union representation on public employee pension boards and investment boards.

BE IT FURTHER RESOLVED:

CSEA supports increases in federal and state regulations to prevent the further erosion of otherwise stable companies in takeover attempts. We support the use of shareholder resolutions to place corporate control in these activities in the hands of the shareholders rather than totally in corporate boards.

BE IT FINALLY RESOLVED:

Public pension funds must avoid the shifting of capital in the money markets to the deal makers and look to more productive uses of their assets that will result in reasonable levels of risk and rates of return and those that may enhance the economy of a state or region.



THE SUNY HEALTH SCIENCES CENTER IN SYRACUSE is just one of six occupational health clinics now in operation across the state to provide specialized diagnosis of job-related injuries and illness. The network has been a longtime goal of CSEA.

'Giant step forward'

ALBANY — A long-sought CSEA goal is becoming a reality. A network of occupational health clinics has been established across the state by the state Department of Health. The clinics are specifically geared toward the diagnosis and treatment of on-the-job illness and injury.

"The establishment of this network is a giant step forward for the well-being of all working people in this state," said CSEA President Joe McDermott.

"More and more we're discovering that disease, injuries and sickness are job-related, but traditional medical facilities aren't oriented toward making that connection," McDermott explained. "These occupational health clinics will be on the cutting edge in determining the cause of the illness."

"The network will actually do a lot more than just treat patients," added CSEA Director of Occupational Safety and Health James Corcoran. "The clinics will offer education programs on preventing on-the-job injury and illness and serve as a specialized training ground for health care professionals.

The staffs have also already begun a number of studies and are setting up medical screenings at job sites."

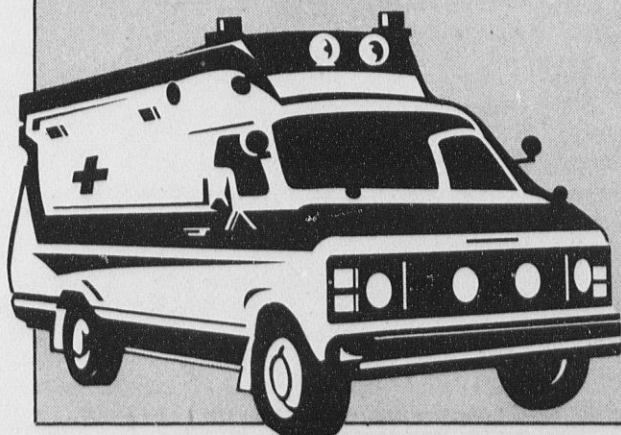
CSEA has long maintained that there is a great need for these services, but until now there were no facilities statewide. The six regional occupational health clinics are located at:
Long Island — SUNY Stony Brook
New York City — Mt. Sinai/Irving J. Selikoff Occupational Health Center

Albany — Community Health Plan (CHP), Latham
Syracuse — SUNY Health Sciences Center
Rochester — Strong Memorial Hospital
Buffalo — Union Occupational Health Center

A number of satellite facilities are also in the works.

"It can be frightening to confront occupational illness, which is why it's so important that these services are now available to provide good diagnosis and the right treatment," said McDermott. "But we have to encourage our members to use these clinics if they want to benefit from them."

Emergencies under control



When emergencies struck at two CSEA Region V locations recently responsible action prevented disaster.

One CSEA member was hospitalized overnight for observation after toxic chlorine gas was released at Sunmount Developmental Center in early December. But the situation could have been much worse.

According to CSEA Local 431 President Don Hesseltine, two members were mixing chemicals for the facility's new swimming pool, but the chemicals were mismarked, leading to the release of the potentially deadly gas.

As soon as the danger was apparent, the employees took immediate steps to contain it and to evacuate the area.

"It was unbelievable," said Hesseltine. "There were about 190 staff and clients in the area and they had the place evacuated in five minutes!"

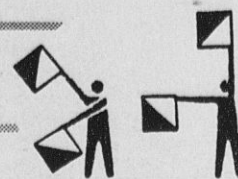
Hesseltine pointed out that many of the clients are multiply disabled, making the swift evacuation even more impressive.

The Sunmount administration then called in all of the appropriate authorities to handle the situation. Steps have been taken to prevent similar occurrences in the future.

Another incident involving a fire in the North Syracuse School district was handled in similar fashion.

When a fire broke out in an area containing cleaning products at the North Syracuse Junior High School, it was quickly extinguished. But just to be on the safe side, management sent the 15 employees who were in the area to the hospital for examinations. No one suffered any injury and each was released.

"Everything was handled properly," said Unit President Fred Farrance. "They took good care of the people."



CSEA wins MHTA's grievance

By Anita Manley
CSEA Communications Associate

POUGHKEEPSIE — Michael Lucas' employment record at the Hudson River Psychiatric Center was spotless. His evaluations were excellent, the equivalent of rave reviews.

So it came as a shock to Lucas, a mental health therapy aide (MHTA), when, after filing a grievance because he had been denied four hours of overtime pay, Lucas found himself served with two notices of discipline (NODs) alleging patient abuse.

Soon, even though management later withdrew all the charges, Lucas was transferred to another unit.

CSEA went to bat for Lucas, filing a grievance seeking his transfer back to his original transition unit at the facility. CSEA Deputy Counsel Jerome Lefkowitz argued that management's withdrawal of charges was the equivalent of dismissing them and Lucas should be restored to his former position.

"If not," Lefkowitz said, "then the state would be able to escape its obligation to restore an employee to his former position by merely withdrawing charges it knows to be without merit."

An arbitrator agreed, and ruled that Lucas should go back to his former position and unit.

The arbitrator didn't buy management's claim that Lucas was involved in six disciplinary incidents over the past five years because his employment records showed only excellent evaluations and no mention of problems.

"At no time was the grievant ever counseled for such incidents, and no documentation of any kind exists to confirm such incidents," said Arbitrator Jeffrey Selchick. "While the evaluations may contain some subtle and veiled messages about the grievant's strict supervisory



CONGRATULATIONS — CSEA Local 409 President Marge Harrison, left, and Vice President Judy Watt, right, congratulate member Michael Lucas on his recent victory reinstating him to his former position after management transferred him to another job.

manner in dealing with residents, they certainly do not begin to address the problems now alleged to have existed."

Lucas should not have been consistently rated "highly effective" if there were problems, Selchick said.

"An employee is entitled to rely upon evaluations received and should not have to worry years later that his performance will be questioned by a supervisor who claims that 'she didn't really mean' the rating that was given," he said.

Hudson River Psychiatric Center CSEA Local 409 President Marge Harrison noted that during the more than two years in which the grievance was pending, Lucas

received and turned down a number of settlement offers.

"He stuck to his guns," Harrison said. "He didn't back down."

Lucas emphasized that he persevered thanks to the support of his wife, his family and his co-workers.

"They believed in my innocence," he said. "Perseverance pays off."

Local First Vice President Judy Watt called Lucas' victory and inspiration for other members.

"If you're supportive of each other, problems can be rectified," she said. "You can't drop grievances. You have to stick with it."



Where safety counts

Department of Transportation (DOT) Hamburg sign shop employees, members of Otsego County State Transportation CSEA Local 517, were recently commended for their long and unblemished safety record. They proudly point to the sign marking 2,072 workdays without a lost-time accident. With them is Local 517 President Ron Dockery, front, second from left.

CSEA members join in seeking help for the homeless



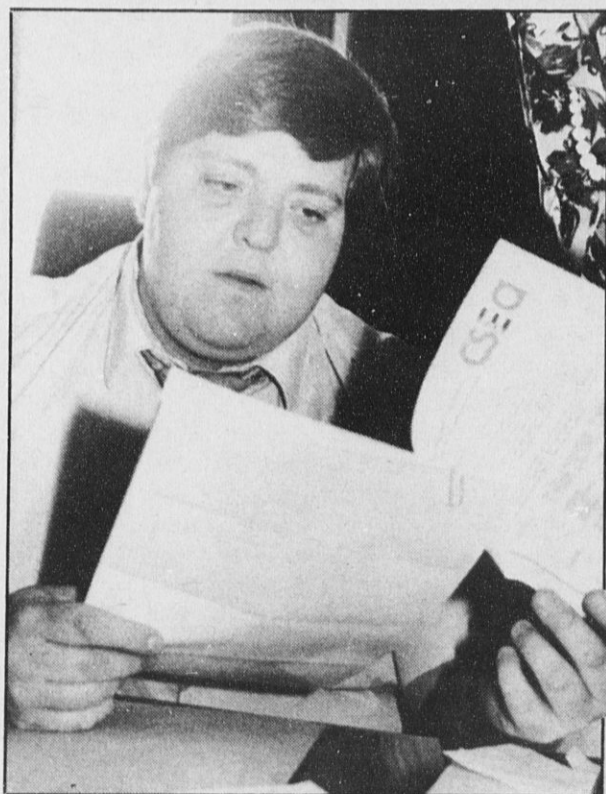
By Lilly Gioia
CSEA Communications Associate

NEW YORK — Braced against sub-freezing late December temperatures, CSEA Metropolitan Region II members joined marchers from 175 other labor unions, religious and community groups to demand affordable housing in New York and an end to homelessness.

By the thousands they came, bundled up against the frigid cold, walking with candles. Some came in wheelchairs. But all declared, "It's Christmas in New York City and there's no room at the inn for the homeless."

"Too many are trapped between a minimum wage that is too low to live on and the complete lack of affordable housing," said CSEA Metropolitan Region II President George Boncoraglio.

