

Inside:

Vol. 5 No. 4 • APRIL 2002

Ellenville Hospital  
workers say Union, Yes!  
Page 2

Options overlooked in  
Erie County Med Center  
shuffle  
Page 3

Textbook solidarity  
in Troy Schools  
Page 9

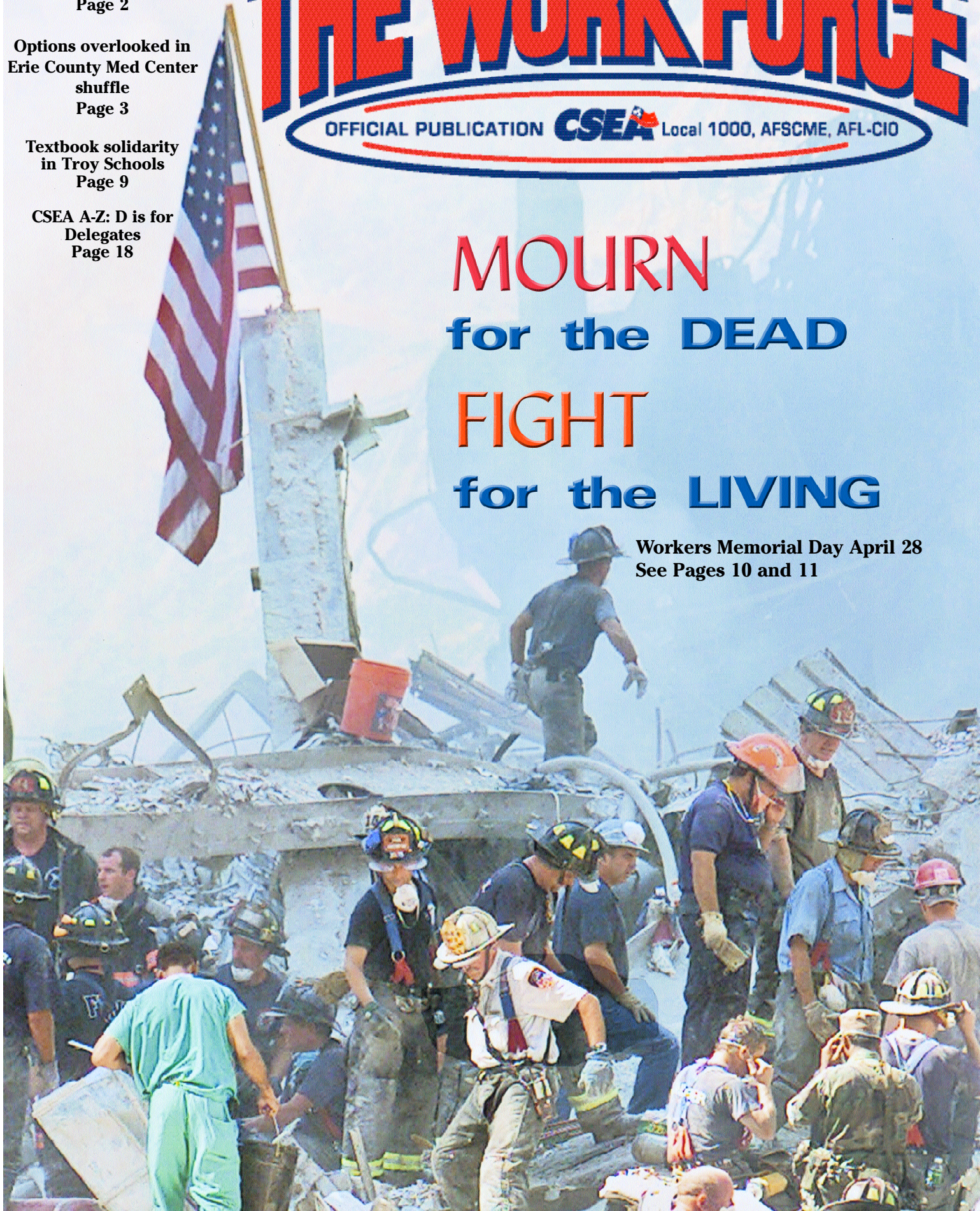
CSEA A-Z: D is for  
Delegates  
Page 18

