

Full coverage of
CSEA's election efforts
Pages 3, 4, and 16

CSEA testimony decries
OMH/OMRDD staffing levels
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30 years of cartooning
excellence by Ralph Distin
Pages 10-11

CSEA's 90-year history
in pictures and words
Special Insert

Vol. 3 / No. 12

DECEMBER 2000

THE WORK FORCE

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

We win!



Your Southern Region Crossroads newsletter is enclosed

Photo of the Month



Photo by Ed Molitor

CSEA member Georgeann Stevenson, a consumer advocate with the state Consumer Protection Board, adds to a growing pile of New York State residents who have called the "Do Not Call" hot line asking to have their names removed from telemarketing lists under a new program offered by the board.

Public services at risk in Nassau County crisis

NASSAU COUNTY—As this edition of *The Work Force* went to press, CSEA was pulling no punches in a fight against the county executive's plan to cut county jobs through attrition.

"It appears after a first look at the County Executive's (Thomas Gulotta) budget that we have won the fight against layoffs. We will however, continue to press the county Legislature to eliminate the cuts that affect CSEA members' jobs and the services they provide," said Nassau County Local President Tony Guistino.

Guistino was referring to an earlier proposal by Gulotta to lay off 500 county workers that reneged on a deal CSEA members made with the county to accept a pay lag.

County Executive Thomas Gulotta rejected the county Legislature Democratic majority's budget, calling it "unacceptable" because it included a 15.4 percent tax hike for residents.

As of press time, the legislature had not acted on an override of Gulotta's veto.

More than 800 workers are leaving county service after accepting the early retirement incentive.

"We cannot afford to lose more workers. The remaining employees cannot deliver services with no support. Overtime would skyrocket or departments would simply shut down," said Guistino.

"The CSEA workers are taxpayers, too. They will be sharing the burden of the county deficit along with their neighbors," said CSEA Long Island Region President Nick LaMorte.

— Sheryl C. Jenks

Ulster Co. workers picket

Earning far less than workers in other counties, more than 600 riled Ulster County workers picketed county offices to demand equal pay for equal work.

The largest the county has seen in decades, the protest followed the release of a salary study that shows county workers earn as much as 21 percent less than their peers in several neighboring counties and the private sector.

"We demand that the employees get treated with respect and to be compensated fairly for the jobs that they do," said CSEA Ulster County Unit President Kevin DuMond.



Glenda Sausserdamms, a 14-year employee of the county's social services department, said she is frustrated with her low wages because she is helping support her 3-year-old granddaughter.

"It's so hard for us," she said.

"The other counties pay their workers more, but we're doing a lot more work."

The study by a private company surveyed similar employees in nearby Dutchess, Orange and Sullivan counties and the private sector. Ulster County is similar to those three counties in size and budget.

— Janice Marra



CSEA members picket the Ulster County offices recently, demanding fair pay.

Fed hearing on Long Beach health insurance rip-off set

LONG BEACH — CSEA is stepping up the pressure on Long Beach medical Center as the facility management faces a federal hearing over charges they ripped off CSEA members over health insurance costs.

The 500 CSEA members at Long Beach are fighting for their first contract against a stubborn, anti-union administration.

The National Labor Relations Board (NLRB) recently charged that the hospital overcharged CSEA workers for their health insurance coverage in the midst of negotiations.

The facility must answer the charges in a federal proceeding

scheduled for January and CSEA will see them called to account.

"Many of us are struggling to make the payments, Many more of our members cannot afford to pay and some have even dropped their coverage altogether," said LBMC Local President Marcene Sutton.

CSEA Long Island Region President Nick LaMorte said "The workers are strong and they are not giving up. CSEA is proud of their perseverance and we will continue to fight for a fair contract and fair treatment."

"The actions of the Long Beach Management are disgraceful and unacceptable," LaMorte said.

We made the difference



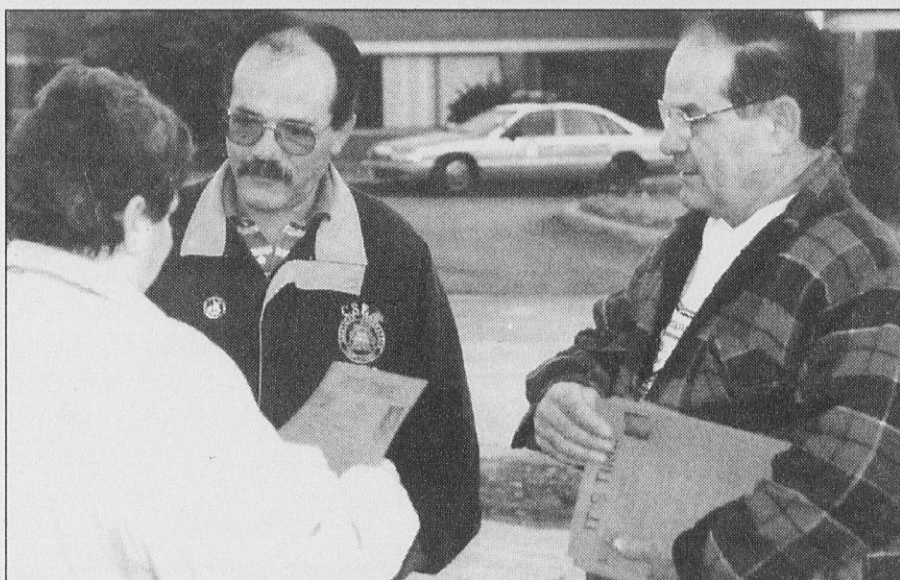
From Long Island to Buffalo, CSEA members pulled out all the stops to Get Out the Vote Tuesday, Nov. 7. From phone bank calls to door-to-door stops to rallies and high visibility activities, CSEA worked hard to make a difference on behalf of the union's endorsed candidates.

The Election Day activities culminated months of preparation and legwork by CSEA activists.

"The value of CSEA's endorsement is in the strength of our members' commitment and the union's know-how," CSEA President Danny Donohue said.

"There are few organizations that have the statewide network, experience and people power that CSEA delivers and we demonstrated that loud and clear this election day."

Thousands of CSEA activist volunteers walked the districts, distributed campaign material, helped people get to the polls and telephoned neighbors and co-workers to make sure no vote was taken for granted. It was an impressive showing.



Clockwise from top, Bill Cosby stumps with U.S. Senator-elect Hillary Clinton in Albany; CSEA volunteers staff a phone bank in the North Country; campaigning for Hillary; campaigning for Hillary at an appearance by Congressman Rick Lazio; Labor-to-Neighbor efforts in CSEA's Central Region; CSEA for Hillary.

More coverage, Pages 4, 16.

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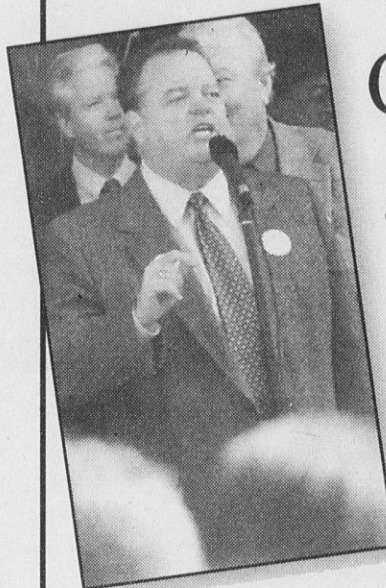
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IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue



CSEA members stood tall across New York on Election Day 2000.

We stood tall and delivered on behalf of the candidates who stood with us.

CSEA members stood up to be counted. Election 2000 will be remembered for many reasons. But for CSEA it was memorable because this union once again strongly demonstrated its statewide reach.

Looking back on the entire Year 2000, standing up to be counted was a familiar theme.

CSEA state members stood up to be counted in record numbers and it made a huge difference in securing a good state contract. CSEA stood up for pension reform that ultimately benefited all our members. CSEA and its retirees stood up for a permanent Cost of Living Adjustment that will mean good things for years to come.

In places like Nassau County, CSEA members stood up like never before and told the county administration that we won't accept their disgraceful attempt to scapegoat us for years of administration incompetence and mismanagement. Members there need to continue to stand and be counted.

In White Plains and Ulster County CSEA members have stood up to be counted and are demanding fairness.

And then there is Long Beach Medical Center where an anti-union administration has refused to settle a first contract and has now been charged with cheating the employees over their health insurance costs. The National Labor Relations Board is making LBMC answer and CSEA will continue to stand up to be counted with our brothers and sisters, who have already shown their character and resolve many times over.

All of these activities should make us proud — they are the signs of a vital union. CSEA will build on the success of the past year and a future of better contracts, organizing more workers to make us stronger, and improving our political action reach lies ahead in 2001.

Danny



Above, CSEA member and group home developmental aide John Kennedy at work in a group home in Syracuse. Kennedy recently told a state panel that staffing levels have reached a critical low-point in the group homes. At right, CSEA member Ron Witt, a Central New York DDSO worker, testifies during the hearing as Central Region President Jim Moore looks on.

CSEA gets grant to study nursing home staffing

CSEA was awarded an \$81,000 grant from the Federal Mediation and Conciliation Services to try to solve the problem of short staffing at county nursing homes.

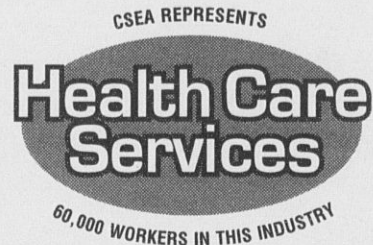
The money will fund a Nursing Home Labor/Management Committee which will study the issues of staffing/recruitment, retention, upgrading and training.

Six CSEA members, representing every type of nursing home job, have been chosen to serve on the committee. They begin meeting with management representatives early this month.

CSEA testifies against dangers of mental health short staffing

UTICA — “State facilities are dangerous places to work and the state is doing nothing to improve the situation.”

CSEA Central Region President Jim Moore, himself a former Mental Health Therapy Aide from Utica, had that to say to state



legislators in a recent public hearing on mental health facility staffing levels.

Moore was joined by CSEA members from around the region in one of three hearings around the state before the Assembly Standing Committee on Mental Hygiene, Mental Retardation and Developmental Disabilities.

The hearings focused on the danger mental health workers face due to short staffing and poor staff-to-client ratios.

Lives affected

“No other issue has such a dramatic impact on the lives of both the employees and the people they serve,” Moore said.

Client populations in both OMH and OMRDD are younger, more aggressive, and more likely to be dually diagnosed and dangerous to staff and other clients, Moore said.

He was joined by several CSEA members in testifying to their own personal knowledge of incidents resulting from not enough staff being available.

Developmental Aide John Kennedy, who works in a group home in Syracuse, told of a recent example at another home which is designated “secure” where an individual got out of the house and struck several workers and destroyed property in and out of the house.

“I would say they were understaffed because the staffing ratio wasn’t right to begin with,” Kennedy said. “They’re stretching the people that are there, instead of adding the staff like they should.”

Increasing number of assaults

CSEA Mohawk Valley Psychiatric Center Local President Harry Bello and one of his members, Sue Chapman who works in

children’s services, both spoke about the dangers of short staffing at their facility. Bello said that the increased number of client assaults leads to lost time for workers, which leads to mandatory overtime, and even greater risks. “It’s a circle that leads to even more injuries,” he said.

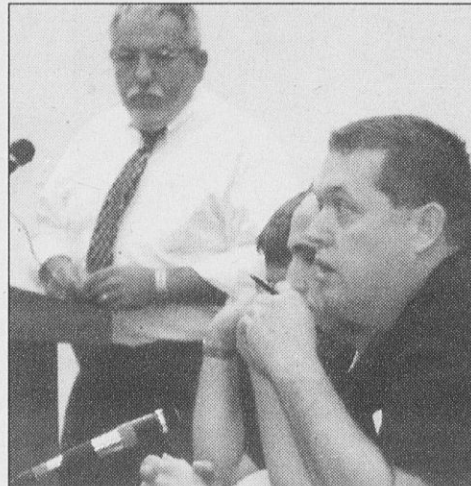
Developmental Aide Ronald Witt, who works at a group home in the Utica/Rome area, noted that staffing ratios have been on the decline in the last 10 years, and taking a page from George W. Bush, said that his agency practices “fuzzy staffing.”

“When I first started at my present work site about 10 years ago, we had five employees to 12 consumers. It was then lowered to four. Then, if there was a call-in, we could go down to three if the supervisor was on duty. Now, we can go down to three when we don’t have the supervisor on duty. It’s fuzzy staffing,” he said.

In his testimony, Moore noted that another common concern of CSEA members was the amount of forced overtime and their lack of ability to use leave accruals.

He closed asking the state to reassess its staffing policies for OMRDD in light of changing populations, and to enact staffing ratio legislation for OMH that was introduced last year and for which CSEA has been lobbying.

— Mark M. Kotzin



Voices of the Work Force



“We need more staffing to care for the clients and to allow us to get time off with our own families.”

— Rose MacBlane,
Licensed Practical Nurse, Elmira
Psychiatric Center

CSEA members work to help keep Lakeview Shock marching along

BROCTON — A statue of a huge bulldog wearing a Marine Corps drill sergeant's hat greets visitors to the Lakeview Shock Correctional Facility, giving a hint of the serious attitude inside the gates.

"You might think this was a military boot camp, if you didn't know better," said Sam Seger, Local president. "Or a college campus, maybe. But the way groups of inmates are moved around here, is by marching in military formation. Our members are not the corrections officers here, but some of us supervise groups of inmates while working, and when it's necessary to move to another location, they are required to march, rather than

straggle. And if someone gets out of line or acts up, we have the authority to make them drop and do a number of push-ups.

