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Vol. 2 / No. 12

DECEMBER 1999

# THE WORK FORCE

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

At the  
89th  
Annual  
Delegates  
Meeting...

**THE  
FUTURE  
IS  
NOW!**



# Annual Delegates Meeting drives CSEA into the future

WASHINGTON — As the new millennium approaches, union and political leaders should fight to preserve for the future the sizable gains that have been won for workers over the years.

That was the message delivered to CSEA delegates at the union's 89th annual meeting held in October.



**Donohue**

In his State of the Union message, CSEA President Danny Donohue pointed to the union's member mobilization effort as a reminder that the fight to protect working families is up to every member.

"The issues that we fought for over the years can never be taken for granted. Every member must understand how important it is that they be part of this union. Because, we may have come a long way, but every benefit, and every protection we have, are subject to be taken back if our members are not involved," Donohue said.

## Union clout acknowledged

First lady Hillary Rodham Clinton reminded delegates the minimum wage, employer-provided health insurance, the 40-hour week and workers' compensation are a few of the issues unions have made progress on but warned there is still work to do.

"Our work can never be finished just as the union's work can never be finished," Clinton said.

"We've made a lot of progress together, but that progress could be reversed if people who don't share those values hold office into the next century."



**Gore**

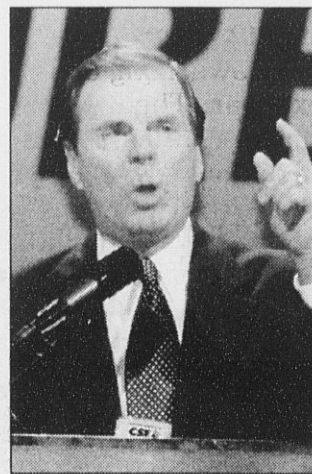
Vice President Al Gore told delegates he wants to maintain the current administration's pro-union stance and ensure the dignity of the work force in America.

"As part of this Clinton/Gore administration, I am proud that every time Congress has sent this president an anti-union measure he has vetoed it, without hesitation, every single time," Gore said.

"And with your help, if they try it after the year 2000, I will veto it. I guarantee it. We won't let anti-union measures come across the Oval Office desk."



**Clinton**



**McEntee**

## Put working families first

Gerald McEntee, president of the American Federation of State, County and Municipal Employees (AFSCME), CSEA's international union, said it was time the agenda of working families took center stage.

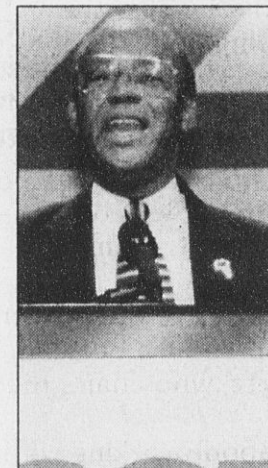
"Everybody has been enjoying this economy but us, the people who have sacrificed to make it great," McEntee said.

"Well I say, sisters and brothers, to (Gov. George) Pataki, (New York City Mayor Rudolph) Guiliani, and every politician in New York and the United States that AFSCME is coming. And those that aren't with us better get the hell out of the way," McEntee said.

## Takes issue with Pataki

AFSCME Secretary-Treasurer William Lucy hammered that point home as he pledged the international's continued support with CSEA's contract fight with Pataki.

"We will fight with you, march with you, rally with you, demonstrate with you until you receive a contract that is fair and equitable and Pataki can take that to the bank," Lucy told the delegates. "Everywhere he goes he will see the green machine in his face," Lucy said about AFSCME's green logo and contract activism.



**Lucy**

Congressman Sherwood Boehlert, a moderate Republican from Central New York who has

supported a number of issues important to CSEA, said union leaders and politicians should work together.

"Government is not the enemy," he said. "It should be a partner."

Other speakers reminded delegates about the importance of unions in the workplace.

Elaine Bernard, director of the Harvard University Trade Union Program, said unionization brings democracy into the workplace.

"Democracy is the right to have a voice and participate in decisions that affect you," she said. "And there is only one vehicle that can give you that. And that is the collective voice of the union."

Delegates also participated in a wide array of workshops, many conducted by AFSCME and AFL-CIO staff, in addition to the business sessions of the meeting.



**Boehlert**

— Ed Molitor

## CSEA's concerns finally heard

# SANER POLICY

ALBANY — In a stunning and unexpected shift, Gov. George Pataki has announced a freeze on any further downsizing of state psychiatric centers for at least the next year. The governor's initiative also includes new funding for other community-based mental health services, including transitional housing.

The action comes as CSEA and other advocacy groups have stepped up public pressure on the administration over its continued neglect of the mental health system.

While there are many questions about the specifics of the governor's plan, CSEA president Danny Donohue welcomed the action.

"There are a lot of problems with the mental health system and until this point the administration has simply ignored them," Donohue said. "Now we are at least seeing some recognition of the reality of what CSEA has been saying for years," he added.

The CSEA leader said he was especially encouraged by the recognition that the state can't just keep dumping patients into the community.

CSEA has long argued that patients remaining in psychiatric centers are so severely ill that they cannot easily be treated outside a hospital setting. The union has also pointed out that too many discharged patients have fallen through the cracks of the system because of inadequate and often unavailable community follow-up care.

"There is a great opportunity here to really improve the system of care for people with mental illness," said CSEA South Beach Psychiatric Center Local President Joel Schwartz, who chairs the union's mental hygiene advisory committee.

"I can only hope that the governor is sincere about working with us to do something meaningful rather than just responding to the public hammering he's been getting," Schwartz said.

## Middletown PC workers assaulted on the job

MIDDLETOWN — Inadequate staffing and younger, more aggressive clients continue to take their toll on state psychiatric center workers as CSEA tries to make these volatile work places safer.

Two Middletown Psychiatric Center employees were assaulted during a two-day span, leaving both physically injured and emotionally traumatized.

According to Local President Diane Hewitt, a 25-year mental health therapy aide was working with two other therapy aides on a ward with 30 patients when one suddenly lunged at her, tried to strangle her and knocked her to the floor.

Another patient jumped in to help the therapy aide, and was injured when the attacking patient smashed her with a chair.

Both the therapy aide and the second

patient pressed charges at the urging of Hewitt and the patient was taken to the Orange County jail.

Two days later, a secure care worker was bitten by a patient who had recently been transferred to the secure ward of Middletown Psychiatric Center from a group home run by Letchworth Developmental Center, Hewitt said.

"He viciously bit her upper arm and broke the skin," said Hewitt, who also advised the secure care aide to press charges. "The patient's brother was very angry that we had him arrested and he was sent to jail. The brother bailed the patient out and he was sent right back here," Hewitt added.

CSEA lays blame for these assaults at the front door of the state Office of Mental Health (OMH).

Hewitt said staffing is woefully inadequate.

## The Metro Section

The New York Times

### Report Faults Care of Man Who Pushed Woman Onto Tracks

BY MICHAEL WINERIP

A state investigation into Andrew Goldstein's psychiatric history concludes that health system spent nearly \$1 million to treat him through repeat stays when he really needed a combination of services, clinic visits and an intensive case manager.

For years, directors of housing agencies, hospital administrators and advocates for the mentally ill have criticized the state for failing to provide adequate financing for these kinds of comprehensive community services.

Mr. Goldstein, 34, was arrested for charges and housing with a range from several years ago.

services, clinic visits and an intensive case manager.

For years, directors of housing agencies, hospital administrators and advocates for the mentally ill have criticized the state for failing to provide adequate financing for these kinds of comprehensive community services.

Mr. Goldstein, 34, was arrested for charges and housing with a range from several years ago.



Andrew Goldstein

that the governor will be budgeting additional financing for mental health services. Governor Pataki will be proposing a comprehensive package of new and innovative mental health initiatives, including increased case management services and supported housing, the response says.

An aide to the governor said last night that there would be a significant commitment of new money for the mentally ill proposed in the governor's budget in January, but the aide would not elaborate.

Mr. Goldstein, his hospital social workers and his mother, Barbara, a secretary in Queens, frequently tried to get him supervised services, according to the report, but they were informed that there were no vacancies. For example, in September 1997, Mr. Goldstein told a social worker at Bellevue Hospital Center that he wanted to return to a state-run group home in Queens where he had lived in 1994 and where he had

to take prescribed medication after discharge unless he was at a supervised setting, says the report, which documents more than a dozen attacks by Mr. Goldstein on strangers in 1997 and 1998. His reconviction care ended with a discharge from North General Hospital on Dec. 15, 1998, 18 days later he killed Ms. Webdale.

From the beginning, the four-to-killing has taken on larger public policy significance. Earlier this week, Mr. Goldstein's criminal case ended at a municipal judge's docketed over whether he is a legal definition of insanity which he is Ms. Webdale.

Last summer, Governor Pataki signed "Kendra's law," a measure that makes easier to commit mentally ill people to resist treatment. And in August, after noticing virtually no new community beds with 24-hour supervision during his term, the governor approved \$30 million additional supervised housing.

**CSEA's persistent criticism of state mental health system problems along with high-profile tragedies like the murder of Kendra Webdale by a seriously mentally ill man who fell between the system's cracks have forced Gov. Pataki to finally take action.**

"I'm encouraged because we have a lot of individuals who need treatment and the state has an obligation to help them, not just show them the door," said CSEA Buffalo Psychiatric Center Local President Robert Mootry.

"This is long overdue," added CSEA Pilgrim Psychiatric Center Local President Jim Wall. "It just makes me very angry that people had to die before the governor took this action," he said.

"The problems are still here for all our members and the patients every day," said Hudson River Psychiatric Center Local President Judy Watts Devine. "Maybe we can start to get some relief."

Although mandated staffing levels call for two nurses and three therapy aides, Hewitt pointed out that both nurses work with the doctors and are not constantly on the floor with the patients.

In addition, therapy aides are not replaced when they leave the job and the dangerous policy of mandatory overtime to keep staffing levels up is becoming more prevalent, union leaders said.

"It's going to get worse with the holidays," Hewitt said about deteriorating staffing levels.

It's no better in housekeeping, dietary and maintenance where staffing is low, but Hewitt said these department workers are cross-trained so jobs can be filled temporarily, allowing workers to take vacations and time off.

— Anita Manley

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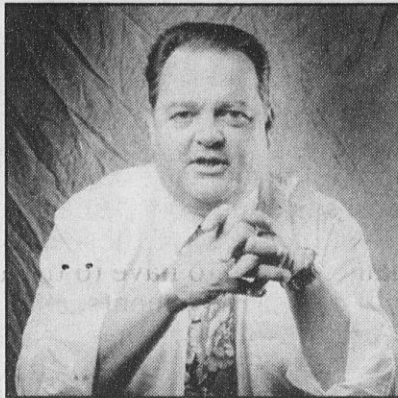
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# In Touch with the WORK FORCE



CSEA President Danny Donohue

On Jan. 5, Gov. George Pataki will deliver his Annual State of the State address at the Capitol in Albany. CSEA members will be there — and I can assure you the message we will deliver will be strikingly different from what the governor says to the Legislature.

Enough is enough. CSEA members will stand up to be counted because we're sick and tired of the lack of respect and shortchanging this administration has shown toward us and other working people throughout this state.

The governor just doesn't seem to understand that complimenting state workers about how great they are doesn't pay our bills or feed our families.

We have to make him and the members of the Legislature realize the only way to show the state work force some respect is to put it in our checks.

The governor and all of the politicians in New York also don't understand that all workers represented by CSEA will fight for the same kind of respect.

We have to let them know CSEA members, whether they work for a county, a school district, or a private hospital, all deserve to be treated fairly and with respect for the work they do.

It's vital we stand together on Jan. 5 and make it our day, not the governor's. We need all of our members to help send the message that CSEA is New York's leading union and a force that cannot and will not be denied, no matter what the fight.

Details about our activities will follow in the weeks ahead — check with your Local President. I ask you to start talking with your co-workers now about participating.

If we are going to make a lasting impression on the governor and the Legislature, it's essential for every member who is able to attend and help show that we've got the power!

*Danny*

# Understaffing, long hours spell trouble for state veterans home

BATAVIA — The valuable work of giving veterans medical and rehabilitative care is losing its luster because understaffing and mandated overtime are plaguing CSEA members working at the New York State Veterans Home.

"Many of us who have been here from the start (1995) of the home have never been so discouraged as we are with the current, ongoing events," said Roxanne Hunt, a nursing assistant and union member.

"We have recently had the minimum staff levels lowered again, but that attempted remedy is unsafe, and gives those on duty

more patients to be responsible for, so it's an increase in responsibility without compensation. And the sheer exhaustion mandating causes is dangerous," she said.

"It creates a lot of stress for those of us who have small children, to have to try and make new child care arrangements, after we are mandated to work overtime," said Wanda Donald, another direct care worker.

## Forced overtime affects care

"You have the choice of volunteering for a four-hour shift of OT, but if you don't volunteer, you get stuck with a mandatory eight-hour overtime shift sometime during the week. They're using emergency overtime for a scheduling tool, and it's not right," Donald said.

The still-new, gleaming facility has a bed capacity of about 126, with a direct care staff of about 150 to work three shifts in five cottages, according to Pete Gingras, CSEA labor relations specialist.

"There's also a hiring freeze in place," said Gingras.

"There are about eight workers out on workers' comp, and people are being denied vacation time because of the problem. It's rough on all five units, but especially on the Alzheimer's unit, where more intensive care is required," Gingras added.

"We've been trying to deal with it through labor-management, but they lowered the staff minimums without any

(union) input," he said.

The workers said the units were originally required to have six staff members on duty for days, four for evenings and two for the overnight shift.

