

Official publication of



Local 1000, AFSCME, AFL-CIO

Sector

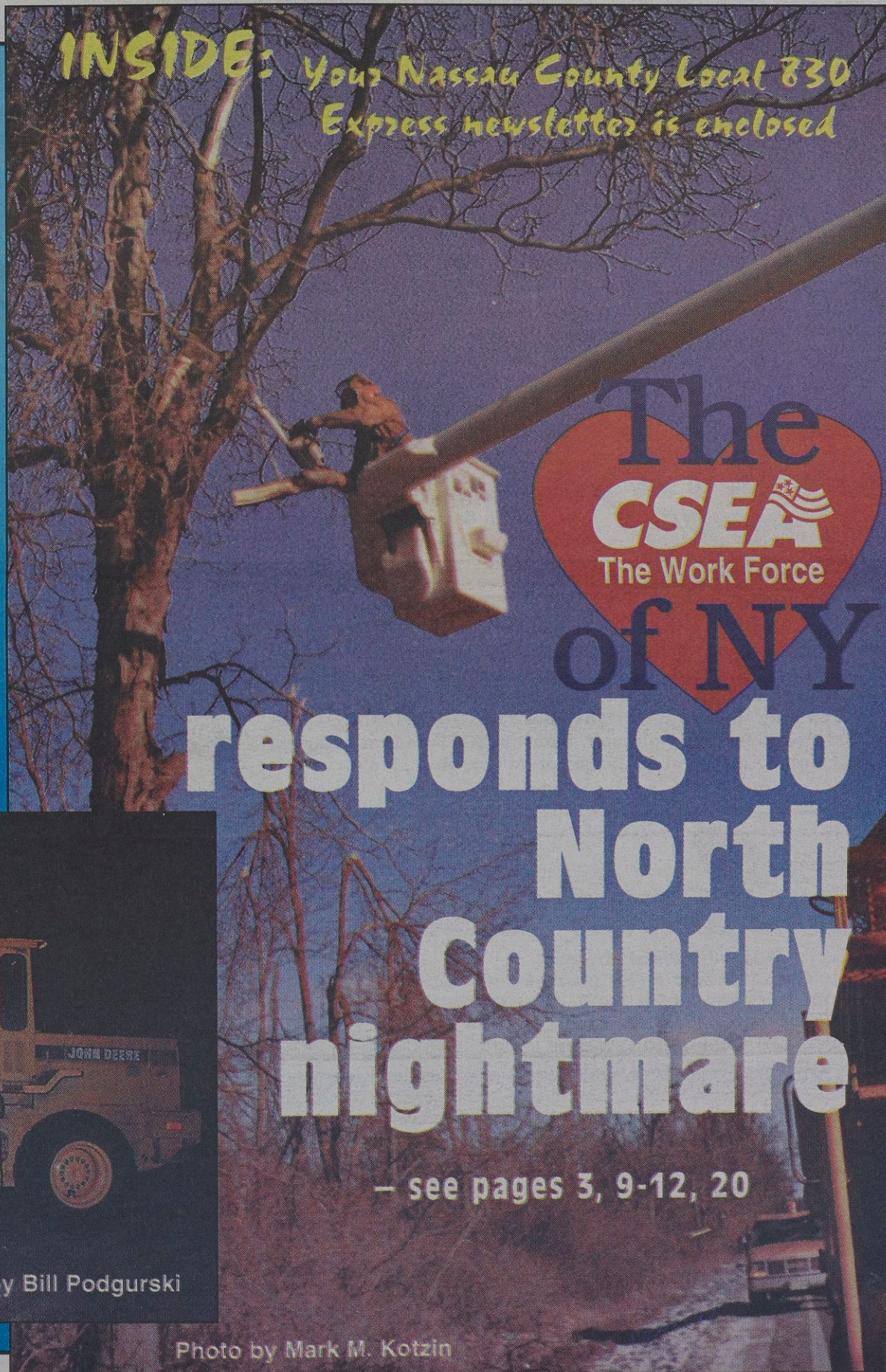
- ✓ AFSCME delegates nominating meetings set for Feb. 21
– see page 18
- ✓ Board petitions deadline Feb. 23
– see page 17

THE PUBLIC

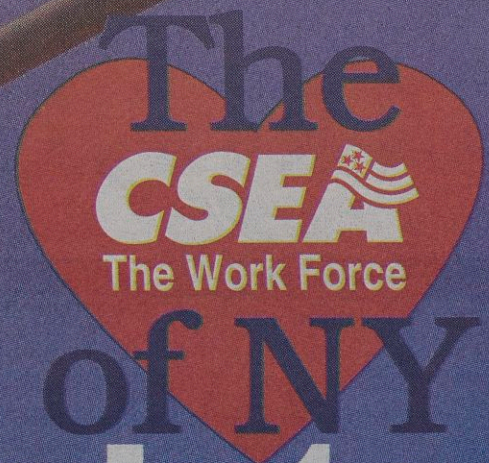
Vol. 21 No. 2 FEBRUARY 1998



Photo by Bill Podgurski



INSIDE: Your Nassau County Local 830 Express newsletter is enclosed



responds to North Country nightmare

– see pages 3, 9-12, 20



Photo by Bill Podgurski

Photo by Mark M. Kotzin



SUNY Canton, SUNY Potsdam promote system

State University at New York (SUNY) officials, union activists and community leaders joined forces in December to sponsor "Operation Safeguard SUNY" events at 25 campuses across the state to promote the value of the SUNY system and remind the public that SUNY and the cities and villages where the campuses are located depend upon each other in many ways. SUNY Potsdam hosted a joint SUNY Canton-SUNY Potsdam program. In photo above left are, from left front row, state Assemblymember Chloe Ann O'Neil, Potsdam Mayor Ruth Garner and SUNY Potsdam CSEA Local 613 President Colleen Wheaton. At rear are SUNY Canton UUP Chapter President Fred Monaco and SUNY Canton President Joseph Kennedy. In photo at right above are SUNY Canton CSEA Local 603 President Jan Johnson, front, SUNY Potsdam Interim President John Kalas, left, and Canton Mayor Ron Houle.



A note from CSEA President Danny Donohue

The Public Sector's reputation for journalistic excellence extends well beyond CSEA. Our goal is to uphold and increase the quality of the publication in both style and substance.

Over the past year, CSEA has been engaged in a process of transformation as we seek to become an even better union. Among the issues that have been raised in that process is the name of our publication. One measure of any publication's effectiveness is its ability to be instantly recognized and respected as representing the organization that publishes it. The name *The Public Sector* was particularly descriptive and effective when CSEA was exclusively a public sector labor union.

But CSEA continues to change as a union. In the past we have had many conversations suggesting that the name of our publication ought to accurately reflect our entire membership.

For this reason, we are considering a name change for *The Public Sector*. What do you think? I'd like your ideas and input. If you have suggestions, please share them. Complete the coupon below and send it to: CSEA Communications Department, 143 Washington Avenue, Albany, NY 12210.

Danny

Name _____

Address _____

City _____ State _____ ZIP _____

I am a member of CSEA Local _____

I suggest the following name change(s) be considered for CSEA's official publication: _____

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In the teeth of the storm

"I've been through the blizzard of '77, ice storms, hurricane on Long Island, and this is the worst I've ever seen."

CSEA Local 015 Shop Steward Kurt Robbins, NYS DOT, Jefferson Residency

A devastating ice storm that paralyzed New York's North Country area, leaving hundreds of thousands of people without power for days and weeks, brought out the best in the CSEA workforce under the worst of conditions.

Although they were there when it began and will be the last to lay down their shovels, axes and chainsaws, the CSEA workforce has been largely taken for granted in the massive news coverage surrounding the disastrous ice storm that began on Jan. 7.

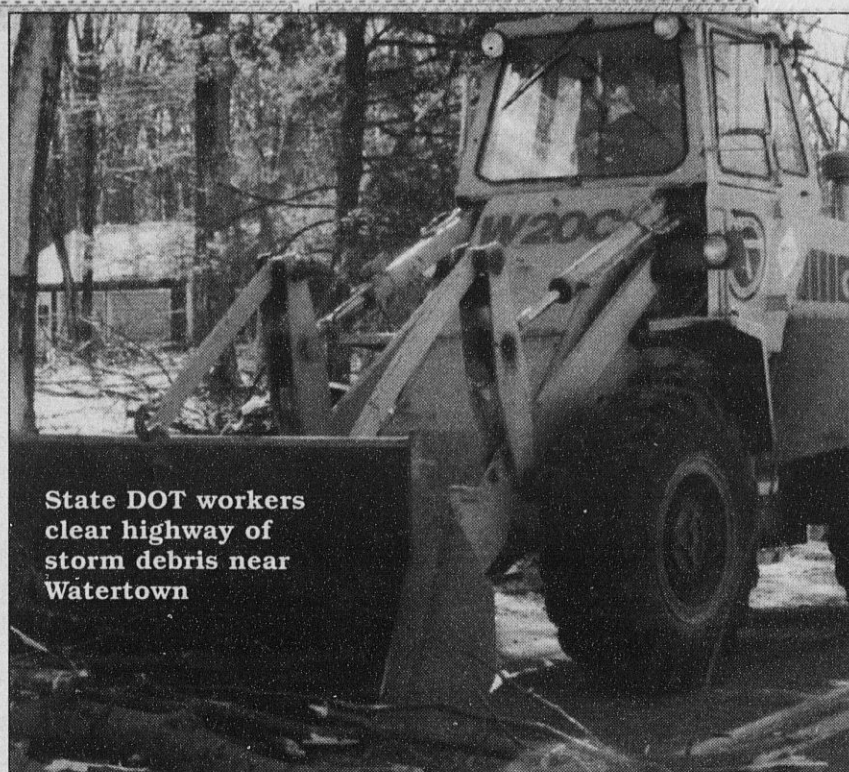
Still, most CSEA members wear the anonymity as gracefully as they perform their responsibilities. Their efforts are routinely taken for granted when they are out there in the teeth of any storm, and this natural disaster was more of the same. In the eyes of the news media, those familiar orange, yellow and red vehicles usually identified with public employees evidently were invisible compared to those of utility companies, National Guard and volunteers that rolled into the North Country in the aftermath of the ice storm and garnered most of the publicity. Worse yet, members of the CSEA workforce coordinating the

emergency response and logistics out of offices and crisis centers have received even less attention.

Thousands of CSEA members live and work in the hardest hit areas. Many county, town and village employees and state DOT workers were on the job preparing for the storm well before it hit. Hundreds more were sent in from all over the state to assist in the aftermath. Others came on their own, volunteering to help in any way needed.

"Even as their own homes were without heat or electricity, CSEA local and state government employees in the North Country worked 12-hour shifts or more around the clock, day after day, to help others," said CSEA President Danny Donohue, who toured the devastated area and met with CSEA members there. "Others worked in shelters, as volunteer firefighters and in dozens of other ways. Hundreds more left their families behind across the state and came to help. I have never been more proud of CSEA members, and their story is not over yet."

A pictorial essay of one of the worst natural disasters in New York state history
THE GREAT ICE STORM
OF 1998
See pages 9 - 12



State DOT workers clear highway of storm debris near Watertown

CSEA establishes Disaster Relief Fund to aid storm victims in North Country

Your help is desperately needed now for victims of one of the worst natural disasters ever in New York state.

Please donate to the 'CSEA Disaster Relief Fund'

Our goal is for a donation of at least one dollar from each CSEA member. Please be generous.

Make checks payable to "CSEA Disaster Relief Fund" and mail immediately to:
CSEA, 143 Washington Avenue, Albany, NY 12210.

CSEA is also collecting non-perishable food items, water and diapers. Contact your CSEA Region Office for information about drop off points.

Local governments, schools, SUNY get boosts

No state layoffs in Pataki's proposed budget

'welcome news if it results in more stability for the CSEA workforce.'

ALBANY — As *The Public Sector* went to press, Gov. George Pataki released his proposed 1998-99 budget which President Danny Donohue calls "welcome news if it results in more stability for the CSEA workforce." He also warns that "while a first look is promising, concerns remain that new initiatives not create a budget crisis in future years."

The \$71.9 billion spending plan, as submitted to the state Legislature, increases overall spending by 7.6 percent. There are no state layoffs.

The budget hikes aid to local governments and school districts and fully funds the Community Reinvestment Act.

The union is encouraged by a multi-year proposal to invest nearly \$2 billion in SUNY capital and technological improvements. Donohue calls the proposal "encouraging as long as SUNY provides adequate staffing to properly maintain those improvements."

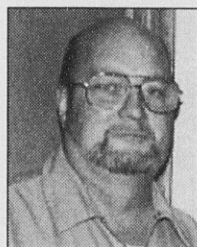
Funding is also proposed for a new 750-bed maximum security prison.

CSEA will provide additional information and analysis in the next edition of *The Public Sector*.

Helen Hayes Hospital joins Empire Plan

WEST HAVERSTRAW — Employees of Helen Hayes Hospital will be seeing some new patients this year and they couldn't be happier. Those new clients will be CSEA members who need the outpatient services provided by the physicians within the facility who have contracted with United Health Care (formerly Metropolitan), the medical/surgical carrier under the Empire Plan. The agreement has been more than a year in the making.

"Our own employees could not even use the doctors' services we provide," said CSEA Local 302 President Bill Curtin. "Our workers had to go elsewhere for services when we offer the best!"



Curtin

Laura Balogh, director of CSEA's Joint Committee on Health Benefits, said that negotiations were held with the state and the Empire Plan

"The CSEA members who work here at Helen Hayes look forward to welcoming CSEA members as patients, and to offer them the excellent services that we are so proud of."

carriers to alleviate billing complications and to allow United Health Care to cover outpatient services in a hospital setting.

Balogh emphasized that Helen Hayes Hospital has always been a provider, but before this change, patients who used the hospital for outpatient services were required to pay the hospital outpatient co-payment of \$25. Under the new agreement, the co-pay is \$5.

The facility, located in northern Rockland County, offers a number of covered services — all of which are subject to medical necessity guidelines.

"The CSEA members who work here at Helen Hayes look forward to welcoming CSEA members as patients," said Curtin, "and to offer them the excellent services that we are so proud of."

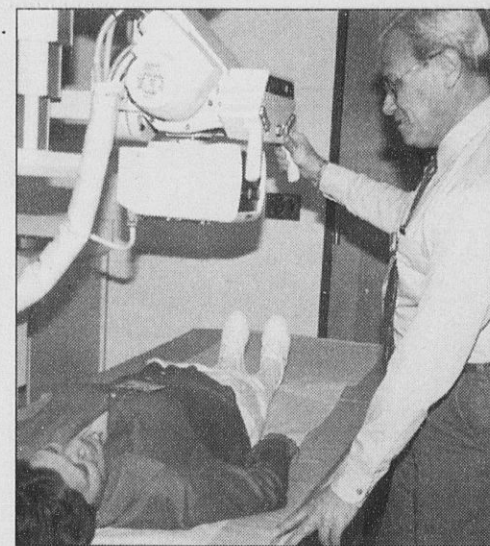
"I really want to thank Bill Curtin, Laura Balogh and CSEA Statewide President Danny Donohue, who

made this possible by working with us," said Helen Hayes Director of Human Resources Walter Czachorowski. "The hospital and the employees were all in concert in having Helen Hayes Hospital participate in the Empire Plan."