"Non-cooperation can get them sent to a regular prison, and the smart ones know

they have it better here than at a regular prison. And with good behavior, they can be out of here in a matter of

months, instead of years. They are supposed to be non-violent offenders, but we support workers have no way of knowing what the sentence."

The state's shock facilities are an alternative to the familiar high-walled middle and maximum-security prisons. The shock facility houses mostly younger, non-violent, first-time offenders. Training, marching, drilling, physical therapy, and classroom instruction, aimed at achieving at least a general education degree are standard.

"Our 84 members work in various support roles from various clerical jobs in the offices to the state (clothing) shop, commissary,

laundry, electrical and mechanical service shops," said Seger.

Seger, a principal stores clerk and 11-year state worker, serves on a statewide labor-management committee studying

Department of Corrections (DOC) transfer policies.

Local member Bonnie Long, an 11-year employee, supervises the

facility's laundry, overseeing 16 to 20 inmates — a job she said she enjoys.

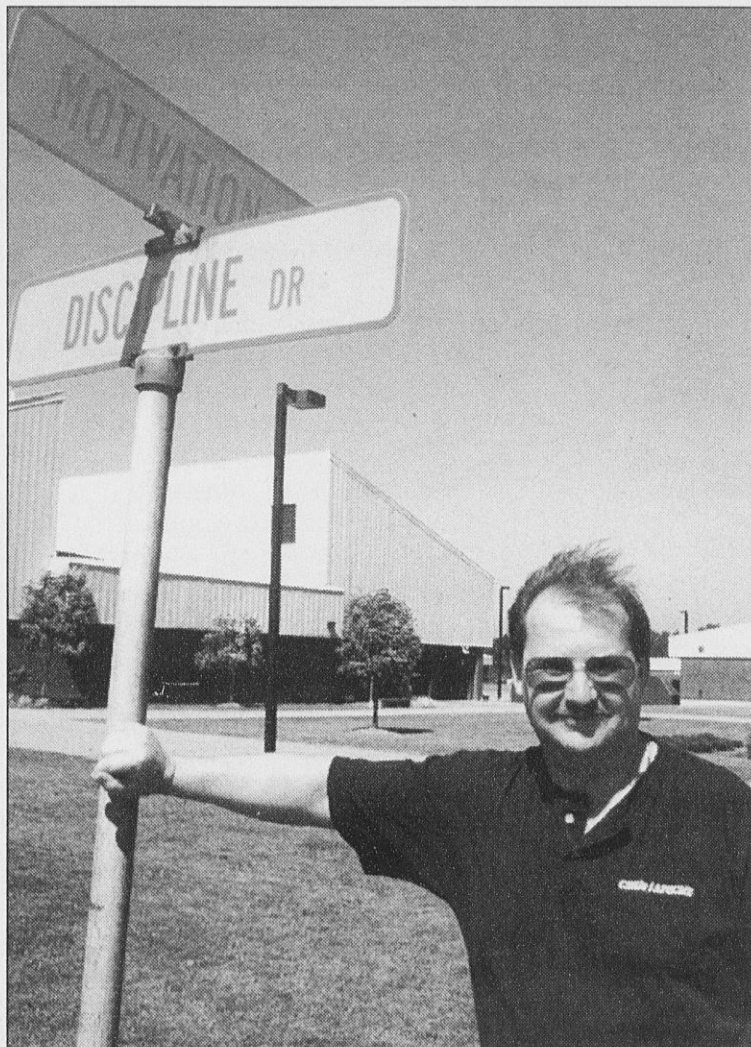
"I like working with the inmates," said Long. "They're mostly younger people and I like encouraging them to take pride in their work because it should help them when they get out. For many of them, it's the first job they've had in their lives."

— Ron Wofford

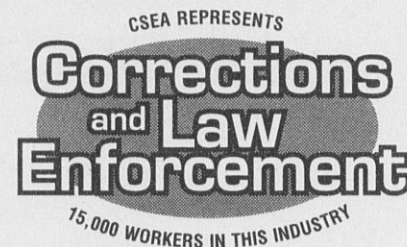
"If someone gets out of line or acts up, we have the authority to make them drop and do a number of push-ups."

Sam Seger

Lakeview Shock Local president



Former Lakeview Shock Local President Sam Seger stands outside the correctional facility next to a sign that helps explain the facility's philosophy. CSEA members do not guard inmates at the facility, but work closely with them and are permitted to motivate the inmates with push-ups when required.



Editor's note:

Since being interviewed for this article, Local President Sam Seger has taken a job transfer to Wyoming Correctional Facility, an offer he said he "couldn't refuse." He will be succeeded by Local Vice President Dianna Coddington, a seven-year calculations clerk.

Voices of the Work Force



"I like the help I get from co-workers, corrections officers and civilians. Everyone's cooperative."

— Michelene Washy, stores clerk, Lakeview Shock Facility

Want to be elected?

Keeping candidates honest, the campaign process pure

ALBANY — As the days get shorter, the shadows grow longer, and the leaves hurry by with purpose in the crisp autumn air, the state Board of Elections becomes a hive of activity as CSEA members gear up for their important day.

While they live and breathe elections eight hours a day, the dozen union members must steer clear of outside political activity to keep the election process impartial.

Sure, they vote. But they can't say for who.

"We can't even put up lawn signs in front of our homes," said CSEA Local President John Vinson, a stores clerk who's been with the board for 17 years.

On the job though, these CSEA members have a hand in almost every aspect of the election process, from registering voters to processing candidate petitions to auditing campaign contributions.

Page by page

Whether they're running for governor, Congress, the state



Hope Hardwick processing voter registration forms that come in from more than 2,000 "Motor Voter" locations across the state.

CSEA REPRESENTS
**Social Services
and
Administrative
Services**
50,000 WORKERS IN THIS INDUSTRY

WORK FORCE FACTS

The Board of Elections mailed 2,660,034 voter registration forms last year.

New York has registered 9 million new voters under the Motor Voter Act — 1.9 million this year alone.

Nationwide, the percentage of registered voters who actually vote has dropped every year.

Senate or the Assembly, candidates for statewide office don't get on the ballot until Principal Clerk Lisa Shaw approves their nominating petitions.

Shaw has processed thousands of petitions in her 21 years with the board, but said one candidate stands out.

"When Ross Perot ran for president, he filed one signature per (nominating petition) page," Shaw said.

"If your petition is challenged, and something happens to that page, you can throw out all of the signatures on that page. So it's safer to do it one signature per page because if there's something wrong with that one page, you only lose one signature," she explained.

"There must have been 50 boxes that came on a bus with Perot's supporters," laughed Vinson. "And they asked us for copies."

More register, fewer vote

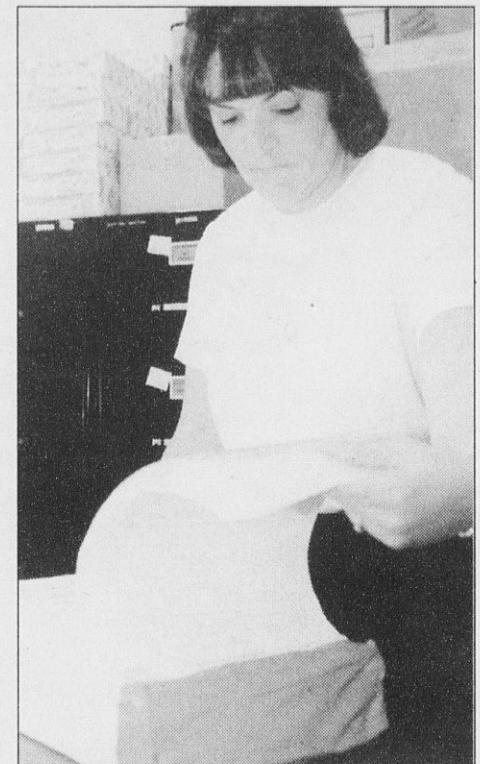
The so-called "Motor Voter Act" combined with stepped-up voter registration drives and CSEA's efforts, keeps clerk Hope Hardwick busy.

Hardwick works with the more than 2,000 locations now offering on-site voter registration under the National Voter Registration Act (NVRA).

"I think it's great that NVRA has registered all these people and the number of registered voters has definitely gone up but, unfortunately, the turnout (on Election Day) has gone down," Hardwick said.

Election mania

Not surprisingly, fall is their busy season, marked by



Lisa Shaw checks signatures on one of the more than 450 petitions she received for review this year.

deadlines and a heavier workload. A presidential race adds more pressure still.

The workers said it's all worth it when Election Day dawns.

"When you go into that voting machine on Election Day and you've had something to do with those names being put on that voting booth, that's rewarding," Shaw said.

"I like when the election is over," said Vinson. "Don't get me wrong, we always have something to do, it's just not as hectic."

— Ed Molitor

Voices of the Work Force



"When Grandpa Al Lewis (from the TV series *The Munsters*) was running for governor, I rushed in from vacation to come in here and see him and he never showed up. I was heartbroken. I wanted to see Grandpa Munster so bad."

— John Vinson, stores clerk, state Board of Elections

Watertown set to fight contracting out of trash hauling

WATERTOWN — They've been talking trash in the city recently. Contracting-out of trash and recycling collection, specifically. And to CSEA, those are fighting words.

The mayor and City Council have started the process of requesting bids to take over the city's refuse and recycling collection service, said CSEA City of Watertown Unit President Brenda Harwood. It's a decision that would affect the jobs of about a dozen CSEA-represented employees, and the union is gearing up for a fight, saying there's far more at stake.

City workers provide services that go above and beyond what private haulers would be able or willing to do, including picking up yard waste, collecting trash from the porches of elderly or disabled residents homes, cleaning up buildings at the request of the City Code Enforcement Department, and picking up Christmas trees, said CSEA



Public service, public employee — CSEA member and Watertown employee Louis McCormick keeps an eye out on the job for the elderly and handicapped residents along his route, and even keeps a store of bones for dogs. It's those personal touches he said the city will lose if it contracts out its garbage hauling operation.

member Timothy McConnell, a motor equipment operator who works in refuse/recycling collection.

"I'm proud of the job we do and I don't feel the private haulers would give the people, especially the handicapped and elderly people we serve, the service they need."

As an added value, the workers often volunteer to work on other DPW crews, helping with vital plowing services.

McConnell said he worries that a private hauler would low-ball a bid to get the city's business, and then wield their power to raise rates once the city can no longer provide the service.

"Maybe the first three years they may have a low bid, but once we get rid of our manpower and our equipment, we're at their mercy," he said.

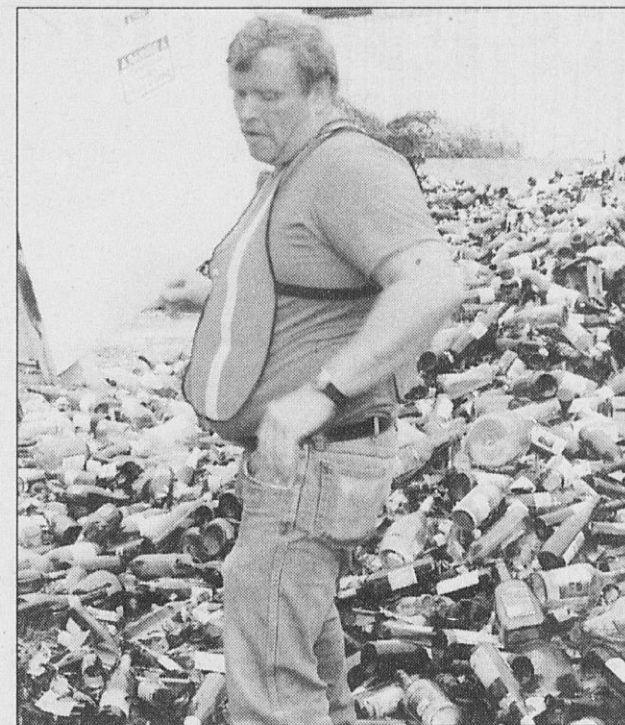
Motor Equipment Operator Louis McCormick, who's worked in the department for 29 years, agrees that the City work force goes above and beyond the call for City residents.

"I think we do a better job than the private haulers," he said. "Our customers keep saying we're doing a great job, and to just keep doing what we're doing."

In fact, even some city managers are speaking out against contracting-out. Refuse and Recycling Collection Supervisor Bernie Love knows the work that his people do, and has his own doubts that private haulers could improve services.

McConnell, a 15-year veteran of the department said that he and his co-workers may not have a glamorous job, but they take pride in their jobs and the work they do. He said they also do a job that many don't want to do.

"Rain or shine, hail or sleet. I can recall one morning where it was thirty below zero, and we were out on the street picking up trash."



99 bottles of beer on the floor — CSEA member Timothy McConnell works amid piles of glass, just one of the many hazards Watertown trash haulers face doing their job.

And McConnell says that as much as they're appreciated by city residents, it's the dogs that really love them.

"We have lots of dog friends. They know when we're coming. We keep bones in our trucks for them. We know most of them by name," he said with a chuckle.

And Unit President Harwood said that the union is not willing to give those personal touches up without a hard fight.

— Mark M. Kotzin

Voices of the Work Force



"A lot of people around town don't realize we actually do the work. The city has skilled artisans on staff to do every job. Our knowledge, skills and education are the best now, and I don't think the public realizes this."