But lately the complement has been four or five for days, three for evenings and two overnight.

## No good options

"The options open to us are to call in sick and risk disciplinary action, and put ourselves and co-workers at risk, or refuse (mandatory overtime) and risk disciplinary action," said Hunt.

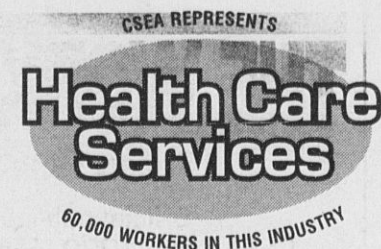
"But refusal of mandatory overtime is on the rise due only to the reality of the impossibility of working so many hours in one week, and still do an outstanding job," Hunt added.

Employees said even when new workers are hired, they sometimes don't last too long, often quitting within weeks when they see the reality of the forced overtime situation.

"We're mostly worried about the quality of care dropping," said Donald. "And we can only provide good care when we are not worn thin and threadbare."

"Sometimes we go home not feeling very good about what you haven't been able to do for the patients. We're not supposed to talk to the press about the internal problems of the home. But if one of my loved ones were in here under these conditions, I'd be livid," Donald said.

— Ron Wofford



CSEA member Wanda Donald, a hospital clinical assistant, compiles a report at the New York State Veterans Home in Batavia.

## Voices of the Work Force

**"A**n awful lot has to be done in one day and we do not always have the staffing we need. It's a hard job. We try to put personal touches in the lives of the residents and to do that takes time. We're not always given that time."

Angelina DiMeglio, head nurse and 10-year employee of Maplewood Manor  
— Saratoga County nursing home



# Members can help shape future of criminal justice system

Criminal justice professionals, including CSEA members working in corrections and law enforcement, will soon have a chance to help shape the future of the state's criminal justice system.

With a project called "Balancing Justice in New York State," the League of Women Voters of New York State hopes to foster discussion about criminal justice issues at the community level.

Community discussion groups, which will start in January, will allow citizens

and criminal justice professionals to define priorities for the system, explore a range of sentencing options, and work together on areas they agree on.

CSEA President Danny Donohue is encouraging members to become active in the project.

"Our members who work in the jails, the courts, probation and parole are what make this system work," Donohue said.

"And no one knows better than they do how to make it work better," he added.

The league hopes participants will get involved in criminal justice issues and be empowered to foster changes in their communities across the state.

Beginning in January, discussion groups will examine what the goals of the criminal justice system should be.

Participants will then review the present system and the various correctional approaches that exist.

The final session will focus on how criminals in our state should be dealt with while maintaining the public safety.

A comprehensive report will be published and presented to the state Legislature in the spring of 2000.

A similar project in Oklahoma recently convinced the deadlocked Oklahoma Legislature to pass the most comprehensive

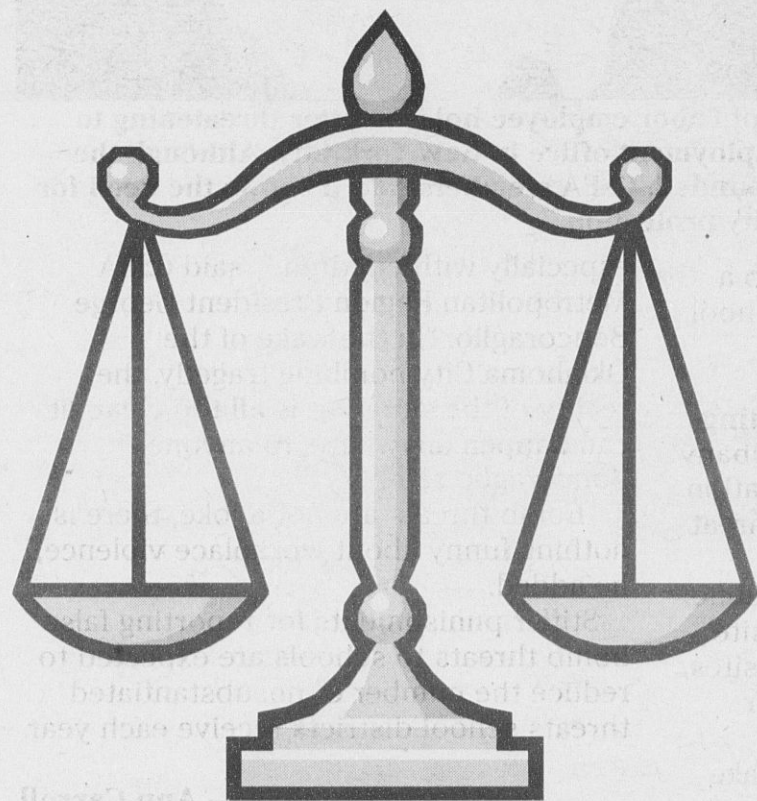
criminal justice reform

legislation in that state's history.

Members interested in participating in the project may contact Rob Marchiony, project coordinator, League of Women Voters of New York State, 35 Maiden Lane, Albany, NY 12207, (518) 465-4162. E-mail: justice@lwvny.org.

— Ed Molitor

CSEA REPRESENTS  
**Corrections  
 and Law  
 Enforcement**  
 75,000 WORKERS IN THIS INDUSTRY



## WORK FORCE FACTS

### For-profit lockups don't work

- For-profit prisons operating in some states face serious security problems.
- One Ohio facility had 40 assaults, including 20 stabbings and two inmate homicides last year.
- A New Mexico for-profit prison saw four inmate deaths and a guard murdered last year.
- A recent survey by AFSCME found 51 percent of the public opposed (34 percent strongly) to privately run prisons.

## Voices of the Work Force



**"M**y biggest concern is the combination of understaffing, the poor equipment we have, and the county board's lack of understanding of what we need. I think some of them are starting to realize what we need in here in terms of equipment. Some of our equipment is so outdated that I'm worried we're going to have problems that we won't be able to dispatch the appropriate agencies because our equipment won't work."

Barbara Mann, 911 dispatcher — Otsego County Communications Department

## CSEA to lobby for stiffer penalties

# State office bomb threat shows law should cover public buildings

A recent bomb threat mailed to the state Department of Labor unemployment office in Brooklyn is more evidence CSEA leaders will use to demand stiffer penalties for those making bomb threats at public buildings.

The handwritten threat — “There are bombs in the building. You will never find them all. You are all going to die!” — rattled scores of CSEA members who work in the office.

“You never know,” said Nina Spinelli, a CSEA member at the Brooklyn unemployment office.

“Some people believed that because the threat was in the mail, it wasn’t serious but you never know. When the place you work receives a threat, it shakes you. It could be serious, there are a lot of people who would do something like this,” Spinelli said.

### Violence on the rise

CSEA members who work in school districts and in local, county and state government offices are increasingly exposed to violence and threats from the public, union officials said.

Recent shootings in school buildings — including the shooting rampage in Columbine, Colo., underscore the need for stronger protection, union leaders said.

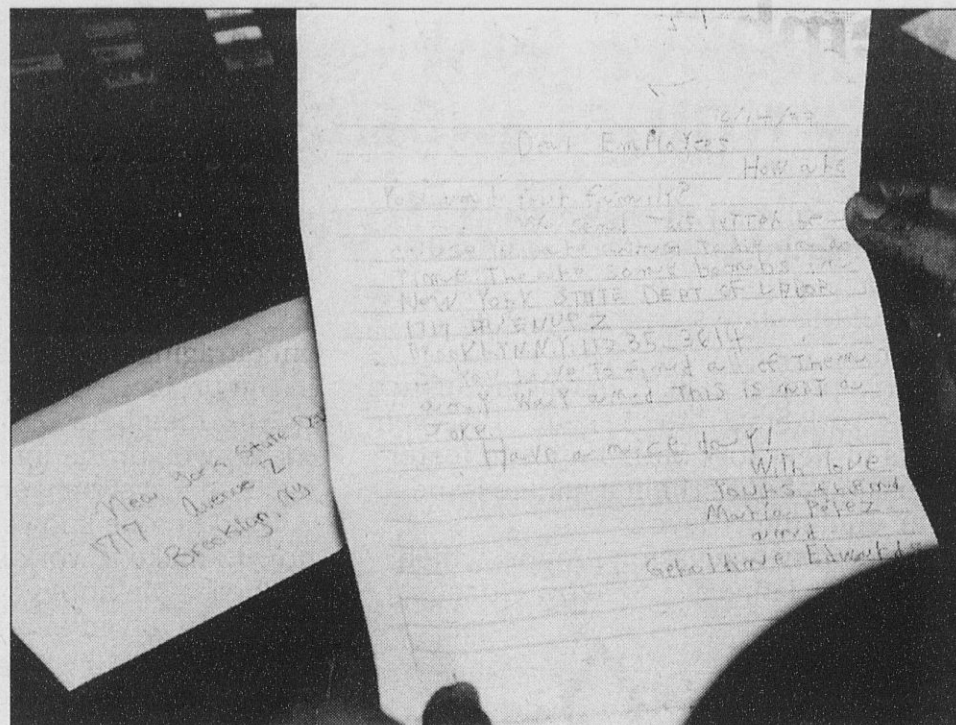
That’s why CSEA lobbied hard for legislation now awaiting Gov. George Pataki’s signature that would make it a Class E felony to make a false bomb threat to a school or placing a false bomb on school property.

### Law needs to cover all public buildings

When state lawmakers return to Albany in January, CSEA will lobby for legislation making it a felony to make a bomb threat on any public property to better safeguard union members and the public.

CSEA has also long sought a worksite security standard for all public worksites. This legislation would require greater attention on preventative measures.

“Unfortunately, we can no longer take any chances when dealing with threats,



A Department of Labor employee holds a letter threatening to bomb an unemployment office in New York City. Although the threat was unfounded, CSEA members said it shows the need for worksite security protection.

especially with children,” said CSEA Metropolitan Region President George Boncoraglio. “In the wake of the Oklahoma City bombing tragedy, the reality of the situation is all too clear. It can happen anywhere, to anyone,” Boncoraglio said.

“Bomb threats are not a joke, there is nothing funny about workplace violence,” he added.

Stiffer punishments for reporting false bomb threats to schools are expected to reduce the number of unsubstantiated threats school districts receive each year.

— Ann Carroll

## Voices of the Work Force

“The most difficult part of my job is to remain pleasant and keep my cool when a customer is getting upset. I want to maintain a pleasant attitude and it’s hard when it gets busy and you feel hassled and harried.”

Carolyn Norman, state Department of Motor Vehicles — Port Jefferson



# Belleayre workers cut and build, save state taxpayers millions

HIGHMOUNT — A \$5 million state budget transfusion and the back-breaking work of CSEA members are improving the state-run Belleayre Ski Center for the coming season and saving taxpayers a bundle.

CSEA members have cleared acres for new ski trails and two new lifts in the

searing summer heat — an effort that stretched the \$5 million state budget allocation into \$12 million in capital improvements

because private contractors weren't needed.

"We have saved the state and taxpayers millions of dollars using our own workers for these projects," said Belleayre Superintendent Richard Clark, "and they're doing a great job."

Local President Mike Titone said he's proud of his Local members and the work they do.

"The cutting of new ski trails and the installation of new lifts at Belleayre Mountain prove once and for all that public employees can handle any jobs given to them," Titone said.

## CSEA works so public can play

Belleayre is not just a winter playground. The facility was also used during the

summer for a concert series sponsored by the Belleayre Conservatory.

CSEA members set up a tent, provided electrical hook-ups for the concert series and maintained it during the summer.

Water for the snow-making machines comes from a nearby lake on the Belleayre property.

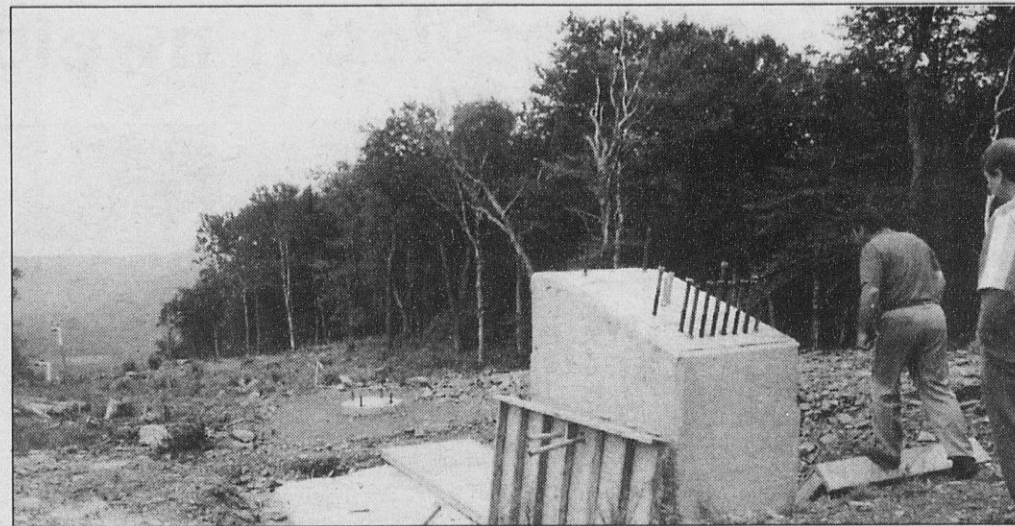
Again, thanks to CSEA members, the lake was used as a summer playground for local residents, keeping some of the seasonal CSEA members working and income flowing into Belleayre.

## Working hard has its rewards

Clark is quick to credit CSEA members for their work and the continued success of Belleayre.

