

THE WORK FORCE

Hospital guardians

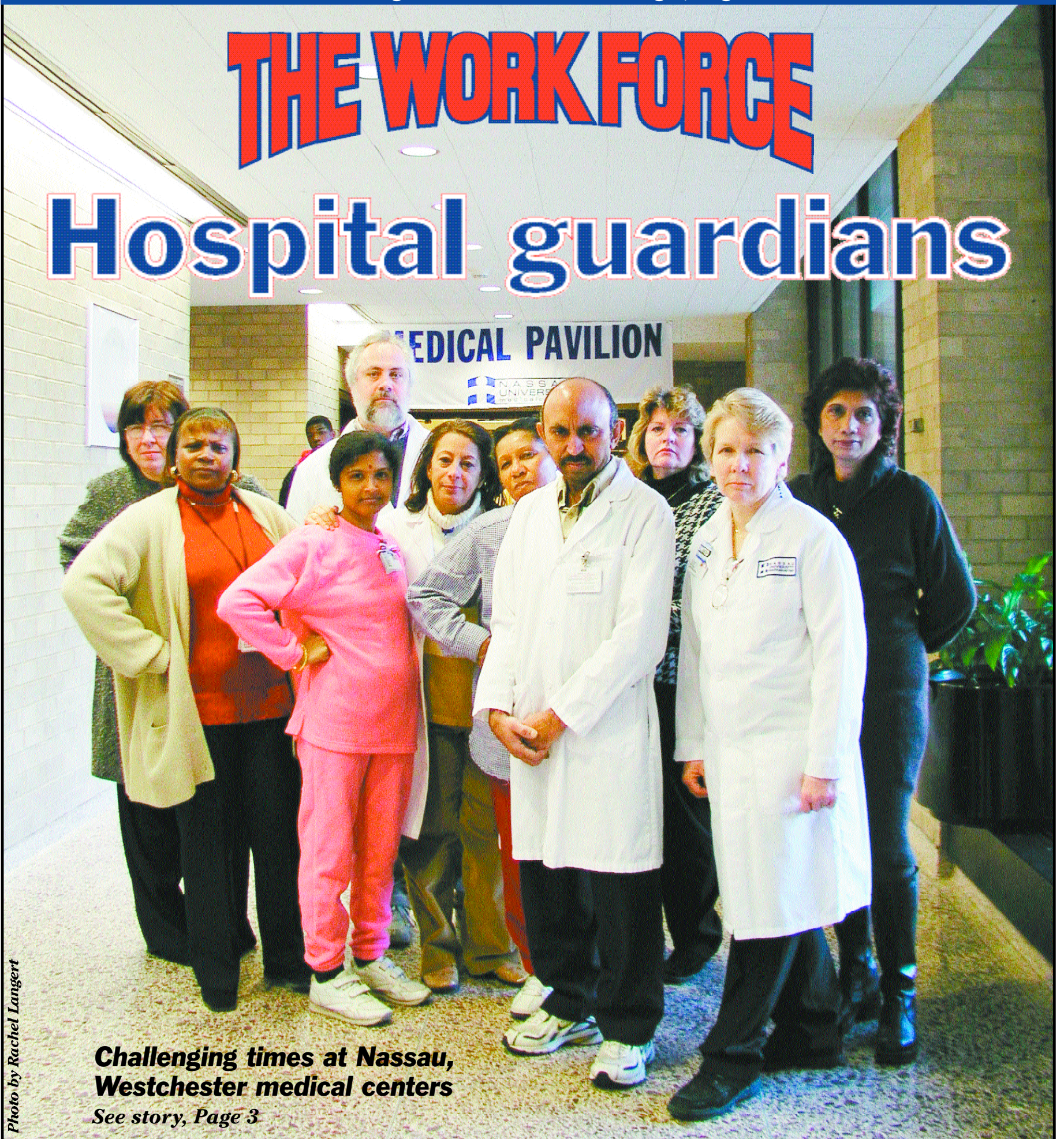


Photo by Rachel Langert

**Challenging times at Nassau,
Westchester medical centers**
See story, Page 3

Photo of the Month



Oyster Bay CSEA member Jerry Fiordiliso gets the ice ready for skaters recently with a Zamboni. (See related story, Page 8).

CSEA county groups vote on agreements

Several CSEA county groups have voted on proposed contract agreements over the past months. Here is a synopsis of some of those votes:

- A tentative agreement in Washington County was overwhelmingly approved by a vote of 106-4.
- On Jan. 8 a Warren County one-year agreement was approved by a 269-73 margin.

Harman Swits, former CSEA contract specialist

Harman D. Swits who retired from CSEA in 1988 after working 20 years as a collective bargaining specialist, died recently.

He served in the Army during World War II as a parachutist in the 101st Airborne Division (the "Screaming Eagles") and was the recipient of many military awards including the Purple Heart and the Croix De Guerre. He later saw service in Korea and was an adviser during the early days of the Vietnam War.

Harm joined CSEA after 24 years of service to his country.

State talks pick up

TROY — The state has picked up the pace of recent negotiating sessions making thorough, written proposals in a number of important areas that CSEA has been prepared to discuss for some time.

CSEA is reading this change of approach by the governor's negotiators as a positive sign.

The state team defrosted talks by making detailed proposals this week in the areas of compensatory time, mass transit, leave donation, family benefits and the Employee Assistance Program. It also gave CSEA a modified proposal on health insurance that (somewhat) changed their last proposal.

None of the proposals offered by the state were perfect, but all were a move in the right direction.

While the health insurance proposal was modified, the state continues to demand CSEA members pay a higher percentage of premiums. In this respect the state has not moved one inch in over a year.

State negotiators admit that their health insurance proposal is nothing more than a cost shift from their side of the ledger to CSEA members, but will not be persuaded (at least not yet) to reduce or eliminate their demand.

Subcommittees on seasonal employees, education and training, DMNA and others also met this week with mixed results.

Overall, the CSEA team sees the activity this week as a hopeful sign that their hard work is beginning to yield some results.

Check www.csealocal1000.org for regular updates.

John "Bunny" Jackson, 54, longtime CSEA activist

John "Bunny" Jackson, the CSEA Staten Island Developmental Disabilities Center Local president and a lifelong union activist, died Dec. 27, 2003. He was 54.

"Bunny was a trailblazer," said CSEA Metropolitan Region President George Boncoraglio. "He played an integral part in promoting CSEA as a union dedicated to bringing dignity and respect to all workers."

Born in Canton Miss., Jackson moved to Staten Island in 1963.

Jackson began working as a direct care worker at the former Willowbrook State School in 1968. Not long after arriving at the school, he played a leading role in ensuring that workers and patients were properly cared for by the state after scandalous conditions at the school were exposed.

He then continued to fight for his members and consumers as an activist in the union and later on, in 1986, as the president of its local. Several years ago he had served on the state contract

negotiating team and last year he worked with union members and Staten Islanders to defeat the governor's proposal to close the Institute for Basic Research (IBR), which he also represented.

"He was a true activist in every sense of the word," said Metropolitan Region Labor Relations Specialist Charles Bell. "He fought long and hard for his members and he was always a true gentleman."

Jackson was active in CSEA's Statewide Education Committee and the Black and Puerto Rican Legislative Task Force of the New York State Assembly.

An avid boxer, he was also fond of trips to Atlantic City, N.J.

In addition to his sister, Mildred Jackson, he is survived by his daughter Leslie Jackson; his son, Jason; two grandchildren; his longtime companion, Barbara Davis; four brothers, Roosevelt, Fletcher, James and Freddie, and another sister Anne Moreland.

Niagara Falls Bridge workers press for contract

NIAGARA FALLS—The Niagara Falls Bridge Commission Unit continues its efforts to gain a new, fair agreement for its members, as they head into their fifth year without one.

The unit's members have marched, for the second time, outside the office of state Senator George Maziarz, in an effort to have him demand the commission

members deal fairly with the CSEA members.

The unit is also planning a radio ad campaign, with support of the Niagara County Local, to further inform the public of the service they provide, and the lack of respect they have received from the commission.

CSEA's intensive care aimed at Nassau, Westchester hospitals

They are first rate medical facilities that employ thousands of CSEA members and provide state of the art care to tens of thousands of patients. But without some emergency treatment the future of the Nassau University Medical Center and Westchester County Medical Center is in critical condition.

CSEA is urgently mobilizing its members and resources in both places to keep these invaluable facilities and services from flatlining.

"CSEA will do everything in its power to make sure that these facilities will continue to be there to serve the people of Long Island and the lower Hudson Valley," said CSEA President Danny Donohue. "The importance of these facilities in the communities they serve cannot be overstated and we need all the help we can get in waging this fight."

Both hospitals, along with other county health care facilities, including Nassau's A. Holly Patterson Extended Care Facility, became public benefit corporations in the 1990s.

The intent was to provide greater operating flexibility and remove the need for taxpayer subsidies. But an apparent combination of mismanagement, lack of oversight and inadequate Medicaid reimbursements have led to crisis and will likely require the state and counties to work together to address the problems.