# THE WORK FORCE

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

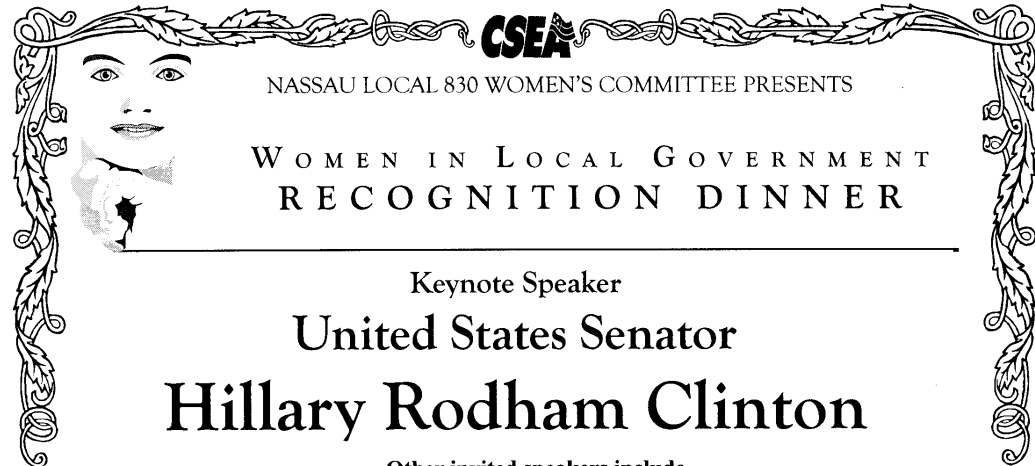
**MOURN**  
for the **DEAD**  
**FIGHT**  
for the **LIVING**

Workers Memorial Day April 28  
See Pages 10 and 11



Page 1 photo courtesy of AFL-CIO





Keynote Speaker  
**United States Senator  
 Hillary Rodham Clinton**

Other invited speakers include  
 County Executive Tom Suozzi and Recreation & Parks Commissioner Doreen Banks

*CSEA members and others will be honored for their contributions to our union and for their work on behalf of women's and family issues.*

**Friday, May 17, 2002 — 5:00 - 10:00 p.m.**

JERICO TERRACE, JERICO TURNPIKE, MINEOLA

\$35 - BARGAINING UNIT MEMBERS — \$55 GUESTS

*Includes cocktail hour, 4-course dinner, full top-shelf bar throughout, door prizes.  
 Raffle tickets will be sold for some great prizes.*

**Make checks payable to: CSEA NASSAU LOCAL 830 W.R.D. and return to  
 CSEA, 400 County Seat Drive, Mineola, NY 11501 Attn: Judy or Jewel**

**RESERVATION FORM**

NAME \_\_\_\_\_

UNIT/ORGANIZATION \_\_\_\_\_

PHONE NUMBER (WORK) \_\_\_\_\_ (HOME) \_\_\_\_\_

Enclosed please find my check in the amount of \$\_\_\_\_\_, which represents payment of \_\_\_\_\_ reservations at a cost of \$35 per Local 830 member and \_\_\_\_\_ guests at \$55 each. Check entree choice: Prime Rib\_\_ Salmon\_\_ Chicken Francaise\_\_

If possible, please seat me with \_\_\_\_\_ of CSEA \_\_\_\_\_ Unit.



NASSAU  
LOCAL 830

TONY GIUSTINO, PRESIDENT  
 JANE D'AMICO, EXEC. V. P. & WOMEN'S COMMITTEE CHAIR

**Date Changed to May 17th**



**Hillary Clinton To Speak  
 At 2002 Women's  
 Awards Dinner**

U.S. Sen. Hillary Rodham Clinton will speak at CSEA's annual "Women in Local Government Outstanding Achievement Awards Dinner." The event is set for Friday, May 17, starting 5 p.m. at the Jericho Terrace in Mineola. The original April 25th date was changed to accommodate Sen. Clinton's schedule.