"We couldn't have done it without CSEA," he said.

"We're thrilled to be able to offer the members and their families the best quality care they can get in this area of the state."

— Anita Manley



(Top photo) Howard Yegelwell, supervisor of the Helen Hayes Radiology Department, sets up an x-ray machine. The "patient" is his Darkroom Assistant Mirtha Figueroa. Both are members of Local 302.



(Left photo) Terry Berg, associate director of Helen Hayes Occupational Therapy Department teaches patient Florence Covati bandaging techniques for treatment of Covati's swollen arm. Covati is a CSEA Retiree member who worked at Letchworth Developmental Center.

CSEA settlement satisfies seasonal

MOFFIT BEACH — "They said that the union would never help you," Cynthia Dunham, a 10-year seasonal employee of the Department of Environmental Conservation (DEC) said. "THEY WERE WRONG!"

Holding two settlement checks for nearly \$12,000, Dunham admitted calling 35 other places before she sought the help of her own union.

"I always thought that CSEA

wouldn't fight for seasonal employees and their problems, so I just went looking for help elsewhere," she said. "Boy, was I wrong."

She received sterling evaluations over the years and won her promotions the hard way; she worked for them. Last summer she supervised the entire Moffit Beach camp; a 262-site DEC facility on the Great Sacandaga reservoir.

But while she is a Republican in a highly Republican area, apparently she wasn't the right Republican for the position she held.

Somehow Dunham had gotten on the wrong side of the Republican organization in the Moffit Beach area. When she reported for work this season she discovered that she had been demoted and reassigned. No reason was given for the DEC action.

"I called everybody," Dunham said, "the Department of Labor, etc. After 35 calls I was told to talk to my union, CSEA."

Dunham was amazed by the service and support Local 116 President Vern French gave her and by the quick actions of CSEA Labor Relations Specialist Jim Martin on her behalf.

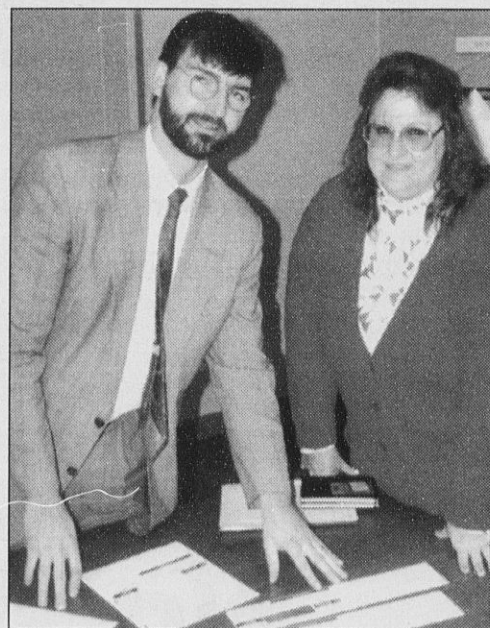
"Martin requested legal assistance when his efforts to resolve Dunham's problem internally did not achieve the results he wanted," CSEA Attorney Robert Reilly said.

"CSEA started an Article 78 proceeding in State Supreme Court. Justice Thomas Keegan ordered us to trial and we began the process of discovery. When discovery is ordered we can have the other side provide us with all documents they have relevant to the issue," Reilly explained. "Well, the discovery gave us incriminating documents which showed that a local politician had used political influence to get Dunham demoted and reassigned; she had not done anything to deserve such bad treatment."

Settlement negotiations with the State's Attorney General Office began soon after.

While the state and DEC admitted to no wrongdoing, they agreed to pay CSEA member Dunham \$11,582.64 in lost pay and unclaimed unemployment insurance payments. And, most importantly, to restore her to her rightful position in DEC.

"I feel just wonderful, really proud of my union and I'm so happy I didn't listen to those who supposedly



Seasonal worker Cynthia Dunham, right, with CSEA Attorney Robert Reilly, who helped her win a settlement of nearly \$12,000.

know because they were totally, totally wrong about CSEA," Dunham said.

"This agency has long held that they can replace seasonal employees for any reason what-so-ever," Martin said. "We have clearly shown that they can't fire people because of their political affiliation."

— Daniel X. Campbell

Lincoln's Birthday floating holiday

In accordance with CSEA-NYS contracts, the state has designated Lincoln's Birthday as a floating holiday for CSEA members in the Administrative, Institutional and Operational Services Units, as well as the Division of Military and Naval Affairs.

Feb. 12, 1998, will not be observed as a holiday and is to be treated as a regular workday. Eligible employees will receive credit for a holiday to be used on a date of their choice. The floating holiday must be used in a full-day unit no later than Feb. 11, 1999.

Syracuse Public Safety Building is Not so safe

SYRACUSE — It's ironic that Syracuse's Public Safety Building (PSB) is anything but safe for the CSEA members who work within its walls. Thankfully, CSEA's continued push for change is finally making some headway to clean up a building many say makes them sick.

The building mainly houses CSEA Central Region Judiciary Local 334 members working for the state Office of Court Administration (OCA). For years, the CSEA court workers have been complaining of health and safety hazards within the building and of health symptoms related to working in the building.

CSEA Local 334 President Sharon Carraway said the union's main complaints deal with a long history of hazards such as poor indoor air quality, asbestos exposure and a general lack of cleanliness. By working cooperatively with OCA, the city and Onondaga County, Carraway said, money has finally been budgeted for making the building safer.

"We're working together on this," she said. "Finally, we're starting to see some positive results."

"It's encouraging that we're finally seeing cooperation and results in this building," CSEA Central Region President Jim Moore said, "but that doesn't mean we're going to stop pushing for more significant changes that will ensure our members a safe and healthy place to work."

Recently, OCA Administrator Frank Jordan met with CSEA members working in the building to discuss their concerns and update them on the status of upcoming projects to make the building safer, including the removal of asbestos in ceiling and floor tiles, the remodeling of areas where workers will be relocated and a study of the building's air handling system.

According to Court Reporter Gina Rosato, who suffers from bronchitis and sinus problems due to the dry air in the building, it's easy to figure out that it's the building making her sick.

"When I go home, I don't experience these problems. As soon as I get in the building my sinuses fill up and my eyes start to itch," she said. "I haven't been able to wear my contacts in three years."

Judges Secretary Patricia Delperuto says that the building's lack of fresh circulated air gives her headaches and an overall tired feeling, and makes the workers feel run down.

"You can come in here and feel fine in the morning, and by 11 or 12 you feel stuffy and get headaches," Delperuto said.

She said the building's lack of proper cleaning is a major part of the problem.

"It never gets dusted off," Delperuto said, referring to the office area. "It's filthy, and you've got all this stuff coming out of the vents they don't clean."

Senior Office Assistant Leslie Ricker says she gets sick at least twice a month from the building, and has maxed out her sick time.

"I think fifty percent of the problems would go away if they cleaned. It's disgusting here — it really is — it's so gross," Ricker said.

"I don't feel I should have my sick time maxed out because they don't clean the building," she added.

Principal Office Assistant Norma Tarquinio said she is "very pleased to see that people are interested in trying to help us."

Tarquinio said she and her co-workers continue to worry about the dust they find on their desktops and file

cabinets, and wonder what they're breathing in.

CSEA Local 334 Health & Safety Committee Chair Theresa Henley pointed out that masonry walls were recently knocked out near where people were working, and that floor and ceiling tiles containing asbestos have often been worked on close to workers.

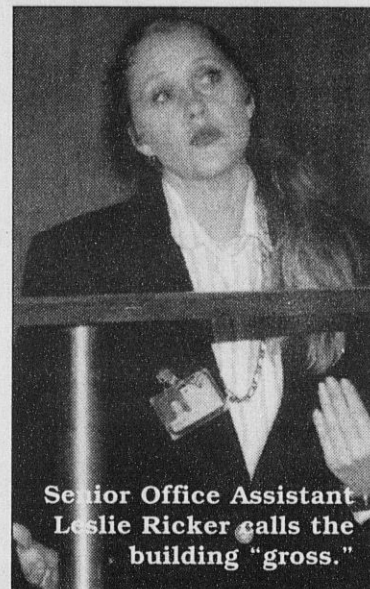
"Ever since I've worked here, they've always worked around us," she said.

Henley says other problems arose about twelve years ago when workers were tarring the roof with a coal tar pitch, which was stored for about five months near the building's air intake. As a result of breathing the fumes, she said, she was diagnosed with chronic asthma and has had trouble breathing ever since.

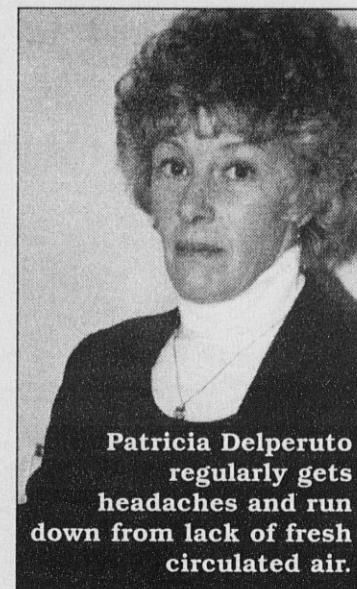
"We all have had breathing problems and sinus headaches since then," she said. "I had great lungs when I came in here."

Henley said that she's glad that CSEA Occupational Safety and Health Specialist Ed King has been working with the CSEA local and unit officers and the city and OCA administrators to push for changes.

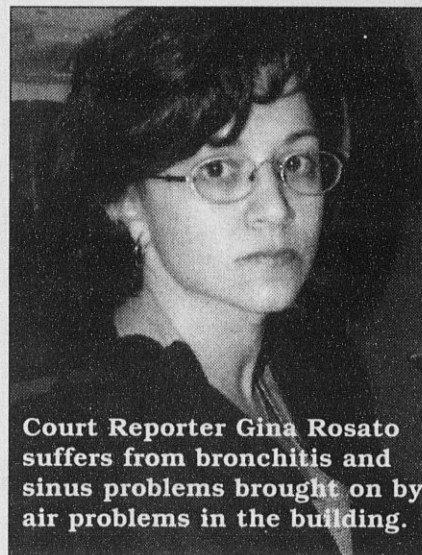
"Ed's been excellent. As a result of our efforts, this is the first time that someone's finally doing something," she said. The visibility brought on by



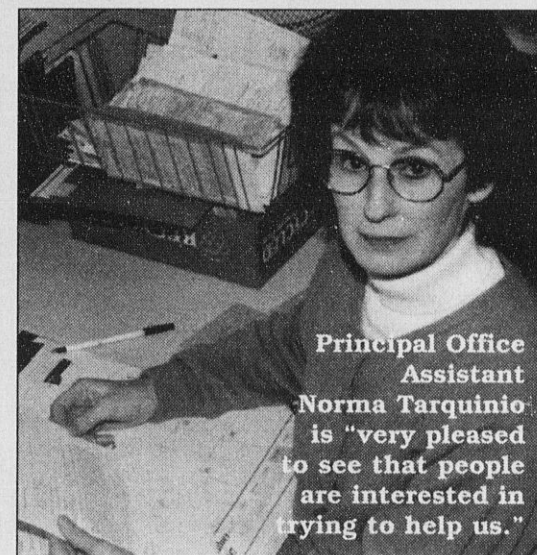
Senior Office Assistant Leslie Ricker calls the building "gross."



Patricia Delperuto regularly gets headaches and run down from lack of fresh circulated air.

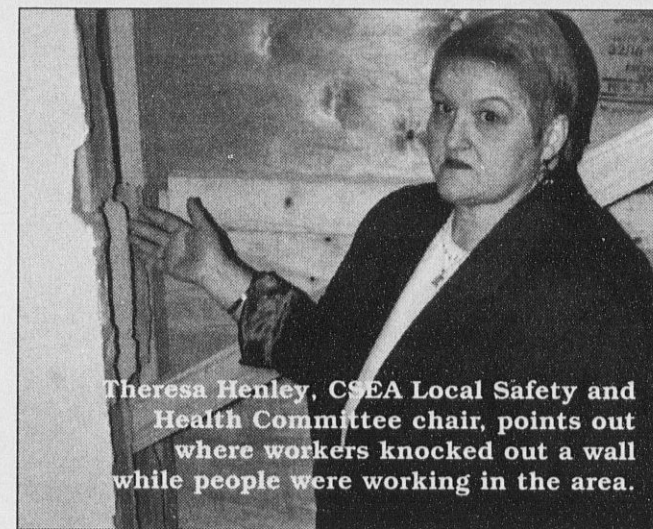


Court Reporter Gina Rosato suffers from bronchitis and sinus problems brought on by air problems in the building.



Principal Office Assistant Norma Tarquinio is "very pleased to see that people are interested in trying to help us."

'...things are being done because of the union.'



Theresa Henley, CSEA Local Safety and Health Committee chair, points out where workers knocked out a wall while people were working in the area.

a visit this past summer from CSEA President Danny Donohue didn't hurt either, she added.

"We were very pleased with Danny's visit. That's why things are being done, because of the union," Henley said.

King says that change is coming slowly, but that the real problems with the building's air quality may be the hardest to solve.

"Without a legal standard on air quality that we can go by, it's hard to prove that the building is making people sick and get changes made," he said. "We'll still keep pushing to make sure that our concerns are being addressed."

— Mark M. Kotzin

Disability doesn't keep Peekskill School District employee from standing on his own two feet

PEEKSKILL — John Powers doesn't let a disability get in the way of performing his job and he says he has his parents to thank for his can-do attitude.

The 12-year Peekskill School District employee lost his diseased leg when he was 13 years old.

Because his leg had given him so many problems for many years, Powers explained, he became much more active after he lost the leg and was fitted for the prosthesis. In fact, he was an active participant on his high school swim team and later on the Pocono Mountain Swim Team in Pennsylvania.

"I had a lot of support," he said, crediting the Shriners Hospital in Philadelphia and his family for his recovery.

"It took some years to get used to the prosthesis, but I knew in time I would be back on my feet again."

Powers said his family never catered to him. He thanked his parents, sisters and brother and his wife Lynn for their support.

"If it wasn't for them," he said, "I wouldn't be as strong as I am today."

Powers never shunned physical work and after high school worked part-time as a groundskeeper.

Twelve years ago he came to work for the Peekskill School District, where it is not unusual to see him scrubbing floors or shoveling snow.

"I don't hesitate to climb up on the roof and shovel snow," he said. "My co-workers tell me to be careful and I tell them I'm paid to do a job; I don't expect special treatment."

Powers' prosthesis takes a lot of abuse.

