

Your Nassau County Local 830 Express
newsletter is enclosed

Official publication of

CSEA

Local 1000, AFSCME, AFL-CIO

Sector

THE PUBLIC

Vol. 20 No. 5 MAY 1997

**WE NEED A
WORKSITE SECURITY
STANDARD
NOW!**

A sculpture by Yates County CSEA Board of Directors representative Carol Thornton, a tribute to four CSEA members murdered on the job in Schuyler County in 1992, stands symbolically on the steps of the state Capitol Building in Albany on the eve of Workers Memorial Day, April 28. See page 3 for more information on CSEA's campaign for better workplace security.

Photo by Ed Molitor

It's *Wheel of Fortune's* AFL-CIO week!

To celebrate the American working family, these shows will feature teams made up of two family members* (immediate family only, please!) One family member must be an active member of a union affiliated with the AFL-CIO. Special auditions for union members will be held in June in these cities only: **Chicago on June 3, Boston on June 7 and Los Angeles on June 11.**

If you plan to be in or near one of these cities on the dates listed and would like to audition, submit your name for consideration by filling out the application below. Send to: **Wheel of Fortune**

P.O. Box 4386
Hollywood, CA 90078

Mail your application as soon as possible!

The shows will be taped at the Ohio State fair Aug. 1 and will air Labor Day week.

Name _____

Address _____

City _____ State _____ Zip _____

Home Phone Number _____

Age (optional) _____

My Union is: _____

Local Number _____ Address _____

City _____ State _____ Zip _____

My employer is _____

City _____ State _____

My job is _____

Name of family member who will attend with you _____

Their age (optional) _____

The relationship to you _____

*Both you and your family member must be at least 18 years old to play.

IMPORTANT NOTICE

May 15 is deadline for submitting Proposed Resolutions and Amendments to CSEA's Constitution & By-Laws

May 15, 1997 is the deadline for submitting both proposed resolutions and proposed amendments to the CSEA Constitution & By-Laws for consideration by CSEA delegates to the union's 1997 Annual Delegates Meeting.

PROPOSED RESOLUTIONS

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

Proposed resolutions must be submitted no later than **May 15 to Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210-2303.**

CONSTITUTION & BY-LAWS AMENDMENTS

Proposed amendments (accompanied by the rationale for same) to the CSEA Constitution & By-Laws must be submitted no later than **May 15 to Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210-2303.**

The 1997 CSEA Annual Delegates Meeting will be held Sept. 22 through Sept. 26 in Buffalo.

THE PUBLIC Sector

Official publication of
The Civil Service Employees
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AFL-CIO

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CSEA to DOL — “put safety first”

Workers are dying on the job, and workplace violence is the second leading cause of those deaths in the United States.

That stark statistic fueled CSEA's harsh criticism of the state Department of Labor's failure to protect working people. Director of Occupational Safety and Health James Corcoran gave testimony at a legislative hearing on enforcement of the Public Employee Health Standards (PESH) Act.

“What is PESH doing to protect public employees?” he asked. “Issuing memos to do nothing.”

Corcoran gave a litany of DOL deficiencies, from the failure to enforce standards to failure to collect fines for safety violations, from ignoring the growing threat of ergonomic injuries to neglecting the problem of workplace violence.

He referred to a department memorandum that directed the PESH division to stay away from any activities involving ergonomics or workplace violence because no official OSHA standards or guidelines exist.

Yet ergonomic injuries, such as carpal tunnel and back and neck

problems, are the fastest growing category of occupational injury. In 1993, the most recent year statistics are available, these injuries cost employers more than \$20 billion in workers compensation claims.

“Obviously the circumstances causing these injuries must be addressed,” Corcoran said. “If the standards don't exist, maybe we should create them.”

Ignoring workplace violence is equally mind boggling, he said.

“People are dying, but DOL can't address the issue because they don't have standards? That's not only irresponsible, it's insulting to the dignity of the workers.”

Last summer, DOL dismissed the CSEA-proposed workplace security and safety standard, which offered just such a standard, Corcoran said. It would require employers to periodically evaluate the security of their worksites and make appropriate improvements. DOL's rejected the well-researched proposal, claiming it “would place a great strain upon the department from a financial and manpower point of view, irrespective of the issue of whether or not the proposal would

actually work if adopted.”

Blasting the department for what he called “a pattern of indifference,” in handling safety violations, Corcoran testified about numerous workplace accidents for which the department failed to appropriately penalize the employers. Many of those accidents were fatal, and many more could have been avoided with proper training, he said.

Because DOL fails to fine employers, the PESH Act is more difficult to enforce. Public employers don't worry about complying if they know they are not going to be fined.

“The department is shifting from an employee advocate to employer consultant,” Corcoran warned the lawmakers. “The department must once again return to its role as an advocate for worker protection and become vigilant in its enforcement of health and safety laws, standards and rules and regulations. The system falls apart when enforcers abandon enforcement to become handholders.”

The hearing was conducted by the state Assembly Committees on Labor, Governmental Operations and Governmental Employees. Corcoran



James Corcoran

was joined by CSEA members from New York City, Long Island and Westchester County who gave firsthand accounts of safety problems in their workplaces.

— Ed Molitor

MORE HEALTH AND SAFETY STORIES ON PAGES 14 & 19

Triangle fire victims remembered

STATEN ISLAND — On March 25, 1911, the smashed and burned corpses of 146 young New Yorkers lay in heaps on a sidewalk outside the Triangle factory.

They were victims of a tragedy that occurred because worker safety had been completely ignored.

This March 25 CSEA New York City Local 010 officer Alan Teitler joined the Staten Island Religion and Labor Coalition to remember those innocent fire victims and call for redoubled safety efforts at all CSEA worksites.

At a Staten Island cemetery, Rabbi Gerald Sussman led prayers for the Triangle employees buried there, reciting the names of those who had either jumped to their deaths or been burned alive. He was joined by union members of the Labor and Religion Coalition, members of the New York City Occupational Safety and Health organization, NYCOSH, and representatives of the Staten Island Coalition of Jewish Organizations.

At the same time prayers were offered in New York City, CSEA Safety and Health Director Jim Corcoran testified at an Albany legislative hearing to condemn lax safety enforcement practices of the state Labor Department.

While Corcoran recited a litany of neglected and mishandled statewide safety problems, 200 miles away on a cold gray morning, a group of weathered tombstones stood as grim reminders that too many workers' lives still remain needlessly endangered at work.

Rabbi Sussman stressed the words of Rabbi Stephen Wise who spoke in 1911 to devastated mourners at a Metropolitan Opera House memorial service for Triangle victims:

“The lesson of the hour is that while property is good, life is better, that while possessions are valuable, life is priceless,” Rabbi Wise told a grieving city.

“The meaning of the hour is that the life of the lowliest worker in the nation is sacred and inviolable, and, if that



A remembrance

sacred human right be violated, we shall stand adjudged and condemned before the tribunal of God and history.”

— Lilly Gioia

Early retirement extended

CSEA successfully lobbied the State Legislature to extend for another year Early Retirement Incentives for state employees and employees who work for local governments and school districts.

Provisions of the early retirement incentive remain the same. Eligible employees age 50 and older with at least 10 years of service will be offered one month of additional pension credit for each month of service up to a maximum of 36 months. There are penalties involved, however, for Tier 1 members who retire before age 55 and for Tier 2, 3, and 4 members who retire before age 62.

To be eligible, employees must work in a position that is targeted for elimination or, in the case of state employees, in a position that can be back-filled by transfer of an employee whose position is targeted.

The extension for state employees is retroactive to April 1, 1997, and stays in effect until March 31, 1998. Local governments will have until Dec. 31, 1997, to decide whether or not to offer the option. School districts must make that decision by Aug. 31, 1997.

Still no state budget at presstime

But it's not too late to make a difference. Call the Governor and your state lawmakers at **1-800-SOS-6336** and tell them to get down to serious work for the good of all New Yorkers.

Morale sinks under private contractor

OLEAN/MACHIAS — Time off is elusive, overtime is mandatory, and a private contractor is profiting from the struggles of Cattaraugus County Nursing Home employees who are trying to care for their patients.

Morale sank even lower recently when the county legislature awarded Complete Care Services (CCS) a new three-year contract to continue running the county's two nursing homes. The original one-year contract came despite a vigorous CSEA campaign opposing it.

Employees are frustrated. As many as 20 employees have been laid off and those remaining face mandatory overtime and scheduling nightmares that include working extra days if they chose to use a vacation day.

"The only thing they (CCS) have accomplished since being here are the layoffs," said Delores Nenno, a 20-year nursing home employee and steward for the CSEA Cattaraugus County Employees Unit of Local 805.

Nenno, who works at the Olean county home, and Machias county home employee Donna Vickman, also a unit steward, have long been stalwart and active supporters of the nursing homes, often attending meetings of the county legislature's senior services committee and speaking out against subcontracting and other threats to care for home residents.

They have also been vocal in their opposition to unfair CCS management practices.

"They (CCS) don't believe they have to abide by our union contract," said Vickman. "They even re-wrote our contract with reduced sick leave, vacation and personal leave time that they tried to have us accept in impact negotiations, which we refused."

CCS refuses to deal with the understaffing problem, evident in the continuous need for



Cattaraugus County Nursing Home stewards Donna Vickman, left, and Delores Nenno say their members are very unhappy with the private contractor now running the county's two homes.

mandatory overtime, because it would affect their profits, the activists say.

CCS's original contract called for payment of \$8,000 a month to operate both homes, but they asked for increases in the new contract and a percentage of the dollar amount of Medicare claims, amounting to a substantial boost in costs to the county.

"We've gone from being a deficit to the county to making someone a profit," said Nenno and Vickman. "If that's the case, why can't they bring back the staff that was released last year? It's obvious that we need them to provide the care we have traditionally provided our residents."

— Ron Wofford

New DGS workers stay with CSEA

ALBANY — When Albany County created the Department of General Services to streamline county services, a number of CSEA-represented workers were worried they would lose union protection in the new, supposedly unrepresented bargaining unit.

But CSEA acted quickly to protect the rights of its members, and the union now represents the workers in the new unit.

"Our research showed that the majority of workers being transferred into the new department came from existing CSEA bargaining units," CSEA Capital Region 4 President

Carmen Bagnoli said. "We notified the county of our majority status and sought immediate recognition so that there would be no loss of representation status or contract benefits."

CSEA staff has been busy informing the involved county workers of their membership in the new CSEA bargaining unit.

"This will give these members the right to negotiate their own contract with the employer by drawing on the best of the various CSEA unit contracts they are currently working under," CSEA Capital Region Director Joseph Reedy explained.

"In the interim, the employees leaving their former CSEA units will continue to enjoy their benefits and other terms and conditions of employment until the new contract is ratified."

Temporary officers of the new unit are: Bill Meneghan, president; Charles Smith vice president; Marlene Holloway, secretary; Gregg Baldowski, treasurer. Section representatives are: Antonio Carangelo, custodial; Anthony Huneau, security; George Sheffield, maintenance and John Springer, administrative.

These officers will serve until an election is conducted.

— Daniel X. Campbell

LOCAL BRIEFS

Counties keep renewal function

The Governor's plan to consolidate mail renewal at the state DMV facility in Albany has been put on hold and county DMV offices will keep doing the work and collecting the revenue.

CSEA Saratoga County General Unit President and DMV employee Corrine Daly credited the victory to the joint efforts of the state Association of Counties, which represents the 51 county clerks who were facing the loss of hundreds of thousands of dollars of income generated through the mail renewal of car registration and CSEA, which represents both the involved county workers and the state DMV employees.

"But the battle isn't over yet. Now the Governor is going to let the legislature decide this issue," Daly said. "That means a lot of lobbying by CSEA and the Association of Counties to influence the state Legislature on this important issue."

Big gains in Central Islip pact

CENTRAL ISLIP — CSEA members in the Central Islip School District Unit of Suffolk Educational Local 870 overwhelmingly approved a five-year pact, loaded with improvements.

Highlights include: two new steps, increases totaling 20 percent, fully-paid dental, optical and life insurance, leave and health insurance buy backs, up to \$6,000 tuition reimbursement, bedside care days, increased vacation, snow days, double time for holidays, more terminal leave, longevity improvements, retirement protections and more.

"I feel this contract is one of the best on Long Island," Unit President Candy Miller said. "We hope we are setting the pace for the rest."

The negotiating team, led by CSEA Labor Relations Specialist Kenneth Brotherton, included Miller, Dottie Burke, Joe Bobb, Tom Scharfswardt and Mike McMaster.

CSEA helps win important race

HAPPAUGUE — CSEA won a political stroke when Democrat William Holst was elected to the Suffolk County Legislature in the 12th Legislative District representing Smithtown.

"CSEA made a major commitment to this race because we wanted to send a clear message to the Republican Party and to the Brookhaven Chair that we will fight politically if we continue to see privatization and downsizing of our work force," said CSEA Political Action Coordinator Tom Kilmartin, referring to layoffs in the Town of Brookhaven.

The special election win was especially important to CSEA because the seat was held by the Republican majority since the legislature was created in 1969.

CSEA provided Holst with mailings, telephone banks, volunteers, political advisement and direct campaign supervision.

"The Republicans no longer have a veto-proof majority and must now work with the Democrats in the legislature," said CSEA Long Island Region 1 President Nick LaMorte.

Port Byron students protest school bus privatization

PORT BYRON — When the Port Byron School Board was looking at privatizing their school busing, they heard from nearly everyone in the community who was against privatization — CSEA, the drivers, the parents and others in the community. The one group they didn't hear from, until it was unfortunately too late, was the students themselves.

The students were understandably upset when they found that the school board recently voted to privatize their school busing, despite the overwhelming public opposition and with no input from the students on the decision. In fact, says 14-year-old Jennilee Glimpse, the majority of students didn't know about the vote until it was over.

"I didn't even know about it," Glimpse said. "They didn't even talk about it in school."

Glimpse was one of several Port Byron Middle School students who organized two "sit-in" protests of the board's decision to hire the Birnie Bus Company. Other organizers were 15-year-old Jeanette Vanderstine and 13-year-old Rob Clark, all eighth graders.

"We were trying to show that we wanted our bus drivers back," Glimpse said.

"When we found out about it, we did everything

we could," Vanderstine said. "We tried to change their minds ... make them reconsider it. We don't want to lose all our drivers."

Vanderstine, who was informally elected as a student representative of the protesters, and met with the district superintendent, said that more than 75 students participated in the protests. She said they were concerned for their safety and for the drivers who they have come to know over the years.

"We've known these people for years and we trust them with our lives."

"We've known these people for years and we trust them with our lives," she said. "When I met with the superintendent

I asked him whether he cared more about the money or our safety. All they care about is the money."

If the students had been given more time to organize on the issue, they might have been able to make a difference Clark said.

"We would have tried to convince everyone to vote against this," he said.

As an example to show why their district drivers are better, Vanderstine told the story of



Port Byron students are, left to right, Rob Clark, 13; Jeanette Vanderstine, 15 and Jennilee Glimpse, 14.

how, when her sister was hospitalized, her bus driver Sharon Church visited her and brought her balloons and a gift. "Where else are you going to find someone who cares like that?" she asked.

For their roles in the protests, more than 75 students received out-of-school suspension, but they say the real punishment will come when they don't have their familiar bus drivers behind the wheel next fall.

— Mark M. Kotzin

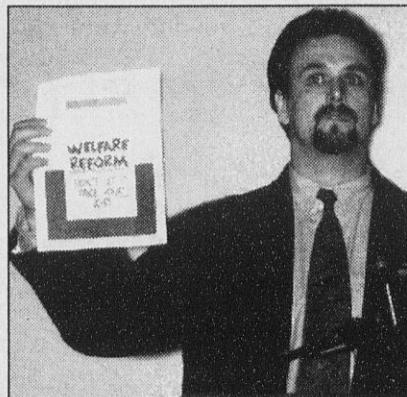
School district info days get high marks

School was out, but CSEA members who work in the Yonkers and Troy City School Districts spent the day in the classroom recently at two CSEA-sponsored information days.

Besides learning about the many CSEA benefits available to them, attendees at both events heard CSEA Executive Vice President Mary Sullivan speak about the impact of the state welfare reform proposals on public employees. Sullivan praised the CSEA members for the integral role they play in the educational process but warned that current welfare reform proposals could jeopardize that.

"No one who currently has a job will be safe from being replaced by a welfare recipient working off a grant unless the current welfare reforms proposals are strengthened to protect the current workers and those workfare recipients who want a chance at a real job," she said.

The Troy program was so well received that plans are already in the works for a second CSEA Info Day next year, Unit President Linda Hillje said. The Yonkers Unit has had an annual Education Day since 1987. It includes a wide variety of educational programs.



Capital Region 4 Activists Committee Chair Bob Calhoun, above, discussing welfare reform at the City of Troy School District Info Day. At left are activist and staff participants in the Yonkers School District's Education Day. From left are Westchester Local 860 Vice President Grace Ann Aloisi, Southern Region 3 President Carmine DiBattista Yonkers School District Unit President Mae Tyropolis, CSEA Executive Vice President Mary Sullivan, Yonkers School District First Vice President Jerry Jones, Special Assistant to the President Irwin Scharfeld and CSEA Labor Relations Specialist Shawn McCollister.