In November of 2000, Sen. Clinton became the first woman to win a statewide election in New York and is the state's first female U.S. senator. As senator, she has been an advocate for children and working families, supporting policies to raise the minimum wage and the earned income tax credit, increasing tax deductions for children and providing loans for women entrepreneurs.

"We are honored and delighted that Senator Clinton has agreed to be a part of the Women's Recognition Dinner this year. I am certain that her remarks will be meaningful and thought-provoking," said Jane D'Amico, Local 830 Executive Vice President and Women's Committee Chair.

Other invited speakers include County Executive Tom Suozzi and Nassau Recreation & Parks Commissioner Doreen Banks, a former County Clerk.

The dinner is to honor CSEA members who have achieved outstanding success at their jobs, in their communities, in the labor union movement or in the field of women's issues. Award winners are selected from nominations submitted by other CSEA members.

Reservation forms are available through your Unit president, at the CSEA office in Mineola, or by calling 571-2919. One is also available on Page 4 in this issue of *The Express*.

**NASSAU LOCAL 830 WOMEN'S COMMITTEE  
 OUTSTANDING ACHIEVEMENT AWARD  
 NOMINATION FORM**

(PLEASE PRINT CLEARLY OR TYPE)

**1. GUIDELINES**

- Applications must be submitted by a Local 830 CSEA member in good standing.
- Nominations must be submitted on the Official Nomination Form
- All nominations must be received no later than April 1, 2002, at the CSEA Local 830 Office 400 County Seat Drive, Mineola, NY 11501, Attn: Women's Committee.
- The awards will be presented at the annual CSEA Women in Local Government Recognition Dinner on Thursday, April 25, 2002 at the Jericho Terrace in Mineola.

**2. ELIGIBILITY**

- Nominees for the award must be a member who is either:
  1. a current dues paying CSEA Local 830 member, or
  2. a dues paying retiree originally from Local 830.
- Previous award winners are not eligible, but previous nominees will be considered.
- Local 830 Women's Committee members are not eligible.

**3. CRITERIA**

- Nominees will be evaluated on the basis of demonstrated commitment to the concerns of women and families within the labor movement and beyond.
- Factors that are considered are:
  - Dedication to the advancement of CSEA women's goals within the labor movement and/or the public sector.
  - Volunteerism and/or community service.
  - Outstanding job performance.
  - Other criteria such as: outstanding achievements related to women/humanitarian contributions/activism/or other special qualities.

I NOMINATE \_\_\_\_\_

DEPARTMENT \_\_\_\_\_ JOB TITLE \_\_\_\_\_

JOB DESCRIPTION \_\_\_\_\_

Home Address \_\_\_\_\_ Phone \_\_\_\_\_

Work Address \_\_\_\_\_ Phone \_\_\_\_\_

Nominated By: \_\_\_\_\_ SS# \_\_\_\_\_

Work Phone \_\_\_\_\_ Home Phone \_\_\_\_\_

Address \_\_\_\_\_

**Describe fully how the nominee meets the criteria outlined in Section 3 above.  
 Be as specific as possible. Attach additional pages if necessary.**

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**RETURN COMPLETED FORM TO:  
 CSEA Women's Committee, 400 County Seat Drive, Mineola, NY 11501**

# \$73M bond eyed for Harlem Valley

WINGDALE — CSEA members at Harlem Valley Secure Center are lobbying to keep their jobs securely in Dutchess County.

Gov. George Pataki has proposed in his 2002-2003 budget a \$73 million bond to build a new secure youth center to replace the current Harlem Valley facility. The center, operated by the state Office of Children and Family Services.

Much of the Harlem Valley campus consists of deteriorated,

abandoned buildings. Many have not been used since the facility closed as a psychiatric center in the early 1990s, and is ill-suited to housing youths.