— Jack Hopkins, skilled laborer, City of Saratoga Springs, who built his house and his mother's house

"He did a magnificent job." — NYS Police

CSEA bus driver's split-second reaction saves pupils' lives

KINDERHOOK — CSEA member Edgar Hernandez gamely jockeyed his most precious cargo off the road and into a driveway, avoiding two large trees, a house and a garage.

In an instant, the big yellow school bus he was driving abruptly stopped in the back yard of a startled homeowner, a trail of car wreckage strewn nearby.

Hernandez, a member of CSEA's Ichabod Crane School District Unit in Columbia County, is being credited by State Police as a hero who saved 26 children —

including two of his own — from serious injury after a speeding car ran a stop sign and plowed into Hernandez' bus recently.

"He did a magnificent job," State Police Senior Investigator Gary Mazzacano told reporters about Hernandez's driving skills.

"He avoided many obstacles and



Photo by Robert Ragaini/Hudson Valley Newspapers.

CSEA member Edgar Hernandez' school bus finally came to a safe stop after Hernandez used his driving skills to avoid trees, a house, a garage and, most importantly, serious injury to any of his young passengers.

minimized any further injuries," the trooper said.

The car's driver was killed in the crash.

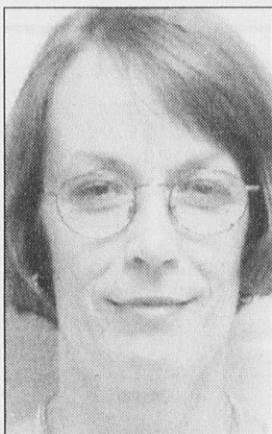
Property owner Bob Foster told reporters Hernandez quickly tended to the upset students and kept them near the bus

and away from the injured car driver and mangled vehicle.

Five children were treated at a local hospital for minor injuries.

— Daniel X. Campbell

Voices of the Work Force



— Mary Miguez, 17-year CSEA member, school secretary and Unit president

"The best things about my job are that I love the people I work with, love the business and diversity of what I do and love the contact I have with the kids. One frustrating thing is when you're not given the information you need. When this place gets busy and there's not enough staff to cover it, things can get stressful."

WORK FORCE FACTS

Each year, CSEA members ...

- drive 840,000 kids to school;**
- serve 138 million school lunches;**
- teachers aides help 1.7 million students;**
- university staff process 300,000 records.**



Photo by Robert Ragaini/Hudson Valley Newspapers.

Rescue workers carry off one of five students who received minor injuries. None of the 26 passengers were seriously injured.

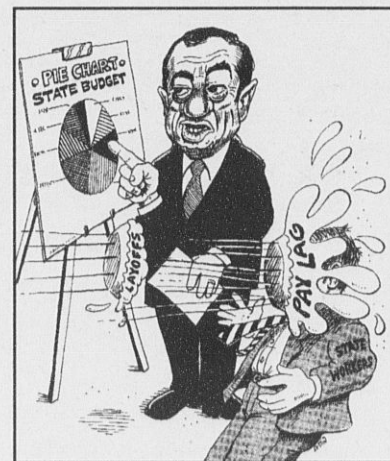
A long and drawn out history

For more than 30 years, the history of CSEA's contract and public policy fights has been chronicled in CSEA publications through cartoons by the union's award-winning graphic artist Ralph Distin.

Distin's straightforward style has lampooned the high and the mighty; applied common sense to some of the most controversial issues and brought into focus many of the challenges CSEA members face every day.

Distin's work has been a near annual award winner in the International Labor Communications Association competitions representing recognition among the best of the best in labor journalism. This past year was no exception.

As CSEA celebrates its 90 years of achievement, a review of Ralph Distin's cartoons provides one of the most insightful and entertaining ways to revisit CSEA's growth and character, including many characters encountered along the way.

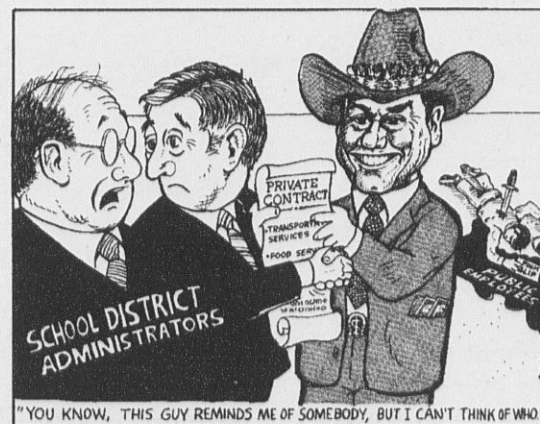


"O.K. Governor, after we get you fitted for a hearing aid, then we'll have you read the eye chart over there."

BIG TARGETS - Governors Nelson Rockefeller, Hugh Carey, Mario Cuomo, and George Pataki have all been skewered with dead-on accuracy by the pen of CSEA artist Ralph Distin.



Occupational safety and health laws for New York's public employees



Contracting out public services to private contractors



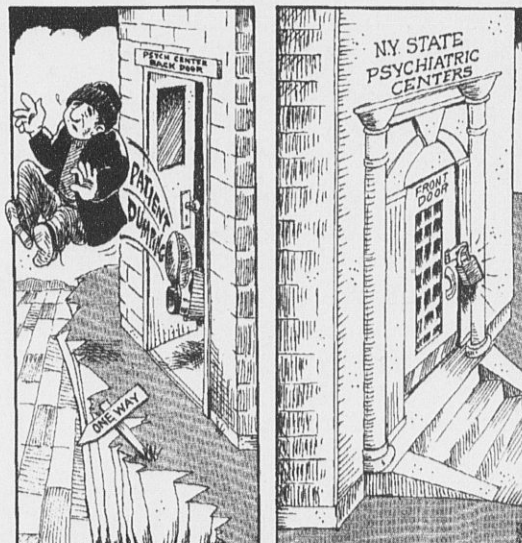
Equal pay for equal work



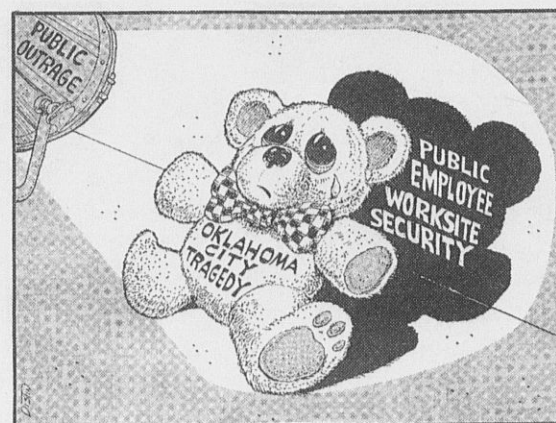
The 1988 attempt by the Internal Revenue Service to tax public workers' leave accruals



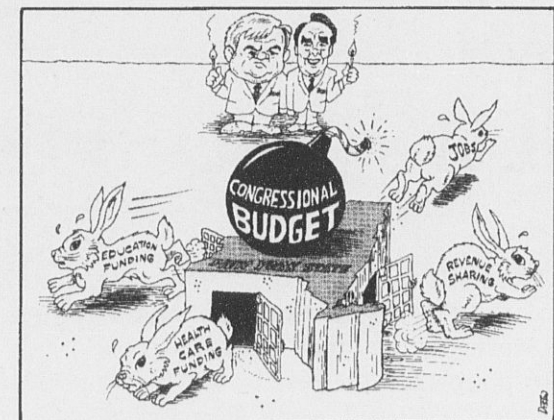
Unhealthy repetitive working conditions



Deinstitutionalization or "patient dumping"



The horror in Oklahoma City



The impact of the 1995 congressional budget on New Yorkers

WHAT'S THE BIG ISSUE -

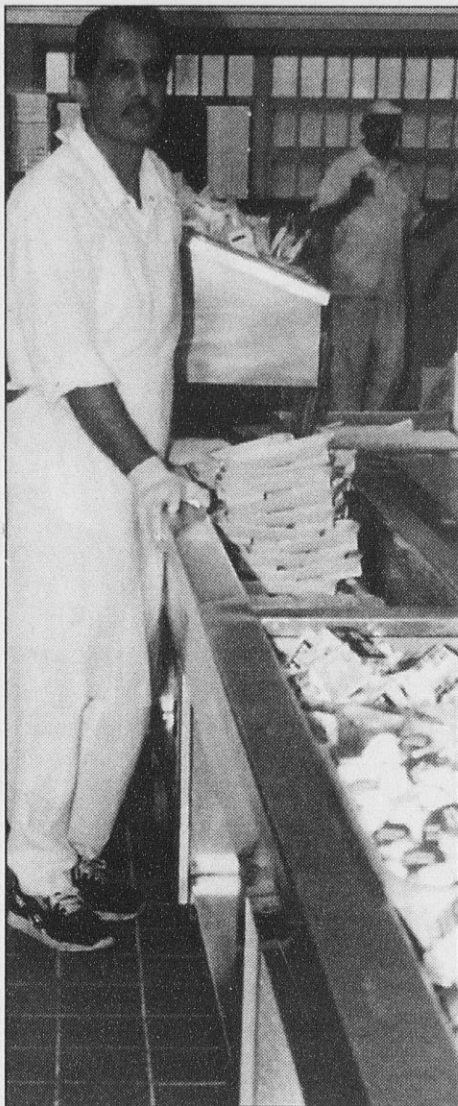
Whatever the important issues CSEA has confronted since the 1970s, Ralph Distin's cartoons have been a staple in telling the story and making the union's position understandable. A sampling is offered here.



Cost-of-living adjustments for New York's retired public employees



Public schools using "official" school clothing produced by sweatshop labor



Lack of rubber safety mats in Manhattan Psychiatric Center kitchen is apparent here.

Hell's kitchen at Manhattan Psych

When it's too hot in the kitchen, they can't get out.

Sweltering temperatures, severe short staffing, exhaustion, dangerous working conditions and management's inaction fray the nerves and tax the constitution of Manhattan Psychiatric Center workers as they cook 1,500 meals daily in an unsafe, hellish kitchen.

CSEA members are working to the edge of exhaustion because of severe understaffing and dangerous working conditions that include broken equipment and the lack of safety equipment, union leaders said.

"Our members are busting their rear ends, and the sweat is just pouring off them," said CSEA Safety and Health Specialist Dan Morra.

Managers admit they need a new kitchen ventilation system, but claim they have no money, he added.

Portable air conditioners brought in to maintain a

tolerable temperature do not cool the 125 x 50-foot kitchen with 12-foot high ceilings, union members said.

A recent tour of the kitchen showed only one portable air conditioner was working properly and there were no safety mats on the kitchen floor to help workers avoid slipping on wet tile floors.

Heat, exhaustion take toll

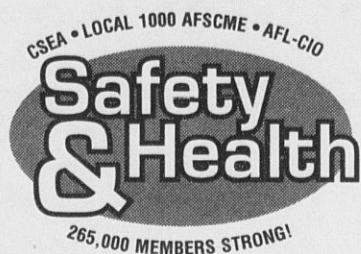
Ella Jackson, a food service worker at the center for 15 years, barely survived the danger of her workplace.

"It was after lunch, around 2 p.m. and it was real hot," said Jackson.

"I was preparing cole slaw when I got pains in my chest. They said I was overworked.



Jackson



I was in Mount Sinai Hospital for three days; I got a \$6,000 bill. My doctor said to me, 'I know you like to work, but you've got to stay home and rest.'"

Workers said seven people are needed on the line to do the job properly. Today there are four, they said.

According to Morra and Local President Maxine Rice, management claims they give employees time for breaks to compensate for the sweltering conditions, but Morra and Rice say there is no extra time off.

"For 16 years I've been getting up at 3 a.m. to come here, but they have no consideration for your years of time," said Jackson.

"As long as you're doing the work and getting it done, your supervisor should let you get five minutes to catch your breath," she said.

— Ann Carroll

OSHA ergo law caught in budget flap

CSEA is urging its members to contact their elected representatives in Congress and tell them the time is now to act on legislation supporting an Occupational Safety and Health Administration (OSHA) ergonomic standard.

OSHA's draft ergonomics standard was the subject of intense debate between the White House staff and members of Congress during the last week of October.

The proposed rule, which is designed to protect workers from repetitive strain injuries and other musculoskeletal disorders, has become one of the major sticking points in negotiations to complete the federal budget for the fiscal year that began Oct. 1.

The negotiations focus on a clause in the budget bill for the Department of Labor that forbids OSHA to issue an ergonomics standard before Oct. 1, 2001.

President Clinton has said that he will veto any Labor Department budget that stops the ergonomics rule. On Oct. 29, the White House and members of Congress agreed on a compromise: the president would sign a budget that included a provision that would allow OSHA to promulgate the standard, but delay any enforcement of it until June 1, 2001.

The next day, before the compromise bill could be voted on in Congress, the Republican leadership refused to go along with the agreement, which scuttled the budget for the time being.

On Oct. 31, House Democrats denounced the action of the Republicans in a series of speeches on the House floor, which are a remarkable expression of congressional support for safety and health enforcement.



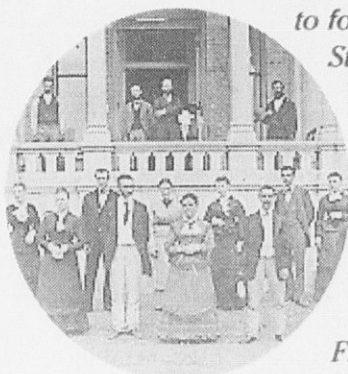
Electrical equipment safety tips:

- Ω Regularly inspect tools, cords, grounds and accessories.
- Ω Use safety features such as three-pronged plugs, double-insulated tools, safety switches.
- Ω Don't touch water, damp surfaces, ungrounded metal or any bare wires if you are not protected.
- Ω Don't wear metal objects (rings, watches, etc.) when working with electricity. They might accidentally make you a ground and could cause injury.



