

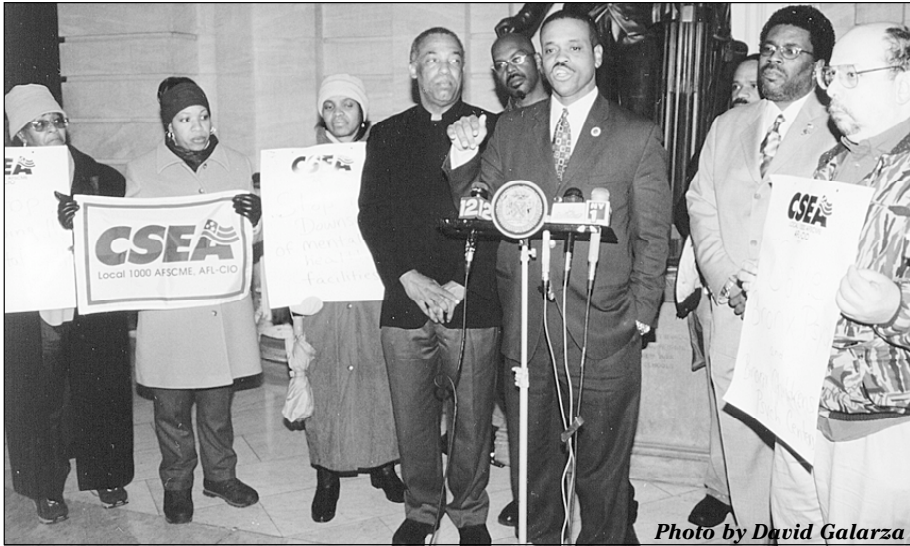
THE WORK FORCE



Election intrigue in Essex

See Page 3

Photo of the Month



As *The Work Force* went to press, CSEA members in the Metropolitan Region mourned the loss of an ally in the New York City Council, James Davis. Davis, who had a long record of fighting urban violence, was shot and killed by a political opponent inside City Hall. In an ironic twist, Davis, who recently joined CSEA members in protesting the closures of Bronx Psychiatric Center, was about to introduce a workplace safety resolution before the City Council. "CSEA mourns this tragic and untimely loss to a great friend of labor and working families," said CSEA Metropolitan Region President George Boncoraglio. "He took an aggressive stance against the closures and I know he was going to do the same about workplace violence issues." From left, Jacqueline Stanford, CSEA Metropolitan Region Women's Committee chair; Toya King John; Clarissa Mitchell; City Councilman Charles Barron; Lester Crockett, CSEA State Insurance Fund Local president; Davis; Rene Ford, Metropolitan DDSO Local president; Abraham Benjamin, CSEA Bronx Psychiatric Center Local president; and Frank Cosentino, CSEA Metropolitan Region Occupational Safety and Health Committee chair.

Note: Each month, *The Work Force* will feature an excerpt of the union's agenda for the future. To read the entire agenda, visit www.csealocal1000.net.

August 2003

Organizing Workers

CSEA is committed to the principle that there is dignity in all work and every worker has the inalienable right to join with co-workers to form a union.

- **Advocate Workers Rights**
Level the playing field between working people and corporate interests.
- **Strength in Numbers**
We enhance our strength by organizing the unorganized.
- **Hold Employers Accountable**
Employers who receive taxpayer dollars to provide services are held accountable for the use of those dollars to provide quality care for everyone.
- **Commit Necessary Resources to Organizing**
Commit necessary resources to fully implement our overall organizing agenda.

Correction:

CSEA Region V Judiciary Local President Sharon Carraway was misidentified in a photo caption on Page 6 of the July *Work Force*.

Nassau ratifies five-year pact

MINEOLA — CSEA members working in Nassau County have approved a new, five-year contract that gives them assurances of a fair and decent collective bargaining agreement despite the county's tough fiscal situation.

The agreement, effective through Dec., 31, 2007, provides wage increases and retains fully paid health insurance benefits for all Nassau County CSEA members.

"The road to the finish was not a smooth or easy one. It was filled with session after session of very hard bargaining," said Nassau County Local President Jane D'Amico.

"We staved off giveback after giveback attempt from the county, preserving such items as fully paid health insurance, all our paid holidays and all of our entitlements," D'Amico said.

The nearly yearlong contract talks took interesting twists and turns, including leaks to the media by the county administration that proved to be false.

Other contract items include a "no lay-off" clause, which will take effect upon legislation passing for a new Nassau County Sewer and Storm Water Authority; hazard pay for CSEA members designated as police officers, peace officers and ambulance medical technicians; and a clause making members eligible for up to one year of continuous donated time.

"Jane D'Amico and the negotiating team are to be congratulated for their courage and determination in getting a fair and decent contract for the union members," said CSEA Statewide President Danny Donohue.

State contract team eyes September talks

CSEA and New York state have set a mid-September date to return to the bargaining table for contract negotiations. The parties last met late last spring.

"We have made it clear to the Pataki administration on numerous occasions that we are prepared to negotiate seriously over a successor agreement that will protect the rights, benefits and financial security of our members while recognizing the state's fiscal situation," said CSEA President Danny Donohue.

To date, the state's intentions in contract talks with any of its unions remains unclear. The Pataki administration was dealt a setback in early May when the state Senate and Assembly overrode 119 of the governor's vetoes to enact a state

budget. While far from perfect, the legislature's budget was a vast improvement over the wrong budget choices the governor sought and goes a long way toward addressing many of the serious challenges the state faces.

The state contracts for all unions expired in April. By law, all rights and benefits remain in effect until a successor agreement is negotiated. CSEA is prepared for all circumstances depending on the state's position when the talks resume.

www.csealocal1000.net



Visit the new ContractsNow.org area for up-to-date contract news.

ARC, NLRB undermine voting rights, but ...

Workers stand up to be counted

PORT HENRY — Workers at the Essex County ARC will not be denied in their struggle to form their union with CSEA.

The nearly 500 workers, who provide care for individuals with mental retardation and developmental disabilities, have endured relentless threats and intimidation from management and their high-priced union-busting law firm. They have even had their right to vote in a union representation election undermined by a questionable ruling from the National Labor Relations Board in Washington, D.C.

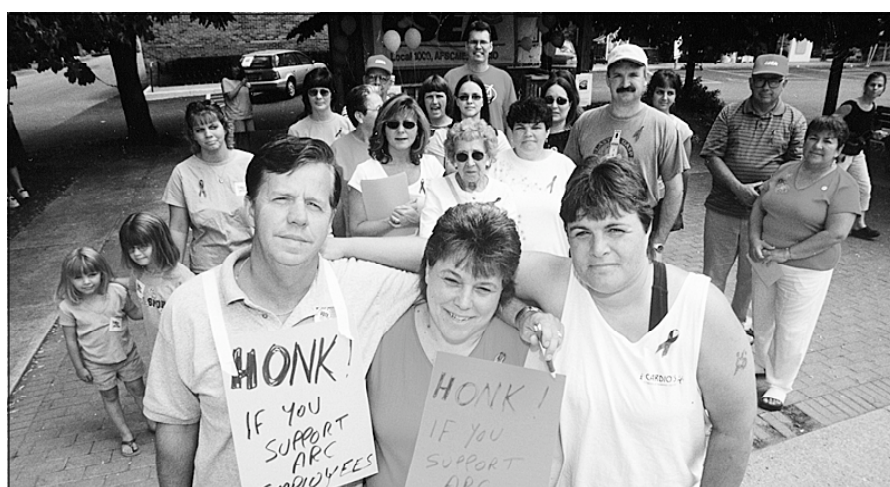
But the Essex ARC workers are rock solid in their determination to have their union be recognized.

"The Essex ARC situation is a clear example of the challenges of union organizing today," said CSEA President Danny Donohue. "It is a fight for fairness and respect in a hostile environment where management will use every trick in the book to prevent the workers from having their voices heard about what's right."

"The Essex ARC workers and the CSEA activists who are supporting them deserve our



Stanley



Essex County ARC workers rally at a recent ice cream social in Port Henry. The workers are trying to form a union and received the support of the community during the event.

respect and thanks for their resolve."

"The ARC administration even tried to prevent us from holding our own ice cream social in our own community with our friends and neighbors," said CSEA committee member Paul Stanley. "That shows the extremes they'll go to in order to stop us from forming our union. But they're not going to succeed because we are a union now — we've been supporting each other for over a year and we're going to continue to speak out about the needs of our clients and our working conditions."

CSEA would already be recognized at the Essex ARC if not for a shocking and unexplained

intervention by the NLRB in Washington, D.C., last month just hours before the workers' ballots were scheduled to be counted in a mail ballot election.

Without explanation, a three-judge panel said the NLRB's regional director exceeded his authority in allowing a mail ballot election, suggesting instead that an on-site election at some future date might be more appropriate. That decision, along with some apparent misrepresentations by the ARC administration, has even drawn criticism and a letter of protest from U.S. Representative John McHugh (R-Watertown).

CSEA believes an overwhelming majority of the employees voted for the union and their ballots

should be counted.

For their part, the ARC workers say they will not be stopped even if they have to vote on site with management breathing down their necks.

"I voted yes the first time and I'll vote yes again," said ARC employee Kathy Stanford.