"They know what has to be done and they do it," he said. "I encourage them to make decisions so they have pride of ownership of this facility. They're the ones doing the work and that's what motivates them."

Worksite Representative Lorraine Jankowski said Clark



Workers check footings recently for a new ski lift tower at the state-owned Belleayre Mountain ski area.

has a lot of faith in his crew. "He knows he can take off if he has to, knowing work will be done," she said.

Jankowski said there is little employee turnover.

"They have to like what they do if they stay for years in a seasonal title," she added.

Belleayre employees, Jankowski said, have a reputation for their skills and work ethic and are often asked to help in other state facilities with projects ranging from installing a new septic system to helping with electrical work.

— Anita Manley

## Dust off those skis!

State-operated Belleayre Ski Center is again offering special rates to CSEA members who ski or want to learn to ski. The special union rate — \$21 for a lift ticket — is available weekdays, excluding holidays, during the ski season. Free beginner lessons are available. Show your CSEA ID card or pay stub.



# Voices of the Work Force

"We maintain all the land and structures around the canal and all the waterways that feed the canal. Our biggest challenge is beautifying things and keeping them clean. Safety is also a concern, because there are parts of the job that are dangerous. A lot of the stuff we do is 90 feet in the air or 60 feet below the ground."

Anthony Kline, maintenance assistant — state Canal Corp., Lock 20, Marcy



# Marriott's 'advice' unwelcome on SUNY campus



**CSEA members at SUNY Old Westbury give Marriott the thumbs down. From left are Pablo Giraldi, Vivian Barnes, Manley Brown, Rhea Hitter, Al Conklin and John Anderson.**

OLD WESTBURY — CSEA member Al Trentini has been working for the state for 36 years, 29 of which have been spent at SUNY Old Westbury.

"I used to love to come to work. Now I really dread it," he said.

What changed?

The university brought in Marriott, a private out-of-state company to act as "advisers" on the job site.

CSEA members in the maintenance and operations department said Marriott now is trying to take over the supervisory functions.

"Marriott has told our CSEA members that the janitors make too much money," said Trentini.

Meanwhile, Marriott is charging exorbitant fees plus expenses and travel for the consulting work, union members said.

The workers feel if there is money to be spent on Marriott, administration should be adding needed positions to the work force.

Manley Brown has worked in the department for 18 years and believes Marriott is interfering with his ability to advance up the career ladder.

"I want to get upgraded and use my skills but with Marriott here I don't think that we will be best utilized," he said.

"We don't have enough workers. They take electricians to do plumbing. It's ridiculous. We want Marriott to go home," said eight-year employee Rhea Hitter.

CSEA Labor Relations Specialist Stephanie Teff said she and Local President Mary D'Antonio have scheduled a meeting with the new president of the university to express their concerns about the presence of Marriott and their role at the university.

Teff said Marriott has also adversely affected CSEA members on the operations side of the university by arbitrarily creating a dress code where one never existed.

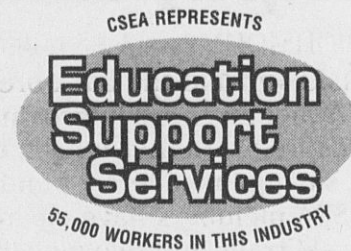
"We recently filed an improper practice charge against the university contending that dress code is a mandatory subject of negotiations," said Teff.

*"We don't have enough workers. They take electricians to do plumbing. It's ridiculous. We want Marriott to go home."*

**Rhea Hitter**

**Eight-year SUNY Old Westbury employee**

— Sheryl C. Jenks



## Voices of the Work Force

**"I** work in the resource library where we provide videos, sculptures, all types of media for the teachers. I like the people I work with and the assortment of jobs I have to do. We've moved four times in the last 10 years, packing and unpacking. We had a fire once and had to replace our entire library collection. I remember unpacking sculptures and having a ton of those white Styrofoam peanuts all over the place."

**Ginger Johnson, library clerk — Wappingers Central School District, Dutchess Education Local and 15-year employee**



## CSEA workers helping to assure we'll be Y2-OKAY

Got powdered milk?

Have enough Spam?

Doom, gloom and civilization in ruins may be the Jan. 1 horoscope for pessimists, but computer-literate union members insist they're sleeping late and leaving the computer on.

After a year of frenzied hand-wringing and forehead furrowing about the potential disasters a global computer system meltdown could create, CSEA members who fix the bits and bytes have one thing to say. Be cool.

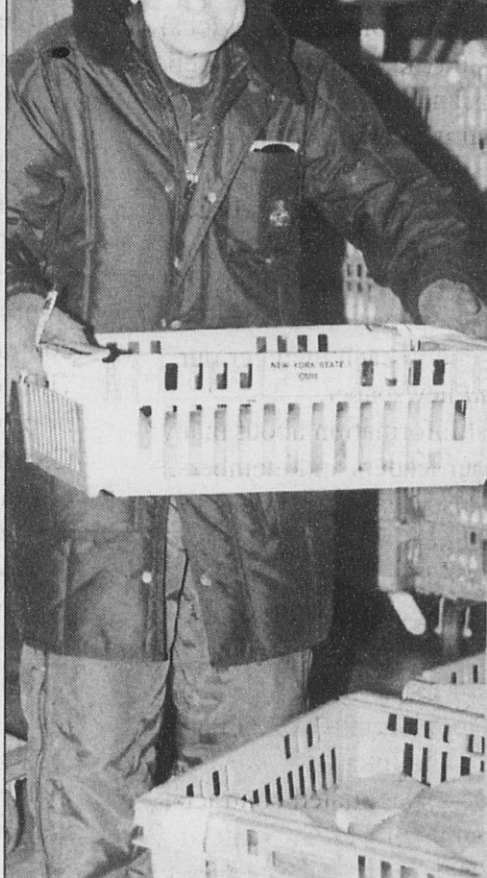
From the small computers in village hall to the county and state-operated mainframes with enough power to send rockets into space, CSEA members were preparing for Y2K problems.

For many, the last two years have been consumed with meetings, reviewing computer programs, buying new mainframes and making sure digital havoc and chaos are kept to a minimum.

ORANGEBURG — Mixing bowls large enough to fit two adults inside, baking pans the size of compact cars and a refrigerator as big as a house are signs this is not a kitchen for just one growing family.

But when the hungry family is the 'Family of New York,' as a previous governor liked to say, bigger is definitely better.

Deep in the Hudson Valley, CSEA members at the "cook/chill" facility are preparing to feed tens of thousands of hungry New Yorkers should computers crash, lights flicker and refrigerators shudder to a halt when Y2K knocks on the door next month.



patients in state psychiatric centers.

Employees of cook/chill came through last winter during an upstate ice storm emergency by shipping 36,000 pounds of prepared food to residents who were forced to stay in shelters because they

Above left, CSEA member Michael Ballard stores food in a freezer. Above center, workers prepare boxes of food for freezing. Above right, Jean Dorlais does the mashed potato to the food service beat.

had no power.

"The processing gives the food a 28-day shelf life," Head Cook Merrily Alcorn said.

"The whole idea is to heat foods at very high temperatures and chill them within an hour. It's a new concept and we're using equipment no one has ever seen before," she added.

Built in 1994 at a cost of \$22 million, the 88,000-square-foot cook/chill building is operated by the state Office of Mental Health.

It was the center of controversy because of the governor's plan to privatize it a few years after it was opened.

CSEA members and local politicians blocked that move.

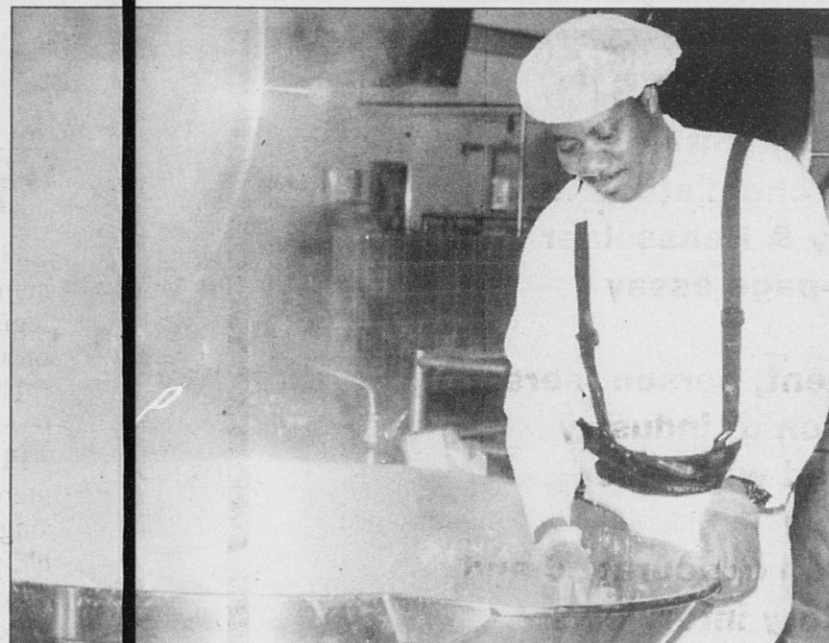
— Anita Manley

While no one can predict what will happen when we wake up Jan. 1, state officials and union members have been busy taking precautions.

More than a million meals of chili, macaroni and cheese, beef stew, sausage and peppers, turkey chow mein and baked beans are being cooked and frozen at this giant kitchen to feed New Yorkers who may be without power for days or weeks because of the Y2K computer glitch.

"It will be an asset ready to roll out in case there's an event, like the ice storm last year" or massive power outages caused by computer catastrophes, said William Schafer, director of the state's Bureau of Nutrition Services.

If the New Year passed without meltdown, the stockpiled frozen food will feed



HERKIMER — Ignore the prophets of doom — a combination of good planning and hard work should make for a smooth transition into the year 2000 for Herkimer County's computer systems, said the CSEA members in charge.

"We had hundreds of programs to sift through and see if there would be problems. It took time to go through all of them and determine where problems were going to take place and how we were going to solve them," said programmer Kathy Wright.

Because the county's programs are all written in-house, programmer and union Steward JoAnn Boyer said the county didn't have outside companies come in to fix Y2K problems.

The burden rested on the Herkimer County Information Services department, and mostly



Boyer and Wright. "The extra workload was on us," Boyer said. To solve the problem, the workers began early.

"We started working on it about two years ago, determining what we wanted to change and where we were going to have problems," Wright said.

"By starting in advance, we didn't have to put in a lot of extra time. We just had to put other things on hold. The year 2000 became our priority," she added.

Now, at the threshold of the new year, Wright and Boyer are crossing their fingers but said they don't expect any major problems.

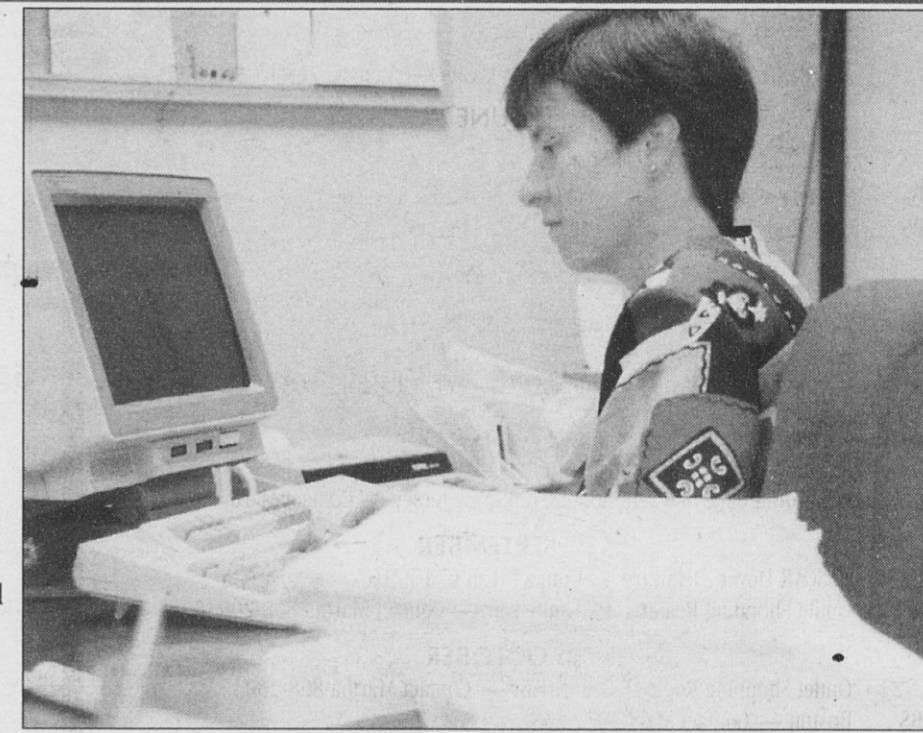
"We're still working on systems, but we're pretty sure we're going to be ready," Boyer said.

So what is going to happen as the clock rolls over on Jan. 1, 2000?