"What needs to be recognized is that the hospital management and the county officials

Cooperative tone in budget proposal

ALBANY — Gov. George Pataki has revealed his proposed state budget and CSEA's first review indicates a more positive approach for CSEA members and other working New Yorkers than a year ago.

The state must still plug a projected \$5 billion deficit and the plan is not without some areas of concern. But the governor seems to be trying to set a more positive and cooperative tone as he addresses serious challenges facing New Yorkers.

Continued on Page 12



Above, a member of the community addresses a forum on Nassau University Medical Center's future. Listening to the left of the dais is Nassau County Local President Jane D'Amico; to the right, CSEA President Danny Donohue. At right, Westchester Medical Center Unit President Dunbar John leads a recent demonstration.

have failed miserably in their jobs," said CSEA Westchester County Local President Gary Conley. "These officials, including county Executive Andrew Spano, guaranteed over \$250 million in loans and bond for the hospital and now claim to be ignorant about the problems the hospital has been facing."

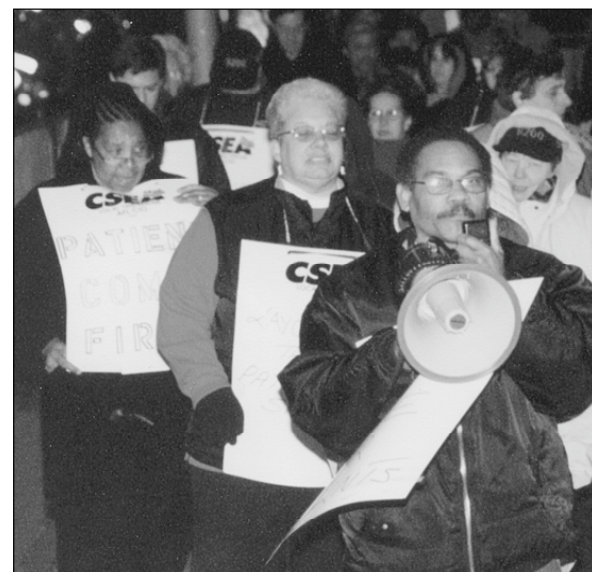
CSEA is preparing an aggressive campaign to ensure there is a clear plan and accountability for the facility's future.

In Nassau County, Donohue recently joined with local officials as CSEA gathered more than a dozen state and county lawmakers together with hundreds of hospital employees for a discussion of the facility's future.

They heard speaker after speaker praise the high quality and compassionate care rendered every day by NUMC medical and support staff, despite inadequate resources.

"This hospital doesn't just serve the poor, it serves everyone," said CSEA Nassau Local President Jane D'Amico. "We all have a stake in the survival of this great facility."

D'Amico also unveiled a new CSEA



advertising campaign at the event which promotes the outstanding care and service provided at the Nassau Health Care Corp.'s facilities. The union has been critical that management has not adequately marketed the facilities.

CSEA is also highly critical of both hospital administrations for several hundred layoffs.

"It is extremely counterproductive on every level," said CSEA NUMC Unit President George Walsh. "It sends the wrong message about the quality of services when people are laid off and there's not enough help."

THE WORK FORCE

ISSN 1522-1091

Official publication of
CSEA Local 1000, AFSCME, AFL-CIO
143 Washington Ave.
Albany, NY 12210-2303
Danny Donohue, President

STEPHEN A. MADARASZ
Communications Director & Publisher
STANLEY HORNAK
Deputy Director of Communications
LOU HMIELESKI
Executive Editor
AMY SCHARF
Associate Editor
CATHLEEN FEBRAIO
Graphic Production Specialist
JANICE M. KUCKAR
Graphic Production Specialist
BETH McINTYRE
Communications Assistant

The Work Force (USPS 0445-010) is published monthly by The CSEA Publication Office: 143 Washington Ave., Albany, NY 12210. Periodical Mail Postage paid at Post Office, Albany, New York 12288.

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

Readers:

Send any comments, complaints, suggestions or ideas to:
Publisher, *The Work Force*, 143 Washington Avenue,
Albany, NY 12210-2303.

COMMUNICATIONS ASSOCIATES

RACHEL LANGERT	Long Island Region (631) 462-0030
DAVID GALARZA	Metropolitan Region (212) 406-2156
JANICE MARRA	Southern Region (845) 831-1000
THERESE ASSALIAN	Capital Region (518) 785-4400
MARK M. KOTZIN	Central Region (315) 433-0050
RON WOFFORD	Western Region (716) 886-0391
ED MOLITOR	Headquarters (518) 257-1272

The Publications Committee

LONG ISLAND REGION *Jean Ahlert*
METROPOLITAN REGION *Vacant*
SOUTHERN REGION *Robert Lorenc*
CAPITAL REGION *Helen Fishedick*
CENTRAL REGION *Bruce Damalt, Chair*
WESTERN REGION *James V. Kurtz*



IN TOUCH WITH THE WORK FORCE CSEA President Danny Donohue

Pataki budget responds to CSEA issues

There appear to be many good things in the governor's budget proposal but it is always important to maintain a healthy skepticism until we look at all of the detail in the massive document.

No budget is ever perfect but we are certainly seeing a much better starting point from the governor than we did at this time last year. The governor seems to be responding to many of the issues that we've raised for some time – such as avoiding state layoffs and addressing the Medicaid situation which is plaguing most local governments.

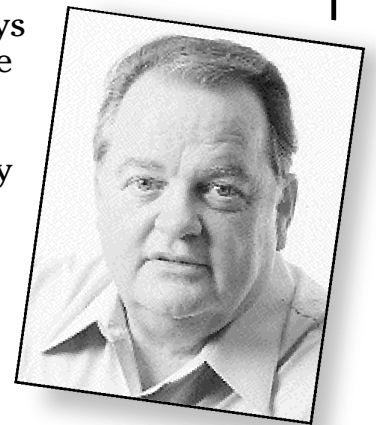
To be sure, New York still faces significant budget challenges. Some estimates project the budget shortfall at about \$5 billion. Those are real dollars that have to come from somewhere.

State Comptroller Alan Hevesi has already indicated that some of the governor's proposals for reforming the state pension system to gain \$1.3 billion in savings are unconstitutional and could undermine the integrity of the fund.

Still the governor's proposals seem to recognize that important needs must be addressed. Localities have been beating the drum over Medicaid costs that in some cases are exceeding county tax collections. The governor has proposed a 10-year phased-in state takeover of key portions of the Medicaid program. Coupled with other Medicaid initiatives aimed at saving money, this approach could provide welcome relief.

Proposals for education and the SUNY system need a closer look and some likely adjustments, but they are far removed from the slash and burn approach we faced last year.

Certainly there's room for debate and improvement in this plan in the months ahead, but the governor has set a tone that makes it much more likely that we can all work together.



Danny

Nursing home ruling appalling

CSEA was appalled to learn that many of New York's most notoriously negligent adult home owners are likely to avoid punishment due to a recent State Supreme Court judicial ruling.

Approximately 70 cases against adult homes are in jeopardy of being dropped after it was determined that health inspectors had violated state law and regulations governing the documentation of visits to adult homes.

The rules state that inspectors are required to document violations in their reports and to specify how the violations should be rectified. Two judges ruled that the state had not done so. That created a loophole for the adult home owners to use to escape penalty and hefty fines.

CSEA has been one of the state's leading advocates for mental health reform. The union was one of the most vocal critics of the Pataki administration's failure to

adequately oversee several adult home operators throughout New York state. Many of the revelations were brought to light by a series of articles in the *New York Times* that reported patients had become virtual prisoners in unregulated nursing homes.

"This new ruling now gives many of the delinquent home operators a chance to direct their energies and resources on beating the system instead of providing quality care to thousands of patients across New York state," said CSEA President Danny Donohue.

Although the state Health Department has not formerly dropped the remaining cases, state officials acknowledge that this new ruling is expected to apply to all pending cases against adult homes. The fines in these cases involve hundreds of thousands of dollars.

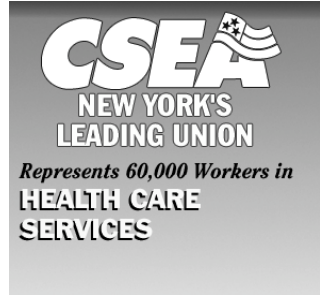
The state will now have to conduct entirely new inspections

and will not be able to use previously filed reports to solidify the cases against the abusive adult homes.

"This is an unfortunate setback that should not have occurred," said Donohue. "It is another blatant miscue by the administration that offers an easy way out for many abusive adult home operators. It is a travesty," Donohue said.

The state Health Department stated it was disappointed in the ruling and had revised its practices so that future inspections would be completed correctly.

"The governor was quick to take credit that this mess had been cleaned up," said Donohue. "He should now be feeling the heat when cases are being dropped due to negligent paperwork. In the end, the patients are still the ones suffering most," Donohue said.



"This new ruling now gives many of the delinquent home operators a chance to direct their energies and resources on beating the system instead of providing quality care to thousands of patients across New York state."