"I don't care how many times it takes, I will vote yes," said Terry Ross, a 17-year employee.

Throughout the organizing campaign CSEA activists from the North Country and other CSEA members who perform similar work with the New York State Office of Mental Retardation and Developmental Disabilities (OMRDD) have supported the workers with their time, energy and experience.

"It's frustrating and hard but it will be worth all the effort — don't give up," said CSEA Clinton County Local President Jeanne Kelso, who has helped encourage the workers.

Kathy Button, president of the CSEA Finger Lakes DDSO Local and chair of the union's Mental Hygiene Advisory Committee, and others were involved in meeting with the workers and even recorded a radio advertisement in support of the union effort.

"These ARC workers are doing the same work as our OMRDD members but they're paid less, have little or no benefits or employee rights," Button said.

What is the National Labor Relations Board?

The National Labor Relations Board (NLRB) is an independent federal agency created in 1935 to enforce the National Labor Relations Act. It oversees private sector labor relations.

According to information from the board, "We conduct secret-ballot elections to determine whether employees want union representation and investigate and remedy unfair labor practices by employers and unions."

That statement is in direct opposition to what is happening in Essex County, where a three judge panel of the board is preventing ballots from being counted in a mail ballot election ordered by the NLRB's regional director in Buffalo.

How is the NLRB different from PERB?

The Public Employment Relations Board (PERB) was created in 1967 in New York with the enactment of the Public Employees' Fair Employment Act (commonly known as the Taylor Law) to oversee public sector labor relations in New York State. *For more information about the Taylor Law, see Page 18.*

What are the ARCs?

ARCs, formerly known as Associations for Retarded Citizens, are private, non-profit care providers for the developmentally disabled. There are about 60 facilities across New York. The private ARCs' clients are the same as those in public OMRDD facilities — the majority of whom are cared for by CSEA

members.

ARCs receive their lion's share of funding from the state, and in the past have used this funding to hire high-powered union-busting attorneys and strategists to fight attempts by their workers to organize unions.

They have a highly organized and well-funded lobbying effort.

More than 90 percent of the ARCs' operating revenue is generated by taxpayers last year. CSEA fought for and won legislation that prevents private, non-profit employers from using funding from the state and federal governments for union-busting activities. That legislation is being challenged in court by a number of not-for-profit groups including the ARCs.

THE WORK FORCE

ISSN 1522-1091

Official publication of
CSEA Local 1000, AFSCME, AFL-CIO
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Albany, NY 12210-2303
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The Work Force (USPS 0445-010) is published monthly by The CSEA Publication Office: 143 Washington Ave., Albany, NY 12210. Periodical Mail Postage paid at Post Office, Albany, New York 12288.

**Postmaster: Send address changes to:
CSEA, Attn: Membership Department,
143 Washington Ave., Albany, NY 12210.
CSEA on-line: The CSEA web site
can be accessed at www.csealocal1000.net**

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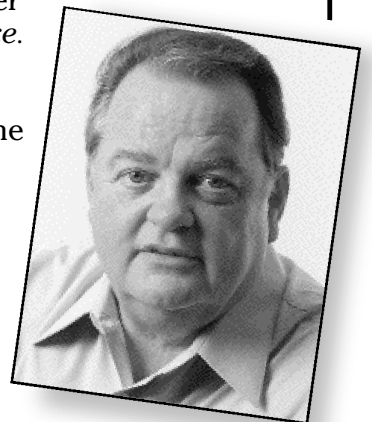


IN TOUCH WITH THE WORK FORCE CSEA President Danny Donohue

Don't Take Union Rights For Granted

If we needed more evidence of the continuing assault on working people in this country, look no further than two articles in this edition of *The Work Force*.

The story on Page 15 gets to the heart of the issue, reported in the media for the past several weeks, about the attempt to eliminate overtime pay for millions of Americans. CSEA, AFSCME and the other unions of the AFL-CIO successfully fought back against this measure in Congress. But the Bush administration is moving forward with plans to change overtime eligibility through the Department of Labor. This is not strictly a partisan political issue as U.S. Representative Peter King (R-Massapequa Park) is leading the fight to ensure protections and CSEA supports his efforts.



Certainly overtime eligibility is a complex issue but there should be little doubt that the Bush administration's objective is another transparent giveaway to Big Business at the expense of working people. It's interesting to note that part of the administration's plan to do away with overtime also involves reclassifying many workers into "supervisory" positions. That not only precludes them from receiving OT but also disqualifies them from voting in union representation elections.

The right to organize into a union and be recognized is guaranteed under the law, yet the balance is too often tipped to favor employers. Still, it is even more shocking when it appears the board that is supposed to be administering the law fairly has its thumb on the scale. Yet, that is what seems to be happening to workers at the Essex County ARC (see story, Pages 1 and 3), who are attempting to form their union with CSEA.

The Essex ARC workers have already cast their ballots in a fair union representation election but the National Labor Relations Board has refused to let those votes be counted. Instead, they are considering rerunning the election under circumstances that will help management.

It is inspiring to see that the Essex workers are firm in their commitment to have their union recognized and are prepared to vote yes no matter the circumstances. That's courage.

CSEA will continue to lead the fight to protect the rights and benefits of our members and those who want to join our union. It is just as important that all of us recognize the threats all around us and not take our union membership for granted.

Ruling backs QSAC workers

QUEENS — The National Labor Relations Board (NLRB) regional director has ruled that management at Quality Services for the Autism Community (QSAC) has repeatedly interfered with, restrained and coerced employees from forming a union.

Specifically, the NLRB found that QSAC Executive Director Gary Maffei, and three other high ranking members of his management team, committed acts of surveillance of employees outside of work hours, confiscated union literature, interrogated employees about union activities and threatened to fire them for engaging in union activities.

QSAC was also cited for violating its very own solicitation policy by prohibiting union literature distribution while allowing other non-union literature to be distributed.

Pattern of intimidation

Frequently, the NLRB ruling continued, QSAC management discriminated against union activists by writing them up and suspending them for union activities in order to discourage other workers from forming a union.

Maffei and his management team will face a hearing before an NLRB judge in September.

Workers at QSAC, fed up with short staffing, high turnover, arbitrary firings and disciplinary actions, and the impact of these problems on the quality of care, have formed a committee called QCARE (Quality Care Advocates for the Rights of Employees). QCARE is working with CSEA to bring a union to their workplace.

QSAC, a private not-for-profit agency, is one of a few agencies in the area that focuses



QSAC workers rally outside QSAC's annual dinner in Queens. A National Labor Relations Board official recently ruled that the private health care provider has routinely interfered with the workers' efforts to form a union.

exclusively on autism spectrum disorders, providing care for more than 500 families in New York and employing more than 450 caregivers. It receives more than 90 percent of its operating budget from the New York State Office of Mental Retardation and Developmental Disabilities.

Drawing attention of lawmakers

New York State Assemblyman Peter Rivera, upon completing his tour of a QSAC facility in Queens recently, firmly told a *Daily News* reporter that he and his colleagues wanted to protect against any "chilling effect by management" toward workers looking to choose for themselves.

Rivera, chair of the Assembly's Mental Health Committee, led a delegation of state legislators on a tour of the Hollis Campus of QSAC.

"Our work is more than just picking up a paycheck, we are fulfilling an important responsibility to society," said QSAC worker Chris Ayala. "We are trying really hard to do a good job but management makes that very difficult. We need to have a voice on the job."

The legislators were joined by a QSAC worker who was fired for union activity and a current worker involved in the organizing campaign. Also present were

members from the Queens delegation of the New York State Assembly including Audrey Pheffer, Mark Weprin, Jose Peralta, and Michael N. Gianaris.

"The tour was limited to two rooms and we weren't allowed to enter the classrooms," said Movyn Bass, who was terminated for union activity. "We know from past experience that whenever a parent, board member or politician comes for a visit that QSAC puts on a big show. But in reality, there are little or no programs for these consumers."

"It's a shame that the (QSAC) executive director has taken it upon himself to act like he owns the facility and then actually insult elected officials by saying that they have come to harass him," said New York State Assemblyman Jose Peralta, who was outraged by Maffei's accusation.

"Maffei and his managers just gave members of New York State Assembly a small dose of the arrogance and abuse of power that QSAC workers and consumers must endure daily," said CSEA Metropolitan Region President George Boncoraglio.

— By David Galarza

CSEA is encouraged by the ruling but remains wary of the NLRB in Washington, D.C., due to another situation where the board's regional director was overruled without explanation. See story, Page 3.



"Our work is more than just picking up a paycheck, we are fulfilling an important responsibility to society. We are trying really hard to do a good job but management makes that very difficult. We need to have a voice on the job."

CSEA *Voices*



"CSEA gives me the opportunity to know what my rights and privileges are."

— Marva Beggs, nursing assistant, Ruth Taylor Institute, Westchester Medical Center



Contracting out detention centers hardly pays

'The privates have not proved that they can do it better. They are not cost-effective and they don't offer their employees the same intensive training and retraining that we have.'

CSEA Voices



"More taxes, more fees, more work, less education, fewer services, fewer opportunities."

— **Mary Donahue, 18-year CSEA member, Region IV Judiciary Local, when asked how the governor's fiscal policies would affect New York.**

Major prison corporations that have benefited from the contracting out of New York state prison operations have begun to turn their attention to the juvenile facilities market.