Attack may signal escalating danger in DSS

FONDA — A man seeking benefits attempted to assault a Montgomery County Department of Social Services worker, according to a Montgomery County Sheriff's Department report.

The client allegedly swung his fist at the employee's head, missed and struck a cubicle with such force that he broke his arm. He was reacting to being told he had to wait 90 days to become eligible to collect benefits due to recent changes in social services laws. The employee, who declined to discuss the incident, later filed a complaint. The client was charged with obstructing governmental administration.

CSEA warns that such incidents are likely to multiply once welfare reforms that will deny benefits to thousands of additional people are enacted. Welfare reform is expected to be passed this year by the state Legislature. Public employees in front line social service jobs throughout New York state will be at greater risk from irate clients upset over welfare reform restrictions on benefits.

The Montgomery County incident is a perfect example of why CSEA continues to pressure the state Department of Labor to adopt a Worksite Security Standard to guide security improvements in public worksites statewide. A task force appointed by the Social Services commissioner is looking at the issue, but CSEA is demanding immediate action.

— Daniel X. Campbell

Employees share \$1 million overtime settlement

THIELLS — Nearly 2,000 employees and retirees of Letchworth Developmental Disabilities Service Office are sharing more than \$1 million in a Fair Labor Standards Act settlement for unpaid overtime.

CSEA filed a grievance with the Department of Labor because employees working more than 40 hours a week were only receiving compensatory time at the straight time rate, CSEA Labor Relations Specialist Larry Natoli said.

"There was no paid overtime," Local 412 Executive Vice President Ken Dougherty said. "Management said employees had to cover their worksites but no overtime would be paid."

To make matters worse, employees were then refused

time off to use the compensatory time, Natoli said.

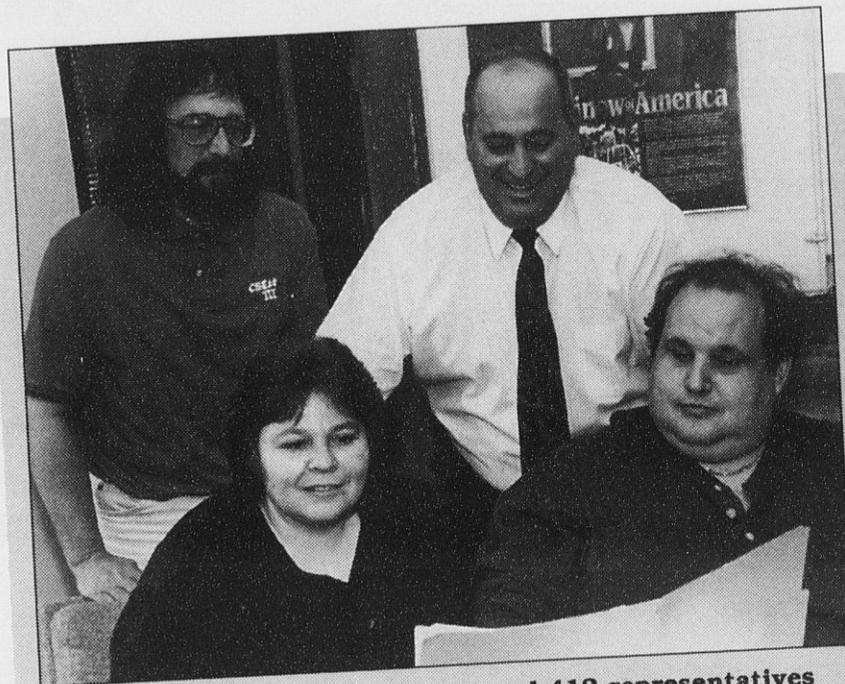
In a related grievance, employees who worked 8.5

hour days but were not allowed to take meal breaks away from their worksites were also awarded back pay.

"I really want to give Ken Dougherty credit for this win," Local 412 President Sara Bogart said. "He's the one who took the ball and ran with it."

Bogart also credited local grievance representatives Joseph Giardina and Jimmy Schultz, Southern Region 3 third vice president, for their research and investigation.

"This settlement has ramifications for all state workers," she said. "I'm proud that we led the way."



CSEA Letchworth Village DDSO Local 412 representatives review the list of 2,000 employees who will share the \$1 million overtime settlement. Clockwise from top left are: Executive Vice President Ken Dougherty, CSEA Labor Relations Specialist Larry Natoli, Grievance Representative Jimmy Schultz and Local President Sara Bogart.

— Anita Manley

CIVIL SERVICE EMPLOYEES ASSOCIATION

LEAP

LABOR EDUCATION ACTION PROGRAM

Apply now for fall '97 LEAP tuition benefits

It's time to apply to the Labor Education Action Program (LEAP) for fall '97 tuition benefits.

Catalogs and application forms were mailed on April 28 to all eligible employees who applied for a LEAP tuition benefit during the fall '96 or winter/spring '97 semester. New York state agency personnel and training offices also have a small supply of catalogs. If you did not receive a catalog and are unable to obtain one in your agency call the LEAPline at 1-800-253-4332.

June 13, 1997, (5 p.m.) is the application deadline for fall '97. LEAP funds for the fall semester are committed on June 13 so applications cannot be considered after that date.

New child/elder care benefit for many NYC members

Balancing work and family is never easy. But help is now available for State Executive Branch employees working in New York City who care for children, a dependent adult or older relative.

The Child & Elder Care Resource and Referral Service, sponsored by the New York State Labor/Management Child Care Advisory Committee, can help employees locate programs and services that meet their specific needs and deal with the challenges of being a parent or elder caregiver.

Child care services include assistance finding day care, summer camps and services for children with special needs; and information on selecting the right school or college, managing as a single parent and much more.

Employees with elder care needs can get assistance with hiring in-home caregivers; understanding Medicare and Medicaid; finding a retirement community, nursing home or other assisted living facility; and other resources such as senior centers, adult day care, home-delivered meals, hospice and respite services.

For more information about this service call the CSEA Metropolitan Region 2 office at 212-406-2156.

— Anita Manley

CSEA says "snow way" to ski center sale

HIGHMOUNT — CSEA wants the state to improve Belleayre Ski Center, not sell it.

When rumblings began about privatizing the ski center, CSEA Local 009 members who work there, Local President Vinny Lord and CSEA Southern Region 3 President Carmine DiBattista began to fight.



From left, CSEA Southern Region 3 President Carmine DiBattista, Mid-Hudson State Employees Local 009 President Vinny Lord, Local 009 Vice President Ron Hull and CSEA Political Action Coordinator Stan Merritt on a recent visit to Belleayre Ski Center.

The ski center, located in a state park, is protected from privatization by the state Constitution, but an increasing buzz about privatization has CSEA on alert.

First, a state Assemblymember mentioned privatization, then some local businesses started lobbying the Governor to sell the ski center and editorials in area newspapers supported privatization.

Workers, along with a local grassroots coalition, are lobbying the state for funds to make improvements, not sell the facility.

"Belleayre is paying for itself," Lord said. "Belleayre actually made money last year which is a tribute to employees who have maintained this site with care and concern."

"It is rather simplistic," DiBattista said, "to suggest that privatizing Belleayre will solve the myriad of environmental, legal and economic questions and concerns that must be addressed."

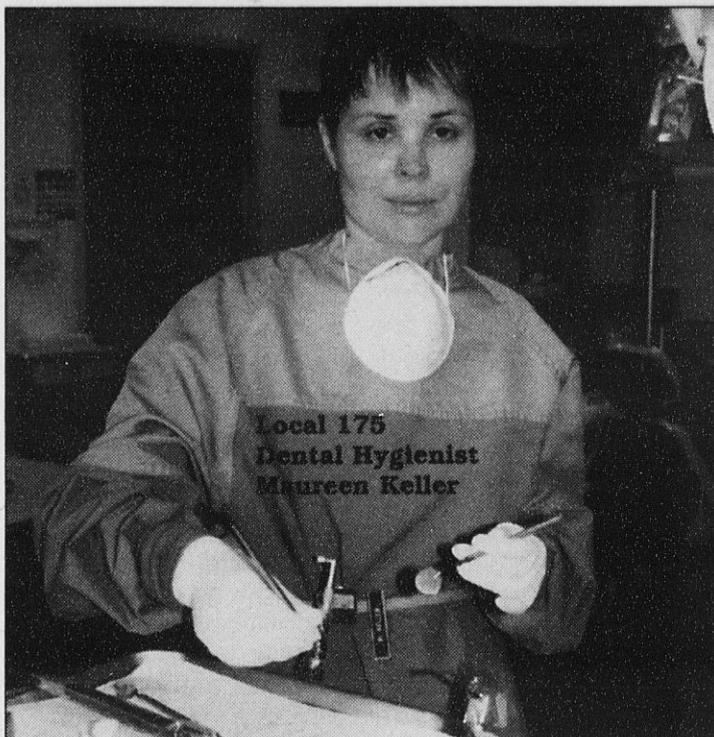
He urged lawmakers to consider the recommendations for improvements that have been made in a recent report.

"These are real solutions," he pointed out. "Why aren't they under review?"

There are ideas that lawmakers should be pursuing to make improvements at Belleayre now, agreed DiBattista and Lord, both of who offered the union's help.

"If the state and elected officials are serious about attracting more people to Belleayre, I will commit CSEA resources and work with them to improve Belleayre and the surrounding economy," DiBattista said.

Dental hygienists petition for upgrades



ALDEN — CSEA activists in Western New York correctional facilities are spearheading a campaign to upgrade the jobs of dental hygienists.

"We want our just due," said Maureen Keller, a 10-year state dental hygienist, now at the maximum-security Wende Correctional Facility and member of CSEA Local 175. "We feel Civil Service, starting out, didn't categorize our jobs correctly. We should be on the same level as registered nurses because we're required to have similar degrees and we must be licensed and re-certified every three years."

"Dental hygienists work in an atmosphere of daily exposure to needle pricks, blood and body fluids, facing health risks that most workers do not," Keller said. "Add that to possible occurrence of behavioral problems that come with a maximum security prison, and sometimes being left alone with inmate patients, and we are in a high risk job category. Most people don't realize how risky."

"We're very serious about getting our justified pay," Keller said. "And we're prepared to appeal if our position is not upheld."

— Ron Wofford

CSEA
JOINT COMMITTEE ON
Health Benefits

See page 16
for instructions on
how to access
THE EMPIRE PLAN
Participating Provider
Directory website
on the Internet

Attorney General bars private prison

ALBANY — Just one week after CSEA came out against the construction of the state's first private prison, Attorney General Dennis Vacco issued a ruling that could sound the death knell for private prisons in New York.

Vacco ruled that "except for a limited and specific authorization under federal law for private entities to house United States prisoners, private operation in New York of any correctional facility is unauthorized."

The ruling came after Corrections Corporation of America (CCA), a Tennessee-based firm, purchased 185 acres in South Fallsburg, Sullivan County, for \$470,000 with the intent of constructing a 1,000 bed minimum to medium security substance abuse treatment prison.

While concerned about the potential loophole that may allow private prisons to contract with the federal government to house federal prisoners, CSEA hopes the ruling will kill the plan.

"This community needs jobs that pay a living wage," CSEA President Danny Donohue said. "Private prisons make their profits by paying low wages and few if any benefits."

Security has also been an issue in areas where private prisons are located, CSEA Southern Region 3 President Carmine DiBattista said. He pointed out CCA has come under criticism for not meeting accreditation standards, inadequately trained staff and high turnover resulting in poor security and abuse of prisoners, according to a study published by the AFL-CIO.

Gov. Pataki, his commissioner of Corrections and Council 82, which represents correction officers in state prisons, have also come out against private prisons. But CSEA is concerned that the presence of a private prison would make a tempting option to state officials to address the state's prison space shortage.

— Anita Manley

Roberto Clemente state park boasts two award winners

BRONX — Keeping an urban park spruced up and shining in a tough west Bronx neighborhood near the Harlem River is no easy job, but award-winning CSEA members do it with style, team work and skill.

CSEA members Victor Gonzolez and Angel Cortijo have earned special awards for their outstanding efforts.

Gonzolez, a 23-year veteran, was chosen New York State Parks Employee of the Year, and he proudly displays a plaque presented by Clemente Park Director Richard Ortiz.

A member of CSEA New York City Local 010, Gonzolez's dedication to Roberto Clemente State Park and his community are legendary. In 1990 he received a special commendation from the Police Department for saving a four-year-old boy's life from a reckless driver. Gonzolez and his wife have been foster parents to six-year-old twin girls and their seven-year-old sister since infancy. Their own son is in college.

General Mechanic Cortijo's skills have saved the state more than \$50,000 in repairs of ruptured pipes and other problems over his 12 years at Clemente. His efforts earned him a Special Achievement Award.

He recalls the 16-hour shifts everyone worked when the gymnasium was flooded.

"We used to have 35 guys to run this park," Cortijo said. "Now we have only 12," with thousands of people using the park.

CSEA Labor Relations Specialist Barbara Moore and CSEA Steward Luis Lugo joined in saluting the high caliber of state parks workers who perform exceptionally under often difficult and dangerous conditions (see adjacent story).

"It's obvious why Victor Gonzolez was selected from across the state for this high honor," Moore said. "He shows what it really means to be the best."

— Lilly Gioia



From left, Angel Cortijo, CSEA Labor Relations Specialist Barbara Moore, Victor Gonzolez and CSEA Local 010 Steward Luis Lugo.

Park jobs are no picnic

Working and playing in Roberto Clemente Park can be an exercise in bravery.

Employees fear that they or children visiting the park will be injured from falling objects and trash rained down on them by residents of an adjacent high-rise apartment building.

River Park Tower residents heave everything from dirty diapers to car batteries and even TV sets out their windows directly onto park property where children and park employees walk.

"It's really dangerous, and we don't have enough staff up here," said CSEA Steward Luis Lugo. "You never know what could hit one of the little kids who play here," he said. He hopes legal action will be taken against those responsible.

In touch with you

A message from CSEA President Danny Donohue

Tell lawmakers to do their jobs!

May is here, and there is no end in sight to the state budget stalemate at the Capitol in Albany. This is bad news for all New Yorkers.

We all lose when the Governor and state lawmakers don't do their job.

There are a number of ways that the failure to enact an on-time budget hits all of us in the wallet. For one thing, school districts across the state will have to enact budgets this month without really knowing how much state aid they can expect — raising once again the possible need for costly, short-term borrowing to meet expenses.

It must also be remembered that years of state cutbacks have dumped responsibilities and costs on to counties, cities, towns and villages across the state, leading to a heavy burden on taxpayers — including all of us — through higher property taxes.

As CSEA has said over and over and over again in recent years, it doesn't help to get pocket change income tax cuts if we end up taking it in the neck on school and property tax increases.

The lack of state budget resolution also causes anxiety and uncertainty for state employees as year after year New York "manages" by simply careening from crisis to crisis.

But New Yorkers lose in other ways, too, as the budget politics dominate the entire legislative session. By tying up all issues into one "Christmas tree" legislative package to be wrapped up by early summer, important and substantive debate on critical issues gets lost.

For example, the whole subject of welfare reform, a sweeping measure that demands serious review and public input, has been reduced to a game of political football. We need to

see thoughtful consideration about the impact these reforms will have on thousands of lives, especially children; instead the issue has been reduced to partisan bickering.

And that's just one issue in which the public is getting shortchanged.

But it's not too late to make a difference. Whether you've done it before or not, please call the Governor and your state lawmakers at 1-800-SOS-6336 and tell them to get down to serious work for the good of all New Yorkers.



Danny



The ^{CSEA} Work Force

Political Action: Bulldozing for change

If you've ever wondered what CSEA gains by being involved in political action, then you're asking the wrong question.

The real question is what do **YOU** gain when CSEA gets involved in political campaigns and legislative issues.

The answer is change. With its statewide and national influence, CSEA works like a bulldozer pushing through the bureaucracy and politics to achieve change for you, the members.

But remember **YOU** are the union.

The stories on these pages show just how important it is for CSEA members to work for change and lead powerful grassroots political efforts.

In Troy, the whole city government turned around when CSEA members started fighting an anti-union administration. In Cicero, CSEA members knocked an elected official out of office after he harassed employees repeatedly. In Wappingers School District, CSEA members led a campaign to oust board members who wanted to privatize.

In short, CSEA's political action efforts directly benefit CSEA members.

Continued on page 10



See pages 10 & 11

CSEA activist Joe Messano on the job in the Town of Cicero.

Photo by Mark M. Kotzin

CSEA campaign ousts antagonist

CICERO — If you want proof of the success of CSEA's political action, just ask four workers in the Town of Cicero Highway Department.

Ray Dempsey, Michael See, Joseph Carella and Jim DeVaul, all motor equipment operators, owe their jobs to CSEA and the political action that ousted their tyrannical boss from office.

After Highway Superintendent Frank Rego laid off the four in 1994, CSEA filed an improper practice charge accusing Rego of retaliation for union activities. All four were union activists. Dempsey, then CSEA unit president, had challenged Rego repeatedly over his abusive behavior and contract violations.

CSEA won the case, and the four men went back to work with full back pay and benefits.

But the workers knew the victory wouldn't change Rego, and by then, he was running for town supervisor.

The union went all out to support Rego's primary opponent, said CSEA activist Joe Messano, who became unit president when Dempsey was laid off.