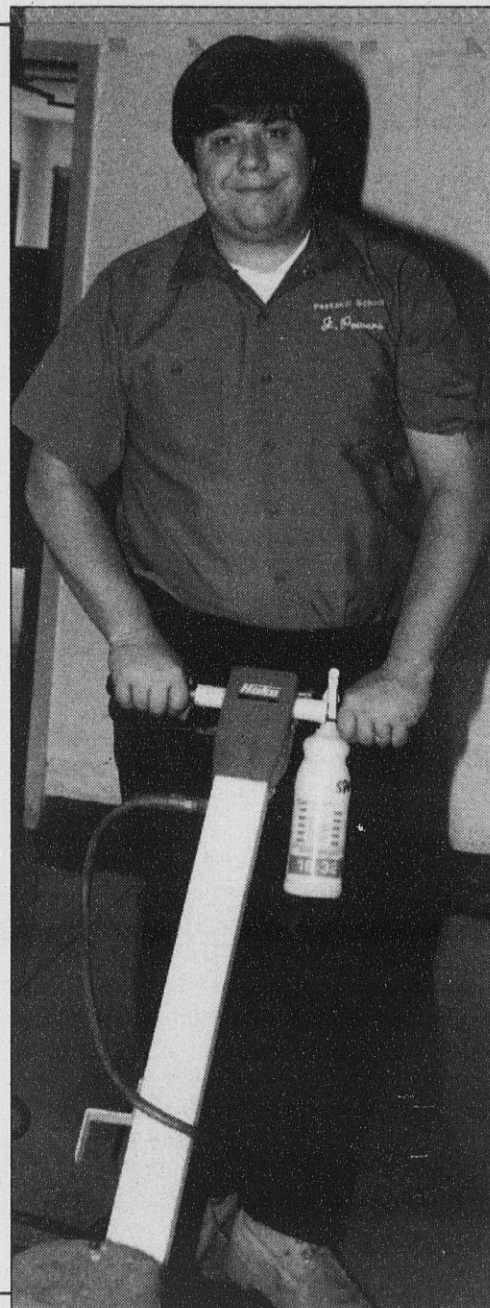
"They break," he said. "I'm wearing my spare today!"

A secretary of his CSEA Unit, Powers has some advice for workers with disabilities:

"Go for it!" he said. "I was always taught to not feel sorry for myself. Give it your best shot and don't take sympathy or charity."

Powers said he would like to hear from other workers with similar disabilities and can be reached through this writer in the CSEA Southern Region 3 office at 1-800-757-2732.

— Anita Manley



Onondaga Co. Local 834 member needs your help in fight against brain cancer

SYRACUSE — Kimberly Leet, a child protective investigator in the Onondaga County Department of Social Services, is familiar to many for her untiring efforts to protect and help abused children. Kimberly has given her all to protect our children, and now she needs our help to keep her with us — and with her 2 1/2 year old child, Alexander.

Kimberly has been diagnosed with a malignant brain tumor, (gliblastoma and glioma, Grade 4) which, according to her doctors, is the worst possible brain cancer. She underwent surgery on Oct. 28, 1997 and has begun an aggressive treatment of radiation and chemotherapy, according to Onondaga County CSEA Local 834 President Frank Forte.

"Sadly, with those standard treatments the prognosis is not good — maybe a year and a half," Forte said. "But there is hope."

Dr. Keith Black at UCLA Medical Center, featured in the Fall 1997 special edition of *Time* magazine for his efforts in the war against brain cancer (specifically, Kimberly's type of cancer), is considering her to receive his new experimental treatment which is not available in this part of the country.

"Kimberly desperately needs this treatment for survival," Forte said.

A benefit fund has been established to provide the required funds for Kimberly's medical care and travel expenses.

"We want to enlist your support for Kimberly, who has done so much for the children in our community, in her time of need," Forte said. "Her fight is our fight. Thank you in advance for your support."

Donations can be made to the "Karing for Kimberly Benefit Fund," 200 Bartlett Road, Liverpool, NY 13088.



WELCOME TO THE TOWN OF WALLKILL — Visitors to the Town of Wallkill are greeted with this new sign which is now a permanent fixture at one of the town's busiest intersections. CSEA Town of Wallkill Unit President Dick Gesner, second from left, said the CSEA unit and the town board split the cost of the sign. With Gesner is unit Vice President Charlie Romer. Standing at right of the sign is town Supervisor Howard Mills, who said that more signs will be put up at other town crossroads. "This lets people know that CSEA is out there," Romer said.

CSEA supports Westchester Medical Center switch to Public Benefit Corporation

VALHALLA — January marked the beginning of a new era for the Westchester County CSEA Unit: approximately half of the members — about 3,000 — are now part of a separate unit governed by a Public Benefit Corporation (PBC). This means that instead of relying completely on the county for its funding, Westchester County Medical Center and the Ruth Taylor Institute (county nursing home) will now be able to seek funding from alternative sources.

CSEA backing of the PBC plan was key to passage of the legislation that was supported by county lawmakers, who were concerned that the hospital and nursing home were draining the county coffers.

CSEA's primary concern was protecting the employees. Before the legislation was submitted for consideration to state lawmakers, the union made sure that workers would remain in the state retirement system, retain civil service status, maintain existing salaries and salary scale and continue to be represented by CSEA.

CSEA Southern Region 3 President Carmine DiBattista said county lawmakers felt for years that the hospital was losing money.

"They looked for ways to make the Medical Center a moneymaker or at least tried to look at ways to make it revenue neutral," he said. "After having exhausted all possibilities, they agreed on the concept of a Public Benefit Corporation. They made it clear to us that they would otherwise have to close the facility or sell it."

DiBattista said the PBC makes the institution more competitive in the present health maintenance market.

"It will be able to borrow money, negotiate



Westchester County Medical Center

contracts with the HMOs and it will be separated from the county," he explained. "In other words," he added, "it can set its own agenda and decide its own future."

Once the PBC legislation was passed, CSEA was concerned that the Corporation have a period for startup and transition without major upheaval. CSEA's Deputy Director for Labor Relations Steve Alviene said both the CEO and chairman of the board of directors agreed to work with CSEA to improve operations.

"In addition," he said, "the county will continue to fund the hospital at last year's rate for 1998 and then will have a major voice in determining the services that are provided by the hospital in the future. The county will continue to subsidize the hospital for five years."

Last year CSEA was instrumental in working with New York State to develop a plan to convert the Roswell Park Cancer Institute in Buffalo into a public benefit corporation. A similar plan is in the works for the Nassau County Medical Center.

— Anita Manley

CSEA member elected county clerk

GOSHEN — A member of CSEA Orange County Local 836 is Orange County's newly elected county clerk. Donna Benson said her experience as a county employee well prepared her for her new position.



Benson

Benson began her career with Orange County in 1981 as a Motor Vehicle Clerk.

"I needed a full time job with benefits," she said.

After two years she accepted a temporary opening for a supervisor's position. Two years later she was provisionally appointed as deputy director of the Motor Vehicle Department in Middletown, later winning permanent appointment. In 1991 she took a lateral transfer as an administrative assistant to the county clerk, where she gained valuable experience, learning about aspects of the county clerk's office.

In 1991, the director of the Motor Vehicle Department retired and Benson was asked if she would like to fill the job provisionally and later, take the test for the position. She took the job and earned permanent appointment.

"I guess I'm a risk taker," she said. "Even if you just learn from your experience, it makes it worth it. Anytime you get a chance to advance, it's a learning experience."

In 1997 when the county clerk decided not to seek re-election, Benson, who had served on the county Republican Committee, received calls from members of the party urging her to run.

"I did like the job itself," she said. "I thought I would like to be the county clerk."

Benson decided to ask her family what they thought and she got her answer from her son.

"My son said 'Mom, you always tell us that if we don't try, we'll never know'," she said.

Benson was endorsed by the CSEA Political Action Committee, won the election and began her term on Jan. 1.

Benson's goals as the new county clerk come right from her own experiences as a county employee. She plans to develop training in how to better relate to the customers. In addition, Benson said she intends to solicit suggestions from the workers on the front lines where she began in 1981.

— Anita Manley

COMING IN MARCH

Member activists make a difference

It takes more than a slate of officers and a few membership meetings a year to make a CSEA Unit or Local work.

One of the keys to CSEA servicing its members is member activists who are available to assist their fellow members on behalf of the union in a variety of ways, from answering questions pertaining to the contract to filing grievances.

In the March edition of *The Public Sector* we'll take a closer look at some of the member activists who help make CSEA work.

Six \$1,000 scholarships available to Local 860 members

WHITE PLAINS — Six \$1,000 scholarships are available to graduating seniors who are children of Westchester County Local 860 members and agency shop fee payers with at least one year of employment in a CSEA bargaining unit.

Applications are available by calling the local office at 914-428-6452.

The deadline for filing applications is April 15, 1998.

In touch with you

A message from CSEA President Danny Donohue



North Country disaster brought out the best — YOU!

The North Country's recent ice storm disaster should remind us how much we all take for granted.

Imagine what it would be like to be without power for weeks in the dead of winter, as tens of thousands of our family, friends and neighbors have been. Imagine the stress of responding to the crisis and doing your job or whatever else is necessary to help your community, even as you and your family face the same hardships.

Let me say directly that the crisis response of CSEA members in Clinton, Essex, Jefferson, Franklin, Lewis and St. Lawrence counties has been second to none. It must also be recognized that CSEA members from state and local government in every part of the state have also contributed heroic efforts to the disaster response.

We are all grateful to the national guard and the army of utility employees and scores of volunteers who have been mobilized to action, but their hard work and dedication should not overshadow the continued effort of the CSEA members and other public employees. The CSEA Work Force was the first in and will be the last out throughout the disaster region.

There are literally a million stories about this ice storm, many of them still unfolding. Some small representation of how CSEA members have responded are presented on the pages of this edition. I hope you will take the time to read these articles, look at these pictures and recognize the

thanks and help that so many people deserve.

I cannot even begin to tell you how proud I am to have seen some of the response of CSEA members first-hand. Their commitment and persistence coupled with the spirit of doing whatever they could to help was overwhelming. But the reality is that there is still so much help needed.

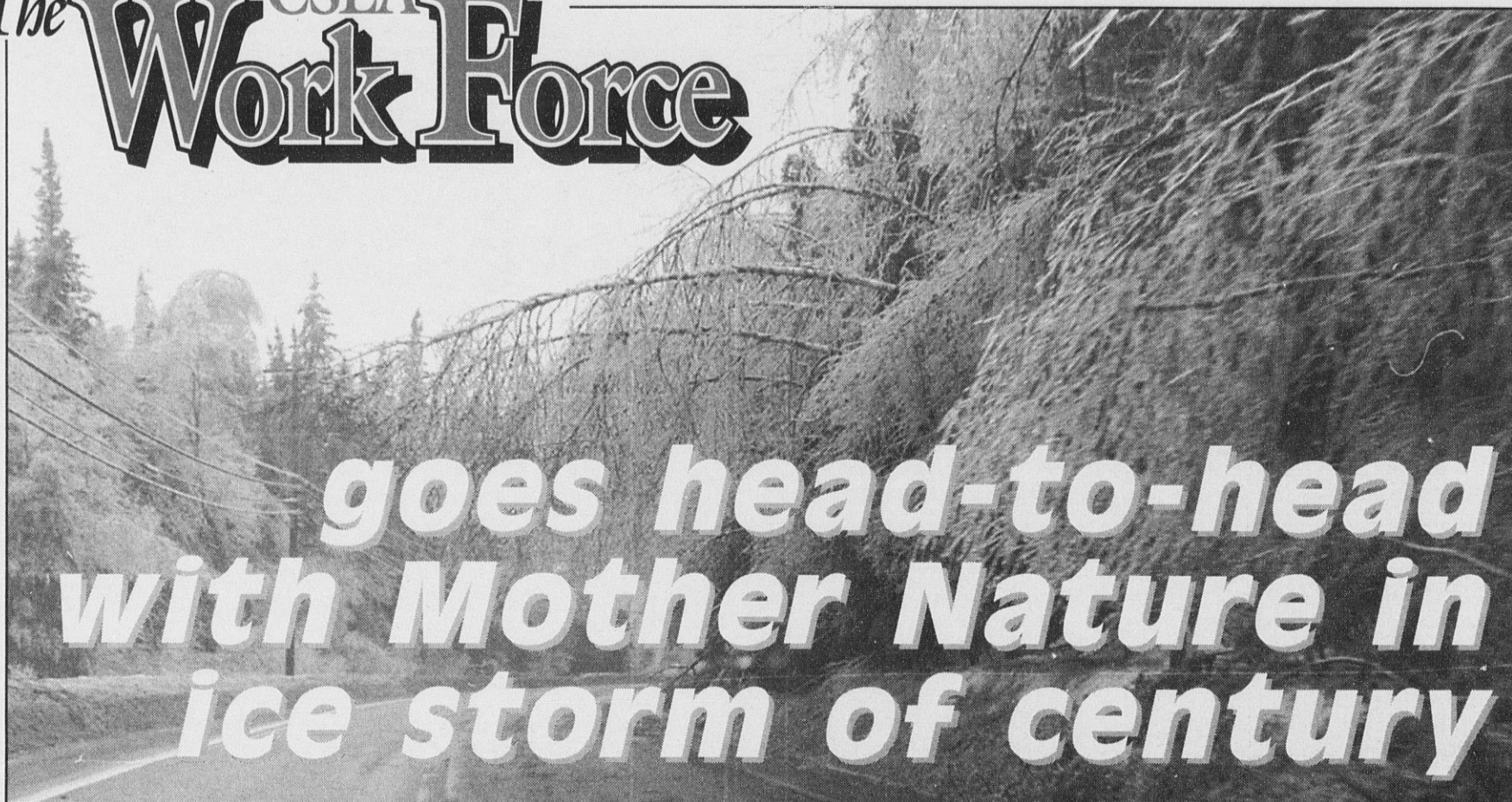
CSEA has set up a disaster relief fund to assist our brothers and sisters. I urge you to contribute generously.

Danny



COLD HANDS, WARM HEARTS

The CSEA Work Force



goes head-to-head with Mother Nature in ice storm of century

Photo courtesy of the Adirondack Daily Enterprise

CSEA work force has had a role in disaster relief

The efforts of the National Guard and power company employees have gotten a lot of media coverage in the aftermath of the ice storm of '98, and rightfully so. They've been working around the clock to restore some sense of normalcy to disaster-stricken areas throughout the state.

But let's not forget to give credit to the massive state and local government employee response during this crisis. The CSEA work force was out in full force, answering emergency calls, clearing ice-covered roads, helping evacuate and shelter victims, providing emergency health care and ensuring public safety. They were the first in and will be the last out.

Remember, our members live and work in the heaviest-hit areas. Their homes and families are also without power, heat or water, yet they put in ungodly hours under extreme conditions to help their neighbors in their time of need.

The outstanding contributions of CSEA members during this disaster underline the value of a properly funded public work force that New Yorkers can count on — not only in times of crisis — but each and every day.

DANNY DONOHUE
President, CSEA
Albany

'The outstanding contributions of CSEA members during this disaster underlines the value of a properly funded public work force that New Yorkers can count on — not only in times of crisis — but each and every day.'