Monroe County Unit fights for nurse jobs

ROCHESTER — The fight to maintain the Rochester schools health program, staffed by CSEA Monroe County Employee Unit members, continues on all fronts in a race to beat the March 31 date when county funding is scheduled to end.

"We know the public supports keeping our program going," said Cris Zaffuto, a public health aide at Jefferson Middle School and unit activist. "But some of our legislators didn't even know that we work for the county. And the school program is only one service we provide. We're there for any public health emergency or crisis. And much more, like coordinating with other agencies, child protection, DSS,



CSEA activists from the Rochester area protest in support of Monroe County employees recently.

probation, youth services, police, and so many more," Zaffuto said.

"We need to keep hammering home our

value to the community, which has already shown us great support, and even more, to the new county administration

and legislature," he said.

The Rochester School Board has promised to sue Monroe County for continued funding of the program, if necessary. The schools superintendent and county executive have met on the matter, but have released no details of their plans, as *The Work Force* went to press.

Monroe County Unit members have picketed at legislature meetings along with other concerned citizens in support of program funding, and they are also preparing a radio ad campaign to keep the pressure on for maintaining the public school health program.

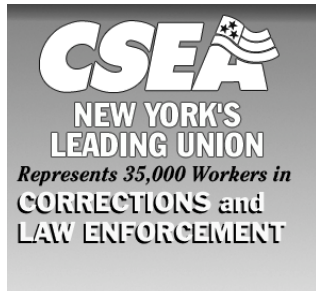
— Ron Wofford

CSEA Voices



"Through political action we can keep workers rights in place and make the world a better place for our children."

— Cheryl Minro, 27-year CSEA member, therapy aide, Pilgrim Psychiatric Center



CSEA helping members hit with OCFS layoffs

INDUSTRY — Changes in the operation of youth facilities run by the state Office of Children and Family Services have apparently left about 75 CSEA members at risk.

But CSEA is continuing its efforts to make sure Gov. George Pataki lives up to his commitment to avoid layoffs.

At press time, it was unclear how the governor's new budget proposal would affect the situation.

After 30 to 35 members were hit with layoff notices at the Office of Children and Family Services facility at Industry, CSEA has been working with the state to find other job opportunities, within and outside of the agency, according to Randy Charlton, local president.

Helping hands

"We've had at least three visits by CSEA staff and officers offering good information on how our affected members should proceed, and where there are other possible job opportunities for them," said Charlton. "And OCFS agency and Civil Service Department representatives have been working with us, providing loads of helpful information."

Charlton said job aid has included OCFS per diem slots at Industry, made available for up to 24 employees who have not gained full-time work elsewhere.

Other assistance has included job possibilities at other state facilities and agencies, and assistance on meeting job eligibility and Civil Service test requirements. Some test requirements have been waived, or minimized.

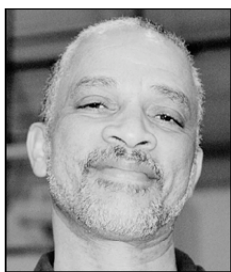
"Of course, we want all of our members to be retained

"Of course, we want all of our members to be retained here, at this facility."



CSEA Office of Children and Family Services Industry Local President Randy Charlton, front and center, with CSEA members at the Industry facility.

CSEA Voices



"We're expected to do more with less. But we're not working in a factory, we're trying to help treat people."

— Drew Mealing, 27 year CSEA member, Mental Health Therapy Aide, Pilgrim Psychiatric Center

here, at this facility," said Charlton,

Harlem Valley

Gov. George Pataki is continuing along with his previous plan of closing the Harlem Valley Secure Facility.

The majority of CSEA members working at Harlem Valley have transferred to other facilities already.

Without offering specifics in his 2004 budget proposal, the governor proposed that his

budget would fully implement juvenile justice reform to reduce overall state spending.

This will create a targeted expansion of community-based services and a reduction in the number of state-operated facility beds.

CSEA remains concerned about this initiative.

— Ron Wofford

Labor, management work together after Albany County attack

Dangers at DSS

COLONIE — Days before Christmas, an Albany County Department of Social Services employee received a call at work, telling him an attempt had been made to burn down his house, allegedly by a former client.

His home had been broken into and damaged by fire, the family cat had perished and he, his partner and his son would spend Christmas and the early part of the new year in a hotel.

Adding to the emotional burden, the person charged with the crimes was a former client who just hours before the fire had tried to confront the caseworker at work.

Department investigation

As the victims put back the pieces of their damaged home and seek a return to normalcy, they say they are still concerned about safety at work. The incident raises serious questions which the union and county are investigating: the safety of social service workers in general and what checks and balances are in place, or should be in place, to protect workers on and off the job.

The CSEA member did not want his full name used in this story, and will be referred to by his first name, Joe.

Working in Albany County's Department of Social Services as a principal social welfare examiner, Joe shares his home with his girlfriend, a social services employee working in a different office.

The incident affected everyone in the office, recalled CSEA Unit President David Kircher.

The Social Services Department is piecing together all interactions with the former client to



CSEA Unit President David Kircher is working with management to come up with ways to reduce the likelihood of similar incidents in the future.

find any incidents that should have raised a red flag.

The woman, Maria Sanchez, 30, first came to the office nearly a year ago. She met with Joe, whose job responsibilities include reviewing applications from the Safety Net program.

Safety Net clients tend to be unmarried individuals between 18 and 64 who are likely unemployed, possibly homeless and may be struggling with issues such as drug addiction or mental illness.

Because Sanchez was homeless, the office helped to place her in a shelter. She eventually found an apartment and employment, successfully making the transition to independence.

According to police and DSS accounts of the case, the following then occurred:

Late last summer, Sanchez reappeared at the offices looking for Joe. She reportedly was delusional and allegedly sent a letter to Joe. The incidents were reported to supervisors and to police.

Another visit

A few months went by without incident but on Dec. 19 Sanchez again walked into the DSS offices, again looking for Joe.

Sanchez reportedly was agitated and delusional. An employee diverted her attention and explained that if Sanchez needed assistance she could complete some paperwork. Sanchez then called a cab.

Later that afternoon, Joe received a call at work alerting him to the fire. Sanchez allegedly took a cab to Joe's home, broke in, and started a fire in the master bedroom, police said.

The bedroom sustained major fire and smoke damage and the rest of the home was damaged by smoke, Colonie fire officials said. Restoration work is currently under way.

According to Colonie Police Investigator Phil D'Angelo, Sanchez is being held in the Albany County Jail on \$25,000 bail, charged with second degree burglary and third degree arson.

She may also face an aggravated harassment charge after attempting to contact Joe from the jail, D'Angelo said.

At press time, the case was up for review by the Albany County district attorney, who may or may not recommend a grand jury proceeding.

CSEA members in Albany County's DSS and Mental Health took up collections of money and

(continued on page 12)



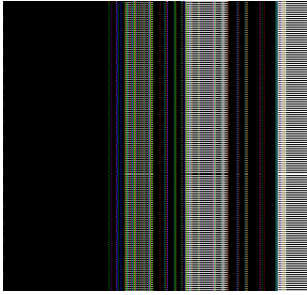
Late last summer, Sanchez reappeared at the offices looking for Joe. She reportedly was delusional and allegedly sent a letter to Joe.

CSEA Voices



“To better secure our futures, our members need to keep up on the issues and be willing to step forward and participate – to demonstrate, to explain to others the purposes of our fights.”

**— Linda Ranger
compensation claims
investigator I,
State Insurance Fund,
Syracuse**



Unsung heroes of winter

Editor's note: CSEA members across the state put the win in winter by helping maintain community sporting venues and facilities from massive ski areas to small ice rinks that serve as playgrounds and training areas for active folks and athletes alike. Here are two examples of some of the ways CSEA members get the job done.

CSEA members across the state put the win in winter.

OYSTER BAY — Parks employee Michael Altenburger works at Marjorie Post Community Park in Massapequa, one of three skating rinks in town.

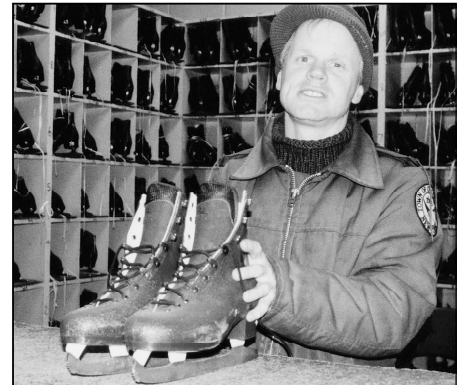
He and the other parks employees have a variety of duties, which vary according to season. While he cuts the grass and picks up leaves in the spring, summer and fall, he rents out skates in the winter

and assists in the overall maintenance of the park and the park buildings year round.

When it snows, Altenburger helps clear the walkways, puts down salt, and generally keeps the facility open. Many parks employees can also convert town pickups to plows, and pitch in with snow removal during storms.

“All of our parks workers are dedicated to delivering the highest quality services that taxpayers have come to expect,” said CSEA Oyster Bay Local President Augie Buckhardt. “They take pride in what they do. They really go above and beyond for the people,” said Buckhardt.