In every journey there is a beginning...

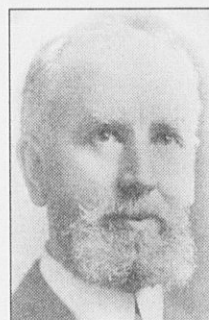
On Oct. 24, 1910, a group of New York State employees came together to form the Association of State Civil Service Employees. Their purpose was simple: To improve the working lives of New York State employees.



From that humble start, those pioneering public employees launched the organization that was to become one of the strongest, most influential forces for working people the world has ever seen.

Literally hundreds of thousands of individuals, events and actions shaped CSEA's decades of accomplishment. The story on these pages simply touches on some of the benchmark accomplishments and key leaders. The real heroes are CSEA's members who believed in their union and acted on that belief.

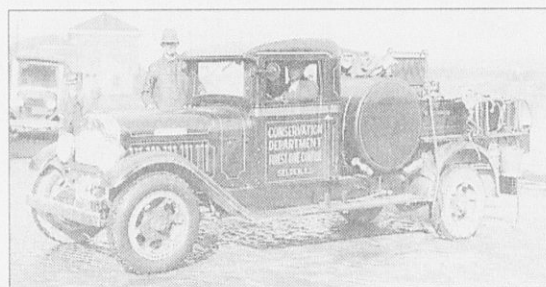
Our 90 years of history are a legacy of achievement and growth and a testimonial to dedication and perseverance.



William M. Thomas
CSEA President
1910-1918

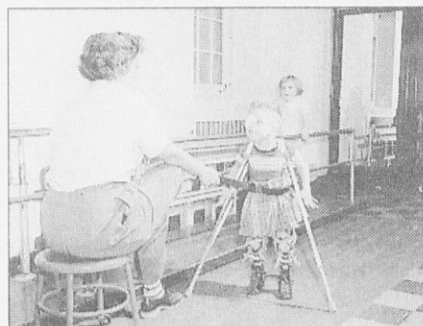
Our early years were a concerted effort to meet the objectives stated in our first Constitution: "To uphold and extend the principle of merit and fitness in public employment, to maintain and promote efficiency in public service and to advance the interests of all civil service employees."

Under the leadership of our first president, William M. Thomas of the Department of Law who served from 1910 to 1918, we lobbied for improvement of civil service administration, protection of career tenure, adequate salaries and sound retirement provisions.

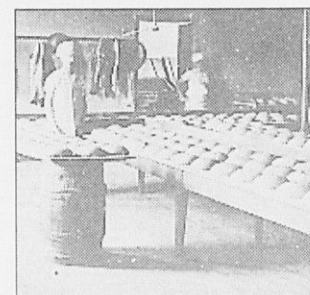


Roaring into the 1920s

As a result of years of efforts, the association successfully reached the first of many milestones with the establishment of the New York State Retirement System, signed into law by Gov. Al Smith in 1920.



Activities continued throughout the 1920s and there was slow but steady growth and achievement.



Hard Work in Hard Times

The Great Depression of the 1930s was a difficult time for all of America, but we persevered and achieved results:

- The official monthly publication, The State Employee, was launched in 1932.

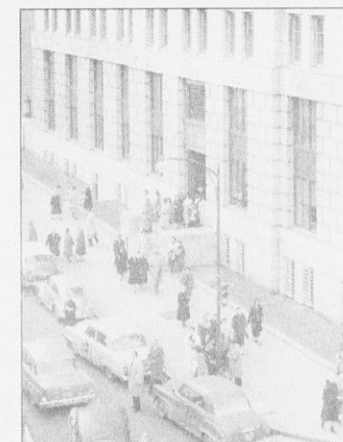
- We were instrumental in the establishment of the first State Employee Credit Union.

- We abolished the 72-hour work week for institutional employees.

- Sick leave was first established for departmental employees — 12 days per year, cumulative to 150.

- The motto: "We Serve" was adopted.

- Beulah Bailey Thull was elected as the first woman president of the Association.



Beulah Bailey Thull
in 1934

But perhaps the Association's crowning achievement to date was the 1937 enactment of the Feld-Hamilton bill which established a definite state salary plan with provisions for appeals.

"You are the most efficient and loyal group any state or any private industry ever has had in its employ."

"I have never seen a body of employees so willing to give of themselves than you people in this state's service. The success of the state depends on you — its personnel — not the executives alone, but upon them with the cooperation and unity of all the cogs that make up the machine from top to bottom."

— Gov. Herbert H. Lehman quoted in the Feb. 25, 1933 *Knickerbocker Press* on the occasion of Association President Beulah Bailey Thull's birthday and annual union dinner at the DeWitt Clinton Hotel in Albany.

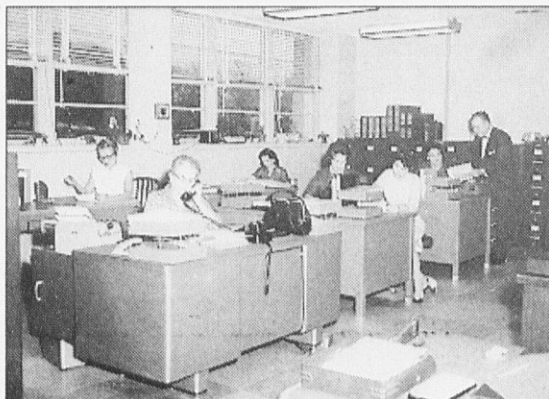
According to the newspaper, "The governor declared that he has grown increasingly interested in the work of the the Association and was roundly cheered when he mentioned the restoration this year of the salary slashes (which were made two years earlier)."

Swingin' into the 1940s

The 1940s opened a whole new era :

- We secured competitive classification for the first time to nearly 12,000 employees of the Mental Hygiene institutions.

- As the United States entered into World War II, the Association gave full support to defense measures and worked to ensure legal



CSEA Headquarters dedicated in 1949 at 8 Elk St. in Albany

In 1946 we officially became the **Civil Service Employees Association, Inc.** and changed our constitution to open membership to all public employees throughout New York. Westchester County employees joined first and it was just the start of an extraordinary



growth that continues to this day as we represent workers in every community in this state!

Earlier, CSEA had been instrumental in the establishment of the Fite Commission to develop rules and procedures to bring employees of counties, cities, towns, villages and districts under the civil service merit system. This paved the way for enormous growth. The association's former president and general counsel were both appointed members of the commission.

Rockin' in the 1950s

Enormous growth and reach marked CSEA activities throughout the 1950s.

As the nation's economy exploded into a new era of prosperity, CSEA made steady progress improving the wages and working conditions of its members.

It was in this decade that CSEA even pioneered radio and newspaper advertising and modern public relations techniques to make its points and build public visibility.

- Payroll deduction of Blue Cross/Blue Shield premiums for state employees.

safeguards were enacted to protect job and pension rights for state employees entering military service.

- On the homefront the Association conducted a contest seeking suggestions for "Better Business in Government" with prizes totaling \$300 in War Bonds.

The end of the War brought forth a new beginning in so many ways:



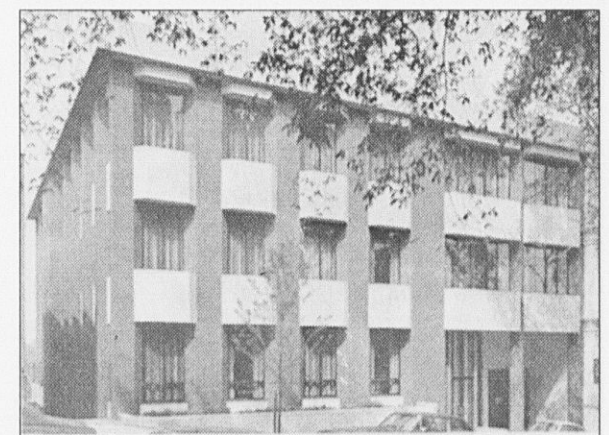
The Age of Aquarius

As the 1960s began, CSEA secured improvements for local government employees:

- Successfully lobbied for an expansion of the state health plan to include local governments.
- Established grievance procedures for local government workers.
- Gained significant pension improvements.

Like the decade itself, CSEA's reality was about to explode into a whole new world.

On Sept. 1, 1967 the CSEA-backed Public Employees Fair Employment Act — known as the **Taylor Law** — took effect.



CSEA's Headquarters Building at 33 Elk St. in Albany, dedicated on Sept. 17, 1968



- The state Health Insurance Plan was established.

- CSEA gained the right to disciplinary hearings for competitive class employees.



Albany DMV office in 1962



Gov. Rockefeller signing the "Taylor Law" in 1967. At far left is CSEA President Joe Feily. At far right is then CSEA Vice President Theodore C. Wenzl.

At the stroke of Gov. Nelson Rockefeller's pen, CSEA gained the right to negotiate contracts with the force of law and a whole new era began for the union.

Growing by Leaps and Bounds in the 1970s

The 1970s marked a time of unparalleled growth for CSEA.

New and better contracts were negotiated. More and more units joined the union, legal precedents were set, staff and benefits were added and we became stronger and stronger.

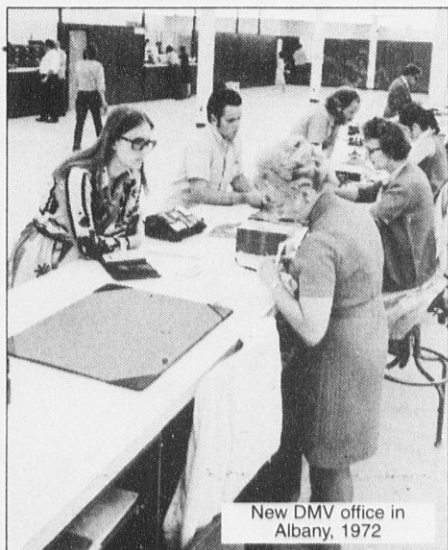
- The Easter Sunday strike of 1972 brought state contract talks to a swift conclusion.

- CSEA's own newspaper, *The Public Sector* was established.

- CSEA established a Women's Committee to address issues such as comparable worth, child-care initiatives and equality in the workplace.

Two legislative victories were especially important: First CSEA gained a mandatory agency shop law requiring free-riders

represented in state bargaining units to pay an agency fee equivalent to union dues if they chose not to join the union.



New DMV office in Albany, 1972

OSHA
Because it's Right.
CSEA

and building the union's political and legislative muscle.

Second, after an intensive grassroots lobbying campaign, CSEA was instrumental in the passage of the Public Employment Safety and Health Act, ensuring that all public employees in the state would have a right to safe worksites.

- CSEA is widely credited with providing the grassroots organization that enabled underdog Mario Cuomo to win the 1982 Democratic primary for governor and then move on to success in the General Election.



1979 Tax and Finance Office

AFSCME Affiliation

The late 1970s also marked a turning point in CSEA's history. In a bold move CSEA at once became the largest affiliate of the fastest growing union in the country, the American Federation of State, County and Municipal Employees (AFSCME).

For AFSCME, the addition of more than 200,000 new members in one fell swoop was one of the most dramatic events in its own history and immediately pushed AFSCME to the forefront of the organized Labor Movement nationally.



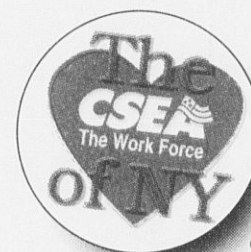
AFSCME International President Jerry Wurf, left, and CSEA President Bill McGowan, following the signing of the historic 1978 affiliation agreement.

CSEA not only added a whole new dimension of access to AFSCME services, resources and benefits, but also gained new status as a full partner in the Labor movement and for the first time secured the protection of AFL-CIO membership against raids from rival unions.



Achieving Results in the 1980s

In the 1980s, in partnership with AFSCME, CSEA made dramatic strides in championing issues such as comparable worth for women, pioneering Labor-management problem-solving



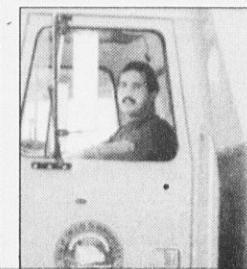
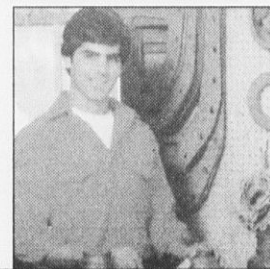
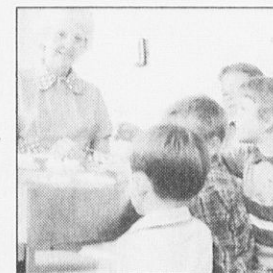
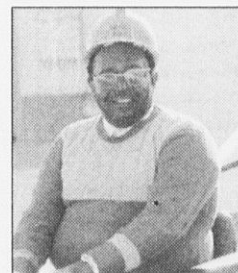
- Established our own Occupational Safety and Health Department and took on a leadership role fighting for worksite protections — including landmark VDT and ergonomics standards.

- Changed our constitution and began organizing workers in the private sector with a community of interest with our existing members.

- Began massive public education campaigns to fight attempts to contract out public services to privateers.

- A CSEA grassroots petition drive generated more than 100,000 signatures to Congress to stop cold an ill-conceived Internal Revenue Service attempt to tax unused public employee sick leave and vacation time.