— CSEA President Danny Donohue

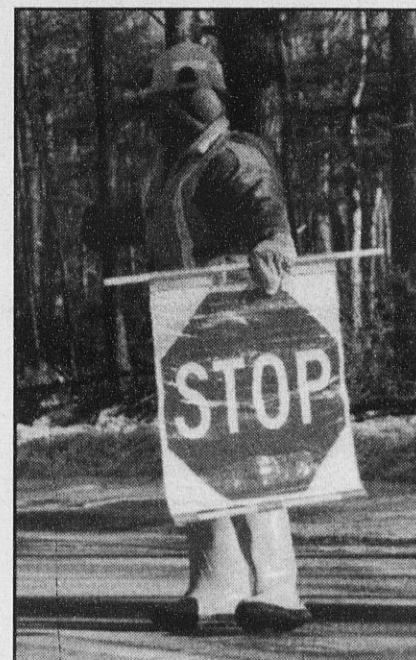


Photo by Mark M. Kotzin

A COMMON SIGHT THROUGHOUT THE NORTH COUNTRY — Here state DOT Highway Maintenance Worker I Billy Adderly flags traffic near Watertown in Jefferson County.

The CSEA work force in action — see pages 10 - 12

"THE WORST MESS I'VE EVER SEEN!"

— CSEA FRANKLIN COUNTY NYS DOT LOCAL 512 PRESIDENT DONALD BROWN

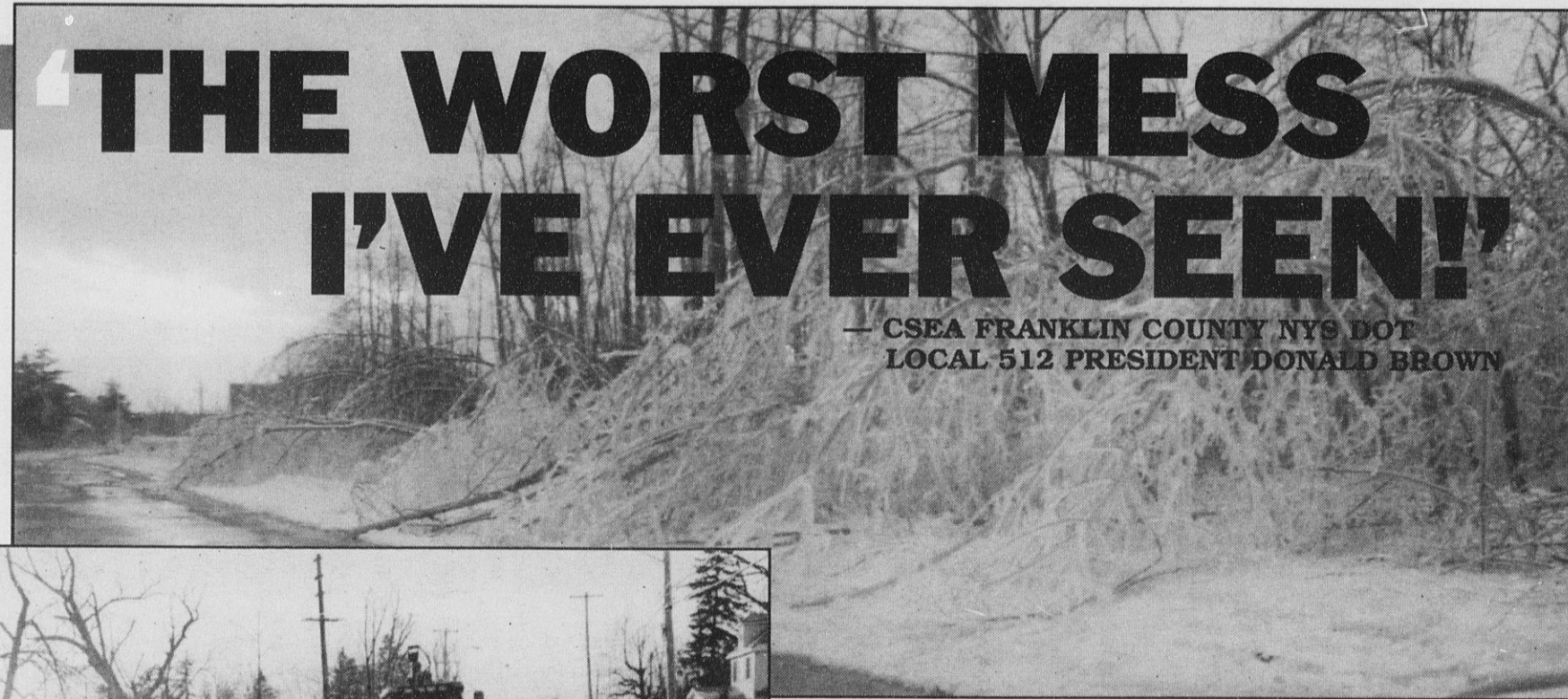


Photo by Jeanne L. Kelso



Photo by Mark M. Kotzin

CSEA CITY OF WATERTOWN DPW UNIT members shore up and patch section of Water Street that was damaged by ice and flooding.

CSEA members were in the thick of operations not only in the North Country but at such places as the headquarters of the State Emergency Management Office (SEMO) in Albany, where response efforts were coordinated. Representatives from every state agency worked 12-hour shifts there for days on end.

SUNY students were on break when the storm hit but the campuses through the North Country hummed with activity by CSEA members and others. CSEA members helped staff shelters at SUNY Potsdam and SUNY Canton that housed thousands of evacuees and hundreds of utility crew members. A mobile kitchen set up in the SUNY Plattsburgh parking lot served thousands of meals daily.

'You name it, we're doing it. It's like being in a war and you're playing catch-up. If it needs to be done, it's being done. People are just running ragged.'

— CSEA St. Lawrence NYS DOT Local 518 President Jim McHugh

CSEA PRESIDENT DANNY DONOHUE, left, toured storm ravaged North Country to encourage efforts by members with St. Lawrence County Administrator Donald Brining, fourth from right, and CSEA Local 845 President Betty Thomas, who is also CSEA Central Region 5 first vice president, third from right. They ran into state Office of Mental Health Commissioner James Stone, second from right, and State Police Superintendent James McMahan, right at the St. Lawrence County Office Building.



Photo by Stephen Madarasz



CSEA VILLAGE OF MASSENA DPW UNIT member John Dufresne loads water filtering material to keep public water supply safe during storm emergency.

Photo by Bill Podgurski

Members in CSEA's Western Region 6 joined others across the state in helping the public deal with the ravages of flooding, ice and snow in that area.

Cattaraugus DOT Local 526: According to Local President Virginia Balling, members helped set up and man barriers for flooded road closings on routes 417, 305 and exit 23 of the Southern Tier Expressway, providing 24-hour coverage, sanding where later freezing and icing occurred.

Hamburg DOT Local 514: According to Local President George Pierakos, has sent tree crews (five members) to Watertown, with stake rack truck and chain saws to help with the massive recovery from the ice storm in that area.

Genesee-Orleans DOT Local 513: Local President Pat Sauer reported "lots of power outages due to icing and downed power lines"; crews did a lot of cutting trees that had fallen and blocked roads. Also helped Wyoming County, which was harder hit by flooding, and sent crews and equipment to Watertown area. Lots of overtime and round-the-clock work.

Rochester DOT Local 506: Local Vice President Chuck Parsons said eight members shipped out to help in the Watertown crisis, and others helped locally with filling sandbags, monitoring and clearing blocked roads.

Town of Clarence and Amherst units of Erie Local 815: Members worked around the clock to control flooding in North Clarence and Amherst; Members helped with sandbagging and road clearing after several creeks and streams overflowed.

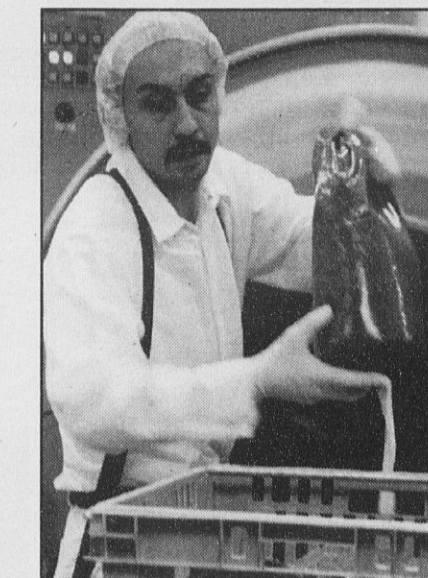
— Ron Wofford



Photo by Anita Manley

Upstate residents were happy to welcome drivers Bill Melvin, Mike Ballard, Chris Morrison, Jim Todaro and Jim Weed shown here with the Cook-Chill truck. Other drivers who made trips north but not pictured here were Abe Ploof and Matt Wright. Boiler Engineer Anthony DiBlasio pitched in to help load trucks.

State facility feeds victims, rescuers



Greg Vigilante stacks packages of beef sausage and peppers onto dollies which were then loaded onto trucks for shipment to upstate New York.

ORANGEBURG — When thousands of upstate residents were frozen out of their homes in January, it was the CSEA members who work at the state's Cook-Chill facility in Rockland County who helped to feed them and the workers who came to rescue them.

The Cook-Chill facility, built in 1994 at a cost of \$22 million, has been the center of controversy because of Gov. Pataki's ongoing proposal to sell it to private operators. Local politicians and CSEA members have pointed out that with a 24-hour, three-shift operation, the facility would work up to its full potential. As it stands presently, the 40 workers there produce approximately 15,000 pounds of food for 24 Office of Mental Health facilities.

The upstate ice emergency however, changed those statistics. Cook-Chill Director Josephine Fulbrook said Gov. Pataki's office charged the facility with feeding those upstate residents who have been forced to live in shelters while they are without electricity and heat and the rescue workers who have come from all

over to help with the emergency. Approximately 36,000 pounds of food was shipped to the upstate shelters.

Cook-Chill workers worked overtime to produce the meals under the direction of Head Cook Merrily Alcorn.

Shipping the food upstate was another test of strength and perseverance. Truck driver Bill Melvin said the upstate area is devastated. In addition to dangerous icy road conditions, downed power lines and telephone poles and fallen trees have made many roads impassable.

"It looked like the ice age up there," said driver Jim Todaro.

"These employees are the real heroes of this operation," said Fulbrook.

— Anita Manley

'The devastation is incredible!'

— CSEA Gouverneur Correctional Local 196 President Barbara Bayne

The ice storm crippled a 7,000-square-mile area of northern New York. At the request of Gov. Pataki, President Clinton declared Clinton, Essex, Franklin, Jefferson, St. Lawrence and Lewis counties federal disaster areas. About 500,000 people were without electricity for days, and in many cases, weeks in bitter cold weather.

CSEA members who work at NYS Correctional Facilities throughout the area took on additional duties as the correctional facilities converted available space to serve as shelters, food preparation and distribution centers and staging areas for relief efforts.



Photo by Bill Podgurski

ESSENTIAL SERVICES — CSEA members continued to provide essential services to residents despite extreme weather conditions. Here Larry Monacelli, a member of the CSEA Village of Massena DPW Unit, collects garbage to help make life easier for storm victims.

ST. LAWRENCE COUNTY CSEA member Darlene White, right, talks about disaster relief efforts there with CSEA President Danny Donohue during his tour of the storm ravaged area.



Heroes were everywhere during the storm crisis. Kurt Robbins, for instance, was operating a radio and phones at the Jefferson County State DOT Residency when the storm began. He stayed on duty for 32 hours. Robbins, a highway maintenance worker, is a CSEA shop steward at the DOT Residency.

Help arrived from all over in response to the ice storm emergency in the North Country.

CSEA Delaware County Highway Unit President George Lawson and HEO Steve Danignan drove a donated county truck with 12 donated generators – two from the county, two from a local fire department and eight from area farmers – to Watertown, an 11-hour round trip.

A crew of CSEA employees and several vehicles from Albany County went into the storm-damaged area to help, prepared to stay as long as needed. "They'd do the same for us if the roles were reversed," one worker said.

Many CSEA members and staff served in New York National Guard/Army Reserve units sent to the storm damaged area. For instance, Lt. Frank Bogulski, a lieutenant in an MP Company, was activated and shipped to the Watertown area to help storm victims. In civilian life, Bogulski is a CSEA labor relations specialist working out of the union's Western Region 6 office in Buffalo.

CSEA Communications Associates Daniel X. Campbell, Mark M. Kotzin, Anita Manley and Ron Wofford contributed to this report.

Your help is desperately needed now for victims of one of the worst natural disasters ever in New York state.

CSEA establishes Disaster Relief Fund to aid storm victims in North Country

Please donate to the 'CSEA Disaster Relief Fund'

Our goal is for a donation of at least one dollar from each CSEA member. Please be generous.

Make checks payable to "CSEA Disaster Relief Fund" and mail immediately to:

CSEA, 143 Washington Avenue, Albany, NY 12210.

CSEA is also collecting non-perishable food items, water and diapers. Contact your CSEA Region Office for information about drop off points.



IMPRESS

Unity Committee's Second Annual Irish Cultural

St. Patrick's Day Luncheon Set for March 7

An afternoon of festive Irish music and entertainment and a traditional Irish meal will highlight the Unity Committee's Second Annual Irish Cultural St. Patrick's Day Luncheon, set this year for Sat. March 7, from 12:30 to 4:30 p.m. at the Coral House in Baldwin.

According to Unity Committee Chair Barbara Jones, the event will once again feature a wide range of Irish entertainment as well as a complete corned beef and cabbage meal. A keynote speaker — not confirmed as we went to press — will address the luncheon gathering. In addition, many valuable prizes will be raffled off.

Because seating is limited, tickets will be sold in advance only on a first-come, first-served basis up to the March 5 deadline. No tickets will be sold at the door. The cost is \$30 per person.

Tickets and additional information may be obtained by calling Barbara Jones at 571-6680 or Juanita McKinnies at 571-5444.

Available to Union Members

Free Blood Pressure Screening Every Week At Local 830 Office

Free blood pressure screening is now available to our union members at the CSEA office in Mineola.

Blood pressure readings will be taken each Wednesday (except holidays) from 12 noon to 4 p.m. as part of the Local 830 "Healthy Heart Program."

The location is 400 County Seat Drive, lower level.

Appointments are not necessary and screenings will be done on a first come, first served basis.

For more information please call the CSEA office at 571-2919.

Nassau Local 830 Healthy Heart Program

Message from CSEA Nassau Local 830 President Anthony P. Giustino



Contract Negotiations Moving Ahead Slowly

I have been endeavoring to keep our membership informed on the status of contract negotiations through our radio show and

through the ongoing series of worksite meetings known as the President's Forum. From time to time, I will also use this column to report negotiations progress to you.

The process has been going much more slowly than I had hoped it would. Progress has been gradual and incremental ... but it can be called progress. It would be improper of me to disclose details of the issues that are sticking points in the bargaining process and such disclosure could compromise our bargaining position.

What I can say is that the contract proposals most important to CSEA are still on the table and that I am cautiously optimistic that most will survive the process. Included among them is a proposal to establish the county's first municipally-supported day care facility for the children of union members.