— Rachel Langert



CSEA member Michael Altenburger, above, staffs the skate rental booth and Jerry Fiordiliso, below, resurfaces the ice skating rink at Massapequa's Marjorie Post Community Park.

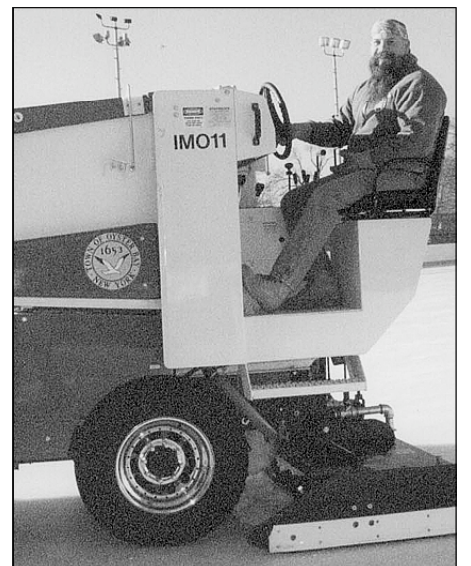
Buffalo State crew builds hockey team lockers, saves state big bucks for pucks

BUFFALO — When Dale Swain heard the Buffalo State College (SUNY College at Buffalo) athletic department was going to build a locker room for its women's hockey team, he knew his fellow maintenance workers could handle the job, and save money for the college.

So he lobbied to have his department's members get the job, which they executed while

maintaining their routine responsibilities on campus of electrical, refrigeration, heating upkeep, carpentry and renovation.

“We have a talented crew at the service center that can handle a wide range of projects, way beyond the average day-to-day tasks,” said Swain, who is also president of the CSEA local. “It was good to see that talent



put to good use, and save money at the same time.”

Swain said the workers have an especially good relationship with the athletic department, because they hold CSEA Days for members at various athletic events during the year.

“This was one good way to say ‘thank you,’” Swain said.

— Ron Wofford

From left, SUNY Buffalo Local President Dale Swain, and CSEA members Mark Matthews and Egon Knips show off the new hockey locker room they built for the school's women's hockey team.

CSEA Voices



“On the ward, it's very hard for us. We need more hands to help and they're just not hiring to pick up the slack.”

— Mary Moran
39-year CSEA member,
Housekeeping Department,
Pilgrim Psychiatric Center



CSEA pushes university growth as economic engine



U.S. Congressman Maurice Hinchey talks with CSEA SUNY Binghamton President Tyrone Webb, Broome County Local President Doreen Gilbert, and City of Binghamton Unit President JoAnne Hanrahan about economic development in the Southern Tier.

VESTAL — Some CSEA activists in New York's Southern Tier aren't just waiting for the economy to turn around — they're doing what they can to push the issue and make economic development happen.

Along the way they're trying to add good-paying union jobs to the local economy and help revitalize downtown Binghamton.

At the forefront of the activists' drive is the continued expansion of Binghamton University. Leading the charge behind those efforts — involving all the SUNY college's unions, its administrators, area civic leaders and local, state and federal politicians — is CSEA SUNY Binghamton Local President Tyrone Webb.

Webb recently kicked off the collaborative effort by helping organize a "Town Hall Meeting" with U.S. Rep. Maurice Hinchey to discuss opportunities for economic

growth through the university's expansion.

"Binghamton University is the largest employer in the county and we have a major role to play in this area. Our members, as well as those of the other CSEA locals and Units, provide a multi-faceted array of essential services and are already an economic engine in our community," Webb said. "We hope that by starting a dialogue and looking at ways we can expand in our community, we can help drive economic growth for everyone's benefit."

Joining Webb at the first of several planned Town Hall meetings were other Binghamton area activists, including Broome County Local President Doreen Gilbert, who was encouraged by the discussion.

"It was an excellent meeting. We're hoping to see more like it. Economic expansion would definitely build Broome County and have a positive impact on all of the county and the services our members provide. It would certainly help to keep our members employed, and hopefully expand upon them."

Hinchey said the university had an important role to play in slowing the flow of manufacturing jobs from the area, and also in maintaining the area's population. He said he hopes to propose legislation to help provide a base level of federal investment that would allow SUNY colleges to expand and focus on the growing fields of research, technology and product development. "This university is the most important resource that this community has to offer," he noted.

Webb said part of the initiative needs to be the university's marketing as it expands.

"We need to promote the campus like a new corporation, even though we've been here for a while. We want to see what we can grow to be," he said.

— Mark M. Kotzin



"We hope that by starting a dialogue and looking at ways we can expand in our community, we can help drive economic growth for everyone's benefit."

CSEA Voices



"The only way you can get anything accomplished is through solidarity. There is strength in numbers. Stick together and you can accomplish anything."

— Millie Lucas, 35-year CSEA member, Mental Health Therapy Aide, Pilgrim Psychiatric Center.

Charter schools get low marks

The first three charter schools to open in New York State aren't making the grade according to a report by the State University of New York's Charter Schools Institute.

Charter schools are publicly funded schools that are managed by private entities. While they must comply with state and federal laws and regulations relating to health, safety, transportation and civil rights, they are exempt from most other school laws and regulations.

The institute evaluated the three schools, which opened in 1998, to determine whether to renew the schools' five-year charters. Citing problems varying from low-test scores to poor financial management, evaluators recommended that a Harlem school and an Albany middle school be closed and a third school in Harlem be put on probation.

The report found that at the Harlem school recommended for closure just 7 percent of eighth grade students met state math standards and only 13 percent met state English standards.

"The school's plans for increasing academic achievement are inadequate and reflect a low level of academic expectation," evaluators wrote about the Harlem school.

The institute's recommendations followed a draft report by the State Education Department that addressed the financial impact of charter schools on public school districts, which has been a major CSEA concern since charter schools were first established.

"Charter schools siphon taxpayer money out of public school districts and force local school boards try to guess assessment needs without knowing how many students may be lost to a new charter school," CSEA President Danny Donohue said.

The State Ed report suggested additional state funding for districts that lose students to charter schools.

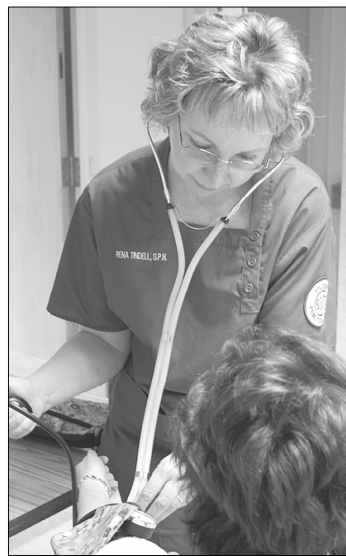
At press time the SUNY Board of Trustees had yet to decide whether to renew the charters of the three schools in question.

INSIDE THE WORK FORCE

Everyone benefits with innovative CSEA program

Editor's Note: This story focuses on students at the Van Duyn Home and Hospital in Onondaga County, which is taking part in a statewide training program coordinated by CSEA's Work Institute. At press time, CSEA President Danny Donohue was preparing to participate in a video news conference highlighting the program's success at six sites across the state.

CSEA's Work Institute and the County Nursing Facilities of New York (CNFNY), the group representing the management of county nursing homes across New York, are seeing results from an innovative partnership to address a critical health care worker shortage across the state.



Through their joint efforts in getting a federal grant for health care worker training, programs are now in six public nursing homes across the state, helping bring career advancement and skill enhancement to current and future workers.

Since the program began last fall, several workers have completed formal education to become licensed practical nurses and registered nurses. Dozens more are expected to complete training this spring, earning licensed nursing degrees and helping ease staffing shortages.

Success at six sites

For CSEA members already working at facilities in Rockland, Orange, Broome, Onondaga, Clinton and Saratoga counties, the program presents a tremendous opportunity for those who qualify to go to school during their work day, often at their own facility, and get paid for the hours they attend class.

This "wage replacement" component of the training grant pays the nursing homes to hire temporary replacement workers while the students are in class, so the students get full paid release time. Their full tuition and related expenses are also paid. It's a winning situation for management

Certified Nursing Assistant Rena Tindell practices taking blood pressure as part of her clinical training at Van Duyn for the LPN training class.



Above, Certified Nursing Assistant Terri James listens to her instructor in New York City over the distance learning system at Van Duyn. Below right, from left, Van Duyn licensed practical nurse training class students Denise McDonald, Rena Tindell, and Kevin Procopio learn from Registered Nurse Cindy Hare, their BOCES instructor, how to properly use a bed scale to weigh residents. On the bed is student Pamela Tafel.

and the workers, one that thrills CSEA members.

"CSEA is dedicated to helping our members help themselves. This is the type of innovation that makes us New York's leading union," said CSEA President Danny Donohue.

A good deal

"You couldn't get a better deal than this," said Student Practical Nurse Rena Tindell, a certified nurse aid at the Van Duyn Home and Hospital in Onondaga County, who loves having the on-site training. "We are very lucky. Having it here at Van Duyn is just a godsend."

Other Van Duyn workers, like CNA Kevin Procopio, a 14-year nursing home worker, are pleased with the combination of time and money the initiative offers.