"We all worked together. We went door to door, handed out brochures and fliers, did phone banks, everything we could," he said.

Rego got knocked out in the primary by the CSEA-endorsed candidate. He was out of office at the end of his highway superintendent term.

Dempsey, active in CSEA political efforts before, said this campaign was different.

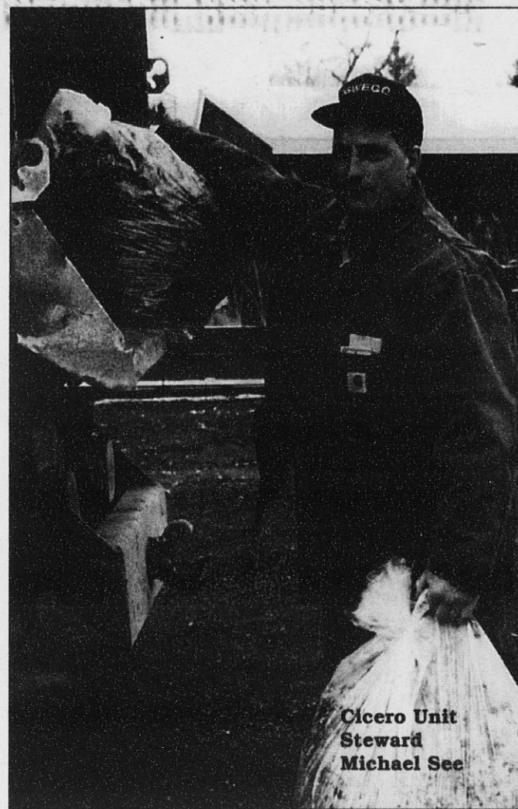
"This was much more personal. The union really went out on a line for us," he said. "I think we would have been lost without political action."

DeVaul, now unit vice president, agreed.

"I've been involved in political campaigns before, but I've never seen so much involvement by so many people on a local level like that," he said. "The union provided the catalyst."

Since Rego left, the workers say, morale has gone up, and they have a much better relationship with management. In fact, they haven't had to file any grievances since they got rid of Rego.

— Mark Kotzin



Cicero Unit Steward Michael See

Wappingers SD members oust board trio



Barbara Crosson

Editor's note: When three Wappingers Central School District Board of Education members supported Educational Alternatives Inc. (EAI) last year, the unions representing district employees were steamed. After they fought the board over hiring EAI, they took on the board members directly. When the three ran for re-election, CSEA and the other unions successfully campaigned against them.

Barbara Crosson, president of CSEA Wappingers Central School District Unit, Dutchess Educational Local 867, talks about the role political action played:

"EAI was a threat to the basic foundation of education and was totally supported by three

board members who were up for re-election. We needed help, and called on the (CSEA Southern) Region 3 Political Action Committee.

"Political Action Coordinator Stan Merritt wasted no time in addressing our needs. Stan was quick to set up meetings to get our membership working on this campaign. John Phillips (labor relations associate) attended every board meeting. Together we helped to form an alliance of unions and concerned parents in the district to fight privatization. Phone banking, posting signs, distributing handouts, etc., all helped to oust the three board members who were in favor of EAI.

"I applaud the actions of the Political Action Committee, CSEA, and all our members."

CSEA powers political change

Continued from page 9

Unions face criticism for their lobbying, but look at CSEA: it spent \$1.1 million on lobbying over the state budget last year, but \$800,000 of that went to advertising to re-

enforce that CSEA members provide valuable services and to build public support for its positions.

In the end, CSEA fought successfully for the restoration of \$1.6 billion in the state budget which restored jobs,

programs and aid to school districts and local governments.

By far the most powerful part of CSEA's political action effort is ACTION — the action of its members as they picket, write letters, make phone calls and circulate petitions.

All the grassroots work communicates strongly to politicians and elected officials that CSEA is a powerful vocal constituent that must be heard.

And YOU are the power behind that message.

Political action works for you

AFSCME adds clout

CSEA has clout as New York's largest public employee union, but its AFSCME affiliation doubles its strength in New York and gives prominence in Congress.

AFSCME's lobbyists work closely with CSEA in the state Capitol.

AFSCME also monitors issues and lobbies for working people. When CSEA asks before us, we rely on AFSCME to lobby and lead grassroots campaigns across the country.

Turnaround in Troy

The battle of the City of Troy is a portrait of political activism at its most effective.

CSEA stood up for its members against an anti-union city manager and council and, in the process, the whole government changed.

When the city council hired David Grandeau as city manager, he fired 47 CSEA members and was antagonistic to all the city's unionized employees.

CSEA filed grievances and went to court to stop Grandeau, but the union knew that wasn't enough.

"Even if we won every case, we'd have to face the council's anti-union bias and Grandeau's attacks," said Ed LaPlante, CSEA's director of political operations. "We had to change the players."

The first victory came when Troy voters did away with the city manager form of government, voting for a strong mayor.

CSEA immediately started working on elections set for the following year.

"Political action was looked at as the equalizer in this ongoing battle," CSEA Capital Region 4 Director Joe Reedy said.

The union made voter registration a priority.

"The union must have hit a cord because there was a marked upswing in the number of voters who registered," CSEA Political Action Coordinator Adam Acquario said.

"Many of the new registrations came in with a CSEA flier still attached."

On Election Day 1995, Troy voters threw out the anti-union, anti-worker city council and elected the CSEA-backed candidates.

"If CSEA had walked away from its members and capitulated to Grandeau's terror tactics, every public employee in the state might have been subjected to the same intolerable treatment," LaPlante said.

"But what the politicians saw was CSEA standing up, taking every blow, legal and low, political and partisan, internal and external, and fighting back and winning before the courts of law and the court of popular opinion."

— Daniel X. Campbell

Member has change of heart

"I used to tell my co-workers that they should get their political action money back from CSEA," said Jackie Lippitt, a CSEA Department of Motor Vehicles Local 674 member.

"But then I saw the CSEA commercials, and my outlook changed," she said. "CSEA wasn't using political action money to line the pockets of some fat cats. My union is using PAC money to show the public what public employees really do," Lippitt said.

"Now when people approach me about the PAC rebate I tell them why I won't be sending in a request for my political action money back."

— Daniel X. Campbell

'It's vital'

CSEA Long Island Region 1 Political Action Committee Chair Cathy Green, a CSEA member for 21 years, has been politically active for 19.

"It didn't take long for me to see the importance political action plays," Green said. "It is vital for us to talk the politicians' language and make them understand the needs of working men and women."

She pointed to the recent election of Long Island nurse Carolyn McCarthy to Congress.

"We drove the process to get her elected," Green said. "CSEA was on the front lines of that congressional race."

Green, also president of the Town of Babylon Unit of Suffolk Local 852, urges more members to get involved.

— Sheryl Jenks

CSEA settlement was just

In October 1994, 47 Troy CSEA members were illegally terminated by then-GOP City Manager David Grandeau. The CSEA brought a lawsuit against Mr. Grandeau for his unlawful actions. After some 2½ years this lawsuit was recently settled out of court, thus avoiding costly and unnecessary litigation.

We as members of the CSEA settlement committee believe this agreement was fair to all parties concerned. However, in light of certain misleading comments made regarding this settlement, we would like to set the record straight.

The 47 employees were terminated by Mr. Grandeau so he could hire his political cronies and destroy the union. While these 47 dedicated civil servants were being forced out one door, the political appointees of Grandeau were walking in the other door. These political jobs in part included a \$58,000 budget director, a \$50,000 planning commissioner and a \$65,000 public safety commissioner. The budget director eventually became the GOP candidate for mayor of Troy.

Mr. Grandeau cared so little about Troy he refused to move to the city from Albany County, even though he was required to do so under the law. However, he had no reservations about collecting his \$80,000 salary from Troy taxpayers. When the CSEA brought a lawsuit in 1995 against Grandeau regarding his residency, he immediately left town instead of facing a court hearing. Unfortunately, he had been allowed by the GOP-controlled city council to violate the residency law for over a year and continue his union-bashing.

The Grandeau legacy is one of dismal failure. He attempted to blame the unions for everything, when in reality he was no more than a glorified politician who didn't have the necessary expertise or managerial skills to run a city. In just over a year he raised property taxes 16 percent, hid a \$12,000,000 election-year deficit, gave away \$2,000,000 annually in sales tax revenue to the GOP county government, and cost taxpayers large amounts of money due to numerous violations of city labor contracts.

Furthermore, he tried to sell city hall and the Frear Park golf course to his friends at a bargain-basement price. And he attempted to abolish the Troy Police Department and reduce public safety simply because of his dislike for the police union.

During David Grandeau's reign of terror he tried to break the CSEA through improper firings and the daily intimidation of city employees.

While the union fought vigorously against the city manager, certain union officers turned their backs on the CSEA and the employees they represented. The most egregious of these CSEA officers was Robert Mirch, a public works supervisor. Mr. Mirch abandoned his fellow employees to save himself. The original October 1994 termination list put together by City Manager Grandeau included the name of Bob Mirch.

However, due to a political deal, his name was crossed out at the last minute. While Mr. Mirch saved his own job, he turned his back on the very people he was supposed to represent. The CSEA eventually suspended Mr. Mirch as an officer of the union for collaborating with Grandeau in his efforts to break the union. We were disappointed when Bob Mirch put himself ahead of the 47 individuals who were his friends and colleagues. This self-serving act is something that none of us will ever forget, nor should any member of the CSEA.

On a more positive note, we are confident the city will overcome the chaos left behind by the Grandeau administration and its anti-union activities. The recent settlement agreement was a major step in recognizing the rights of all employees and the need to treat them in an appropriate manner.

Some individuals have suggested that this settlement was no more than a giveaway to the union. However, one must only look at the results of the Norma Fatone case to be dissuaded from this type of logic. Ms. Fatone was a CSEA member wrongfully terminated by Grandeau whose case went to trial. A federal jury ruled Mr. Grandeau acted improperly and awarded Ms. Fatone \$112,000 in damages and \$80,000 in CSEA legal fees. This case was eventually settled out of court to avoid any costly appeals.

We would like to thank the current city administration and city council for a fair and equitable settlement. Also, we greatly appreciate the support given to us by the CSEA, attorney Bill Herbert, friends and family.

JAY ARNOLD
DEBBIE BERLINO
JANE COX
MARIANNE HERKENHAM

Troy



CSEA Long Island Region 1 Political Action Committee Chair Cathy Green with state lawmakers, from left, Sen. James Lack and Assemblymembers Bob Sweeney and Harvey Weisenberg.

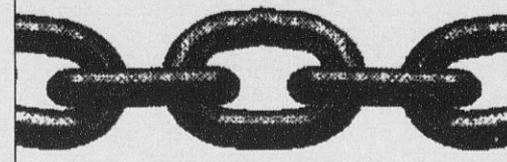
Union Summer

Will you while away another summer or finally spend a worthwhile one? If you have what it takes, send your application in today! If you are selected, you'll experience a summer you'll never forget!

You can join the AFL-CIO's Union Summer '97. It's a nationwide movement to protect workers' rights and fight for economic justice. If selected, you will spend three weeks organizing for workers' rights and social justice with others as committed as you are to the labor movement and fairness for all working people. Standing together we can show greedy corporations and their political allies that workers will fight for their right to organize.

Together we will fight and win!

**CSEA
American Labor Link**



The AFL-CIO's Union Summer is an educational 3-1/2 week internship, not a job. It is a highly selective program because many more people apply than can be accommodated. In selecting participants, we look for pro-union people who are committed to social and economic justice and can work well in a diverse group — the profile of a union organizer and activist. We encourage women and people of color to apply. Those who did Union Summer '96 are not eligible to apply.

Please provide the information listed below in full. Print clearly using black ink.

Will you be 18 as of
5/31/97 **YES NO**

FIRST NAME _____ NICKNAME (IF ANY) _____ LAST NAME _____ SOCIAL SECURITY NUMBER _____

CURRENT ADDRESS _____ STREET _____ CITY _____ STATE _____ ZIP _____

PERMANENT ADDRESS _____ STREET _____ CITY _____ STATE _____ ZIP _____

CURRENT PHONE _____ WORK PHONE _____ PERMANENT PHONE _____ E-MAIL _____

Circle the month(s) you are available to participate in the program: **JUNE JULY AUGUST**

Are you a union member? **YES NO**

If so, which one (give union name and local number)? _____

Have any family members been union members? **YES NO** If so, who? _____

Which union (give union name and local number if possible)? _____

If you are currently a student, please list school _____ Grad date _____

If you are fluent in any languages other than English, please list it/them here: _____
(Be prepared to be interviewed in the language/s you list above)

Briefly answer the questions listed below on separate sheets of paper (no more than three pages). Use a word processor or typewriter if possible. Staple your resume and your answers to the questions below to this application.

- 1) What experience in you own life makes you want to participate in Union Summer and work for social justice?
- 2) What do you hope to achieve by participating in Union Summer?
- 3) What types of community-based, political, union or other social justice groups have you been involved in?
- 4) Does the labor movement have a role to play in achieving social and economic justice in society? Explain.
- 5) Union Summer involves living in close quarters with a diverse group of people and erratic hours on a sometimes unpredictable schedule. Have you gone through a similar experience? Are you ready for this one?

Please list two references (relatives excluded). Include name, address, telephone number(s), and how you know them.

DEADLINE: Application package MUST be received by May 10, 1997. Mail to: Union Summer, 815 16th Street NW, Washington, DC 20006, fax 202-408-0303; tel. 1-800-952-2550 (in DC call 408-0300); e-mail unionsmr@aol.com; website: www.unionsmr.org

Sites located nationwide • \$210 per week stipend • Housing provided

We would appreciate your answering the following questions regarding your race, ethnicity and gender. However, you are not required to do so. This information is for record-keeping purposes in compliance with Federal law. It will be kept separately from your application and will not be a basis for any employment decisions.



NAME: _____

GENDER: Female _____ Male _____
RACE OR ETHNICITY: African-American _____ Asian Pacific Islander _____ Latina/o _____
Native American _____ White _____ Other (describe if you wish) _____

See page 18 for information on the AFL-CIO's "Senior Summer"

Newsletter provides food for thought

POTSDAM — A newsletter has become the glue holding together the members of CSEA Potsdam Auxiliary and College Educational Services (PACES) Local 625.

The food service workers at



Local 625 member Sue Blackburn

SUNY Potsdam have about 100 members in six work locations, and a new monthly newsletter is pulling those members together, Local 625 President Penny Bond said.

"We've only had good responses," she said. "People actually look forward to reading it every month."

A committee puts together the six- or eight page newsletter, including stories and information from CSEA which are important to members, said June Wilkins, local secretary and newsletter committee member.

"It gives us a chance to let each building know what's going on," Wilkins said.

Cashier Sally Arquiett feels more involved because of the newsletter.

"It makes you think about union issues," she said.

Cashier Sue Blackburn agreed.

"This is helping us get to know one another and makes us feel like CSEA is a group," Blackburn said. "Now you see people talking more about the union."

Newsletter Editor Aaron Hoyt



Local 625 President Penny Bond

relies on resources from the CSEA Communications Department. He wants the newsletter to spur activism, he said.

"I want to get people more involved in what's going on, and by knowing what's going on, they have a better ability to get involved."

— Mark Kotzin

Unionized bus drivers safe, caring

EDITORS' NOTE: Non-unionized, for-profit private sector bus companies try to cut costs at the expense of the employees and of safety. Low wages, few benefits, no training and high turnover all lead to poorer safety records. But CSEA-represented drivers in private companies have good track records because the union helps employees fight for better conditions and training.

WATKINS GLEN — CSEA Local 709 Steward Sheila Cody is a driver for the safety-award-winning Laidlaw Transportation in the Watkins Glen School District.

Labor and management here work together to run a top-notch transportation system, she said.

"Not all private sector busing is nonchalant about their children or second rate," she said. "We're first rate, and we really care about our kids."



Local 709 member Linda Barber

CSEA has represented the workers since 1981, when the district contracted with Laidlaw. They've had two managers who work well with CSEA and the workers, Cody said.

"If (the current manager) has a problem, he asks for union input on issues that effect

our drivers," she said.

Driver Annabell Yaw said teamwork is key.

For example, labor and management formed a committee to improve student discipline problems, and the problems have decreased, said Yaw, a committee member.

The drivers also have an excellent driving safety record, with no avoidable accidents over the last 10 years, CSEA Local 709 President John Lutomske said.

In 1992-93, Laidlaw gave the district an award for the best safety record in the Northeast Region. It's an honor the drivers are proud of.

"I think our safety record is fantastic," Cody said.

Local Vice President Norm Deraiche, who is also a safety trainer, says that the good record comes from working together.

"I think safety is everybody's job," he said, "and I think management is very aware of the union because we do work closely with them."

— Mark Kotzin



Local 709 Vice President Norm Deraiche

Workers lead libraries to the future

POUGHKEEPSIE — Think of it as a library for libraries.

The Mid Hudson Library System, one of 23 statewide funded by the state Education Department, provides services and resources to 65 libraries and branches in five counties in the Hudson Valley.

The 15 CSEA members who work for the library system help patrons keep up with the newest technologies in the most cost-effective manner — by sharing services.

The system provides everything from inter-library loan services to computer consulting and technical support for member libraries, said CSEA Private Sector Local 702 President Lisa Kochik.