Gov. George Pataki has already proposed complete privatization of residential facilities operated by the Office of Children and Family Services (formerly the state Division for Youth) over the next several years.

Private for-profit corporations currently operate secure juvenile facilities in at least 23 states and the District of Columbia.

Privatization poses significant risks for incarcerated youth, and the corporations motivating factors lie more in bottom-line stock returns than in rehabilitating at-risk young people.

"This is about rehabilitation, they are about profit," said Mark Davis, president of the CSEA Brookwood Center Local. Brookwood Center is a secure juvenile detention center.

Facilities save money by hiring fewer and less qualified staff, and reducing services and programs such as mental health treatment and education.

The conditions and practices in juvenile facilities are tied directly to the number of staff and the quality



CSEA Office of Correctional and Family Services Tryon Girls Center. Local President Joe Melita at work. Melita said CSEA members provide much more value with their experience than contracted out employees.

of their training. Conditions deteriorate rapidly in a facility run by insufficient, poorly trained or inexperienced staff, and there are far more incidents involving violence, injury, and excessive use of restraints and isolation. Rehabilitative programs are sacrificed to accommodate tight security and controls.

"The privates have not proved that they can do it better. They are not cost-effective and they don't offer their employees the same intensive training and retraining that we have," said Joe Melita, president of the CSEA Local at the Office of Correctional and Family Services Tryon Girls Center.

"We are in the business of trying to help troubled youths, they are in the

business of making money," Melita said.

There have been several recent reports of abuses in juvenile facilities operated by for-profit corporations. Human Rights Watch identified significant problems in the High Plains facility in Colorado. The Pahoee juvenile facility in Florida was the subject of court proceedings brought by public defenders. And The New York Times reported that the Tallulah Correctional Center for Youth in Louisiana was "a juvenile prison so rife with brutality, cronyism and neglect that many legal experts say it is the worst in the nation."

"The privates have huge turnover numbers, our YDA's have experience and that goes a long way. We have YDA's that

have been working here for 25, 26 years," Melita said.

"We've seen everything, we know what to expect, we know what works and what doesn't," Melita added.

— **Material from Building Blocks for Youth was used in this report.**

State Profile: New York

- New York has an estimated minority youth population of 41 percent

- In 1997, minority youth accounted for 87 percent of commitments to public facilities and 81 percent of detention placements.

- A 1997 county-studies showed that in New York City, African-Americans and Hispanics were held in secure detention following their initial appearance in court 1.4 times as often as Whites.

Source: Juvenile Offenders and Victims: 1999 National Report. Office of Juvenile Justice and Delinquency Prevention (1999); State of New York Three-Year Comprehensive State Plan for Juvenile Justice and Delinquency Prevention

Preparing for the future

CARMEL — Maria Rivera has been successful in her job as a nutritionist for the Orange County Department of Health, but she may need more than dedication and success to keep and upgrade her position.

Rivera, a 14-year CSEA member, needs to pass a Civil Service exam to keep her job and has had difficulty with passing the test. She plans to take the test again in October, and traveled over one hour in each direction to take a CSEA workshop that will increase her chances of success.

"I haven't taken a test for an upgrade since I started," she said. "My director wants to keep me and I love what I'm doing (on my job), but test-taking can be difficult. I want to pass this exam so that I don't let my co-workers down."

Rivera and other CSEA members recently decided to take control over their test preparation skills by attending a recent Civil Service Test Preparation Workshop in Carmel, Putnam County. The two-day session, one of the first such workshops that CSEA has held during daytime work hours, drew more than 60 union members from state and local government agencies, as well as the private sector.

The workshop not only helps union members ease anxieties over taking tests, but assists test-takers in reviewing topics that are covered on civil service exams such as understanding and preparing written material and office record keeping.

Because some of the test questions can be challenging for many people, the workshop is also filled with tips on how to ace the exam.

Putnam County Local President Irena Kobbe,



CSEA member Maria Rivera takes part recently in a two-day Civil Service test prep workshop in Carmel.

who helped arrange the Carmel sessions, said she has received raves about the daytime workshop.

"This workshop has had an incredible turnout," she said. "Some people have difficulty with taking civil service exams. There's a lot of stress when you know you have to score in a certain percentile to keep your job or get promoted."

Kathleen Stewart, a toll collector for the New York State Bridge Authority, needs to pass the exam to advance her title to a permanent position. Like Rivera, she had previously taken the exam and had difficulty.

"I went into (the previous exam) raw, and it was very intense because it was difficult," she said. "I'm here to digest any information that will help me."

Rivera, who has downloaded free Civil Service test booklets from CSEA's web site, plans to apply the test-taking tips that she received in the CSEA workshop to preparing for her exam.

"I thought that I was the only one who had trouble with the exam," she said. "But, now I know that a lot of people have also had difficulty. I feel much more comfortable now."

— Janice Marra



"There's a lot of stress when you know you have to score in a certain percentile to keep your job or get promoted."

CSEA *Voices*



"Social services positions are not being filled, yet caseloads keep increasing."

— Judy Soderblom
12-year CSEA member
Greene County
Department of Social
Services Local President

Free help online

- CSEA's Civil Service test prep booklets can be downloaded for free from the CSEA members' only area at www.csealocal1000.net. Log in to the members only area, then scroll down to the blue box that says, "Test Prep Booklets."
- As of Sept. 1, 2003, the CSEA WORK Institute will have Civil Service Test Preparation Booklets available for order for \$2 apiece. The WORK Institute can be reached at (518) 782-4427 or 1-866-478-5548. Until Sept. 1, the booklets are available for \$2 apiece from the New York State Partnership for Education and Training. The Partnership can be reached at (518)486-7814 or 1-800-253-4332.

Quick thinking a bridge to safety

TARRYTOWN — As hundreds of emergency workers prepared for the worst on the Tappan Zee Bridge on a recent morning rush hour, Walter Spagnola casually talked about marriage, children and life at dizzying heights with a troubled man threatening to jump from the highest point on the span.

Spagnola is being hailed by his colleagues for his efforts in preventing a man's suicide. A bridge paint supervisor for the New York State Thruway Authority and a 30-year CSEA member, Spagnola had climbed a 140-foot tower on the bridge connecting Rockland and Westchester counties to try to convince a distraught man not to leap to his death.

"I went up there to try to reach (the man)," Spagnola said. "I got within 20 feet of him before he said, 'Don't come no closer.' I stayed where I was, and we had a one-and-a-half hour conversation."

CSEA Voices



“When the state passes responsibilities down to the local level, it impacts working families — cuts in services and increases in taxes. Older communities like Cohoes really suffer. **”**

— George Hebert
City of Cohoes DPW



CSEA Thruway Authority Local member Walter Spagnola stands on the Tarrytown side of the Tappan Zee Bridge. Spagnola recently climbed one of the bridge's 140-foot towers to help convince a distraught man not to jump from the bridge.

Early reports

The drama began early that morning, when reports came in to the Thruway Authority and police about a person possibly jumping into the Hudson River from the span.

Spagnola was alerted as he commuted to work to help conduct a routine security check on the bridge. While police and rescue workers were looking in and around the river for a person who had jumped, Spagnola noticed what appeared to him to be an "unusual object" on top of the bridge tower.

"It looked like a package at first," he said. "Then, it stood up. That's when we knew that the jumper was not in the river, but on the top of the bridge."

Spagnola, who immediately informed police of the man's location, rode out to the area along with other Authority employees and police.

"I looked up at the guy and saw that his feet were dangling off the bridge towards the road as opposed to the water," Spagnola said. "In my own mind, I knew that it would be at least one hour before someone tried to talk to him."

Offering help

But Spagnola, who has training from that National Alliance for the Mentally Ill in dealing with families affected by mental illness, decided to try, climbing the bridge tower through a maintenance ladder.

"It instantly came to me that I might be able to do something. I asked him a lot of questions about his family," he said. "He had marital problems, and had lost his wife, his house and his kid in a divorce."

"I told him that he had a lot to think about before doing this," Spagnola said. "I said that he didn't want his kid to grow up without a father — it's not worth it."

As emergency crews continued to flood the road and river to try to prevent a tragedy, Spagnola convinced the man to smoke a cigarette and stretch his legs.

"I told him to smoke because nicotine calms the nerves," he said. "After one hour up there, I suggested that he get up and stretch his legs. He swung around his legs, stood up and we both walked over by a railing that was away from the edge."



As time elapsed, another Thruway Authority employee, State Police and rescue workers climbed the railing to try to reach the man and remove him from the bridge.

"I told him not to be nervous — that they just wanted to talk," Spagnola said. "Although I don't smoke, I got the jumper to offer me a cigarette. As he reached for his cigarettes, we were able to get to him."

Safe ending

Police placed a harness on the man, and Spagnola finally convinced the man to come down.

The man was whisked off for medical treatment while Spagnola was left behind to consider the effects of his role in the incident.

"I felt somewhat affected," he said. "However, I didn't think about the significance of it at first. All I knew was that he could have slipped or jumped (from the tower) and there would be nothing to grab on to if he changed his mind."

Edward Terry, a shop steward from the Thruway Authority's New York Division, gave accolades to Spagnola.