"This is something I've wanted to do for a long, long time, but I've never been able to put the money and the time together to do it. Having the grant allows me to pursue this goal that I absolutely wouldn't be able to do otherwise," he said.

"It allows us to go ahead with our lives and achieve a higher professional status. It's also great that the management at Van Duyn could see their way clear to do this. It will help develop more

nursing staff not only for Van Duyn but the whole area," he said.

Funding is administered through the state Department of Health and comes from a Federal Temporary Assistance for Needy Families (TANF) grant. Training options include enhancing certified nurse aide skills, licensed practical nurse certification, and registered nurse degrees.

Upward mobility

For single mother Denise McDonald, also studying to become a licensed practical nurse at Van Duyn, the wage replacement option gave her the opportunity she was waiting for to go back to school.

"It's something I always wanted to do, but being a single mom, I never quite had the funding to pursue my education in nursing. Now, when I'm in school, my kids are in school and there's no conflict. I think this will really help our nursing shortage, because a lot of people are in the same

situation that I'm in — you don't want to take away from your home life to attend classes, so getting the wage replacement is a once in a lifetime opportunity."

Distance learning

One of the grant's most unique features is distance learning for CNA skill enhancement courses. State-of-the-art computers and video conferencing equipment have been installed at all six sites, allowing instructors in New York City to teach classes simultaneously at all sites.

Coursework includes training on using the computer, basic adult education skills, professional/life skills and clinical topics. Classes are taught both day and night. "This is an effort to give people on all shifts an opportunity to participate in the classes," said CSEA Work Institute Health Career Counselor Barbara Laws.

Van Duyn worker Terri James said it took a while getting used to being taught over a television set,



Certified Nursing Assistant Denise McDonald, right, learns from Head Nurse Nancy Hennessy about dispensing medications as part of her clinical training for the licensed practical nurse training class at Van Duyn.

but now that she's accustomed to it, she likes the format and it's helped teach her new skills in computing.

"I like doing the distance learning. I haven't done anything like this before. It's helped me out. I didn't know how to use a computer before," she said.

Co-worker Essie Harris said the distance learning classes have allowed her to improve her reading skills, among other things.

"I've learned a lot that I didn't know before I took the class. The reading class showed me a lot of techniques I can use in trying to further my education."

Labor-management cooperation

That is the whole point of the program, said Van Duyn Administrator Stanley Wojciechowski, who also serves as the president of the CNFNY.

"I'm very excited about the opportunities offered through this collaboration. We are struggling with the constant need to recruit and train new employees and fill nursing vacancies. We can have a direct impact on reducing future turnover while at the same time promoting from within to address shortages," he said.

— Mark M. Kotzin

Budget proposal indicates no layoffs, more gambling

Gov. George Pataki's 2004-2005 budget proposal indicates he will close the state's \$5 billion budget deficit without any state layoffs and with no early retirement incentive offered in this budget.

As part of his solution to close the state deficit, the governor proposed Video Lottery Terminals (VLTs) in various areas of the state to bring in an estimated \$325 million this year. The revenue from the VLTs would be dedicated to education aid.

The other areas of immediate concern for CSEA members in the budget include:

Education and school districts

A 2003 court ruling, on a lawsuit brought by the Campaign for Fiscal Equity, found the state's education formula discriminatory and ordered a new formula to be developed by July 30, 2004. This could potentially change the education aid picture as budget negotiations move along, forcing the need for more state aid to schools.

To address the court order, the governor created a Commission on Education Reform, which will make more recommendations on March 31, 2004, about a new funding formula.

The governor did say that he would not develop a new formula by taking resources from some districts to meet the needs of others.

To pay for overall education aid and any necessary future increases, the governor is proposing the development of VLT machines across the state, from which he expects to raise \$325 million this year, growing to \$2 billion annually in five years. The governor intends on dedicating all of these funds to education.

In the governor's current plan, there are no cutbacks to overall education aid. There are cutbacks to individual programs, including full day kindergarten, library aid

and a 4.85 percent cut in BOCES aid, all of which CSEA opposes.

Medicaid reform

To help counties deal with increased Medicaid costs, the governor has proposed the following reforms to Medicaid.

- Establish a "Preferred Drug List" program for Medicaid recipients, a CSEA driven proposal, which CSEA strongly supports.
- A 10-year phase in of state takeover of long-term Medicaid costs, the highest single Medicaid cost for counties.
- Updating of nursing home reimbursement rates and a "hold harmless" clause to ensure that no nursing home loses money.
- Family Health Plus Reform, including prohibiting coverage for individuals employed by a large business or government entity, elimination of facilitated enrollment, elimination of dental/vision coverage, requiring co-payments etc.

Pension reform

Last year, CSEA agreed to a reform package that helped public employers reduce their immediate costs without endangering the integrity of the pension fund or taking away benefits.

Because local governments have continued to loudly complain about rising pension costs, the governor has proposed various new reforms for employer contributions.

The centerpiece of the governor's proposal is to cap the year-to-year increases that employers pay. CSEA is adamantly opposed to this plan as it could endanger the long-term financial health of the pension system. The state comptroller has already come out in opposition to this proposal

saying it is unconstitutional.

CSEA will oppose any other proposals that are put forth which could endanger the financial health of the retirement system, attack the benefits of public employees, or limit the ability to make future retirement system improvements.

More budget information will be available in the next edition of Capitol Notes and regular updates are available at csealocal1000.org, CSEA's web site.

Pataki outlines budget

Continued from Page 3

"There appear to be many good things in the governor's budget proposal but it is always important to maintain a healthy skepticism until we look at all of the detail in the massive document," said CSEA President Danny Donohue. "No budget is ever perfect but we are certainly seeing a much better starting point."

"The governor seems to be responding to many of the issues that we've raised for some time — such as avoiding state layoffs and addressing the Medicaid situation, which is plaguing local governments and costing taxpayers a bundle," Donohue said. Medicaid and health care reform, education and local government aid, and pension "reform" proposals are all issues CSEA is analyzing carefully.

CSEA is also taking a good hard look at a proposal to close the Middletown Psychiatric Center by 2005. The proposal differs from previous closure proposals that CSEA has blocked, by acknowledging the need to reinvest at least some of the savings from the closure into state operated community residences and programs.

More on the budget – President's column – Page 4

Union, management work to improve safety for Albany County DSS workers

Continued from Page 7

gifts for the family. Kircher requested the county relax rules for a leave donation plan, resulting in 70 donated hours for Joe and his girlfriend.

Labor and management charged the unit's Occupational Safety and Health Committee with a department-wide assessment, reviewing all current policies and procedures, to come up with specific recommendations to reduce the likelihood of such incidents in the future.

"We need to look at everything to make sure we are providing a safe and secure working environment," Kircher said.

One suggestion being discussed would be to assign the caseworkers identification numbers or simply drop the use of the employee's last name from all correspondence.

At present, forms mailed to clients include the caseworker's full name.

Management has promised to work with the committee's suggestions. Any changes

will require coordination from all departments and other agencies involved as well as outside vendors with which the county contracts, such as homeless shelters.

"We all have the same goal; working toward improving workplace safety," said Deputy DSS Commissioner Beth Berlin. "It's a responsibility of the agency."

— Therese Assalian

Baby Safe Haven draws statewide interest

BUFFALO — CSEA Nassau County Local's Tim Jaccard is taking his Baby Safe Haven message to Buffalo, to help prevent the tragedy of an abandoned baby.

His foundation's reputation for saving and placing abandoned newborns is spreading every day.



Recently he was asked to speak at Buffalo State College. When a student at Buffalo State tragically abandoned her newborn baby in a trash bin last year, Gina De Peralta-Thorne knew she had to do something. A health educator

at the college, De Peralta-Thorne conducts an educational series, "Wellness Wednesdays," for dormitory resident advisers and directors.

The program brings in various speakers to help the staff in dealing with students' life concerns.

"That incident inspired me to write a grant proposal that would help educate us about options, when we see any signs, and work from a preventive approach," the health educator said.

"This was such a tragedy, because there was no need to abandon a child. Residence life can be difficult for students. That's why we're here."

Jaccard's appearance is set for Feb. 18, 7 p.m., at the Campus West Auditorium, at SUNY College at Buffalo, 1300 Elmwood Ave., Buffalo.

— Ron Wofford and Rachel Langert



Nassau County Local AMT Tim Jaccard prepares an ambulance for service. Jaccard founded the AMT Children of Hope Foundation. The foundation's Baby Safe Haven is generating interest across the state.

Helping out in Troy



CSEA State Negotiating Team members, along with CSEA OMH and OMRDD local presidents, donated cash as well as toys, shoes and clothing to help bring a happy holiday to a needy family in Troy, where state negotiations are taking place. (See contract update story, Page 2.)