Other services include providing materials for summer reading and special theme programs, audio visual equipment, computers, movies and videotapes and grant writing.

Kochik, who works in the Children's Services Department, said she believes that keeping up with the latest technology is an investment in the future of this country.

"This is how we are making a contribution to our future," she said. "Not every family can afford to buy a computer, and we can provide one at the library."

It is a fact of life that libraries are facing financial restraints, said Kochik.

"Shared services is a good way to get these resources to the public at a lower cost."

— Anita Manley



CSEA Private Sector Local 702 President Lisa Kochik

Local 640 awards scholarship

CSEA Buffalo State College Local 640 awarded scholarships to members Kathy Babcock, a library employee, and Karen Press, a registration office employee.

The awards, in memory of CSEA member Robert Emles Jr., were presented by Local President Dale Swain.

Babcock received the award for the fall 1996 semester, and Press for the spring 1997 semester.

SUNY Fredonia member honored



Wilfredo Montanez

FREDONIA — Wilfredo Montanez received the first President's Award for SUNY Fredonia employees in the operational and administrative divisions. The award was established through Local 607 CSEA labor-management efforts.

Martinez, a 13-year custodian received a certificate from the college president, Dr. Dennis Hefner, and Local 607 President Paul McDonald.

Fellowship available

The Center for Women in Government at SUNY Albany is offering a fellowship on Women and Public Policy.

The program combines experience with graduate seminars. All placements are in Albany.

The fellowship carries a \$9,000 stipend.

Applications for the 1998 fellowships must be submitted to the Center for Women in Government by May 30.

For more information, contact Dorothy Hogan at 518-442-3383.

Library assistants to meet

The 19th annual conference of the state Library Assistants Association will be held June 11 to 14 at Cornell University, Ithaca.

The conference will include workshops, a roundtable lunch, an open forum and a keynote speech, "New Horizons, New Challenges," by Ed Gillen, a former member of the association's executive council and an advocate for library assistants.

For more information, contact Susan Frey at 607-273-9106.

Fumes and spills threaten workers

STONY BROOK — CSEA members blame sore throats, bloody noses, rashes and respiratory problems on the conditions they face working in the offset print shop at SUNY Stony Brook University Hospital.

Ever since the shop was moved to a basement, members have complained about fumes and illness.

They believe a crack in an overhead pipe releases fumes from the floor above where autopsies are performed.

CSEA Shop Steward Debbie Nappi-Gonzalez was one day nearly overcome by fumes.

"I suddenly got tunnel vision and my nose began to bleed," she said. The fire marshal told the workers to leave because of formaldehyde fumes. Later, she learned a formaldehyde spill had occurred upstairs.

"We had every symptom listed for exposure to formaldehyde except death," Nappi-Gonzalez said.

Soon after that, CSEA member Mike Ulrich was splashed on his

clothes and in his mouth with a liquid dripping from the ceiling.

"They gave me a glass of water and told me to rinse my mouth out," he said. "I was offered a blood test for Hepatitis B and AIDS. That was it."

The spill occurred when the dedicated infected waste line broke. It was not tested for disease.

"I have a wife and two small children," Ulrich said. "I have to worry for the rest of my life what diseases I caught from the blood and if I am going to give anything to my family."

Out of work for four months after the spill and diagnosed with acute stress disorder, he suffers from panic attacks and insomnia.

"It is extremely disconcerting that these pipes were not maintained even after all the health-related complaints," said CSEA Stony Brook



From left, Debbie Nappi-Gonzalez, Mike Ulrich and Patricia Ortiz-Rios in the print shop.

Local 614 President Grace Roy.

"This incident could have been avoided," added CSEA Occupational Safety and Health Specialist Dan Morra.

Offset printer Patricia Ortiz-Rios is expecting a baby and is extremely concerned about how her worksite may affect her unborn child.

The administration seems more concerned about the machines than the people.

"They want to move the machines and put on splash guards. Meanwhile, what kind of protection are we given?" Nappi-Gonzalez said.

CSEA continues the fight to have the members moved to a safe area.

— Sheryl C. Jenks

SUNY Purchase members lead state budget protest

PURCHASE — More than 200 students and staff of SUNY Purchase rallied to protest proposed cuts to the SUNY budget.

Participants were urged to register to vote and write their legislators to let them know that funding reductions would jeopardize SUNY colleges and hurt students.

CSEA Southern Region 3 President Carmine DiBattista said the Governor's proposed budget "fails to provide adequate funding to maintain essential services."

Tuition hikes could reduce enrollment, he said.

"Tuition increases combined with proposed cuts in tuition assistance may very well force children of the state's less fortunate families right out of SUNY's doors," he said.

CSEA also opposes a proposal to allow each SUNY campus to set its own tuition because it would jeopardize the quality of educational programs and physical plants on many campuses.

For years, campuses have had to cut back on essential services, especially those provided by CSEA members, DiBattista said.

"For years, our members have been trying to hold these campuses together with spit and glue. The proposed budget would continue that trend," he said.

"CSEA members, like the vast majority of New Yorkers, consider SUNY one of the major assets of our state and we urge the Governor and legislators to invest in that asset."

— Anita Manley

Program results in promotions

FREDONIA — Dennis Newcomb is now a grade 12 carpenter and Steve Peterson is a grade 12 plumber, thanks to a joint CSEA-NYS apprenticeship program at SUNY College at Fredonia.

The two men, members of CSEA Local 607, successfully completed the three-year program in two years. They had been grade 9 assistants in the operational services department.

"This program allowed two employees who were already very skilled in their areas of expertise to show ... that they can do the job," Local 607 President Paul McDonald said.



Dennis Newcomb



Steve Peterson

Statements of candidates for CSEA STATEWIDE PRESIDENT

All candidates for CSEA statewide office were given an opportunity to submit 500-word statements and photographs for publication in this edition of *The Public Sector*. Remarks are the personal statement and responsibility of the candidates themselves. *The Public Sector* is under no legal obligation to print or verify the accuracy of candidate statements. The opportunity to present views is extended as a courtesy to the candidates.

Danny Donohue



Once again it is time for you, the members of CSEA, to choose your Union leadership and support the many changes and openness established the past three years. It's been a tough three years at every level — state, local government, school district or private sector, but I am proud of the job that our Team has done fighting for every single member.

We have had to fight layoffs, givebacks privatization and job transfers. We are fighting attempts to close Roswell Park and Helen Hayes Hospital, fighting to save psychiatric centers, fighting attempts to privatize health care facilities and nursing homes in local government across the state. We have fought the good fight and we will keep doing it by pulling together and working as one Union.

Now it's your turn to send a message to the Governor and all the political leaders we deal with throughout the state. This Union stands together for its members and behind its leaders. The next three years will not be any easier. You need to vote in this election and let your voice be heard.

Now, let me share with you my vision of the future. This Union has made a solid commitment not just to fight for every member but to ensure that wherever workers need the best damn union in the country, CSEA will be there. We will be there with better contracts, with the best staff and services, and the best benefits we can negotiate. CSEA has and will continue to forge the way in the labor movement in New York State.

We are moving quickly into the 21st Century. CSEA is on the internet giving members direct access, communicating important issues via our phone bank system, using teleconferencing to assist in training as many activists as possible.

But technology is no substitute for direct contact. As a Team, your officers have met with members around this state giving open access to many areas more than ever before. Through our Member Benefits Department, the "In Touch With You" program has traveled to Locals and Units across the state, giving you a direct line of communication.

But, all we can ever do — Mary, Barbara, Mo and myself — is try to give you the information and try to get you involved. Only by being involved can you make this Union what you want it to be.

I am proud of the honor you gave me three years ago by electing me your President. I am asking for your vote for the 4 For the Future slate to keep CSEA the best damn Union in the entire country.

Danny Donohue

Ballots will be mailed May 15 to CSEA members eligible to vote in secret ballot mail elections of CSEA statewide officers. The deadline for receipt of completed ballots is 8 a.m., June 5, at the address on the return envelope (I.C.E., P.O. Box 9164, Farmingdale, NY 11735-9164). The counting of ballots will begin on June 5 at Interactive Computerized Elections (I.C.E.), 1111 Broadhollow Road, Suite 202, Farmingdale, NY 11735.

Pat Ellis



If anybody can honestly say that they are better off after three years of Danny Donahue, then I urge them to vote for him. For the rest of us, Donahue has been a disaster. Not only is morale the lowest it has ever been, but so is our image. Every member is walking around with a bull's eye on their back. They're worried about Privatization and Workfare, but what worries them most is that CSEA is not giving us answers.

When my job was threatened a few years ago, CSEA said "Let's be realistic. We can't save your job." Since then I've seen lives ruined as people lost their jobs while CSEA did nothing. No one will hear "Let's be realistic.." while I'm president; nobody's job will be lost without a fight. Donahue has no fight left in him. Step aside Donahue.

How about our state contract? The inflation rate has been almost 6% the last two years; while we haven't had a raise. We had a CSEA dues increase, plus an AFSCME dues increase. That makes us about 8% worse off than we were before Donahue started negotiating for us. We can't afford three more years of Donahue.

Are you aware that CSEA is under investigation for racketeering? When the investigators came to visit, Donahue had an obligation to tell you about it. Did he? Maybe he could have said that there was nothing to worry about, but when he decided not to tell us anything he violated his responsibility to us, to keep us informed.

I could tell you what I feel the investigators are looking at, but it's really Donahue's responsibility to tell you. From what I know, laws were routinely disregarded. In ninety years, I believe this is the first racketeering investigation of CSEA. The fact that Donahue decided not to tell you about it speaks for itself.

We all know that Donahue's destroyed CSEA's reputation, he's refused to support other unions. He prefers scabs, he shrugs at AFL-CIO boycotts. He endorses the very people who hurt us the most. CSEA members need court orders just to verify Donahue's expense accounts. (I went broke finding out.) He enforces AFSCME discrimination against his CSEA members. He has turned CSEA into a private party for his friends; an anti-union. He's lost 10,000 CSEA jobs, so far. And he wants another chance?

Donahue has been an officer so long that he's forgotten CSEA's a member's Union, not an officer's club. Together Dan, Peter, Terry, and I have over 60 years experience as members. That's a long time to watch a bunch of corrupt incompetent officers drive our Union into the ground.

Fighting Privatization and Workfare, better contracts, cutting costs, increasing the professionalism at headquarters, and opening the lines of communication with you are our main priorities. VOTE RICO SLATE.

Pat Ellis

Statements of candidates for CSEA EXECUTIVE VICE PRESIDENT

All candidates for CSEA statewide office were given an opportunity to submit 500-word statements and photographs for publication in this edition of *The Public Sector*. Remarks are the personal statement and responsibility of the candidates themselves. *The Public Sector* is under no legal obligation to print or verify the accuracy of candidate statements. The opportunity to present views is extended as a courtesy to the candidates.

Mary E. Sullivan



The most important concern in a CSEA member's life has to be that he or she has a job to go to every day. It matters to you that you're paid a decent salary, that you have good benefits and that you have a safe and healthy place in which to work. All of those things matter to me as well.

For 26 years, I've worked with my CSEA brothers and sisters to ensure that we have those things. But it doesn't get easier as time goes by. Employers and politicians are always trying to find ways to make us do more with less, accept fewer dollars for more responsibilities.

They discovered privatization and have been trying to sell our jobs to companies whose bottom line is profit, not service. Now they're attempting to give our work to welfare recipients instead of creating real jobs and providing opportunities for a paycheck instead of a welfare check.

Despite the barriers they invent to make your life more difficult, Danny, Barbara, Maureen and I have been working together since our election in 1994 to protect your job, to fight for good contracts, to maintain the benefits you've earned for you and your family. We'll continue to do that. It's important to us that CSEA is always there for you.

We've been communicating with you about the federal welfare reform law and how it will affect you. We're lobbying the legislature and the Governor and urging you to do the same thing so that New York State implements legislation that protects your job. We'll continue to do that. It's important to us that CSEA is a force to prevent a workfare recipient from displacing you.

We've been out there talking with you, listening to your suggestions and making the changes to CSEA that were necessary to address your concerns. We'll continue to do that. It's important to us that CSEA is accessible to you.

We've been looking ahead at the issues that you may face in the future and working on ways to prepare for them. We'll continue to do that. It's important to us that CSEA is ready for the challenges of the 21st century that could affect you.

We've spent the past 3 years working as a team to address the issues that concern you, to ensure that your voice is heard, to demand the dignity and respect you deserve. We'll continue to do that with your support.

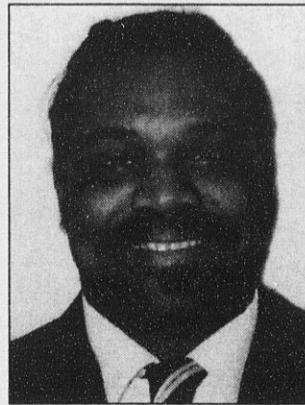
Your CSEA election ballot will be mailed on May 15th. Please use it to send a message to every employer and politician that you care who your CSEA officers are, that you're an active member of a strong and united CSEA and that YOU support the progressive leadership of the 4 FOR THE FUTURE SLATE.

Please use your ballot to vote for the experienced candidates who have clearly demonstrated their ability to lead CSEA and their strong commitment to represent YOU. Elect the 4 FOR THE FUTURE SLATE.

Thank you for your support.

Mary E. Sullivan

Terry Dickson



I've been a member over 15 years. Like most members, I assumed that those we elected were fighting for us. It wasn't until our jobs were first threatened, that we learned otherwise. We thought that CSEA would fight for us, or let us fight. But we were wrong!

Danny wouldn't take our calls. He only talks to presidents! His office is a half a block away; he wouldn't walk over. CSEA decided not to fight for our jobs. Our local president was told that she had to obey what CSEA staff wanted to do, which was nothing. Mary Sullivan laughed when we phoned to ask for help.

So we (the members, not our officers) called our Congressmen, and Senators. The point is WE SAVED OUR JOBS. Not Donahue or Sullivan. They didn't care. (Until they were embarrassed into caring by the newspaper.) Not our own officers. They were too intimidated to act.

Ever since then members of my local have known that Donahue and Sullivan don't give a damn about us. That was our wake up call. Now we know better when Donahue promises the Roswell Park employees, that he'll fight for them. It's all lies. There's no media campaign going on to save your jobs. Last year's \$800,000 media campaign only promoted Danny Donahue. The only job he cares about seems to be his own.

Mary Sullivan. She could have been president. When she was first elected Treasurer and she saw the nonsense at headquarters, the way they throw money around on themselves, the disregard for laws, she could have spoken up and been a hero. I wouldn't be running against her today. But, no, she went along with it instead of showing some leadership by exposing it.

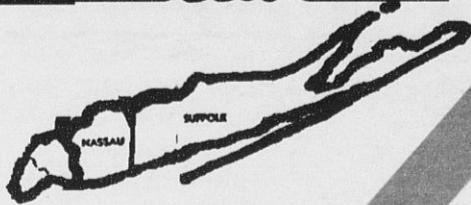
She's missed her chance. It's time to go home Mary.

We don't have minor little differences over policy. Our differences are major. We want to fight for our jobs. Intelligently. We want professional contract negotiators. We want staff that actually gives a damn about us. We want the last dues increase repealed, officer salaries cut in half, and multiple pensions eliminated. My current CSEA negotiated health plan and pension will be my pension and health plan as an officer. Does that sound fair?

Privatization and workfare are the two big threats to our jobs. That and Incompetent Corrupt officers. We will surrender no job to privatization or workfare without a fight. VOTE RICO SLATE

Terry Dickson

**IF YOU HAVE NOT RECEIVED YOUR
BALLOT BY MAY 23, CONTACT
INTERACTIVE COMPUTERIZED
ELECTIONS (I.C.E.) at 1-888-691-8683
TOLL FREE FOR A REPLACEMENT
BALLOT**



CSEA's "Spring Fling" A FUN NIGHT OUT!

CSEA's Country-Western Spring Fling, a highlight of last year's spring season, is returning by popular demand. It's set for Tuesday May 13 at the Sandcastle in Franklin Square.



"Last year's affair was such a tremendous success that we've decided to make it an annual event," Social Committee Chair Beth Luttinger said. "We're also trying a new location to better accommodate a large turnout."

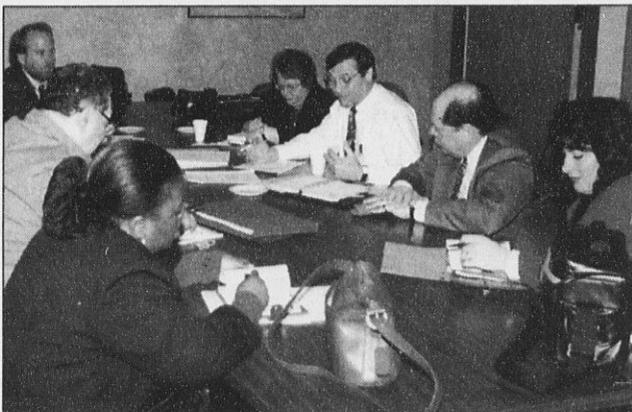
This year's Spring Fling will once again have a country western theme. Free line dancing lessons will be held from 6 to 7 p.m., followed by a buffet dinner and dancing, including both country and traditional music. The admission price is the same as last year, \$25 for bargaining unit members and \$30 for guests of members.