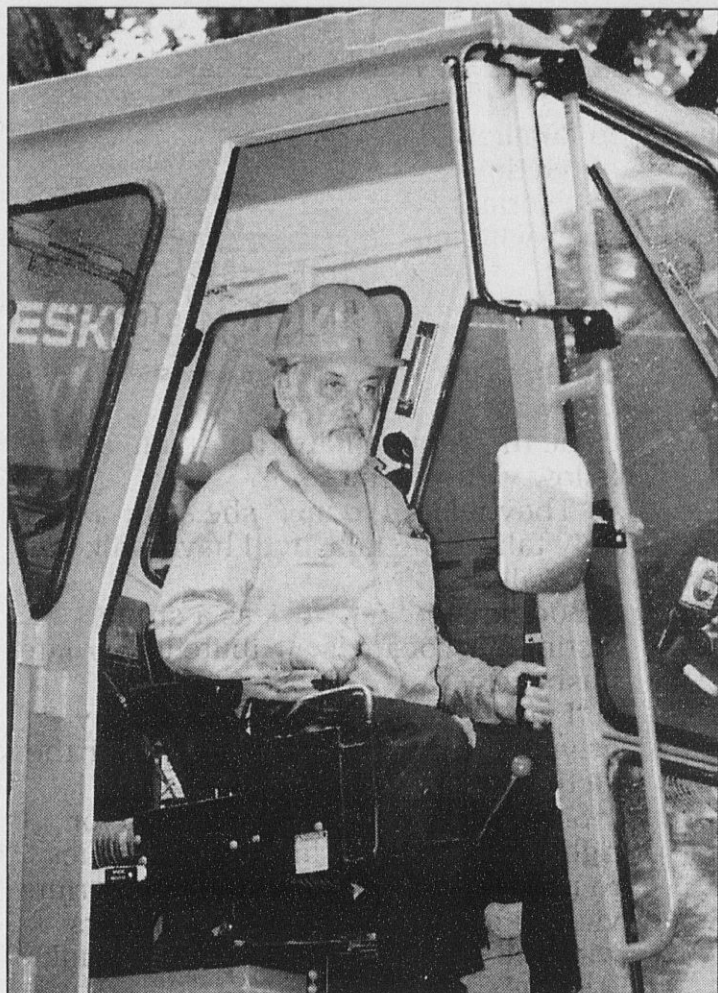
"Who knows?" said Boyer with a chuckle. "I think they're panicked for nothing. There will be some problems, but nothing major," she said.

"We're pretty sure everything is going to go OK here. I think they're overreacting myself — it's not going to be the end of the world," Wright said.

— Mark Kotzin



Above, Herkimer County programmer Kathy Wright has been hard at work changing lines of code to make sure Y2K doesn't shut down the county's computers. Below, Herkimer County programmer JoAnn Boyer points to D-Day for Y2K preparations around the state.



**Repetitive-stress injuries are often associated with clerical workers who spend hours at keyboards. But others are injured, too. Heavy equipment operators can suffer from constant vibration of control levers. Also affected are health care workers whose work days are filled with repetitious, back-breaking lifting of patients.**

## Ergonomics standard survives Congress; fight continues

Labor unions scored a major victory in Congress this fall by keeping alive the push for a federal ergonomics standard.

But the fight is not over.

Opponents to the OSHA (Occupational Safety and Health Administration) standard have promised to bring up the anti-ergonomics measure again.

"CSEA members should be proud of their efforts to stop Congress' stalling tactics on the ergonomic standard legislation," CSEA President Danny Donohue said.

"But the fight is not over. Opponents to a national standard are promising to renew their attack on this fundamental safety issue, and we need to be prepared to confront them," he said.

An effort to add a Republican-backed amendment to a U. S. Department of Labor funding bill to block the OSHA ergonomics rule failed in October.

The standard has faced a blizzard of opposition from business interests because it would require preventative measures for repetitive stress injuries, such as carpal tunnel syndrome.

While many CSEA members now suffer from such injuries, there is no national safety standard to protect workers.

The amendment was pulled after Senate Democrats, including Sen. Charles Schumer (N.Y.), threatened to hold the bill up with a filibuster.

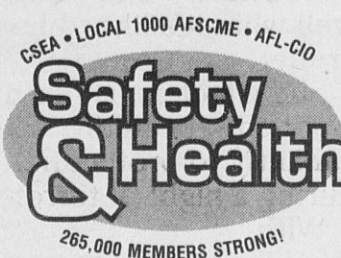
However, Sen. Trent Lott (R-Miss.) has made clear he will try to bring anti-ergonomics measure up again, either as a free-standing bill or an amendment to another measure.

CSEA members should to continue to lobby members of Congress, particularly senators, and urge them to oppose any effort to bring anti-ergonomics legislation to the floor for a vote.

OSHA plans to publish the text of the draft ergonomics standard this month and begin public hearings on it soon thereafter.

Members may view an outline of OSHA's proposal on the Internet at: <http://www.osha-slc.gov/SLTC/ergonomics/ergoreg.html>

— Lou Hmieleski



### The shocking facts:

- Electric shock is the most common cause of injury to people working with electrical equipment and circuits.**
- An estimated 1,200 people die each year because of electric shock; 30,000 are injured.**
- Electrical current always tries to return to its source — if it can't go through wires, it will go through your body.**

### Dos and Don'ts

- Never cut off the grounding prong on a three-wire grounded plug so it fits into a two-wire receptacle.**
- Your employer should have all two-wire receptacles replaced to three-wire receptacles or install ground fault circuit interrupters or use double-insulated tools.**
- Do not use three-wire to two-wire plug adapters or "cheaters."**

### Call the governor, urge passage of DOT pay bill!

As the December *Work Force* went to press, legislation was being sent to Gov. George Pataki that would authorize the Department of Transportation to pay a hazardous duty differential to employees who work in close proximity to traffic and are in clear, unavoidable risk to injury.

The bill has passed the Assembly and Senate.

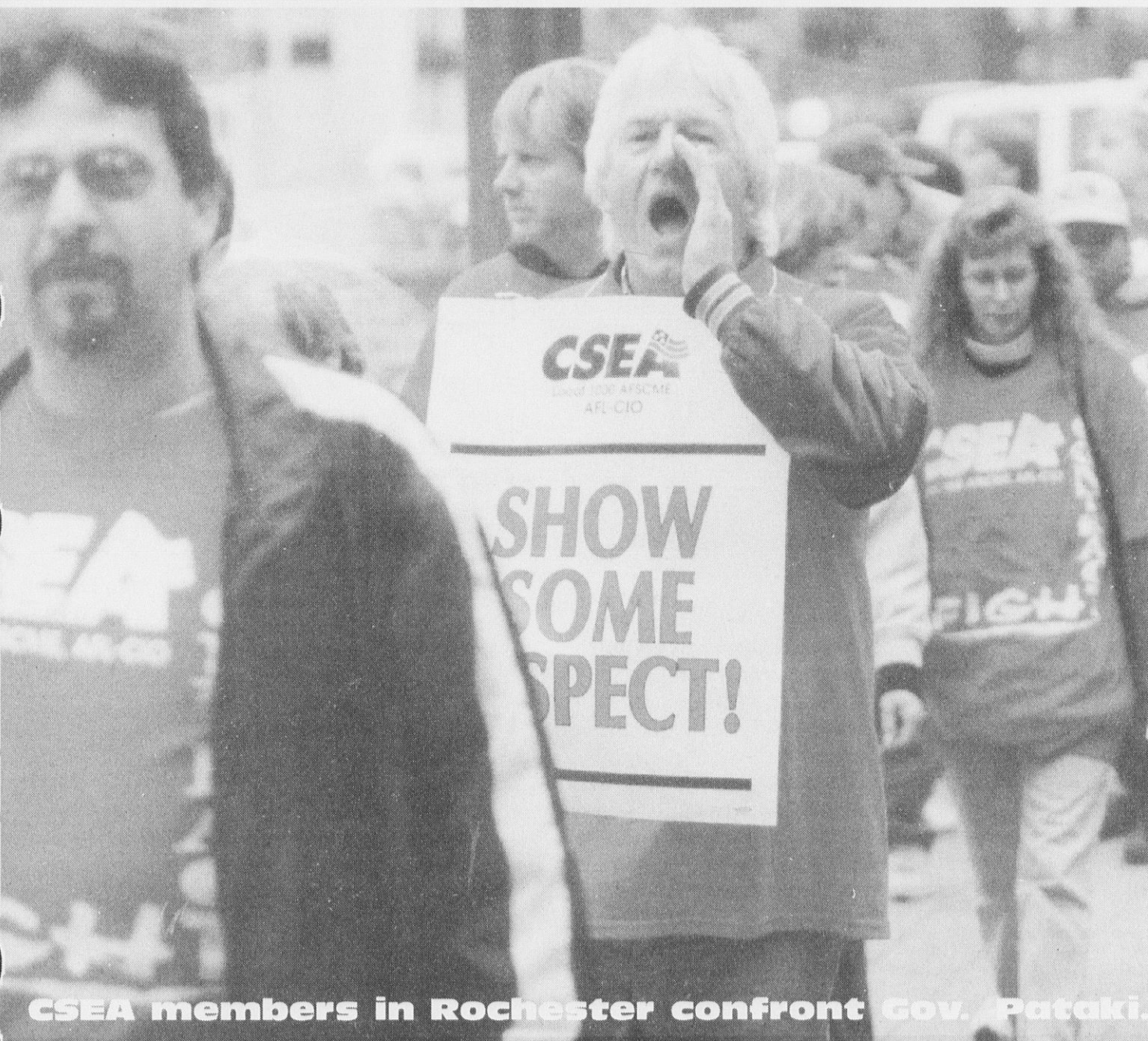
CSEA members should call the toll-free governor's hot line at 1-877-373-7920, and strongly encourage him to sign the bill.

The bill number is S-5028/A-7984.

**CSEA**  
Local 1000 AFSCME, AFL-CIO  
Darryl Donohue, President

# THE FIGHT IS ON!

**CONTRACT UPDATE**



**CSEA members in Rochester confront Gov. Pataki.**

**This special insert to *The Work Force* documents the fight and spirit of CSEA's 77,000 state workers in our continuing battle with Gov. George Pataki for fairness and respect. Determination? Grit? Mettle? CSEA is showing what our union is all about!**

# Across New York, CSEA members demand fairness, respect

led by CSEA President Danny Donohue and key leaders in the national labor movement, the union is pushing into overdrive its state contract fight.

John Sweeney, president of the national AFL-CIO, said in Rochester recently that CSEA's state contract fight is a solid example of labor activism and lauded CSEA's continuing pressure on Gov. George Pataki to deliver a fair contract.

"The AFL-CIO has a message for the governor: You gave yourself a big raise, you gave your appointees a raise, now it's time to give the state employees who do the work a fair raise," Sweeney said.

"We shouldn't have to be telling the governor to responsibly negotiate with his own employees," he added.

"It's time for the governor to pursue a contract agreement instead of pursuing his political interests," Sweeney told the cheering crowd.

Donohue said, "The governor just doesn't understand that complimenting state workers about how great they are doesn't pay our bills or feed our families."

The Rochester rally was another important milestone in CSEA's drive to negotiate a fair contract.

The union's momentum will continue to build as members of CSEA and the Public Employees Federation (PEF) will rally in Albany Jan. 5, the day of the governor's State of the State address.

"We have to make the governor and members of the state Legislature realize the only way to show the state work force some respect is to put it in our checks," Donohue said.

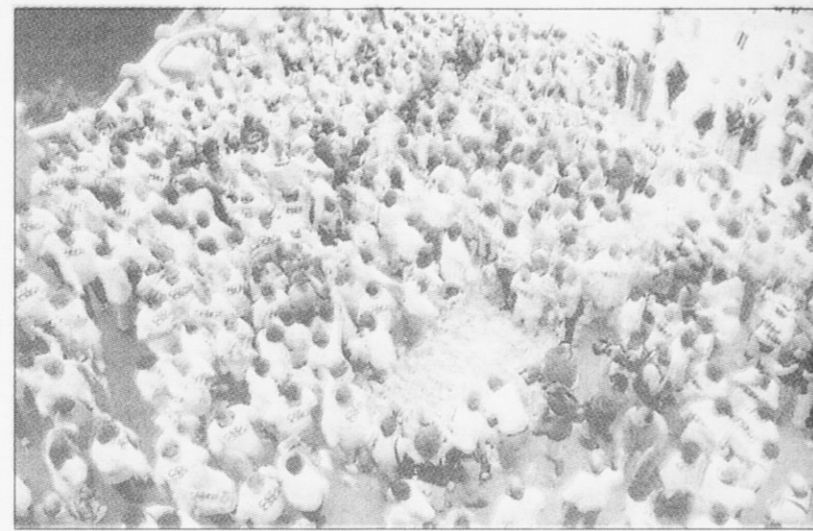
Checks members write to pay for their

rent, utilities and other living costs will become mini-billboards for the contract campaign.

The union is printing tens of thousands of small stickers which members can place on their personal

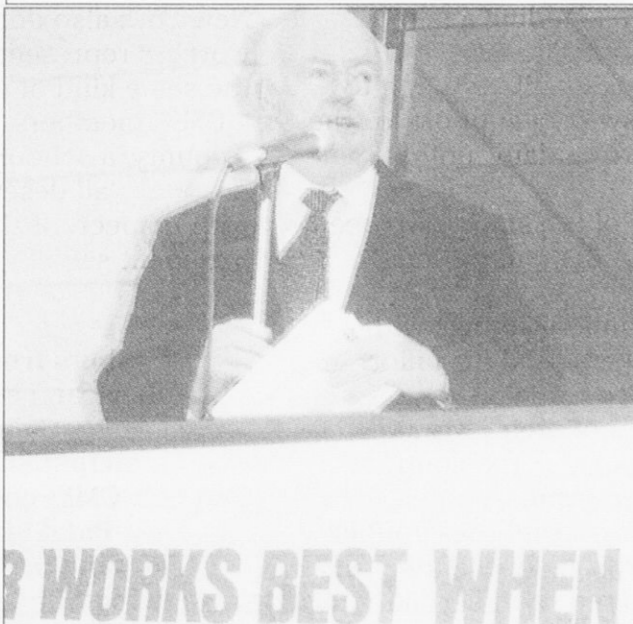
checks, reminding their local merchants of CSEA's huge economic clout in the community.