"Why is there partying in Washington while we are down here watching a thousand points of light go out?" he asked,



"ISN'T IT TIME we admitted that whatever government claims to be doing, it just isn't enough?" asked CSEA Region II President George Boncoraglio.

alluding to the thousands of poor, powerless, former mental patients, many once cared for by CSEA members before being heartlessly dumped onto the streets by the state Department of Mental Health.

CSEA members joined the thousands of demonstrators in the huge Housing Justice Rally and marched along West 58th Street, blocking traffic for more than an hour. In an impassioned plea for housing justice, the Rev. Jesse Jackson told rally participants the fight for housing as a right must be fought on a national scale, much like the fight for civil rights in the 1950s and 1960s.

"This march is just an early stage of a more gigantic march," Jackson said. "It is not enough to just confront local officials who have a partial remedy or state officials who have a partial remedy. We must go to Washington."

"The homeless problem in our city is far beyond the crisis point when night after night we hear of people freezing to death in our streets," said Region II First Vice President Denise Berkley, who organized CSEA's participation in the rally.

Berkley pointed to the urgent need for an increased minimum wage, saying the current minimum wage has lost 22 percent of its purchasing power since 1981. The homeless who hold part-time or full-time jobs "are caught in an economic squeeze that could be remedied if the minimum wage was raised," she said.

The New York City Coalition for the Homeless estimates that 10,000 mentally ill people are roaming the streets of the city. Well over 10,000 homeless sleep in noisy, disease- and crime-ridden shelters and thousands of other homeless choose to do without private or government aid, seeking refuge in subways and transportation terminals around the city. Nearly 3,000 of these are thought to be Vietnam veterans.

"While the state stubbornly refuses to increase the number of long-term care beds, CSEA can only deplore a governmental policy that plays musical beds and provides inadequate revolving-door therapy because of hospital gridlock," an angry Boncoraglio said.

New York City officials admit that in the year ending June 30, 1988, of all people

admitted to psychiatric emergency rooms, at least 16,500 were homeless.

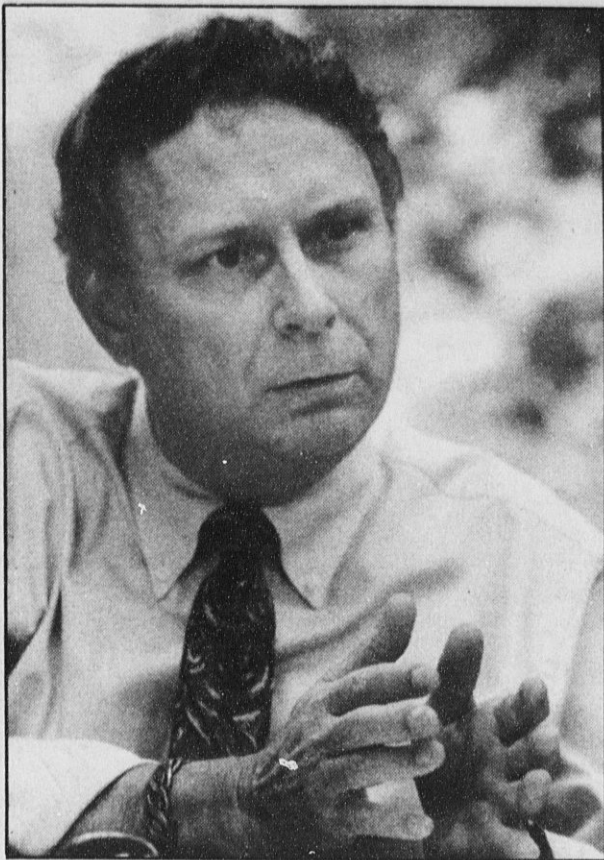
"I am proud that CSEA is getting involved in efforts to find solutions to the housing shortage and especially demanding that the government take on its rightful responsibility toward the homeless mentally ill," Boncoraglio said.

He alluded to CSEA members being panhandled daily by homeless camped outside state buildings, outside their apartments, their banks, supermarkets, restaurants and on subway platforms.

"Here we are terrorized by homeless mental patients who slash ferry passengers to death by sword or run naked through St. Patrick's Cathedral murdering worshippers. Homelessness is a crime against humanity," Boncoraglio said.

"Deinstitutionalization failed miserably. Isn't it time we admitted that whatever government claims to be doing, it just isn't enough?"





A NEW LEADERSHIP TEAM took the reins of CSEA during 1988 with the election of, from left, President Joe McDermott, Executive Vice President Danny Donohue, Secretary Irene Carr and Treasurer Mary E. Sullivan.

In years to come historians will probably look back upon 1988 as a vintage year for CSEA, an exciting 12 months during which the union dominated headlines and newscasts and carried a string of successes from January through December for public employees.

CSEA opened the new year by warning of a forthcoming solid waste management crisis — we produce too much garbage and have too few safe places to put it. CSEA represents many landfill employees throughout the state.

The union grabbed headlines again in January by releasing results of a survey showing understaffing and unsafe working conditions combined to make public employment far more dangerous than private sector jobs overall. Efforts by CSEA to increase staff ratios and improve health and safety standards in the workplace continued unabated throughout 1988.

In February Bill McGowan announced his pending retirement after 11 years as statewide president of CSEA. Following an intensive, months-long campaign, Joe McDermott was elected CSEA's 22nd

'88 The year in review

president and took the oath of office at mid-year. Danny Donohue was elected statewide executive vice president, Irene Carr was re-elected statewide secretary and Mary E. Sullivan was elected statewide treasurer.

In March CSEA was successful in gaining pension supplementations for nearly a quarter of a million former CSEA members who retired prior to 1983.

A rally to protest understaffing at state mental health facilities drew more than 1,500 members to Albany the following month.

A major achievement during 1988 came when the Internal Revenue Service dropped plans to tax public employees' unused benefits after a CSEA petition drive collected more than 100,000 signatures in opposition to the tax and a CSEA delegation lobbied federal lawmakers in Washington.

New, highly-enriched three-year contracts were negotiated for more than 107,000 CSEA-represented state workers in 1988. And CSEA joined with PEF in a successful lawsuit eliminating on-street parking restrictions that affected thousands of workers in Albany.

The union demonstrated the effectiveness of its legislative and political action program when 16 CSEA members were elected delegates to the Democratic national convention. During the general elections in November the union effort helped elect nearly 100 percent of its endorsed candidates.

As the year began to wind down, a special CSEA task force investigated possible solutions and offered suggestions on how best to deal with a looming state budget deficit. CSEA offered alternatives while rejecting layoffs, reduced public services and less aid to schools and localities.

Another CSEA task force was grappling with the problem of convincing the state to reform the formula for reimbursement to county-operated nursing homes. Revising the reimbursement system continues into 1989 as a top union priority. A massive petition drive in support of the project will be launched in early 1989.

The union sponsored its first statewide food drive for the hungry, poor and homeless during the holiday season. And 1988 ended with CSEA President McDermott conducting a personal four-day fast to lead off a year-long fast during 1989 by nearly 500 CSEA members in support of the United Farm Workers union. Please, don't buy or use California table grapes.

CSEA wins in SUNY struggle
Back pay bonanza
CSEA wins big on out-of-title claims

CSEA gains reinstatement of Lewis County deputy

LOWVILLE — A former Lewis County deputy sheriff who, CSEA says, was fired because of his union activities has been reinstated with all back pay and benefits. Former deputy Charles W. Leviker was reinstated as a result of an agreement reached during an arbitration hearing earlier this month. Leviker will receive approximately \$20,000 in back pay and benefits after offset earnings have been deducted, according to CSEA Field Representative Tom Dupee.

CSEA charged that Lewis County Sheriff Floyd A. Martin illegally fired Leviker in January 1987. Leviker was a CSEA shop steward at the time and the union said he was terminated because of his union activities. CSEA filed a pair of Improper Practice charges and later filed a lawsuit after the sheriff refused to take the issue to arbitration. A state Supreme Court justice last year ordered an arbitration proceeding in the Leviker case. Sheriff Martin appealed that ruling but earlier this year the state Appellate Division unanimously upheld the lower court ruling, leading to the arbitration hearing this month. Leviker was represented by CSEA regional attorney George Myrus. "This decision established that the sheriff must abide by the union contract and that deputy sheriffs in Lewis County, like their counterparts elsewhere, have job protection and tenure that must be respected," CSEA's Dupee said.

licensed practical nurses may not be regularly assigned ward charge duty on wards of 18 or more beds. Previously, the assignments were allowed on wards of up to 24 beds. "Kings Park is currently hiring 10 people to fill these new titles and are talking about hiring up to 80 in the near future," Bentivegna said. "This stipulation will give