Operation Adopt a Soldier

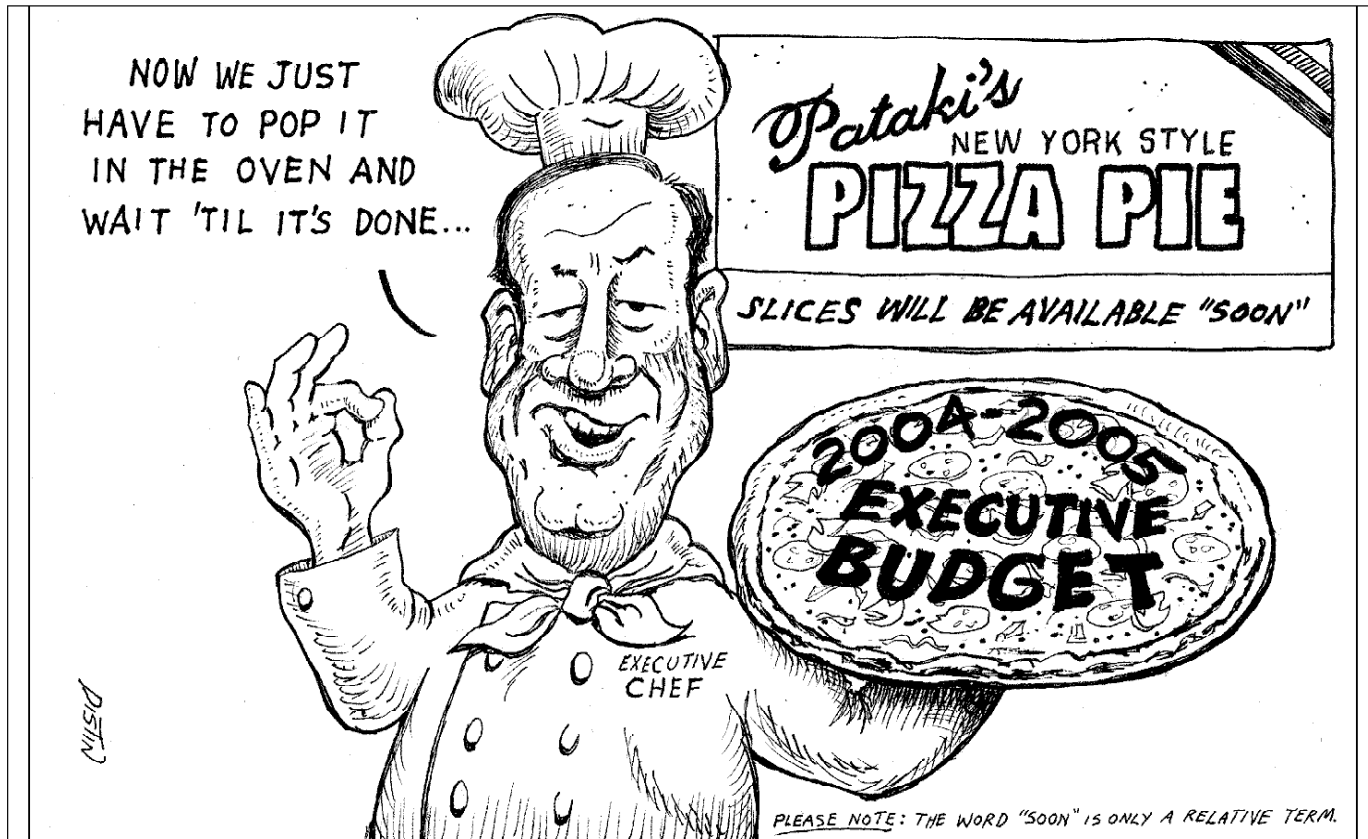


WILTON — The CSEA staff at Mt. McGregor Correctional Facility are hosting a project to help bring mail and kind words to service men and women currently serving across the globe, including in the United States.

The staff asks that you write letters, send a card or a note to those serving their country.

To download a list of service people who would like to receive mail, complete with addresses, visit the CSEA web site at www.csealocal1000.org/region4.php

You can also contact Mt. McGregor Local President Cliff Seguin Jr. at (518) 587-3960, ext. 3801.

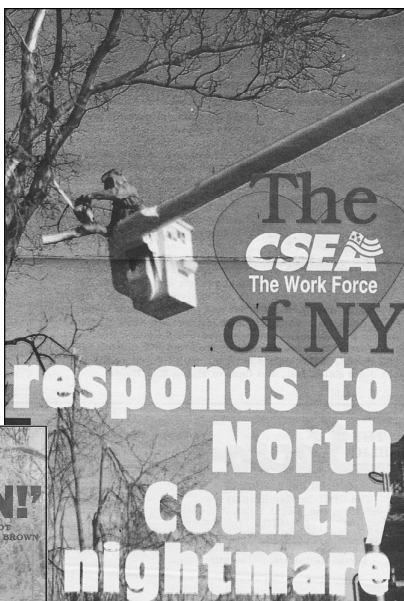
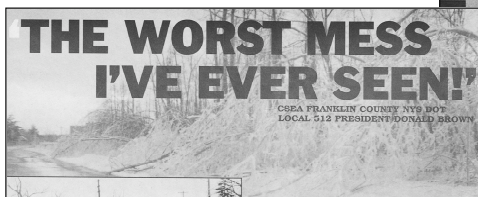


199

Six years ago ...

In early 1998 a devastating ice storm that paralyzed much of upstate New York brought out the best in the CSEA work force under the worst of conditions. Even as their own homes were without heat or electricity, CSEA members worked 12-hour shifts or more around the clock to help others.

Many also worked in shelters, as volunteer firefighters and in dozens of other ways. Hundreds more across the state left their families behind to aid the worst hit areas. CSEA members at the state Quick-Chill food processing operation in Rockland County prepared more than 36,000 pounds of food to supply North Country emergency shelters. CSEA members also contributed thousands of dollars to the disaster relief fund.



Also in 1998:

- ✱ In the largest-ever settlement of a civil lawsuit, 46 states and five U.S. territories signed a \$206 billion deal in November with four major tobacco companies to resolve dozens of lawsuits filed by states seeking to recover Medicaid costs incurred while treating ailing smokers.
- ✱ The economies of most Asian countries spiral out of control and into crisis.
- ✱ A 41-year-old man with a 20-year history of mental illness opens fire inside the U.S. Capitol, killing a Capitol police officer.
- ✱ 77-year-old U.S. Senator and former astronaut John Glenn returns to space aboard the Space Shuttle.
- ✱ Top films included "Life is Beautiful," "Saving Private Ryan" and "Shakespeare in Love."
- ✱ Baseball's Mark McGwire and Sammy Sosa both shatter Roger Maris' single season home run record, which had stood for 37 years — McGwire ending with 70 homers while Sosa knocked out 66.

Nassau Local sings praises of the Rev. King

BALDWIN — Hundreds of CSEA members and their families came together recently to reflect upon the life and legacy of one of the greatest civil rights leaders of our time, the Rev. Dr. Martin Luther King Jr. The 10th annual salute was held by the Unity Committee of the Nassau County Local.

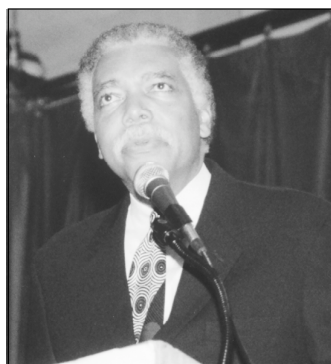
Through music and song, participants celebrated the life and work of King. Willie Houston, African American Museum of Hempstead curator, presented a stirring lesson on the importance of service and the value of work, by setting some of King's own words to musical accompaniment, including,

"If a man is called a street sweeper, he should sweep streets even as Michaelangelo painted, or Beethoven composed music, or Shakespeare wrote poetry. He should sweep streets so well that all the hosts of heaven and earth will pause to say, here lived a great street sweeper who did his job well."
— Rev. Dr. Martin Luther King Jr.

The group's mission is to keep the spirit of King's work alive, said Unity Committee Co-Chair Rudy Bruce. "We try to resolve issues of human rights or discrimination that may occur in the work place," said Bruce. "We fight discrimination, and always seek to promote diversity," he said.

At the ceremony, former CSEA member Mary Green, member Camille McNally and former Nassau County Local President Anthony Giustino were presented with Unity Committee Service Awards. Three talented high school or college age children of CSEA members were also awarded \$500 scholarships.

Statewide CSEA Treasurer Maureen Malone and Statewide



Wil Duncan, Executive Director CBTU and Special Assistant to AFSCME International Secretary-Treasurer William Lucy spoke at the 6th Annual Labor Celebration in honor of Dr. Martin Luther King held in Albany.



CSEA President Danny Donohue paid tribute to Dr. King at the Nassau County CSEA Local Unity Committee's 10th annual salute to the slain civil rights leader.

President Danny Donohue were among those paying tribute at the King event. Donohue reminded members that King was working to advance the rights of our AFSCME brothers and sisters in Memphis when he was struck down by an assassin's bullet in 1968.

"Dr. Martin Luther King understood very well the dignity and worth of working people everywhere," said Donohue. "And I couldn't be prouder of you, the Unity Committee, in that you also understand the importance of what Dr. King stood for: dignity, respect for the individual, and equality for everyone," he said.