I urge all of you to attend the worksite meetings that I

have been setting up. It will give you an opportunity to ask questions not only about the contract status but also about other concerns relating to your employment with Nassau County.

You should be aware that the current CSEA negotiations committee is the largest and most representative of our membership in the history of our union. Included on the committee are the presidents of every unit within Local 830. Once again, I want to assure you that we will continue to bargain in the best interests of our members and that I will try in every way possible to keep you abreast of the status.

When an agreement is reached, I will make every effort to fully inform you of its provisions.

Yours in solidarity,

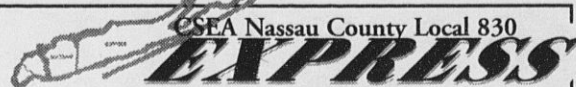
Tony Giustino, President
CSEA Nassau Local 830

Holiday Dinner-Dance Benefits Marines Program Local 830 Members Donate Toys for Tots



Social Committee Chair Beth Luttinger, seated in center, helps display some of the hundreds of toys that were donated by CSEA members who attended the Nassau County Local 830 holiday dinner-dance in December. The toys went to the U.S. Marines "Toys for Tots" program. Joining in the fun are CSEA Long Island Region 1 President Nick LaMorte, Local 830 President Tony Giustino, social committee member Ken Zwerling and representatives from the Marines. The holiday dinner-dance, held at the Floral Terrace, was the most successful ever with more than 400 in attendance.

The Public Sector



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Joseph Whittaker, Fire Marshal's Office

We welcome reader suggestions: Please address your comments to Tony Panzarella, Editor, Nassau County EXPRESS at CSEA Nassau Co. Local 830, 400 County Seat Dr., Mineola, NY 11501-4137

Give Your Suggestions to Education Committee

The CSEA Nassau County Local 830 Education Committee is seeking the suggestions of members on what types of seminars it should present in 1998.

Some suggestions for workshops already received include: Computer Training; General Equivalency Diploma; Grievances; Spanish as a Second Language; Civil Service Examination Preparation; Shop Stewardship and Understanding the Labor Contract.

Do you agree with any of the above? Can you think of any others that might be of interest? Your suggestions will be most welcome. Members can either fill out the Education Committee questionnaire which has been distributed to all departments or contact the committee co-chairs:

Jewel Weinstein, Local 830 6th vice president (571-2919) or George Walsh, president, Nassau County Medical Center Unit (572-6364).



By: Louis D. Stober, Jr., Esq.
CSEA Regional Attorney

This month's article focuses on a recent decision interpreting General Municipal Law §207-c which provides for the payment of the regular salary of certain law enforcement employees such as police officers, correction officers, deputy sheriffs, probation officers, AMT's, etc. when injured in the line of duty.

In *Balcerak v. County of Nassau*, Justice Lockman has reconfirmed a long standing principle that if an employee covered by 207-c is granted Workers' Compensation benefits s/he is entitled to 207-c benefits as well. In *Balcerak*, the Nassau County Sheriff refused to pay a correction officer who was injured in an automobile accident 207-c benefits because he felt the officer was not injured in the line of duty.

CSEA authorized my office to commence suit to get Balcerak's 207-c benefits because Workers' Compensation had ruled in his favor. We won our suit and the sheriff has been ordered to pay Balcerak the full amount of his salary retroactive to the date of his injury.

This decision reconfirmed the 1989 decision, *Crawford v. Sheriff's Department, Putnam County*, 152 A.D.2d 382, 548 N.Y.S.2d 734, app. den. 76 N.Y.2d 704, 559 N.Y.S.2d 984, 559 N.E.2d 678 which held: "General Municipal Law §207-c is a remedial statute enacted for the

LEGAL UPDATE

Interpreting General Municipal Law §207-c for Law Enforcement Employees Injured in the Line of Duty

benefit of law enforcement personnel injured in the line of duty, and as such, is to be liberally construed in their favor ... the only possible impediment ... would be a determination that his injury was not incurred during, or did not result from, the performance of his duties. However, the issue of whether the petitioner's disability arose from the performance of his work duties has already been resolved in his favor by the Workers' Compensation Board which, in rendering its award, necessarily determined that he had suffered an injury in the line of duty. Hence the record establishes that the petitioner is entitled to payment of the full amount of his regular salary or wages pursuant to General Municipal Law §207-c."

The county has now been advised that it cannot deny 207-c benefits to employees if they have been granted Workers' Compensation benefits.

If you believe you are in a similar situation, contact your union representative.

...if an employee covered by [General Municipal Law] §207-c is granted Workers' Compensation benefits s/he is entitled to 207-c benefits as well.

African-American History Is A Month-Long Celebration

Willie Houston, right, facility supervisor at the African-American History Museum in Hempstead, alerted fellow CSEA members to upcoming museum programs on a recent edition of "CSEA in Focus," Local 830's weekly radio show. Nassau Local 830 President Tony Giustino, left, hosts the show. Houston told of a month-long series of programs in February to celebrate African-American History Month. Those interested in obtaining the latest details may call the museum at 572-0730. CSEA in Focus, which explores topics of interest to members, can be heard Thursdays at 7 p.m. and Saturdays at 8:30 a.m. on WGBB, 1240 AM.



Support For Union Veterans

Veterans' Issues are Concern Of Proposed CSEA Committee

CSEA Nassau County Local 830 is in the process of putting together a Veterans Committee. It is intended that the committee will address the needs and concerns of our union veterans. At our organizational meeting, we realized there are many issues regarding veterans of which we are not aware. Legislation is being introduced, both on Federal and State levels, that will help veterans regarding retirement, pensions, disability, etc. We, as veterans in our union, should support our members who are currently in reserve units that may be activated in support of operations in Bosnia and the Persian Gulf. We should review legislation that effects their rights under current law. We also will entertain any recommendations from any union members for future contracts with the county. This committee's first priority is to identify the veterans who work for the county, so we may keep the lines of communication open. We ask that you complete the coupon on this page so we may take the first step.

"I have initiated this program because I am not convinced that the county of Nassau, the state of New York nor the federal government are properly addressing the needs of our veterans. Through the union structure, we can identify and address those needs," CSEA Nassau County 830 President Tony Giustino said.

We have been informed that ALL veterans are encouraged to register for VA Health Care Benefits whether or not they will be used. We do not know what the future holds, so do not let this benefit slip away. Please call the Nassau County Office Veterans Service Agency at 572-8452 for details. If you have any questions regarding the rights or benefits of a veteran please call this agency and they will answer all your questions. Deadline for registration is October 1998.

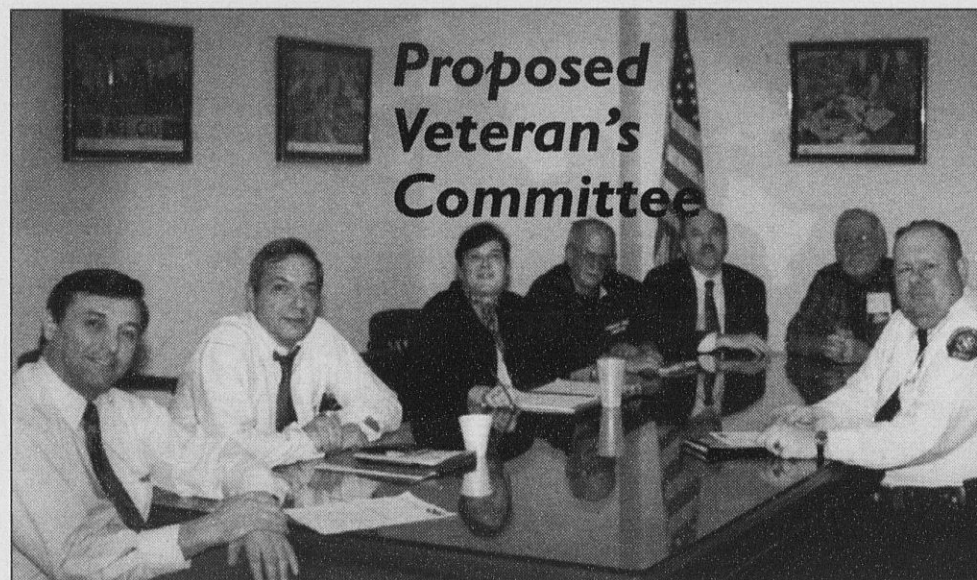
We will update our veteran union members with information on a continual basis.

Veterans Please Complete the Coupon

Employee Assistance Program Offers Counseling Services

The Nassau County Employee Assistance Program (EAP) offers CSEA members counseling services for a wide range of personal and family problems. EAP counselors are also available to meet with department heads and supervisors to discuss employee problems or referrals. These services are free and confidential and provided to employees through the Department of Drug and Alcohol Addiction.

Appointments are available at the CSEA Nassau County Local 830 office at 400 County Seat Drive in Mineola and at the EAP main office at 256 Old Country Road, Hicksville. CSEA members who wish to obtain additional information or make a confidential appointment should call 571-7000.



CSEA Nassau County Local 830 President Tony Giustino, left, attends a meeting in Mineola to organize a CSEA Veterans Committee. Assisting in forming the committee are, from left, Robert E. Lee (NCMC), Debbie O'Connell (CSEA), Robert Conlin (Sheriff's Dept.), Rick Rosier (General Services), Eugene Clark (Veterans Services) and Albert Pfeifer (NCMC). Also in attendance, but not pictured here, was Social Services Unit President Bob Cauldwell.

Please complete and forward to: Debbie O'Connell, CSEA, 400 County Seat Drive, Mineola. Please attach a copy of your DD214 or separation papers. We will keep this on file for your convenience.

Name _____

Address _____

Branch of Service: _____ Dates: _____

Any suggestions/interests: _____

Health Insurance Questions? Call This Number!

Questions regarding claims and other general information regarding the new BPA Health Insurance program should be directed to the company at

1-800-392-9622

This toll-free number has been assigned specifically for Nassau County employees. Persons calling other numbers may not receive immediate answers to their questions.

Fire/Police EMS Academy Seeks Highest Level of Care

When the Nassau County Fire/Police EMS Academy was established nearly 18 years ago, it was considered a model of cooperation between the county agencies involved ... the Nassau County Police Department, the Fire Marshal's office and the Nassau County Medical Center. Thanks in large part to that cooperation and to the dedication and expertise of the CSEA members who staff the facility, the institution quickly went on to gain an outstanding reputation.

After training hundreds of emergency service workers from throughout Nassau County, the Academy will soon break new ground with the introduction of a brand new course for EMT paramedics.

"We have provided every other kind of training up to this point," said Nassau County Fire & Rescue Services Unit 1st Vice President Steven Lenkofsky, who is co-coordinator and co-director of the new program along with Peter Timinelli of the Nassau County Police Department. Lenkofsky, an EMS instructor/coordinator assigned to the Academy from the Fire Marshal's office, said the course will fill an important need in Nassau County.

"In 1996 we began a quest to start a paramedic

education program that would benefit residents by ensuring the highest possible level of pre-hospital care available," Lenkofsky said.

"These kinds of courses are not offered often in the private sector; and when they are offered, they are usually prohibitively expensive," Timinelli said. He noted that the average cost has been in the \$5,000 range, not including books and supplies. The 14-month course that will be launched at the Academy at the end of March will cost about \$3,500 complete with books and supplies.

"This is the first time in Nassau County that such a course will be run by the government," Lenkofsky said. It is open, he said, to people who provide care to Nassau County residents.

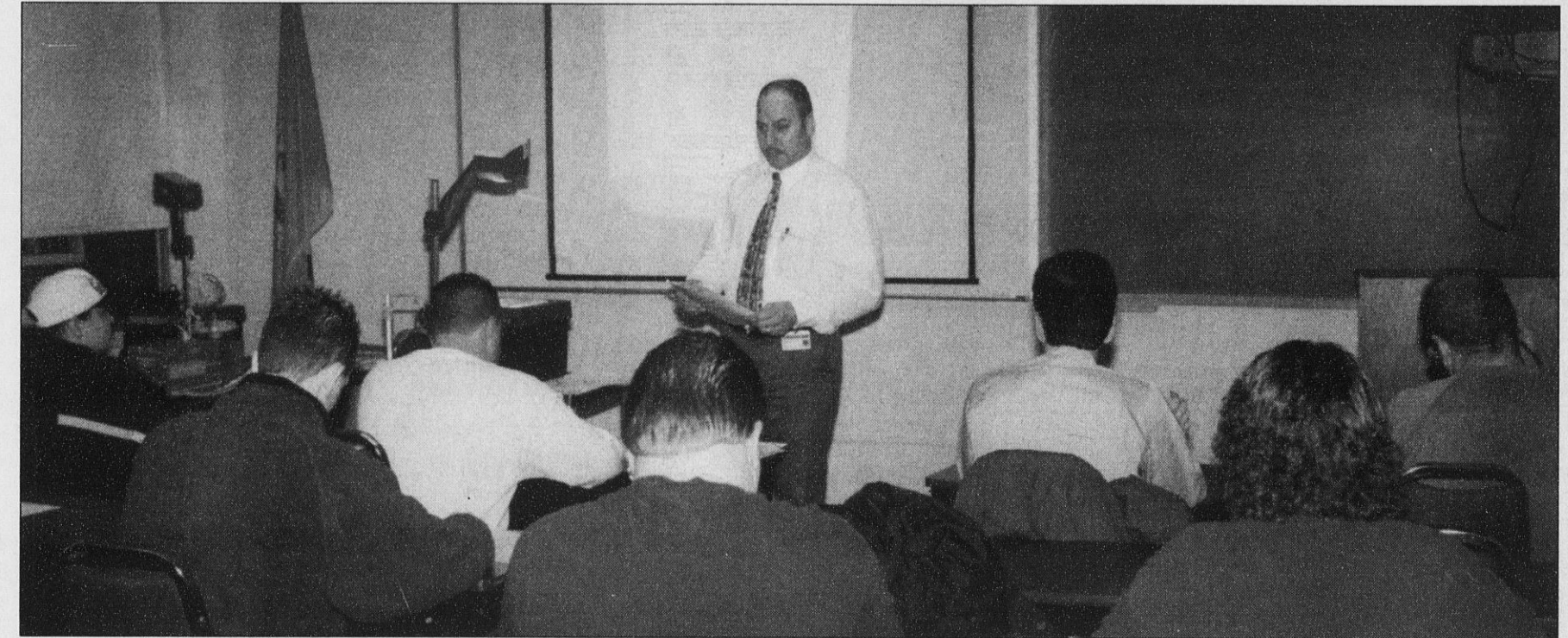
Timinelli and Lenkofsky said that "an amazing amount of work" went into making the course a reality. "There were many obstacles and we needed the cooperation of many individuals and agencies," Timinelli said.

Special praise went to the Fire Marshal's office, the Police Department, the Nassau County Medical Center (where the Academy is housed), CSEA Nassau County Local 830 and its president Tony Giustino, Nassau County Executive Tom Gulotta and the Nassau Regional EMS Council.