"We're all very proud of Walter for his life-threatening display of heroism," Terry said.

But Spagnola doesn't feel like a hero.

"I just felt like I did something good," he said.

— Janice Marra

Public safety, support staff face budget ax

YONKERS — If administrators at the Yonkers Public Schools have their way, the district's 40 buildings will be without public safety officers when children return to school in September.

And CSEA is fighting the budget proposal to ensure that district students and staff can learn and work in safe schools.

The Yonkers Board of Education's budget, intended to deal with the district's \$20.4 million deficit, would eliminate all of the schools' 92 public safety officers, who are represented by CSEA, along with clerical and custodial positions. CSEA would lose 167 positions at the district under the proposal.

Because Yonkers is a "Big Five" school district, it relies on the City of Yonkers for its funding. Thus, taxpayers do not vote on the budget.

"To be laying off public safety officers is not the right thing to do for our children's and staff's safety," Southern Region President Diane Hewitt said. "A safe school should be our leaders' top priority."

CSEA public safety officers stationed in the Yonkers schools are also concerned about the impact of their loss on the schools' safety.

"We're breaking up fights every day," Joanne Kubasek, a public safety officer and six-year CSEA member, said. "We stop kids from going after each other, and from going after teachers. I'm afraid that some of the kids and teachers won't even want to be here without some sort of security in these buildings."

Marlene Henzer, a public safety officer and 10-year CSEA member, said the role of security within schools has grown in recent years, especially since the terrorist attacks on Sept. 11, 2001.

"This is a harder world today," she said. "Our greatest asset in this life are our children and we can't put them in danger. The district can't run the schools without us."

Both Kubasek and Henzer said they have positive relationships with the students, many of whom appreciate the presence of public safety officers to help keep the Yonkers schools safe.



Joanne Kubasek, right, shows her public safety officer license to Southern Region President Diane Hewitt, left, outside the Yonkers Board of Education meeting at which the budget was presented.

CSEA Yonkers Public Schools Non-Teaching Unit President Bentley Summers agreed that the loss of the public safety officers will be a detriment to the district.

"Parents are not going to feel safe sending their children to school knowing that public safety officers will not be on hand for routine activity and emergency situations," he said. "Children will feel the lack of safety and will be unable to perform at their full potential."

While the Board of Education has not voted on the budget as of press time, CSEA is continuing its mobilization to keep the Yonkers schools safe.

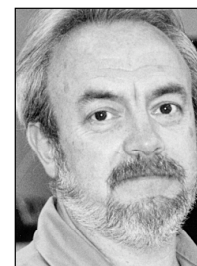
"How can the Yonkers Board of Education and other leaders who are responsible for our children's education believe that abolishing the public safety department won't be harmful to the students?" CSEA Westchester Local President Gary Conley said. "Cutting the public safety officers will have a most dangerous effect on the schools' ability to give our children a quality education."

— Janice Marra



‘ To be laying off public safety officers is not the right thing to do for our children’s and staff’s safety ... A safe school should be our leaders’ top priority ’

CSEA *Voices*



“CSEA has shown a great commitment to education by providing us programs to improve our jobs.”

— Leonard Heide, Head Custodian for Bellmore Merrick School District.

INSIDE THE WORKFORCE

CSEA teams take to the fields

CSEA members across New York have got the ball rolling — and bouncing, flying and curving — taking care of fields in small communities and larger urban areas that attract a cross-section of sports fans every summer for the love of the game.

Whether it's pro football in Albany, soccer in Syracuse, minor league baseball in Troy or Little League action on Long Island, CSEA members are on the job making sure the baselines are straight and the playing fields level and fair.

The following pictures help to illustrate some of the jobs CSEA members do at some of the public and private venues across the state, helping fans and players of all ages enjoy the games.

Plainview-Old Bethpage Community Park

"The ballfield is used all day, every day, from men's leagues to children's recreation and Little League. Sometimes its very dry and other times it just never seems to stop raining, so keeping up with the weather and the quantity of play can be quite a job."

— WILLIAM THAU, PLAINVIEW-OLD BETHPAGE COMMUNITY PARK SUPERVISOR

Right, CSEA members Danny Hushion, William Thau, Jason Sherman and John Herrol at Plainview-Old Bethpage Community Park in Plainview.

Right, Danny Hushion, laborer on left and laborer Jason Sherman raking out the homeplate area.

"It's not as confining as being in an office. You can catch a breeze, get some sun, and you're still working."

— DANNY HUSHION, LABORER



Above, Supervisor William Thau rides the ballfield conditioner at Plainview-Old Bethpage Community Park in Plainview.



CSEA SUNY Albany Local members Kristine Tipton and Wilfredo Rivera keep a New York Giants' practice field trimmed while Mark Gregorek, below, paints a practice field grid. The three groundworkers are part of a larger team at SUNY that gets campus facilities prepared and keeps them in order while the Giants hold their summer training camp.

SUNY Albany campus, home of the NY Giants summer camp



CSEA Nights a featured attraction across the state

CSEA sponsors discount admissions and giveaways on CSEA Nights at sports venues across the state. The evenings provide added value to belonging to a union and reward union members and their families for a job well done. They also shine a community spotlight on CSEA, letting folks know who we are, what we do and why our members are an important part of the communities in which we work.

CSEA Nights are held throughout the year at many different sports venues. Check with your CSEA Region Office or your region's pages at www.csealocal1000.net for information about CSEA Nights in your area.



Above, CSEA President Danny Donohue gets ready to throw a pitch with Tri-City Valley Cats Catcher Randy McGarvey Jr. at a recent CSEA Night at the Joseph L. Bruno Stadium in Troy. *Union Pride* was also present at CSEA night, greeting guests as they entered the Stadium. *Union Pride* is the 9/11 search and rescue dog sponsored by CSEA and AFSCME as part of a project of the American Kennel Club in New York City last year. The dog is currently on a tour of upstate venues and will be featured at the CSEA Booth at the NYS Fair in Syracuse Aug. 21 through Sept. 1.

Treatment plant conditions stink

GREAT NECK — Imagine working in a place where there's no bathroom, no showers. Your only locker room is in plain view, situated between a main stairway and a door to the outside.

Imagine that the place where you work is a sewage treatment plant, and your only bathroom facility is a sink. This is the reality for eight men at the Great Neck Wastewater Treatment Plant.

"The only thing that the water commissioners (management) care(s) about is whether the residents are complaining. We don't count, as far as they go," said plant operator Joe Basik.

Even the lunchroom is makeshift. "We used to have our lunch table in a corner surrounded by this transformer, with 460 volts going through it. It gives the term 'extra crispy' a whole new meaning," said CSEA Unit President Greg O'Connor.

Grievances filed

That's why the lunch room and locker room issues have become a battleground for the unit. Grievances have been filed and remain in the appeals process.

Now CSEA is taking management to task on the health and safety front. A recent investigation by Occupational Safety and Health Specialist Komilla John has resulted in citations from New York state.

"It's not a well-maintained facility. There are leaking pumps, and a lot of places where water and raw sewage accumulates, causing very slick surfaces," said John. "Management is supposed to provide slip resistant matting,



Plant workers barely have room to turn around in the area provided for them for changing. There is no door, either.

which it has failed to do," she said.

Eight citations

PESH (The Public Employee Safety and Health Bureau) has slapped management with a series of eight serious health violations at the plant, which processes sewage for most of the Great Neck Peninsula and the town of North Hempstead.

According to the PESH complaint, the Board of Commissioners has until the end of August to literally clean up its act and provide a safer environment for the workers.

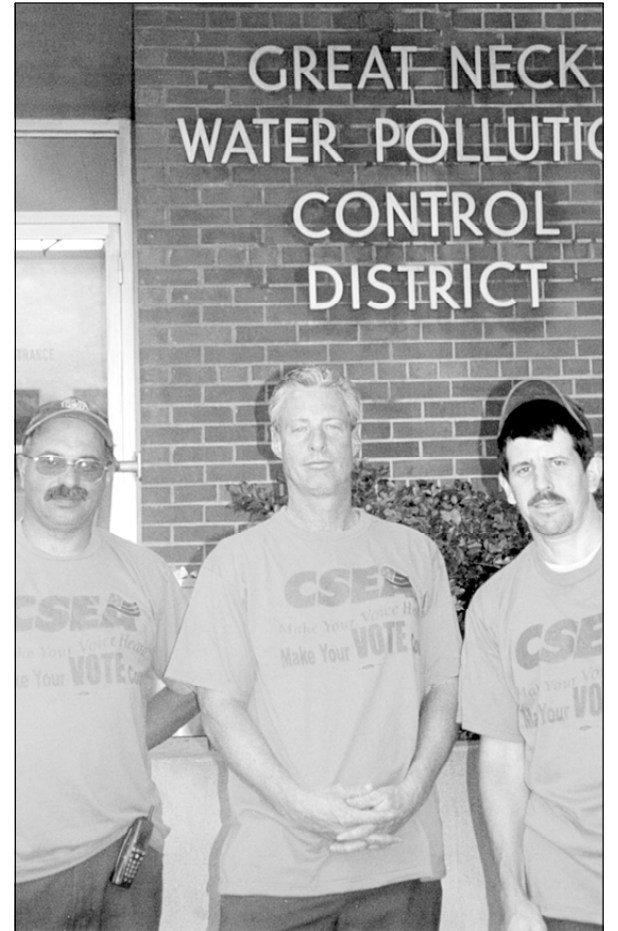
John said the violations she witnessed, and which were cited in the PESH report, were absolutely appalling. "Sewage is processed here, the solid waste is filtered away, and it's supposed to be properly disposed of. Instead, workers are required to put the solid waste in uncovered drums, and carry them by hand to the trucks to be dumped!"

Other serious violations cited by PESH include:

- A lack of traffic control plans, flag men or proper safety equipment to protect the employees performing maintenance or repairs in traffic zones.
- Backup trucks and work vehicles are not positioned correctly to protect workers from oncoming traffic.
- Workers were not provided with proper safety training to set up work zones. No training records were presented to the PESH inspector.
- Non-working hand tools were located throughout the facility.
- Large electrical panels were found in an employee dining area.
- No procedures were developed or documented for the control of potentially hazardous energy in work areas.
- Material data safety sheets were not readily available to employees, despite the fact that they work with highly toxic chemicals, such as hydrochloric acid, solvents and cleaning agents.
- Lack of proper lock-out, tag-out procedures to protect workers from injury with equipment.

The lock-out, tag-out procedures are critical to prevent injuries.

"This way if somebody's working on a pump or motor, it's not inadvertently turned on from another location. You could have your hand inside the pump, and if the pump goes on, you could get mangled or even lose



Left to right, Victor Zizzo, Gregory O'Connor and Joe Basik outside the plant.

your fingers," said plant operator Victor Zizzo.

O'Connor said he is always concerned about the men's safety. "But we're so short staffed, and it's coming to the point where men are going to get hurt," said O'Connor.

"I'd like to see more guys hired. I think we should work in pairs, this way we can look out for each other," said operator Joe Basik.

The men say the PESH ruling is just the latest salvo in the long, drawn out fight they have been waging to be treated with dignity and respect. The PESH rulings mark only the first round of citations, with more on the way, John said.

"I'm so glad they're doing this. Management there just has no clue, nor do they care at all about the safety and health conditions faced by these workers every day. Maybe now they will realize that they have to fix these problems, especially when the fines start to mount," said John.

— Rachel Langert

LIDDSO's Calderone a major SEFA booster

Most people tackle a new project a little at a time. Ten years ago CSEA member Ben Calderone jumped into SEFA feet first, and he hasn't let up.

"At LIDDSO we take care of developmentally disabled consumers, some with multiple medical problems. And after seeing all that, how could you not want to help people?" asked Calderone.

Calderone, a media services coordinator at the Long Island Developmental Disabilities Service Office, said he saw the State Employees Federated Appeal, which coordinated charitable giving by state employees, as an effective way to accomplish his goal.

"I think many people really have no conception of what's going on beyond their immediate surroundings. They may not even know about people in their own communities who have had misfortune or tragedies. But they

happen all the time, and often when you least expect it," said Calderone. "That's why SEFA is so important."

Calderone is such a believer, he has been instrumental in building up the Long Island Region's contributions. He helped raise a quarter million dollars in the last decade. Last year alone he helped raise \$96,000, a quarter of the Long Island total.

"I have to admit, it's a lot of fun. I get to see all of our co-workers, who are spread out all over the Island, and I'm out talking to other state workers in other agencies," he said.

Although he said it takes many hours and a lot of work to conduct a SEFA campaign, Calderone remains modest about his role.

"The success of these recent campaigns really wasn't because of me. It was because my fellow members in state service really opened up their hearts and gave generously," he said.



Ben Calderone, a CSEA member at the Long Island Developmental Disabilities Service Office holds a plaque he received recently for his work in increasing SEFA donations.

"Seeing the dedication of people like Ben Calderone to helping their own community demonstrates why CSEA is New York's leading union," said CSEA President Danny Donohue, who is co-chair of the 2004 SEFA Campaign.

"Ben Calderone knows all about the good work the SEFA contributions make, and he speaks passionately to our members about helping the charity to help the less fortunate," said CSEA Long Island Region President Nick LaMorte, co-chair of the Long Island SEFA campaign.

"People like Ben, who spread the good word about SEFA, really make a difference."

LaMorte said last year's SEFA campaign brought in \$447,000. And he's looking forward to helping to make this year's campaign better than ever.

"By giving, you show that you really do care," said Calderone. "There's nothing better than helping others, and you never know who will benefit. It could be the family next door. Someday, it could even be you," said Calderone.

— Rachel Langert

'Locks of Love' helps kids

WILLIAMSON — When Williamson Schools bus driver Judy Wooster read about a program that helps children who have suffered hair loss because of illness, she wanted to help.

Five years later, Wooster had grown her hair to a length that Locks of Love desires, and had her locks clipped and sent, so her hair growth can be sewn into a custom wig.

"It's a gift that so many people can give," said Wooster. "And it doesn't cost anything except your trip to the hairdresser."

Locks of Love is a non-profit, Florida-based agency that, since 1997, has provided custom, handmade wigs for more than 800 children who have suffered from burns or illness, such as alopecia areata, that cause



Above, CSEA member Judy Wooster with long hair and above right, after donating her cut hair to 'Locks of Love.'

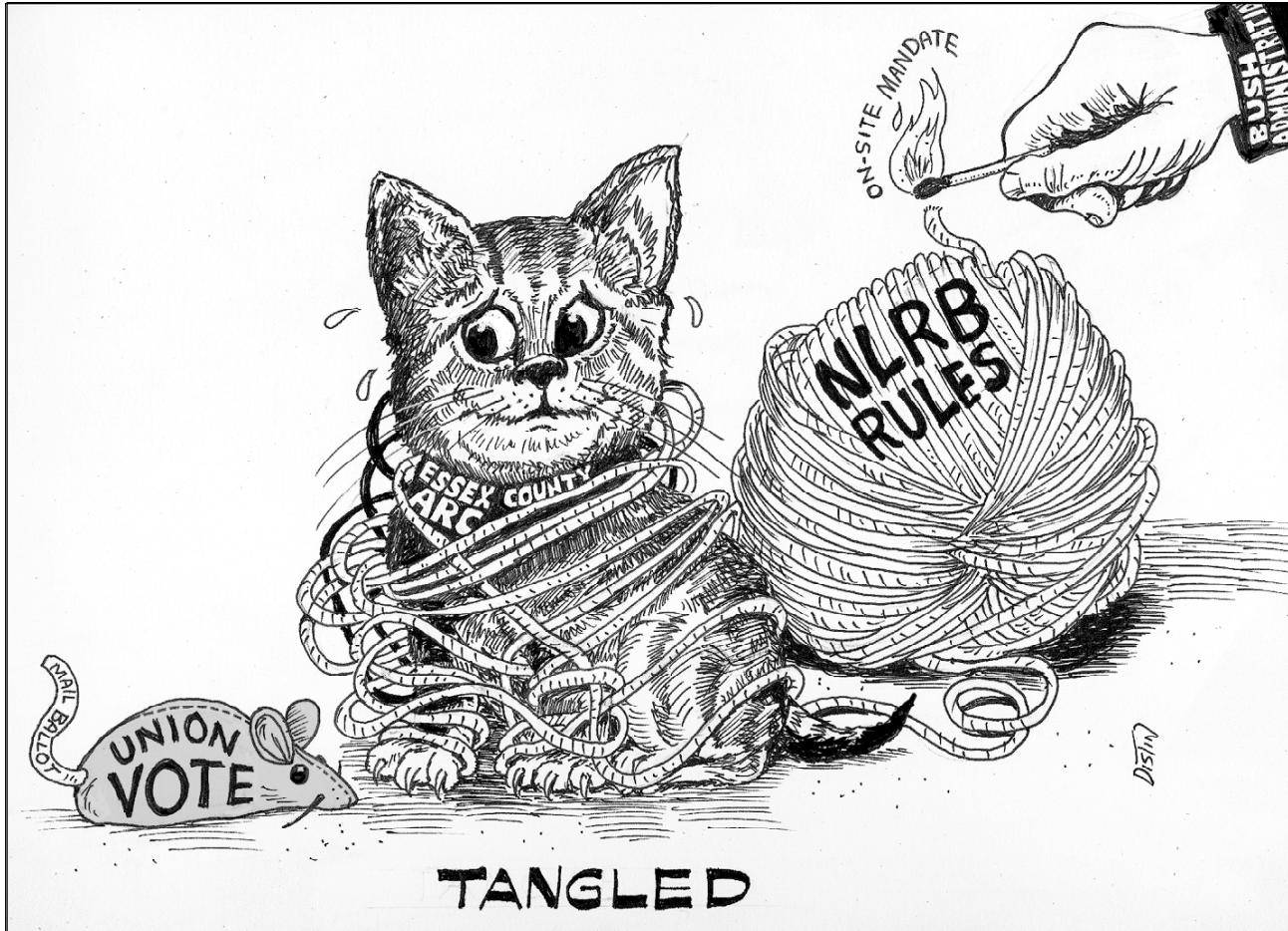
hair loss. The wigs help children deal with the psychological impact of hair loss, while helping their financially disadvantaged families deal with the expense. A completed wig costs about \$1,000.