CSEA also established and improved its own Employee Benefit Fund, using its size to negotiate better coverage on dental, prescription drug, eyeglass and other benefits.





INSET: CSEA President Joseph McDermott, Treasurer Mary Sullivan and Executive Vice President Danny Donohue lead angry members protesting state cutbacks during "A Hot Day in February" 1991

system and established legal precedents to protect the funds.

- Increased our efforts to empower our membership by industry and boosted our commitment to organizing in the private sector for greater strength.

- Assumed increasing leadership in both AFSCME and the AFL-CIO.



Building a Stronger Union in the 1990s

The 1990s brought CSEA the best of times and the worst of times.



Stronger than ever before, we spent the early part of the decade fighting cutbacks and downsizing in state and local government. We mobilized members like never before to save jobs and services at every level.

There were other successes:

- Secured Local Government Agency Shop.
- Successfully challenged New York State attempts to raid the public employee retirement



CSEA leads the way on Solidarity Day 1991 in Washington, D.C.

The New Century

The years 1999 and 2000 brought one of the most dynamic and ultimately, successful periods in CSEA's history!

As we prepared to greet the new century, CSEA faced up to some of the greatest challenges.

- Mobilization of thousands of members for the state contract showed CSEA at its best across the state.

- Twenty thousand union members surrounding the Capitol on Jan. 5, 2000 sent tremors through official New York and led directly to an excellent state contract that members approved by a 20:1 ratio.

- The state contract yielded agreement on pension reform that was extended to all public employees as a result of CSEA's leadership.

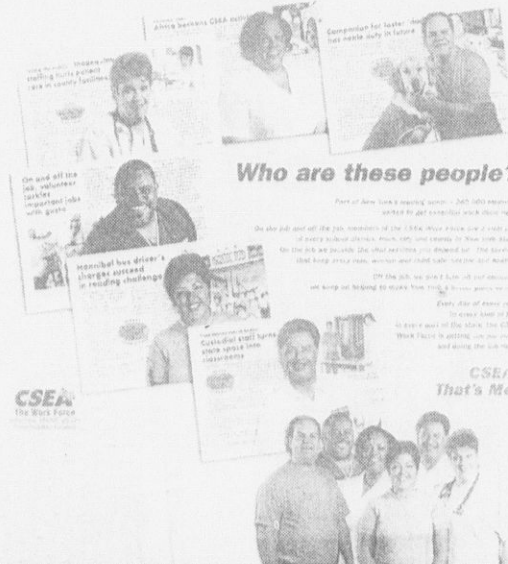
- CSEA's long-sought goal of a permanent Cost of Living Adjustment (COLA) for the pension system became a reality as a result of CSEA's persistence.



Above right, President Danny Donohue fires up the work force during the state contract fight. Top and above left: the "We've Got the Power" demonstration, January 2000

CSEA faces many challenges in the years ahead — organizing more and more members and winning good contracts; improving our union's ability to empower our members to get the job done; effectively wielding our political clout.

But the spirit of CSEA is strong and with a history of accomplishment like ours, CSEA members are proud to say: CSEA — That's me!



Southern Region

CROSSROADS • Your Union Newsletter

• A supplement to *The Work Force* • December 2000 Vol. 4 No. 1



A Message from Southern Region President Carmine DiBattista

2000 – A Year of Success

CSEA won dramatic pension improvements for public employees. We also won permanent cost-of-living adjustments (COLA) for retirees.

Additionally, CSEA was instrumental in the passing of a generous state workers' contract that will help our members improve their lives.

These victories are among the biggest that our union has seen in a generation, and all of them happened during this millenium year.

As 2000 draws to a close, I am pleased about these successes. However, CSEA did not easily win these improvements from state lawmakers.

The union achieved these goals only with mobilization by its members. Together, CSEA stormed the steps of the Capitol building in

Albany in January, and demanded that the state show our workers respect. Our demands for fairness and respect continued with every contract negotiation this year. Together, we won. Yet, many of our members wonder just what it is that CSEA officers, activists and staff do for them every day.

Without the hard work that our officers, activists and staff do, whether it be distributing literature about a political candidate or issue or negotiating for fair workers' contracts, CSEA wouldn't be the strongest, most effective union in not only New York State, but the country. We fight daily so that your work sites aren't privatized or downsized. We work hard to elect candidates who will fight for working people. But CSEA can't successfully fight without your help.

The fight for workers' rights never stops, and we need more people to help us give you fair salaries and improved working conditions. Join your Unit's negotiating committee, or help your Local by making telephone calls on behalf of a political candidate. If you want to take on a leadership role in CSEA, run for an officer's

position at any level of the union. These are only three of the ways that you can volunteer your time, but there are countless other ways to maintain your union's strength and power.

Yes, I mean *your* union. Officers and staff may do much of the work and make many of the decisions, but CSEA is ultimately your union. *You* elect the officers, *you* compose CSEA's strength in numbers and *you* are the ones who will decide our union's future. Only you can decide whether CSEA will maintain and grow in its strength and effectiveness, and you will decide that with the effort that you put into your union. As 2001 approaches, it's time to ask yourselves – and each other – a serious question about CSEA's future: "What are you prepared to do to keep your union strong?"

Finally, on behalf of the officers and staff at CSEA's Southern Region, I wish you and your families a joyous and safe holiday season and a happy, successful 2001!

Carmine DiBattista
Southern Region President

Region Officers Installed

CSEA's Southern Region recently celebrated its own spirit and energy at the region's Installation Dinner.

With nearly all of the region's Locals attending, officers and members jumped into the union spirit as they celebrated continued region success at the recent event.

The dinner honored continuing – and new – Southern Region officers who were elected to four-year posts earlier this year.

Statewide President Danny Donohue was on hand to welcome all the new and continuing officers.

Region President Carmine DiBattista, who began his second term in office, urged members to continue their hard work and undying spirit as he led the installation ceremony.

"The members who participated were very happy about the event and appeared to be proud of their officers," he said. "The officers received good feelings from the members, and the officers felt this was a good team of activists and leaders in the region that could achieve our goals."

Also installed in the ceremony were Diane Hewitt, who continues as the region's Executive Vice President; Irena Kobbe, who has become the First Vice President; George Henry, who was promoted from Third Vice President to Second Vice President; Chris Mumma, who continues



President Danny Donohue installed new and re-elected Southern Region officers at the recent installation ceremony.

as the region's Secretary and Diana Harris, who remains the region's Treasurer.

While DiBattista, Hewitt, Kobbe, Henry, Mumma and Harris are continuing as officers, the dinner also marked the arrival of a new region officer.

Westchester Local 860 President Gary Conley was elected the region's Third Vice President earlier this year. Conley replaces Jimmy Schultz, the former Second Vice President, on the board.

Please See Install on Page 4.

2 Southern Region members help make Breast Cancer Awareness Walk a success

CSEA members in the Southern Region recently took on a leading role in the fight against breast cancer.

Members from many of the region's Locals and Units participated in Breast Cancer Walks throughout the area Oct. 15. The walks, which were held throughout the country, are intended to raise awareness about breast cancer – and funding for cancer research.

Westchester Local 860 has served as a flagship sponsor in the Breast Cancer Walk at Manhattanville College in Purchase for three years.

Local 860 is one of the only CSEA Locals in the state that actually serves as an event sponsor. More than 100 of the Local's members showed up for the walk. CSEA made its presence at the race prominent with a sponsor tent that included information, T-shirts and food.

Mary Miguez, the Local's third vice president, organized the union's efforts in this year's race "I was happy to get the participation that we did," she said.

"It was gorgeous weather, and we couldn't have asked for a better day."

CSEA members in Orange and Dutchess counties also turned out in large numbers for the Breast Cancer Walk at Woodbury Commons in Central Valley.

Sabina Shapiro, executive vice president of the Orange County Local, said that more than 60 members walked, while many more helped to raise money.

"We're not just an organization in the workplace," she said. "We all have private lives and breast cancer touches so many people. It's important for CSEA to provide support."

Miguez also feels that CSEA should be involved in the cause.

"Breast cancer affects every family. This seems like the perfect cause for our union to get involved in," she said

Southern Region President Carmine DiBattista said that CSEA members in the region have always been actively involved in community efforts.

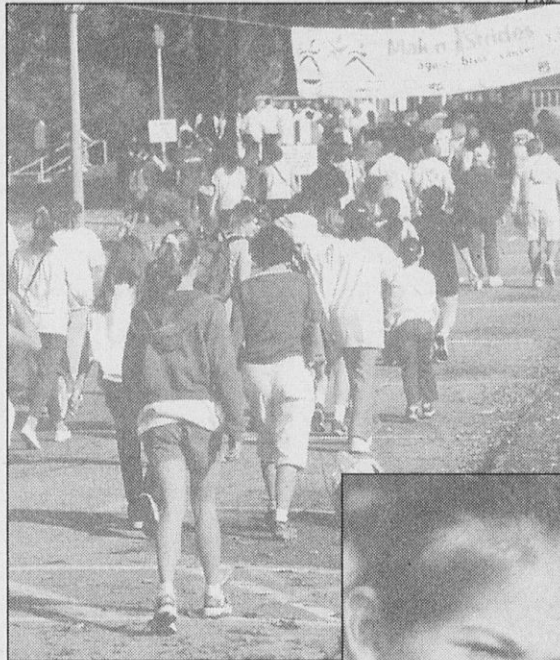
"Our community action committee is very proud of these efforts and the region is energized about this," he said.

One of the Orange County Local's most active fund-raisers this year is Shirley Brown, president of the union's Town of Warwick unit. She alone raised over \$2,800 for this year's walk.

"You have to go and talk to people door-to-door," she said. "I have a list of people who donate and I contact them each year."

Brown has an even more compelling reason to throw her efforts into raising money for research – she is a breast cancer survivor.

"There are a lot of people affected by breast cancer," she said. "I work so hard because hopefully, someday this disease can be wiped out."



CSEA Westchester Local members and their families turned out for the Making Strides Against Breast Cancer Walk at Manhattanville College in October. Union members throughout the region participated in walks across the area in support of finding a cure for breast cancer.

Southern Region CROSSROADS

Southern Region Communications Associate:
Janice Marra

Contributing Photographer: Dyana VanCampen

Southern Region President: Carmine DiBattista

Southern Region Director: James Farina

Southern Region Office Manager: Rhonda Caffarelli

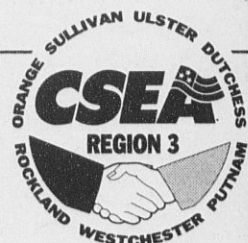
Southern Region Office: 568 State Route 52, Beacon, NY
12508

Ph: (845) 831-1000 or 1-800-757-CSEA (2732)

Fax: (845) 831-1117

CSEA Headquarters: 1-800-342-4146

Do you have an article or announcement for Crossroads?
Mail or fax to Janice Marra, c/o the Southern Region office



Deadline Approaching For AFSCME Scholarship

Completed applications for AFSCME's 2001 scholarship program must be postmarked no later than Dec. 31, 2000. Under the program, 10 scholarships of \$2,000 each will be awarded to winners selected from applications that meet eligibility requirements.

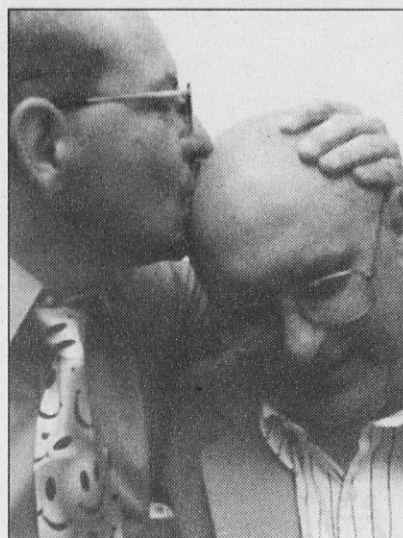
The scholarships will be renewed for \$2,000 each year for a maximum of four years, provided the student remains enrolled in a full-time, four-year degree program at an accredited institution.

Applicants must be high school seniors graduating in the spring of 2001 who will enroll in a full-time, four-year degree program at an accredited college or university. Applicants must also be the daughter or son of an AFSCME (CSEA) member or whose legal guardian or financially responsible grandparent is an AFSCME member.

Applications can be obtained by writing to:
AFSCME Family Scholarship Program
c/o Education Dept.
1625 L Street, NW
Washington, D.C. 20036

Requests may also be made via e-mail at:
education@afscme.org.

Retiring highway supervisor will be missed



Steve Lercara, left, a town of Wallkill CSEA member, wishes John Zupetz a happy retirement at Zupetz' recent retirement dinner.



CSEA town of Wallkill Unit President Charles Romer, left, and town of Wallkill Supervisor Tom Nosworthy congratulate John Zupetz on his retirement as the town of Wallkill highway supervisor.



Southern Region Land of Scholars

Congratulations to the winners — and their families — of various CSEA scholarships awarded during the past year:

Lee Van Put
Irving Flaumenbaum Scholarship

Christopher Werner
Irving Flaumenbaum Scholarship

Todd Matthew Derkacz
Irving Flaumenbaum Scholarship

Melissa Hagan
Region III Carmine DiBattista Scholarship

Janna Stafford
Region III Scholarship

Elizabeth Maurer
Region III Scholarship

Jennifer Campanale
Region III Community Action Committee Scholarship

Christopher M. Primo
Region III Community Action Committee Scholarship

Daniel DiMaggio
MetLife Insurance Company Scholarship



Recognition for 35 years of service and dedication



Taconic DDSO CSEA Unit President Dorothy Killmer, with Southern Region President Carmine DiBattista looking on, was recognized recently by the facility for 35 years of service at Taconic's annual employee recognition dinner. Other CSEA members were also honored at the event for 25 and 30 years of employment at the Rhinebeck facility.

Thank You ... The staff and officers of the Southern Region would like to thank the officers and staff of Westchester Local 860 for donating a bullhorn to the region office.

We have been without one for some time, and it will prove to be very useful for our activities across the region.



Southern Region NEWS AND NOTES

Will Yourself...

Find out how to get your affairs in order so that you can take care of your loved ones when you're not here! Need an attorney to help you accomplish that? Call the Region 3 office at (845) 831-1000 to get names of attorneys in the region who participate in the CSEA member legal service.

New Area Code

The Southern Region is now divided by two area codes. Telephone exchanges in Dutchess, Orange, Putnam, Rockland, Sullivan and Ulster counties now have "845" area codes. The change went into effect in June. Only Westchester County, the most populated county in the Southern Region, retains the 914 area code.

JLT Insurance

Do you need information on low-cost life, disability, auto, homeowners and renters insurance? Do you want the convenience of paying your premium through payroll deduction? If so, contact Bill Bennett at 343-1655 or Sandy DiBartolo at 949-2606 for more information. Both are available to visit

your worksite to tell members more about JLT Insurance.

New Communications Associate By Janice Marra, Southern Region Communications Associate

I hope that you're enjoying this latest edition of the *Southern Region Crossroads*. This is my first issue of the *Crossroads*, and I am pleased to be bringing the region's news to you.

My name is Janice Marra, and I am your region's new Communications Associate. I have been working at CSEA since September, and I have had the pleasure of meeting and working with many members in this region over the last several months.

Communication with your members and with those outside of CSEA is one of the most powerful tools you can master to keep our union effective and strong. I can help you with all types of communication needs, including newsletter training, media relations or even an informational table at your worksite.

Call me anytime at (845) 831-1000 to help you launch your communications activities.



Photo taken by Dyana VanCampen

At left, State Sen. Thomas Morahan (R-New City) addresses veterans and other onlookers at the Oct. 19 ceremony at which Gov. George Pataki, right, signed an amendment to the 1998 veterans buy-back law that allows public employees who served in the military during wartime purchase credits toward their pensions. CSEA Statewide President Danny Donohue was instrumental in the state's passage of the new law, of which Morahan was a sponsor.



Above, CSEA members at Hudson Valley DDSO in Middletown relax and enjoy music, food and games during the center's recent Employee Appreciation Day.

Retiring?

Retirement doesn't have to mean staying in the dark! Join CSEA Retirees to keep yourself informed and involved. For more information, contact the Retiree Local President in your county:

Westchester: Margaret Capriola – (914) 948-1535

Dutchess/Putnam: Harold McKinney – (845) 229-8833

Orange/Ulster/Sullivan: Theresa Sinsabaugh – (845) 986-1286

Rockland: Lee Pound – (845) 634-2756

Install *Continued from Page 1*

The head of the largest Local in the state, Conley also serves on the Statewide Board of Directors and on the Statewide Political Action Committee.

"Obviously, being a region officer is beneficial to Westchester Local 860 and its members because it gives our Local's concerns more attention around the region and statewide," he said. "I'm looking forward to getting to know and helping people in the region."

Employee Assistance Programs can help CSEA members with life's challenges

Employee Assistance Program coordinators say many CSEA members pop in to their offices to borrow a book or video dealing with substance abuse, marital problems or a gambling addiction.

But they often stay for more than an hour, releasing a flood of pent-up anxieties held back sometimes for years by a dam of shame or fear.

What the coordinators want members to know most is that their doors are always open but nothing of any discussion ever leaves their offices.

EAP is a labor-management agreement to provide services for employees aimed at making workers more productive by helping them cope — confidentially — with problems they may face in and out of the workplace.

CSEA pioneered the program with New York State in the late 1970's and has been a strong supporter ever since.

All problems welcome

While substance abuse is often the root of many problems, CSEA EAP Committee member Ellen Donovan said the assistance program offers help in a myriad of areas.

They include health care proxies, wills, cultural differences for foreign workers, parenting help — for parents of children and the children of elderly parents, stress, career issues,

problems with a boss, financial problems and more.

No problem is too big or too small, said Donovan, a state Department of Health worker.

EAP does not directly provide counseling therapy, financial, legal or medical assistance.

Full-time or part-time EAP coordinators — some of them CSEA members — interview their "clients," make an assessment and prepare a referral, said CSEA member and part-time coordinator Christopher Cahill, a Department of Environmental Conservation employee in the southern Adirondacks.

EAP's help is also available to the spouses, mothers, fathers, brothers, sisters and

children of CSEA members.

Today most state agencies have EAP in place. The program also has 65 coordinators overseeing programs helping up to 35,000 CSEA local government members.



Tool for members

"EAP is a tool. Like any other tool, if you leave it in a box, it has no value. I think this is an extraordinarily valuable resource to employees," Cahill said.

EAP is also a valuable tool for management, giving employers an option other than discipline to help their workers get help.

"We're flabbergasted that management is so behind this," said Tom McMahon, Local president of CSEA's James E. Christian Memorial Health Department Local in Albany.

The Employee Assistance Program also coordinates food drives, blood drives, and other charitable events, allowing workers to help others in need, building morale, McMahon said.

EAP coordinators and volunteers emphasize any request made by an employee is kept confidential. In fact, volunteers don't keep records so nothing may be learned from a worker's visit.

"The program is very important to us. It affords our employees a plethora of protection the employees otherwise would not have," said John O'Keefe, CSEA Local president of CSEA's Wadsworth Center for Laboratories and Research in Albany and a former EAP Committee member.

If you think you need help, seek out an EAP coordinator in your workplace today!

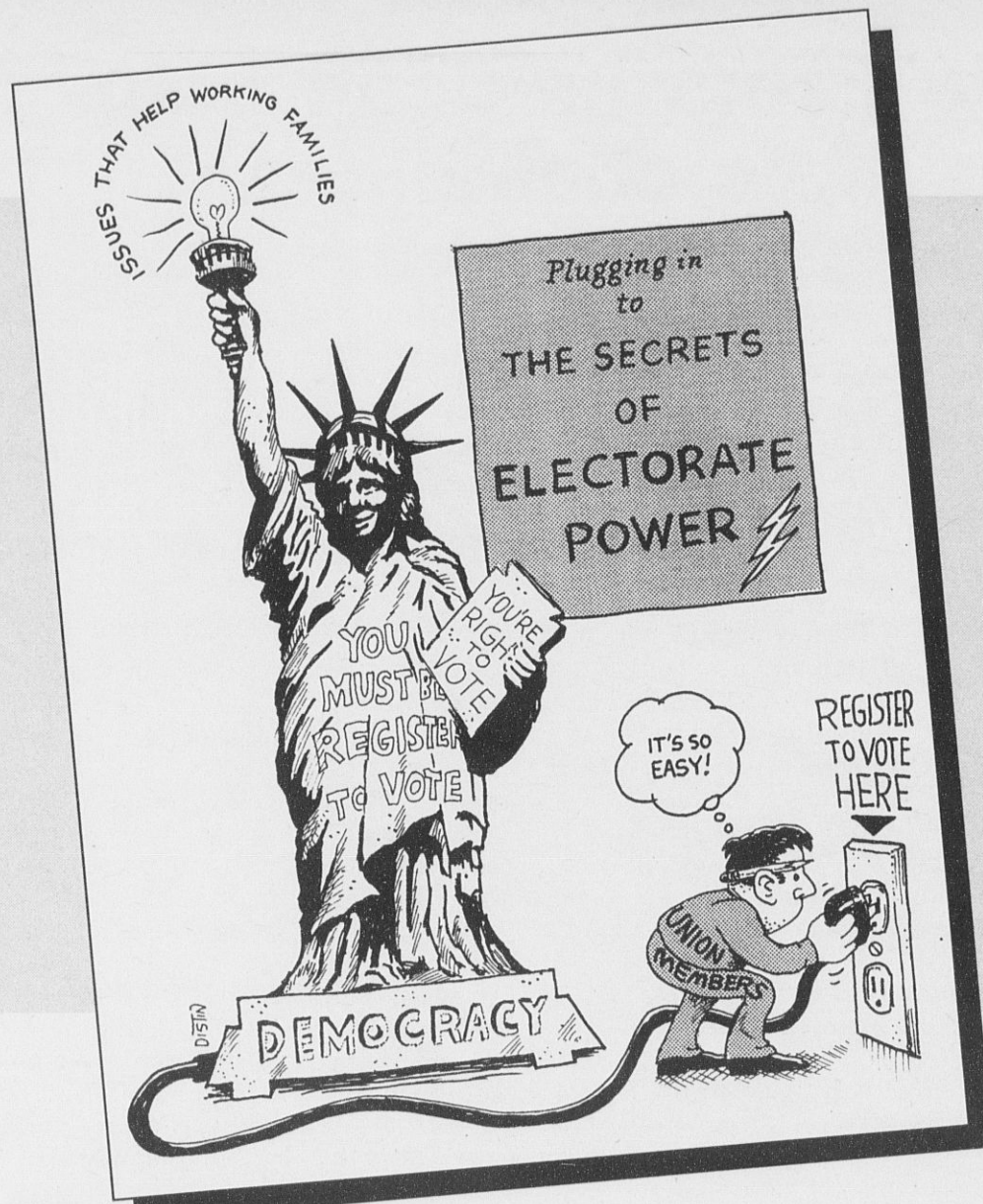
— Lou Hmieleski

WORK FORCE FACTS

Employee Assistance Programs were pioneered by the R.H. Macy Co. in the 1930s. Macy's realized it was cheaper to rehabilitate workers and train them to help others, than to fire them.



Walking for a good cause — CSEA Westchester County Local members and their families turned out for the Making Strides Against Breast Cancer Walk at Manhattanville College recently. CSEA members across the state have been taking part in similar walks to help raise awareness for the need for breast cancer research, as well as funding.



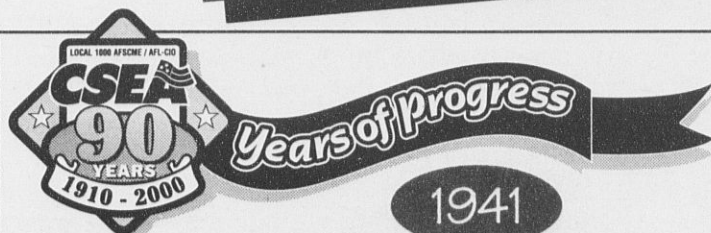
Award-winning cartoon



CSEA's resident cartoonist Ralph Distin extended his award-winning streak with a cartoon which

recently captured a prestigious International Labor Communications Association (ILCA) award. Judges said the cartoon, shown at left, has a "nice touch and clear message" about the power of voting. Distin's cartoons have received numerous state and international awards the last three decades.

Also see pages 10-11 for more on the "long and drawn out history" of CSEA



1941

Fite Commission helped CSEA organize local government workers

Dec. 7, 1941 was the date that would live in infamy with the bombing of Pearl Harbor, but that year also saw CSEA defend, protect and extend the merit and fitness provisions of state Civil Service law.

The union's work in 1941 in the civil service arena would quickly pave the way for local government workers to join CSEA's ranks.

CSEA was instrumental in the creation of the state Fite Commission in 1941.

The commission developed the rules and procedures to bring the civil service system standards and its protections from political influence to the employees of counties, cities, towns, villages and school districts throughout New York State.

Former CSEA President Charles A. Brind Jr. and CSEA Counsel John T. DeGraff were appointed by Gov. Herbert Lehman to the commission.

Their presence on the commission was telling.

The Fite Commission's recommendations became the backbone of local government civil service reform and allowed CSEA to rapidly organize local government workers.

After World War II, with thousands of local government workers enjoying the protections of the merit and fitness system,

CSEA changed its charter to give local government employees a governing role in the growing CSEA.



Dr. Charles Brind Jr.,
CSEA President
from 1935-1941

Also in 1941:

- ❖ Hitler invades Russia.
- ❖ Industrialist Henry Ford signs a contract with the United Auto Workers, recognizing it as a part of the Congress of Industrial Organizations (CIO). This affects 130,000 workers nationwide.
- ❖ The U.S. Supreme Court bars employers from considering union connections or allegiances in hiring.
- ❖ Army tank output is crippled by an inter-union struggle as the Congress of Industrial Organizations (CIO) refuses to handle parts made by the American Federation of Labor (AFL).
- ❖ Humphrey Bogart stars in the "Maltese Falcon."
- ❖ The Museum of Modern Art in New York City adds Van Gogh's "The Starry Night" to its collection.
- ❖ Franklin Delano Roosevelt is sworn in for his third term as president.

Work Force earns state, national awards

Winners

The Work Force has been judged the best union newspaper in New York State and among the finest union publications in the nation in two prestigious journalism contests.

It is the first time CSEA's monthly tabloid has won first place for general excellence in the statewide competition sponsored by the Metro New York Labor Communications Council. *The Work Force* won several other awards for writing, photography and graphic design in the statewide contest.

On the national front, *The Work Force* won a general excellence award from the International Labor Communications Association for its strong news and feature content.

The paper also won special national awards for unique performance relating to the newspaper's outstanding coverage of the union's state contract fight campaign and CSEA's support of the New York Special Olympics.

Keen competition

"These awards confirm our belief that we have the best union in the nation and the best people working with us to get our message out to our members in *The Work Force*," said CSEA President Danny Donohue.

"The last year has been filled with quickly changing events, and our *Work Force* team has excelled in the most difficult of circumstances," Donohue added.

Judges in the national competition called *The Work Force's* special four-page insert on the state contract fight "a strong call to arms."

CSEA's repeated coverage of its involvement and support of the New York Special Olympics also received a national award.

CSEA's in-house cartoonist, Ralph Distin, was also honored by the national judges again this year for his pithy and piercing cartoons.

The judges gave Distin an award for his cartoon "Plugging into the secrets of electorate power." The award-winning cartoon is reprinted on Page 14.

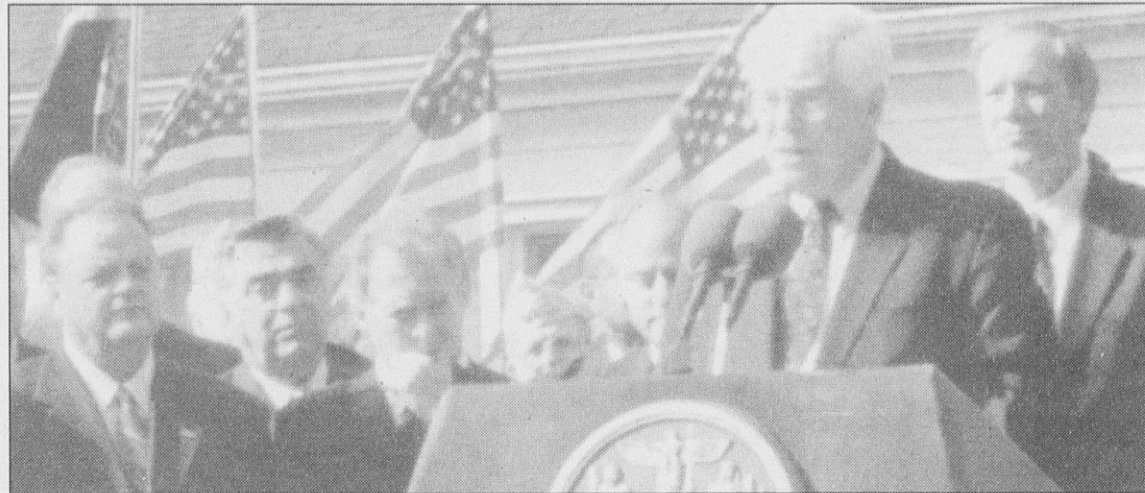
Statewide honors

The statewide labor journalism contest sponsored by the Metro New York Labor Communications Council was equally competitive.

For the first time, *The Work Force* was judged the best paper of its size in the state.

Statewide awards were also won for stories about CSEA members who work at the Saratoga race track and Chemung County garbage collectors.

A photo illustrating a story about a North Syracuse School District secretary who located untapped grant money won an award.



CSEA President Danny Donohue, left, looks on as state Sen. Thomas Morahan, at podium, speaks during the Veterans Buy Back bill signing ceremony. Gov. Pataki is at right.

Labor lobbied and lawmakers, Pataki said "yes!"

CSEA wins improved veterans buy-back law

NEW CITY — CSEA's leadership in the AFL-CIO has produced a key legislative victory that allows veterans to boost their retirement pensions.

At the urging of CSEA and the state AFL-CIO, Gov. George E. Pataki recently signed a law that expands on the state's 1998 veterans' "buy-back" law.

Old provision too costly

The 2-year-old law allowed wartime veterans in public employment to buy credits toward retirement for each year they were in the service, but many veterans could not afford the law's purchase rates.

The new law allows veterans in public service to purchase up to three years of service credit at 3 percent of the employee's current annual salary.

"I think it's important that this state, built on union members and union support, is saying to its veterans that their time meant something," CSEA President Danny Donohue said.

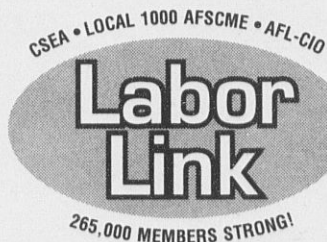
Union lobbying praised

State Sen. Thomas Morahan (R-New City), a sponsor of the legislation, credits labor unions for lobbying on the bill.

"It took everyone working together to recognize the great personal sacrifices of our New York veterans," he said.

Assemblyman Ronald Tocci (D-New Rochelle), chairman of the Assembly Veterans' Affairs Committee, said CSEA and the state AFL-CIO were key to passing the bill.

— Janice Marra



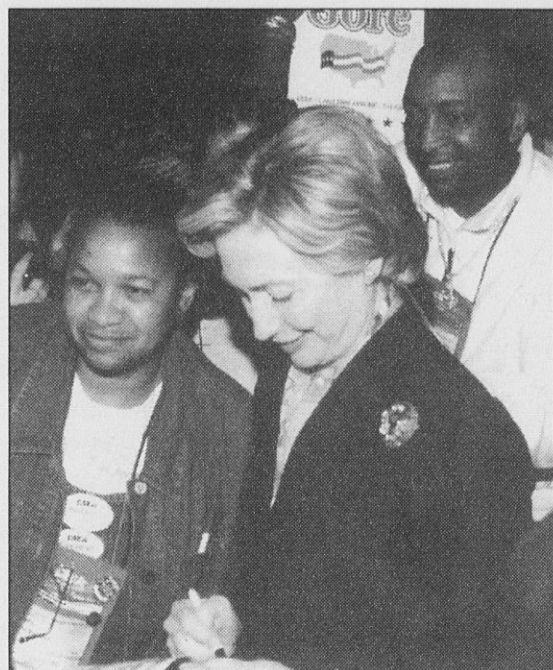
WORK FORCE FACTS

Veteran's Buy-Back

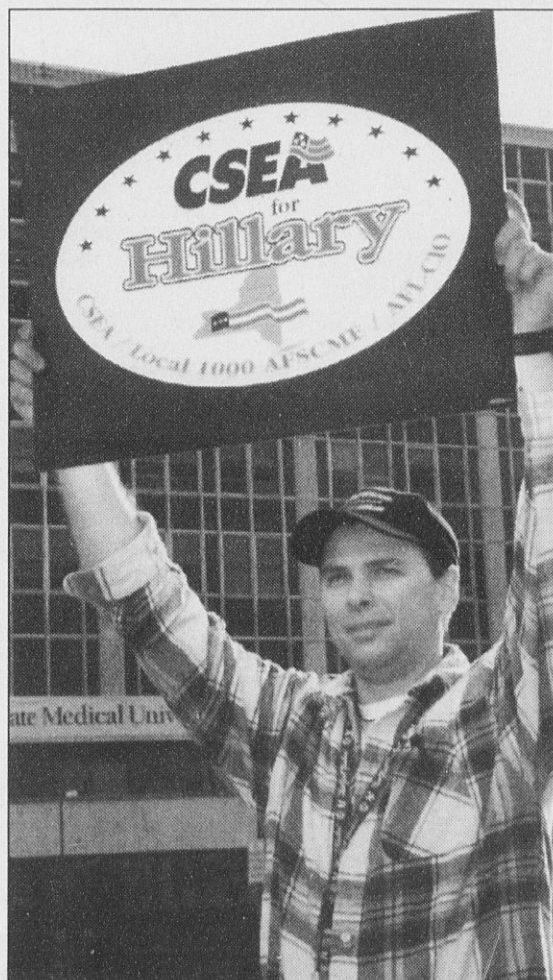
To be eligible for the service credit, public employees must: have served during World War II, Korea, Vietnam or Persian Gulf wars, or during the Lebanon, Grenada or Panama conflicts, and have at least five credited years in one of the various public retirement systems.

To learn more or to download an application, visit the state Comptroller's Web site at: <http://www.osc.state.ny.us/retire/>

CSEA members made the difference



CSEA members across New York worked hard in getting out the vote in crucial races — not the least of which, for the U.S. Senate — to get friends of working families elected. CSEA's mobilization in these efforts proves again the value members bring to their union.



State Assembly, Senate candidates give their thanks for CSEA's support

"I am proud to have received the endorsement and support of CSEA. The members of this union are the very backbone of our state and I am honored that they have put their confidence in me. This endorsement reflects my commitment to our state's public work force that I will continue as your Assemblywoman from the 119th District."

— Assemblywoman Joan Christensen
D-Syracuse



"My sincere thanks and appreciation to my friends in the Civil Service Employees Association. Your support and assistance were critical to my re-election bid and together we will continue fighting for good wages, a safe workplace and quality health care benefits for our public sector working families who do so much for the people of New York State, especially here in the Mohawk Valley region."

Assemblywoman RoAnn Destito
D-Utica



"Iwould especially like to thank CSEA for their endorsement. This year, through CSEA's hard work and support, we achieved a permanent cost of living adjustment (COLA) ... CSEA is a very valuable and necessary organization, and I will continue to fight for workers' rights through advocacy and legislative initiatives."

— Assemblywoman Susan John
D-Rochester

"I appreciate the support of the CSEA that I have enjoyed in the past and that I have received during this year's election cycle. I look forward to working with the CSEA in the future and to helping the leadership meet the needs of the thousands of dedicated men and women who serve our state in numerous capacities. The hard work of our civil servants has made the state work force the best in the nation, and is a source of pride to me and all New Yorkers."

— State Sen. Pat McGee
R-Olean



View 'Choices' when switching health plans

CSEA state members who are considering changing health insurance options for 2001 or want to examine available benefit plans should review the Health Insurance "Choices" booklet for 2001.

This publication was mailed to agency health benefit administrators, usually located in the personnel office, in mid-November.

It describes the Empire Plan and the New York State Health Insurance Program (NYSHIP) approved HMOs in geographic regions.

Enrollees and their families

who currently participate in Independent Health (Hudson Valley/Downstate Region) will need to review the "Choices" publication and choose a different health carrier because it is not being offered to enrollees in 2001.

As this edition went to press, the 2001 Empire Plan premium rates were not yet approved by the state Division of Budget.

As soon as the 2001 rates are approved, the Rates & Deadlines Guide will be sent to each enrollee's home so an informed decision can be

made about health insurance choices.

Members will have 30 days from the date the 2001 rates are approved to change plans.

Members who are not changing health insurance options do not need to take any action.

CSEA members who want to change health insurance options must submit a signed Health Insurance Transaction Form PS-404 to their agency health benefits administrator by the deadline specified in the year 2001 *Rates & Deadlines Guide*.

Visit

www.cseainc.org

Forget to clip and save important phone numbers for your HMO? Have a question about your health plan's coverage? CSEA's Web



site has all the latest information from the Joint Committee on Health

Benefits. Visit CSEA's Web site today for expanded and enhanced statewide news, goings on in the union, and vital healthcare information. www.cseainc.org, your one-stop shop for union news.

CSEA Constitution, Bylaws and Resolutions, as approved

New York City — CSEA delegates at the union's 90th annual meeting approved the following amendments to CSEA's Constitution:

*Reducing the maximum number of valid signatures and Social Security numbers required on a nominating petition from 450 to 300 for candidates for both the State Executive Committee and Local Government Executive Committee (Constitution Articles VI and VII).

*Restructuring the Retiree Executive Committee so it is made up of all Retiree Local presidents (Constitution Article IX) and eliminating language in the Delegates Article (Constitution Article X) made unnecessary due to this restructuring.

*Granting the office of Statewide Secretary responsibility

to determine delegate voting strength. The function was done previously by the Membership Committee. (Constitution Article X)

Delegates at the 2000 annual meeting approved the following changes to the Bylaws:

*Language inserted to make clear that only State Division members on Region Executive Boards vote in the selection process for State negotiating team members (Article VI, Section 3).

*Created Education Services Committee, Maintenance and Infrastructure Committee, Corrections and Law Enforcement Committee and Human Services Committee to reflect the various industries the union represents and consistent with establishment of a Health-Care Services Committee in 1999 (Article VI, Section 4).

*Deleted the Committee for Methods and Procedures from the list of special and ad hoc committees (Article VI, Section 4).

Delegates at the 2000 annual meeting approved the following resolutions requiring:

*CSEA continue to lobby to defeat the Social Security Solvency Act of 1999 which would allow for the establishment of

personal investment accounts in lieu of a portion of an individual Social Security tax.

*CSEA support federal legislation that would ensure medical information privacy.

*CSEA support the reintroduction in the state Legislature of Assembly bill 3563/Senate bill 2077 which would prohibit all local governments from unilaterally reducing health benefits or increasing costs to retirees unless a corresponding change is negotiated for current employees.

*CSEA lobby to defeat the Drug Patent Term Restoration Act in Congress which would allow drug manufactures to maintain their exclusive patents for three years beyond the years prescribed by law.

*CSEA continue to work through negotiations with New York State to have Mental Health Therapy Aides receive state certification as nurses aides.

*CSEA support state legislation that would rename the four agency buildings at the Empire State Plaza in Albany after Susan B. Anthony, Mother Frances Xavier Cabrini, Harriet Tubman and Eleanor Roosevelt.

*CSEA's locals and units make every effort to recruit and promote a diverse work force when hiring staff.

*CSEA support legislation making March 10 an official state holiday honoring Harriet Tubman.

Clarification: DCAA deductions income-based

A November *Work Force* article on the Dependent Care Advantage Account did not include a breakdown of incomes for members who choose to set aside pre-tax salary for child care, elder care or disabled dependent care.

CSEA members earning up to \$35,000 will receive \$400, those earning between \$35,001 - \$55,000 will receive \$300, and those earning over \$55,000 will get \$200. Call 1-800-358-7202 for more information or visit the Web site at: www.flexpend.state.ny.us.

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.

CSEA members urged to participate

United Way, SEFA drives set to begin

Known for their year-round generosity and community spirit, CSEA members across the state will again be the backbone of two charity appeals this year.

The United Way and State Employees Federated Appeal (SEFA) will rely on the generosity and goodwill of tens of thousands of union members statewide to raise money for local charities.

CSEA President Danny Donohue said he is encouraging members to participate in both drives "because we understand the needs of our neighbors and our co-workers."

"Because of the importance of services funded by United Way and because our members are directly involved in how United Way operates at the local level, I enthusiastically endorse the campaign," Donohue said.

"To make sure members are supporting organizations that support the labor movement, I encourage CSEA members to designate their pledges to the organization of their choice or to their local United Way," Donohue added.

Window open on free computer training

Some people use all of their computer's capabilities. For others, the only window they know how to open is the double hung kind.

For CSEA members on Long Island who don't know windows from the Windows computer program, free training is available.

CSEA, working with the Long Island Federation of Labor and the Consortium for Worker Education, is offering computer courses on Long Island to meet the growing need.

CSEA is also working on plans to expand the program statewide with state AFL-CIO funding through central labor councils in six locations.

More than 1,000 members have enrolled for the Long Island classes, given at local colleges and universities. Spouses and domestic partners may also attend the classes offered days, nights and weekends in Nassau and Suffolk counties.

'Click' a big hit

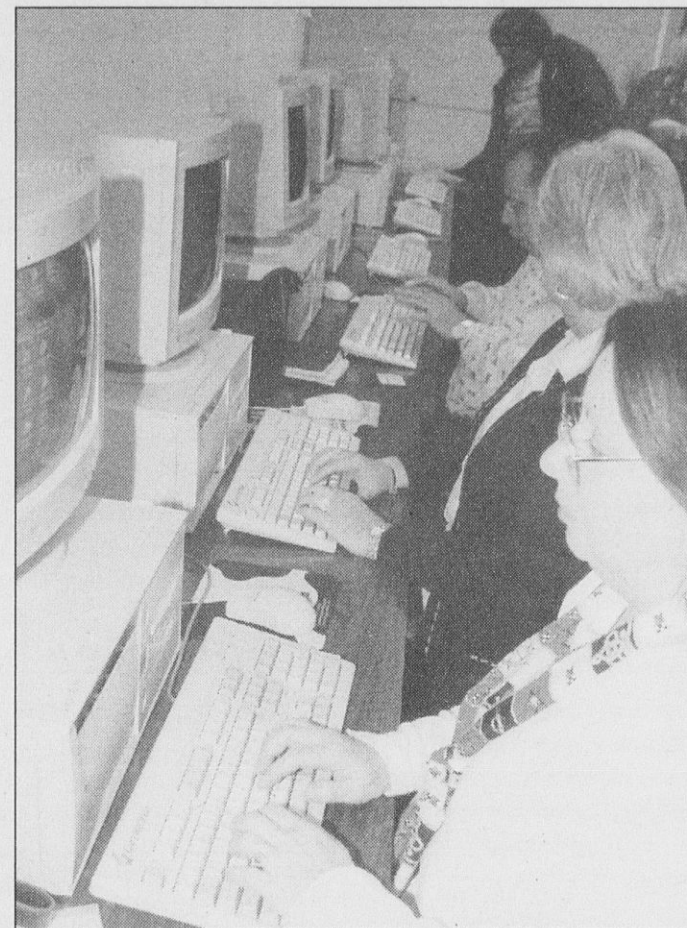
"I think it's wonderful and the teacher is great. I was afraid the class would move too fast, but it's perfect," said Patricia Chomicki, a CSEA state member for nine years, who brought her husband to the classes.

"We just got a computer at home so the timing is perfect for us. I can't believe it's free," she added.

Show me the money

CSEA Long Island Region President Nick LaMorte said he learned about the training money through the Long Island Federation of Labor, of which he is board member.

Members on Long Island should call their



CSEA Long Island Region members Linda Caputo, and Patricia and Harry Chomicki, front to back, take part in free computer training offered by CSEA.

Local or Unit presidents for more information or to register.

— Sheryl C. Jenks

VETERANS: CSEA wants to hear from you so we can better inform you of programs and benefits you may be entitled to. Please fill out the coupon below and mail to:

**CSEA
143 Washington Ave.
Albany, N.Y. 12210
Attn: Jim Corcoran**

Name: _____

Address: _____

Phone: _____

Branch of service: _____ Dates: _____

Any suggestions or interests: _____

Hempstead pact comes in early

For the first time in 27 years, union workers from the CSEA Town of Hempstead Local will see their contract settled prior to the expiration of their last pact.

The four-year contract, which goes into effect Jan. 1, 2001, calls for salary increases and has no givebacks, no contributions for medical insurance and enhances dental coverage.

"The whole strategy of this local board is to include the membership and make them feel they are a part of something. CSEA has a lot to offer and we want our members to be aware of it and use it. We set out to do a lot of internal organizing and it worked," said Local President Bill Flanagan.

The local regularly brings CSEA training, from defensive driving to computer classes, on-site, to its members.

"The Town of Hempstead Local is very progressive. CSEA is proud of the way they have turned the local around and drawn the members in," said CSEA Long Island Region President Nick LaMorte.

— Sheryl C. Jenks

CSEA wins decision for court reporters

ALBANY — In a unanimous decision, the Public Employment Relations Board has ruled that the Unified Court System (UCS) committed an improper practice by unilaterally changing the way court reporters charge private litigants for transcripts of court proceedings.

The decision, which upheld an earlier ruling by an administrative law judge, was hailed by CSEA President Danny Donohue as "an outright victory for court reporters which restores fairness to the workplace."

The Judiciary Law requires reporters to furnish transcripts to private parties or their attorneys as well as the courts.

Reporters traditionally arrange with attorneys for private litigants to pay for transcripts. But UCS implemented new rules that required reporters to use an "agreement form" which noted that litigants could insist on not paying more than \$1.38 a page for transcripts.

The action prompted the union to file an improper practice charge which it won on the grounds that the changes were mandatory subjects of negotiation.

The court system then appealed to the full PERB Board.

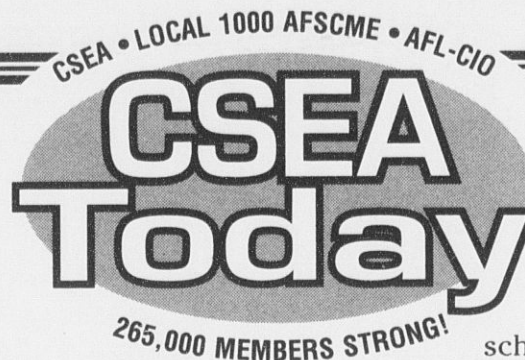
MEMORIAL AWARD WINNERS — CSEA

awarded the annual Kim Hytko and Doug Lundquist Memorial Awards during a recent staff conference. Barbara Collen, Human Resources Specialist, won the Hytko Award, and Miguel Ortiz, deputy counsel in the Legal Department, were this year's recipients. The awards honor CSEA staff who excel in their jobs and are active in their communities ...

PEOPLE PEOPLE — Patricia Metzger from CSEA Metropolitan Region was named PEOPLE Recruiter of the Year at the recent Annual Delegates Meeting. Metzger recruited 174 members in 2000. CSEA's Capital Region received the 2000 People Cup — for the third year — for recruiting 460 new PEOPLE members. Also, 20 new PEOPLE members were recruited during the convention, which also raised \$3,725 for PEOPLE. And, the PEOPLE recruiter of the month for October is Marie Prince of the Erie County Local in CSEA's Western Region. She recruited 24 new people members. PEOPLE is AFSCME's federal Political Action Program aimed at getting friends of working families elected to Congress ...

WESTERN SUFFOLK BOCES UNIT ADDS MEMBERS

— CSEA recently was successful in adding 20 cafeteria workers to the Western Suffolk BOCES Unit, which already includes 300 school aides. In doing so, CSEA fended off a challenge from another union seeking to organize the food service workers as a separate unit ... **AND MORE ON BOARD IN TOWN OF LLOYD** — CSEA recently received PERB certification to represent 23 full and part-time employees in the town of Lloyd ... **STUDENTS INSIDE ALBANY** — CSEA and the League of Women Voters are again sponsoring the Students Inside Albany Conference, in coordination with the public television program "Inside Albany." The program brings



together high school students from across the state for an opportunity to take an active role in public policy and government. CSEA is aiming for attendance from every school district CSEA represents at the April 2001 conference. For more

information, contact the League of Women Voters — or the CSEA Communications Department at 1-800-342-4146, ext. 1270 ...

DRIVEN IN SARATOGA — CSEA has won voluntary recognition from the Saratoga Springs City School District to represent 88 bus drivers who formerly belonged to Saratoga Transportation Employees Association.

Employees voted to disband the association and affiliate with CSEA because, according to bus driver Diane Matuszewski, "Our unit had grown beyond what we could manage. CSEA can offer the bus drivers an entire legal department, classes on handling grievances, and other training STEA would have to have paid for in the past" ... **CASE MANAGER OF THE YEAR** — CSEA Onondaga Local member Carol Bascom, a Psychiatric Social Worker Assistant working in the Mental Health industry for the non-profit Onondaga Case Management Agency, has been named National Case Manager of the Year by the National Association of Case Managers ...

COOKING UP SOME HELP — Although she faces an uphill battle against skin and muscle cancer, Ashley Hammond, the 11-year-old niece of CSEA Mohawk Correctional Facility Local President Rick Vellone, recently got a big boost of support from area corrections workers. CSEA-represented cooks and other workers at Mohawk and Marcy Correctional Facilities donated about 3 1/2 weeks of hard work to get food donations and then cook the meals at a community benefit held for Hammond. Vellone says that about \$6,000 was raised to help the family with current and future medical expenses, including more than \$400 raised from CSEA well-wishers on the convention floor at the recent CSEA Annual Delegates Meeting. Vellone said the family was "just overwhelmed — they were really, really grateful, they couldn't thank us enough."

The CSEA WORKERS' COMPENSATION LEGAL ASSISTANCE PROGRAM

covering Workers' Compensation and Social Security Disability

If you are injured on the job or sustain a job-related illness, CSEA's Workers' Compensation Legal Assistance Program can help you navigate the maze known as Workers' Compensation. If you become disabled, the program can help you obtain Social Security Disability benefits.

The Program Services Are Absolutely Free, And So Is The Call

- If you have a possible Workers' Compensation or Social Security Disability case, SIMPLY CALL 1-800-342-4146 TOLL-FREE and select the proper menu options. Your call will be answered by the firm of Fine, Olin and Anderman, P.C., through its statewide network of offices staffed by attorneys who specialize in Workers Compensation and Social Security Disability Law.

- Brochures describing the program in detail and intake forms to assist you in compiling correct and complete information before making the initial call will be available from CSEA Region Offices, CSEA Local and Unit Presidents and CSEA Labor Relations Specialists.

- All calls will be accepted, no cases will be turned down and there is no out-of-pocket cost to CSEA members and their dependents for the program services.

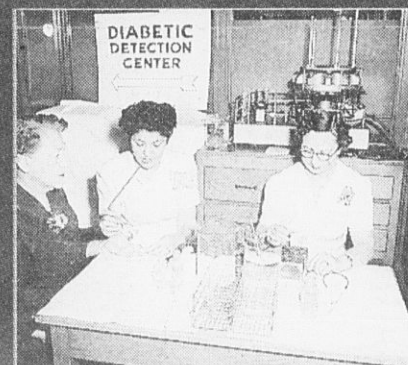
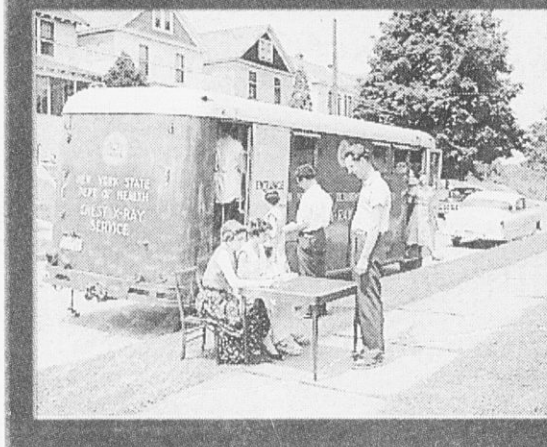
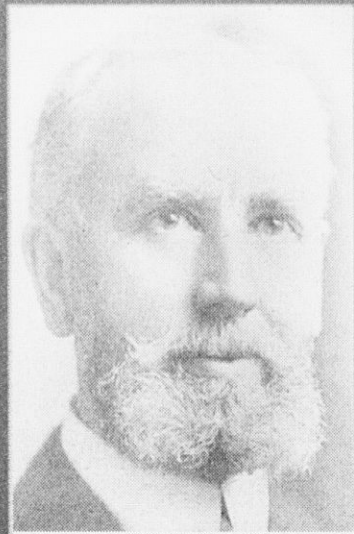
The CSEA WORKERS' COMPENSATION LEGAL ASSISTANCE PROGRAM

1-800-342-4146

**Just a reminder ...
When telephoning CSEA
Headquarters, remember:**

**THE MAIN PHONE NUMBER
IS NOW**

(518) 257-1000.



It's great to be 90!



BE SURE TO SEE THE SPECIAL 90th ANNIVERSARY INSERT IN THIS ISSUE OF THE WORK FORCE