Sweeney isn't the only national labor leader who has waded into the CSEA contract fray. Gerald McEntee, president of



CSEA's international affiliate, the American Federation of State, County and Municipal

**Plan now to participate in the Jan. 5 "We've got the power" march and rally in Albany. Check with your Local president for more information.**



Pataki stop the lip service and start showing CSEA members the respect they deserve.

CSEA's leaders, along with the 24 men and women on the CSEA negotiating team, have worked tirelessly to forge an agreement in contract talks.

They have been bolstered by the support of CSEA members in scores of demonstrations in every part of the state.

Weekly negotiating sessions have yielded major progress on a wide range of issues.

Wages and health benefits remain the major hurdles.

CSEA negotiators rejected a proposal similar to the one the state offered the

United University Professions because it offered raises in October and not April.

Increased health benefit costs would also have offset the raises, union leaders said.

As CSEA negotiators take member's issues to the table, thousands of union members across the state are taking their demands for a fair

contract to the street.

Members relentlessly dog Pataki as he travels across the state on fund-raising jaunts or official business.

Scores of members, wearing bright red contract T-shirts, meet Pataki at every stop, demanding a fair contract.

From Buffalo to Brooklyn, Plattsburgh to Purchase, the groundswell of support for the CSEA contract team grows daily, union leaders report.

Locals in every part of the state have been the sparkplugs of CSEA demonstrations, rallies, and Speakouts.

The Speakouts — public meetings with local and state lawmakers — allow union members and leaders to explain the difficulties and dangers of their jobs and build community support for the contract campaign, union leaders said.

Contract team members said these public displays have been "extremely effective" in prompting the state to move on certain contract issues.

"The big issues have yet to be resolved and we need the involvement of every one of our members to obtain positive movement from the governor," Donohue said.

The contract fight has also spawned an unprecedented level of communication among CSEA leaders and members.

Contract Updates, detailing the latest in negotiations and membership activism, are regularly mailed to state workers.

Local union presidents receive weekly contract updates from the negotiating team and are responsible for organizing local protests, demonstrations and contract rallies.

"The governor and all of the politicians in

New York also don't understand that all workers represented by CSEA will fight for the same kind of respect," Donohue said.

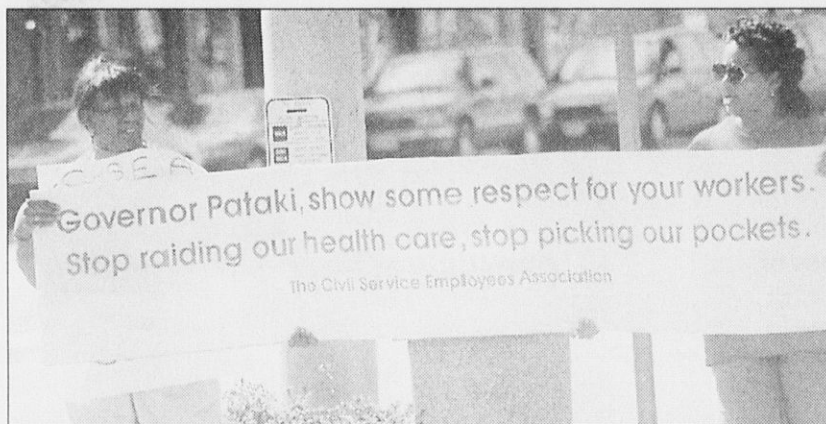
CSEA members, regardless if they work for a county, a school district or a private hospital, "all deserve to be treated fairly and with respect for the work they do," the president said.

**Members from the American Federation of State, County and Municipal Employees (AFSCME) confront Gov. Pataki in Montana in June, letting him know they're not happy with his handling of CSEA's contract negotiations. AFSCME demonstrators also greeted the governor in Detroit, and are ready to dog him anywhere outside New York.**



Clockwise from top left: thousands of CSEA members take part in a march across the Brooklyn Bridge in September; AFL-CIO President John Sweeney lauds CSEA members at a Rochester rally; a giant zero formed around the state Capitol in June; hundreds picketed the governor at the New York State Fair in

Syracuse; CSEA President Danny Donohue leads members in a picketing of Gov. Pataki in Schenectady in June; and SUNY Old Westbury Local President Mary D'Antonio is interviewed as "Peanut Woman" Laura Gallagher looks on.



Workers in Buffalo let Gov. Pataki know how they feel at a recent rally.



*"Seeing the pictures, reading the news articles and talking with members who have been involved in the rallies helps the negotiating team remember why we are doing this. Spending weeks at a time away from home trying to negotiate a fair contract is frustrating. To know the members are participating in rallies and pickets makes it easier to meet with the state knowing they know the members are supporting us."*

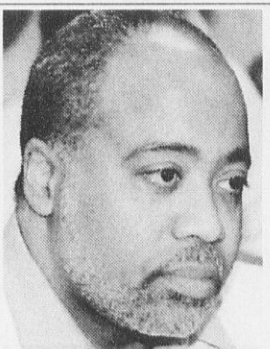
— **Lori Nilsson, chair, Institutional Services Unit (ISU) negotiating team**



*"It was great when I saw all of the CSEA members circling the Capitol with the yellow post cards and the hundreds of members who confronted Pataki at the State Fair."*

*"This show of support gives me and the team energy to continue our fight for a good contract. It makes all the difference in the world."*

— **Brian DellaPorta, chair of the Division of Military and Naval Affairs (DMNA) negotiating team**



*"Membership involvement keeps us going. It's great to know we on the contract team have the members' support. We do not feel alone at the negotiating table with the state because we have the power of all of our members behind us."*

*"It's a good feeling seeing all of the rallies and demonstrations, and seeing members follow the governor around and be constantly in his face saying 'give us what we deserve.'"*

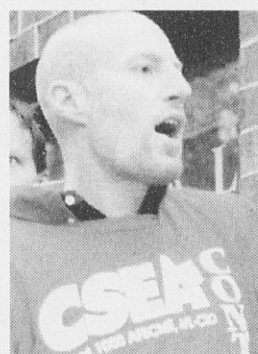
*saying 'give us what we deserve.'"*

— **Antoine (Tony) Bailous, chair of the Operational Services Unit (OSU) negotiating team**

## Activists, new and old, tell of fights past and present

*"If I didn't get off my duff, and we don't get anything (at the contract table), then I have only myself to blame. I'm trying to work in our local to energize others to get involved. A lot of small voices together are a lot louder than two or three loud people."*

— **Dennis Wischman, Pulaski, state Department of Environmental Conservation employee and union activist since 1987**



*"I realize my participation is going to make a difference, and everyone else who's out there is going to make a difference. I don't want to let myself and the other people down by not participating. It's a legitimate fight. I think the union's working well for us."*

— **Ken Warner, Auburn, dental hygienist at Auburn Correctional Facility, and a newcomer to union activism**

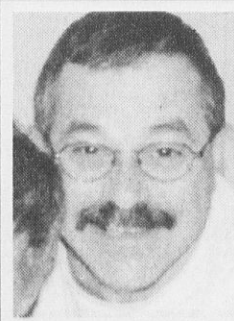


*"I'm being pleasantly surprised with the support that comes from my Local. I found out and told my members at 8:30 the night before Pataki came to Plattsburgh and I had 15 members turn out at the airport and more showed up at the inn where Pataki was appearing. That's just great. This time we're ready."*

— **Betty Lennon, a Local CSEA officer since 1965 and president of the SUNY Plattsburgh Local since 1971**

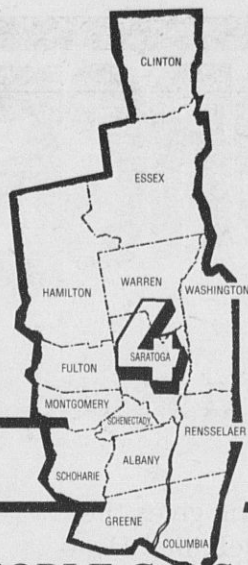
*"I remember the contract fight in 1975. Dedication meant a lot in those years. When there was talk about a strike, the supervisors told us to bring our clothes, because if you were on duty you would not be let out. I was torn between the clients and the union. People don't realize that what they have today is because of what we sacrificed years ago — we took zeroes to get dental coverage."*

— **Dorothy Killmer, vice president, Taconic DDSO Local 426, 35-year employee**



*"Support from the members energizes the team, strengthens our resolve. We know the members have taken ownership of the negotiating process, and these truly are their proposals. They are backing them up and willing to go out and fight for them."*

— **Tom Moylan, chair of the Administrative Services Unit (ASU) negotiating team**



# CSEA CAPITAL REGION CAPITALAND

DECEMBER 1999 • CSEA, Local 1000, AFSCME, AFL-CIO

## PEOPLE Cup Staying in Capital Home

### “Region of the Decade”

The PEOPLE Cup — the prized symbol of success in signing up members for the Public Employees Organized to Promote Legislative Equality program — is staying in the Capital Region for another year.

The cup is awarded annually to the region that recruits the most new PEOPLE members.

PEOPLE raises money to promote the federal legislative interests of the membership. Funds are used to endorse congressional candidates, communicate the union’s positions and lobby Congress on issues important to labor such as worker protection, minimum wage, and strengthening safety and health protections.

The Capital Region PEOPLE Committee recruited 439 new members during the past year.

The NYS DOT Local was cited for recruiting the most, 38 new members.

The region’s PEOPLE Committee attends membership meetings, workshops and training events to recruit new participants.

*Please see “PEOPLE” on Page 4*

## 1999 President’s Award presented to Netha DeGroff

Harnetha “Netha” DeGroff, president of state Division of Parole Local, is the 1999 recipient of the President’s Award for outstanding service to the union.

As chair of the Capital Region Program Committee, DeGroff’s continuing efforts in organizing workshops and meetings is an asset to the Capital Region. She is known for her ability to coordinate events and resolve unexpected problems.

“Netha is the type of person who puts forth every effort to get the job done. She makes sure even the smallest of details are seen to. She has the ability to make it all look easy, no matter how much work is involved,” explained Region President Carmen Bagnoli.

The President’s Award was established in 1965 and is awarded annually.



### Message from Carmen Bagnoli, President, CSEA Capital Region

Communications, Service, Education and Action is what CSEA is all about.

**Communications** — No other union in the United States communicates with its members as much as we do.

CSEA has region meetings, local meetings and unit meetings as well as workshops and information days.

Our goal is to reach out to all our members in state, county, city, town, village, school district and private sector locations.

We publish an award-winning monthly newspaper, *The Work Force*, and also send to each member our *Capitaland* newspaper.

We mail information about many topics to our leaders and members. There are also numerous Local and Unit newsletters.

CSEA headquarters, and many of our Locals, are on the Internet. (Visit the CSEA Website at [www.cseainc.org](http://www.cseainc.org).)

We are looking into expanding our presence on the Internet.

**Service** — Negotiated contracts provide members with guaranteed wages and benefits. In those places where contract negotiations are prolonged, we mobilize employees to put pressure on employers to show our members some respect.

Yes, it can be frustrating, but if we stand together we will prevail. Never underestimate the power of workers

united.

**Education** — Training is a key to union building. We had two successful open houses at the Latham office and we recently had our first open house at the Plattsburgh satellite office.

Hundreds of members participated and learned more about what CSEA has to offer. Our recent region workshop was a tremendous success, too. We have bigger and better plans for 2000.

**Action** — What happens to one of us happens to all of us. Our goal is members helping members. Be it in the fight for a state contract, county contract, city contract, town contract, village contract, school district contract or private sector contract, the power of CSEA is with you.

Look at the way we are confronting Gov. George Pataki. The Capital Region has gone eye to eye with the governor more than a dozen times the past few months.

Thank you, Peanutman, for making the governor feel our frustration.

Managers want us to be apathetic. It makes their job easier. Do the opposite. Get involved. Make the most of what we have to offer: Communications, Service, Education and Action.

May the holidays and millennium be filled with the best for you and your family. See you Jan. 5 in Albany.

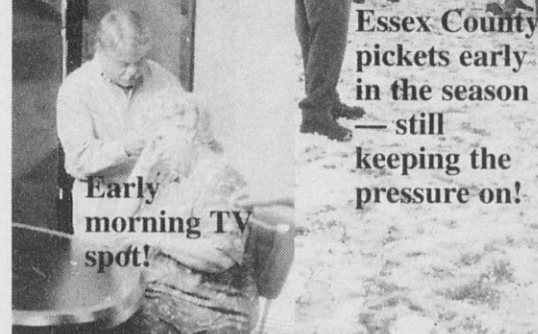
Yours in unionism,  
*Carmen Bagnoli*

It was a year of Communication, Service, Education and Action in the Capital Region. From Amsterdam to Albany, Hudson to Peru, CSEA is out there Fighting for you.



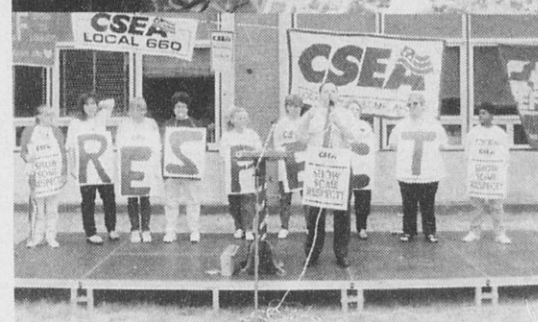
Montgomery County \$93,000 Win!

OMH gone to the dogs — hot dog rally!



Peanut Man spreads it around!

Essex County pickets early in the season — still keeping the pressure on!



Early morning TV spot!