“Harlem Valley is an old facility and it’s costing the state a lot of money to keep it up,” Harlem Valley Local 553 President Godwin Maduemezia said. “We really need a new center to serve our needs.”

CSEA members at Harlem Valley have lobbied the state for years to replace their aging facility, and they want to ensure that their jobs stay in the Dutchess County area.

The proposed bond does not specify a location for the new facility, and some union members fear state lawmakers may place the center elsewhere — far from employees’ and most of the inmates’ homes and families.



*“Harlem Valley is an old facility and it’s costing the state a lot of money to keep it up. We really need a new center to serve our needs.”*

“We need a new facility,” Maduemezia said. “But our members have families and homes here in Dutchess County.”

Maduemezia added that CSEA members at the facility support a Dutchess County site on behalf of the young inmates and

their families.

“Most of our inmates come from New York City,” he said. “Since Harlem Valley is on a (Metro-North) train line, their families can easily come up here for visits. It simply makes more sense to have the facility closer to New York City.”

While no site has been chosen for the new secure center, Maduemezia said that a site close to Green Haven Correctional Facility in Stormville is being considered.

Some Harlem Valley employees have expressed concern over the site because of its proximity to Green

Haven, home to the state’s execution chamber.

Maduemezia added that he hopes a site in Dutchess County will be approved for the benefit of CSEA members working at Harlem Valley. CSEA members at the facility are actively lobbying state lawmakers through telephone calls and letters to approve a Hudson Valley site.

“I hope everyone looks at this issue judiciously and fairly, because this is about our jobs and the important work we do.”

— Janice Marra

## Voices of the Work Force

“CSEA has always fought for the rights of workers like me and has always represented us at the table in the fullest and fairest manner possible.”

— Kevin W. Ray, a seven-year court officer at the Glen Cove (Long Island) court house



# Members laud Orange County security

GOSHEN — Many CSEA members working in the Orange County Government Center now feel a little safer on the job, thanks to new security measures taken by the county in response to union members' concerns.

In the wake of the Sept. 11 terrorist attacks on the World Trade Center, union members began to question the lack of security around the building, home to many county offices and the Orange County legislative chambers.

Concerns and recommendations from CSEA leaders across the state have prompted local government officials to tighten security at public buildings.

While Orange County sheriff's deputies had begun to monitor the building more frequently after Sept. 11, the increased

security was not constant.

The building has several entrances that had been open to the public during the day. None of these entrances, including the building's main doors, had been regularly watched by deputies.

**“After September 11, quite a few CSEA members signed a petition asking for beefed-up security.”**

### Members' concerns answered

“A lot of our members (working in the building) were really upset because they wanted more security around the

building,” Orange County Unit President Ron Greene said.

“After September 11, quite a few CSEA members signed a petition asking for beefed-up security,” he added.

Greene and other Orange County CSEA leaders approached incoming Orange County Executive Edward Diana with the

members' concerns and the petition.

Within days of taking office in January, Diana tightened security at the building and issued ID badges to all employees in the building.