The buffet will include hot dishes, cold smorgasbord items, carving station, pasta station, dessert and beverages.

No reservations will be confirmed without payment in full. Reservations will be accepted on a first-come, first-served basis. Checks should be made payable to CSEA Nassau Local 830.

The Sandcastle is located at 519 Franklin Ave., Franklin Square, across from Pathmark. Valet parking is available at the front door. For more information, call Beth at 571-2919, Ext. 11.

Building a Strong Union



CSEA Deputy Director of Local Government Steve Alviene has been meeting with Nassau Local 830 officers and staff to work on union building. Pictured with Alviene from left are Labor Relations Specialists Claude Ferrara and Cynthia Smalls, Executive Vice President Jane D'Amico, Local 830 President Tony Giustino, Collective Bargaining Specialist Harold Krangle and CSEA Communications Associate Sheryl Jenks.

Message from CSEA Nassau County Local 830 President Anthony P. Giustino



CSEA Set to Launch "Healthy Heart" Program

CSEA Nassau Local 830 has been awarded a modest grant from the New York State Department of Health to

conduct a health promotion program for the county work force. The Nassau County Health Department and Cornell Cooperative Extension are participating sponsors with Local 830.

According to Local 830 Vice President Jane D'Amico, who will coordinate the program, the program will attempt to influence the daily living habits of employees in areas that effect health, including nutrition, exercise and smoking. This will be done in several ways, including educational programs, the development of health profiles and through screening programs that evaluate blood pressure and other health-related factors.

The program is not designed to intimidate, it is

designed to create a high degree of self-awareness and to give people daily choices that could help them live healthier lives.

CSEA will try to reach all of its 12,000 members with an outreach program in each county department over the next two years. The program is expected to begin by late spring.

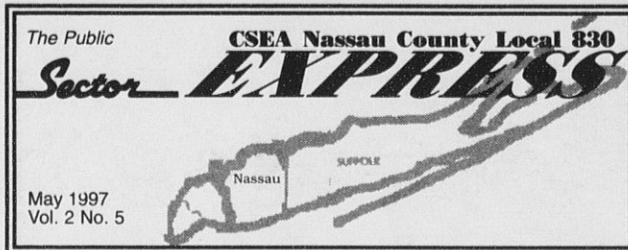
Local 830 has taken a leadership role in health-related issues that affect our members, such as the screening programs for breast and prostate cancer. It is my great hope that all of our members take advantage of these programs for the sake of themselves and their families.

Yours in unionism,

Tony Giustino
President CSEA Nassau Local 830



Above, a nurse explains health guidelines and operation of monitoring equipment to members of the Healthy Heart Committee. They are, from left, CSEA Nassau Local 830 Executive Vice President Jane D'Amico, Cathy Sefchek from the Office of Labor Relations, and Carol Busketta and Linda Peterson from the Board of Elections.



A Monthly Publication of CSEA Nassau County Local 830
ANTHONY P. GIUSTINO, President

Tony 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
Les Eason, 1st Vice President
Dan Murphy, 2nd Vice President
Noreen Ross, 3rd Vice President
Robert Cauldwell, 4th Vice President
Raymond Cannella, 5th Vice President
Jewel Weinstein, 6th Vice President
Bobby Eisgrau, Secretary
Kathleen Vitan, Treasurer

Unit Presidents/Executive Board:

John Aloisio III, Treasurer's Office
Michael Cathers, Probation Department
Robert Cauldwell, Social Services Department
Tim Corr, Recreation & Parks Department
Kenneth Dash, Administrative Unit
James Davis, Assessment Department
Mary Delmare, School Crossing Guards
Les Eason, A. Holly Patterson Geriatric Center
Bobbi Eisgrau, County Clerk
Salvatore Gemelli, Sheriff's Department
Cynthia Hancock, Nassau Community College
Nancy Ianson, Office of Drug & Alcohol
Timothy Jaccard, Police Department AMTs
Barbara Jones, Department of General Services
Joan Klella, Police Department Civilian
Bruce Kubart, Comptroller's Office
Richard Russ, Department of Consumer Affairs
Joseph Schickler, Health Department
Paul Simon, Fire & Rescue Services
Martin Stamile, Department of Public Works
George Walsh, Nassau County Medical Center
Joseph Whittaker, Fire Marshal's Office

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



By: Louis D. Stober, Esq.
CSEA REGIONAL ATTORNEY

Counsel's Corner

CSEA Legal Action Successfully Challenges NCMC Job Reassignment

In a case of importance to all county employees, I recently successfully arbitrated a case at the NCMC involving the reassignment of an employee who the county claimed had to be moved to a different floor based on allegations of patient abuse.

The county claimed that under Section 4 of the Collective Bargaining Agreement (CBA) they had the absolute right to reassign this employee. I argued that the county had abused their rights under Section 4 and had violated the employee's Section 12 seniority rights as well.

The facts were that this long term employee with no prior record was accused by a doctor of having used excessive force on a patient. However, all the other employees who witnessed the incident stated that this was false and that the doctor could not have seen what was going on. Further proof of this was in the doctor's own notes of the incident which he prepared at the time of the incident. Those notes made no mention of excessive force or any improper action by anyone. It was only after this employee made known the facts of the doctor's inaction that all of a sudden allegations of excessive force were brought.

The arbitrator ruled that the reassignment of the employee violated the contract because: "Management had no legitimate reason to reassign the grievant under Section 4 or even Section 12 of the CBA ... there exists no legitimate, sustainable reason for management's reassigning of the grievant and because its action was based entirely on unfounded allegations, the union's grievance, in this case, must be sustained."

The employee was ordered returned to his old assignment and to be compensated for the loss of any special pay, etc., that he would have been entitled to.

The lesson to be learned is that you have the right to challenge a job reassignment if you believe it was done based on unfounded allegations against you. Even the management's rights clause of the CBA can be used against management when they abuse their authority and take punitive action against employees for no legitimate reason. So, if you believe you have been victimized like the employee in this article, contact your union representative and file a grievance. Job reassignments can be overturned.

Women's Committee Sponsors Domestic Violence Workshop

Domestic Violence will be the topic of the next in a series of free informational workshops sponsored by CSEA Nassau Local 830 Women's Committee. It is set for Thursday May 15 in the second floor conference room at 400 County Seat Drive, Mineola (Board of Elections Building). Starting time is 5 p.m. Refreshments will be served.

According to Women's Committee Chair Jane D'Amico, the seminar will feature speakers from the Nassau County Coalition Against Domestic Violence and the Nassau County Police Department.

Topics to be covered include:

- signs of domestic violence
- what to do if you suspect abuse
- the legal (court) system
- police policies

Because seating is limited, early reservations are suggested by calling Jewel or Judy at 571-2919. The second floor conference room is accessible via the elevator in the glass-enclosed lobby in front of the building on County Seat Drive.

Deadline is May 15 For By-Law Changes

CSEA Nassau Local 830 members who wish to suggest changes to CSEA's constitution and bylaws must submit them to their unit president immediately.

Local 830 President Tony Giustino said that changes must be submitted in resolution form to CSEA headquarters in Albany no later than May 15. This means they must be in the hands of the unit president in time to put them in proper form and get them to Albany before the deadline. (Fax copies will not be accepted.) Resolutions can be submitted only by a delegate to the Annual Delegates Meeting to be held Sept. 22-26 in Buffalo. All unit presidents are delegates.

To be eligible for consideration, resolutions must be typed or printed legibly on official CSEA "resolution submittal forms." The Constitution and By-Laws Committee will publish all properly proposed amendments in *The Public Sector*, CSEA's official newspaper, at least 15 days prior to the Annual Delegates Meeting.

Long Island Region 1 to Celebrate Ethnic Heritage

If you missed the International Fair at Nassau County Medical Center, don't fret. You can still catch the International Festival that Long Island Region 1 will hold on Saturday May 17. And it's free!

The Long Island Region Human Rights Committee is the sponsor of the event, which will feature international foods, multi-cultural entertainment and more.

"Our members are all welcome to attend along with their family and friends," Committee Chair Barbara Jones said.

Participants need to confirm their attendance by calling Long Island Region office at 462-0030 by May 12.

The International Festival will run from noon to 4:30 p.m. at the Long Island Region office at 3 Garet Place, Commack. For directions and additional information, call the above number.

See
NCMC International Fair
photos →

International Fair Celebrates CSEA's Multi-Cultural Richness

The wide range of ethnic backgrounds that comprise the employee population at the Nassau County Medical Center was in evidence at the recent International Fair sponsored by the NCMC Unit in conjunction with the CSEA Education Committee.

The all-day event was designed to foster a greater

understanding of foreign cultures through food, song and dance. Over a dozen nationalities were represented.

"Our union represents a cross-section of ethnic cultures, all working in harmony for the common good," CSEA Nassau Local 830 President Tony Giustino said. "Events such as this show the richness

that these cultures bring to our community," he added.

Giustino thanked NCMC Unit President George Walsh and Education Committee Chairperson Alona Irby, along with their committees, for making the event the success that it was.



Artist Rhonda Fleshman displays her paintings at the African booth.

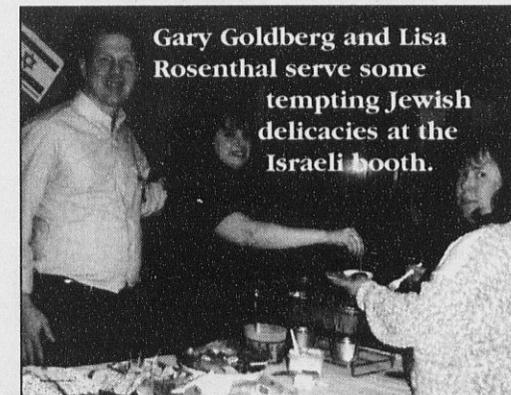


PEOPLE Program Chairperson Kathy Walsh jokes with Long Island Region President Nick LaMorte over a tray of Lithuanian sausage. Yes, Kathy is part Lithuanian.

Stopping by the Italian booth are, from left, CSEA Long Island Region President Nick LaMorte, CSEA Nassau Local 830 President Tony Giustino and CSEA Statewide President Danny Donohue.



India was well represented by Radha Raman, Vijay Kumbar, Nina Shah, Sanjay Kumbar, Devangi Shah, Girija Kumbar and Vinay Kumbar.



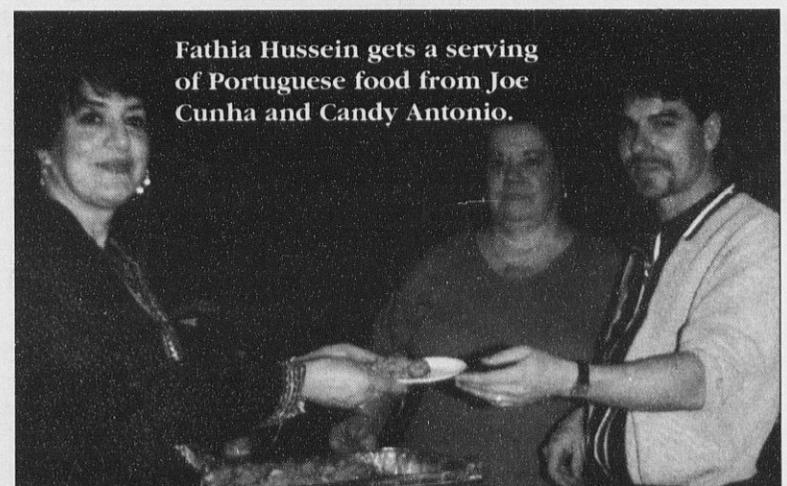
Gary Goldberg and Lisa Rosenthal serve some tempting Jewish delicacies at the Israeli booth.



CSEA member Martin Schneider offers a slice of apple strudel to Roger Haddad at the German booth.



Irish soda bread and corned beef were the menu at the Irish booth. Serving a slice to CSEA President Danny Donohue is Sheila Slezak while Jack Geraghty looks on.



Fathia Hussein gets a serving of Portuguese food from Joe Cunha and Candy Antonio.

"Good Parks Don't Just Happen"

CSEA Members Prepare Parks for Summer Season



Park workers George DiPoto, left, and Melvin Thompson scrape and paint picnic tables at one of Eisenhower Park's many picnic groves.

W

hat does it take to get Nassau County's 17 parks ready for a busy summer season? Just ask the people who do the job. They're all CSEA members. Recreation & Parks Unit President Tim Corr took us on a tour of several parks to show us a sampling of the dozens of jobs that must be done during the spring in preparation for an influx of millions of park patrons. (During summers with good weather, attendance has topped the 12 million mark.)

"Getting the parks ready for summer is a huge job. People should know that good parks don't just happen. They are the result of hard work by dedicated CSEA members," Local 830 President Tony Giustino said.

So when you're swimming this summer at a county park, or picnicking, playing golf or tennis or baseball, — or even ice skating — keep in mind that it is CSEA members who made it all possible.

"Tim is justly proud of the job his department does. So are we at CSEA," Giustino said.

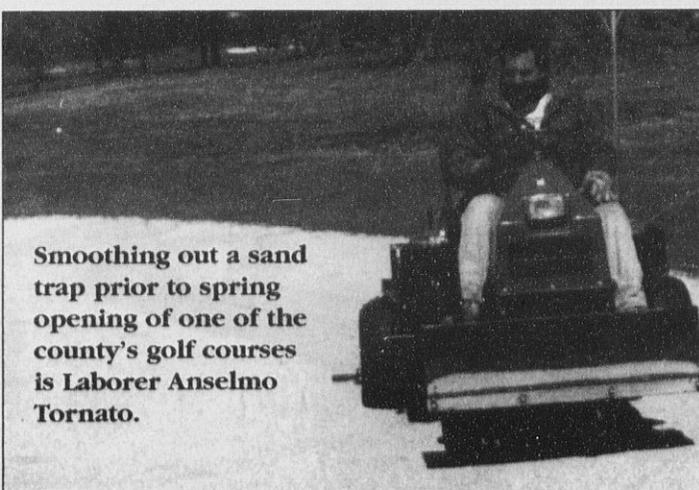


Groundskeeper Dave O'Connor and laborer Matt Eison put down foul lines for softball field in preparation for league play.



Recreation Supervisor III Paul Giordano measures the width of a playground with an eye toward possible improvements.

Florist II Paula Kenny prepares flowers in greenhouse for transfer to the many flower beds that will beautify county parks this summer.



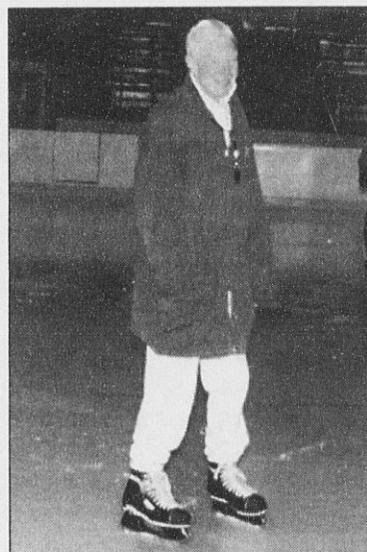
Smoothing out a sand trap prior to spring opening of one of the county's golf courses is laborer Anselmo Tornato.



Ice skating? In the summer? Absolutely! Pool & Rink Maintenance Supervisor II Ron Beale skillfully operates the Zamboni outside the Cantiague Park Ice Rink, which will open for the summer season the first week of July.



Unit President Tim Corr takes a look at Cantiague Park pool area, which is being completely renovated for the 1997 season.



Rink Guard Bill Rourke brushes up on his skating skills in preparation for the summer ice skating season at Cantiague Park.

G

etting the parks ready for summer is a huge job. People should know that good parks don't just happen. They are the result of hard work by dedicated CSEA members.

— CSEA Nassau Local 830 President
Tony Giustino



Equipment Operator II Gene Hilinski gets lawn mowers ready to groom acres and acres of ballfields and lawns.



Recreation & Parks Unit President Tim Corr gives instructions in ballfield grooming to Laborer II Randy Rover. Tens of thousands of ballplayers will use county fields this summer.

**It's your contract!
Give us your ideas.**



Nassau Local 830
Tony Giustino, President

It's Contract Negotiation Time Again!

AND WE'RE LOOKING FOR YOUR IDEAS FOR THE 1998 CONTRACT

In anticipation of upcoming negotiations, we are requesting your input. This is your opportunity to tell us what you want in your contract. Every proposal will be given serious consideration and its acceptance will be subject to negotiation.

Please return this questionnaire as soon as possible to your Unit President and a copy to the Local 830 office at 400 County Seat Drive, Mineola, Attention: Beth Luttinger, negotiations recorder.

1. What benefits in your current contract do you absolutely not want changed? (Please be specific.)

2. Are there any sections of the current contract that you especially want changed or the language clarified? (Please explain.)

3. What additional benefits do you want to see included in your next contract? Why? Please explain in as much detail as possible.

Name _____ Phone (W) _____ (H) _____

Address _____

Agency Employed By _____ Shift _____

If you need assistance completing this form, please see your Unit President.

A Message From Long Island Region President Nick LaMorte

**An
Inspiration
To Us All**



T

iger Woods recently stroked his way into history as the youngest winner of the Masters golf tournament.

At 21, Mr. Woods has the distinction of being the first person of color to earn the prestigious title.