Video helps win grievance

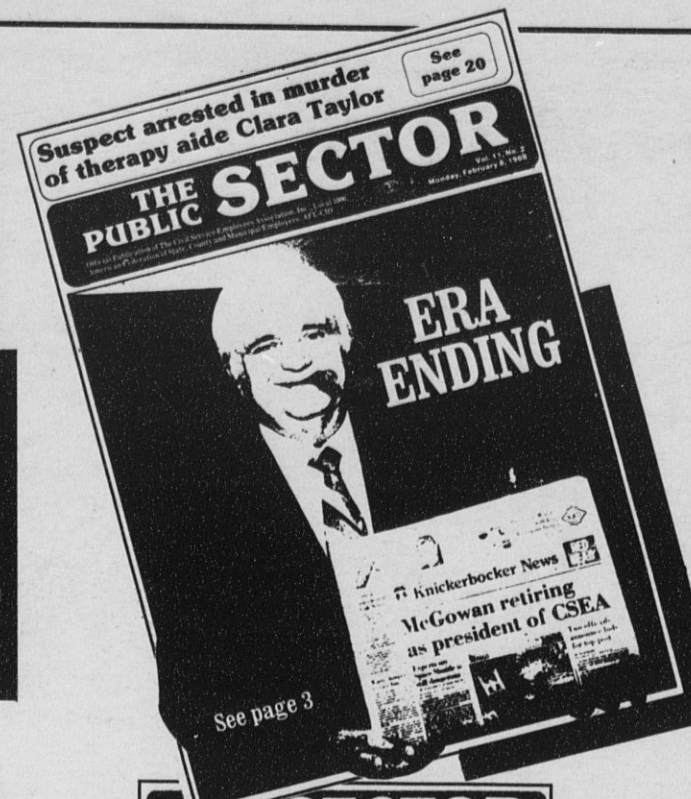
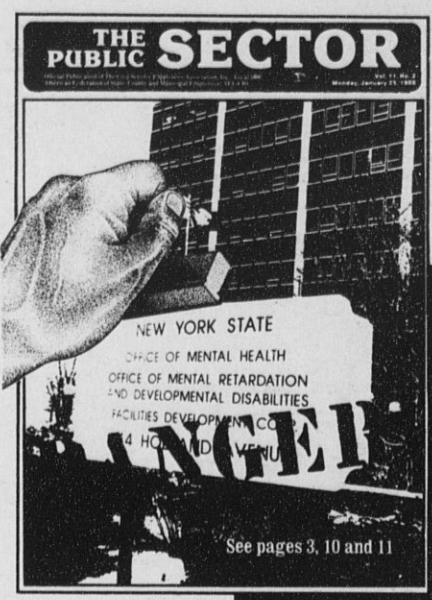
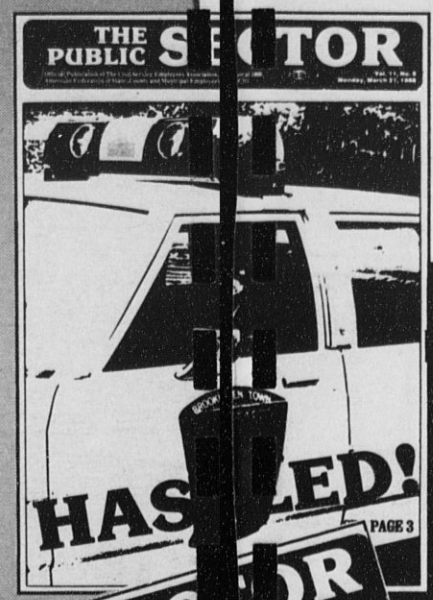
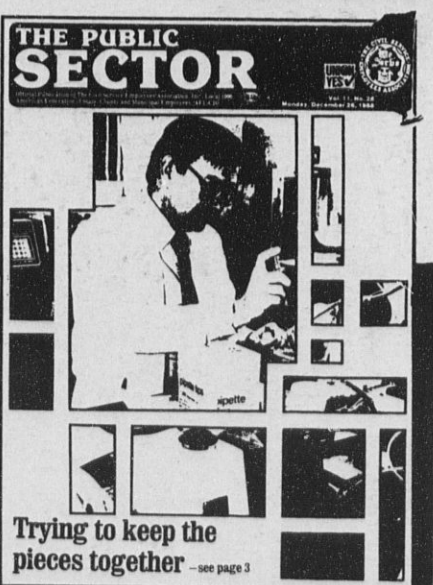
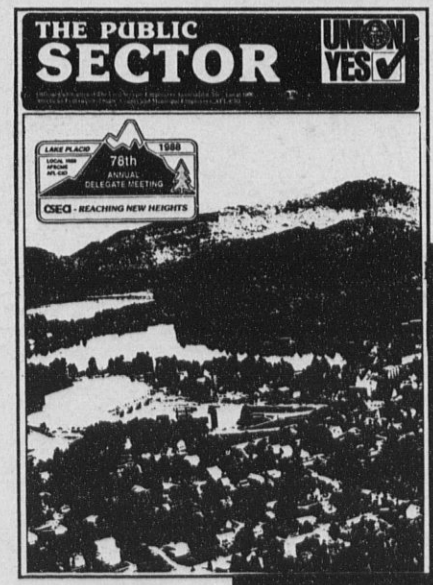
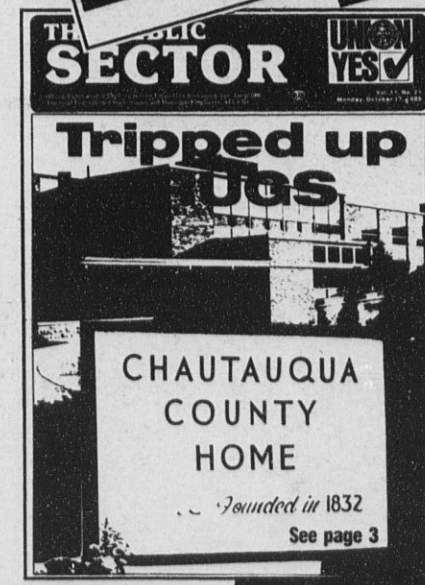
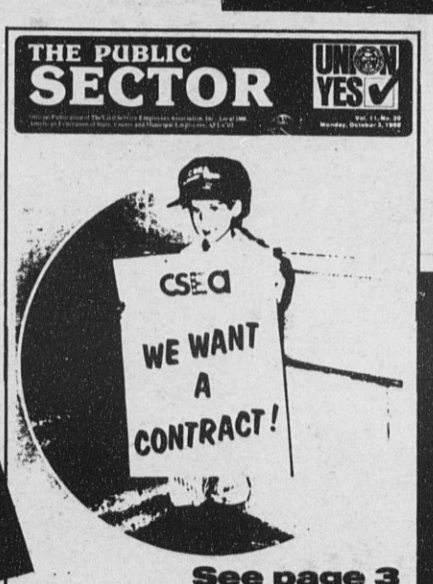
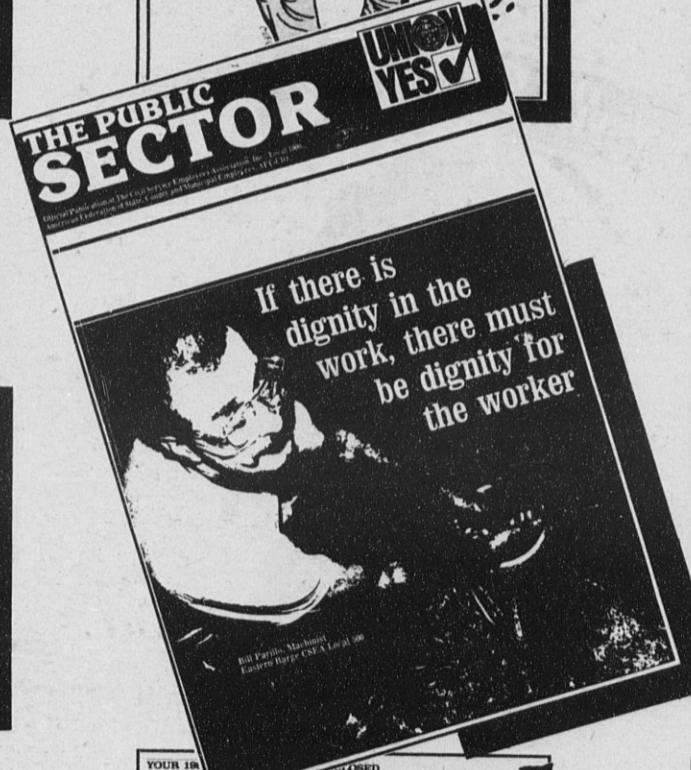
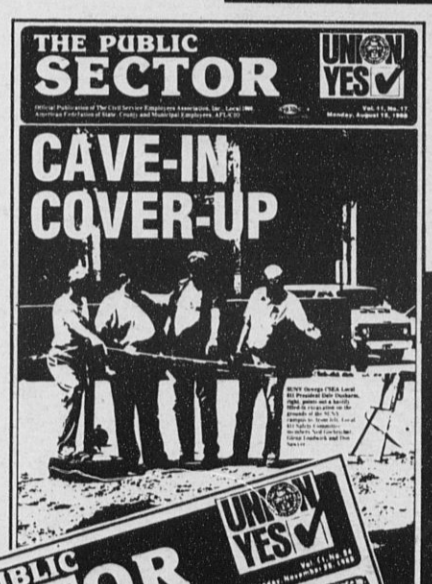
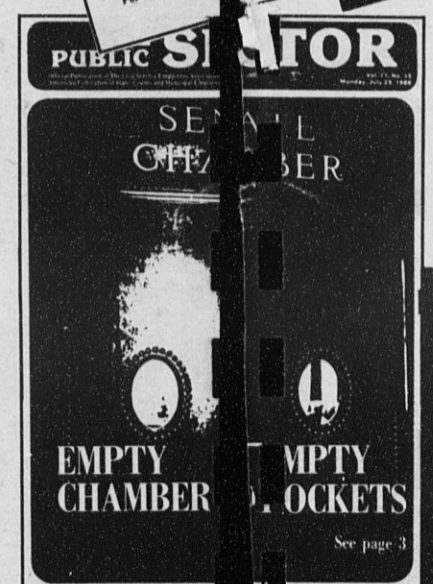
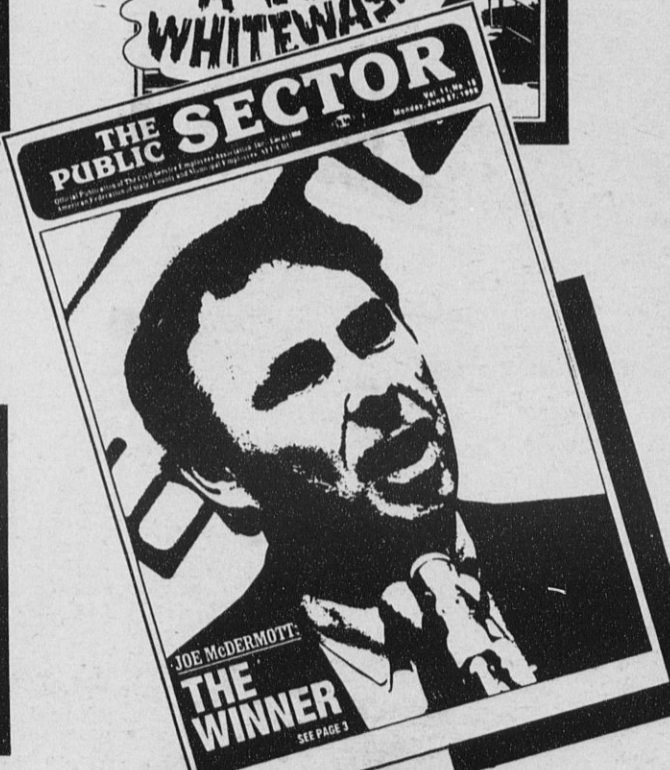
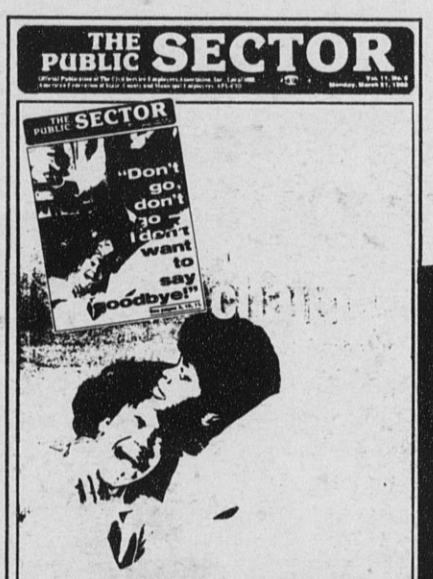
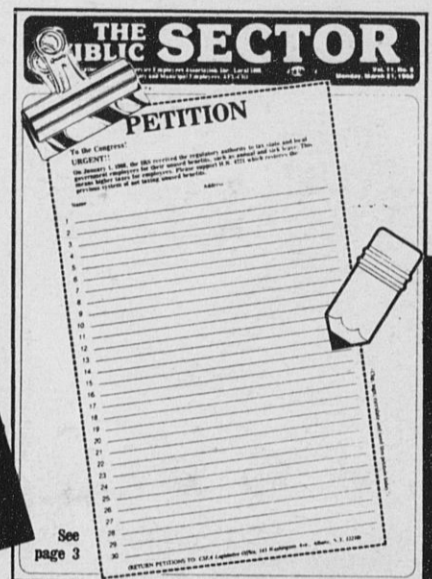
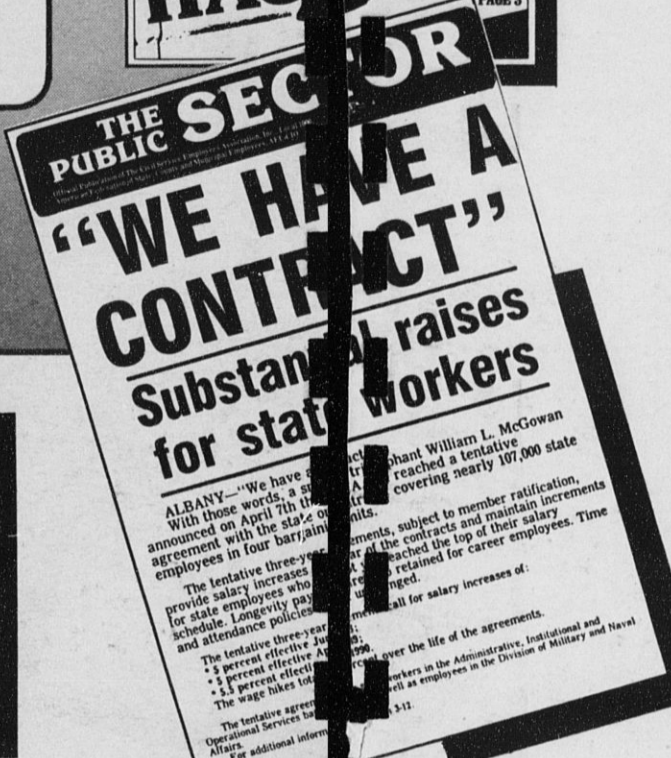
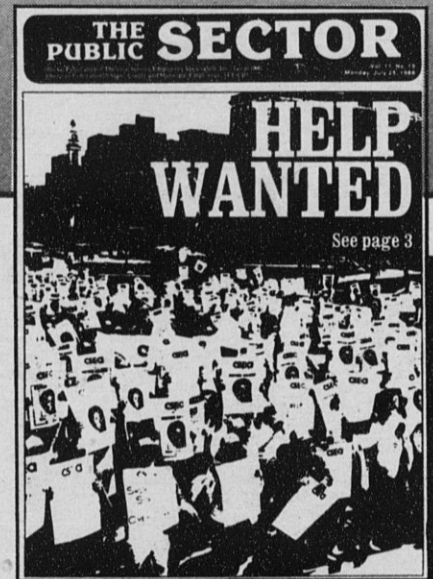
STONY BROOK — The innovative use of a video helped CSEA win a grievance for three SUNY at Stony Brook CSEA Local 614 members. CSEA Local 614 President Tom