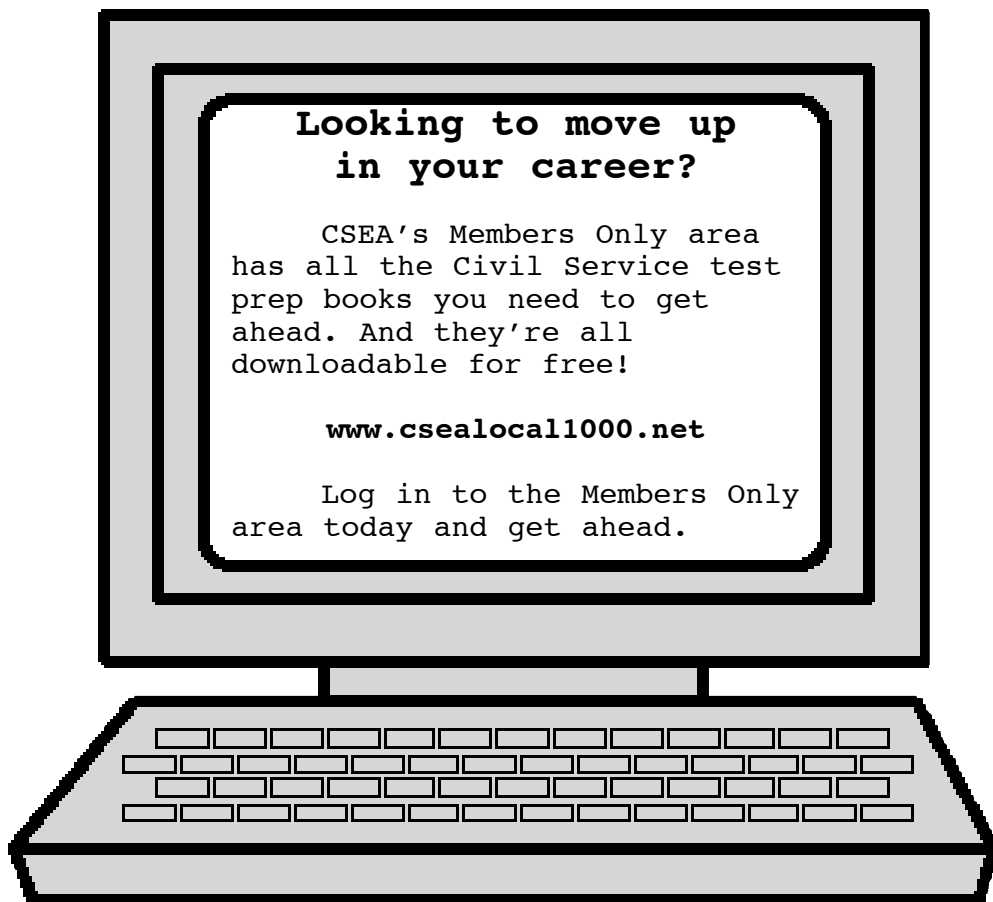
“The majority of CSEA members in the building really wanted more security,”

Greene said. “They're happy about these new measures.”

Greene added the workers also feel safer on the job.

“Nothing will ever totally prevent something from potentially happening here,” he said. “But the security is much better now than it was before.”

— Janice Marra



## Where's the next test? What'll it be on? How can I prepare?

CSEA members working in state and local government should access the state Civil Service Department's home page for answers to these questions and more. The state Civil Service web page offers information on state exams as well as postings for local government positions across the state.

Don't wait for a week-old notice to be posted on your bulletin board — go to the source, and move up the ladder today! You can link to the state Civil Service site from the Labor Links section of CSEA's web site, [www.csealocal1000.net](http://www.csealocal1000.net)

**Voices of the Work Force**

“We're a 'good people' office here. We get to help all of the people who walk in here.”

— Michael King, receiver of taxes, City of Saratoga Springs, a 20-year employee



# CSEA hands tend trout stocks

LIVINGSTON MANOR — Snow may fall and streams may be shrouded in ice in March, but that doesn't stop CSEA members from preparing public waterways for the trout season's opening day on April 1.

At the Catskill Fish Hatchery in western Sullivan County, CSEA members hatch, raise and stock trout in about 400 public waterways in the Hudson Valley and Long Island regions, as well as Greene, Delaware and Schoharie counties. Each year, the hatchery stocks about 500,000 fish into the waterways from mid-March to mid-June.

The Catskill Fish Hatchery, part of the New York State Department of Environmental Conservation, specializes in raising brown trout, a finicky and feisty breed that's more cunning than it's relative the rainbow trout.

The state raises and stocks public waters to enhance recreational fishing and to restore native species to waters they formerly occupied. About half of all the brown trout in New York state's public waters are distributed through the Catskill facility.