CSEA Long Island Region President Nick LaMorte agreed wholeheartedly. "The Unity Committee does such a great job," said LaMorte. "Every year we come together in unity to celebrate diversity, build this union and move it forward. By doing so, we will not only improve our lives, but the futures of all of our children in the years to come," he said.

And he added, that's important work every member of the union can do every day.

— Rachel Langert



Spitzer, AFSCME lauded in fight on greed

The national media, including the Associated Press and *Pensions & Investments* magazine are lauding State Attorney General Eliot Spitzer and CSEA's international union, AFSCME for leading the way in the fight to sweep up Wall Street and tackle corporate greed.



Spitzer

In the wake of corporate scandals from Enron to WorldCom, Spitzer has led the crusade to protect investors against Wall Street improprieties.

While federal authorities have stood idly by, Spitzer has vigorously hunted down and prosecuted corporate pirates. His investigation into conflicts of interest in the investment banking industry led to a \$1.4 billion settlement with investment banks that had given investors bad stock recommendations to boost companies with which the firms did business.

Spitzer received a warm reception recently from delegates at CSEA's 93rd Annual Delegates Meeting. Spitzer cited an article by the *New York Times* indicating the worst corporate pirates on Wall Street have been the biggest contributors to President George W. Bush's campaign coffers.

Spitzer called for accountability in this, charging that Wall Street's worst should not get away with law-breaking simply because they can buy votes.

Meanwhile, AFSCME used the clout of its \$600 million employee pension fund to force a major corporate governance reform proposal at the Securities and Exchange Commission.

The SEC proposal, which is still under comment, would give shareholders a greater say in nominating and electing corporate directors. The SEC credits AFSCME for being the catalyst for the proposal, which will bring greater corporate accountability to shareholders.

What's In It For You?

EBF local government options

Why not embark on a new year with new benefits? There is no better time than the present.

Take advantage of the benefits offered through the Employee Benefit Fund. These miscellaneous benefits are often overlooked, but are great benefits at an affordable price. Here is a brief overview of our miscellaneous benefits offered to local government groups through contract negotiations.



CSEA Employee Benefit Fund Miscellaneous Benefits FOR LOCAL GOVERNMENT
These benefits can be negotiated into your contract.

Hearing Aid Benefit

Our Hearing Aid Benefit provides for an allowance of \$450 per ear toward the cost of a hearing aid once every three calendar years. The member must submit a completed claim form with a paid bill and a copy of the doctor's prescription for the hearing aid to the Benefit Fund. The plan does not cover repairs to hearing aids or replacement batteries.

RATES — Monthly — \$0.81
Annually — \$9.72

Legal Plan

Our Legal Plan provides an annual cap of \$1,000. All services are based on a fee schedule and deductibles apply to certain services. After the completion of legal services, the member must submit a voucher and the original attorney's bill for reimbursement. The member will be reimbursed according to the plan fee schedule. This

benefit can be coordinated with the AFSCME legal plan. For information regarding the AFSCME legal plan, please contact CSEA Member Benefits at 1-800-342-4146.

RATES — Monthly — \$1.56
Annually — \$18.72

Maternity Benefit

This benefit covers eligible members or a member's wife. After the birth of the child, the benefit pays \$200 to help defray maternity care costs. Multiple births receive multiple benefits. The benefit is not diminished by any other medical benefit.

RATES — Monthly — \$0.56
Annually — \$6.12

Annual Physical

This benefit covers eligible members and their spouses once every calendar year. This benefit covers up to \$95 toward the out-of-pocket costs (charges not covered by the primary insurance carrier) of a routine annual physical.

RATES — Monthly — \$0.21
Annually — \$2.52

Special Points of Interest

These rates are guaranteed through June 30, 2006. All benefits include the Workplace Security Program. Great Value.

Questions? Please contact your Local Government Representative

OR

Visit the CSEA Employee Benefit Website at www.cseaebf.com

Linda Sclafani – Long Island Region — lindasclafani@aol.com
Carisa Haberl – Southern Region — chaberl@cseaebf.org
Kim Bailey – Capital Region — kbailey@cseaebf.org
Meghan Pastiglione – Central Region — mpastiglione@cseaebf.org
Mike Wagner – Western Region — mwagner@cseaebf.org

Health Benefits Department



Protecting Your Benefits

Empire Plan Claims deadlines for calendar year 2003

Empire Plan enrollees have until March 31, 2004, (90 days after the end of the calendar year) in which to submit medical expenses that were incurred during the 2003 plan year to:

United Health Care Service Corp.
P.O. Box 1600
Kingston, N.Y. 12402-1600
For the Empire Plan Basic Medical Program, the Home Care Advocacy Program (HCAP) and for non-network physical therapy or chiropractic services.

CIGNA/Express Scripts
Member Reimbursement / Claims Review Unit
P.O. Box 1180
Troy, N.Y. 12181-1180
For prescriptions filled at non-participating pharmacies or at participating pharmacies without using your New York Government Employee Benefit Card.

ValueOptions

P.O. Box 778
Troy, N.Y. 12181-0778
For non-network mental health and substance abuse services received in 2003.

Enrollees can call the Empire plan at 1-877-7NYSHIP (1-877-769-7447) with questions or to obtain claim forms. As a reminder, when using the Empire Plan's new toll-free telephone number, please pay extra attention to the choices offered by the automated system.

Network providers/pharmacies will submit claims directly to the appropriate insurance carrier on your behalf. If you have a non-network claim submission, make sure you complete the requested subscriber information on the claim forms, include the original billing or receipt (if requested), and don't forget to sign the claim form.

Promoting Good Health

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

Proposed resolutions and proposed amendments to the CSEA Constitution & Bylaws for consideration by CSEA delegates to the union's 2004 Annual Delegates Meeting **must be submitted by May 15, 2004.**

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 and Bylaws must be submitted no later than May 15 to Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Ave., Albany, N.Y., 12210-2303.

The 2004 CSEA Annual Delegates Meeting will be held Sept. 19-24 in Washington, D.C.

An Ever Better Future

MEMBERS ONLY INFORMATION

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

Legal Services Program

<i>Workers' Compensation and Social Security Disability</i>	<i>Personal Legal Matters</i>	<i>Personal Injury Matters</i>
---	-------------------------------	--------------------------------

1-800-342-4146

CSEA
Local 1000, AFSCME, AFL-CIO

Visit the new
CSEA Store at
www.csealocal1000.net

powered by
SHIP PRINT MATES
on-demand media solutions
518.370.1158 x12

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. If you are called up for active military duty you may also apply for dues-free status.

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. This does not apply to members who are on leave due to being called up for military duty. Members on active military duty, upon return, are considered to have had continuous membership status for all CSEA election purposes.

Please 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.

2004 Special Board Election Notice

The Sept. 2 to Oct. 3, 2003, petitioning period for the Statewide Board of Directors closed with the following 15 seats remaining vacant: Agriculture & Markets, Civil Service, Chenango County, Clinton County, Cortland County, Essex County, Franklin County, Lewis County, Oneida County, Ontario County, Oswego County, Schoharie County, Tompkins County, Wayne County, and Region 5 Local Government Educational. The following is the election schedule for these 15 statewide Board of Directors seats:

DATE

2004

Feb. 10/Tuesday
Feb. 24/Tuesday

March 3/Wednesday

March 3/Wednesday

March 5/Friday

March/*The Work Force*

March 15/Monday

March 23/Tuesday

April 5/Monday

Ten (10) days after SEC

Certification of Results

May/*The Work Force*

EVENT

Start of Petitioning
Deadline for Receipt of
Nominating Petitions

Deadline for Review of Invalid
Signatures

Deadline/Declinations & Name
Confirmation

Drawing for Ballot Position

L/U Pres. Labels available

Schedule Printed

Ballots Mailed

Replacement Ballots Available

Ballots Due/8 a.m./Tally

commenced/9 a.m.

Close of Protest Period

Results Printed

CSEA's 2004 election update

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

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

Statewide Officers:

President, Executive Vice President, Treasurer

Region Officers:

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

Statewide Board of Directors:

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

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

Jan. 16: Ballots mailed

Jan. 23: Replacement ballots available

Feb. 9: Deadline for receipt of ballots (8 a.m.). Ballot count commences (9 a.m.) Election results will be announced after the ballot count is complete and certified. Candidates will be notified by mail of the

results. Election results will be published in the March 2004 edition of *The Work Force*.

Voting Eligibility Date

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

Terms of Office

The terms of office for CSEA Statewide Officers, Region Officers, and Board of Directors will start March 1, 2004 and shall be for a single term ending March 1, 2008.

Election Oversight

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

AFSCME DELEGATES ELECTION YEAR 2004

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

Jan. 16 (Fri.)	Ballots mailed
Jan. 23 (Fri.)	Replacement ballots available
Feb. 9 (Mon.)	Ballots due/8 a.m.; Tally commences
March	Results published in
	<i>The Work Force</i>

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



Z is for zeal

Editor's Note: This is the final installment of this series. When we began this project more than two years ago, the intent was to provide you with a better understanding of CSEA — What we do and why. We've run the gamut of issues, from A to Z, and you can now find them all archived on the CSEA website (www.csealocal1000.net). In the meantime, we thought it would be appropriate to conclude with some wise thoughts from some activists who have real Zeal for their union involvement. Here are some of their thoughts about what is most important for you to know about your union.