Getting ready to rally!

▲ R-E-S-P-E-C-T! That's what it's all about!



▲ Lobby the powers that be!

Got him in Hudson with George W. Bush reps watching!



▲ DMV workers get health and safety training on CPR!



Give 'em a brake!

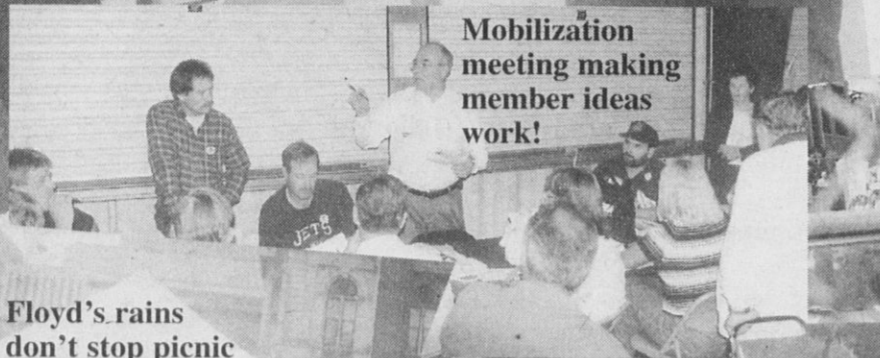
Twin Towers Ed. Building pickets vent their anger!



Fonda Fair — local government gets involved in state contract!



Mobilization meeting making member ideas work!

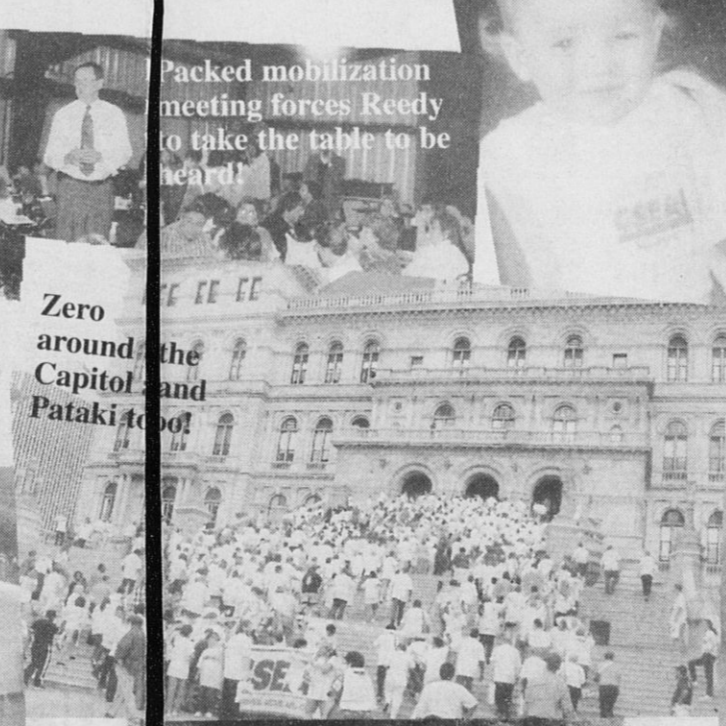


Floyd's rains don't stop picnic under the tent!

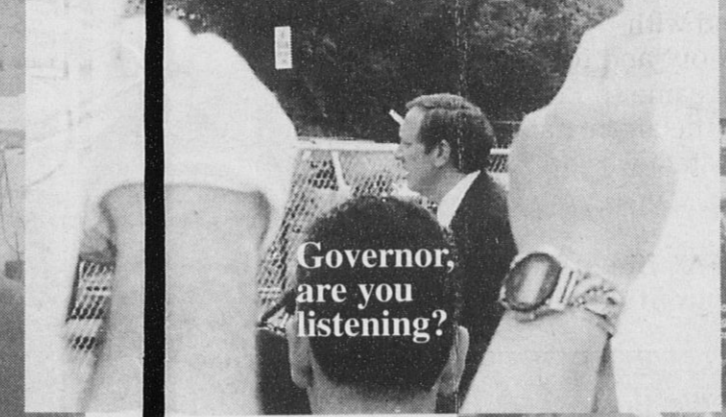


Cold hot dogs, hot news!

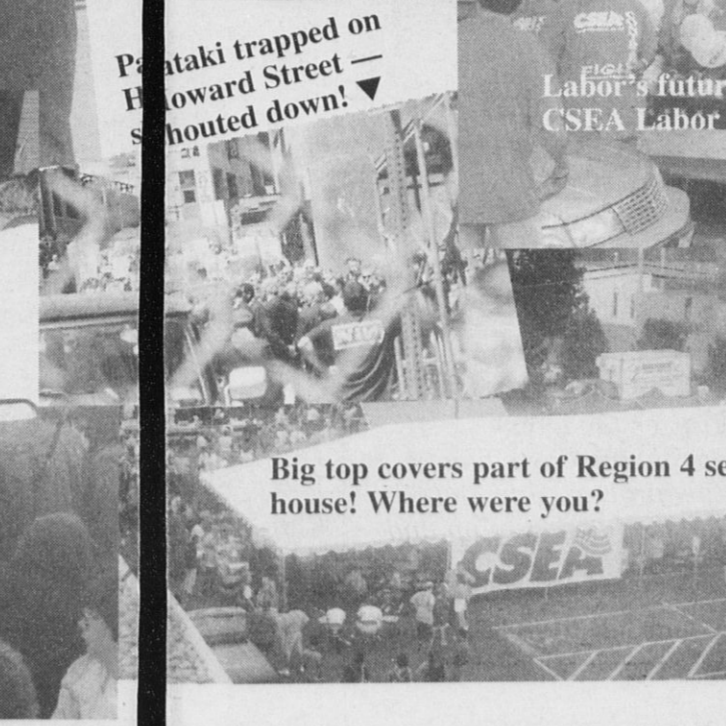
Zero around the Capitol and Pataki too!



Governor, are you listening?



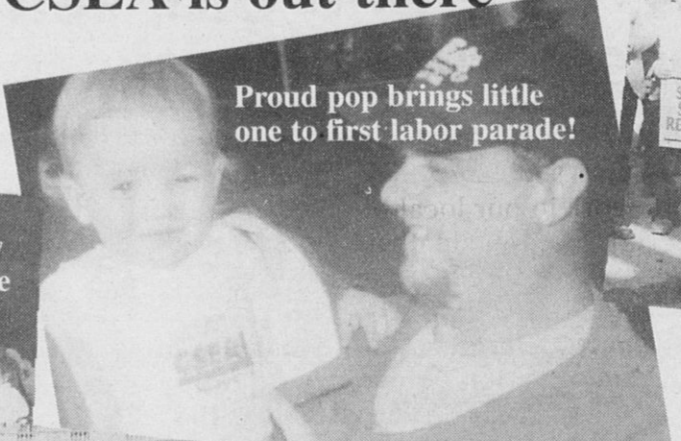
Pataki trapped on Broadway Street — shouted down!



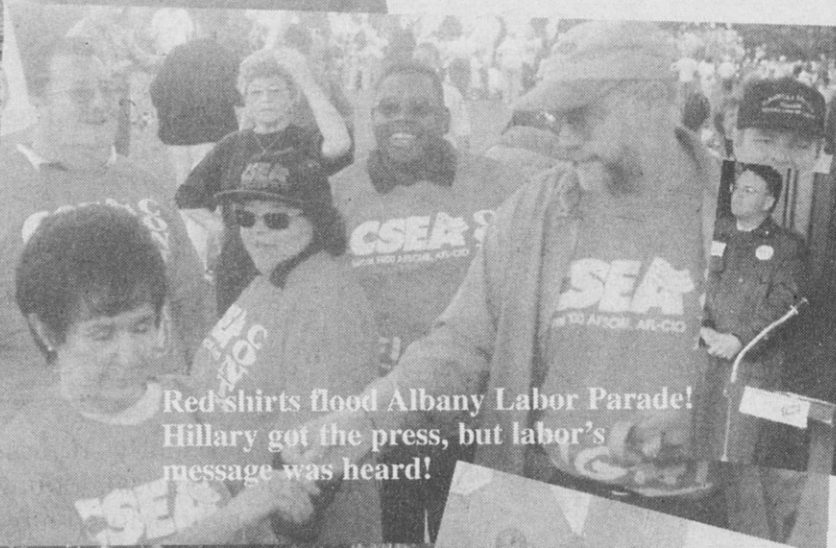
Big top covers part of Region 4 second open house! Where were you?



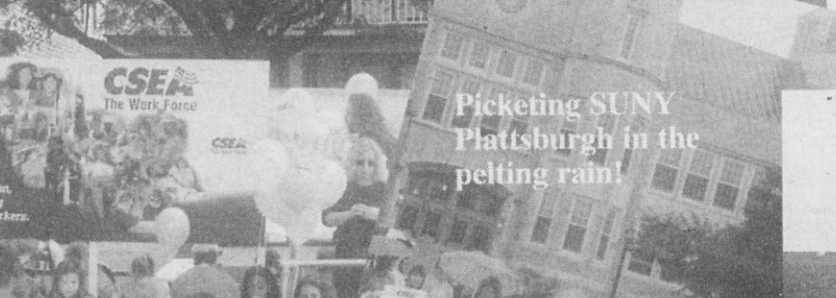
Proud pop brings little one to first labor parade!



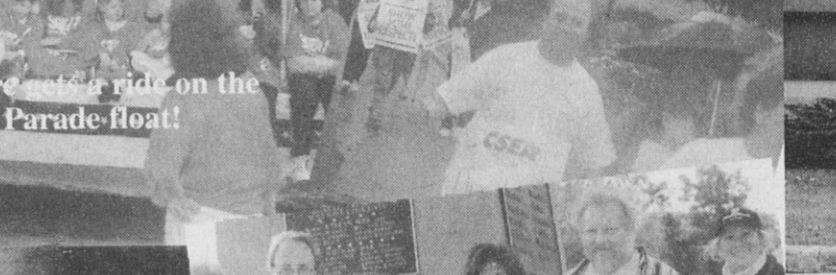
▲ SUNY at Albany joins the rally line!



Red-shirts flood Albany Labor Parade! Hillary got the press, but labor's message was heard!



Picketing SUNY Plattsburgh in the pelting rain!



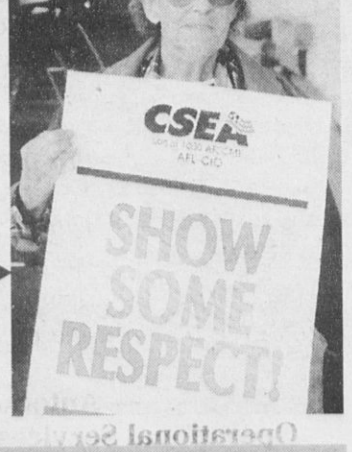
Labor's future gets a ride on the CSEA Labor Parade float!



Children and Family Services send a card to Gov. Pataki and Lt. Gov. too! Have you sent your card or a letter yet?



Saying it all!

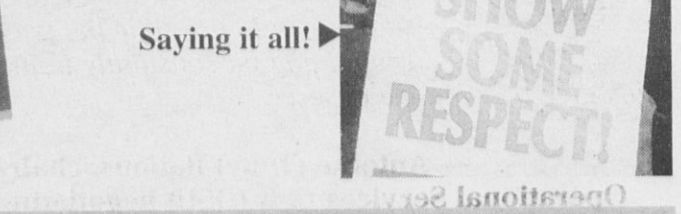


SHOW SOME RESPECT!

▲ CSEA backs Pattison to keep Troy on track!



Welcome to Plattsburgh Gov. Pataki! Have we got a message for you!!





## CSEA Capital Region Activities Committee Tentative Tours for the Year 2000

### APRIL

- 29 Statue of Liberty/Ellis Island — Contact Martha 868-2003  
TBS New York City Car Show — Contact Mary 482-7838 or Jean 674-2216  
TBS Washington, DC — Contact Patty 355-7252

### MAY

- 19-21 Mystic, CT/Newport, RI and Foxwoods Casino — Contact Martha 868-2003

### JUNE

- 3 Boston — Contact Patty 355-7252  
TBS Fan Fair Week Nashville, TN — Contact Martha 868-2003  
TBS Cape Cod Tour — Contact Patty 355-7252

### JULY

- TBS Montreal Weekend — Contact Mary 482-7838  
TBS Boston — Contact Jean 674-2216  
15 Parade of Tall Ships, New London, CT — Contact Martha 868-2003

### AUGUST

- 5 Statue of Liberty/Ellis Island — Contact Patty 355-7252  
8/27-9/1 Wildwood, Cape May and Atlantic City, New Jersey — Contact Martha 868-2003

### SEPTEMBER

- TBS NASCAR Dover, Delaware — Contact Jean 674-2216  
24-25 Outlet Shopping Reading, PA/Vanity Fair — Contact Martha 868-2003

### OCTOBER

- 22-23 Outlet Shopping Rockvale/Vanity Fair — Contact Martha 868-2003  
TBS Boston — Contact Mary 482-7838

### NOVEMBER

- 5-6 Outlet Shopping Poconos/Vanity Fair — Contact Mary 482-7838  
5-6 Outlet Shopping Reading, PA/Vanity Fair — Contact Patty 355-7252  
12-13 Outlet Shopping Franklin Mills/Vanity Fair — Contact Mary 482-7838

### DECEMBER

- 2 New York City Shopping — Contact Martha 868-2003  
TBS Christmas Show Radio City Music Hall — Contact Mary 482-7838  
31 "First Night" Boston — Contact Sallye 370-3613

### Additional Tours "TBS" for 2000

- Spring 7-day cruise — Contact Santa 756-2842  
TBS San Francisco, CA — Contact Sallye 370-3613  
Aug. Las Vegas, NE — Contact Mary 482-7838  
Tarrytown/Westchester County — Contact Sallye 370-3613  
Wine Country — Contact Mary 482-7838  
TBS Puerto Rico — Contact Mary 482-7838  
New York Yankees Baseball — Contact Martha 868-2003  
New York Mets Baseball — Contact Martha 868-2003  
Whale Watch — Contact Martha 868-2003  
Prime Outlets/Waterloo — Contact Sallye 370-3613  
Salem, MA  
May Poconos Flea Market — Contact Mary 482-7838  
Ocean City, MD  
Biloxi, MS Tour/Casinos and New Orleans, LA

For reservations, or if you have any questions, call between 5 p.m. and 9 p.m. Call early. Deposit will hold reservations. Make checks payable to **CSEA Region 4 Activities Committee** and mail to: **Mary Notaro, committee chair, 103 Sand Creek Rd., Albany, NY 12205.** CSEA does not make reservations for lodging, car rental or air fare. CSEA is not responsible for late passengers, injuries, lost or stolen personal belongings, damage to vehicles, inconveniences or delays beyond our control.

## CSEA members get 25% break on CDTA bus passes

Bargain bus passes are now available for CSEA members, thanks to a CSEA benefit negotiated with the Capital District Transportation Authority (CDTA). CSEA members will be able to buy a \$34 five-day bus pass for \$25.50. Seven-day passes are also discounted. And should workers have to stay late after buses stop running or if they have a family emergency, they will get a free taxi ride courtesy of CDTA.

Full details with more information about "fares" and "zones" will be mailed to members who work in the CDTA service area.

## ESSAY CONTEST

**Sponsored by Solidarity Committee/Jobs with Justice**  
**Open to high school students in**  
**Albany, Schenectady & Rensselaer counties**  
**5 to 10-page essay**

**Topics include event, person (persons),**  
**organization or industry**  
**associated with labor**

**Original research encouraged and**  
**Living history interviews**  
**Prizes range from \$75 to \$150**  
**Deadline Feb. 25**

**For more information, contact Dan Wilcox at 482-0262**



## CAPITAL REGION 4 CAPITALAND

Capitaland is published twice a year to improve communications among members of the CSEA Capital Region.

Carmen Bagnoli, Region President  
Georgianna Natale, 1st Vice President  
Ellen Krzykowski, 2nd Vice President  
Jack Rohl, 3rd Vice President  
Cindy Egan DerGurahian, Secretary  
Barbara Stack, Treasurer

Joseph Reedy, Region Director  
Daniel X. Campbell, Communications Associate

We welcome reader suggestions.  
Please address your comments to Dan Campbell, CSEA Region Office, 1  
Lear Jet Lane, Suite 2, Latham, New York 12110.  
(518) 785-4400  
(518) 785-4595 (fax)

## PEOPLE *continued from Page 1*

Some local government bargaining units have negotiated PEOPLE payroll deductions into their contracts.

Members of the Capital Region PEOPLE Committee are: Maggie McCafferty, Civil Service, chair; Cheryl Abbot, Education, vice chair; Maria Messily, EnCon; Grace Bevington, retiree; Helen Fishedick, Capital District DDSO.

Also on the committee are: Ron Hill, Tax and Finance; Thomasine Walsh, Labor; Eugene Smith, Albany Housing; Joseph Dissent, Tax and Finance; Rusty Leigh, Gore Mountain; Dorothy Button, DOT Region I.

Capital Region Third Vice President Jack Rohl serves as the committee's coordinator. The committee also works closely with Statewide PEOPLE Coordinator Cheryl Rosenzweig.

Capital Region President Carmen Bagnoli congratulated the committee on its tremendous success and hopes for a repeat in 2000.

# Crime victims' advocate has been there

GOSHEN — Pat Bodnar knows all too well what it's like to be a victim of crime.

She watched as her husband was stabbed repeatedly while trying valiantly to protect her from a burglar during a night of terror in 1990.

With those frightful memories driving her, Bodnar, an Orange County employee and CSEA member, became a crime victims' advocate.

She's spent the last 10 years helping others who are going through the torturous maze of the justice system.

Recently, Bodnar was recognized as a "Volunteer for the Millennium" by the *Warwick Advertiser and Photo News* in Orange County and Ulster Savings Bank.

## A night of terror

Bodnar's husband, Alex, was a New York City cop who survived 22 years on a dangerous Transit Authority beat.

Retired and living in the suburbs, Alex was brutally stabbed to death by a burglar who broke in while the couple slept.

Although stabbed five times, Alex managed before he died to squeeze off a shot from his revolver that ended the burglar's criminal career.

"His bravery, his police training and his off-duty revolver all combined

together to save my life," said Bodnar, who was injured in the burglary.

Devastated, Bodnar sank into a deep depression and contemplated suicide.

## A reason to live

She discovered, however, a reason to go on — the intruder had an accomplice who was waiting outside the house in a car.

Bodnar knew she had survived so

she could bring this accomplice to trial and finally see justice done.

Three months later, the driver of the getaway car was captured.

Bodnar said the trial was a painful education.

"Sitting there was pure torture," she recalled, "but it was necessary for me to be able to be a participant in the process. Each day revealed more of the story of how these two criminals got together and in concert shattered many lives during the early morning hours of Aug. 3, 1990."

When the trial ended, the man was found guilty and was sentenced to 81/3 to 25 years in

prison.

After the sentencing Bodnar said, "I felt as though a great burden had been lifted from my shoulders, but I also felt a void."

In 1993, Bodnar offered her support

to families of victims of a serial killer who had murdered their children.

"I wanted to be there and 'share their pain' as a fellow victim," she said.

"They related to me," she said. "I not only talked the talk, but I have walked the walk."

Bodnar said her work as a crime victims' advocate is a tribute to her late husband.

"I feel he is my motivation and my driving force to see justice done for the victims of crime," she said.

Since then, Bodnar has lobbied for rights for crime victims and continues to meet with political leaders and crime victims groups. She also volunteers with the group Mothers Against Drunk Driving.

"Although not a victim of a drunk driver crash," she explained, "I feel all victims are connected."

## Has come a long way

In addition, she volunteers at local correctional facilities, speaking to inmates about what a victim or survivor experiences during a crime.

Bodnar has also received the American Police Hall of Fame Honor Award for Public Service and recently was appointed to the New York State Attorney General's Crime Victim's Advisory Board.

Bodnar's terrible incident has spawned some positive actions.

"My being able to help other crime victims was my way of moving on," she said, "and not dwelling on my misfortune."

Bodnar said she knows her husband approves of what she is doing.

"I'm sure my guardian angel, Alex, is looking down and saying, 'You have come a long way, baby.'"

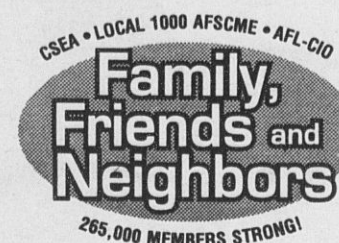
— Anita Manley

*"Sitting there was pure torture but it was necessary for me to be able to be a participant in the process. Each day revealed more of the story of how these two criminals got together and in concert shattered many lives during the early morning hours of August 3, 1990."*

## Crime victims' advocate Pat Bodnar discussing the trial of her husband's killer



**Southern Region CSEA member Pat Bodnar has worked as a crime victim's advocate for 10 years, helping others through the criminal justice system.**





## CSEA headquarters staff bring home the silver in fight against cystic fibrosis



CSEA headquarters staff came away with silver medals recently in the 1999 Bard's Sports Challenge, which raised more than \$32,000 to benefit cystic fibrosis research.

Flanked by CSEA President Danny Donohue at left, are staff members who showed their skills in a variety of athletic events. From left: Kathy Cahalan, Janice Nusbaum, Darin Rowlett, Scott Futia, Steven Keith, Kelly Garceau, Sonia Roberts-Smith and Team Captain Don Kelly. Ross Hanna was team coach and Lorri Lemme and Marianne Kayser were team alternates.

## Labor "is the Moses of our day"

# Labor's clout needed to improve migrant workers' lives

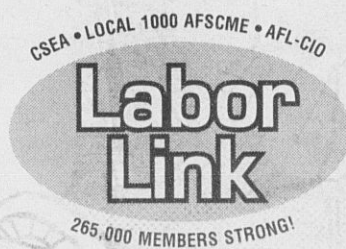
CHESTER — They asked reporters and photographers not take their pictures or use their last names because they were afraid of losing their jobs.

Despite threats from their bosses, these workers pleaded with state labor leaders and lawmakers recently to help them improve their back-breaking working conditions.

Migrant workers — the "invisible" work force that plants, picks and packages apples and vegetables and feeds and cares for animals on thousands of farms across the state — said they need labor's help to escape the "slavery" that shackles them.

They came to a public forum to ask New York State AFL-CIO President Denis Hughes, state

Attorney General Elliot Spitzer, state Sen. Nick Spano, Assemblywoman Catherine Nolan and area labor leaders to change the labor laws that exclude them from earning a living wage or protect them from bad working conditions.



### Shocking stories

Their stories of working seven days a week, 16 hours a day, earning little more than \$2-3 an hour, and paying for filthy and overcrowded housing stunned the politicians.

"My husband works on a dairy farm," said a migrant worker, Linda.

"We live in a trailer on the property. He goes to work at 4:30 a.m., has an hour for breakfast and an hour for lunch and works 'till 8:30 p.m. He gets a half day off on Saturday and makes about \$2.95 an hour. If we complain, the boss tells us we can leave," Linda said.

"We have the right to equal protection under the law," she said. "We won't go away."

Juan said he worked on a farm where his boss once kicked him in the back.

"I was bleeding in my urine," he said. "When I went to court, he brought witnesses who said it never happened. Now I'm collecting \$105 every two weeks for compensation, but I can't live on that."

### Afraid of losing job

Talking about workers' compensation laws as they apply to farm workers, one advocate said farms that employ fewer than 10 workers are exempt from state workers' compensation laws.

Farm workers who are covered usually do not file claims if they're hurt because they are afraid of losing their jobs, the workers said.

"Often farmers will use their own doctors so they don't have to make any reports," Juan said.

One man, who serves on the board of directors of an independent farm workers union, told Hughes of the AFL-CIO that one of his co-workers was fired when he asked for a 25-cent raise.

"Another man was fired when he refused to allow his boss to 'trade' him to another farmer who would have paid him less," the migrant worker said.

"Another group asked their boss for access to a phone in case of an emergency and he refused," another farm worker added.

### Treated differently

Labor laws about minimum wage, deductions for housing and meals, disability insurance, unemployment, workers compensation and collective bargaining are different for farm workers than laws governing public or private sector workers in traditional jobs, said AFL-CIO Labor Counsel Géri Reilly.

In fact, some farm workers are not entitled to overtime pay and none are entitled to a day of rest.

Various AFL-CIO-backed bills have been introduced over the years that have been passed by the Assembly, but rejected by the Senate.

Assemblywoman Catherine Nolan, chair of the Assembly Labor Committee, said she will introduce a bill which would address all these issues.

Spano, who heads the Senate Labor Committee, pledged his support and reminded farm workers they have an ally in the AFL-CIO.



New York State AFL-CIO President Denis Hughes addresses a public forum recently on migrant farm labor in New York state. From left are state Sen. Nicholas Spano, state Attorney General Elliot Spitzer, Assemblywoman Catherine Nolan, and Hughes.

"The advocacy of organized labor is vital for you," Spano said.

"We will work on a strategy to improve your wages and your working conditions," said Attorney General Spitzer. "We need to hear from you so we can understand the magnitude of the problem."

### Cycle must stop

"We have to stop this cycle," said Oscar, a Mexican farm worker addressing Hughes.

"I hope you are not just saying words. I've had experience with workers who have been treated like animals. There are bosses who are good to workers also," Oscar added.

"It took a lot of courage for these people to come here," said Espasio, an organizer for the independent farm workers, also addressing Hughes.

"Labor law exclusions are a sign that we are treated like slaves. You are the Moses of our day," Espasio said.

— Anita Manley

# Check health insurance options

Members who are considering changing their health insurance options for 2000 or wishing to examine available benefit plans should first review the Health Insurance "CHOICES" brochure.

This publication was mailed to all agency health benefit administrators, who are usually located in the personnel office, in early November.

It describes the Empire Plan and the New York State Health Insurance Program's (NYSHIP) approved HMOs across the state.

Members and their families who participate in Kaiser Permanente/CHP and Healthsource HMO of New York should review the "CHOICES" publication and choose a different health carrier because these two HMOs are no longer offered to state employees after Jan. 1.

Additionally, Aetna U.S. Healthcare will not accept new enrollments for 2000. Members and dependents who are currently enrolled in and wish to remain

covered by Aetna U.S. Healthcare do not need to take any action.

## Rates not approved yet

As of press time, the 2000 Empire Plan premiums had not been approved by the state Division of Budget.

As soon as the 2000 rates are approved, a Rates & Deadlines Guide will be mailed to each enrollee's home so an informed decision can be made about health insurance choices for the coming year.

Members will have 30 days from the date the 2000 rates are approved to make changes.

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

Members who want to change health insurance options must submit a signed Health Insurance Transaction Form PS-404 to the agency health benefits administrator by the deadline specified in the 2000 Rates & Deadlines Guide.