While most of us don't possess the golfing talent it took for Mr. Woods to be the best at his game, all of us should be inspired by this man's drive and try to be the best at our own game.

While we may not be hitting the links as Mr. Woods does, we instead tackle our jobs.

Work consumes a large portion of our lives. It makes good sense to spend the time there perfecting our skills.

As your union, CSEA wants to hold each of us up as shining stars in the work force. We need to prove our worth so we can fight to have it fairly compensated by management.

We need to take pride in the jobs we do and in the services we deliver so we will be appreciated by the public.

Having achieved an unprecedented level of excellence, Tiger Woods will be a millionaire, probably even a billionaire in the years to come.

Most of us will make enough to feed and clothe our families, pay our bills and take sporadic vacations.

That's fine. Life's worth should not be measured by net worth.

It's not the dollars and cents we make, it's the sense our lives make.

We may not swing through the rough like Tiger Woods but we all come up against our own rough spots and we can all share his voracious appetite for success.

Fraternally yours,

Nick LaMorte
President Long Island Region

***"We need to take pride
in the jobs we do
and in the services we deliver
so we will be appreciated
by the public."***

Family Fun is the Focus of Proposed CSEA Trips

CSEA Nassau Local 830 is looking to add a whole new dimension to its travel program ... outdoor fun and sports for the entire family. But we need your input.

Can you picture yourself canoeing down the Delaware River? Or riding horseback on wooded mountain trails? Maybe skiing is the sport you prefer. Every youngster's delight is a trip to Hershey Park. Or Great Adventure. Or, for the little ones, Sesame Place. And we're sure there are not just a few Yankees, Mets, Islanders, Rangers and Knicks fans out there!

CSEA wants to put some of these trips together, and we've been speaking to a company that will give us some great prices. Once we find out which of these trips would be popular with our members, we will plan them.

Please check below the trips you might enjoy. Or write in something we might have overlooked. Then clip out the form and send to:

CSEA Family Travel Program
400 County Seat Drive
Mineola, NY 11501

Mail it back or drop it in the inter-departmental mail at your county work location.

Hurry! Get in on the FUN Space is Going Fast

Most of this year's scheduled CSEA trips have already sold out, but there's still room on four very exciting ones. Seats are going quickly, so members should make their reservations right away. The following trips are still available.

- **May 6** — Little Italy — Arthur Avenue, The Bronx; includes tour of area, lunch at Mario's, more — \$48.
- **July 31** — Spirit of New York cruise around lower Manhattan; includes lunch, dancing, show and visit to UN Building — \$52.
- **Sept. 7-9** — Niagara Falls; includes 3 nights lodging (heated pool, sauna), three breakfasts, two lunches, two dinners, dinner show, tour of Niagara area, aero ride above falls, more — \$350 (double), \$420 (Single), \$315 (triple).
- **Oct. 23-26** — Oktoberfest & Country Western Night, Mt. Snow, Vt.; includes three nights at Snow Lake Lodge, three breakfasts, two lunches, three dinners, boat cruise, entertainment, German Festival and Country Western Dance — \$345 (double), \$440 (single).

All trips include round trip transportation via deluxe motorcoach. Departures are from Municipal Parking Field #6 in Mineola.

CSEA members, family and friends who need more details or reservation forms, call Alice Groody at 571-2919, ext. 22.

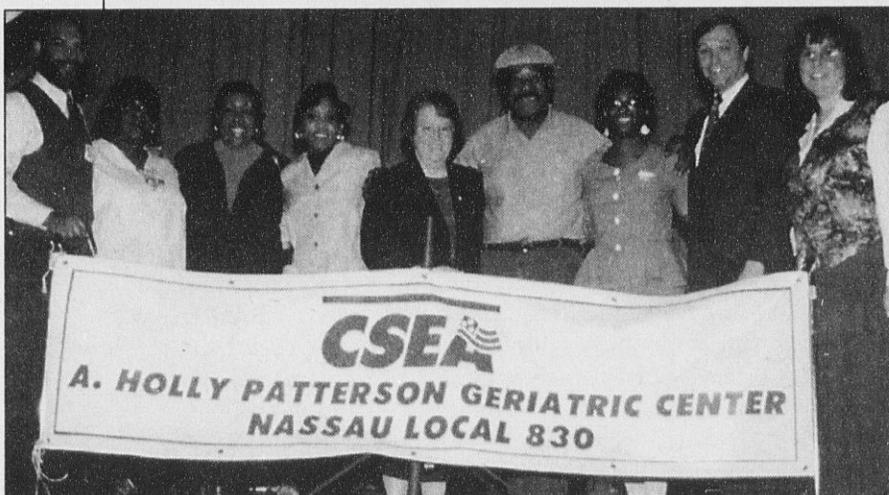
- | | |
|-----------------------------------|-----------------------------------|
| Dude Ranch: Day ___ Overnight ___ | NY Knicks Basketball ___ |
| Downhill Skiing ___ | Great Adventure ___ |
| Yankee Baseball ___ | Hershey Park ___ |
| Mets Baseball ___ | Sesame Place ___ |
| Islanders Hockey ___ | Canoeing: Novice ___ Advanced ___ |
| Rangers Hockey ___ | Giants Football ___ |
| Jets Football ___ | Circus ___ |

Other suggestions: _____

Name _____

Department _____ Work Phone _____

Important Information for CSEA members



Above, taking time out at the information fair recently to show the new A. Holly Patterson GC Unit banner are, from left: Les Eason, Marion McCrary, Cynthia Smalls, Thelma Campbell, Executive Vice President Jane D'Amico, LeRoy Ladson, Eloise McRae, CSEA Nassau Local 830 President Tony Giustino and Treasurer Kathy Vitan.

Below, members of the CSEA Nassau Local 830 Women's Committee were on hand at A. Holly Patterson Geriatric Center for a member benefits information fair. Displaying literature on subjects important to women, such a breast cancer, are, (from left) CSEA Nassau Local 830 and AHPGC Treasurer Kathleen Vitan, Third Vice President Noreen Lingham, Drug and Alcohol Unit President Nancy Ianson and Executive Vice President Jane' D'Amico, who also serves as Women's Committee chair. Several hundred members showed up to learn about the wide range of benefits available to them as CSEA members.



Cast Your Vote to Name New CSEA Radio Show

CSEA Nassau Local 830 will soon launch its own radio program and we're asking our members to help us with the name. The half-hour show will run on WGBB 1240 AM – Long Island's first radio station – twice a week with days and time slots yet to be determined.

The host of the show will be Local 830 President Tony Giustino, who will attempt to bring the union message to the public as well as to communicate with the Local's 12,000 members. It will be a talk show format with special guests each week discussing a wide range of union-related issues and activities.

"We've come up with several names for the show that have possibilities," Giustino said. "I thought it would be appropriate to give our members a chance to make the final determination."

Names under consideration are:

- CSEA on the Air
- CSEA in Focus
- CSEA Report
- CSEA Today
- CSEA Edition
- Inside CSEA
- CSEA Spotlight
- CSEA Forum

Members who wish to cast a vote can do so by circling the name of their choice and sending this article to:

**CSEA Nassau Local 830
400 County Seat Drive
Mineola 11501
attn: Tony Panzarella**

If you have an idea of your own, please share it with us and send it to the above address on a separate piece of paper.

The winning name will be announced in next month's Nassau County Express as will the latest details on the show.

CSEA Answers Members' Questions on Public Benefit Corporation

CSEA continues to receive many questions regarding the pending changeover to a public benefit corporation at the Nassau County Medical Center and the A. Holly Patterson Geriatric Center. We've compiled a list of the questions most frequently asked by our members. The answers are as complete as we can give in the context of a newspaper column. Members wishing additional information can call their unit president or the CSEA Nassau Local 830 office at 571-2919.

Q. How will the new public benefit corporation impact on me?

A. As a CSEA-represented employee you will continue to have your salary schedule, contract, union representation and all your current accruals even after a transfer to the public benefit corporation. In addition, you will still be in the New York State Retirement System and Civil Service. CSEA fought hard to ensure that the law that created the public benefit corporation includes these protections for you.

Q. Have we been privatized? What's the difference between a public benefit corporation and a private company?

A. The transfer to a public benefit corporation (PBC) is nothing like privatization. A PBC is still a public entity but it has less restrictions than a county run department does. So, a PBC can contract with a managed care company to keep NCMC and AHP in business. It can also borrow money or float bonds independently of the county. All these things will allow NCMC and AHP to stay in better financial shape than if they continued as a county department. In addition, all employees of all PBCs in New York are public employees; they are not private sector employees.

Q. When will the PBC take over the medical center?

A. Many things have to happen before the public benefit corporation starts to run things. First the Board of Directors has to be appointed then the

county has to negotiate a number of issues with the new Board of Directors. It's estimated that the transfer will take place in about six or seven months.

Q. If we are public employees will we still be county employees?

A. No. After the transfer all NCMC and AHPGC employees will be working for the public benefit corporation. It will be called the Nassau County Health Care Corporation. But all the employee rights that you have now will continue.

Q. Will the transfer to a PBC make it easier to privatize departments?

A. No. Your CSEA contract and the New York State Taylor Law will continue to be in effect just as it is now.

Q. Who will be managing the facility after the transfer?

A. The Board of Directors will appoint someone to run the facility. It doesn't have to be the same person who is running it now. We are monitoring the situation and arguing that those appointed to the Board of Directors should be expert in the area of health care.

Q. Why is this transfer to a PBC happening?

A. The health care industry is quickly changing. Managed care companies like HMOs are the future of the industry. In order to stay in business government-owned and -operated hospitals and nursing homes have to be able to compete. A PBC structure allows the medical center to contract, borrow money, form consortiums, and do all the things they need to do to compete with private hospitals and nursing homes.

Q. What happens if the new PBC does poorly?

A. The law says that the facility can't be closed as long as there is debt. All companies have debt, as will the new PBC. If things get so bad that the PBC can't go on the law says the facility and its ownership returns to the county.

CSEA Nassau Local 830 Crossing Guards Unit

Annual Awards Dinner Dance

CSEA Nassau Local 830 Crossing Guards Unit will hold its Annual Awards Dinner-Dance on Friday May 2 from 7 p.m. to midnight at the Knights of Columbus Hall on Jackson Avenue in Seaford. Tickets are \$30 per person.

Awards for dedicated service will be presented to 31 members, according to Crossing Guards Unit President Mary Delmare.

Guests at the dinner will include Police Commissioner Donald Kane, County Executive Tom Gulotta, Local 830 President Tony Giustino and many other dignitaries.

"The dinner was very successful last year and we are hoping that this year we will have as much success," Ms. Delmare said.

Girl Scouts Honor "Hidden Heroines"

To mark the 85th anniversary of girl scouting, the Nassau County Girl Scout Council wanted to honor hidden heroines – "women admired for great courage, special achievements or noble character." For their honorees, they chose Nassau County's School Crossing Guards. All of them!

"The hidden heroines are the crossing guards. They not only cross our children safely on a daily basis to and from school in all kinds of weather, they also show a genuine concern for the children's well-being," according to the Girl Scout Council.

"It is wonderful to see these dedicated CSEA members receive recognition for the outstanding job they do every day. I join with the Girl Scouts in saluting the crossing guards of our county," Local 830 President Tony Giustino said.

The Girl Scouts presented each crossing guard with a Certificate of Appreciation, 85th anniversary pin, bookmark and ribbon. Membership in the Girl Scouts was also bestowed for the remainder of the year.

Statements of candidates for CSEA STATEWIDE SECRETARY

All candidates for CSEA statewide office were given an opportunity to submit 500-word statements and photographs for publication in this edition of *The Public Sector*. Remarks are the personal statement and responsibility of the candidates themselves. *The Public Sector* is under no legal obligation to print or verify the accuracy of candidate statements. The opportunity to present views is extended as a courtesy to the candidates.

Barbara Reeves



I care deeply about working people and my greatest satisfaction comes from having a positive impact on the lives of our members and their families. I cherish the opportunity you have given me to work hard for more than two decades at the local, region and statewide levels of CSEA to make a difference in your lives, on and off the job.

Three years ago you elected me your CSEA statewide Secretary on my platform of "a member for the members." That platform plank served as the sturdy foundation of my first term and today I stand on it as as firmly as ever. A CSEA member first and foremost, I always try to look at situations from your point-of-view to provide the perspective that strengthens my resolve and guides my efforts.

Danny, Mary, Maureen and I share the vision, courage and abilities that enabled us to revitalize our union, restore effectiveness, replenish member enthusiasm and regain our position as a leader among labor unions during our first term. We work well together, and as the **4 For The Future** slate, we pledge to continue the dynamic improvements and progress that have been the hallmarks of our first term.

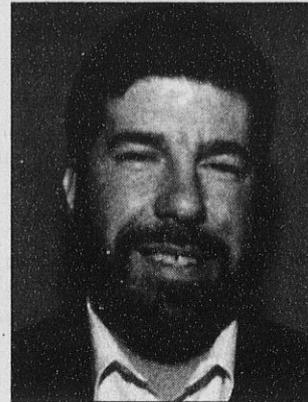
"In Touch With You" is more than our motto, it is our commitment to making CSEA accessible by involving you in every aspect of your union. I and my fellow officers have crisscrossed the state to bring CSEA closer to you. We have visited more worksites and personally met with more CSEA members than any leadership team in our union's history. And each contact I have with a member inspires me to work even harder, to do even more. I keep you informed by publishing a summary of every statewide Board of Directors meetings in CSEA's official newspaper. Maureen and I also conduct specialized training for local and unit treasurers and secretaries to help them perform their vital functions properly and effectively.

We insist on the right to have a safe and healthy work place and dignity in the work we do, something we will never compromise on. We continue to pressure the state Department of Labor to adopt our Worksite Security Standard statewide.

Protecting our members' jobs will continue to be our top priority. Only a unified CSEA with tough, experienced leadership will be strong enough to protect our members jobs from the growing threats of privatization that swirl around us everywhere. We support welfare reform but will never allow it to displace the jobs of our members. We must be stronger at the bargaining tables than those who would strip away hard earned benefits, job security and other social and economic items. Health care and other family issues must be properly implemented. The **4 For The Future** team is forged by the fire of experience and fueled by a deep determination that CSEA members receive the respect they have worked so hard to deserve. We are committed to leading CSEA proudly and powerfully into the 21st Century.

Barbara Reeves

Peter Jellett



I'm running for secretary because I feel that Barbara has not kept us adequately informed. The Secretary has the responsibility of getting information to the members. This is his or her primary responsibility. If Ms. Reeves has done her job well, then we should all know what's going on in our union. Do we?

When Racketeering investigators visited CSEA headquarters to question our officers did Barbara tell us? Do Racketeering investigators come to CSEA so often that this is not news? Or is this the first time? Has Barbara told us exactly what they're looking for?

When CSEA spent \$1.5 million for our region 3 office building, more than twice what it's worth, did Barbara ever tell us?

When our former president, Joe McDermott retired in June 1994, CSEA either gave him a boat or money for a boat. Did Barbara tell us?

When Danny Donahue went to court to fight a CSEA member who wanted to get CSEA members full membership rights in our international union, AFSCME, did Barbara tell us?

When Donahue went to court to prevent CSEA members from voting on the last dues increase, did Barbara tell us?

Has Barbara ever told us what AFSCME actually does with the \$15 million in annual dues we give them each year? Or even that we give them \$15 million a year?

How come virtually no financial information of any kind is ever disclosed by Barbara to the members? Has Barbara ever told any members what her salary is? I'm running for secretary, but I don't know what the salary is. Has Barbara said why she gets two pensions, and why Donahue and Sullivan get three pensions, each?

Why is Barbara making a CSEA member sue her to get answers to the same questions I'm asking now? These unanswered questions are just a portion of the news that Barbara hasn't told us. I think you get my point by now. There's been a lot of important news that we missed because of Barbara. When our jobs are on the line, we need all the facts.

As your secretary, I'll give you the facts, good, bad, always. When CSEA screws up, we'll acknowledge it, so we can fix it.

As secretary, I'll assume control of the Public Sector, and insist that the stories in it are truthful and accurate, not a bunch of "Rah, Rah, aren't we great? CSEA saves the day." stories.

My primary job will be information — making sure you get it. Period. My loyalty will be to the members, only. Not to any officers, staff or board members. You will be informed. Period.

I expect to have input into policy and I am in general agreement with my running mates positions, but I have plenty of ideas of my own, too. VOTE RICO SLATE!

Peter Jellett

**BALLOTS MUST BE RETURNED BY 8 A.M. JUNE 5
AT THE ADDRESS ON THE RETURN ENVELOPE.**

Statements of candidates for CSEA STATEWIDE TREASURER

All candidates for CSEA statewide office were given an opportunity to submit 500-word statements and photographs for publication in this edition of *The Public Sector*. Remarks are the personal statement and responsibility of the candidates themselves. *The Public Sector* is under no legal obligation to print or verify the accuracy of candidate statements. The opportunity to present views is extended as a courtesy to the candidates.

Maureen S. Malone



Three years ago I had the opportunity to seek and win election as your CSEA Statewide Treasurer. What a fantastic continuation of a twenty plus year career in CSEA.

Are things the same today as they were then? No way, shape or form. With the changing of the guard in the Governor's mansion, so has the attitude and trends of New York State changed. Welfare reform, privatization and government down-sizing have become the buzz words in today's working environment.