repair books are doing specialized work and should be given grade 10 classification. GOER ordered the university to pay the clerks at the higher grade retroactive to October 1987.

THE YEAR IN HEADLINES
... PAGES 10 AND 11

CSEA 1988

the essence of
a great year
captured in
headlines



Trio shares \$3.7 million state lottery



PURCHASE — Remember the \$45-million state lottery drawing in December? Three maintenance workers from SUNY Purchase will never forget it.

CSEA members Ramon Lafont, Miguel Cuyatti and Vincente Gonzalez shared one of 12 winning tickets that day, splitting one-third of the \$3.7 million awarded to each winning ticket.

"I'll believe it when I get my first check," said Cuyatti, who in late December was still working two jobs to support his wife and child. "I still think it's a dream."

Gonzalez said his wife quit her job and he quit his second job after the drawing. He said he hopes to retire in the near future and plans to pay for his house with his share of the prize money. He has twin daughters, one of whom is planning to marry soon, he said.

Lafont, who has three children, also recently quit a second job. He said he plans to buy a house for his family, and noted his wife "still can't believe it really happened."

The trio said they used a combination of birthdays to select the winning numbers.

Local 637 President Ann Guido said Lafont, Cuyatti and Gonzalez are hard-working, cooperative employees and she's happy for their good fortune.

"God was so good to them," she said. "I always thought the lottery was fixed somehow. Now I know differently."



LOCAL 637 President Ann Guido poses with three co-workers who shared a \$3.7 million winning ticket in the state lottery in December. From left are Miguel Cuyatti, Ramon Lafont and Vincente Gonzalez.

**Feb. 13
regular
workday
for
state
workers**

State selects Abe's birthday for floating holiday status

Lincoln's birthday is one of a dozen paid holidays negotiated for state workers by CSEA.

But it's a holiday with a difference; it's designated by the Governor's Office of Employee Relations as a floating holiday, the only one in 1989. Lincoln's birthday also served as a floating holiday in 1988.

Lincoln's birthday is Sunday, Feb. 12, and will be observed as a holiday on Monday, Feb. 13. But because it's designated as a floating holiday, state offices will be open on Feb. 13 and the day will be treated as a regular workday.

Employees who otherwise meet

eligibility requirements will receive credit on Feb. 13 for one holiday that may be used on a date of the employee's choice, subject to agency procedures for requesting time off. The floating holiday credit must be used in a full-day unit and taken between Feb. 13, 1989, and Feb. 11, 1990.

The floating holiday applies to CSEA members in the Administrative, Institutional and Operational Services Units as well as state workers in the PS&T Unit, managerial/confidential employees and certain other state workers.

'Losers, weepers'

CSEA member turns in money, drugs

PEEKSKILL — No one has to tell John Love what life is like at Bohlmann Towers, a Peekskill housing project. He grew up there, and he has seen drug deals, prostitution and crimes of every description.

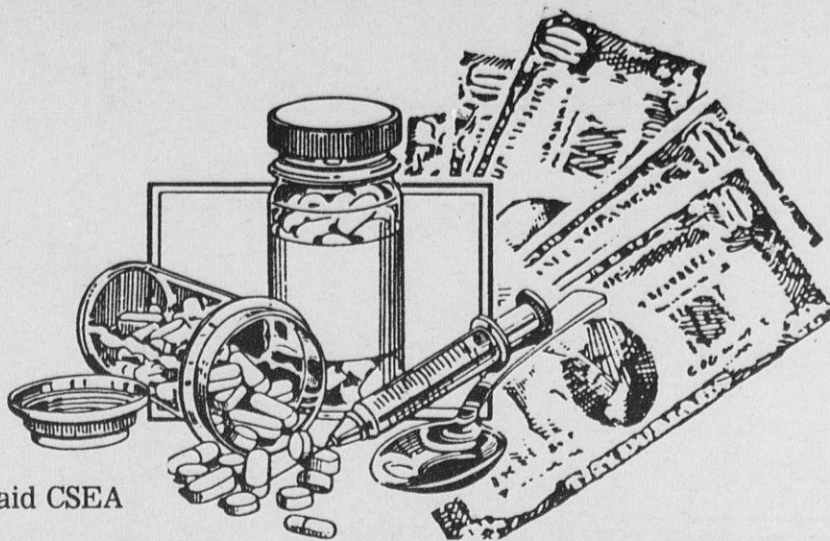
So when you hear that Love recently found a bag full of money and drugs near one of the project buildings, you might expect he would keep it and say nothing.

Wrong. Love, now a CSEA member who works in maintenance for the Peekskill Housing Authority at the project,

immediately turned the package over to police.

"I give John a lot of credit," said CSEA Unit President Bob Blaich. "The maintenance crew gets criticized a lot, but he did the right thing."

"I was sweeping the hallways and I looked out the window and saw a package with money and vials of crack," Love recalled. Police were in the building at the time, and he believes the suspects they were looking for dropped the package out of a window.



"I looked out the window and saw a package with money and vials of crack."

The package contained about 2,000 crack vials.

Drug problems at Bohlmann Towers are nothing new, Blaich said.

"The dealers come up here from New York City on the train or bus. There's one that comes up here in a big Cadillac," he said. "Many times our men will go into an empty apartment to clean and there will be two or three people sleeping off drugs after a night of partying."

The most frustrating thing, Love said, is that the dealers seem to get away with their antics.

"The police will come here and make a big arrest," he said. "You'll see them take these guys away in handcuffs. But an hour later, they're out on the street again, back in business."

Blaich can remember John Love "when he was just a little guy. He came on board as a temporary employee in 1982 and he's been here ever since."

Love remembers some of the boys he grew up with in the same projects.

"A lot of them are in jail now," he said. What kept him out of trouble? "My parents stayed on my back."



A JOB WELL DONE — Unit President Bob Blaich, left, has nothing but praise for John Love, a CSEA member who found a bag of crack and money while on the job and turned it over to the police.



Many Eastern Correctional Facility employees have invested their own time and skills toward the construction of a recreation building on the grounds of the facility. The building is expected to be completed this year and will be used by employees.

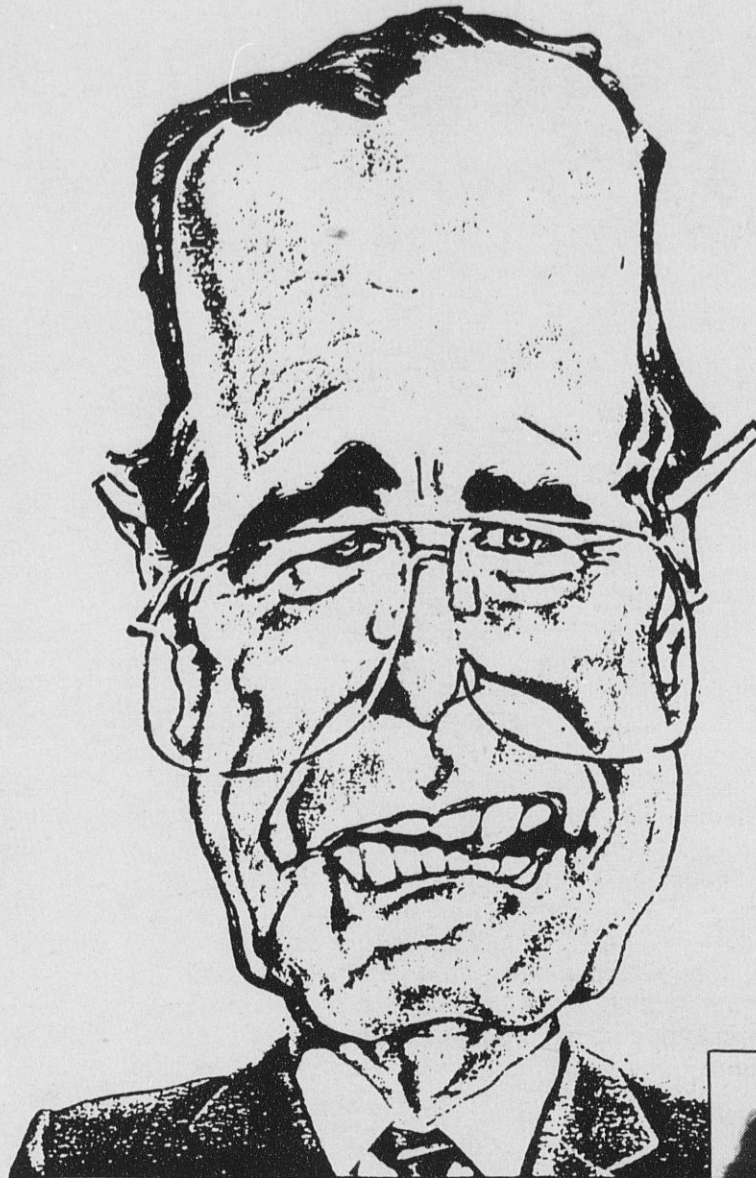
Funds for the building have been donated by AFSCME Council 82 and CSEA is expected to help finance the furnishing of the building.



A DAY CARE CENTER AT WASSAIC DEVELOPMENTAL CENTER will be the newest day care facility serving public employees when it opens in early 1989. Checking on progress of the "Ready, Set, Grow Center" facility recently were CSEA statewide Secretary Irene Carr, CSEA Local 426 President Tom LeJeune and Local 426 Vice President Cy Holden.



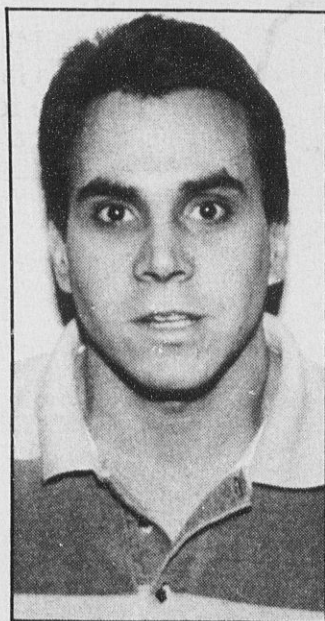
What are your expectations for President-elect George Bush?



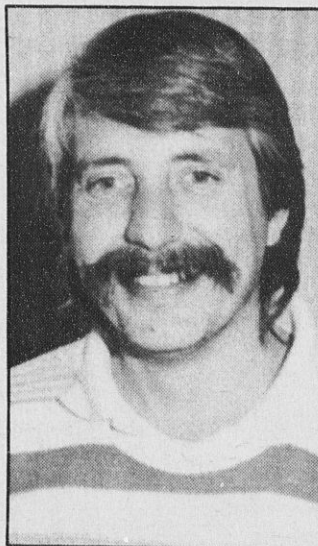
LINDA LEVINE
SUNY Stony Brook
Local 614
"I guess for a man who's been in government as long as he has we can expect something. I hope he won't follow in Reagan's footsteps and is more sensitive to the people's needs."



BARBARA IGO
Broome County
Educational Employees
Local 866
"While he was not my choice for President, my big concern now is that he works to restore the public's faith and trust in government."



PATRICK BRADY
Capital Region Armory
Local 250
"He has to do something about terrorism. He has to get the budget in the black and hopefully he can do something to improve world peace."



GERRY ZIMMERMAN
Cattaraugus County
Local 805
"I think it was a sad day when he got elected, and we're all going to have to work twice as hard to consolidate and protect the gains we've already made. I don't think he's a friend of labor. I'm sorry Jesse Jackson didn't win."

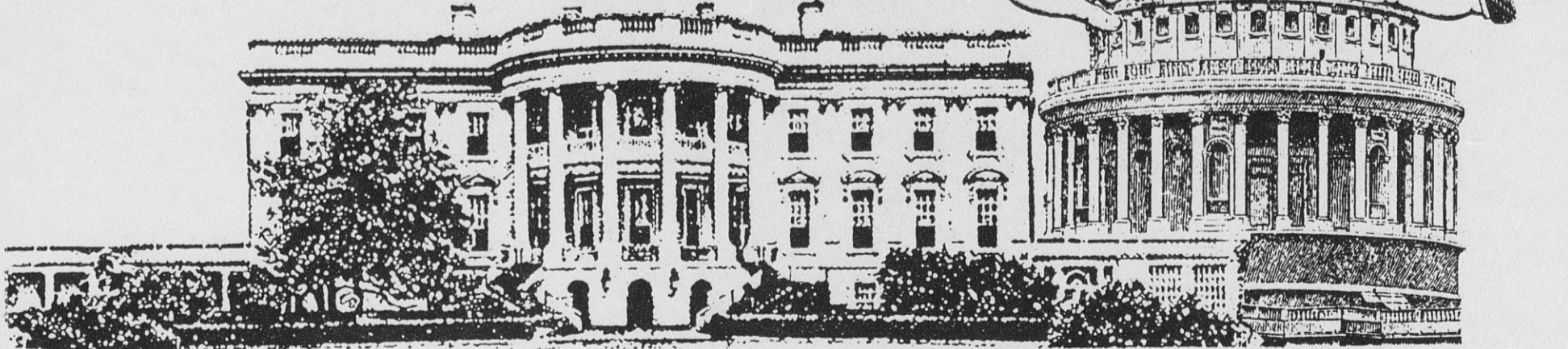


LINDA SLAUGHTER
Tax & Finance
Local 460
"I think Bush is Reagan's clone who won't do anything for New York. If he was going to do anything, he could have had some input when he was vice president."



Voters told White House, Congress

Put a lid on it!