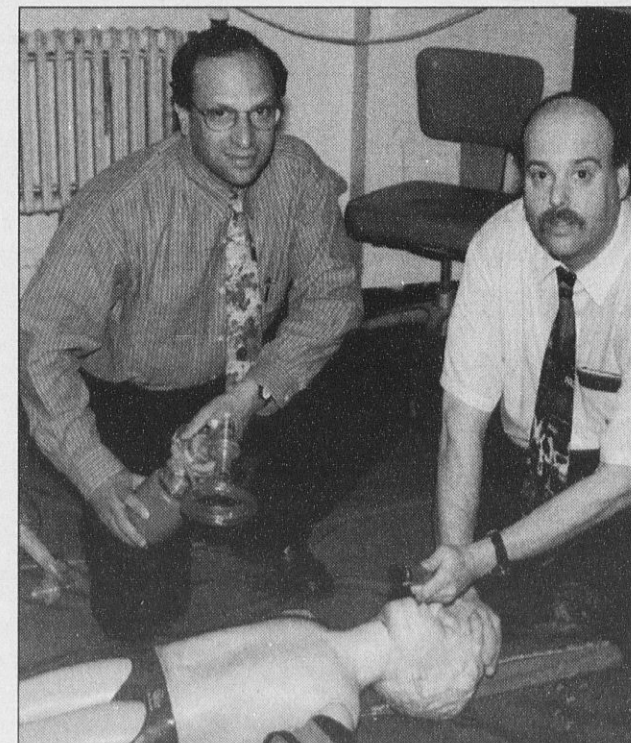
There were many hours of organizational meetings. And when it was all put together, it still needed the approval of the New York State Health Department's Bureau of Emergency Medical Services. With everything now in place, the program is expected to start on March 30th.

The Fire/Police EMS Academy, located on the fifth floor of the old Meadowbrook Hospital Building, is a 16-hour a day operation responsible for training Nassau County residents involved in the delivery of pre-hospital emergency care. These include members of the Police Department, Fire Services, Volunteer Ambulance Corps, Court Officers, Corrections Officers, the Jail Medical Unit, hospital personnel, Coast Guard, Bay Constables and others.

At right, instructor Gerald Sikorski of the CSEA AMT Unit leads the class in session at the EMS Academy.

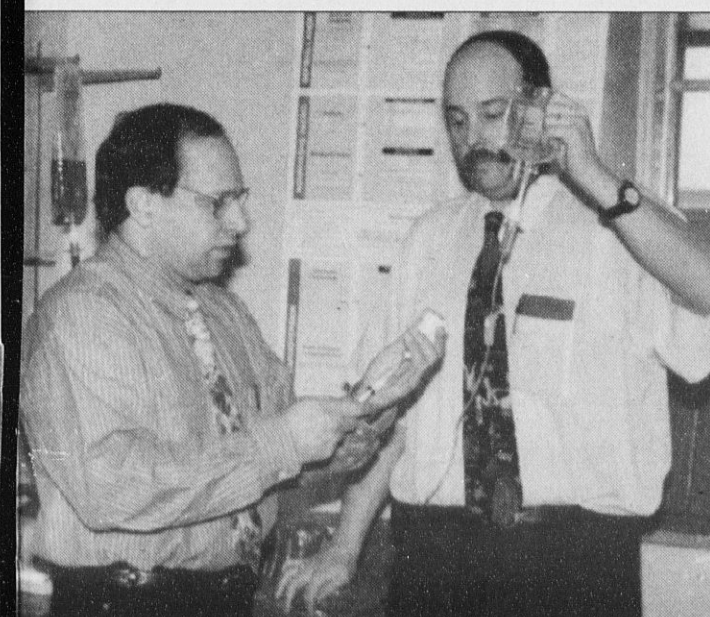


Below, Steven Lenkofsky and Peter Timinelli pose proudly in front of the Fire/Police EMS Academy banner.



Timinelli, left, and Lenkofsky demonstrate life-saving procedures which are taught at the Academy.

Thanks in large part to the cooperation between the Nassau County Police Department, the Fire Marshal's office and the Nassau County Medical Center and to the dedication and expertise of the CSEA members who staff the facility, the institution quickly gained an outstanding reputation.



At left, the IV Room at the Academy contains supplies that are vital to keeping patients alive. Timinelli and Lenkofsky demonstrate the IV technique.

Below, posing in front of EMS mural at the Academy are, from left, Administrator Henry Pieloch, Instructor Gerald Sikorski of the CSEA AMT Unit, Peter Timinelli, Steven Lenkofsky and Paul Napoli, AMT supervisor and EMS administrator.





CSEA Nassau County Local 830 Women's Committee

CSEA Nassau County Local 830 Women's Committee members take time out from meeting on a wide variety of issues and programs to pose for a picture. One important issue discussed was the upcoming organizational meeting on the formation of a Long Island chapter of the Coalition of Labor Union Women (CLUW). See related story on this page. All smiles for the camera are, seated from left, Mary Delmare, Sandee Horowitz, Sheila Slezak, Noreen Lingham, Eileen Jones and Kathleen Vitan. Standing from left are Debbie O'Connell, Jewel Weinstein, Cynthia Hancock, Sandy Gold, Bobbi Eisgrau, Marie Springer, Chairperson Jane D'Amico, Peggy Bergold, Joan Fegan, Londa Foss and Nancy Ianson.

Women's Committee To Form CLUW Chapter

The Local 830 Women's Committee plans to create the first Long Island chapter of the Coalition of Labor Union women (CLUW), a national labor organization that promotes women's issues.

An organizational meeting will be held on Thursday April 16 at 5:30 p.m. at the Local 830 office, 400 County Seat Drive, Mineola. Pre-registration is required by calling Debbie O'Connell at 571-2919, ext. 28. Refreshments will be served.

President's Forum Scheduled For NCMC in February and March

CSEA Nassau County Local 830 President Tony Giustino will be visiting the Nassau County Medical Center on eight dates in February and March to meet with members of the NCMC staff as part of his series of President's Forums.

Giustino has been holding the worksite meetings at a wide variety of locations since he took office in order to establish a personal rapport with the membership and to answer any union-related questions they may have. All meetings will be held from 11 a.m. to 12 noon and again from 12 noon to 1 p.m. Lunch will be served.

Win a Prize!

Give Us a Theme for Our 1998 "Spring Fling" Dinner Dance

Remember last year's "Spring Fling" — CSEA's May dinner dance with a country/western theme? It was successful and it was fun, but the social committee is looking for new themes and wants your input.

And the field is wide open, according to Social Committee Chair Beth Luttinger. Would you like a 50s theme (or 60s or 70s)? Maybe a sci-fi theme such as Star Wars or Star Trek would appeal to you. Or how about a nautical theme ... or a Hawaiian Luau? Maybe you liked the country/western theme so much that you want us to repeat it again. (We already repeated it once.)

"If you have some good ideas, I hope you will share them with us," Luttinger said. "We want to make the event as much fun as possible. I would ask our members to please fill out the form at right and return it to me as soon as possible so that the planning can get started," she added.

All members who submit the winning theme will receive a prize.

The NCMC schedule follows:

- Thurs. Feb 5 — 9th floor staff — DCB Bldg.
- Wed. Feb. 11 — 18th floor staff — DCB Bldg.
- Fri. Feb. 20 — Emergency Room staff — DCB Bldg.
- Fri. Feb. 27 — Radiology and Oncology — S Bldg.
- Thurs. March 5 — LPNs and PCAs —
Location to be determined.
- Thurs. March 12 — Dialysis Dept. — Bldg S 2nd floor.
- Thurs March 19 — Housekeeping — Auditorium
- Wed. March 25 — O.R. Department — DCB Bldg. 2nd floor.

For additional information, call 571-2919.

I Vote for the following theme for the 1998 CSEA spring fling:

(Please number in order of preference)

50s ___ 60s ___ 70s ___ Roaring 20s ___ Disco ___ Nautical ___ Luau

___ Star Trek ___ Star Wars ___ Horror ___ Country/Western ___

Other suggestions: _____

Name _____ Department _____

Work phone _____ Home phone _____

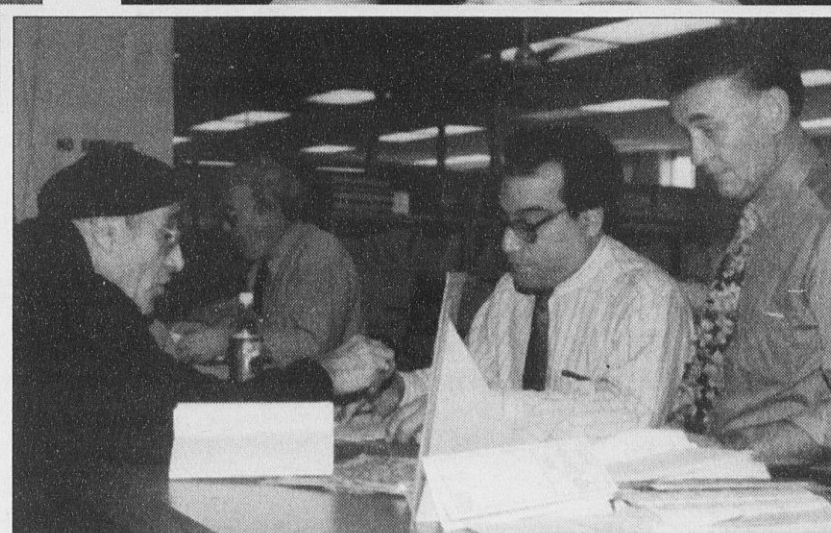
Please return to Beth Luttinger, Social Committee Chair, CSEA Nassau
Local 830, 400 County Seat Drive, Mineola, NY 11501.

STAR PROGRAM

Last Minute Crunch



When Assessment Dept. Unit President James Davis reported that his office was overwhelmed with hundreds of last-minute applications for the New York state STAR (School Tax Relief) Program, *The Express* rushed to the scene to capture the event on film. The STAR Program gives senior citizens a break on their school taxes and Dec. 31 was the deadline for applying. These photos show CSEA members who comprise the assessment staff hard at work right up to closing time on New Year's Eve. In photo above, incoming Board of Assessors Chairman Charles O'Shea (a winning CSEA-endorsed candidate) lends a hand in assisting applicants. (The deadline was later extended by the state to March 2.)



You Can Get Assistance 24 Hours a Day

Although regular office hours at CSEA Nassau Local 830 run from 8 a.m. to 6 p.m. on weekdays, President Tony Giustino has placed into service a 24-hour member hotline. A CSEA representative will be standing by to answer your questions or help with your problem during non-office hours, including weekends.

Members wishing to access the service may call the page number — 560-4432 — wait for the beep, then enter their phone number. The CSEA representative will call back as quickly as possible. The number should be called only during non-office hours. The regular office number of 571-2919 should be called weekdays during business hours.

Pre-Retirement Seminar Set for Spring 1998

The New York State Comptroller's office is offering a free pre-retirement seminar to assist state and local employees who are considering retirement in the near future.

The seminars are set for Tues. April 21 for employees in Tiers 1 and 2 at SUNY Old Westbury; and on Fri. May 1 at the same location for those in Tiers 3 and 4.

For registration information call the Nassau County Personnel Office at 571-4246.

A Message from Long Island Region 1 President Nick LaMorte

Brief Overview from Some Committees around the Region *Staying In Touch With Your Union*



I hope the new year has blessed you with good health and a renewed interest in your union.

I am happy to congratulate and welcome your Nassau Local 830 President Tony Giustino to the CSEA Statewide Board of Directors. His nomination to the vacated seat was overwhelming!

I thought that you might enjoy a brief overview of what some of your Region 1 committees are working on.

Our Region Human Rights Committee sponsored the third annual Festivals of Light Holiday Celebration in the Region conference room. CSEA family members all helped participate in honoring Chanukah, Christmas, Kwanzaa and the Feast of the Three Kings.

Many members of the committee are from Local 830 and I am proud of their hard work and dedication.

The Women's Committee sponsored a Floral Workshop where Local 830 AMT Unit President Tim Jaccard entertained us while he instructed us on the art of making flower arrangements.

All the arrangements were raffled off and the proceeds were given to a halfway house for alcohol abuse rehabilitation. Thanks, Tim, you're an incredible human being!

Our Social Committee put together a holiday party attended by more than 300 members and their families.

That same committee planned a successful trip to Atlantic City.

The Education and Training Committee has set up a series of defensive driver training sessions. I am proud to say these are being taught by CSEA DEC Unit President Clay Colefield at a reduced rate to our members.

Our School District Committee is hard at work getting ready for the third annual Career Day Workshop where previously we had over 500 school district members attend. This year should be better than ever!

The Safety and Health Committee attended the NYCOSH Awards in Manhattan to see our esteemed Statewide President Danny Donohue receive an award for CSEA.

Our People Committee is working hard as ever recruiting new members so we can stay competitive for the PEOPLE cup award.

The PAC Committee continues to be a most active committee by getting involved in gathering petitions in the Town of Brookhaven to force a special election on the issue of councilmatic voting districts. We are also being helped by Suffolk Local 852, which has jurisdiction. The PAC has set a calendar for the year and we expect to do a training in mid-January.

With the Governor setting earlier than expected special assembly elections, we have already interviewed candidates

in two districts and have endorsed Kathleen Murray for the 17th Assembly District seat and Maureen O'Connell for the 19th Assembly District seat.

All other committees are meeting and functioning. I am very thankful for all the activists who make the committees run so well.

I would like to close my column with the words of the late, great Dr. Martin Luther King, Jr. whose words are fitting to all working class people:

"So I say to you, my friends, that even though we must face the difficulties of today and tomorrow, I still have a dream. It is a dream deeply rooted in the American dream that one day this nation will rise up and live out the true meaning of its creed — we hold these truths to be self-evident, that all men are created equal."

Fraternally yours,

Nick LaMorte, President
Long Island Region 1

"... we hold these truths to be self-evident, that all men are created equal."

The Long Island Region 1 Festival of Lights A True Example of Unity

COMMACK — It's not often the sound of music, the pounding of feet, the smell of ethnic foods, the glimmer of candlelight, and the magic of words from stories and song fill the CSEA Long Island Region 1 office.

All of that and more — including an arrival by Santa Claus — were part of the fun when the region conference room was transformed into a paradise recently by the Region 1 Human Rights Committee as they hosted the third annual Festivals of Light holiday celebration.

"CSEA takes great pride in presenting this event to our membership. It is created by members and their families for members and their families to enjoy," said CSEA Long Island Region 1 President Nick LaMorte.

The festival celebrates Chanukah, Christmas, Kwanzaa and the Feast of The Three Kings.

Each holiday was brought to life through story, song or dance and each included the sampling of ethnic foods and treats.

Noreen Lingham and Tim Jaccard, both from Nassau County Local 830, helped the children make their own snow-globes and decorate the tree with paper ornaments.

"This event is fun, spiritual and a true example of unity as the varied cultures and customs were explored and enjoyed by young and old alike," said Human Rights Committee Chair Barbara Jones.