Changes have also been reflected in your union and we are working to make CSEA stronger. The election of Danny, Mary, Barbara and myself brought a change in attitude to your statewide leadership. The best words to describe the changes are being in touch with you.

We have traveled throughout this state, listening to your concerns, facing your work-site problems with you and using the political influence of over a quarter of a million members to save jobs, address worker safety issues and continue aggressive representation at every level.

Each Officer has many years of service at all levels of the union. By bringing our diverse backgrounds together, we have been able to grow, change and lead CSEA. Don't be fooled by those who seek to divide us without the knowledge or experience to lead us. We have too many real changes to face at the work-site to allow this division to destroy us from within.

The **4 for the Future** slate, — Danny, Mary, Barbara and Maureen — have much more work to do. As we look to the future, you deserve to have the leadership with a vision and the knowledge to achieve it.

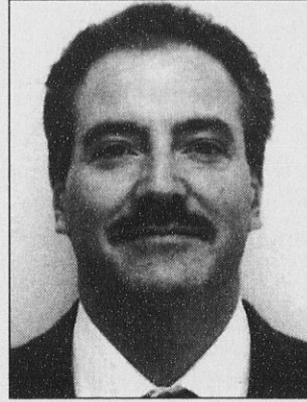
Don't waste your vote or your chance to vote. It is more important than ever that our unity be shown in numbers. Vote "**4 for the Future**" slate so that CSEA members can have a future.

Maureen S. Malone

BALLOTS WILL BE MAILED MAY 15 TO CSEA MEMBERS IN GOOD STANDING AS OF APRIL 1, 1997, TO VOTE IN SECRET BALLOT MAIL ELECTIONS OF CSEA STATEWIDE OFFICERS.

COMPLETED BALLOTS SHOULD BE PLACED INSIDE THE "SECRET BALLOT ENVELOPE" AND SEALED. THE "SECRET BALLOT ENVELOPE" SHOULD BE PLACED IN THE SELF-ADDRESSED, POSTAGE-PAID RETURN ENVELOPE. BE SURE TO SIGN THE MEMBER VALIDATION CERTIFICATE AND ENCLOSE IT IN THE POSTAGE-PAID RETURN ENVELOPE ACCORDING TO THE INSTRUCTIONS. FAILURE TO SIGN YOUR NAME ON THE VALIDATION CERTIFICATE WILL VOID THE BALLOT.

Dan Sullivan



Maureen Malone had 3 years to establish herself as a competent treasurer; three years to give us a thorough accounting of our money. Yet when I asked for an accounting she refused. When I ask why she refuses, she questions my loyalty. When I ask her about the racketeering investigation by the feds, who also have some questions about our finances, she won't answer me at all. It's called coverup.

When I ask why she won't give members any financial information about CSEA, such as our new staff contracts, or construction costs, or previous contracts with vendors, she acts like members are too stupid to understand. What we might not understand is why she gives staff big raises while the rest of us are falling behind. State workers are 8% worse off just in the last two years because of 6% inflation and 2 dues increases while our state salaries have remained unchanged. This is not leadership. Maureen has demonstrated her incompetence repeatedly every time she's been asked a question. She's just along for the ride, like Barbara.

That's why I'm running. I'm tired of these officers treating my dues money like it was their own, and then refusing to explain what happens to it. I was outraged these past 2 years when Donahue, Sullivan, Malone, and Reeves tried to shove this dues increase down our throats (plus an AFSCME increase) without any effort to belt tighten.

Two years ago, when we were broke, Donahue and Malone spent over a quarter million sprucing up their offices. Don't forget, Malone signs the checks too. In 1994 CSEA overspent by more than \$850,000 on the Region 3 headquarters. That's a lot of money when the finished building is only worth \$870,000. It's the treasurer's job to provide some oversight. Not coverup somebody's incompetence. That's corruption!

If someone was ripping us off it's her job to stop it. But she didn't. To make matters worse, she covered it up. Officers have a duty to account for the money they're entrusted with. As treasurer, I'll cooperate fully with Racketeering investigators to get to the bottom of this mess. The results of the investigation will be published in the Public Sector.

As treasurer, I'll insist on cost-cutting at headquarters, insist on an efficiency audit so we can see where to cut costs best. Not only will I never increase dues, I'll insist they be reduced. I guarantee we'll cut our salaries immediately. The regional officers too, whether they like it or not. We won't live like these fatcats. We'll only use union facilities, and put contracts out to union bid. All financial information will be available to members, and in the newspaper. These aren't goals. These are promises. You have my word on it. Our word on it. VOTE RICO SLATE

Dan Sullivan

DEADLINE FOR RECEIPT OF COMPLETED BALLOTS IS 8 A.M., JUNE 5 AT THE ADDRESS ON THE RETURN ENVELOPE

Local protests contractor's failings

AMHERST — A contractor is cleaning up on fees but failing to clean buildings at SUNY Buffalo.

The contractor is being paid more than \$160,000 to clean, yet employees in one building wait months for clean floors and even buy their own cleaning materials because the contractor doesn't provide them as required.

Yet jobs for cleaners employed by and accountable to the state are disappearing, CSEA SUNY Buffalo Local 602 activists say.

"The contractor must be lying to the university or not being properly monitored," said Terry Menkiena, Local 602 president. "But the negligence is obvious.

"We've complained at labor-management meetings for the last six months about the condition of this (Nature and Sciences) building, but they didn't believe us. We showed them a stack of cleaning requests going back to last July."

A tour of the building showed a lack of attention to cleaning details, including garbage in a stairwell that the activists say has been there for weeks.

"Why aren't these private contractors held to the same standards as state-employed cleaners?" Menkiena asked. "The university could save money and

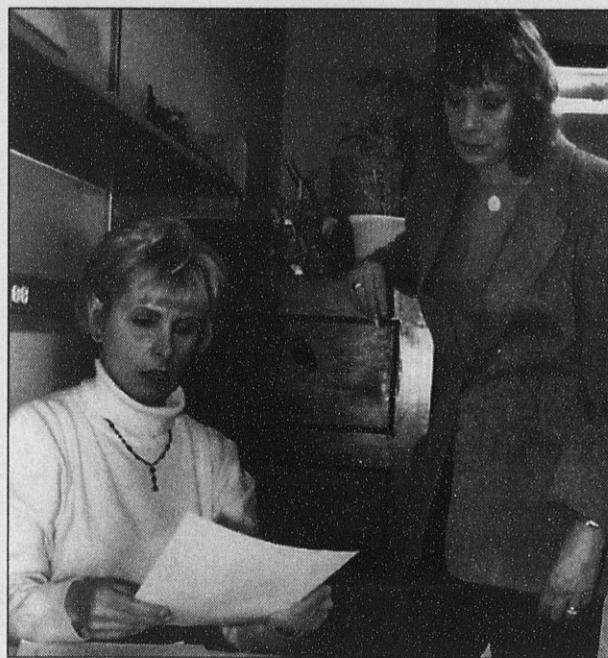
have this building kept in top-notch condition if they took the \$120,000 in labor costs the contractor says he needs to keep this building clean and hired a few cleaners who would be directly responsible to the university.

Although the contract calls for a cleaning staff of 10 plus two supervisory employees, it is difficult to find any cleaning staff during the day, said Local 602 secretary Maureen Marfoggia, who works in the building.

"On weekends, there's hardly ever any toilet paper or paper towels in the bathrooms, in addition to being unclean," Marfoggia said. "I had to buy a rug myself to cover up the dirty floor in my office because it took so long for them to get around to doing the floors in the department where I work."

Employees purchase their own bathroom and cleaning supplies, she said, even though the contractor is responsible for providing them.

"It's a travesty that we are steadily losing state cleaner jobs while



Local 602 President Terry Menkiena and Local Secretary Maureen Marfoggia are frustrated over a cleaning contractor.

contractors are getting fat on taxpayer money and still not doing the job," Menkiena said.

The local will continue pushing through labor-management efforts, for the university to dismiss the contractor and hire more state cleaners, she said.

— Ron Wofford

Syracuse Health Science Center local fights for new law allowing flexibility

SYRACUSE — Determined to swim — not sink — in today's managed care environment, CSEA members working in the SUNY Health Science Center in Syracuse are fighting for laws that will allow the facility to compete.

The key is flexibility legislation — a bill that was drafted and passed in the state Assembly — which would allow New York's three Health Science Centers to participate in managed care and other cooperative arrangements, accumulate reserve funds, contract with low-cost providers of goods and services and get low-cost loans to buy equipment.

If it became law, it would enable the hospital to become more competitive, said SUNY Syracuse HSC Local 615 President Ken Burwell,

"We want to be in the position to compete, but we also want to make sure that competition doesn't threaten

the jobs of our members," he said.

Local members have been lobbying legislators pass the flexibility bill so the Governor can sign it into law.

Recently, a group of CSEA Local 615 activists picketed Gov. Pataki as he gave a speech in Syracuse.

"We told him that as the largest employer in Central New York, we need to keep the jobs at the hospital, and that means passing the flexibility legislation," Local 615 Vice President Rick Noreault said.

The legislation includes important employee protection language, Noreault said.

"With the changes in health care and the onslaught of managed care, public hospitals are having a hard time competing against private hospitals. We need that flexibility — if we can't compete, we're going to go under."

— Mark Kotzin

CSEA calls for caution on consolidation

ALBANY — A draft plan to restructure the State University of New York's central administration needs more study, according to CSEA President Danny Donohue.

The proposal, which recommends that most functions of SUNY Central be either transferred to individual campuses or contracted out to the private sector is "too vague," he said.

"The report is full of sweeping recommendations for changing SUNY Central, but short on the specifics of implementing such changes."

Donohue

raised his objections in a letter to SUNY Trustees and also complained that the report was released to

the media prior to discussions with union officials.

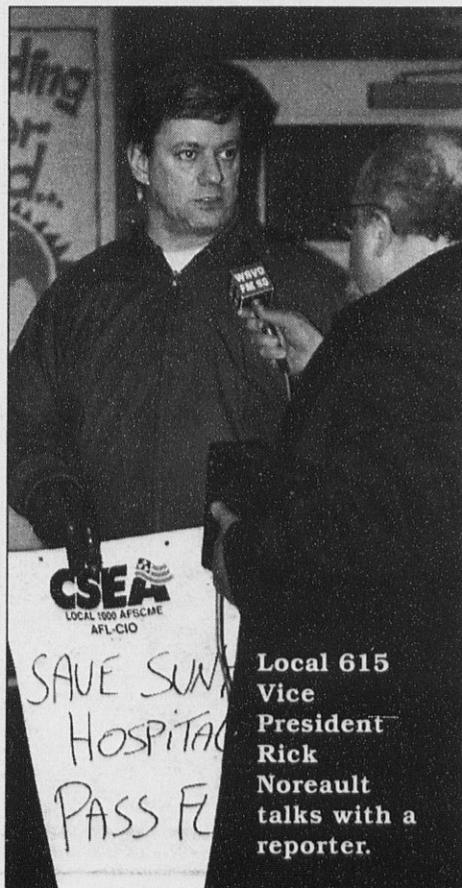
"SUNY representatives gave us a briefing on March 18, days after a local newspaper reported that massive layoffs were planned at central administration," he said.

Donohue fears that the plan is a first step toward turning SUNY into a "loose confederation of colleges" which he believes would "lessen accountability to the people of New York." Centralized operations "keeps costs down and avoids an inefficient duplication of services," he said.

Any downsizing which replaces union workers with minimum wage privatized employees "would reflect poorly on SUNY's mission which is to raise people up, not push them down," Donohue said.

"There are innumerable questions raised by this draft proposal," he said. "The SUNY trustees should take a long, careful look at its suggestions. Such a fundamental change in SUNY should not even be contemplated without careful study."

'There are innumerable questions raised by this draft proposal'



Local 615 Vice President Rick Noreault talks with a reporter.

Retired CSEA staffer Bob Guild, 65, dies

Latham — Robert C. Guild, 65, a retired 25-year CSEA staff member, died April 10 after being stricken at his Stuart, FL winter residence.



Bob served many years as a CSEA collective bargaining specialist. He also served in several other capacities and retired in 1987 as executive assistant to the late

CSEA President William L. McGowan. He was a US Marine Corps veteran and served in the Korean War.

Survivors include his wife, Nancy Burdick Guild; two daughters, a son, a sister and four grandchildren.

Contributions in Bob's memory may be made to the Memorial Fund of the Niskayuna Reformed Church, 3041 Troy-Schenectady Road, Niskayuna, NY 12309 or the American Heart Association.

Local, unit secretary/treasurer training

Training will continue for local and unit secretaries and treasurers during May, according to CSEA Statewide Treasurer Maureen Malone and CSEA Statewide Secretary Barbara Reeves. Training was held in April for officers in Central Region 5, Metropolitan Region 2 and Southern Region 3.

The remaining secretary-treasurer training dates are as follows:

Western Region — May 6 — Marriott Buffalo
May 7 — Marriott Rochester

Capital Region — May 12 — Best Western, Wolf Road, Albany

Long Island Region — May 28 — Plainview Plaza

Local and unit secretaries and treasurers will receive notices of the training schedule and related information. Secretaries and treasurers who do not receive a notice should call 1-800-342-4146 ext. 253 or 254.

Information you should know about CSEA's Group Whole Life Insurance

As part of the CSEA-sponsored insurance program, we offer a Group Whole Life Insurance Plan. You can use this plan to provide "stand alone" coverage for your family or it can be purchased in addition to any coverage which you currently have. It can provide an excellent supplement to CSEA's Security Life Insurance Plan.

Some features members have been enjoying with this new plan are: affordable unisex rates; coverage for members, spouse and children; and non-smoker discounts. Plus:

- Whole Life premiums will never increase
- Five insurance plans to choose from
- Convenient option of payroll deduction or automatic checking withdrawal
- Optional Accidental Death Benefit is also available
- Builds up cash values

Plus there's also an accelerated death benefit. It can provide you with up to 50 percent of your whole life insurance amount for a diagnosed terminal illness.

Now is the right time to take advantage of this insurance coverage.

**For complete plan information,
call Jardine Group Services Corp.,
CSEA's insurance programs administrator, at
1-800-929-6656**

**For information about CSEA's
Union Members Only Benefits Programs
1-800-342-4146 or (518) 434-0191**

Empire Plan Participating Provider information now available on the Internet

MetraHealth, the medical/surgical carrier for the Empire Plan, is now offering Empire Plan Participating Provider information on the Internet. To properly view the site, you need Netscape Navigator 2.0, Microsoft Internet Explorer 3.0 or CompuServe 3.0 or later versions.

The cover page below is similar to what you will actually see when you dial into the provider web page. A zip code is required to search the directory and you can narrow the search by providing any additional information on a particular provider. If you do not have a particular provider in mind, you can view all the providers in the zip code, all of the ancillary providers such as labs, or search by specialty. The instructions below are similar to the ones that will walk you through all of the steps to find the provider you are looking for.

If you do not find the information you are looking for, or you do not have access to the Internet, you can contact your health benefits administrator located in your agency personnel office, or contact MetraHealth at 1-800-942-4640 for assistance in locating a provider.

The Empire Plan Provider address is:
<http://uhcdb.hosting.ibm.com/cgi-bin/db2www/epzmain.d2w/input>

Information you can use from the



JOINT COMMITTEE ON

Health Benefits



THE EMPIRE PLAN

New York State Health Insurance Program
Participating Provider Directory

To properly view our site, you will need Netscape Navigator 2.0, Microsoft Internet Explorer 3.0 or CompuServe 3.0 or later versions

The Empire Plan is part of the New York State Health Insurance Program. For an introduction to the Empire Plan's Participating Providers and Managed Physical Network, [click here](#).

To search our directory you **must** provide a **5 digit zip code**. You can narrow your search by providing additional information from the criteria below.

Click on the **Find Providers** button to begin your search.

For help in selecting a zip code first, please enter a State and County and click on **Find Zip Codes**.

(Note: If you already know the zip code, please proceed to the [next section](#).)

State (2 characters): County:

5 Digit Zip/Postal Code:

Display Providers: In this zip code only 5 mile radius
 10 mile radius* 15 mile radius*

*Selecting a radius in a heavily populated area will result in long search times (due to more providers being available)

Type of Providers:

- All Providers
 - Ancillaries (e.g. Labs, Ambulatory Surgical Centers)
- Working on it **MPN (Chiropractors, Physical Therapists, Occupational Therapists)**

Specialists....

To select an individual specialty, simply click on the down arrow to choose from the list.

For a description of specialties listed, click here. Please note, this is not a list of all specialties.

Please call 800-942-4640 with any questions you may have.

Provider's

Last Name:

If you are looking for a specific provider, enter the full or partial last name here.

Providers change. Always check with your provider before you receive services.

[Return Home](#)

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CSEA flexes political muscles representing members

In 1910 a handful of angry, exploited public employees got together in Albany to start a fledgling organization that became the Civil Service Employees Association. In their wildest dreams they could not have known that their small "association" was destined to become one of the most potent political forces in the nation.

Without benefit of formal negotiating rights, CSEA officers, staff and activists for years were forced to lobby the state Legislature to win raises and civil service improvements for its members. Eventually professional lobbyists and attorneys were hired to help achieve better contracts and safer working conditions through legislation, leading to the establishment of the union's highly effective Legislation and Political Action Department in 1975.