To accomplish these goals, CSEA members play a large role in raising and stocking trout in public waterways throughout Catskill's catchment area, the largest in New York state. The four CSEA members at the hatchery participate in a



wide variety of the facility's activities, from maintaining the hatchery to raising the trout.

"CSEA members here are responsible for making sure that the fish get in the right place," said Scott Covert, one of the hatchery's supervisors. "When these fish go out of here, they're state property."

CSEA workers play a crucial role in the precise process of raising and stocking the trout, from caring for the eggs to transporting and stocking the grown fish in public waterways.

Trout eggs are incubated in screen trays supplied with a constant flow of water. As the eggs prepare to hatch, they are moved to hatching trays within rearing units. Newly hatched eggs, known as "sac fry," are nourished by yolk sacs within their abdomens.

As the fish grow to become "fingerlings" (fish under 1 year old and about three to five inches long), they are fed dry diets through demand feeders that are placed into the fish's rearing troughs and raceways. Larger fingerlings and "yearlings" (fish over 1 year old) are moved into large concrete ponds. Trout are large enough to stock when they are about nine inches long.

Hatchery workers also take samples from and monitor the fish daily to ensure that the fish remain healthy.

"These fish are fed seven times a day," Covert said. "If done properly, the fish gain 1 pound with 1 pound of food."



CSEA members Tim Ansley, left, and Jim Judson, transfer young trout. Below left, Ansley uses a fish pump to transfer trout.

Between March and June, CSEA members stock area public waterways with trout. The process begins with a "grab sample" for the weight of a group of trout to determine how many trout to place on a stocking truck.

After this number is determined, hatchery workers use nets to transfer

smaller fish from the rearing units to the stocking trucks. Larger fish are loaded onto the trucks through a fish pump.

When the truck reaches the designated water location, fish are transferred into the water either directly from the truck or by boats.

While fishing season in New York state is

typically associated with warm, spring weather, CSEA members often stock fish in cold snow, ice or rain.

"We're out there stocking fish, rain or shine," Jim Judson, a Fish and Wildlife Technician and a three-year CSEA member, said.

**“CSEA members here are responsible for making sure that the fish get in the right place. When these fish go out of here, they're state property.”**

— Janice Marra



# Quick mobilization pays in Troy

TROY — On Monday morning March 4 more than two dozen CSEA members at the Troy School District learned they were being laid off because of a \$10 million deficit.

By that Wednesday night, after a textbook example of the power of member mobilization, they'd convinced school administrators to put off layoffs and look for other solutions to the budget crunch.

With the school board scheduled to vote on the layoffs just two days after workers found out about them, the union members had little time to rally support. But with a quickly placed ad in the local paper, some homemade fliers and placards, and a righteous cause two days was plenty to get the community behind them.

Chanting "No Layoffs — Safe, Clean Schools," Unit President Michael Maynard and Vice President Dominic Rizzo, whose jobs were included in the layoffs, led more than 250 demonstrators outside the school board meeting.

Later, the group packed the meeting where board members were nearly brought to tears by impassioned and emotional pleas from dozens of workers, parents and students to spare the jeopardized jobs.

"They are not responsible for this budget crisis. They should not be the ones who suffer," Maynard said about the workers and students. "Give us some time to work out real solutions to a big problem."

The outpouring of community support against the layoffs swayed board members who voted 6-2 to table the issue and give the union a chance to propose alternatives. Union members are meeting with school officials to discuss other ways the district can save money.

CSEA President Danny Donohue said what happened in Troy should be a lesson to members in other schools and localities faced with financial crises.

"When faced with something as devastating as a layoff notice, workers may feel helpless, like there's nothing they can do," Donohue said. "These members have shown there's a lot you can do and it can help."

— Ed Molitor



Above, CSEA members picket a Troy Board of Education meeting.

Below, Unit Vice President Dominic Rizzo addresses the board.



## Mobilization 101 — a textbook case

Within 24 hours, CSEA activists and staff had:

- 250 commitments, via CSEA's phone banks, of demonstration participants
- