

THE WORK FORCE

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

You truly are...

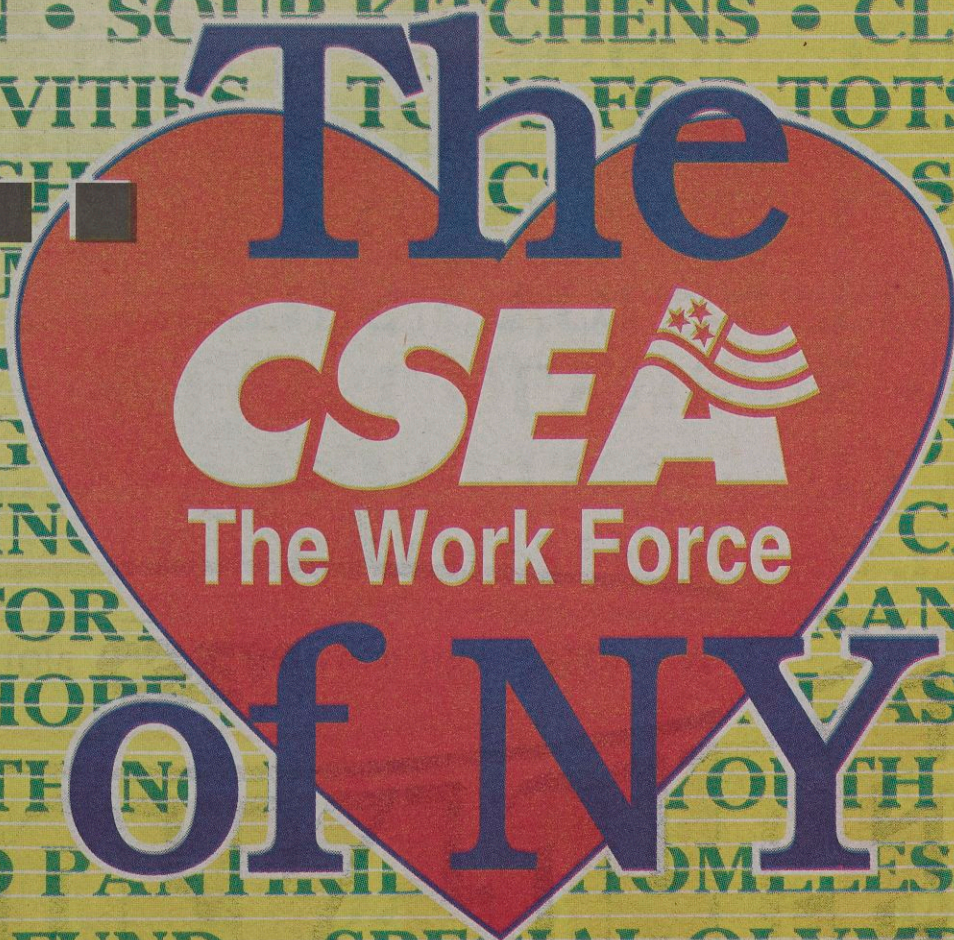


Photo of the month

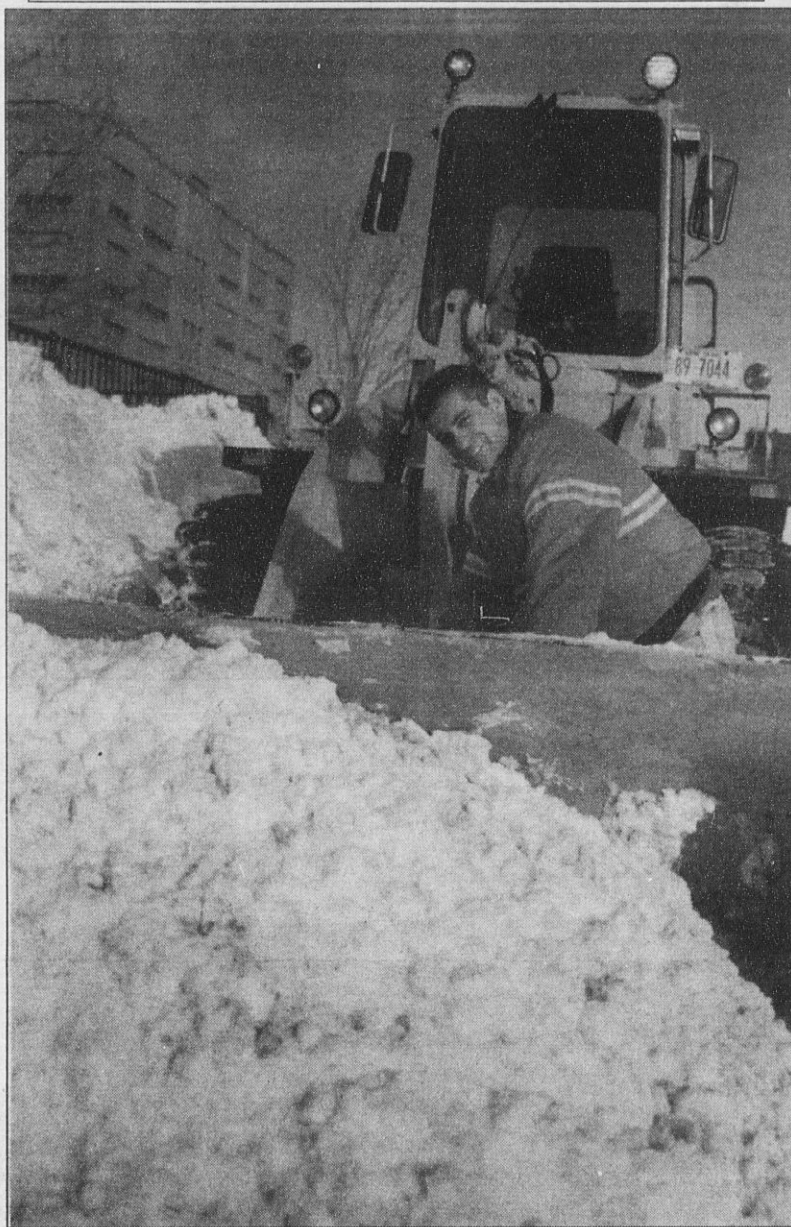


Photo by Ron Wofford

Kevin Flynn, a highway maintenance worker in the Hamburg Department of Transportation, helps clear snow. New York State has seen its fair share of winter weather in past weeks.

Custodial Unit member dies from job-related injury

CSEA member and Head Custodian Kevin McCarthy died a few days before Christmas from an infection which developed after he strained his leg muscle, separating it from the bone, while hanging a banner in front of the Elementary School.

Kevin McCarthy graduated from Bayport High School and began working for the District 27 years ago. He was a friend to the district children and PTA. The CSEA Custodial Unit was able to donate sick leave to keep McCarthy on the payroll as long as possible.

The unit was also instrumental in working with the district administration in getting a letter out to the community and starting a collection for McCarthy's wife and five children.

"Kevin McCarthy was well known in this district and he will really be missed by all of us and of course by his family and friends. The whole thing is such a shame," said CSEA Bayport Custodial Unit President Paul Giella.

SUNY U-grade bill becomes law

ALBANY — Ending what CSEA called an outrageous misuse of taxpayer funds and the public trust, Gov. George

E. Pataki recently signed into law the SUNY U-grade bill. CSEA members

have fought since the mid-'60s for this legislation which requires the State Civil Service Commission to approve the reclassification of SUNY positions from the classified to the unclassified service.

SUNY was the only state agency that was not required to submit such changes to Civil Service for review. For years CSEA attacked the university's practice of rewarding favored employees by redesignating

their classified civil service positions to unclassified, so-called professional positions, which are not

bound by civil service law or the collective bargaining agreements. In most cases,

Betty Lennon
SUNY Plattsburgh Local President

employees performed exactly the same work in the new title as they did in the previous title.

"It took away all of our promotional opportunities," said Betty Lennon, SUNY Plattsburgh Local President and staunch supporter of the legislation. "To get a promotion you had to leave the classified service and the jobs were just the same. There is very much justification for professional positions in the state university, but many of the positions were not justifiable."

"It often seemed the U-grades were a way to evade our contract to give favored individuals pay increases, new and fancy titles, and other goodies without applying merit and fitness standards," CSEA President Danny Donohue said.

"We applaud the Governor and state lawmakers for eliminating this loophole."

— Ed Molitor

Beacon Schools workers say: CSEA is their union

BEACON — Chris Kelly said his co-workers needed a "strong, vibrant union." Carl Wade said CSEA was the right union for him. Both agree that their recent affiliation with CSEA assures a brighter future for 180 of their co-workers in the Beacon City School District (Dutchess County).

Kelly, president of the newly organized unit made up of bus drivers, monitors, food service, custodians and grounds and maintenance personnel, said a majority of the employees felt that CSEA was the union for them.

Kelly said the more his co-workers met with CSEA organizers, the more impressed they were.

"Within the first two meetings, CSEA had overwhelming support," he said. "In two weeks we had almost every member signed up. It was a very active five months."

The Public Employment Relations Board granted recognition to the new unit Dec. 14.

Wade, the unit's newly elected vice president, added "We made a good move, we should go places."

CSEA members prove ...

We've got heart

As service employees it is our very nature to help wherever and whenever our help is needed. And that extends beyond our jobs into the community where our family, friends and neighbors reside.

Throughout the recent Holiday season, CSEA members and locals were involved in hundreds of community and charity projects. But that's only one part of the story. CSEA's community service activities touch the lives of thousands of individuals and families year-round.

Many of our efforts are focused on ongoing needs. Fighting disease, feeding the hungry, helping the less fortunate, comforting the sick and the elderly, and providing hope and inspiration to the mentally and physically challenged are a few of the needs CSEA serves every year. For example:

- CSEA plays an active role in the State Employees Federated Appeal, an annual fund-raising drive that helps support a broad range of charities.

- We are the backbone of local United Way campaigns across the state.

- We are involved in scores of food drives year round to feed the hungry.

- We sponsor toy collection drives to bring a smile to children during the holidays.

- We raise funds for the New York State Special Olympics so that even our most severely challenged athletes may know the thrill of competition.

- We sponsor and take part in events such as the Race for the Cure, Making Strides Against Cancer Walk and March of Dimes Walkathon to raise funds for research in the fight against disease.

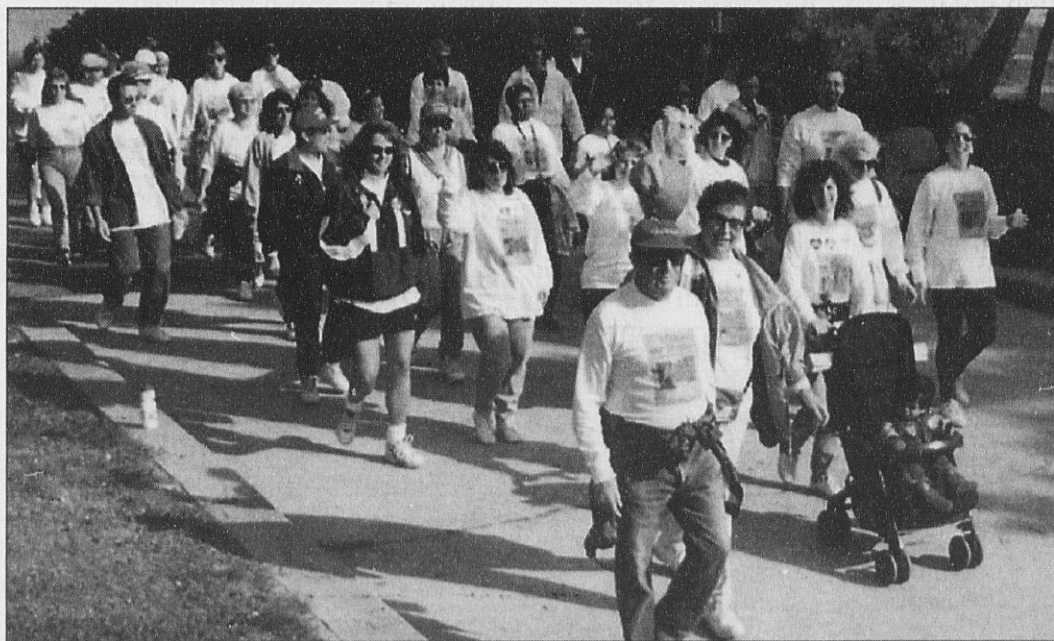
But perhaps no activity is more poignant than the Children of Hope Infant Burial Association in Long Island. The group, organized by CSEA member Tim Jaccard, provides a proper burial for children abandoned at birth and found by police officers in trash containers or plastic bags. To date, eight infants have been buried and given in death a dignity that they did not have in life.

Aside from our ongoing activities, CSEA is always prepared to spring into action when the unexpected occurs. When tragedy strikes, CSEA responds. When the Great Ice Storm of 1998 hit our neighbors in the North Country and, later, when fierce tornadoes ripped through neighborhoods in Onondaga, Saratoga and Rensselaer counties, CSEA members not only donated food, clothing and money, they donated their time and energies helping to clean debris, remove fallen trees, and rebuild these devastated communities.

Whether collecting food, raising funds, or providing volunteers, CSEA efforts make a difference. When help is needed, you are there.

— Ed Molitor

— See "In Touch with the WORK FORCE" on page 4.



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In Touch with the

WORK FORCE

CSEA President Danny Donohue



“Overwhelming” is the only way to describe the generosity of CSEA members.

The reality of your kindness and selflessness really came into focus for me during the recent Holiday season. Every day it seemed I heard about a different food or toy drive or other community service project organized by CSEA members.

Take a look at the story on page three of this edition and it is very clear that your charity at Holiday time is only representative of what you do all year long. CSEA can't even begin to note all that you do in so many different ways in every part of the state.

CSEA has long been proud to point out the quality and commitment that all of you bring to your jobs every day — dedication that contributes immensely to the quality of life in New York. It is just as important to recognize that your concern for people and your communities doesn't end with your workday. That also is an invaluable part of making New York a better place to live.

Nobody, not even you, should take what you and your CSEA brothers and sisters do for granted. Let me say thank you to all of you for your hard work, compassion and sacrifice.

Let me also encourage you to keep caring and keep giving. Your efforts really do make a difference in the lives of real people.

You really are the heart of New York and I am so very proud to represent you.

Danny

Probation officer a blessing for disabled Mt. Vernon cop

CSEA REPRESENTS
**Corrections
 and Law
 Enforcement**
 15,000 WORKERS IN THIS INDUSTRY

MT. VERNON — An injured Mt. Vernon police officer is back on the job thanks to a Westchester County Probation Officer.

Police Officer Leary Johnston and his partner were on patrol on Oct. 30, 1993 when they spotted a gang member sought in an assault on an officer the previous night.

But the assailant pulled a gun and fired, hitting Johnston in the head and his partner in the leg. Johnston, critically injured, was not expected to live. Incredibly, Johnston survived, but was told he would never work again.

He eventually proved his doctors wrong.

Meanwhile the gunman turned himself in, and Westchester County Probation Officer Keoni May was assigned to the assailant's pre-sentencing report.

Coincidentally, May was shot at by gang members in a separate incident the same day Johnston was shot. May escaped with a flat tire.

Johnston came home after nearly two months in the hospital and nine months in a rehabilitation center.

Although he was undergoing therapy with the Police Department's contracted health care company, his made frustratingly slow progress.

May, a decorated Vietnam War vet who wears a prosthetic leg, knew what Johnston was feeling and offered help.

"I am disabled," May said. "I had to do a lot of rehabilitation myself. I realized what Leary's problems were and I knew that weight training would help him."

"I felt that anything that would help my progress would be great," said Johnston, who was paralyzed on his right side.

May was an inspiration for Johnston, said Mt. Vernon Police Capt. Richard Duncan.

"Keoni is handicapped, but he managed to surmount that.

I thought he would interact

positively with Leary. Keoni had insight into remedial things. He would come to headquarters and work with Leary in the gym a couple of hours day." May worked with Johnston for nearly three years and the two became friends. Now a detective and married, Johnston says May is a blessing.

"God always knows when to put someone into your life to bring you to the next level," he said.

"Keoni was a godsend," said Duncan. "Even though it had nothing to do with his job, his work with Leary was strictly a personal commitment. He's quite a remarkable man."

May is modest about his part in Johnston's recovery.

"I knew about Leary by reputation; he was a tough street cop," he said. "I had some time to kill and I saw he needed help. No one else stepped forward."

— Anita Manley



Mt. Vernon Police Officer Leary Johnston shows his form on a punching bag while Westchester County Probation Officer Keoni May spots him. Below at right, Johnston and May. The two became friends after May offered to help Johnston recover from a gunshot wound.

Job not without risks

WHITE PLAINS — Probation officers' jobs are not without risk. In Keoni May's case, his work brought him into the middle of gang warfare in Mt. Vernon.

Gang members unhappy with May's interest in them left a dead chicken in his car one day. The chicken was meant as a sign of a voodoo curse, and a threat to May's well being.

The danger became more apparent on Oct. 30, 1993, when gunmen shot at May's car. Fortunately, the only casualty was a tire.

May is one of a few probation officers with extensive experience in law enforcement. A former Correctional Officer in Hawaii, he has also worked as an Emergency Medical Technician, an Organized Crime Investigator, a District Court Clerk and is a New York State Probation Officers Association Defensive Tactics instructor.

In addition, he taught basic investigations at Westchester Community College. He has also published papers on Hawaii's correctional system.

LPNs, facing crossroads, eye alternatives

BUFFALO – After nearly 20 years as a licensed practical nurse at Buffalo Psychiatric Center, Gwen Jackson says the sun is setting on her job title.

“LPNs are not being replaced as they leave,” said Jackson. “And the job title only exists here mainly on the medical-geriatric wards, which themselves have shrunk from five down to the present two. I think there is one LPN in central service and in the specimen lab.”

The LPN decline in geriatric wards mirrors reductions throughout the facility and the entire state Office of Mental Health system.

OMH is reducing its patient population by discharging patients.

Jackson also serves her CSEA local as executive vice president, and sees herself owning her own business when she leaves nursing.

“We’re able to provide quality care for the long-term, elderly mentally ill, but for how long, who knows?,” Jackson said.

“This ward stays close to full, but the overall patient population keeps falling.”

LPNs generally provide a caring

presence.

Their duties include issuing medication and injections, feeding or supervising meals, getting patients to day programs or activities, overseeing personal hygiene, and conferring with registered nurses and doctors as needed.

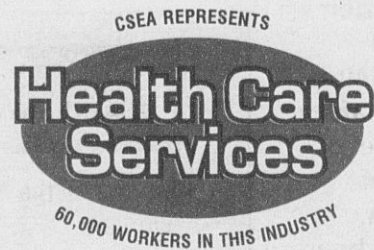
“Our patients seem to be getting older and more frail,” observed Jackson, inspired as a child to become a nurse by her

grandmother, also a nurse.

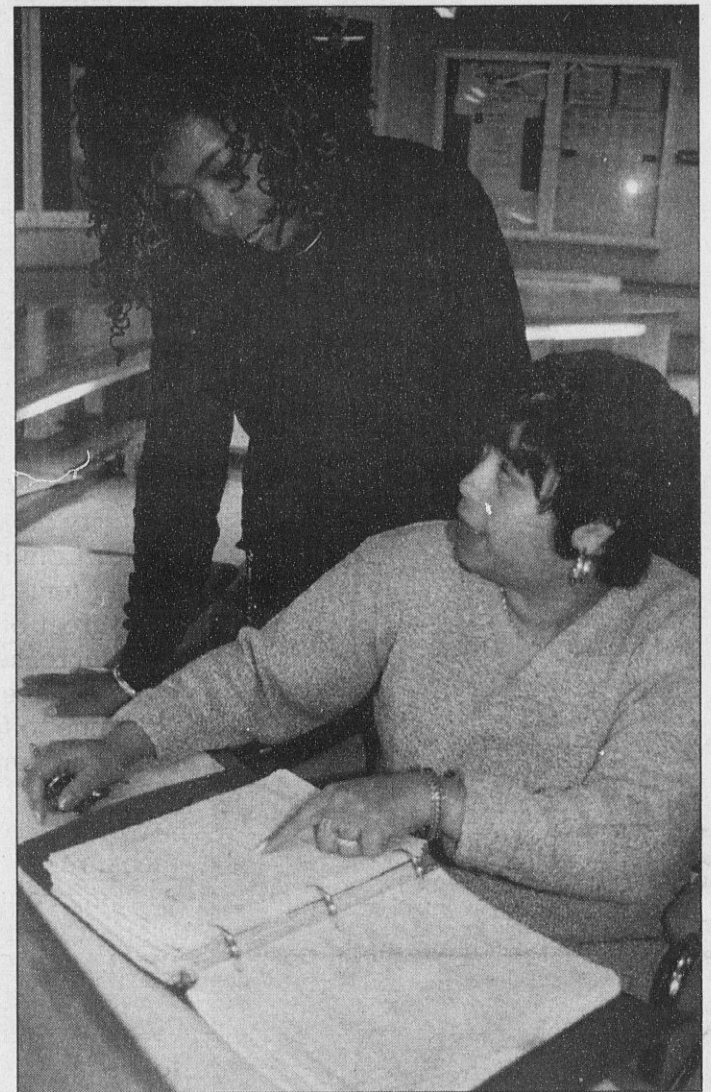
“You feel burned out sometimes, but you also get a lot of satisfaction out of helping someone in need,” she said.

“I also like being active in my union, to help safeguard members’ job rights. But I’m concerned that patients in need will soon be unable to receive the services that we provide at BPC right now.”

– Ron Wofford



At right, Buffalo Psychiatric Center LPNs Rosetta Williams and Gwen Jackson at work. Jackson wonders what the future holds for LPNs.



CSEA urges responsible mental health policies

Even before the highly publicized deaths of two women, allegedly at the hands of patients who had sought treatment in state mental health facilities, CSEA urged the state to provide greater accountability and coordination in its mental health policies.

Now, CSEA is calling for “Kendra’s Law,” in remembrance of Kendra Webdale who recently was thrown to her death in front of a New York City subway train, allegedly by a mental patient.

CSEA Metropolitan Region President George Boncoraglio criticized “state policies that rush patients out of state psychiatric centers” and the lack of follow-up and after-care.

In recent testimony before a New York City Council Mental Health subcommittee.

Earlier, CSEA testified on a pilot project involving involuntary treatment of outpatients conducted at Bellevue Hospital in New York City.

“It’s all well and good to talk about tightening the requirements of outpatient treatment programs, but the real problem is the wholesale dumping of seriously mentally ill individuals from state psychiatric centers,” CSEA President Danny Donohue said in a statement about a pilot project involving involuntary treatment of outpatients conducted at Bellevue Hospital in New York City.

Since Donohue’s testimony, the need for increased accountability became apparent in Webdale’s death and that of Judi Scanlon, an intensive case manager-nurse for the Buffalo Psychiatric Center who was beaten to death, allegedly by a client.

“The increasing need for involuntary outpatient treatment can be traced directly to state Office of Mental Health policies,” Donohue said. “It’s a shame the media only shine a spotlight on these issues when something tragic occurs. Our members deal

with these concerns daily,” Donohue said.

CSEA represents about 9,400 workers in the state mental health system and a total of 60,000 health case workers statewide.

Kendra’s Law would mandate OMH to administer the existing section of the State Mental Hygiene Law that provides for “conditional releases” of patients based on compliance with their treatment plan.

CSEA believes the state must stop downsizing psychiatric centers now and ensure adequate staffing and treatment. The union also believes the state must ensure the development of outpatient services and supervised community residences for mentally ill individuals.

The March *Work Force* will offer firsthand accounts from our members in state psychiatric centers, offering their views on these critical issues.

Ulster County's security draws statewide attention

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

Editor's note: Work site security remains a top CSEA priority on a statewide basis. The following story demonstrates the importance of the issue and the impact that can be made locally.

KINGSTON — Ulster County Mental Health Counselor Susan Jaman recalled the day she requested security guards to be present while she met with a client.

"The situation was escalating. The client calmed down with the presence of the guard," she said, adding that beefed up security measures in Ulster County mean she no longer feels alone if there is a threat of violence.

"It increases your comfort level," she said. "It's nice to feel that there is backup and you're not it."

Workplace security measures mean safer working conditions for Ulster County workers thanks to a CSEA and labor management initiative.

County officials began to focus on safety measures following the murder of four Schuyler County Department of Social Services employees in 1992, and in response to concerns by Ulster County Social Services workers, said Ulster County Unit President Debbie DeCicco.

Unit activists, including

Local President Sandra Reynolds, working with Department of Social Services administrators and the CSEA Safety and Health Department, convinced county officials to implement tough security measures including hiring security guards and using metal detectors at the DSS main entrance.

Ulster County has become a model for other agencies throughout the state and workers from other counties have come to Ulster to tour worksites with security measures.

"In terms of the whole issue of security," she said, "it reflects positively on the county that they recognized the problems and were willing to work with the union to develop the countywide policy in the first place."

County lawmakers also approved a resolution on May 14 establishing Worksite Safety and Security Committees. The panels developed a Workplace Security Policies and Procedures manual. The legislation also established worksite teams in every building in the county. The teams plan, implement and monitor security

programs in their worksites.

Among the sites with serious safety issues was the Department of Mental Health.

"There had been some incidents," said Marshall Beckman, department deputy director for administration. "We are dealing with people who are unstable. Most of our clients don't want to be here."

More security measures are in place. Security guards are posted on each floor, and magnetic swipe cards are required to enter certain building areas. Surveillance cameras guard all building entrances. Clients are escorted to their appointments and visitors must obtain passes. Clinicians are equipped with panic buttons to summon guards or co-workers if a client becomes disruptive or violent.

An alarm can also alert the Police Department.

As a result, workers say they feel more secure.

"I felt very vulnerable," said Secretary Diane Kilpatrick, who worked at the reception desk. "Now the reception desk is enclosed. It's much safer now."

Jim O'Leary, a program supervisor who works with clients with drug and alcohol problems, said he deals with difficult people on a daily basis. O'Leary's schedule also includes working some nights and he's grateful for the surveillance cameras and the security guards.

"The clients see the extra level of security and they say they feel safe," he said. "It sets up a more comfortable environment."

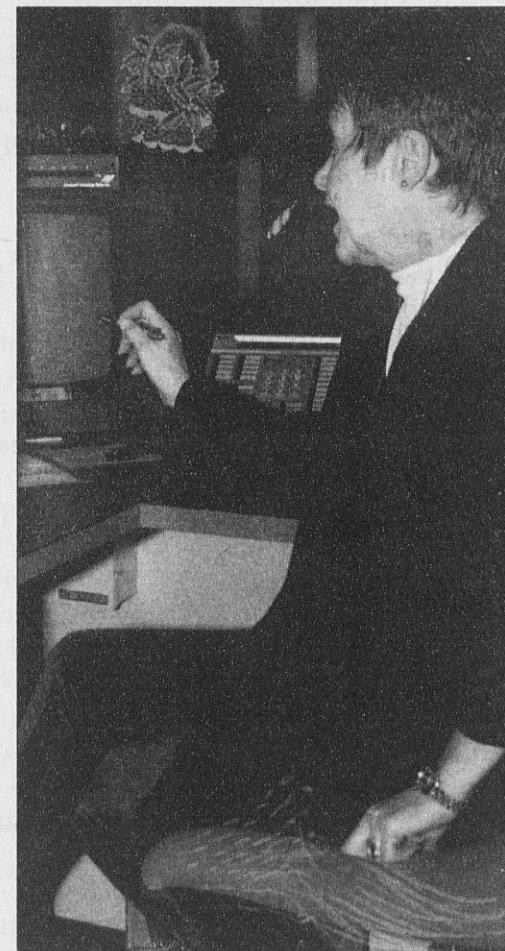
— Anita Manley

WORK FORCE FACTS

- Murder is the No. 2 killer of American workers.
- Women face the biggest threat of on-the-job slayings.
- CSEA continues to support legislation to increase work site security statewide..



Psychiatric Social Worker Elizabeth Schumacher "swipes" her card to get into her office.



Receptionist Teddy Bonomo monitors the security cameras at the Ulster County Department of Mental Health.

CSEA REPRESENTS

**Waste
Management,
&
Infrastructures**

30,000 WORKERS IN THIS INDUSTRY

New York State recognized CSEA members in the state Department of Labor for their quick thinking and hard work in helping North Country communities after last winter's ice storm.

The state Department of Labor received the 1998 Work Force Champions Award from the Governor's Office of Employee Relations for its help in storm recovery.

The fete comes for the round-the-clock efforts helping more than 100 North Country communities cope with storm damage.

CSEA members working in the Department of Labor created CREW – the Crisis Response Emergency Worker Project, training 850 temporary workers who staffed shelters, emergency centers, and food pantries, and assisted state and municipal transportation crews in cutting and clearing thousands of

Snow University helps keep members up to speed on latest snow removal technology

State Department of Transportation workers and other CSEA members recently went back to school.

The parchments weren't bestowed for purely academic purposes, however, the lessons did involve higher learning.

Many members across the state attended the Snow University, a training sessions for plow drivers that awards "associate degrees of snow and ice control."

Hundreds of DOT workers participated, learning about new technology and brushing up on areas such as hydraulics, tire, rim and chain care, snowblowing, and computer operation.

Snow University's popularity extends beyond state boundaries, and this year attracted participants from as far away as Maine.

"We are here because we are in the early stages of starting a program like this," Berry Charmichael of Maine told *The Record* of Troy. "We understand New York is one of the leaders in the United States for snow and ice control."

New York's Department of Transportation is halfway through a program to equip 1,300 large dumptrucks with computers. The black boxes will be used to control salt and sand spreaders.

A job well done



Above, Watertown DPW workers repair a road damaged by ice and flooding after the January 1998 ice storm. At right, a highway worker removes tree limbs.



downed trees and acres of frozen, ice encrusted brush as well as removing built-up ice and snow from hundreds of miles of highways, city streets, and roads.

"It's really nice to see our members receive recognition for their hard work and long hours during this crisis. In many cases, they were the first in and the last out," said CSEA Capital Region President Carmen Bagnoli.

Report advises workers to reduce stress on the job

Job insecurity, overwhelming workloads and conflicting job responsibilities are stressing people out and posing a "threat to the health of workers," says a new report, *Stress ... At Work*, by the National Institute for Occupational Safety and Health.

Job stress has been linked to heart disease, depression, cancer and "burnout." The report advises employers to reduce on-the-job stress by clearly defining workers' roles and responsibilities, designing more stimulating and meaningful jobs and giving workers more authority to make decisions about their jobs.

The report is available by visiting <http://www.cdc.gov/niosh.stresswk.html> or by calling (800) 35-NIOSH.

Across the state, members deal with ...

School Unit contract snags

CSEA members in school districts across the state can find themselves in years-long contract negotiations and sometimes wondering whether the light at the end of the tunnel is a train headed their way.

But many members in these fights say the job still comes first, while some members who have finally settled their contracts say the wait was worth it, and offer their advice for coping with what can seem like an endless process.

Non-school workers in similar situations no doubt will find the stories similar.

"You have to have support from your membership ... that's the key," said CSEA Salmon River Central Schools Unit President Ann Jock.

Support from her members sustained Jock and their negotiating team through a drawn-out contract struggle lasting three years for the Central Region school district in Fort Covington. A PERB-appointed factfinder and visible solidarity helped bring ratification for more than 100 educational support personnel in October, out since July 1996. Jock said the contract was worth the wait.

"We feel that by sticking together, we were able to get several improvements, including getting retiree health insurance for individuals and family coverage 100 percent paid for, getting binding arbitration for all grievances, and getting retroactive wage

increases, including increments," she said. "We were also able to get our departments spelled out in our contract,

so that people officially know where they work, which was never done before. That's a big improvement," she added.

Jock said visible solidarity of

informational picketing outside school board meetings helped.

"We did picketing at the bi-weekly board meetings

and several times we had a good number of people there. That showed the Board of Education that we were serious in what our wants and needs were and we were willing to stick it out."

To others going through the process, she has this advice:

"Stick to it. Stand in there and stick to what you want, because in the end, it's for the best. They try to wear you down, but if you stick to what you believe in, and you have the support from your members, you come out ahead."

In the Capital Region, the 140-member Ichabod Crane Central School District unit's fight with the Board of Education is in its third year.

The school board demands members agree to major health insurance changes, affecting active and retired members.

"I wake up at 4 a.m. and worry about my members and their families," said Sherrill Phillips, CSEA Ichabod Crane Unit president.

"But by the time I get to the bus garage my members are building up my spirits, still standing 100 percent behind their negotiating team and their leadership."

CSEA member Doris Gibson, who has been with ICC as a bus driver for 13 years said it simply: "My health benefits are

money in my pocket. I love my job; I love driving a school bus and I learned how to deal with children as my own were growing up. And this

job provides my family with benefits my husband's employer doesn't provide: health insurance and a pension. I'm here for the long haul."

CSEA REPRESENTS

**Education
Support
Services**

55,000 WORKERS IN THIS INDUSTRY



Meanwhile, members continue to conduct food drives and support efforts to make their community a better place.

On Long Island, contracts take longer to get and are tougher to secure, but CSEA members have hung tough.

In the Glen Cove School District Custodial Unit, CSEA Labor Relations Specialist Stephanie Teff commends the outgoing and new unit presidents for working well together and keeping the negotiating committee unified.

After nine months of negotiations the unit ratified a four-year pact which includes raises each year, a dental plan and increases in night differential and longevity. "The most important thing about this contract is that we had no givebacks. The district wanted us to pay 20% of our health insurance and we stood firm. The clerical unit which is not CSEA said yes and administrators said yes but CSEA said no. We held out and we won the battle," said former Unit President Frank Bouza.

Shown on this page are Eden Schools workers. The 90-member unit of the CSEA Erie Education Local has been working without a contract for more than a year.

The unit is fighting an initiative that would take away employment seniority rights for vacant job openings.

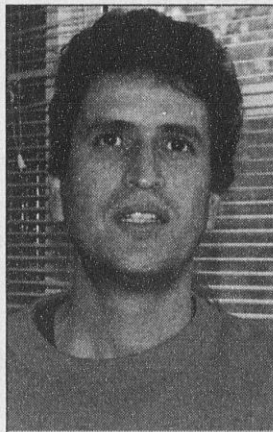
The negotiation impasse comes amid a voluntary drive by the schools employees to raise \$4,000 to buy books for the schools' libraries, through sales of an employees-published cook book.

CSEA Communications Associates Dan Campbell, Sheryl Jenks, Mark Kotzin and Ron Wofford contributed to this report. Campbell and Wofford also provided photos.

INSIDE THE WORK FORCE

Home is where the heart is

(Jose Torres began work in an office of Mental Retardation and Developmental Disabilities (OMRDD) community residence in Blue Point on Long Island six years ago. He has been a longtime CSEA shop steward as well. This is his story as told to Communications Associate Sheryl Jenks.)



Jose Torres

BLUE POINT — “I like the work I do. It’s total care. The consumers have personalities. They are dependent on you. When you come through the door they give you a hug,” said CSEA member Jose Torres.

“My guys are from age 37 to 64. They function at about a 3-year-old level. There are five of them and none are verbal beyond a few words. You have to learn their behavior and

know them well because if they have a toothache or a stomach ache, you need to know,” Torres said as he put clothing into one of the consumer’s dresser drawers.

“Continuity is very important to them because we are like their family.”

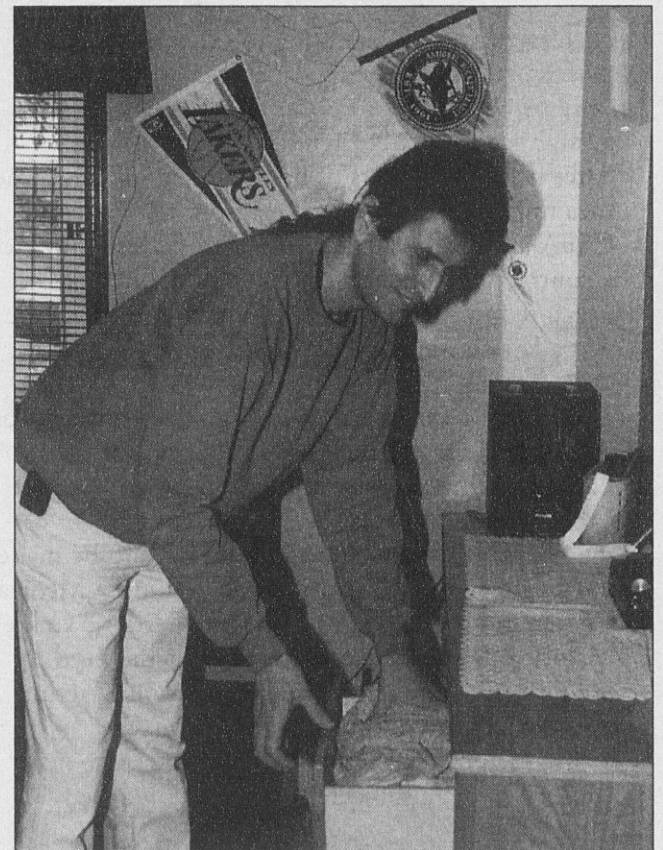
“We have low staff turnover and that means continuity of care which is so very important in maintaining a positive environment for the clients. The transition to new staff is hard on the consumers. They take it very hard. Continuity is very important to them because we are like their family,” said Torres.

“This is their home. We make sure the rooms are painted nicely. Their rooms are decorated to show their personalities. We take pride in making it a good environment.

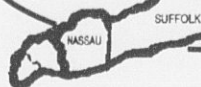
“At this house the employees are a team. We do everything for our consumers. We get them up and bathed and dressed. We see them off to clinics. We attend programs and clinics with them. We talk to the doctors and psychiatrists about their treatment plan.

“We make their beds and clean the house and make their meals. We do the laundry and give out medication, do food and clothing shopping, get them haircuts and of course do the paperwork.

“We are literally like their parents. Their family,” Torres said with a smile.



Torres puts clothing in one of the “guys” dressers.



APPREAS



*A Message From
Nassau County Local 830 President Anthony Giustino*

Twists, Turns, Frustration Mark Contract Talks

I have used this column many times to discuss our contract negotiations with the county. I will do so again this time, but only to give you some insight as to the twists and turns and pitfalls that have impeded the process and have frustrated both our bargaining team in general and me in particular as your president.

Meetings too numerous to count anymore have been held. There have been strategy meetings with just our committee present. There have been meetings with the mediator. And there have been face to face meetings with the county's bargaining team. There simply are not enough superlatives to characterize the outstanding job that has been performed to date by the CSEA team.

Our meetings produced results. You should be aware that a tentative agreement had been reached. After nearly two years of hard bargaining and some meaningful recommendations from the mediator, CSEA and County Executive Tom Gulotta produced a contract document which we felt could be presented to the membership for a vote. We felt it was a fair contract which would serve our people well.

But wait a minute. Not so fast! The contract was then submitted for the needed approval of the Nassau County Legislature. The Legislature said "no!" They said it was OK for current CSEA members, but that changes would have to be made for future employees at the Nassau County Medical Center and the A. Holly Patterson Geriatric Center. Majority Leader Bruce Blakeman felt the need to hold a news conference and ceremoniously return the contract to Gulotta and the union. He proclaimed to the media that he wanted the new employees to be subjected to severely reduced benefits.

I have steadfastly tried to keep this bargaining process where it belongs; on the bargaining table. I have consistently told reporters that I would not negotiate this contract in the newspapers or on TV. I feel that is an inflammatory approach that is both counterproductive and an impediment to finding common ground.

With one exception, my comment to the press has been, "No comment." I told one reporter that it was my considered opinion that the quality of the NCMC and the AHPGC staffs would be seriously compromised with the enactment of deep cuts in benefits for future employees. Without quality people, both facilities would find it increasingly difficult to compete in today's healthcare market.

I will continue to keep our members posted as to the progress of all future talks. Because of the early deadline for this newspaper, I hope a breakthrough may have already occurred by the time you receive your issue. If you wish more current information, I ask that you continue to call the CSEA office at 571-2919 for any day-to-day progress that may occur.

The governmental process in Nassau County has changed substantially since the advent three years ago of the Legislature. Without characterizing such change as either good or bad, I must say that it has, at the very least, complicated the process of bargaining for a public employee contract.

Yours in solidarity

Tony Giustino, President
Nassau County Local 830

Contract Negotiations Info Available at CSEA Office

As contract negotiations enter the home stretch, CSEA members can get progress updates by calling the Nassau Local 830 office at 571-2919 Monday through Friday from 8 a.m. to 6 p.m. In addition, members may speak directly with their respective unit presidents, all of whom are members of the CSEA negotiations team. There is no news blackout on the current contract talks. Information will be made available upon request.

Because of the early deadline for this newspaper, and because contract talks are ongoing, it is often impossible to give a timely update on negotiations status on these pages. For that reason, we are urging members to keep abreast of the talks by following the above advice, by reading the latest CSEA bulletins, by attending the "President's Forum" worksite meetings and by listening to updates on our radio program, "CSEA in Focus," Thursdays at 7 p.m. and Saturdays at 8:30 a.m. on WGBB, 1240 AM.



Negotiations

The Nassau County Local Bargaining Team works into the night in an effort to reach an agreement with Nassau County on the terms of a new contract. At the head of the table are, from left, President Tony Giustino, Executive Vice President Jane D'Amico, Treasurer Kathy Vitan and Long Island Region President Nick LaMorte.

The
Work Force

CSEA Nassau County Local 830

EXPRESS

February 1999 • Vol. 4 No. 2

A Monthly Publication of CSEA Nassau County Local 830
ANTHONY P. GIUSTINO, PresidentTony Panzarella, Editor
(516) 571-2919 Ext. 15

Ronald G. Gurrieri, Chair, Communications Committee

Sheryl C. Jenks, Communications Associate
CSEA Long Island Region Office, (516) 462-0030**NASSAU LOCAL 830****Executive Officers:**Jane D'Amico, Executive Vice President
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Ken Dash, Administrative Unit
James Davis, Assessment Department
Mary Delmare, School Crossing Guards
Les Eason, A. Holly Patterson Geriatric Center
Bobbi Eisgrau, County Clerk
Cynthia Hancock, Nassau Community College
Nancy Ianson, Office of Drug & Alcohol
Frank Debobes, Police Department AMTs
Barbara Jones, Department of General Services
Eileen Jones, District Attorney/County Attorney
Louis Minghinelli, Health Department
Lillian Neumar, Police Department Civilian
Richard Russ, Department of Consumer Affairs
Larry Schnurr, Deputy Sheriffs
Paul Simon, Fire & Rescue Services
Martin Stamile, Department of Public Works
Michael Timmons, Social Services Department
George Walsh, Nassau County Medical Center
Joseph Whittaker, Fire Marshal's Office
Peter Wrba, ProbationWe welcome reader suggestions: Please address
your comments to Tony Panzarella, Editor, Nassau
County EXPRESS at CSEA Nassau Co. Local 830,
400 County Seat Dr., Mineola, NY 11501-4137.

CSEA Scholarship Booklet Available to Members

If you have a child in college or one who will soon be heading there, CSEA has a booklet for you. The publication outlines all the scholarships available to CSEA members and their families through the union, including national, statewide and local awards. It lists the amount of the scholarships, eligibility requirements, acceptance criteria, filing deadlines and where to write for applications.

The booklet can be picked up at the CSEA office, 400 County Seat Drive, Mineola — south wing, lower level — weekdays during regular business hours. For more information, call 571-2919.

LEGAL UPDATE

When Is a Termination Not a Termination?



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

Under Section 10 of the CSEA Nassau County Local 830 Collective Bargaining Agreement, the county has the right to discipline employees for misconduct or incompetence. The penalties that can be imposed range from a reprimand to termination. In the past, the county has engaged in a practice of suspending an employee who has been arrested and then, once the criminal matter is over, either terminating the employee or reinstating the employee, depending on the outcome of the criminal matter.

Recently, I handled a case of an employee who was suspended indefinitely pending the outcome of his criminal case. It took more than three years for the criminal matter to be resolved and during this time, the county refused to arbitrate the suspension. When the criminal charges against the employee were dropped by the district attorney, the county terminated the employee rather than returning the employee to work. CSEA took the case to arbitration and a full hearing was held on the alleged "criminal conduct" of the employee.

At the arbitration, I proved the county's witnesses were unreliable and that their testimony

was incredible. As a result, the arbitrator held the county had not established the majority of the charges (including all of the "criminal charges") against the employee. The employee was ordered reinstated to his prior position and awarded three years of back pay plus the overtime he would have earned but for the suspension and termination.

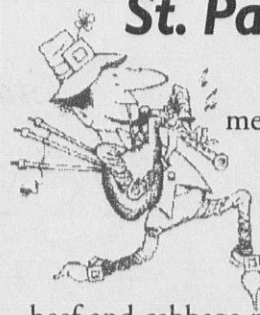
The arbitrator was particularly critical of the county's delay in taking this case to arbitration and in leaving the employee in a void for this extended period, especially after the district attorney had dropped the charges against the employee.

... if you are in the right, and even if it seems that it will take years to resolve the case, your union will stand by you.

The lesson to be learned is that if you are in the right, and even if it seems that it will take years to resolve the case, your union will stand by you. When criminal charges are involved in the discipline, expect delays in getting to arbitration; however, once the arbitration is held, you will be made whole if the county cannot prove you engaged in misconduct or incompetence.

So if you find yourself served with an indefinite suspension, make every effort to get your evidence together immediately because it will take time to go to arbitration.

St. Patrick's Day Luncheon Set for March 13



An afternoon of festive Irish music and entertainment and a traditional Irish meal will highlight the Unity Committee's Third Annual Irish Cultural St. Patrick's Day Luncheon, set this year for Saturday, March 13th, from 12:30 to 4:30 p.m. at the Coral House in Baldwin.

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

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

Tickets and additional information may be obtained by calling Barbara Jones at 571-6680 or Juanita McKinnies at 378-2790.

Comptroller Parola: "Layoffs Not an Option"

"Layoffs are not an option."

Nassau County Comptroller Fred Parola, who oversees the county's financial affairs, made this statement on two separate occasions, including at the county's recent budget hearings.

"A comprehensive review painted a picture less than wonderful with our budget situation. However, to my mind, layoffs were not a viable approach," Parola told *The Express*.

According to Parola, the county has yet to recover from the layoffs of 1992.

"Layoffs save no money. Layoffs actually cost money when you factor in all the costs, such as severance, associated with this type of strategy. It's a lose-lose situation, plus it hurts our own people," Parola said.

In another matter, Parola blasted the

"horrendous working conditions" of CSEA members who work at the Records Retention Center in Hempstead. Parola responded to the situation after being advised of major problems at the facility by CSEA Nassau County Local President Tony Giustino and County Clerk Karen Murphy.

"I am outraged that the landlord has failed to provide the most basic health and safety standards for the county employees who work at the center," Parola said at a press conference, displaying photographs of rodent droppings, stagnant water and moldy county documents.

Parola said he would withhold the rent (\$315,000 a year) until the landlord addresses the problems, which also include possible asbestos contamination, fire violations and flaking lead-based paint.

NCC Now Offering Single Parents Program

CSEA members who are single parents can take advantage of Nassau Community College's new "Empowerment Network for Single Parents." The program is presented by the college's AIMS program and funded through a grant from the Carl D. Perkins Vocational and Applied Technology Act of 1990.

The free program is open to students and community residents and meets Thursdays from 12:30-1:45 p.m. in South Hall — Room 101.

Persons wishing additional information can call 572-7436.

The program covers a wide range of topics of concern to single parents and features frequent guest speakers.



Intrepid Chairman

CSEA member Dave Marsden, a mechanic for the Department of Public Works, has been named New York State Chapter Representatives Chairman for the USS Intrepid Association, a national organization of former crew members of the Intrepid and other aircraft carriers. Marsden is shown here in front of a display of aircraft that were assigned to the Intrepid. Marsden, who also worked at one time for Grumman, is an active member and past historian of American Legion Post 336 and runs cancer cessation programs for the American Cancer Society. He and his wife, Dolores, live in Glen Head. The Intrepid is now permanently berthed on Manhattan's west side and serves as a sea, air and space museum.

CSEA/County Blood Drives For February 1999

<u>DATE</u>	<u>FOR EMPLOYEES OF</u>	<u>LOCATION</u>
Feb. 3 & 4	240 Old Country Road	NCMC
Feb. 11	A. Holly Patterson	AHPGC
Feb. 24 & 25	Public Works Dept.	NCMC

CSEA has negotiated for members one day off for each two blood donations, up to a maximum of three days a year. On blood drive days, donations are made without loss of entitlements.

Stay Informed. Tune in to

"CSEA in Focus"

**Thursdays at 7 p.m.
repeated Saturdays at 8:30 a.m. on
WGGB, 1240 AM**

*Sponsors of the show are
Caplin/Goldberg Dental Group and Davis Vision*



FAMILY MEDICAL LEAVE ACT Workshop

*Sponsored by Local 830
Education and Women's Committees*

Thursday, March 11, 1999 - 5:30 p.m.
400 County Seat Drive, Mineola
South Wing-Lower Level

LEARN ABOUT YOUR RIGHTS UNDER THE FMLA

PRESENTED BY:

Barbara Skelly-Shepard
CSEA Labor Relations Associate

TOPICS TO BE COVERED:

- When am I eligible for leave?
- When must I notify my employer?
- What information do they need?
 - What relatives qualify?
 - What leave time may I use?
- What Happens to my health benefits?
 - How much leave am I entitled to?
 - How may I use my FMLA leave?

REFRESHMENTS WILL BE SERVED

Please fill out the reservation form below and return to:
CSEA NASSAU LOCAL 830, 400 County Seat Drive, Mineola, NY 11501

NAME _____

CSEA UNIT _____ PHONE _____

LIMITED RESERVATIONS/ CALL JUDY OR JEWEL - 571-2919

Family & Medical Leave Act Is Subject of March 11 Workshop

Do you know what your rights are under the Family and Medical Leave Act (FMLA) of 1993? If you have a child who needs your personal care on a daily basis or a parent whose poor health may require your constant help, it may be to your benefit to find out.

To help you sort through the many provisions of the FMLA, the Nassau County Local Education and Women's Committees are jointly sponsoring a workshop for CSEA members on Thursday, March 11. The speaker will be Barbara Skelly-Shepard of CSEA's Labor Relations Office.

Ms. Skelly-Shepard will explore the various allowable reasons for taking such a leave. She will address the protections built into FMLA and will discuss its requirements as well as its enforcement. She will alert participants to possible unlawful acts by employers relative to the program.

The workshop is free and will begin at 5:30 p.m. at the CSEA office, 400 County Seat Drive, Mineola, south wing, lower level. Refreshments will be served.

Space is limited, so early reservations are suggested by calling Jewel or Judy at 571-2919.

IMPORTANT REMINDER!
1998 Health Insurance
claims must be filed by
March 31, 1999

News from Dept. of Drug & Alcohol

19th New Year's Marathon Draws More Than 750 People

By Nancy Ianson and Alison O'Connell

For the 19th year, the Department of Drug & Alcohol has been instrumental in providing an alcohol/substance-free haven for persons in recovery and for their families. This program, a 24-hour event called "New Year's Marathon," had approximately 750 participants this past New Year's Eve into New Year's Day. It was held at the Pius X Center in Uniondale.

The program included food, music, dancing and entertainment as well as AA meetings and inspirational speakers. Ann Cowens coordinated the event and CSEA members handled security, greeted participants and served food.

The "Marathon" is an alternative New Year's Eve celebration for Nassau County residents, one that does not involve the use of alcohol or drugs. One participant in early sobriety found herself feeling at risk and shaky at home on New Year's Eve. She called a cab and brought herself and her children to the Marathon. She reported that she felt safe there and was able to enjoy the evening.

The 1999 Marathon will be a special event to coincide with the Millennium. Congratulations to the Department of Drug & Alcohol on another Marathon success.



Ambulance Medical Technicians Association of the Nassau County Police Department

1490 Franklin Avenue • Mineola, New York 11501

**CSEA
Local 830**

November 25, 1998

Members of Women's Committee CSEA Local 830
400 County Seat Drive
Mineola, N.Y. 11501

Dear Members of the Women's Committee,

Once in a great while a cause so tragic in intensity and so overwhelming in importance is brought to our attention that it transcends any consideration of creed or race. The death of a child is such a cause. One can not hold back the tears when you read in the newspapers of the passing of a child abandoned by his or her own parents. The Ambulance Medical Technicians of the Nassau County Police Department and the "Children of Hope" infant burial committee would like to thank you for your generous contribution of one thousand thirty one dollars from your floral show on November 19, 1998. All our members feel that the Women's Committee of the CSEA Local 830 has become a part of the family of the "Children of Hope". You truly deserve the esteem and admiration of the community.

Again, thank you for your help and God bless you.

Sincerely,

Timothy Jaccard
Chairperson

CSEA Members to Participate In March of Dimes WalkAmerica

CSEA members will join nearly 10,000 other Long Islanders and about 750,000 people nationwide in the 1999 March of Dimes WalkAmerica, set for Sunday, April 25. Locally, the event will take place at five sites in Nassau and Suffolk Counties.

Over its 60-year history, funds raised through the March of Dimes have helped to save millions of babies from death and disability. Among major lifesaving breakthroughs that have been attributed to March of Dimes is the polio vaccine.

The five sites for the walk include: Eisenhower Park, East Meadow;

Sheraton Long Island Hotel, Hauppauge; Boardwalk at Riverside Boulevard, Long Beach; Glen Cove High School, Glen Cove and Indian Island County Park, Riverhead.

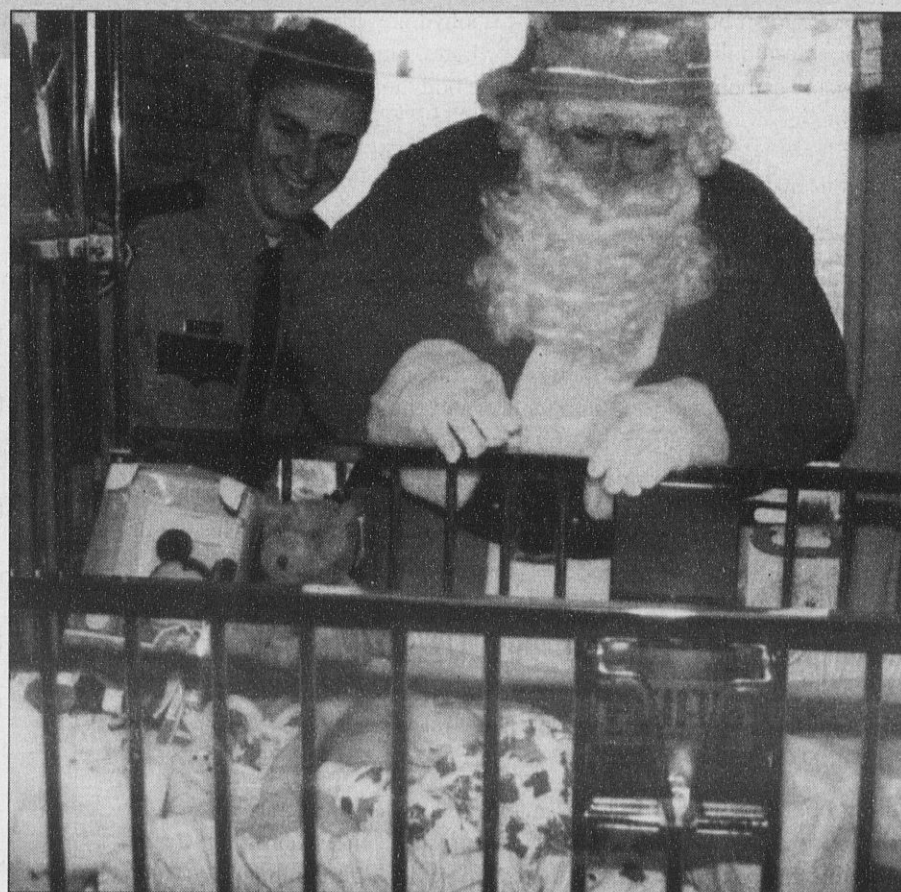
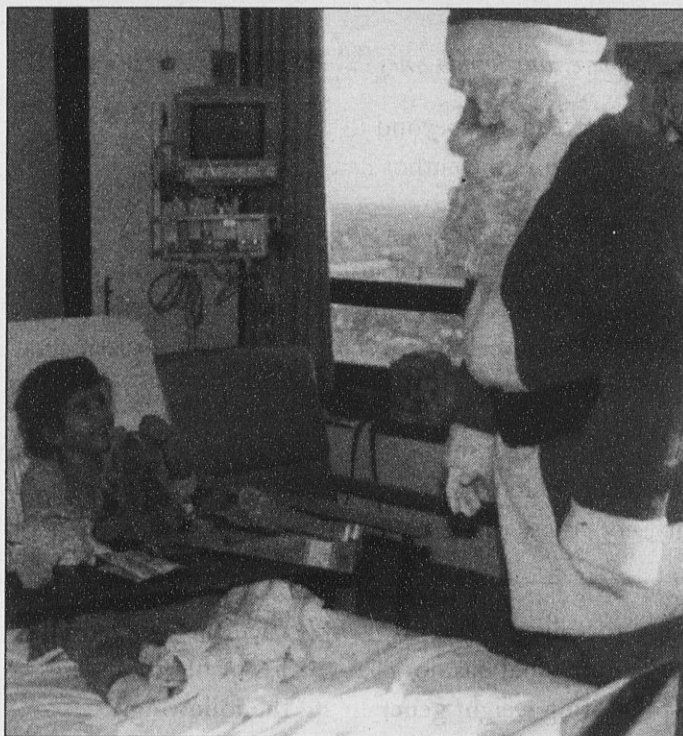
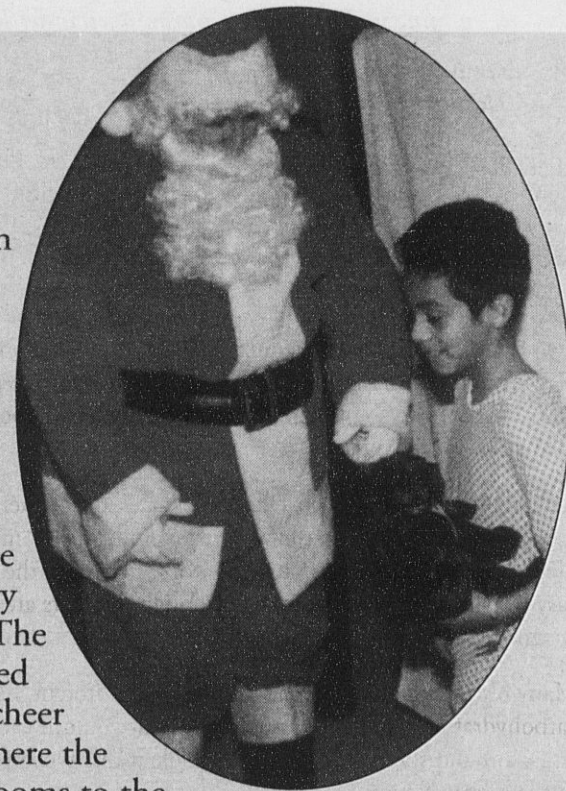
Walkers can participate as individuals or as part of the CSEA Long Island Region team. In addition, volunteers are needed to help register walkers, staff checkpoints and to offer refreshments.

For registration information and sponsor sheets, please call the March of Dimes, Long Island Chapter, at 516-496-2100, or contact CSEA Long Island Region President Nick LaMorte at 516-462-0030.



Nassau County Members Spread Cheer *In The Spirit of The Season*

The Emerald Society of the Nassau Correction Officers Association made the recent holiday season a lot brighter for the kids in the Pediatric Department of Nassau County Medical Center. Every child received a toy from the Society's Santa Claus (CO Jack Brady) and his cadre of helpers. Also, a dozen badly-needed strollers to transport infants around the 18th Floor were donated by the Society to the delight of the pediatric nurses. The Nassau County Express camera followed Santa and the group on its rounds of cheer and goodwill; from the parking lot, where the toys were unloaded, to the children's rooms to the presentation of the strollers to the nurses. Santa's helpers included Correction Officers Chris Karrman, Brian Gleason, Patrick Regnier, Joe Collins, Jim Aquilina, Ken Kelly, Mike Turner and Ken Banschbach.



Beware of Fad Diets

With the assistance of a state grant, the Nassau County Local is conducting a "Healthy Heart" program in an attempt to exert a positive influence on the daily living habits of members in areas that affect health. The following is another in a series of Healthy Heart articles that are running in The Express in conjunction with the program.

By Susan Kessler, R.D.
CSEA Healthy Heart Program Coordinator

Adapted from "Electronic Food Rap," William Evers, PhD. RD, Cooperative Extension Foods and Nutrition Specialist, Purdue University School of Consumer and Family Sciences, Department of Foods and Nutrition.

Having just completed the most food-obsessed time of year, many people are starting weight-reduction diets. If you are one of the many New Year's resolution dieters, you need to do some research before launching into one of the many quick-fix diets that abound in the media.

According to the American Dietetic Association, "Americans spend more than \$30 billion in the weight-loss industry — many times on diet plans and gimmicks that don't work. However, the lure of quick, easy weight loss is hard to resist. Although the diets are ineffective, weight-loss hopefuls willingly give the next craze a chance."

Many of the popular fad diets promote high protein, high fat, low carbohydrate eating plans. Some claim that you can eat as much as you want and still lose weight. Let's look at this type of diet and sort out fact from fiction.

The High Protein, High Fat, Low Carbohydrate Diet (example: *The Atkins Diet Revolution*)

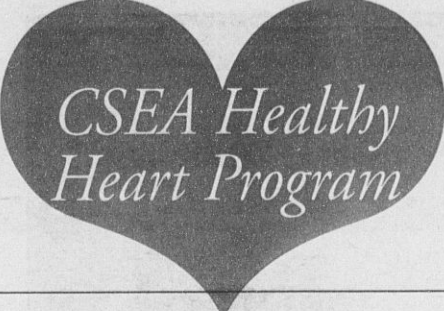
This diet initially causes large amounts of water to be released from tissues. Human bodies primarily use carbohydrates for energy, and the brain can only be fueled by carbohydrates. Since the dieter is not eating any carbohydrates on this diet, the body initially starts burning its own protein stores of muscles. This causes the dieter to lose a lot of water. Remember, initially, you do not burn FAT, you use your own MUSCLES for energy.

A body deprived of carbohydrates acts as if it is starving. The theory is that if your body doesn't have a carbohydrate source readily available, it will turn to stored fat for the energy it needs. However, a high fat diet without carbohydrates causes "ketosis," an unhealthy state common to people who suffer from uncontrolled diabetes. This suppresses hunger, reduces calorie intake and causes dehydration. Ketones are flushed out in the urine and through the lungs.

Most dieters will experience constipation, nausea, weakness, dehydration, fatigue, vitamin and mineral deficiencies. People who have diabetes, heart or kidney disease may have serious health effects from this diet. Pregnant women, children, and anyone at risk for osteoporosis should not go on this diet.

The results are temporary. When you return to eating carbohydrates, your body rehydrates and the weight comes back.

This diet plan does not promote health for the long run. It lacks dietary fiber, phytochemicals and many vitamins and minerals known to reduce your risks of colon, breast and prostate cancer, boost the immune system and strengthen bones. These diets contain high amounts of saturated fat, which promote heart disease.



CSEA Healthy
Heart Program

Choosing a Healthful Diet Plan

The American Dietetic Association suggests that consumers DO NOT choose diet programs that:

"Claim large weight loss can be attained in a short period of time."

"Imply weight can be lost and maintained without exercise and other lifestyle changes."

"Are described as miraculous, a breakthrough, exclusive, ancient."

"Rely heavily on undocumented case histories, before and after photos and testimonials."

Nutrition and health books are everywhere, but which ones are reliable?

Judging a nutrition or health book requires looking beyond the cover. Check out who wrote the book. For nutrition books, make sure the author has education in the field of nutrition, preferably human nutrition.

If nutrition and health claims contradict what most major health groups say, it's probably not the book you want. If messages sound too good to be true — they probably are. Look for reviews of the book by other health professionals or check with a registered dietitian at a local hospital or university.

Finally, if the book promises or guarantees results, shop for another one. With health and nutrition there are no guaranteed outcomes. Good nutrition is a matter of healthful food choices and regular physical activity, not empty promises.

There is lots of scientific evidence that diets just don't work. When the diet is over, the weight is regained because the individual has not changed his or her lifestyle. People who maintain a health-promoting weight generally do the following:

- ♥ Eat a variety of foods.
- ♥ Balance the food you eat with physical activity. Be active and move almost every day of the week for 30 minutes.
- ♥ Choose a diet with plenty of grain products, vegetables and fruits.
- ♥ Choose a diet low in fat and cholesterol.
- ♥ Have a positive self-image.
- ♥ Plan for calorie-compromising situations like travel, parties, vacations or other high risk situations.
- ♥ Get support and education as needed from a physician or registered dietitian.



**A Message from Long Island
Region 1 President
Nick LaMorte**

The county is holding your contract hostage until the NCMC, A. Holly Patterson Geriatric Center and county health clinics Public Benefit Corporation (PBC) issues are ironed out.

Where has the county been since the PBC's conception two years ago?

After 14 months of tough negotiations the mediator proposed a contract. A month later the county strolled in with 39 concessions. That is not negotiating. That is not collective bargaining. Absurd. That's what that is.

If the PBC is to work the county must look beyond labor costs to find real solutions.

Nassau County Local President Tony Giustino, CSEA Region Director Ron King and I wrote a *Newsday* "Viewpoints" piece in response to *Newsday's* editorials, Bruce Blakeman's press conference, the 39 concessions and negotiations.

Newsday has not printed the union's side of the PBC and contract issues. Please call them at 843-2313 and tell them you want the union's point of view represented.

The claim that labor costs at NCMC are responsible for the PBC seeking subsidies from the county is NONSENSE.

The issue is the cost of patient care. Being the number one crisis care facility in Nassau County, equipped with a helipad and other necessary technology, is expensive.

The hospital's mission is to serve county residents regardless of their ability to pay.

The PBC may need county subsidies. To pinpoint the CSEA workforce as the only reason or even the main reason is shortsighted and deceptive.

Are those in charge equipped to make this PBC work? Why are they contracting out work that can be done better and cheaper in-house?

There are two empty floors at NCMC. Real Estate is valuable. Why not use these floors for state-of-the-art, long-term rehabilitation, the kind the Chinese gymnast needed after leaving the excellent care of NCMC a few months ago?

What about converting these floors into rental space? Do something with them.

You deserve a fair contract. The county should not hold you hostage while they work out the issues surrounding the PBC. It's time the county did the right thing and put their pen to the paper!

Fraternally yours,

Nick LaMorte, President
CSEA Long Island Region 1

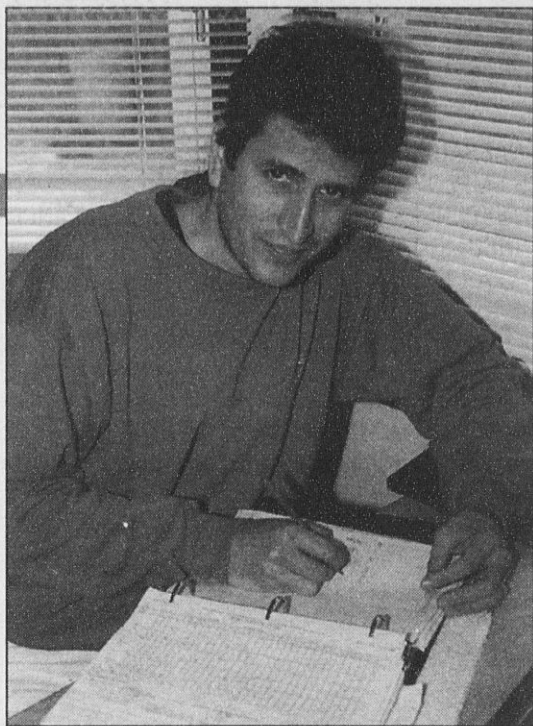
NASSAU LOCAL 830
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN FUND BALANCE
INCOME TAX BASIS
FOR THE YEAR ENDED SEPT. 30, 1998

REVENUES

Dues	\$713,747	
Healthy Heart grant	49,989	
Interest income	21,977	
Delegate reimbursement	11,576	
Radio Show Sponsor	1,125	
CSEA, Inc. Local 1000	710	
MLK Luncheon & Scholarship	6,991	
Social 830 reimbursement	138,816	
Committee reimbursement	1,540	
Public Relations income	1,000	
Total revenues		\$947,471

EXPENSES

Unit rebates	210,925	
Office staff and fringes	195,555	
Honorariums	53,385	
Rent and electric	26,400	
Delegates expenses	16,380	
Newsletter	17,722	
Professional fees	16,946	
Social events expenses	129,956	
Region 1 assessment	200	
Depreciation expense	2,950	
Telephone	20,352	
Auto expenses	7,542	
Office expenses	32,695	
Committee expenses	23,039	
Printing	5,337	
Postage	16,688	
Officers' expenses	6,783	
Board of directors expenses	2,615	
Public Relations	45,829	
Repairs and maintenance	326	
Bank charges	540	
Dues and publications	586	
Education expenses	33,442	
Capital expense	8,989	
Healthy Heart expenses	51,014	
CSEA organizing	35,000	
Negotiations expenses	5,224	
MLK Luncheon & Scholarship expenses	6,326	
Election expenses	22,227	
Total expenses		994,973
Excess of expenses over revenues		(42,502)
Fund balance - beginning of year		745,624
Fund balance - end of year		<u>\$698,122</u>



Torres fills out paperwork at the kitchen table at his group residence.



“We all work hard and we work well together. Teamwork is vital.”

“There have been no family visitors for any of these men since I’ve been here. When programs are put together with other homes that include families, the staff bring their own families because we want our guys to have visitors. My 5-year-old daughter knows all my guys by name and she’s great with them,” Torres said.

them how to set the table but the fact they know which is the plate and which is the spoon is really good,” said Torres who also belongs to the Direct Care Council which works on improving the residences.

“At Christmas, we take them out to see the houses all decorated. They may not speak but their faces light up and we know they enjoy it.”

“We do a lot of extras that we don’t have to do. We take them to movies and dances. We try to get them into other appropriate activities through the town. At Christmas, we take them out to see the houses all decorated. They may not speak but their faces light up and we know they enjoy it,” said Torres.

“Look around this house. It’s nice, isn’t it? The curtains and the furniture. It’s really homey,” Torres said.

“One of my guys doesn’t like to put his shoes on but when we say we are going out in the van he brings us his shoes to put on. That shows excitement!”

“One of my most memorable moments on this job was when one of the guys drank from a cup. It may not seem like a lot but when he came here he wouldn’t drink and he got dehydrated. It took a year-and-a-half of working with him but that first day he did it – that was big!” said Torres.

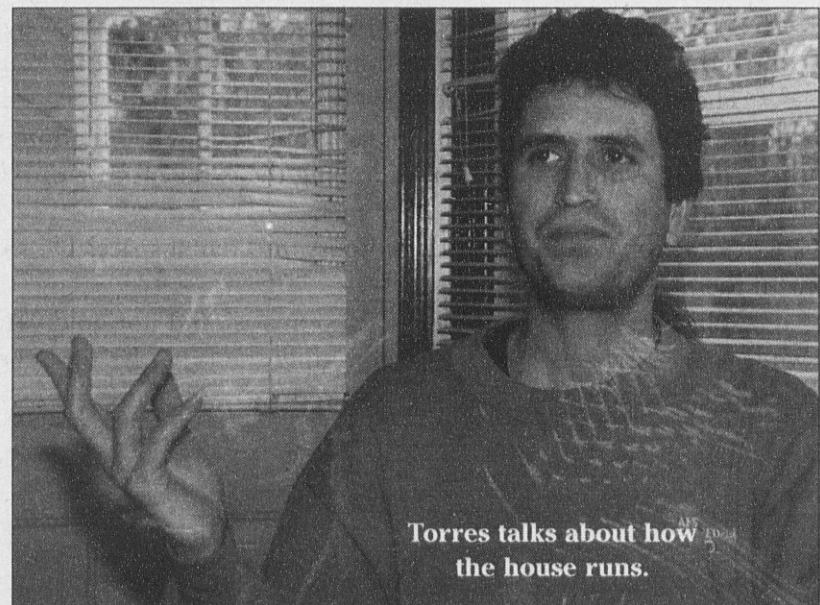
“We do our own gardening and in the summer we have fresh vegetables. My guys water the plants and they seem to really enjoy it when we barbecue.

“We all work hard and we work well together. Teamwork is vital. These guys are like family to us. When someone dies the whole staff turns out. They are important to us and we are important to them,” said Torres.

“The guys have a lot to do. They have clinics and programs, doctor visits, speech, gym, activities of daily living practice like washing hands and brushing teeth, arts and crafts.

“Our consumers have some cardiac and seizure problems so we deal with the hospitals a lot and they are generally very good to our guys.

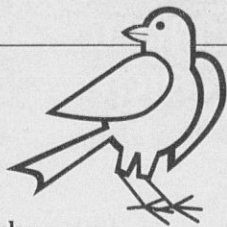
“When we eat we do it family style. We try to teach



Torres talks about how the house runs.

Join CSEA's Occupational and Safety Network!

The Canary is a quarterly newsletter that informs members of the latest safety and health regulations and trends, providing valuable information for labor/management safety and health committees. If you are not already on our mailing list and wish to subscribe, please fill out and mail the form on Page 16.



Know the DOSH-900?

The DOSH-900 is an annual report of on-the-job injuries in your work site and should be posted throughout February.

CSEA members should be aware that employers are required to post the forms in places workers easily will find them.

The state Department of Labor's Department of Occupational Safety and Health division requires an annual posting to collect statewide data on workplace injuries and illnesses.

"The intention is so employees are more aware and employers are more aware of injury and illness. The forms should be used to address these injuries. It should be used as a tool to address problems," said Janet Foley, CSEA Occupational Safety and Health Project Director.

WORK FORCE FACTS

DOSH-900 recordable cases:

- Occupational death
- Non-fatal occupational illness
- Non-fatal injuries that involve one or more of the following:
 - Loss of consciousness
 - Restriction of work or motion
 - Transfer to another job
 - Medical treatment beyond first aid

Complaint compels state to boost workers' safety

POUGHKEEPSIE — A health and safety complaint filed with the Department of Labor over security at Hudson River Psychiatric Center resulted in a landmark citation for safer working conditions.

The changes are "just a start," said Local President Judy Watts-Devine. "We still have a long way to go."

Watts-Devine said there had been on-going problems with short-staffing and assaults for years.

In 1996 for example, a therapy aide who was allowed to remain on duty after he was seriously assaulted, died two weeks later. (Administrators insisted that his death was not related to the assault.)

In November 1997, a patient choked another worker.

A patient clawed another worker, cutting his face and chest. When he returned to work, another patient broke his leg.

Another patient assaulted 38 employees over a period of time.

"He should have been transferred to a forensic facility before he had the opportunity to assault more workers," Watts-Devine said. "He kicked a nurse in the pelvis; he broke the nose of another employee."

Watts-Devine called the facility director. "I told him I had called CSEA and the region office and to get this

patient out of here or I was calling the local newspapers and every

"The changes are 'just a start. We still have a long way to go.'"

**Judy Watts-Devine
Local President**

radio and TV station in the area," she said.

The next day, the patient was transferred to Mid-Hudson Psychiatric Center, a forensic facility in Middletown. (Shortly after he arrived there, the patient assaulted an employee who had to be hospitalized.)

Because of the number of assaults and the lack of cooperation from administration, Watts-Devine decided to investigate legal action.

"I felt I had no choice but to file a safety and health complaint with the state Department of Labor."

The employer was cited for not providing a safe work site.

Ordered to review its policies and establish safety protocols, facility officials claimed they had begun team training programs, instituted a Traumatic Response Team, made changes in the accident reporting program and moved the Safety Department to Cheney, the only patient building at Hudson River P.C.

But Watts-Devine said OMH mandated training programs are outdated because of the aggressive

and hostile patients now being admitted to the facility.

"The patients today are violent; they're streetwise; they're drug addicted," she said. "Our workers are not trained to handle them. These training programs were put together in the 1980s and don't take into consideration these patients and their problems."

New training programs implemented by OMH officials to reduce use of restraints are unrealistic, said Watts-Devine.

"When you have a violent patient who is assaulting a worker, what else can you do?" she asked.

"The state needs to recognize that today's patients are more violent, and workers in these facilities need more protection," CSEA President Danny Donohue said.

"Reductions in staffing are not going to help make these facilities more secure," Donohue added.

CSEA's Occupational Safety and Health Director Jim Corcoran said the PESH ruling is significant because the employer now is obligated to consider the safety of the worker as well as the patient.

"Our opinion is that the safety of patients certainly should be taken care of," he said, "but at the same time, the employer has an obligation to protect the employee."

"You can't make clinical decisions in a vacuum."

— Anita Manley

CSEA sportsman helps feed hungry

DOLGEVILLE — CSEA member Robert Grose's love for the outdoors followed him from his childhood, crossing over to his work.

"It started when I was 8 when my dad took me out on a hunting trip. I've always enjoyed being outdoors. I guess that's why I stayed with the DOT for so long," he said.

Grose, a highway maintenance supervisor employed by the state Department of Transportation for the last 28 years, is proud of his activities in hunting, fishing and conservation. Among his achievement, is his induction last year into the New York State Outdoorsmen's Hall of Fame.

But Grose is most proud of his work in founding a "Hunters Helping the Hungry" program in Herkimer County.

"We noticed that many states were doing a 'Hunters Helping the Hungry' program, where hunters donate portions of their venison harvest to help the hungry. I opened my big mouth and asked why not do it in Herkimer, and I was duly elected chairperson," he said with a chuckle.



The program has provided 400,000 meals of venison statewide over the past five years, and about 900 pounds to Herkimer County.

Grose received the County Conservation Alliance's highest award, the Eagle Award, for his work with the hunger program and in establishing a scholarship for high school students seeking careers in conservation.

"I thought that was pretty prestigious to be recognized by my peers for that work."

Grose began hunting with his father, so it seems only natural that the two still team up for a different, but related, cause — teaching gun and bow handling, safety and first aid to new hunters.

Other than teaching safety and feeding the hungry, Grose said he also wants to teach his fellow outdoorsmen the value of conservation. "Anytime anyone does anything outdoors, they should be aware of what's going on around them. I mean, gosh, if we don't take care of this thing we're sitting on, who's going to? We've only got one earth."

— Mark Kotzin

HOLIDAY SEASON GIVING —

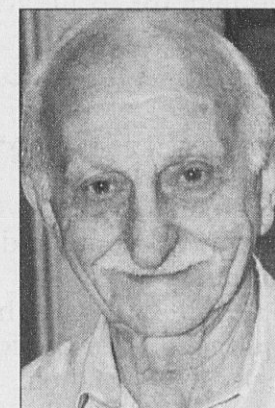
CSEA members throughout the state dug into their pockets to help out the needy over the holidays. Here's a few examples of our members' generosity: In **Tioga County**, CSEA Tioga County Local again sponsored the county's annual "Christmas League" which collects toys for needy children. The effort raised more than \$4,000 this year which bought toys for about 800 children. Approximately 100 employees across the county either helped raise money or donated gifts. In **Madison County**, workers in the County White Collar unit again held their annual bake sale to raise money to buy gifts for children served by County DSS Foster Care. More than \$700 was raised, and about 100 members either bought, baked or donated gifts to the cause. This year's effort doubled last year's, and included a raffle of a donated "Furby" which raised about \$200. **CSEA Headquarters staff**, in the memory of 20-year employee Kim Hytko, donated boxes of various items from a Ronald McDonald House wish list, including games, videos, toys, snacks and linens, along with monetary donations, movie tickets and supermarket gift certificates. For more on CSEA members' efforts during the holidays, please see President Danny Donohue's column on Page 4. ... **LEARNING TO UNDERSTAND IN PORT JERVIS —**

A group of bus drivers and monitors who work in the Port Jervis School District have enrolled in a 12-week sign language course so they can communicate with a 6-year-old deaf student. The child is also teaching sign language to his own bus driver and monitor, as well as classmates who ride his bus. ... **HE'S PREPARED —** Capital Region member Lester Cole Jr. won the AFL-CIO's 1998 George Meany Scouting Award. One in four Boy Scouts of America adult leaders are union members. The AFL-CIO Executive Committee established



the George Meany Award to recognize union members making significant contributions to youths in their communities through Scouting.

Cole has been involved in CSEA and scouting for more than 20 years, serving in a variety of leadership positions with both organizations. ... **WORK TO LIVE —** CSEA member Peter Collura in Babylon believes if you stop working, you die. The 80-year-old parks employee was



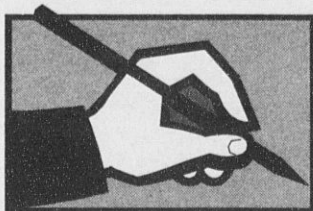
Collura

recently given a certificate of appreciation by CSEA Parks and Recreation Local President Paul D'Aleo for his "longevity." "I tell you.

You've got to keep going. If you don't work you die. I love the people. I figure I've got another 20 years here," Collura said. ...

APPEAL TO CSEA FAMILY — Kim Cuneo, granddaughter of retired CSEA Region Director John Cuneo, is recovering from horrific injuries suffered in a car crash last July. Prior to becoming a region director, John was a long-time Labor Relations Specialist. Kim, who was 17 at the time, was a back seat passenger heading out for pizza with two friends. A few blocks from home they were hit by a drunken driver speeding at 110 mph. One of the friends was killed. There are at least 18 months of rehabilitation and skin grafts ahead for Kim. She needs home tutoring and home nursing throughout that time and the bills are astronomical. Anyone wishing to contribute to the family fund can send a check to the "Kim Cuneo Fund," 261 Tyler Ave., Miller Place, NY 11764. Letters or get well wishes should go to the same address.

Editorial cartoons can often give a clear "voice" to important issues



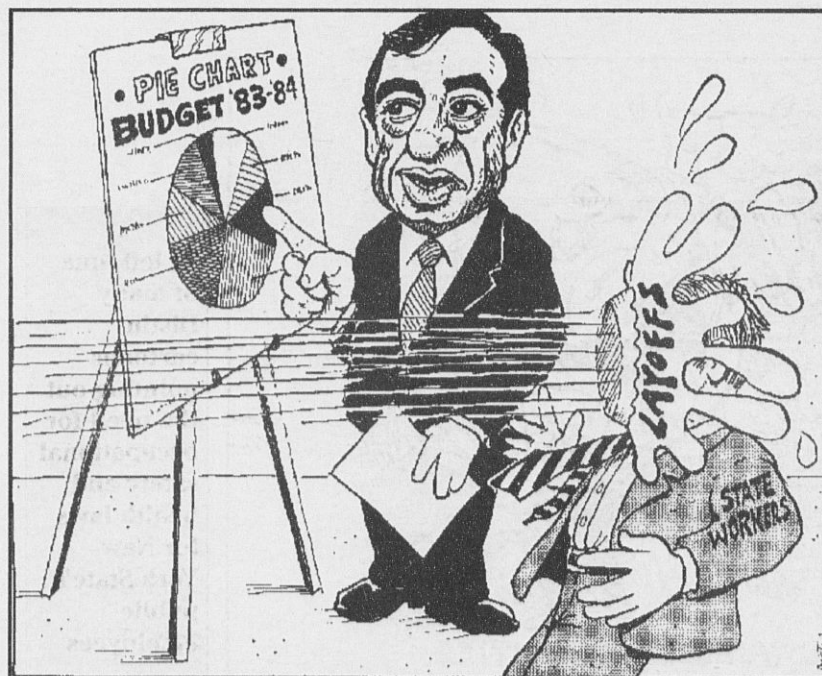
Getting the point across

CSEA graphic artist Ralph Distin finds the fun of his job in his work's challenge.

Distin still finds fun in those challenges after nearly 30 years at CSEA.

Editorial cartoons are an important part of a publication's voice, boiling down complex issues into a single concept that brings relevancy to readers.

An example is Distin's cartoon of Mario Cuomo's 1983-84 budget and its proposed state worker layoff — Cuomo pointing to a pie chart while a state worker gets plastered in the face with a "layoffs" pie. A reader can see that and know instantly where CSEA stood on Cuomo's budget.



"My feeling is somebody is more likely to grasp what the concept is from a visual presentation than from a long-written editorial," Distin said.

"It's another way to get ideas across in a quite often powerful way," said Peter Slocum, a former journalist who also worked in the state Senate.

Slocum collaborated with retired *Albany Times Union* cartoonist Hy Rosen on "From Rocky to Pataki," a book about politics and political cartoons.

"Some of us reporters struggling with words were much less effective," Slocum said.

Slocum tells of then-Gov. Mario Cuomo inviting Rosen and other political cartoonists to a mansion dinner one night to talk about their craft.

"He saw the cartoonist as an artist able to encapsulate a political idea in a symbolic and powerful way."

"He wanted to think of more ways to express himself — he was a real student of communication," Slocum said.

"The cartoon is very important because it should reflect the essence of the issue — the heart of it. Critics accuse cartoonists of oversimplifying, but oversimplification can be the heart of it. The hard part is to get a metaphor to get the point across," Rosen said.

Rosen "is sort of the previous drawing era" of cartoonists who worked diligently at making sure their characters were accurate, poring over books in libraries to get the faces just right, Slocum said.

"Herblock of the *Washington Post* is sort of the same." Herblock came to the *Post* in the '50s, but is best known for his 5 o'clock-shadow depictions of Richard Nixon.

"George Will or William Buckley wouldn't be any fun if they didn't have a little edge to them — same with a cartoonist," Slocum said.

Some politicians have complained over the years to Rosen about their portrayals, but he said most are flattered to be drawn.

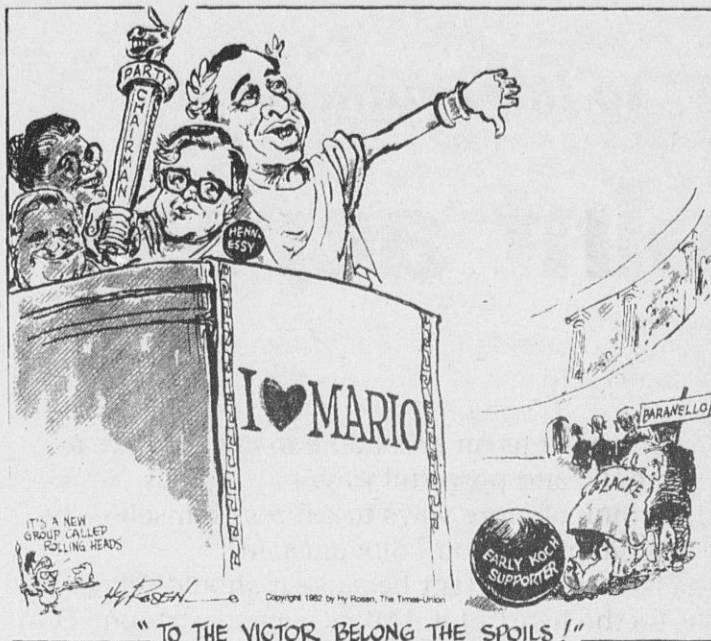
Rosen emphasizes two points to his cartooning: to get the latest news into the comic by keeping up on the news of the day; and to always present fresh cartoons to the readers, rather than relying on cliché subjects such as taxes.

"I regarded a cartoon like a vegetable: If it's not fresh, it's not good."

— Lou Hmieski

A reaction to Gov. Hugh Carey's remarks about the "safety" of the polluted state office building in Binghamton





A Hy Rosen cartoon from the 1982 gubernatorial primary. Rosen says: "Cuomo could carry a grudge." (That's the late Bill McGowan, then CSEA President, on the left, behind Cuomo)

"TO THE VICTOR BELONG THE SPOILS!"

"The cartoon is very important because it should reflect the essence of the issue — the heart of it."

Hy Rosen
Former political cartoonist for *Albany Times Union*



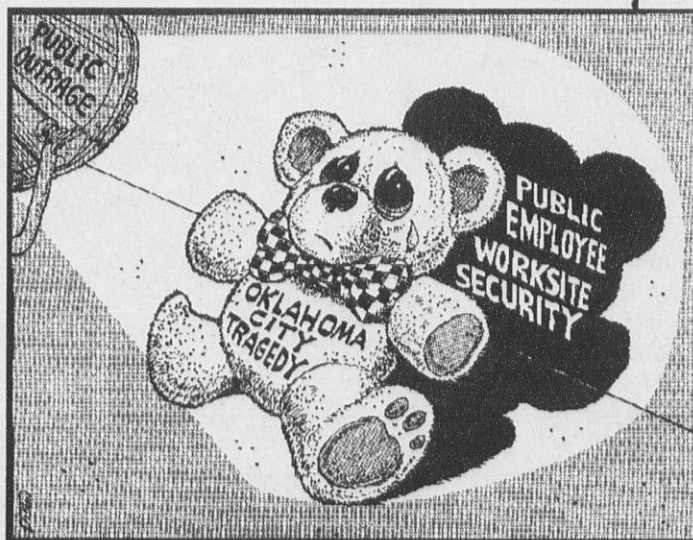
The Spirit of '96



SCRAMBLED PRIORITIES

At left, one of many Distin cartoons pointing out the need for occupational safety and health laws for New York State's public employees

The bombing in Oklahoma City was a tragedy of widespread significance and sorrow for all Americans



"It's another way to get ideas across in a quite often powerful way."

Peter Slocum
Former journalist

Important news from Joint Committee on Health Benefits

1998 Empire Plan Claims Must Be Filed By March 31

All 1998 Empire Plan Basic Medical Claims must be submitted by March 31, 1999 to:

United Health Care Service Corp.
(administrator for MetLife)

P.O. Box 1600
Kingston, N.Y. 12402-1600

Basic medical claim forms may be obtained from your agency's personnel office or from United Healthcare. Make sure you

complete the requested subscriber information and don't forget to sign the claim form.

Please be certain to have your doctor or other provider fill in all the information asked for on the claim form.

If the claim form is not filled out by the provider, original bills must include all medical/diagnostic information asked for on the claim form.

Missing information will delay the processing of your claim. If you have any questions concerning your claim, you may contact United Healthcare directly at: **800-942-4640**

Clip and Save These Healthcare Phone Numbers

Empire Blue Cross and Blue Shield – for hospital benefits and claims call **800-342-9815**.

•Effective Jan. 1, 1999, you pay the first \$30 in charges (co-payment) for each visit to the emergency room of a hospital for emergency care. The \$25 co-payment for other hospital outpatient services is not changing.

HealthCall – you must call before a maternity or scheduled hospital admission, within 48 hours after an emergency or urgent hospital visit, and before elective (scheduled) Magnetic Resonance Imaging (MRI) when the Empire Plan is primary: **800-992-1213**.

United HealthCare Service Corp. – for benefits under Participating Provider/Basic Medical Programs and the Managed Physical Medicine Program call **800-942-4640**.

Home Care Advocacy Program (HCAP) – you must call before you receive home care services and/or durable medical equipment and/or supplies: **800-638-9918**.

ValueOptions (formerly Value Behavioral Health) – you must call before any mental health, substance abuse or alcoholism treatment: **800-446-3995**.

•Effective Jan. 1, 1999, the address for claims for mental health and substance abuse services has changed to: ValueOptions, P.O. Box 778, Troy, NY 12181-0778.

Attention Health Maintenance Organization (HMO) Enrollees:

Contact your individual HMO for important telephone numbers.

**Get
important
safety
information
in the mail,
free!
Subscribe
to
The Canary**

JOIN THE CSEA OCCUPATIONAL SAFETY AND HEALTH NETWORK!