The Public Employees Fair Employment Act, known as the Taylor Law, was enacted in 1967, dramatically changing labor relations for public employees in New York. With the right of public workers to be represented by unions established by law, CSEA membership exploded. But the law prevented public employees from striking, while forcing CSEA to represent all public employees in our bargaining units whether they paid dues or not.

After a nearly 10-year campaign of CSEA pressure, Gov. Hugh Carey signed an "agency shop" bill on Aug. 3, 1977, and finally relieved CSEA dues-paying members from paying the freight for co-workers receiving grievance representation and collective bargaining for free.

That same year CSEA established a Political Action Fund (PAF) to become even more involved in the democratic process.

"We did everything including cake sales in schools to collect money for political action" before CSEA started the PAF, said retired activist Marty Langer, who served as the first chair of CSEA's statewide Political Action Committee. "But with the Fund we had enough money to support candidates based on their performance ... It gave CSEA the money to be a player and pick and choose our friends." And earn the respect of our enemies as well.

CSEA for the first time endorsed statewide political candidates, except for Governor, in September 1978.

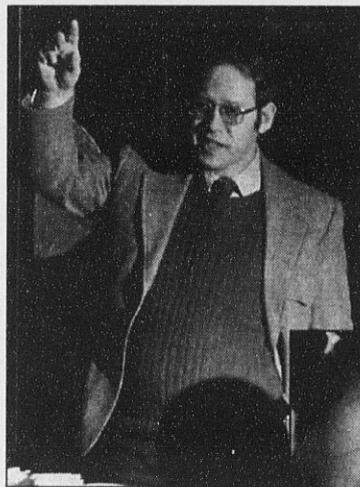
In 1982 the Triborough amendment was enacted, halting management's ability to end all health and other benefits when a contract expired. "Just imagine the pressure it placed on us when bargaining that, at midnight when the contract expired, any employer could pull the plug on all your benefits," Marty Langer said. "Triborough leveled the playing field."

Today CSEA's political effectiveness is recognized throughout the labor movement and by politicians at every level. Supported by thousands of rank-and-file CSEA members, the union actively pursues legislation in Washington, Albany and at the local level to benefit all active and retired members.

In a hostile downsizing climate, retired CSEA political activist Joe Conway often stressed "it's as important to prevent passage of some laws as it is to pass others." CSEA has been successful with either tactic.

Thousands of CSEA members voluntarily contribute to Public Employees Organized to Promote Legislative Equality (PEOPLE), the CSEA/AFSCME lobbying program that operates at the federal level, each payday to protect their families' futures.

As public jobs are increasingly threatened by welfare reform bills, political action remains the key to protecting our job security, said CSEA Political Action Chair Dorothy Breen.

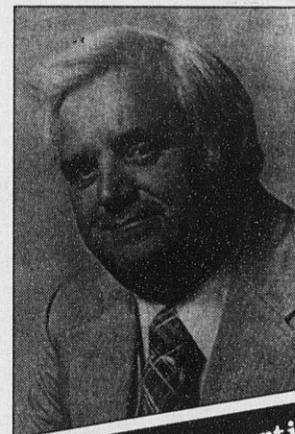


Marty Langer 20 years ago addressing a CSEA political action meeting, above, and right, as he appears today.



CSEA's New Political Look

by Matt Tallmer



which adds to the supplemental pensions collected by state and municipal employees. The CSEA might be able to sit back and rely on its reputation to get it through the next few years—after all it is the largest public employee union in the state, and has only been involved in day-to-day politics for less than a decade. But the union is not resting on its past reputation. Instead, the CSEA is expanding its political action office, in a move which Norman Adler, political director for District Council 37 of the American Federation of State, County and Municipal Employees, admits could well make the CSEA "the preeminent public employee union in the state."

This September 1984 article in the Empire State Report offered high praise for CSEA's Legislative and Political Action program

New York's Largest Public Employee Union is Reshaping its Political Operation.

Jim Featherstonhaugh, who is widely considered one of the most powerful in the state. The union is widely credited with playing a key role in electing Mario Cuomo governor, through hundreds of phone calls across the state and a massive on-run get-out-the-vote drive on every day (a fact which cannot be denied to the access of Featherstonhaugh). During this past legislative session, CSEA claimed 17 victories in any, including a bill vigorously opposed by New York Mayor Koch

Matt Tallmer is a New York City based writer.

After the election, the union elected Bernie Ryan to become its director of political action. The CSEA started to put its resources—250,000 employees, all with the ability to write or call state legislators—into lobbying activity. "Political action has been concentrated in Albany," said Tom Haley, current director of the union's legislative and political action office.

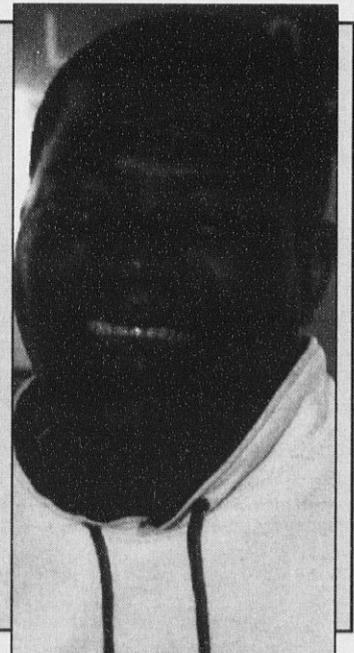
At the same time, the union's six regional offices across the state established local political action committees, made up of CSEA members elected by their locals, which have "some degree of autonomy" to endorse and contribute to local candidates, according to Haley. These regional political action committees have been active for more than a decade at the local level.

In 1978, CSEA became part of the American Federation of State, County and Municipal Employees, the national union which represents

EMPIRE STATE REPORT, September, 1984 7

**Harry Drayton
CSEA Local 406
Bernard Fineson Developmental Center
Chair, Local Political Action Committee,
Queens**

"I like going out and helping political action, working the telephones encouraging people to vote. I know we have the power in numbers and our votes mean something no matter what. State employees need to be aware of what's going on, and I like bringing back information to them on political action."



**Jerry Clark Memorial Scholarship
provides \$10,000 annually
plus internship with AFSCME**

Applications are being accepted for the 1997 Jerry Clark Memorial Scholarship for children of AFSCME members. The scholarship was established in 1990 in honor of the former AFSCME political action director.

Applications must be postmarked by July 1. The winner will be announced by Aug. 1.

One scholarship will be awarded to a student who is currently a sophomore majoring in political science. The winner will be selected by lottery from the applicants who meet the eligibility requirements and will receive \$10,000 per year for the junior and senior years of study, as well as an opportunity to intern with the international union's Political Action Department. The student must be a child of an active member of an AFSCME local union; must have a grade point average of 3.0 or better, must be in his/her sophomore year of study and must be a political science major at an accredited college or university.

Mail requests for applications to:
Jerry Clark Memorial Scholarship
AFSCME Education Department
1625 L Street, NW, Washington, DC 20036

or
email: education@afscme.org

The application is also available on the Internet at AFSCME's web site:
<http://www.afscme.org/afscme/about/scholarj.htm>

**Applications must be
postmarked no later
than July 1**

*Tired of the same old boring routine?
This summer try something exciting!*
SUMMER SCHOOL

**1997 Cornell Labor Summer School
July 13-16, Cornell University, Ithaca**

The 1997 Cornell Labor Summer School sponsored by the School of Industrial and Labor Relations will be held July 13-16 at Cornell University, Ithaca.

Participants may enroll in one of three courses: "Representing Workers While Organizing for Growth and Power;" "Meeting the Political Challenges of the '90s;" or the state AFL-CIO education program "Rank-and-File Volunteer Organizer Training."

Registration fees are \$225, except for the "Rank-and-File" organizing course, which is \$70 because it is underwritten by the NYS AFL-CIO. Students who wish to earn two credits from Cornell Labor Studies will pay an additional \$75. Registration fees do not include housing and most meal costs.

For applications, summer school brochure and additional information, contact Cathy Mooney, conference coordinator, at NYSSILR, Cornell University, Garden Avenue, Ithaca, NY 14853-3901, (607) 255-4423, E-mail: cjm15@cornell.edu

**Northeast Regional Summer Institute for
Union Women Aug. 3-8, Silver Spring, MD**

The 22nd Annual Northeast Regional Summer Institute for Union Women, sponsored by the AFL-CIO and the University and College Labor Education Association, will be held Aug. 3-8 at the George Meany Center for Labor Studies in Silver Spring, MD.

The institute is open to all union women from New England and the Mid-Atlantic states.

Total cost for the five-day residential school is \$425 for a double and \$500 for a single in addition to a \$10 student fee. Lodging, meals, materials and parking are included in the total. Registration deadline is July 8.

For a brochure, registration form and other information, call Francine Moccio (212) 340-2836, Marion O'Connor (212) 340-2823 or Lee Clarke (212) 815-1685.

Seniors can join fight for justice

Join the fight! The AFL-CIO is asking retired and older workers to stand side by side with the young people in Union Summer organizing the unorganized and fighting for justice.

Senior Summer is reaching out to older and retired union workers to work in organizing campaigns in their communities. The Retirees Rapid Response Team for Organizing members commit to working two days a week for six to eight weeks, working in six to eight pilot sites.

They will also agree to be on call for major organizing actions for six months in fall 1997 and winter and spring 1998.

The Rapid Response Team in each pilot site will represent the diversity of union retirees in that community.

Even if you've never been an activist but are committed to the labor movement, you might be selected. For more information about the application process, call toll-free 1-888-8AFL-CIO.

SENIOR SUMMER - 1-888-8AFL-CIO

See
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**For information on the
AFL-CIO-sponsored
Union Summer program**

**The CSEA Advantage
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Discount Programs**

Some restrictions apply
Must credit qualify

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**FOR MORE INFORMATION, CALL
1-800-440-1894**

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Contract term: 12 months

Discounted equipment

For more information, call:

Stephanie Togni
1-800-524-2351

607-273-0400 or 607-280-0606

*For Oswego County, call

Carol Haynes

1-800-541-8890 ext. 5130

315-439-5130 or 315-447-4004

CELLULAR ONE

Service Areas: Ulster, Sullivan, Dutchess and Orange

Monthly access charge: \$15.95
Per minute charge: 100 bonus minutes upon activation, \$.35 peak, \$.25 off peak, \$.55 NYS roam

Activation fee: Waived

Contract term: 2 years

Discounted equipment

CELLULAR ONE

Service Areas: Columbia, Greene, Otsego, Schoharie and Delaware

Monthly access charge: \$8.95
Per minute charge: 100 bonus minutes upon activation, \$.19 peak, \$.16 off peak, \$.45 NYS roam

Activation fee: Waived

Contract term: 2 years

Discounted equipment

For more information, call:
TIM POWERS 607-434-0027 or 914-389-9000
RON BROWN 914-389-9000

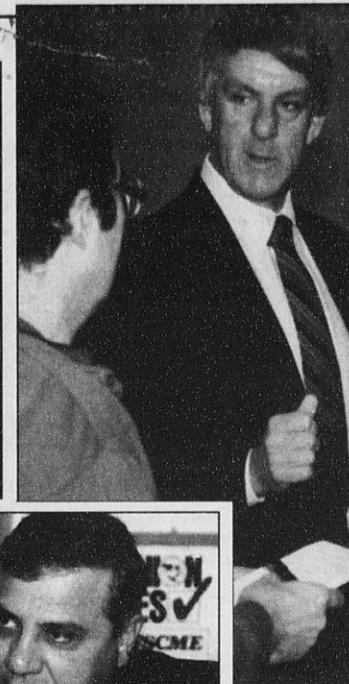
CSEA leaders stand united demanding welfare reform that works!

Seven CSEA statewide and region officers are shown signing a letter calling on state legislators to adopt CSEA's agenda for a fair and equitable welfare reform package at the recent CSEA State Division Workshop. A statewide campaign urging members to write Gov. Pataki and members of the Legislature was kicked off at the workshop. From left are Capital Region 4 President Carmen Bagnoli, statewide



Secretary Barbara Reeves, statewide Executive Vice President Mary E. Sullivan, CSEA President Danny Donohue, CSEA statewide Treasurer Maureen S. Malone, Central Region 5 President Jim Moore and

Metropolitan Region 1 President George Boncoraglio. Top center, CSEA Southern Region 3 President Carmine DiBattista discusses welfare reform with his region task force. Top right, Western Region 6



President Bob Lattimer outlines CSEA's welfare reform proposal with a news reporter, and, bottom right, Long Island Region 2 President Nick LaMorte does the same thing with a television news reporter.

Local 834 first to offer LEAP

SYRACUSE — Onondaga County Local 834 has become the first local government CSEA Local to offer CSEA LEAP (Labor Education Action Program) services to its members.

Anyone in the 5,000-member local can now take advantage of the CSEA-sponsored LEAPLINE telephone advisement program offering academic, career, basic skills and financial aid assistance, Local 834 President Frank Forte said.

LEAPLINE is a service of CSEA LEAP, a joint labor-management project operated through negotiated funds in the CSEA-NYS contracts. LEAP previously was available only to CSEA state employee members.

Local 834 is contributing the funds to allow LEAPLINE services to be used by Onondaga County members as part of a pilot project, Forte said.

"I encourage Local 834 members to use these services to get the most out of their CSEA membership and advance their own career and academic goals," he said.

Local 834 members with questions about the new service should call the Local 834 office at (315) 446-0330.

To reach the CSEA LEAPLINE, members should call 1-800-253-4332.

LRS position available

CSEA is seeking to fill a vacant Labor Relations Specialist position, grade 15/18/20, located in the Western Region 6 office.

Initial assignments will be with state and local government stops in Genesee, Wyoming and Orleans counties. The position requires a residency within the region at a location acceptable to the region director.

Interested candidates should notify the CSEA Human Resources Department, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210 no later than May 15.

Letchworth DC developmental aide stabbed by group home client

CORNWALL — A Letchworth Developmental Center developmental aide was stabbed while working at a group home in Cornwall, Orange County.

Anne Carmand, a five-year employee, was on duty alone with five clients at 8 a.m. when a client attacked her, broke a flower pot and used a sharp shard to stab her in the shoulder and neck, barely missing her jugular vein. The client also bit her.

Another client dialed the police and Carmand was able to yell into the phone for police and an ambulance.

Carmand pressed charges, and the client was arrested and sent back to Letchworth Developmental Center to a special unit for clients with disabled and psychiatric problems. Carmand was out for some time recovering and is now back at work.

Staffing on the night shift at the group home still consists of one person, but minimum staffing for the day shift has increased since the incident.

Carmand said some program staff is available during the day to keep clients busy, but they rarely go out unless they're enrolled in day programs such as sheltered workshops.

"Group homes should be better staffed," said Local 412 President Sara Bogart.

"The staff is working with minimums of one (staff person) where they have extreme behavior problems. It's an accident waiting to happen."

—Anita Manley

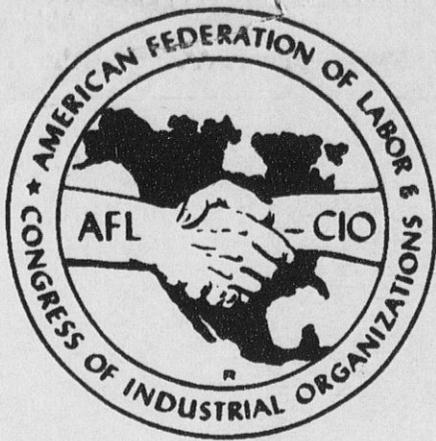
Lelia Hoskins top PEOPLE recruiter for March; double points during May

Lelia Hoskins of CSEA Creedmoor Psychiatric Center Local 406 earned PEOPLE Recruiter of the Month honors for March by recruiting 50 new members.

PEOPLE (Public Employees Organized to Promote Legislative Equality) is the CSEA/AFSCME lobbying program that operates at the federal level.

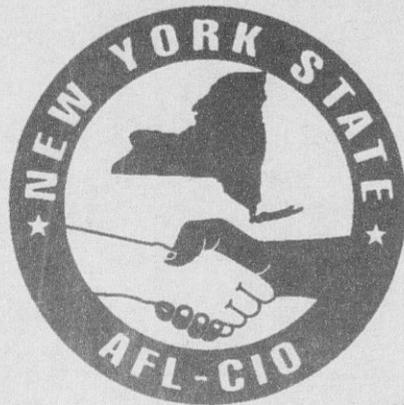
May will be double points month for the PEOPLE program. Members who recruit other members earn points that are redeemable for gifts in the PEOPLE Recruiter Gift Catalog, and all points earned during May will be doubled. Double point months also will be held during July and November this year.

For more information about PEOPLE, call the CSEA Political Action Department at 1-800-342-4146 Ext. 404 or (518) 436-8622.



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MEMBERS
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CSEA is the largest local union in AFSCME, which in turn is the largest international union in the AFL-CIO. Under the new leadership of John J. Sweeney, the revitalized AFL-CIO, a federation of 76 international labor unions, is once again growing in strength and is committed to organizing working people everywhere. CSEA and AFSCME are among the AFL-CIO's strongest and healthiest unions. We're proud to be major contributors to organized labor's commitment to improving the lives of America's families.



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THE PUBLIC

MAY 1997

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