What message, exactly, were voters collectively sending to politicians from the voting booths on election day, Nov. 8?

AFSCME, CSEA's international union affiliate, recently sponsored a national poll of voters to get a clearer understanding of that message. The union is sharing the answers with those whose decisions are determining the nation's economic future.

The post-election poll of the attitudes of 1,010 voters was conducted for AFSCME by Peter D. Hart Research Associates.

The poll showed that American voters want Congress and the White House to get their fiscal act together and reduce the federal deficit with fair taxes and defense spending cuts. But they're also willing to pay more taxes for long-term health care, child care, housing and college education.

"The survey signals a strong voter demand for a fresh approach to fair taxes for deficit reduction and new investments in our people," said AFSCME President Gerald W. McEntee.

For example, while 51 percent of those polled said the top priority of Congress over the next two years should be reducing the federal budget deficit, 74 percent also said they favored an approach different than the "no new taxes," domestic spending cuts and defense build-up of the Reagan-Bush administration.

"In terms of dealing with the deficit," said Hart, "voters appear to be significantly more concerned about avoiding cuts in domestic programs and investing in key domestic needs than in protecting the defense budget and avoiding new taxes."

In fact, voters in the AFSCME poll expressed a sense of urgency about domestic priorities that need to be addressed *now* in tandem with the deficit. For instance:

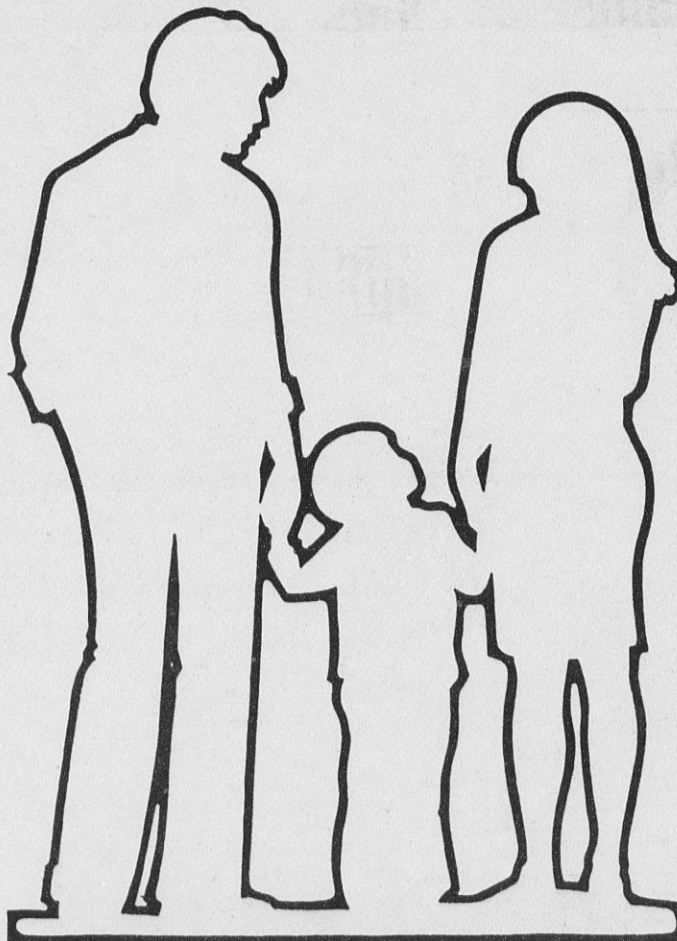
*An overwhelming majority of voters (65 percent) said a program that would provide long-term health care for the elderly and disabled is an important investment that should be started *now*, even at the cost of higher taxes.

*Half of the voters surveyed said they would support a program to help students from middle-income families afford the cost

of a college education *now*, even with higher taxes.

*Forty-eight percent said the government should help young families and first-time buyers with housing and mortgage costs *now*, even if it means raising taxes.

*More than a third said they would pay higher taxes for a program that would help working parents with the cost of child care *now*.



Voters want Congress to address domestic priorities now that will help young families buy homes, help with the cost of child care, help make higher education affordable and provide long-term health care for the elderly and disabled.

"The message in this poll is that the public's answer to deficit reduction is *not less government action* on the domestic agenda," said Hart, whose survey results are generally supported by Linda DiVall, a prominent Republican pollster who aided the Bush campaign.

"A plurality of Republicans and a majority of all other groups solidly oppose cutting domestic social programs," DiVall confirmed.

"Indeed, the only budget proposals that voters clearly reject," according to Hart, "are additional cuts in domestic programs and further taxation of Social Security benefits."

The AFSCME survey also found that the chief targets favored by voters for helping to reduce the federal deficit are the beneficiaries of Reaganomics.

"A significant majority believe that defense spending can be and should be reduced and that the people who got the goodies — the wealthy and the big corporations — should pay higher taxes to pick up the tab," McEntee said.

More than 75 percent of those polled favored increased taxes for large corporations and 80 percent favored higher taxes for individuals with incomes over \$240,000.

"The 101st Congress and the new administration will have a formidable fiscal task," said McEntee. "But this poll makes it clear that Americans don't want programs that constitute an investment in America's future to be put on hold any longer.

Consequently, AFSCME will use the results of this poll to launch a full-court press to get congressional and White House support for human investments in long-term health care, child care, education assistance, affordable housing and equitable tax reform.

"To make sure the voters are heard, we are sending the findings of the poll to President-elect Bush, the leadership of the 101st Congress, and the co-chairs of the National Economic Commission," McEntee said. "It will be their charge to transform the idea of 'a kinder, gentler America' from campaign sound bite into legislative reality."

No small change

CSEA member publishes coin book

By Anita Manley
CSEA Communications Associate

YONKERS — Got a penny? Don't spend it until you check the date on it. It could be worth a lot more than a cent.

That's according to Joseph LaMagna, a probation investigator with Westchester County and co-author of a recently published book, "Coins, Coins, Coins: A Collector's Guide."

"Coins" is LaMagna's second book. A man of many talents, he published "The Wild Game Cookbook for Beginners and Experts" about five years ago. An avid outdoorsman, LaMagna enjoys hunting, fishing, camping and boating.

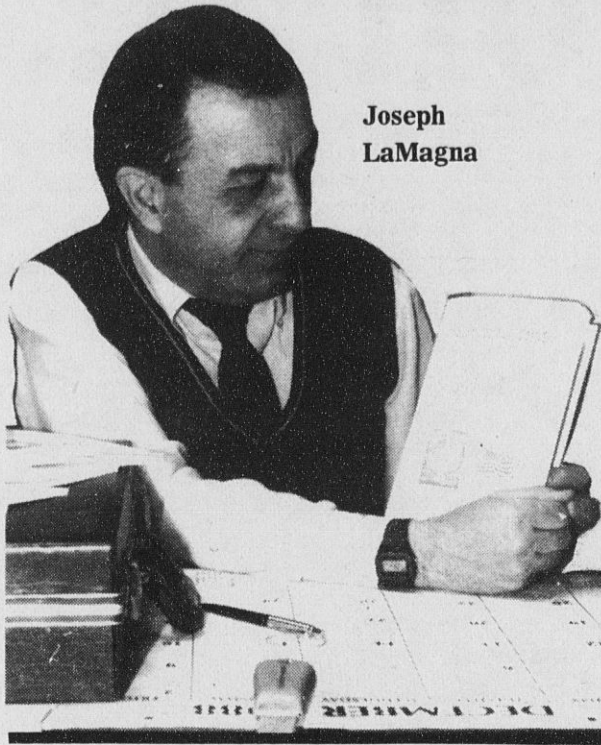
He has been collecting coins for about 15 years. He collaborated with Carmen Pisano, a friend and coin expert, for the new book.

"The most reasonably priced coins that bring the best return are pennies," LaMagna said. Wheat pennies dated before 1958 bring a good return, he advised, and those dated before 1934 are even better.

He had a collection of about 50 pennies dating from 1909 through 1958 that he sold for \$1,000. A month later, he got an offer of \$1,500 for the same collection.

Double-die pennies, which are stamped twice by accident, are worth hundreds of dollars.

Coins are worth more if fewer were minted in any given year, LaMagna



Joseph
LaMagna

is a freelance writer and has had articles published in "Kaatskill Life," a magazine published in Delhi. In the next edition, he will have an article on wolves and mountain lions.

He has also written for the "New York State Recreation Guide," "Southern New York Sportsman," "Entertainer Magazine," "The Mountain Eagle," "Mirror Recorder," "Westchester Life Notes," "The Autograph Collectors' Magazine," "Bob Zwirz's Fishing and Boating Guide," "Delaware County — Catskill County Magazine," and the "Yonkers Home News and Times."

LaMagna also has photos on display at the National Soccer Hall of Fame and the Recreation Vehicles International Association. He has also developed training manuals for government law enforcement agencies.

A 30-year Westchester County employee, LaMagna will retire in June. He plans to devote his time to writing, fishing, hunting, traveling and relaxing.

"I deserve it," he said.

Anyone interested in a copy of LaMagna's coin book should write to:

Joseph LaMagna
P.O. Box 882

Yonkers, New York 10702

explained. In his book he tells how Pisano was given a silver dollar dated 1889C in the 1950s.

"At the time he was given the dollar, it was worth about \$90," LaMagna said. "That dollar is now worth about \$35,000."