— Ron Wofford



How you can help

- Locks of Love requires that hair be at least 10 to 12 inches long.
- The organization can be reached at: Locks of Love 2925 10th Avenue, Lake Worth, Fla., 33641, or;
- locksoflove.org



1972

31 years ago ...

In 1972, William Lucy was first elected Secretary-Treasurer of AFSCME – the second highest ranking officer in the international union.

Lucy joined AFSCME's International staff in 1966 after serving as president of AFSCME Local 1675 in Contra Costa, Calif. Originally from Memphis, Tenn., Lucy attended the University of California at Berkeley, where he trained as a civil engineer.

Lucy serves as a member of Executive Council of the AFL-CIO and is president of Public Services International, the world's largest union federation.

He is a founder and the president of the coalition of Black Trade Unionists (CBTU), an organization of union leaders and rank and file members dedicated to the unique needs of African-Americans and minority group workers.



William Lucy

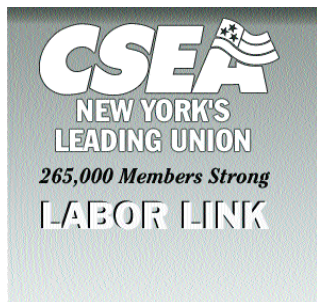
2003 marks the 25th anniversary of CSEA's affiliation with AFSCME

Also in 1972:

- ✧ President Richard Nixon makes an historic visit to Communist China.
- ✧ In June, five men are arrested during a botched burglary at the offices of the Democratic National Committee at the Watergate Hotel in Washington, D.C.
- ✧ American swimmer Mark Spitz wins seven Gold medals at the Olympics in Munich, Germany. The Olympics later turn tragic when terrorists strike and seven Israeli athletes are killed.
- ✧ The U.S. launches a Christmas bombing campaign of North Vietnam.
- ✧ "The Godfather" is the top film of the year.
- ✧ Don McLean's "American Pie," Elton John's "Honky Chateau," and the Rolling Stones' "Exile on Main Street" top the music charts.
- ✧ Pong introduces the video game craze.

Mark your calendars to march

CSEA will be taking part in labor parades across the state in September. Show your solidarity by joining in the parade in your region. Visit your region pages at csealocal1000.net or call your communications associate in your CSEA Region Office for more up-to-date information as the parade dates draw near.



**Sept. 1
St. Lawrence
County Solidarity
Day Parade —
Massena.**

More than 60 union locals participate. CSEA members should assemble at

10 a.m. at the corner

of Willow Street and Liberty Avenue. Parade starts at 11 a.m., immediately followed by a free family picnic at Springs Park. Free T-shirt for CSEA members who march. Contact Mark Kotzin, (315) 433-0050.

Labor Day Parade — Syracuse, State Fairgrounds
Parade begins at 10 a.m., with a rally and interfaith service called the Blessing of the Workers to follow at 10:30. A casual luncheon and awards ceremony

will be held at noon. Marchers will assemble by Gate 6 and free CSEA T-shirts will be available for members who participate. See your CSEA local president for free fair admission ticket and parking pass. Tickets for the luncheon are \$10 and can be purchased from the Syracuse Labor Federation at (315) 422-3363, or contact Mark Kotzin, (315) 433-0050.

**Sept. 6
New York City:** CSEA members in the Long Island Region, Metropolitan Region and the Southern Region are all invited to join in the New York City Labor Day Parade. Call your communications associate at your region's office for more information: Long Island Region, Rachel Langert (631) 462-0300; Metropolitan Region, David Galarza, (212) 406-2156; Southern Region, Janice Marra, (845) 831-1000.

**Sept. 20
Capital Region:** Albany Labor Day Parade. Check the Capital Region pages at csealocal1000.net for more information, or call Therese Assalian, (518) 785-4400.

Ithaca Labor Day Parade — Contact mark Kotzin (315) 433-0050.

Monroe County Labor Day Parade — Contact Ron Wofford, (716) 886-0391.



CSEA members, family and friends march in the 2001 New York City Labor Parade.

Bush targets overtime; CSEA fighting back

Recently, CSEA and the rest of the AFL-CIO defeated a bill to eliminate overtime for millions of Americans. Unfortunately, the U.S. Department of Labor is now trying to change these overtime protections through regulations.

In March, the Bush administration proposed regulations that would eliminate comp time and overtime for millions of public and private sector employees.

Thankfully, Congressman Peter King has introduced legislation that would prohibit the Department of Labor from stripping any workers of their overtime protections. The bill number is H.R. 2665.

In order for this bill to become law and send a clear message to the Bush administration that we don't want them taking away our overtime, we need as many members of Congress to sign on to this important legislation as possible.

Please call your Congressional Representative TOLL FREE at 1-877-331-2000.

Ask them help protect your overtime by signing on to H.R. 2665, the "King Overtime Protection Bill."

CSEA
Local 1000, AFSCME, AFL-CIO

Visit the new
CSEA Store at
www.csealocal1000.net

powered by
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518.370.1158 x12

CSEA's notice of nomination and election

Based on the actions of the delegates at the 1998 CSEA Convention, our election cycle has been changed. Elections for statewide officers and region officers, as well as for the Board of Directors, will be held at the same time. CSEA members are urged to carefully read the election information on this page and related stories in future issues of *The Work Force*.

Elections for the following positions will take place between Jan. 16 - Feb. 9, 2004.

Statewide Officers:

President, Executive Vice President, Secretary, Treasurer

Region Officers:

Region 1: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Region 2: President, Executive Vice President, 1st VP, 2nd VP, Secretary, Treasurer

Region 3: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Region 4: President, Executive Vice President, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Region 5: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Recording Secretary, Treasurer

Region 6: President, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Statewide Board of Directors:

Representatives of the State Executive Committee and the Local Government Executive Committee. Private Sector Executive Committee Board of Directors seat automatically is the Chair of the Private Sector Executive committee. This position is subject to election later in 2004.

**Any CSEA member who is considering the possibility of running for office may obtain information about the election process by calling the Election Committee at CSEA headquarters
1-800-342-4146 ext. 1477**

CSEA Election Schedule for Statewide Officers, Region Officers, Statewide Board of Directors

Aug. 7: nominating petition request forms will be available from local presidents, CSEA headquarters and region offices. Petition request forms may be filled out and returned to CSEA headquarters and/or region offices at any time

Sept 2: First day of the petitioning period. Nominating petition will not be released until this day.

Oct. 3: Deadline for nominating petitions to be received at CSEA headquarters (5 p.m.)

Nov. 12: Ballot position drawing

Jan. 16: Ballots mailed

Jan. 23: Replacement ballots available

Feb. 9: Deadline for receipt of ballots (8 a.m.). Ballots count commences (9 a.m.) Election results will be announced after the ballot count is complete and certified. Candidates will be notified by mail of the results. Election results will be published in the March 2004 edition of *The Work Force*.

Individual or Slate Petitions

Persons seeking an office may petition individually or as part of a slate to appear on the ballot.

No person may be a candidate for statewide and region office during the same election year. No person may be a candidate for more than one region office.

In statewide elections, the slate must contain a candidate for each of the statewide offices listed herein.

In region elections, the slate must contain a candidate for each of the region offices listed herein for the particular region.

For the board of directors elections, slate petitioning is available in those departments or political subdivisions which, in accordance with the CSEA Constitution and Bylaws, are entitled to more than one board seat. In such instances, to constitute a slate there must be a candidate for each of the seats to which the department or political subdivision is entitled in that election.

Voting Eligibility Date

Only CSEA members in good standing as of Dec. 1, 2003 will be eligible to vote in the election.

Rules on Running for CSEA Statewide President, Executive Vice President, Secretary, Treasurer

To be eligible to seek statewide office, a candidate must be at least 18 years old; a member in good standing since Jan. 1, 2003; shall not have been a member of a competing labor association or union since Jan. 1, 2003; shall not currently be serving a disciplinary penalty imposed by CSEA's Judicial Board; and shall not have been the subject of a bonding claim by the Association or disqualified from being covered by the Association's surety bond.

Any CSEA member who meets the above criteria may become a candidate and have his or her name placed on the ballot for a specific statewide office by obtaining on official nominating petition forms the printed name, signature, and the last four (4) digits of the Social Security number of at least 1,000 CSEA members eligible to vote in the upcoming election.

Nominating petition signatures must be of CSEA dues-paying members who are not serving a judicial board suspension and who have no delinquent dues.

The terms will start March 1, 2004 and shall be for a single term ending March 1, 2008.

Rules on Running for Region Office

To be eligible to seek region office, a candidate must be at least 18 years old; a CSEA member in good standing of the region since Jan. 1, 2003; shall not have been a member of a competing labor association or union since Jan. 1, 2003; shall not currently be serving a disciplinary penalty imposed by CSEA's Judicial Board; and shall not have been the subject of a bonding claim by the Association or disqualified from being covered by the Association's surety bond.

Any CSEA member who meets the above criteria may become a candidate and have his or her name placed on the ballot by obtaining on official nominating petition forms the printed name, signature and last four (4) digits of the Social Security number of at least 500 CSEA members

Within the next few weeks, check the CSEA bulletin boards at your workplace for more election details.

eligible to vote in the upcoming election. All signatures must be from the region where the person is seeking office.