Jacqueline Stanford
State Insurance Fund Local –
New York City

“Members need to know their contract. Too often they get caught up with problems like time and attendance issues and seniority items and don't know what to do. They really need to know, as clearly as possible, every aspect of the contract.”



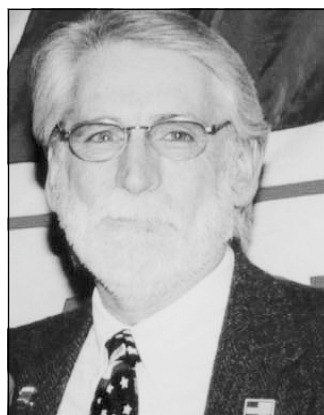
Joanne DeSarbo
CSEA Schenectady County Local

“It's so important that members familiarize themselves with the many benefits offered by CSEA: health and safety, civil service test-prep, scholarships, even things like the Buyer's Edge program. So many people are pleasantly surprised when they realize the variety of benefits available for them to take advantage of.”



Rutha Bush
Long Island DDSO Local

“When your shop stewards or unit, local or region officers go to a workshop, they're not just having fun. They're working hard on your behalf. They're getting educated on ways that they can do even better to represent you in the future.”



Len Beaulieu
SUNY New Paltz Local

“The membership should be aware of things going on in the union and in their jobs that will affect them directly. I think that rank-and-file members should be more active and not rely as heavily on their union leadership to get things done. We really need to cultivate new activists.”



Gail Pederson
Onondaga County Department of
Social Services

“Our members need to know that it's not just about paying dues out of your paycheck. There's more to it than that. You need to find out who your representatives are and take an active role, and you have to believe that the union is in your best interest.”



Donna Vickman
Cattaraugus County Employee
Unit

“My members, and their needs are what motivates me. When I can help someone, I feel obligated to do it, and it also gives me a great feeling of accomplishment, representing our union. But the job's not done.”

How to protect your family's future

Maybe you know a relative who's had it happen, or a member of your local. A working spouse dies unexpectedly, and the family — besides grieving for their loved one — suddenly has no money to pay the bills.

You don't want that happening to your family. Neither do we. Which is why we offer you CSEA Security Life.

\$25,000 in coverage guaranteed.

As a CSEA member who is actively working, and under the age of 55, you're automatically eligible for \$25,000 in life insurance coverage under Security Life — no medical questions asked. If that's not enough to protect your family from the loss of your income, you can apply for additional insurance up to \$250,000.

CSEA Security Life comes two ways. Life Basics provides the protection of life insurance at a very affordable price. The Premier Plan supplements that insurance with a wealth of additional benefits, including accidental death and dismemberment insurance, expanded retirement options, waiver of premiums during disability and more.

So how much coverage do you need? The short answer is: enough to preserve your family's lifestyle. Many factors come into play — everything from funeral expenses to whether your spouse would work after your death.

A comfortable fit for most budgets.

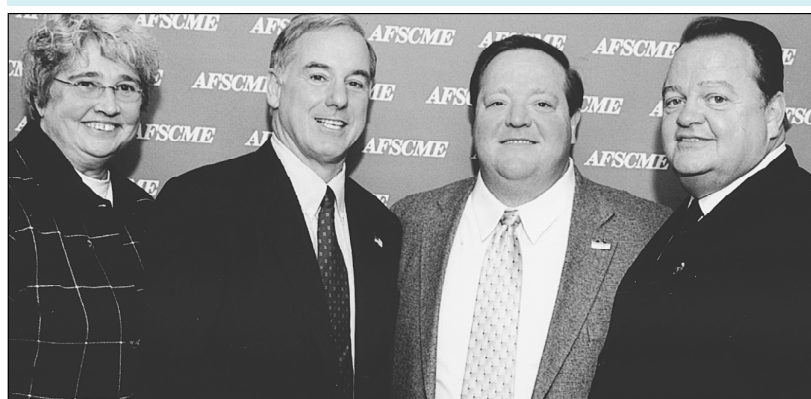
With CSEA Security Life, many members can protect their families at a price that works with their household budget. Your premium is deducted directly from your check, so you don't have to worry about making payments. And if you purchase \$175,000 or more in coverage, you're entitled to a 10 percent discount off the premium.

How to apply

Applying for CSEA Security Life is easy. Call us toll-free at 1-800-929-6656. As with all life insurance, certain terms and conditions apply, so you'll want to ask about them before you make your final decision.

You have a big job in keeping your family secure. Let your union help you do the job right. Find out more about CSEA Security Life today.

Backing the Doctor



CSEA and the union's affiliate, AFSCME, are going to bat for Democratic Presidential Candidate Howard Dean. Seen here at the AFSCME Dean endorsement are from left, CSEA Executive Vice President Mary Sullivan, Dean, Metro Region President George Boncoraglio and CSEA President Danny Donohue. Sullivan, Boncoraglio and Donohue are also AFSCME vice presidents.

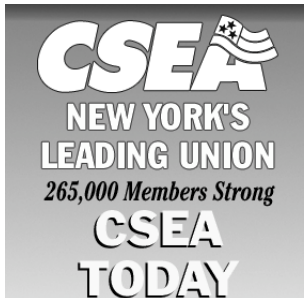
PEOPLE PERSON — The PEOPLE Recruiter of the Month for December is Rutha Bush of the Long Island DDSO Local. She recruited 21 new members to the PEOPLE program, and it's Bush's second

consecutive month as Recruiter of the Month. PEOPLE is CSEA and AFSCME's political action program. It is responsible for raising money and collecting voluntary contributions from the membership so that CSEA can effectively promote our interests at the state and federal level ...

WAY TO GO JOE! — Joe Musso, Clinton County Local president, has been appointed to a three-year term to the Clinton County Human Rights Commission. The appointment was approved by the Clinton County Legislature on Dec. 10, 2003 ...

LONG ISLAND SCHOOL CONFERENCE COMING

— The CSEA Nassau and Suffolk Educational Locals are now taking reservations for their highly anticipated 2004 School District Support Staff Career Development Conference, set for Saturday, April 24. Attendance must be confirmed no later than March 26, 2004 because sessions fill up fast. This year's conference will include an exam-prep workshop for Teacher's Aides who are taking the NYS Assessment of Teaching Assistance Skills exam. For more information contact Nassau Educational Local President Denis Midnet at (516) 520-7600, or Suffolk Educational Local President Diane Klement at (631) 475-8707. The conference is only open to Nassau and Suffolk Educational Local



members ... **COUNTY EXECS SEEK RELIEF** — County Executives from across New York and the New York Association of Counties are pressing Gov. George Pataki and state lawmakers for Medicaid reform to relieve

enormous budget pressure on localities from the program. CSEA has already actively weighed in on the issue with its statewide advertising campaign over purchasing pharmaceuticals via Canada as one of a number of ways to gain enormous health care savings, including Medicaid costs ...

GET THE FACTS ON MEDICARE

— CSEA's Political Action Department has prepared a summary on how the recently enacted Medicare prescription drug legislation will affect you now and later. View a copy of the fact sheet online at

http://www.csealocal1000.org/pac/medicare_summary.php ...

ERIE COUNTY MEASURES PASS

— The Erie County Legislature has approved two measures of importance to CSEA: •Final approval of a \$106 million borrowing bill will allow the Erie County Medical Center to become a semi-independent public benefit corporation. CSEA's 1,000 members there will retain county employee and public employee pension status. CSEA fought the matter over three years, until member protections were put into place.

•The 4,500-member Erie County Employee Unit's three-year contract was approved. Unit members ratified it last month.

Ski Gore and Whiteface for less!

CSEA members: With your initial purchase of the Empire Card at just \$39 (normally \$79), you receive a discount with every visit to Gore Mountain and Whiteface (both maintained by CSEA members!)

The card gives you a \$16 discount off full-day lift tickets midweek and non-holidays and \$12 off on weekends and holidays.

You can order by phone at (518) 251-2411 or download an application at: http://www.csealocal1000.org/mem_bens/ski_discount_04.pdf



Workers Independent News Service now available online for CSEA members

Radio is a powerful force. More than 12,000 AM and FM stations broadcast to millions of listeners every day. But too often corporate viewpoints dominate the airwaves while workers' interests are ignored.

If you listen to what's considered "business news" on the radio today, you'll hear lots about stock prices, corporate earnings, and profit/loss ratios — but nothing about the people that make commerce possible.

Workers Independent News Service (WINS) gathers news by and about working people and broadcasts a daily newscast nationwide, on many stations. CSEA is working with WINS to promote airing the newscast on more stations across New York. In the meantime you can now hear it everyday on CSEA's website.



Visit the CSEA web site at www.csealocal1000.net and tune into WINS today!



To hear the Workers Independent News Service daily newscast online visit the CSEA website:
www.csealocal1000.net
Click on WINS and follow instructions to the members-only area.