Coins are not his only interest. LaMagna

COINS - COINS - COINS THE COLLECTOR'S GUIDE

The Newest & Most Exciting Coin Book!
Easy to read — LARGE SIZE PRINT

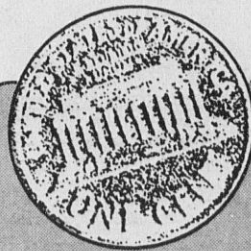
Contains Valuable Data on:

- What & why to collect;
- Where to look for coins; How to grade coins;
- Mint Marks;
- Altered & counterfeit coins;
- Cleaning, handling & storing;
- Best coins to collect.



By
Joseph LaMagna and Carmen T. Pisano

\$8.50



"At the time he was given the dollar, it was worth about \$90. That dollar is now worth about \$35,000."



PEOPLE STARS



Carol Guardiano



Marie Prince

People Stars are the special CSEA members who make the PEOPLE program strong and effective — they sign up 50 or more eligible CSEA members to the PEOPLE payroll deduction program.

This year's PEOPLE Stars are both on the CSEA Statewide PEOPLE Committee. Carol Guardiano, a member of Pilgrim Psychiatric Center CSEA Local 418, and Marie Prince, a member of Erie County CSEA Local 815, each signed up more than 50 people to the payroll deduction program.

PEOPLE powers CSEA at federal level

PEOPLE — Public Employees Organized to Promote Legislative Equality — really flexed its muscle in the 1988 elections. The money raised through PEOPLE programs went directly to help elect officials who will support public employees when they take office. It is the federal political action committee (PAC) of CSEA and its international affiliate, AFSCME.

"PACS are the only way CSEA can legally influence Congress through lobbying and cash contributions," said Joseph Conway, CSEA's first federal legislative coordinator. "PEOPLE enhances CSEA's ability to communicate with elected officials."

Federal legislation affects public employees at all levels. Federal budget cuts often mean cuts to state and local governments, hitting CSEA members.

"Public employees historically have been the first target in budget reductions and conservative trends," he said. Success comes to "whoever has the horses, whoever has the loudest voice and whoever has the lobbyist with the most clout. That's what this program provides."

The PEOPLE Record in 1988

In 1988, the second full year of payroll deductions for PEOPLE, 2,514 CSEA members were in the PEOPLE Club; another 100 members belong through direct contributions.

Between membership applications and fund-raising programs, CSEA members have contributed \$100,138.85 to the International PEOPLE treasury, more than doubling last year's contribution. CSEA Local 1000 now ranks third nationally in fund-raising for PEOPLE.

CSEA won on a variety of issues at the federal level, including: the Water Resources Bill, which brought \$5 million to the state Barge Canal system; the defeat of the Internal Revenue Service rule that would have taxed public employee leave accruals; preserving New York's fair share of the federal budget; and the banning of lie detectors in employment.

1989 — The next step

"Our goal is to make CSEA number one, and the way we plan to do this is to ask our members to become involved and sign up other members," said Cheryl Sheller, CSEA PEOPLE coordinator. "The success of the program is going to depend on the membership involvement."

The statewide PEOPLE Committee is targeting locals throughout the state. If you would like your local to participate in a check-off drive, contact your Regional PEOPLE chair: Region I, Carol Guardiano; Region II, Asturia Torres; Region III, Colleen Manning; Region IV, Sue Waltz; Region V, Doris Pratz; Region VI, Marie Prince; and Statewide PEOPLE Chair Paulette Barbera.

During the check-off drives, members will be eligible for additional incentives for signing up members.

What PEOPLE can do

In 1989, PEOPLE will help support the passage or continuation of many programs of vital interest to New Yorkers.

Your PEOPLE dollars this year will be used to fight for: legislation to support the IRS ruling preventing taxing of employer-provided benefits; child care legislation; more money for the canal system; protection for public employees in view of budget problems; medical and family leave legislation; pay equity; and minimum wage legislation, to name a few.

How to join PEOPLE

The good your contribution does is its own reward. But when you sign up to authorize a PEOPLE payroll deduction, you get more than that sense of well-being — you get something tangible in return.

Sign up to have \$1.50 deducted from your paycheck bi-weekly and you are enrolled in the Presidents Club. You'll receive:

- *A Presidents Club membership card entitling you to attend special events at union meetings and conventions;
- *A Presidents Club lapel pin;
- *A subscription to *The Activist*, AFSCME's legislative and political action newsletter; and
- *The AFSCME Voter Guide.

Sign up to have \$2 deducted from your paycheck bi-weekly and you are enrolled in the VIP Presidents Club. You'll receive all of the above items PLUS these VIP premiums:

- *A VIP windbreaker for the first year of membership;
- *A goldtone pen and pencil set for the second year;
- *A VIP sweatshirt for the third year; and
- *a VIP flight bag for the fourth year.

Sign up for a \$3 deduction and receive all the benefits of the Presidents Club, the appropriate VIP Club premiums PLUS:

- *Become a member of the CSEA Local 1000 PEOPLE Club, entitling you to attend special programs hosted by CSEA statewide President Joe McDermott at the union's annual Delegate's Meeting;
- *A PEOPLE key ring; and
- *A CSEA Local 1000 PEOPLE Club membership card.

Local government members whose contracts do not provide for PEOPLE deduction privileges may make cash contributions of \$35 to join the Presidents Club, \$50 to join the VIP Presidents Club and \$75 to join the Local 1000 PEOPLE Club and receive the appropriate incentives.

To join PEOPLE, mail this coupon to PEOPLE, CSEA, 143 Washington Avenue, Albany, New York 12210

I WANT TO BE A MEMBER OF THE PEOPLE CLUB.

Name _____
(Please print)

Address _____ City _____ State _____ ZIP _____

Social Security Number _____ Home Phone _____ Work Phone _____

CSEA Local Number _____ Region Number _____ Date _____

STATE DIVISION MEMBERS (And members whose contracts provide for PEOPLE deduction):

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

If \$2.00 or more is checked, please indicate jacket size:

X-Small Small Medium Large X-Large XX-Large

(Signature)

LOCAL GOVERNMENT MEMBERS:

Enclosed is my personal check, money order or credit card contribution in the amount of \$_____.

If \$50.00 or more is contributed, please indicate jacket size:

X-Small Small Medium Large X-Large XX-Large

VISA MASTERCARD Expiration date _____

Account Number _____

(Signature)

(In accordance with federal law, the PEOPLE Committee will accept contributions only from members of AFSCME and their families)

An important reminder to all CSEA local, unit executive boards

Locals, units must appoint election committees immediately; training sessions scheduled to begin

CSEA locals and units which have not yet appointed election committee members are being urged to do so immediately.

"Dozens of locals and units have failed to notify CSEA headquarters of the names of their election committee members," said CSEA statewide Secretary Irene Carr. "Training for local and unit election committee members will be conducted during January and February by CSEA's Education and Training Department. Failure to provide those names in time for the appointees to attend the required training classes could jeopardize the election process."

Local and unit executive boards were directed to select their election committees and the local or unit presidents were expected to submit the committee names on forms provided to CSEA headquarters by early November.

The local and unit election committee members will conduct local and unit officer elections for a three-year period beginning July 1. Elections must take place in all locals and units.

"It's important to the election process that every CSEA local and unit have properly appointed and trained election committee people to oversee the upcoming elections," Carr said. "I urge any local or unit president who has not done so to immediately send the committee listing to the membership records department at CSEA headquarters. It's imperative that these people receive proper training."

Following is the revised tentative schedule for election committee training classes being conducted by CSEA's Education and Training Department:

DATE	LOCATION	REGION
January 12	New York City Region Office	2
January 18	Suffolk County, Sheraton, Smithtown	1
January 19	Nassau County, Salisbury Inn, E. Meadow	1
January 18	Liberty, Days Inn	3
January 28	Westport, Westport Hotel	4
January 30	Syracuse, Sheraton	5
January 31	Utica, Sheraton	5
February 1	Binghamton, Sheraton	5
February 1	Buffalo, TBA	6
February 2	Rochester, TBA	6
February 2	White Plains, White Plains Hotel	3
February 7	Albany, Howard Johnson's	4
February 8	Fishkill, Holiday Inn	3
February 9	Middletown, Howard Johnson's	3
February 15	Watertown, TBA	5
February 15	Amsterdam, Amsterdam Inn	4
February 16	Potsdam, TBA	5
February 16	Saratoga, Holiday Inn	4
February 21	Nassau County, Salisbury Inn, E. Meadow	1
February 21	Jamestown, TBA	6
February 22	Suffolk County, Sheraton, Smithtown	1
February 22	Bath, TBA	6
February 23	New Paltz, SUNY-Student Union	3
February 28	Albany, Holiday Inn, Latham	4

At long last, a contract for Cattaraugus County employees

By Ron Wofford
CSEA Communications Associate

OLEAN — Cattaraugus County employees received an unexpected but welcome Christmas present when an initial fact-finder meeting led to an agreement the 600 members in two units of Local 805 can live with.

"I think you can say this is a group of surprised and happy people," said Michelle Hoffman, president of the County Employee General Unit of Local 805, following overwhelming member ratification of the settlement offer.

The agreement calls for 14 percent wage increases over three years. A union-management study committee will recommend a health insurance plan by April 30.

The unexpected development ended a 15-month negotiating stalemate that saw county workers endure nearly all of 1988 without a contract.

The health insurance issue, a major stumbling block during the long negotiations, will be settled by binding arbitration if union and management cannot agree on a mutually acceptable plan.

The unit members had earlier rejected a "final" county offer, by a vote of 331-8,

that proffered 3 percent and 2 percent, with a wage re-opener clause for the third year.

"As we met with the fact finder, we only expected to review the issues and submit briefs," recalled Hoffman.