Nominating petition signatures must be of CSEA dues-paying members who are not serving a judicial board suspension and who have no delinquent dues.

The terms will start March 1, 2004 and shall be for a single term ending March 1, 2008.

Rules on Running for Statewide Board of Directors

To be eligible to seek office, a candidate must be at least 18 years old; a CSEA member in good standing of the department, county or educational local he or she seeks to represent, since Jan. 1, 2003; shall not have been a member of a competing labor association or union since Jan. 1, 2003; shall not currently be serving a disciplinary penalty imposed by CSEA's Judicial Board; and shall not have been the subject of a bonding claim by the Association or disqualified from being covered by the Association's surety bond.

Any CSEA member who meets the above criteria may become a candidate for a board seat and have his or her name placed on the ballot by obtaining on official nominating petition forms the required number of printed names, signatures, and last four (4) digits of the Social Security number of CSEA members eligible to vote in the election.

Nominating petition signatures must be of CSEA dues-paying members who are not serving a judicial board suspension and who have no delinquent dues.

The terms will start March 1, 2004 and shall be for a single term ending March 1, 2008.

Election Oversight

The election process will be overseen by the union's Statewide Election Committee. The balloting will be conducted by The American Arbitration Association, an independent election agency approved by the union's statewide Board of Directors.

NOTICE OF NOMINATION AND ELECTION 2004 AFSCME Convention Delegates

Delegate nominating meetings to be held Oct. 4

CSEA REGION NOMINATING MEETINGS AFSCME Convention Delegates Election

SATURDAY, OCT. 4, 2003
ALL MEETINGS WILL START AT 11 A.M

LONG ISLAND REGION 1 (41 delegates)
Region Office, 3 Garet Place, Commack

METROPOLITAN REGION 2 (14 delegates)
Region Office, 40 Fulton Street, 21st Floor
Conference Room, New York City

SOUTHERN REGION 3 (40 delegates)
Region Office, 735 State Route 52, Beacon

CAPITAL REGION 4 (36 delegates)
Best Western, 200 Wolf Road, Colonie

CENTRAL REGION 5 (41 delegates)
Region Office, 6595 Kirkville Road, East Syracuse

WESTERN REGION 6 (40 delegates)
Holiday Inn, 8250 Park Road, Batavia

Meetings will be held in all CSEA regions on Saturday Oct. 4 to nominate candidates for the position of delegate to the 2004 AFSCME Convention scheduled for June 20 through June 25, 2004 in Anaheim, California. The date, time and location of region nominating meetings are printed at left.

These region nominating meetings kick off the AFSCME delegate election process, which continues in accordance with the schedule of election, printed at right, approved by CSEA's Board of Directors.

CSEA members in each CSEA region will elect delegates from their region. The number of delegates to which each region is entitled is based on region membership strength, in accordance with the AFSCME and CSEA constitutions.

Who is eligible?

Any member in good standing as of Oct. 4, 2003 will be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of Oct. 4, 2003 will be eligible to nominate delegates. Any qualified CSEA member will be eligible to nominate as many candidates for delegates as he or she desires, not to exceed the total number of delegates to be elected from that region. Nominees do not have to be at the nominating meeting.

Nominations may be made by slates of two or more individuals who will appear on the ballot as running together under a particular slate

AFSCME DELEGATES ELECTION YEAR 2004

In addition to our own elections, the year 2004 also has an AFSCME Delegates election. The approved schedule for that election is as follows:

Oct. 4 (Sat.)	Region Nomination Meetings
Jan. 16 (Fri.)	Ballots mailed
Jan. 23 (Fri.)	Replacement ballots available
Feb. 9 (Mon.)	Ballots due/8 a.m.; Tally commences
Ten (10) days following SEC Certification of Results	
March	End of protest period Results published in <i>The Work Force</i>

Balloting for the AFSCME Delegates election will take place at the same time and as part of the CSEA elections for statewide officers, region officers and board of directors. Members are urged to carefully read the election information contained in *The Work Force* throughout the year 2004 election cycle as well as the instructions which will accompany each mail ballot.

designation. The ballot will also allow slate candidates to be elected individually, separate from the slate.

Expenses for transportation, room and board at the AFSCME Convention will be paid by CSEA.

Health Benefits Department

Protecting Your Benefits

Help Maintain Your Health Insurance
Premium: Use Mail Order Rx

CSEA-represented state enrollees and their eligible dependents enrolled under the Empire Plan's Prescription Drug Program have the option to fill their prescriptions at a CIGNA/Express Scripts participating pharmacy or through Express Scripts mail service program.

Participating Pharmacy:

At a participating pharmacy, Empire Plan enrollees pay \$5 for generic drugs and \$15 for brand name drugs that have no generic equivalent. If you fill a

prescription for a brand name drug that has a generic equivalent, you pay your brand name co-payment plus the difference in cost between the brand-name drug and its generic equivalent. One co-payment covers up to a 90-day supply.

Mail Service Pharmacy:

Enrollees who use the mail service option actually save the plan money, which helps maintain health insurance premiums. Using the mail service eliminates the dispensing fees that are normally incurred by the plan when prescriptions are filled at participating or non-participating retail pharmacies.



Editor's note: Due to space constraints, the Employee Benefit Fund's monthly column does not appear this month. It will return in September. Please see the following for important information about the ABF's newly expanded 800 number.

EBF 800 goes nationwide

The 800 number for the CSEA Employee Benefit Fund is now valid throughout the United States. This will enable those living outside of New York state to contact the fund toll free. The 800 number remains 1-800-323-2732. Listen to the voice prompts for the appropriate departments.

Using the mail service program is easy and convenient. To receive an envelope, contact Express Scripts at 1-877-7NYSHIP (1-877-769-7447). The mail service program provides an additional enhancement, which allows enrollees to refill prescriptions online at Express Scripts' web site, www.express-scripts.com. NYS Empire Plan enrollees pay \$5 for a 90-day supply of generic drugs and \$15 for 90-day supply of brand name drugs that have no generic equivalent. If you fill a prescription for a brand name drug that has a generic

equivalent, you pay your brand name co-payment plus the difference in cost between the brand-name drug and its generic equivalent.

Prescriptions filled through the mail order program are conveniently delivered to the privacy of your home. If you would like to learn more about the Empire Plans' Mail Order Prescription Drug Program, please contact Express Scripts at 1-877-7NYSHIP (1-877-769-7447).



FROM



TO



T is for Taylor Law

The vast majority of CSEA members have the right to union representation and a clear set of labor-management guidelines because of the Public Employees Fair Employment Act — known as the Taylor Law.

The Taylor Law was enacted in 1967 and signed into law by then-Gov. Nelson A. Rockefeller. CSEA was instrumental in its passage and has also played a leading role in its modification and refinement over the past 35 years. While far from perfect, the Taylor Law is perhaps the most comprehensive law of its kind providing public employees with a wide range of rights and protections. In fact, even today, public employees in most states have only limited collective bargaining rights.

The Taylor Law:

- Grants public employees the right to organize and be represented by employee organizations of their own choice;
- Requires good faith bargaining and contract settlement by labor and management;
- Establishes resolution procedures to settle disputes;
- Defines and prohibits improper practices by both labor and management;
- Prohibits strikes by public employees.

Among the set of procedures the Taylor Law sets forth for the resolution of contract disputes are:

Mediation — if either or both sides declare impasse (meaning that they believe there is no further room for movement in negotiating an agreement), a mediator is appointed to help resolve the differences.

Fact-finding — if a mediator cannot help the parties reach an agreement, a fact-finder is appointed to hold hearings, take testimony and receive other evidence from both labor and management. The fact-finder then makes a non-binding recommendation to settle the dispute.

Legislative hearing — if fact-finding does not bring about a settlement, a state or local legislative hearing is the next step, with legislative imposition of a one-year agreement as a possible outcome.

The Taylor Law is administered by the Public Employment Relations Board (PERB).

In 2002, the New York State AFL-CIO Task Force on Taylor Law Reform issued a report recommending a number of improvements in the Taylor Law to ensure fairness and balance in the labor-management relationship.

CSEA President Danny Donohue served on that task force and CSEA continues to pursue those changes through the legislative process. A copy of the task force report can be accessed from the home page of the New York State AFL-CIO: www.nysaflcio.org.



At the stroke of Gov. Nelson Rockefeller's pen in 1967, CSEA gained the right to negotiate contracts with the force of law and a whole new era began for the union. At far left is CSEA President Joe Feily. At far right, CSEA Vice President Theodore C. Wenzl.

The Public Employees Fair Employment Act, commonly known as the Taylor Law, is a labor relations statute covering most public employees in New York State — whether employed by the state, or by counties, cities, towns, villages, school districts, public authorities or certain special service districts. The law is named for George Taylor, who chaired the Committee appointed by Gov. Nelson Rockefeller to reform the state public sector labor laws.

www.csealocal1000.net
 Read previously published CSEA A to Z articles in *The Work Force* area of CSEA's web site.

CSEA Announces Scholarship Winners

CSEA announces this year's winners of the Irving Flaumenbaum and JLT/MetLife Scholarship Awards. Eighteen \$1,000 scholarships are awarded annually to high school seniors; three in each region.

Two additional scholarships of \$2,500 each, sponsored by JLT Services Corp. and the Metropolitan Life Insurance Company, are being awarded in memory of Joseph Lochner and Charles Foster.

JLT Award:

Eric Lingenfelter of Tonawanda, whose mother, **Patricia Lingenfelter**, is an indexer for NYS Workers' Comp. Eric will attend SUNY Fredonia.

MetLife Insurance Company:

Darci Walthew of East Bethany, whose mother, **Beverly Walthew**, is an accounting supervisor at Genesee County Mental Health. Darci will attend Ohio Northern University.

Irving Flaumenbaum Scholarship Long Island Region 1

Michael R. Ninivaggi of Middle Island, whose mother, **Nancy Ninivaggi**, is an account clerk in the Longwood Central School District.

Daytona Papetti of Long Beach, whose father, **Richard Papetti**, is a plant operator in the City of Long Beach.

Frank Amitrano of Mastic, whose father, **Joseph Mattero**, is a custodian at Eastport Schools.

Metropolitan Region 2

Daljit Ahluwalia of Staten Island, whose mother, **Cecilia Ahluwalia**, is a DMV representative for NYS DMV.

Jason Babby of Queens Village, whose mother, **Emily Babby**, is a developmental aide for Bernard Fineson.

Rina Lad of Paramus, whose mother, **Asha Lad**, is a pharmacy technician at the Manhattan Psychiatric Center and whose father, **Harshad Lad**, is a pharmacy technician at Kirby Psychiatric Center.

Southern Region 3

Suzanne Kohn of Elmsford, whose father, **Craig Kohn**, is a psychiatric aide at the Westchester Medical Center.

Paul Overmyer of Napanoch, whose father, **James Overmyer**, is a

custodian at the Yorktown Central School District.

Nicole Pomeroy, of Napanoch, whose mother, **Carol Connor-Pomeroy**, is a mail & supply clerk at Ulster Correctional.

Capital Region 4

Tina Huang of Guilderland, whose mother, **Sau-Mon Huang**, is a cleaner for NYS Office of General Services.

Elizabeth Minkel of Saratoga Springs, whose father, **William Minkel**, is a senior court attorney in the Unified Court System.

Jennifer Thibault of Latham, whose mother, **Judith Thibault**, is a teacher's aide in the North Colonie School District.

Capital Region 5

Abigail Hammond of Cortland, whose mother, **Tracy Hammond**, is a keyboard specialist at Cortland Junior and Senior High Schools and whose father, **Gary Hammond**, is a retiree from Cortland County Aging.

Jessica Houle of Harford, whose mother, **Angela Houle**, is a clerk at Tompkins County of Social Services.

Jamie Woodcock of Camden, whose mother, **Leona Woodcock**, is a teacher's aide at Camden Central Schools.

Western Region 6

Laura Seivert of Orchard Park, whose mother, **Rosemary Seivert**, is a clerk typist for the Town of Orchard Park.

Alyssa Harrington of Wilton, whose mother, **Sandra Harrington**, is a food service worker for Wilson Central School.

Philip Lubanski of Leicester, whose mother, **Dawn Lubanski**, is an activity aide for Livingston County Campus.

More Scholarships awarded by CSEA Locals

CSEA announces scholarship winners in the St. Lawrence County Local. Three \$500 scholarships were awarded to the following children of CSEA members.

Jena Bennett, whose mother, **Vicki Bennett**, works at the St. Lawrence County Department of Social Services. **Shannon Blair**, whose mother, **Kathy Blair**, works at the St. Lawrence County Community Services Department.

Tyler Ashley, whose father, **Sai Bristol**, works at the St. Lawrence County Probation Department. CSEA Department of Mental Hygiene Local in Albany awards \$200 scholarships to the following children of CSEA members.

Amanda Vetere is a graduate of Greenville Central Schools where she was involved in sports and the student

council. She is enrolled at Wesleyan. **Jonathan Pellerin** will be a senior at St. Rose studying music education. **Jesse Pellerin** is beginning graduate studies at SUNY Albany and is an honors student with a double major in anthropology and art history. **Michelle Miesowicz**, is in her third year at St. Rose and carrying a GPA of 4.0 toward a degree in Childhood Education. **Matthew Reinemann** will be attending Schenectady County Community College and is enrolled in the fire protection technology curriculum. **Marliese Engel** is a student at Plattsburgh State maintaining a freshman GPA of 3.67 and is a member of the SUNY National Honor Society. **Jocelin Engel** is a student at the Fashion Institute of Technology, studying fashion design and international trade.

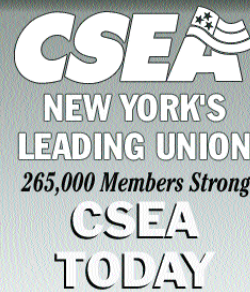
PEOPLE PERSON — The PEOPLE recruiter of the month for August is Rutha Bush from Long Island Region 1, Nassau County Local. She recruited 28 new PEOPLE members to the program. PEOPLE is CSEA and AFSCME's

political action program aimed at getting friends of working families elected to Congress ... **OCEANSIDE RATIFIES NEW CONTRACT** —The Oceanside School District Cafeteria unit has ratified a new four year contract. Subsequent year salary increases must be negotiated year by year. Also received was additional money for uniforms, two paid holidays after one year of service and an additional personal day ...



CSEA Long Island Developmental Center Local member Indie Bumpers gets her blood pressure checked by SUNY Stony Brook nurse Debbie Grimm at the CSEA Long Island Region International Day/Women's Health Festival. The festival drew more than 400 visitors.

ADVICE ON FINANCING SCHOOL — Advisers from the NYS & CSEA Partnership for Education and Training are working with CSEA-represented NYS employees to find ways to pay for college and other educational programs. Advisers are available to work with members toll-free at 1-800-253-4332 (Option 2). Areas of assistance include federal and state financial aid programs, alternative ways to gain college credits, federal tax credits, and scholarships. Advisers are available Monday through Friday until 4:30 p.m. and on Thursday evenings until 7:30 p.m. All discussions with an adviser are confidential ... **FIRST TIME CONTRACT** — CSEA's newly organized members of the private-sector Ulster County Head Start have ratified their first contract. The collective bargaining state agreement for the 45 union members helps to give them a voice in their work place for the first time ...



CSEA COMMUNICATIONS AT THE APEX OF EXCELLENCE — CSEA's Communications Department has been recognized with two awards in the 2003 Apex competition for communications professionals, sponsored by Communications Concepts. CSEA was a Grand Award Winner for its video

production, "Victory in Ellenville" which detailed the effort to help the employees at the Ellenville Regional Hospital in Ulster County organize into a union. CSEA's monthly newspaper, *The Work Force*, was also recognized for publication excellence. The Apex competition drew more than 5,000 entries. *The Work Force* was also recognized earlier this year with an award in the competition sponsored by the Metro Labor Press Council ... **ROSWELL PARK RECEIVES GRANT** — The Roswell Park Cancer Institute, where CSEA represents more than 600 workers, received a seal of approval from the National Cancer Institute when the federal agency granted it a five-year renewal of the hospital's Cancer Center Support Grant. The grant allows Roswell Park to retain its status as an NCI-designated comprehensive cancer center, something that it feared losing three years ago. The NCI's affirmation is crucial to the center's efforts to recruit faculty members and attract grant money for research, which in the past has recruited more than more 100 clinicians and scientists to help develop programs incorporating laboratory and clinical research as well as a new Center for Genetics and Pharmacology.



From left, CSEA Executive Vice President, Mary Sullivan, Attorney General Eliot Spitzer, CSEA Clinton County Local President Jeanne Kelso and CSEA SUNY Plattsburgh Local President Betty Lennon, during a "Salute to Labor" in Clinton County that recently honored Kelso. The former CSEA Mission Achievement Award winner was recognized for her decades of dedication to the labor movement.

HALF-PRICE ADMISSION for CSEA members on Aug. 30 and 31 during CSEA Weekend.



Aug 21-Sept 1, 2003 Syracuse

Clip one coupon at right for each CSEA member and family member and bring coupon(s) to any fair gate for a half-price admission on **Saturday and Sunday, Aug. 30 and 31, 2003, only.**

The New York State Fair is at the Empire Expo Center located off Exit 7 of Interstate 690, 3 miles west of Syracuse. Hours of operation are 10 a.m. to 10 p.m. daily.

Reproduced coupons will not be accepted. Additional coupons will be available at your CSEA region office.

Saturday, Aug. 30 and Sunday, Aug. 31, 2003, is CSEA WEEKEND at the New York State Fair in Syracuse. CSEA members and their family members will receive half-price admission that weekend, compliments of CSEA and the New York State Fair.

CSEA will maintain a booth in the Center of Progress Building on the fairgrounds throughout the entire fair, so stop by and visit the CSEA booth at any time. The half-price coupons above, however, are only good during CSEA Weekend, Saturday and Sunday, Aug. 30 and 31.

SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE
CSEA member admission \$5.00*

Half Price

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

Coupon is valid for CSEA weekend only - Saturday and Sunday Aug. 30 and 31.

CSEA members and family members each get one admission for half-price when purchased at any gate with coupon. One coupon per person.
 *Adult admission.
 Children under 13 admitted free.

NAME _____
 ADDRESS _____
 PHONE _____
 CSEA LOCAL _____

HALF PRICE

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