The rest of the committee includes: Joe Allen, Shirley Baker, Stanley Bergman, Bob Caldwell, Alfredo Carlo, Marjorie Carr, Bobbi Eisgrau, Jack Hurt, Jeffrey Rowe, Kathy Vitan, Stephanie Williams and Grace Wynn.

"A special thank you to the entire committee who worked to make this evening a success. We are getting better every year!" said Jones.

*It is created by
members and their
families for
members and their
families to enjoy.*

NYS AFL-CIO Conference

Committee of Police and Law Enforcement Officers



Several Long Island CSEA representatives were on hand at the recent conference of the NYS AFL-CIO Committee of Police and Law Enforcement Officers in Albany. Long Islanders pictured here are, seated from left, CSEA Long Island Region 1 President Nick LaMorte, Local 830 President Tony Giustino, Local 830 Executive Vice President Jane D'Amico and Nassau Fire Marshal's Unit President Joe Whittaker. Standing at right is Jim Kelly of the Nassau Police AMT Unit. The conference explored such topics as legislation, sentencing, developing equipment standards and working toward common goals.

Become part of the action with the PEOPLE team

PEOPLE (Public Employees Organized to Promote Legislative Equality) is CSEA's federal political action program. The people committee is responsible for raising money to promote the interests of the membership in the federal elective and legislative process. Election law does not allow us to use CSEA dues money for this purpose.

The national PEOPLE Program doesn't just hand out money to politicians. Federal Election Law strictly limits the dollar amount that can be contributed to any candidate. The funds are spent as follows:

TO ENDORSE congressional candidates who support public employees issues, based on recommendations from the CSEA membership.

TO COMMUNICATE with the candidates our position on issues that affect you.

TO LOBBY congress to secure necessary funding to protect your job in the federal budget process and to protect your rights in the workplace.

TO ALERT you to legislative initiatives that could affect you and encourage you to call or write the appropriate elected official.

TO MONITOR proposed legislation to ensure that your voice on matters affecting you is heard.

What PEOPLE has done for You...

- * Fought for increases in the minimum wage legislation.
- * Passed the Kennedy-Kassebaum health care bill which prevents the denial of health insurance to persons with pre-existing conditions.
- * Passed the Family and Medical Leave Act which allows up to twelve weeks of unpaid leave for the birth or adoption of a child or the serious illness of a parent, spouse or child.
- * Fought to prevent cuts in funding to Medicare and Medicaid. These cuts would hurt our senior citizens, children and the disabled.
- * Successful in passing legislation that would increase funding for educational programs.

What PEOPLE is doing for you now...

- * Opposes the Comp Time Bill that could take away the automatic right to overtime pay and eliminate the 40-hour work week.
- * Opposes the Team Act Bill which would take away our right to have a union. It would allow

employers to set up company committees.

* Opposes the abolishment of the Occupational Safety and Health Administration, which could diminish your safety on the job.

* Educating the public on the benefits of having public employees do the job while opposing the contracting out of your jobs.

The PEOPLE agenda is to work toward fair and progressive legislation for all Americans. With the PEOPLE program, you can have a say on legislation that will have an impact on federal, state and local governments budgets.

All of us lead such busy lives that we don't have time to be involved in the actions that are taken in Washington. Because Congress acts on issues that affect our daily lives it is important to have a say. Once you join PEOPLE you will receive information keeping you informed and asking for your help in protecting and securing legislation for all working Americans.

Take a moment, fill out the application below, join with the more than 13,000 CSEA members and become a part of the PEOPLE Team.



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

• PAYROLL DEDUCTION APPLICATION •

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

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

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

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

• DIRECT CONTRIBUTION APPLICATION •

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

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

VISA MASTERCARD Expiration Date _____
 ACCOUNT NUMBER _____

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

Clark is recruiter of the year; Long Island Region wins PEOPLE Cup

CSEA PEOPLE (Public Employees Organized to Promote Legislative Equality) honored its member activists for their recruiting efforts over the past year during the Annual Delegates Meeting. CSEA/AFSCME PEOPLE is the lobbying and political action program at the federal level.

Long Island Region 1 received the PEOPLE Cup trophy, awarded to the region recruiting the most new members during the past year. Long Island Region 1 PEOPLE activists recruited 699 new members to the program during that time frame.

Harriet Clark was named CSEA PEOPLE recruiter of the year for personally signing up 194 new members. Clark is a member of CSEA Taconic Developmental Center Local 426.

CSEA activists enlisted 2,676 new members statewide to the program during the past year.



PEOPLE recruiter of the year, Harriet Clark, center, is flanked by Southern Region 3 President Carmine DiBattista and CSEA President Danny Donohue.

Earn double points during February

CSEA members can earn double points for every member they recruit to join PEOPLE during February.

CSEA members earn points for each member they sign up for PEOPLE, and those points can be redeemed for gifts in the PEOPLE Recruiter Gift Catalog. Points will be doubled for all recruiters who submit completed PEOPLE applications to CSEA's PEOPLE Department during February.

Sandy Davis, of CSEA Office of General Services Local 660, recruited 12 new members for PEOPLE to earn recruiter of the month honors for November.

Laura Gallagher, of CSEA SUNY at Old Westbury Local 618, recruited 13 new members to earn the title for December.

Employees learn how to get out of very tight spots

NAPANOCH — You are a maintenance worker in a correctional facility. A pipe has broken and you have been assigned to repair it. But the pipe is located in a tunnel in the basement and the space is so small that you have to crawl to get into it. Is there enough oxygen in the tunnel to sustain you while you repair the pipe? Can you count on someone to rescue you if you have a problem?

You are six feet tall and you weigh 210 pounds. You have to get into a 24-inch pipe to repair a tank. Is it safe? Will you know how to get out of the pipe if you have to get out fast?

You and your co-worker have to repair a boiler and you both have to fit into a three-by-five-foot space to do the work. Your co-worker suddenly collapses. How do you rescue him and keep yourself safe?

You have to climb into a manhole in order to make a repair. Escaping sewer gases could make you ill or even kill you. Would you recognize the danger? Could you get out?

Workers all over New York state face these challenges every day and there is always a concern for safety. But until recently, training has been non-existent or less than adequate.

Now, thanks to funding by the state Department of Corrections and the New York State Labor-Management Committee, workers in CSEA Southern Region 3 will be prepared for any circumstance that could threaten their safety in a confined space. Eventually, the training will be available throughout the state, as well as to outside fire and rescue agencies who are routinely called in when a rescue situation occurs.

Eastern Correctional Facility CSEA Local 159 President Jeff Howarth said that for years employees worked in confined spaces without proper training.

"We've been very lucky for years," Howarth said. "The confined space training program is not just a (Department of) Corrections problem, but the entire state of New York."

A confined space can be a manhole, boiler, tank or tunnel; any place where there is limited space, a limited entrance or exit with a lack of oxygen or a possibility of toxic gases, according to Training Lt. Charles Mutz. Mutz coordinated the intense 7-day program held at Eastern Correctional Facility for 24 correctional employees from the Catskill Regional Hub.



Confined Space Training class of '97 'graduates' pose atop a simulated confined space at the training facilities at Eastern Correctional Facility.

Greg Greer, a vocational supervisor at Woodbourne Correctional Facility in Sullivan County, taught the class. Greer is also a fireman, a certified fire instructor and confined space trainer.

Mutz said he was grateful for the cooperation of Eastern Correctional Facility Superintendent Dave Miller and the local companies that donated supplies, as well as prison staff who volunteered their time to build the structures used in the training.

"Permit required confined space entry is one of the most dangerous job tasks our members face," CSEA Occupational Safety and Health Representative Wendy Hord said. "The high quality of this training program is demonstrated by the comments of the participants. For them to agree unanimously that it was the best training they had ever had is a great compliment to Greg Greer, Jeff Howarth and Lt. Mutz. I hope that DOCS will make confined space training a priority for those who haven't been trained."

Mutz said his goal is to establish an emergency response team in the hub to be prepared for rescues under any circumstances, and he plans to add an eighth day onto the training to include a full day of Emergency Medical Services training.

Anyone interested in obtaining more information about confined space training may contact Catskill Regional Training Lt. Mutz at 914-647-7400, Ext. 5760, or their CSEA Local president or their agency Human Resources Department.

— Anita Manley

Your union dues work for you

Your union dues, among the lowest in the country, support CSEA efforts to obtain better wages, better benefits, retirement benefits and equitable terms and conditions of employment for the 265,000 active and retired members of CSEA that are far superior to non-unionized workers.

CSEA negotiates the best contract provisions and protections possible because effective management of union dues make it possible for the union to employ an experienced, qualified professional staff and utilize the finest resources available.

Your dues also support CSEA's legislative and political action program, making it possible for CSEA to promote and support legislation that is in your best interest while working to reject legislation that would be harmful to you.

Your union dues also support CSEA efforts on issues that help you throughout your working career and assist you when you retire, such as pension supplementation, permanent cost-of-living adjustments, health insurance for retirees and preservation of the retirement system.

Your union dues work for you in many ways. Of every dues dollar paid, 97 cents goes toward negotiating and enforcing union contracts, improving and protecting terms and conditions of employment and working on a wide range of issues and projects that directly affect members. Three cents is

used for promoting political or ideological programs and projects important to CSEA members and labor in general.

CSEA members who do object to the appropriation of a portion of their dues for political or ideological purposes unrelated to collective bargaining can obtain a rebate.

To request a refund from CSEA, individual refund requests must be submitted in writing by certified or registered mail addressed to:

**CSEA Treasurer, Civil Service Employees Association
P.O. Box 2611, Albany, NY 12220-0611**

CSEA refund requests will only be accepted during the month of March 1998. Requests must be postmarked during the month of March, no earlier than March 1, 1998 and no later than March 31, 1998.

Individual requests only must be submitted; lists of members are not acceptable. Requests from more than one person may not be sent together in the same envelope; each request must be sent individually. Requests must be renewed in writing every year the member wishes a rebate.

Each request for reimbursement must be typed or legibly printed and must include the individual's name, home address, Social Security number and CSEA local number. The request must be signed by the member.

Six children of CSEA members win McDonough scholarships

Six children of CSEA members, one from each of CSEA's six regions, have been named winners of CSEA Thomas H. McDonough Continuing Studies Scholarships.

The winners were announced jointly by CSEA President Danny Donohue and Diane Lucchesi, chairperson of CSEA's Special Memorial Scholarship Committee.

The awards are for \$500 each and are intended to assist the students in pursuing their college studies by augmenting the CSEA Irving Flaumenbaum scholarships which each of the recipients had previously won as graduating high school seniors.

The continuing studies scholarships are named in memory of the late Thomas H. McDonough, a longtime union activist who served as acting president and executive vice president of CSEA.

Winners of the 1997 CSEA Thomas H. McDonough Continuing Studies Scholarships are:

Long Island Region 1

Lisa Sabino of N. Massapequa is a student at SUNY Geneseo. Her mother, Joyce Sabino, is a teacher aide at Nassau BOCES and a member of Nassau County Educational Employees Local 865.

Metropolitan Region 2

Nakia C. Watson of Troy is a student at Rensselaer Polytechnic Institute. Her mother, Cheryl Neptune, is a senior stenographer at Manhattan Psychiatric Center and a member of Manhattan Psychiatric Center Local 413.

Southern Region 3

Michele Bayer of Yonkers is a student at New York University. Her mother, Dolores Bayer, is a school aide in the Yonkers Public Schools and a member of Westchester County Local 860.

Capital Region 4

Thomas M. Dillon, Jr. of Gansevoort is a student at the University of Michigan. His mother, Joanne Dillon, is a typist in the Saratoga Springs Central School District and a member of Saratoga County Educational Employees Local 864.

Central Region 5

Amy Marie Trask of W. Oneonta is a student at Keuka College. Her father, Duane Trask, is a bus driver in the Laurens Central School District and a member of Otsego County Local 839.

Western Region 6

Rebecca Boyer of W. Seneca is a student at Nazareth College. Her mother, Rosemary Boyer, is a library aide in the W. Seneca Central School District and a member of Erie County Educational Employees Local 868.

The McDonough scholarship recipients were selected on the basis of merit and need from a pool of previous winners of the Flaumenbaum scholarships by members of CSEA's Memorial Scholarship Committee. In addition to committee chairperson Lucchesi, the committee includes Kathy Martinez-Walsh, Lamont Dutch Wade, Lorraine Johnson, Helen Fishedick, Sandra Delia, Bruce Norton and Jeanette Newman.

Prescription plan helps seniors save on drug costs

The Elderly Pharmaceutical Insurance Coverage (EPIC) Program is a New York State sponsored prescription plan that helps senior citizens with low to moderate incomes save on their prescription drug costs.

EPIC currently helps about 100,000 seniors save more than half the cost of their prescription medications. For many enrollees, using EPIC can mean the difference between affording expensive medications and going without them.

EPIC covers almost all prescription medicines, both brand name and generic. EPIC also covers the cost of insulin and insulin syringes. EPIC does not cover over the counter medicines such as aspirin or vitamins. Almost all pharmacies in New York State participate in EPIC.

Seniors can join EPIC if they are age 65 or older, live in New York State and meet certain income limits. For single or widowed seniors, the annual income can be up to \$18,000. For married seniors, the combined annual income for both spouses can be up to \$23,700.

EPIC offers seniors two different plans: the Fee Plan and the Deductible Plan.

With the Fee Plan, seniors pay an annual fee, which is based on their income, and then receive a discount on their prescriptions at the pharmacy. The annual fees range from \$24 - \$414 and can be paid quarterly.

The Deductible Plan has no fee to join. Instead, seniors pay full price for their prescriptions until they meet their deductible, which is also based on income. Once the deductible has been met, the seniors then receive the discount on their medicines for the rest of their enrollment year. The deductible amounts range from \$468 - \$638.

For more information or an application, call EPIC toll free at 1-800-332-3742.

Data processing jobs to remain in Albany under new plan; details still to be worked out

ALBANY — After fighting off an ill-conceived proposal to move more than 2,000 data processing jobs to vacant IBM facilities, CSEA is working with state officials to hammer out the details of a new plan to consolidate the state's data processing operations.

Over a three-year period beginning this month, the state Office of General Services will merge data centers from 20 state agencies into two downtown Albany locations. The plan is less disruptive than the earlier proposal since most of the affected jobs are already in the Albany area. However, some New York City workers at the State Insurance Fund and the Office of Temporary Disability Assistance will be asked to relocate.

It is expected that nearly 200 positions will be eliminated once the consolidation is completed, but state officials have assured CSEA that there will be no layoffs. Instead, workers in targeted positions will be offered transfers or be retrained for other state jobs. Retirement incentives may be offered as well.

Similar arrangements will be offered to New York City employees who do not wish to relocate to Albany.

The plan is the result of a \$1.4 million consolidation study.

CSEA members affected by the change will receive further information as it becomes available.