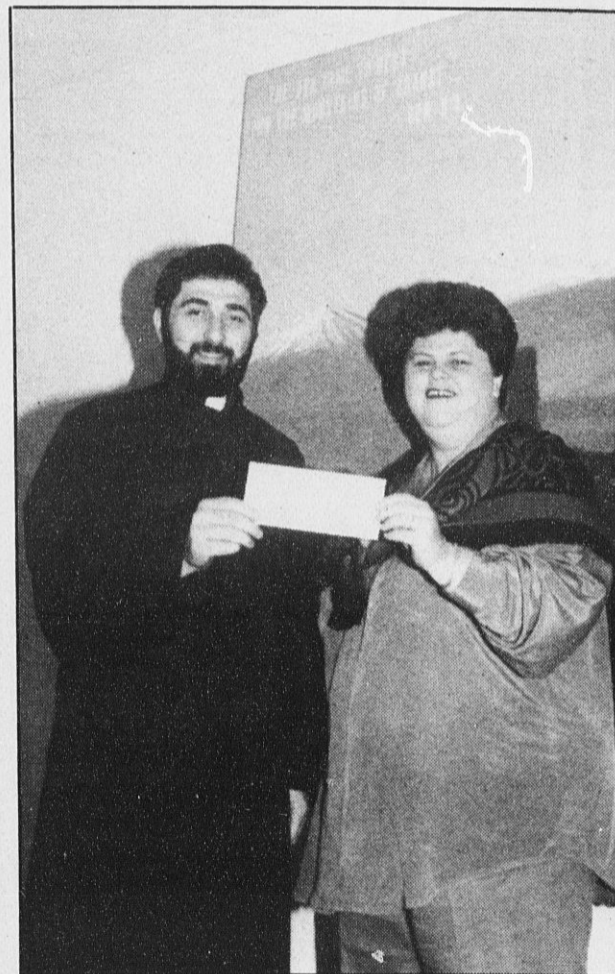
"When we got to the stumbling block of the health insurance problem, the fact finder quickly assessed it as the only issue separating us."

A few short caucuses later, an agreement had been reached that also gave the general unit full agency shop and the supervisory unit a modified hourly shop.

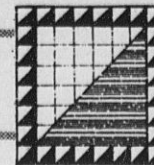
"We're very happy to have achieved agency shop, which should see our membership rolls increase and the free-loading decrease," said Hoffman.

The unit president praised the skills of Collective Bargaining Specialist Tom Pomodoro, chief CSEA negotiator, and the unit's committee that included John Ostergard, Kathy Hower, Marge Askey, Ginnie Cooley, Joyce Lucco, Mary Zinic, Ray Paladino, Gary Zimmerman, Adrian Ciolek and Bob Bender.

The supervisory unit's committee included President Jerry Helfer, Local 805 President Tim Anderson, Charles Coolidge, Ila Cook and Doug Prey.

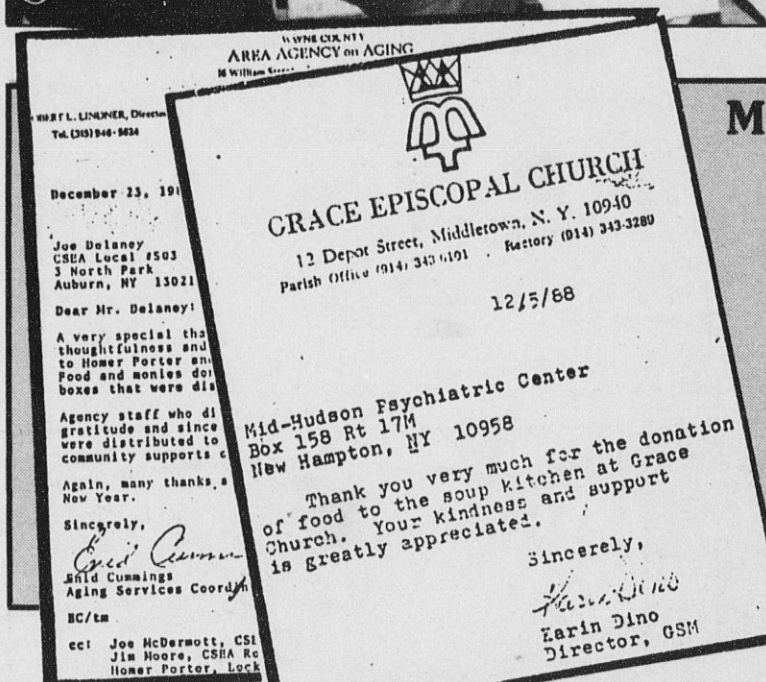


AID TO ARMENIA — A check for \$500 has been given by CSEA to the Armenian earthquake relief fund. The donation was approved recently by CSEA's statewide Board of Directors, which also encouraged locals to make efforts of their own to assist victims of the disaster. In the photo above, Cindy Egan, state Executive Department representative on CSEA's Board of Directors, presents a check for \$500 to Father Khatchig Megerdichian of the Holy Cross Armenian Apostolic Church in Troy.



A perfect group

These Rockland Psychiatric Center employees were recipients of certificates and a gift from RPC Executive Director Hal Margosian recently, in recognition of their perfect attendance at work in 1987. CSEA Local 421 President Glenda Davis also presented her co-workers with a U.S. Savings Bond. Standing from left, are: Jean Barthelmy, Alfred Tubner, Lizbeth Wagner, Joseph Brightman, Jose Reyna, Eunice Green and Jean Lynce. Seated are: Davis, Alice Schiano, Halestine Phillips, Eileen Holahan and Anita Peeples.



Many thanks!

The cards and letters are coming in, thanking CSEA for its efforts in the recent CSEA CARES food drive. Your efforts helped feed thousands of hungry New Yorkers this holiday season and you can take a lot of pride in that.

We treat 'em right

At a dinner meeting that included many new members from City Court, formerly represented by AFSCME, CSEA Judicial Local 335 President Ralph Hesson told them the local's phone number is easy to remember.

"Just dial TLC-CSEA," said Hesson. "The initials CSEA are natural, and the TLC stands for the 'tender loving care' we give our members."

A co-worker's appreciation

When we open our mailbag at *The Public Sector* we never know what to expect inside those envelopes from members. Sometimes they contain complaints, sometimes compliments. And sometimes people request things that are impossible to do.

But we liked the thought behind the request contained in the letter printed below, which arrived between Christmas and New Year's. It was written by Patsy Blevins of Staten Island.

"I'm writing to ask if you could please publish something in The Public Sector which I feel should be put in. I work at South Beach Psychiatric Center on Staten Island and a lady who works with me, Ms. Marie Burnside, has been working with the state for 20 years as of Oct. 1, 1988. I would like to see her picture or at least her name put in the paper. Thanks so much."

Who comes along in a suit that's red?



Any ideas about who this bearded man is, spreading cheer throughout CSEA during the holidays? And don't answer Santa Claus.

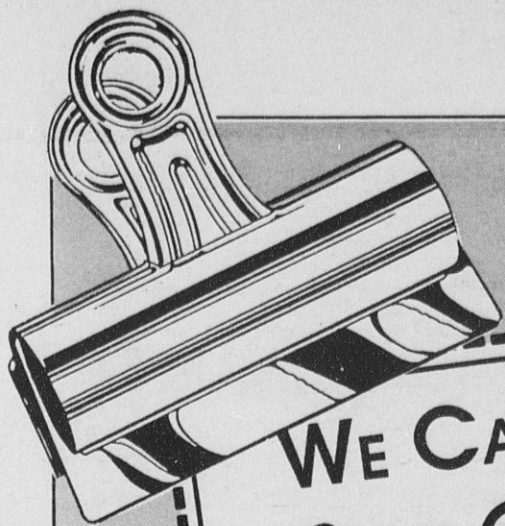
Give up? Here's a hint: You can find him clean-shaven on page 9.



When Keith Zulko of the CSEA Region V Political Action Committee learned that fellow Binghamton Psychiatric Center member Rose Marie Odorico didn't receive an American flag as she should have when she became a U.S. citizen four years ago, he did something about it.

Zulko contacted U.S. Rep. Matt McHugh, who had one flown over the Capitol before presenting it to Odorico.

Pictured with McHugh, right, Odorico and Zulko during the presentation, is Odorico's daughter Angela and granddaughter.



WE CARE FOR OUR OWN — SAVE COUNTY NURSING HOMES

County nursing homes in New York have a history of providing quality care to many people who could afford none; the system of county-run homes has provided shelter, comfort and care to many elderly residents who had no where else to turn.

Since 1986, New York State, through Resource Utilization Groups (RUGs) has penalized county-operated nursing homes by unfairly reimbursing them for the care they provide to the sick and the elderly. In three years, RUGs have become a threat to the existence of county homes. The counties can no longer afford to operate them without fair reimbursement.

We cannot risk losing public nursing homes or the deterioration of care. We therefore ask the state to reform its reimbursement system to treat county homes fairly.

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Reform RUGs!

Join the CSEA battle to reform New York's Medicaid reimbursement system that is unfair to county-owned nursing homes.

CSEA plans to collect hundreds of thousands of signatures to show the governor and state Legislature that the system must be reformed. Otherwise counties may be forced to close the valuable publicly-operated and publicly-responsible homes. That would be a terrible loss to communities who have come to depend on the homes for quality care and a disaster to those who reside in them because they have nowhere else to go.

Do your part to help preserve the system of county nursing homes. Clip this petition, sign it and get everyone you know to sign it, too.

CSEA's strength lies in its members — in you. Join the battle and help save county nursing homes.

Send completed petitions to:
CSEA Office of Local Government Affairs
143 Washington Avenue
Albany, New York 12210

PLEASE MAIL PETITIONS BY FEB. 16!!