The Canary is a quarterly newsletter that informs members of the latest safety and health regulations and trends, and provides valuable information for labor/management safety and health committees.

As part of the **Safety and Health Network**, you will also receive any new booklet or publication produced through CSEA on relevant safety and health issues and special alerts that involve proposed changes in laws, federal issues, and conferences and workshops.

To be added to the Safety and Health Network, please **fill out the attached form and return** to CSEA, 143 Washington Ave., Albany, NY 12210 *Attention: Janet Foley*

CSEA Local or Unit Name _____ Number _____

NAME: _____

Address: _____

Phone No. _____ Social Security No. _____

Please indicate if this CSEA member is Safety and Health Committee Chair
 Other (Please Specify)

LOCAL 1000



AFSCME AFL-CIO

Workers' Compensation

LEGAL ASSISTANCE PROGRAM

*Covering Workers' Compensation
and Social Security Disability*

If you have a possible Workers' Compensation or Social Security Disability case, the CSEA Workers' Compensation Legal Assistance Program will provide you with honest, courteous and professional representation, at no out-of-pocket cost to you.

Know Your Rights

The representation is provided by the firm of *FINE, OLIN AND ANDERMAN, P.C.*, through its statewide network of offices staffed by attorneys who specialize in workers' compensation / social security law.



LOCAL 1000 AFSCME, AFL-CIO

1-800-342-4146

Call during normal business hours, 8 a.m. - 5 p.m., Mon.-Fri., and follow the menu instructions for the Workers' Compensation Legal Assistance Program

CSEA Headquarters, 143 Washington Ave., Albany, NY 12210

Danny Donohue, President

Scholarships aren't just for kids

Internet, libraries can help adult students find funding

Many parents who have children planning to attend college spend a substantial amount of time and money trying to find scholarships for their children. However, most returning adult students assume that because they are adults, they are not eligible to apply for scholarships.

In fact, there are many scholarships that have no age limitations.

Persistence

Getting a scholarship requires persistence. Start by collecting local information. Talk with financial aid officers at area colleges as well as librarians to get information on scholarships available in your area.

The scholarships may not be as lucrative as some of the national programs, but you may have a better chance of landing one.

There are guidebooks, software packages and Internet resources to help you research scholarship information. One good resource is "The Scholarship Book" by Daniel J. Cassidy, which was compiled from the database of the National Scholarship Research Service.

If you have a computer, try "The Scholarship Handbook 1999" (CD-ROM version) available from the College Board.

Surf the net

Internet sites are now one of the easiest ways to get information about scholarships that may be specific to your situation.

Many of these sites are free and require you to enter specific information to search large databases for programs for which you may be eligible. Here are some free sites for you to try:

College Board Scholarship Search

Search service requiring responses to 25 questions to search a database containing 3400 programs.

<http://www.collegeboard.org>

fastWEB Searches a database of more than 400,000 scholarship programs. <http://fastweb.com>

CollegeNET MACH 25 Searches more than 500,000 private sector awards from 1,570 sponsors using residential, personal, academic and other criteria. <http://www.collegenet.com>

Most scholarship programs begin with the fall term. Application deadlines can be as early as Jan. 1 or as late as Aug. 1 prior to the fall term for which you would like to enroll.

When you do apply for scholarships, make sure that you submit all of the paperwork required including transcripts, recommendation letters, and responses to essay questions. Incomplete applications are usually not considered.

AFSCME, AFL-CIO, CSEA and many CSEA Regions, Locals and Units offer scholarship programs for members and their dependents.

Contact your local president or your CSEA Region Office for more information.

Remember, persistence is the key to getting a scholarship.

For help getting started, contact the LEAP Office at **800-253-4332**.

Hope Scholarship and Lifetime Learning Credits

If you, your spouse or a dependent are taking college courses or other post-secondary training, you may benefit from some new federal tax relief programs:

The HOPE Scholarship Credit and Lifetime Earning Credits

Contact LEAP at 800-253-4332 for a fact sheet on these programs.



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.

Your union dues work for you

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

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

Your dues also support CSEA's legislative and political action program, making it possible for CSEA to promote and support legislation that is in your best interest while working to reject legislation that would be harmful to you. Your union dues also support CSEA efforts on issues that help you throughout your working career and assist you when you retire, such as pension supplementation, permanent cost-of-living adjustments, health insurance for retirees and preservation of the retirement system.

Your union dues work for you in many ways. Of every dues dollar paid, 97 cents goes toward negotiating and enforcing union contracts, improving and protecting terms and conditions of employment and working on a wide range of issues and projects that directly affect members. Three cents is used for promoting political or ideological programs and projects important to CSEA members and labor in general.

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

To request a refund from CSEA, individual refund requests must be submitted in writing and addressed to: CSEA Treasurer, Civil Service Employees Association P.O. Box 2611, Albany, NY 12220-0611

CSEA refund requests will only be accepted during the month of March 1999. Requests must be postmarked during the month of March, no earlier than March 1, 1999 and no later than March 31, 1999.

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

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

May 15 is deadline for submitting proposed resolutions, changes to CSEA's Constitution & By-Laws

Proposed resolutions and proposed amendments to the CSEA Constitution & By-Laws for consideration by CSEA delegates to the union's 1998 Annual Delegates Meeting must be submitted by May 15, 1999.

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

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

The 1999 CSEA Annual Delegates Meeting will be held Oct. 18 to 22 in Washington.

CBTU slates convention

Mark your calendar - The Coalition of Black Trade Unionists plans its 28th National Convention for May 26-31 in New Orleans.

An Official Convention Call should have been sent by the end of January.

If you have any questions, please call Portia Given at (518) 257-1210.

Also, CBTU membership dues should have been paid by Jan. 1.

CSEA • LOCAL 1000 AFSCME • AFL-CIO

CSEA Today

265,000 MEMBERS STRONG!

SWELLING THE RANKS — CSEA recently completed the most successful recruitment drive in the AFSCME Retiree Program's history. Our drive, structured around the need for pension reform, recruited more than 7,000 members for Retiree Chapter 1000. Activities included mailings to pensioners, a postcard campaign to legislators and a rally in Albany ... **AWARD WINNER** — CSEA staffer Kim Vallee Johnson was cited by CYBORG, a software firm, for her work with a Human Resources management product ... **PEOPLE PERSON** — Long Island Region's Tim Jaccard is December's PEOPLE Recruiter of the Month, signing up 21 new PEOPLE members ... **CALENDAR SHOW** — The Town of Hempstead Local produced a popular 1999 calendar which features photos of members on the job ... **POUND JOINS GOVERNOR'S COUNCIL** — Rockland County Retiree Local President Lee Pound has been appointed to the Governor's Advisory Council for the New York State Office for the Aging. Pound attended her first council meeting in November where speakers discussed Medicare Plus Choice, HMOs, Social Security and other issues ... **MORE MEMBERS IN WASHINGTON COUNTY** — CSEA is now representing 130 Washington County workers in Social Service, Probation, Data Processing and Motor Vehicle. The new CSEA members join 40 Public Health Services workers already represented by the union ... **HAPPY HOLIDAYS AT INFIRMARY** — It was a green Christmas for the 52 members of the CSEA Montgomery County Infirmary Unit who benefited from a \$93,000 Equal Pay settlement recently reached by CSEA and the Montgomery County administration. "CSEA County Administrator Wayne Allen and the Montgomery County Board of Supervisors worked together to settle a situation in which female nursing assistants working at the Meadows were being paid less than the male orderlies while doing the same work," CSEA Montgomery County Local President Gary China said. China also works at the county nursing home. The settlement also included CSEA's legal costs.

The accord provides back pay to the workers for the last 2-1/2 years. Salary adjustment checks ranged from \$330 to \$2,700.

"We thank the county and the involved officials for amicably settling this matter," China Said. "And we look forward to working together with them in 1999."

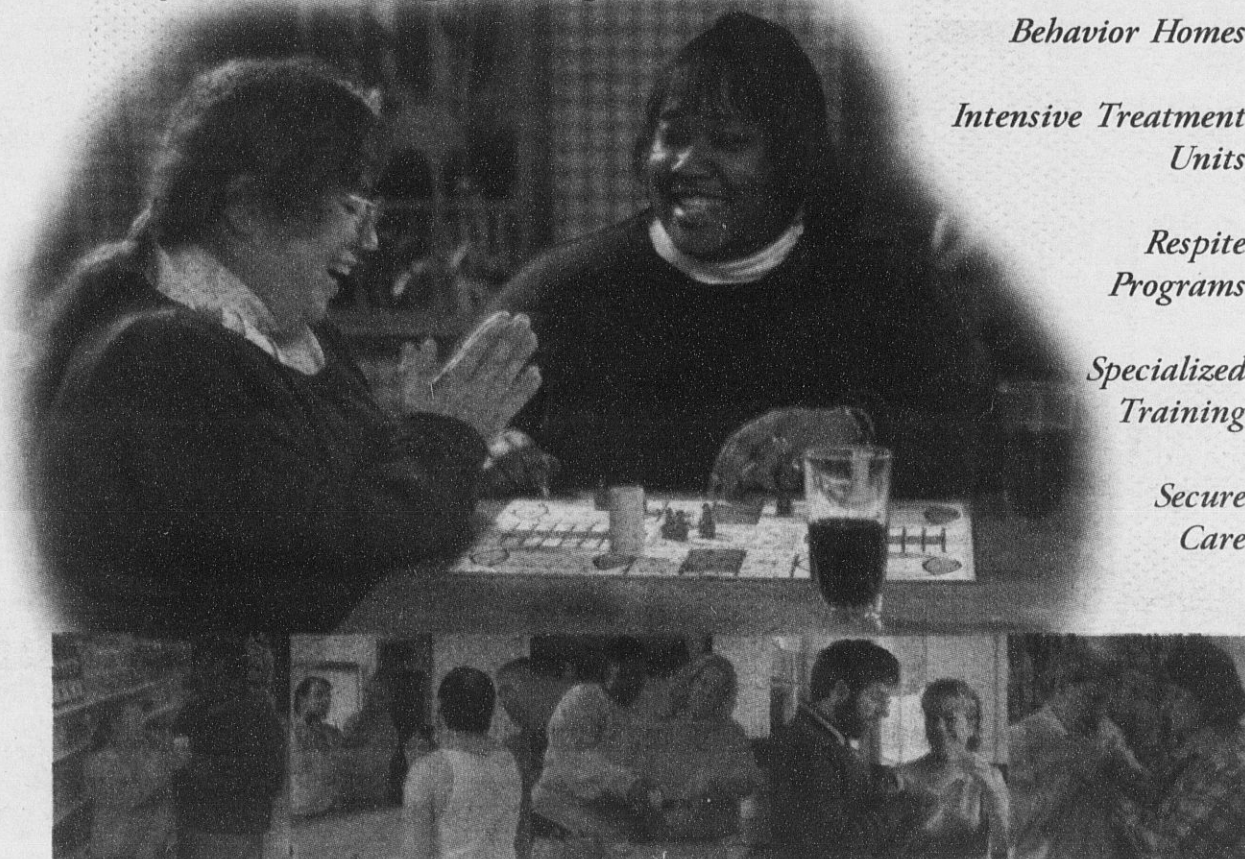


Paulson and Echenthal

... **NLRB RULES FOR CSEA** — A National Labor Relations Board administrative law judge has ordered Quality Food Management (QFM) in Peekskill to rehire a fired employee. The judge ruled that a unilaterally imposed disciplinary policy was illegal. QFM officials insisted handbooks with their new policy were distributed to employees when they first took over the food operation in the Peekskill School District. But a new disciplinary policy should have been negotiated. "It is well established that the institution or alteration of a disciplinary procedure is a mandatory subject of bargaining," the NLRB official ruled. In addition, Melissa Paulson, a cook for QFM, must be given back her job and receive three years lost salary. Paulson credited CSEA and Labor Relations Special Evan Echenthal with the victory. "I knew Evan would fight for me," she said. "He stuck with us and showed he cared. I knew I had to stick with it and follow through and we did it. We had to show them they can't get away with this." ... **FORTE RECOGNIZED** — Onondaga County Local President Frank Forte received the 1999 Martin Luther King Jr. Public Service Award. County Executive Nicholas Pirro said Forte's advocacy for increasing work place diversity was a key factor in the honoring Forte.

**THE
CSEA WORK FORCE
DOES IT MATTER**

**TO THE Quality OF Care
for the Developmentally Disabled?**



Direct Care Workers

Nurses

Group Homes

Behavior Homes

*Intensive Treatment
Units*

*Respite
Programs*

*Specialized
Training*

*Secure
Care*

MATTER? YOU BET IT DOES!

New York Cares will create more group homes for developmentally disabled people throughout New York. Nobody is more qualified to staff these homes than the CSEA Work Force.

Every year, over 16,000 trained, experienced CSEA members in 1,175 group homes provide life skills, medical services and community connections for nearly 10,000 people. Direct care workers offer round-the-clock supervision and support, while CSEA member nurses meet residents' medical needs.

New York leads America in quality care for the developmentally disabled, because of the CSEA Work Force – the caring, dedicated men and women who do the job right.



Danny Donohue

For more information, call 1-800-836-CSEA.

Health Care

Life Skills

*Community
Connections*

CSEA
The Work Force
Local 1000 • AFSCME • AFL-CIO
Danny Donohue, President