EAP RECOGNITION LUNCHEON — Activists in the state's Employee Assistance Program (EAP) were honored at a luncheon recently at Downstate Correctional Facility in Beacon. From left, CSEA members who were honored included Mid Hudson Psychiatric Center Local 448 President Anthony "Skip" Ferrara, Helen Hayes Hospital Local 302 Second Vice President Janice Heminover, Letchworth DDSO Local 412 member Robert Dandrea, Local 412 President Sara Bogart, DOT Local 507 First Vice President Barbara Ritshie, Middletown Psychiatric Center Local 415 President Diane Hewitt, who is also Southern Region 3 first vice president; Taconic DDSO Local 426 Second Vice President Dorothy Killmer, and Goshen Secure Center Local 554 President George Henry. At right is CSEA EAP Coordinator John Phillips, who called the EAP the most successful labor-management program in the state. Other CSEA activists honored were Downstate Correctional Facility Local 155 President Barbara DeSimone and Middletown Psychiatric Center Local 415 member Anthony Vikos.

New Lebanon school workers lauded for efforts during emergency

WEST LEBANON — CSEA and school district officials are commending staff at New Lebanon School District in Columbia County for their professionalism in evacuating students and staff from a school building contaminated by sulfuric acid fumes.

The 350 students, support staff and professional staff of the Walter B. Howard Elementary School were forced out of the building. The successful evacuation effort, conducted by the members of the CSEA New Lebanon School District Unit, was complicated by the theft of the district's mobile communications system the night before.

Staff arriving early on Dec. 9 noticed a foul smell and throat and eye irritation caused by an industrial strength declogging product that reacted with something already in the drain system of the elementary school. Staff reported it to the district superintendent. However, by that time, students were already arriving.

Eighteen elementary school students and two faculty members were taken to Berkshire Medical Center and Hillcrest Hospital and treated for minor health problems. One student was kept overnight for observation.

"When the word went out to evacuate the elementary school, the bus drivers, transportation department employees and the support staff at the elementary school and high school worked the evacuation very professionally," CSEA Unit President Ed Davis said.

First they led 350 children out of the elementary school building to the bus garage area right behind the building.

Ambulances, EMT and volunteer fire department personnel arrived quickly and examined children on board available buses. Those with problems were quickly transported to nearby hospitals. The remaining students were then bused to the high school facility about five miles away. There the high school support staff and elementary support staff provided supervision while the district called parents to inform them that the children



NICE GOING IN NEW LEBANON — Citing the teamwork needed for a successful evacuation of the Walter B. Howard Elementary School on Dec. 9, 1997, CSEA Capital Region 4 President Carmen Bagnoli, right, presents CSEA New Lebanon School Unit President Ed Davis, far left with three meritorious service awards, one for each school district worksite: elementary, transportation and Junior/Senior high school. The plaques are being held by Maureen Dolan, teacher's aide, Keith Stupplebeen, head bus driver, and Roberta Buff, teacher's aide.

would be bused back home as soon as possible if an adult would be available to receive them. If no parent could be reached the child would stay at the high school under school supervision. The buses transported students home, where drivers made sure that each child was released to the care of an adult at their home drop off point.

"While the mobile communication system would have made things go a little smoother, every CSEA member involved in this emergency effort acted in a very professional and selfless manner," Davis said. "The children's safety and staff's safety were our chief concerns."

The odor closed the elementary school for the day and the hazmat team removed the entire sink and drain for analysis and eventual disposal. Subsequent reviews of the situation have called its cause an accident.

CSEA has provided the district with information on the Healthy Schools Network, which advocates cleaning and maintaining school buildings without the use of such caustic chemicals as were released on that morning.

CSEA Capital Region 4 President Carmen Bagnoli recently presented each school district work location with a plaque praising their teamwork in the emergency evacuation. "Their actions far surpass the CSEA motto 'We Serve,'" Bagnoli said. "They deserve recognition for their remarkable teamwork on that day."

— Daniel X. Campbell

WERE YOU THERE

when a massive winter storm caused devastating ice and flooding damage to much of upstate New York in January?

DID YOU TAKE VIDEOTAPE OR STILL PHOTOGRAPHS OF THE DAMAGE, and in particular, DID YOU TAKE VIDEOTAPE OR STILL PHOTOGRAPHS OF PUBLIC EMPLOYEES AND THEIR EQUIPMENT INVOLVED IN THE AFTERMATH CLEANUP?

If so, please contact the CSEA Communications Department at 1-800-342-4146 Ext. 1271 or (518) 257-1271.

CSEA hopes to compile a documentary record of the herculean efforts of public employees in responding to this weather disaster.

Santa star of DOT safety ad

Safety is an important issue to the dedicated employees who plow roadways throughout the state during inclement weather. And to help assure the safety of employees and motorists, the state Department of Transportation has produced a television commercial promoting safe driving around snowplows.

The ad takes place in a diner on a blustery evening, with a customer giving his waitress important tips such as don't drive too close and never try to pass a snowplow. And that customer ought to know what he's talking about, because at the end of the commercial we find out he's Santa Claus.

CSEA-sponsored flood insurance available through Jardine Group Services Corp.

With the recent floods in January many are seeing firsthand the damage a flood can cause. However, many homeowners insurance plans do not cover damage that results from floods.

CSEA members can purchase complete flood insurance through the National Flood Insurance Program (NFIP) as part of the CSEA-sponsored Personal Insurance Program, administered by Jardine Group Services Corporation. This special plan features solid coverage to help protect your property and assets from the destruction of flood waters.

Aside from complete insurance coverage, NFIP says the best way you can prepare for a flood is by listening to all storm warnings and following evacuation procedures.

For example, boarding up windows, storing outside items in the house, shutting off utilities, preparing an emergency kit with such items as food and water, blankets, flashlight, portable can opener, first-aid supplies and battery operated radio.

It is also recommended you keep a list of possessions and their value in a safe deposit box. Then if your property is damaged, you will have a quick way to find out the value of what was destroyed.

For more information about the CSEA-sponsored flood insurance call the Jardines Personal Insurance Program Hotline at 1-800-833-4657. A CSEA customer service representative will advise you so you don't leave yourself open to financial loss due to flood damage.

1998 CSEA ELECTIONS INFO

NOTICE OF NOMINATION AND ELECTION

Statewide Board of Directors

Petitions deadline is Feb. 23

The nominating petition period for candidates seeking election to CSEA's Board of Directors concludes Feb. 23. The deadline for nominating petitions to be received at CSEA headquarters is 5 p.m. Feb. 23 (see election schedule at right).

All elected seats on CSEA's Statewide Board of Directors will be up for election in 1998. CSEA delegates previously approved a two-year term for Board seat elections in 1998, synchronizing the Board elections with the union's statewide officers election cycle beginning in the year 2000. Three-year terms will resume with the Board of Directors election in the year 2000.

Who is eligible?

Any CSEA member who meets the constitutional eligibility requirements and obtains the required number of signatures and Social Security numbers of members eligible to vote in the election will have his or her name placed on the ballot.

A candidate must be at least 18 years of

age, must be a member in good standing of the department, county or educational local he or she seeks to represent since June 1997; must not be serving a disciplinary penalty imposed by CSEA's Judicial Board and must not have been a member of a competing labor association or union since June 1997. To be a "member in good standing" for election purposes, your dues have to have been fully paid for the period since June 1, 1997. Gratuitous membership status does not constitute "good standing" for election purposes.

Slate nominating and election

Members seeking to become Board representatives for state departments and counties which, by virtue of their large membership size, are assigned more than one seat on the statewide Board may choose to petition and run as a slate or as individuals.

1998 CSEA Election Schedule. Statewide Board of Directors

- Jan. 20** Start of Petitioning Period: Nominating petitions available from CSEA headquarters and CSEA region offices
- Feb. 23** Deadline for nominating petitions to be received at CSEA Headquarters (5 p.m.)
- March 11** Deadline to decline nomination
- March 17** Drawing for ballot positions
- April 20** Ballots mailed
- April 27** Replacement ballots available
- May 15** Deadline for receipt of ballots (8 a.m.). Ballots counted

Election results will be announced after the ballot count. Candidates will be notified by mail of the results. Election results will be published in the June 1998 edition of *The Public Sector*.

SAIL AWAY WITH CSEA on Royal Caribbean's *Nordic Empress*

Explore the Southern Caribbean with family, friends and fellow CSEA members on a deluxe 4-night cruise aboard the *Nordic Empress* from San Juan, Puerto Rico to St. Thomas, St. Maarten and St. Croix.

CRUISE PACKAGE INCLUDES:

- * Round trip airfare to San Juan
- * Round trip transfer, airport to pier
- * Your choice of outside or inside cabins
- * All meals and entertainment on board
- * Port charges and departure tax

RATES (per person) DOUBLE OCCUPANCY

Outside (Category H) Inside (Category L)

\$899.00

\$849.00

DEPOSIT AND PAYMENT SCHEDULE:

Please complete the reservation form at right and enclose a deposit of \$100.00 per person no later than **April 30, 1998**. For those who desire the insurance option below, an additional deposit of \$49.00 per person must be paid at the time of reservation. Payments are accepted by check only, and are made payable to Plaza Travel Center. Your balance is due in full by **August 3, 1998**.

Travel to these destinations requires proof of citizenship; please inquire for details.

CANCELLATIONS:

Please refer to the RCCL brochure for RCCL's policy. Plaza Travel has a cancellation fee of \$50.00 per person separate from RCCL's policy and is not protected by the RCCL insurance at right.

OPTIONAL INSURANCE:

Insurance is available at the rate of \$49.00 per person which covers trip cancellation, medical protection, baggage protection and emergency assistance.

November 9 to November 13, 1998 Monday to Friday (Nov. 11 is Veterans Day)

Reservation form: CSEA Cruise *Nordic Empress* November 9, 1998 DK 2244

Full Legal Names
of each person in the cabin: _____

Address _____ City _____ State _____ Zip _____

I require air from the following city _____ Inside cabin _____ Outside cabin _____

Insurance: Yes No (please check one)

Deposit (\$100.00 per person) \$ _____

Insurance (optional at \$49.00 + _____
per person payable with deposit)

Total = _____ payable to "Plaza Travel Center"

**PLAZA TRAVEL CENTER PO Box 849 Latham, NY 12110
518 785-3338 or 800 666-3404 Ask for Lisa**

NOTICE OF NOMINATION AND ELECTION

1998 AFSCME Convention Delegates

Delegate nominating meetings to be held Feb. 21

Meetings will be held in all CSEA regions on Saturday Feb. 21 to nominate candidates for the position of delegate to the 1998 AFSCME Convention scheduled for Aug. 24 through 28, 1998, at Honolulu, Hawaii. The date, time and location of region nominating meetings is printed below.

The region nominating meetings in February kick off the AFSCME delegate election process, which continues in accordance with the schedule

of election, printed below, at right, approved by CSEA's Board of Directors.

CSEA delegates will be elected by region. 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.

CSEA REGION NOMINATING MEETINGS AFSCME Convention Delegates Election

SATURDAY, FEB. 21, 1998
ALL MEETINGS WILL START AT 11 A.M

LONG ISLAND REGION 1

Region Office, 3 Garet Place, Commack

METROPOLITAN REGION 2

Region Office, 40 Fulton Street, 21st Floor Conference, New York City

SOUTHERN REGION 3

Region Office, 735 State Route 52, Beacon

CAPITAL REGION 4

The Desmond, 660 Albany Shaker Road, Albany

CENTRAL REGION 5

Region Office, 6596 Kirkville Road, East Syracuse

WESTERN REGION 6

Holiday Inn, 8250 Park Road, Batavia

Who is eligible?

Any member in good standing as of Feb. 1, 1998, will be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of Feb. 21, 1998, 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

1998 CSEA Elections Schedule

AFSCME Convention delegates

Feb. 21	Nominating meetings (all regions)
March 11	Deadline to decline nomination
April 20	Ballots mailed
April 27	Replacement ballots available
May 15	Deadline for receipt of ballots (8 a.m.). Ballots counted.

Election results will be announced after the ballot count.

Candidates will be notified by mail of the results. Election results will be published in the June 1998 edition of *The Public Sector*.

made by slates of two or more individuals who will appear on the ballot as running together under a particular designation. Candidates nominated as slates will appear on the ballot in the order they are nominated. 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.

1997 Empire Plan claims must be filed by March 31

All 1997 Empire Plan Basic Medical claims must be submitted by March 31, 1998, to:

United Healthcare Service Corp.
Administrator for Metlife (formerly MetraHealth)
P. O. Box 1600
Kingston, N.Y. 12402-1600

Basic medical claim forms may be obtained from your agency's personnel office or from United Healthcare. Make sure you complete the requested subscriber information and, if applicable, dependent student information. Don't forget to sign the claim form.

Please be certain to have your doctor or other provider fill in all the information asked for on the claim form. If the claim form is not filled out by the provider, original bills must include all medical/diagnostic information asked for on the claim form. Missing information will delay the processing of your claim.

If you have any questions concerning your claim, you may contact United Healthcare directly at **1 (800) 942-4640**.

MAY 15 IS DEADLINE FOR SUBMITTING PROPOSED RESOLUTIONS, CHANGES TO CSEA'S CONSTITUTION & BY-LAWS

Proposed resolutions and proposed amendments to the CSEA Constitution & By-Laws for consideration by CSEA delegates to the union's 1998 Annual Delegates Meeting **must be submitted by May 15, 1998.**

Proposed resolutions may be submitted **only** by a delegate and **must** be submitted on the proper forms. Forms for submitting resolutions are available from CSEA headquarters and region offices.

Proposed resolutions and proposed amendments to the Constitution & By-Laws must be submitted no later than May 15 to Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210-2303.

The 1998 CSEA Annual Delegates Meeting will be held Oct. 5 - 9 in Rochester.

1998 CSEA ELECTIONS INFO

Local, unit elections scheduled for 1998

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

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

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

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

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

Members may run as individual candidates if they wish.

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

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

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

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

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

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

Important Information about slate petitioning and slate voting

Local Elections

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

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

Unit Elections

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

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

Candidates should know the following:

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

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

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

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

Always protect your membership status

Break in membership affects eligibility for union office, voting privileges

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

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

Only members "in good standing" can participate in these activities. To be in "good

standing," your dues cannot be delinquent.

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

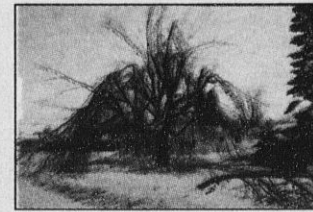
status for a period not to exceed one year.

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

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



When disaster strikes, the CSEA Work Force is first in and last out. The ice storm disaster of '98 proves how much



IT MATTERS who answers



emergency calls

around the clock... who clears the ice and snow... who helps evacuate and



shelter the victims... who provides emergency

health care and ensures

public safety. Does it matter that it's the



CSEA Work Force?

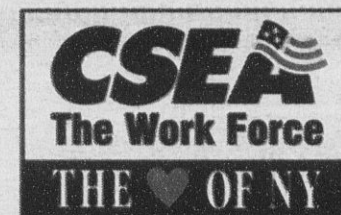
YOU BET IT DOES. Because New Yorkers know they can count on the

men and



women who respond to emergencies and

do the job right, under the worst of conditions.



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

Sector

THE PUBLIC

FEBRUARY 1998

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