## The CSEA WORKERS' COMPENSATION LEGAL ASSISTANCE PROGRAM

### covering Workers' Compensation and Social Security Disability

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

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

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

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

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

The CSEA  
WORKERS' COMPENSATION  
LEGAL ASSISTANCE PROGRAM

**1-800-342-4146**

Follow the menu options  
for instructions  
to access the program

## Free \$2,000 Term Life Insurance Continued

CSEA will continue to provide \$2,000 of free life insurance coverage to all actively employed CSEA members.

Since November 1997, the \$2,000 term life coverage has paid a total of \$600,000 to families of deceased CSEA members.

Free coverage continues through Oct. 31, 2000 and is one of the many benefits of membership.

CSEA-sponsored insurance programs are available exclusively to union members.

For additional information about any of the CSEA-sponsored insurance programs call Jardine Group Services toll free at 1-800-929-6656.

### Break in membership affects eligibility for union office, voting privileges

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

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

Only members "in good standing" can participate in these activities. To be in "good standing," your dues cannot be delinquent.

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

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

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

**Big union on campus:  
Give CSEA bigger  
role in decisions,  
SUNY trustees told**

CSEA wants a bigger role on the State University of New York (SUNY) campus committees to address security and building repair problems, among other issues, union leaders told the SUNY board of trustees recently.

Crumbling facilities — contributing to declining morale among CSEA workers on campuses — and security problems also were among the concerns CSEA has for its more than 10,000 members who work in the state university system, the trustees were told.

"We continually get the impression that the views of our members are not held in high regard when it comes to campus search committees or other campus committees because our members are not asked to serve on these committees," CSEA Labor Relations Associate Robert Dillon told the trustees.

Dillon singled out the Health Science Centers — in particular the Health Science Center at Syracuse — as suffering from the lack of maintenance and security.

"A well-run campus takes into consideration the collective view of all representative groups on campus, not just the whims of the administration," Dillon said.

"Without this collective decision making, the chances of having an efficiently run campus are nothing more than a pipe dream," he added.

Dillon proposed each SUNY campus give unions advance notice of any plans to contract out work, offering both sides a chance to discuss concerns and alternatives.

Also suggested was including CSEA members on campus search committees and other committees where employee concerns are addressed.

Dillon also called for the hiring of more employees into state-funded positions.

"State employees are dedicated civil servants; hiring from outside contractors destroys the morale of employees," Dillon said.



**CHECK THE  
CALENDAR — CSEA**

members in the Cohoes Department of Public Works, proud of their victory against subcontracting and their new role in city politics, are pinning their success to the walls. The unit has printed an anti-contracting out calendar with a dozen photos showing some activities the members used to inform Cohoes taxpayers about the issue ... **MAN OF THE YEAR** — CSEA Long Island Region President Nick LaMorte has been honored as "Alumni Man of the Year" by Hofstra University ... **CHECK'S IN THE MAIL** — Three state transportation department workers will receive more than 50 hours of overtime pay as a result of a grievance filed by CSEA. John Culligan, Thomas Florio and Gerald McDonald should have been assigned after they volunteered to work in Plattsburgh during the ice storm emergency in the winter of 1998, but workers with less seniority were sent. The arbitrator said "the state must fill such temporary assignments based on a voluntary list by seniority" ... **NUMBER ONE** — Dutchess County CSEA members made up the top team in a recent March of Dimes walk-athon. Team co-captain Donna Borquist said 80 walkers from 17 county departments raised more than \$6,500. Borquist's co-captain and co-worker John Vacca was the top walker, raising the most money for the team ... **HEALTHY MEMBERS** — The CSEA Town of Hempstead Local hosted a health and benefit fair recently. The turnout was excellent and members enjoyed the opportunity to learn more about what CSEA membership entitles them to ... **ANGELS AMONG US** — CSEA Nassau Local AMT Tim Jaccard continues his incredible efforts on

behalf of infants who are either murdered or abandoned after birth.

Jaccard recently held a fund-raiser to help pay for the cost of the burials and cemetery plots ... **EDUCATING THE MASSES** — Armed with the latest state contract negotiation news, the CSEA Capital Region Downtown Committee staffed a union information table at the busy bus turnaround area of the Empire State Plaza ... **NO SHOW PATAKI** — Gov. George Pataki was a no-show, but CSEA and Public Employees Federation (PEF) members at the state Department of Transportation in Poughkeepsie were out in force for a ribbon-cutting ceremony in front of Marist College on busy Route 9. State Sen. Steve Saland took a message from state workers back to Pataki ... **PEOPLE PEOPLE** — The PEOPLE raffle at this year's Annual Delegates Meeting was for a personal computer equipped with a Pentium II processor. The raffle winner was Lorraine Morris of the Onondaga County Local. The raffle raised a total of \$3,185 for the federal political action program. Meanwhile, the PEOPLE recruiter of the month for October is Kathy Walsh of the Nassau County Local. PEOPLE is CSEA and AFSCME's Political Action Committee, working to elect supporters of working families to Congress ... **ROCHESTER CLC HOSTS SWEENEY** — AFL-CIO President John Sweeney recently visited Rochester to honor the Rochester Central Labor Council for its grassroots political action activities. CSEA is actively involved in the council. Sweeney also used the occasion to encourage CSEA state members in their contract fight.

# CSEA's notice of election

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

Elections for the following positions will take place between Jan. 18 - Feb. 8, 2000.

## Statewide Officers:

President, Executive Vice President, Secretary, Treasurer

## Region Officers:

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

*Region 2:* President, Executive Vice President, 1st VP, 2nd VP, Secretary, Treasurer

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

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

*Region 5:* (unopposed/elected): President, Executive VP, 1st VP, 2nd VP, 3rd VP, Recording Secretary, Treasurer

*Region 6:* President, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

## Statewide Board of Directors:

Representatives of the State Executive

**Check the CSEA bulletin boards at your workplace for more election details.**

Committee and the Local Government Executive Committee

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

**Jan. 18:** Ballots mailed

**Jan. 25:** Replacement ballots available

**Feb. 8:** Deadline for receipt of ballots (8 a.m.). Ballots counted.

Election results will be announced after the ballot count. Candidates will be notified by mail of the results. Election results will be published in the March 2000 edition of *The Work Force*.

## Voting Eligibility Date

Only CSEA members in good standing as of Dec. 1, 1999 will be eligible to vote in the election.

## Terms for

### CSEA Statewide President, Executive Vice President, Secretary, Treasurer:

The statewide president, executive vice president, secretary and treasurer terms will start July 1, 2000 and shall be for a single term of

three and three-quarter years, ending March 1, 2004.

## Officers for CSEA's Six Regions:

With the election year 2000, region officers will serve four-year terms, commencing March 1, 2000.

## Statewide Board of Directors:

The board of directors terms will begin July 1, 2000 and will run for a single term of three and three-quarter years, ending March 1, 2004.

## Election Oversight

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

**Any CSEA member may obtain information about the election process by calling the Election Committee at CSEA headquarters  
1-800-342-4146 ext. 1477**

## AFSCME DELEGATES ELECTION YEAR 2000

In addition to our own elections, the year 2000 also has an AFSCME Delegates election. The approved schedule for that election is as follows:

**Jan. 18** Ballots mailed  
**Jan. 25** Replacement ballots available  
**Feb. 8** Ballots due/8 a.m.; Tally commences  
**March** Results published in *The Work Force*

Based on the actions of the delegates at the 1998 CSEA Convention, the balloting for the AFSCME Delegates election will take place at the same time and as part of the CSEA elections for statewide officers, region officers and board of directors. Members are urged to carefully read the election information contained in *The Work Force* throughout the year 2000 election cycle.



1999 Inside Albany ([www.insidealbany.com](http://www.insidealbany.com))

## INSIDE ALBANY broadcast schedule

Albany Area	WMHT	Saturday	6:30 p.m.
		Monday	5:30 a.m.
Binghamton	WSKG	Saturday	4 p.m.
Buffalo	WNED	Sunday	10:30 a.m.
Long Island	WLIW	Sunday	11 a.m.
		Monday	12 p.m.
New York City	WNET	Saturday	1:30 p.m.
		Sunday	6:30 a.m.
Plattsburgh	WCFE	Sunday	9 a.m.
Rochester	WXXI	Saturday	5:30 p.m.
Syracuse	WCNY	Saturday	6:30 p.m.
Watertown	WPBS	Saturday	6 p.m.

## Excerpts from Vice President Al Gore and Hillary Rodham Clinton

*"I have always been pro-union, pro-worker, pro-collective bargaining, pro organized labor, and I always will be. I think it is part of insuring the dignity of the work force in America.*



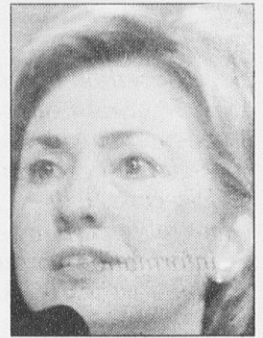
*"Seven years ago it was popular for those in political office nationally to take pot shots at public employees. I had a different belief. Public employees are not part of the problem; they are part of the solution. We don't have bad people working for government; we have good people trapped in bad systems.*

*"We ought to get rid of striker replacement, we ought to change the labor law, we ought to get rid of the unfair principles and have a level playing field in basic fairness.*

*"By all means, let's pass the health care Patient's Bill of Rights. I think that life or death medical decisions ought not be made by HMO bureaucrats sitting around a computer terminal.*

*"Right now, at the summit of America's economic prosperity, we can't see every opportunity that will come our way, or every challenge that we are going to confront. But we can see where we have been, and how we got to where we are. And we can see the need to work together, joining our hands and hearts and heads in a common cause to bring about change that works for all working families, and to make America and New York in the 21st century what they are supposed to be.*

*"One of my favorite old labor slogans is 'agitate, educate and exasperate' because we have to educate people about why working conditions matter, why respect for workers matters, why the benefits matter to working women and men."*



*"The fight for a minimum wage, the fight for unemployment insurance, the fight for a 40 hour week, all of those issues organized labor won for themselves but stays on the front line fighting to make sure every American worker has the same opportunities. And I thank you for that.*

*"As much progress as we have made together, we still have work to do. We need to build on what we have achieved and make it possible that even more Americans can benefit.*

*"The labor movement started because people deserved to be treated with dignity and be given a quality of life that every human being deserves. Politics is the way we all come together to make decisions that we think will maybe leave this world a better place.*

*"So let's think not in partisan terms, let's not think as Republicans or Democrats. Let's think as New Yorkers, as Americans, as human beings what it is we want to give back and what a difference we can make. And I think if we do that, the best years of this union, the best years for New York and the best years for America are still ahead.*

## CSEA Constitution, Bylaws and Resolutions, as approved

WASHINGTON DC — CSEA delegates at the union's 89th annual meeting approved the following amendments to CSEA's Constitution:

- Changing the Purpose and Policy Article (Constitution Article II) to conform with the new direction and profile of the union as a union committed to better representing its members and organizing unorganized workers.

- Changing the operative dates from January of the election year to the preceding September for determining the number of board seats in both the State Executive Committee and the Local Government Executive Committee and changing the commencement date for the board's term of office from July to March (Constitution Articles VI and VII). Both changes were necessary to reflect the delegates' action last year to place 10 CSEA officers and the board of directors on the same election cycle and changing their terms of office from three to four years.

Additionally, the delegates approved on a first reading the following amendments:

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

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

- Transferring the responsibility for delegate number certification from the Membership Committee to the Office of Statewide Secretary. (Constitution Article X).

The delegates approved the following change to the Bylaws:

- Renaming the Public Sector Committee the Publications Committee to reflect the name change of the union's major publication from *The Public Sector* to *The Work Force*, and the



committee's additional oversight responsibilities for other union publications.

Delegates at the 1999 annual meeting approved the following resolutions requiring:

- CSEA continue to lobby state lawmakers and the governor on a bill which would prohibit local government employers from reducing health insurance benefits or increasing costs unless a corresponding change is negotiated for current employees.

- CSEA and AFSCME lobby Congress to make the Health Care Financing Administration, which administers both Medicare and Medicaid, develop a national registry of convicted nursing home workers to be used by all states.

- CSEA and AFSCME support these additions to a national Patient's Bill of Rights:

- Ensure medical decisions are made by doctors;
- Give patients access to specialists and emergency

treatments;

- Keep patient's medical information private;
- Ensure patients are not forced to change doctors in the middle of treatment;
- Ensure HMO accountability by making it possible for patients to sue an HMO when they are harmed.

- CSEA and AFSCME lobby for a bill reauthorizing the Older Americans Act through 2002, using the language of the 1992 Act and including the "New Family Caregiver Support Programs" as outlined in Senate Bill S-10.

- CSEA lobby state lawmakers to pass a bill establishing minimum standards in the law to register and bond telemarketers and prohibit access to consumers' financial accounts.

- CSEA strive to educate school boards about the benefits of buying equipment and school apparel that is union made, assuring the quality of the goods and that employees were paid fair wages and worked in safe, healthy environments — not in sweatshops or

by child labor.

- CSEA commit its political action resources to promote the passage of pay equity legislation in New York State.

- CSEA continue to lobby and work with various components of the health care industry, CSEA affiliates such as AFSCME and the United Nurses of America, community-based organizations and other unions to support staffing ratios legislation.

- CSEA work with other groups to support the passage of bias-related crime legislation (A.1573/S.1038) that would create a new crime "bias-related violence or intimidation" and provide increased sentences; and work in coalitions to ensure its passage.

Delegates referred to the CSEA Constitution & Bylaws Committee a proposal that CSEA rebate 100 percent of the Local's portion of the Unit's rebate provided that the Local has filed all the required paperwork.



**THE FUTURE IS NOW!**  
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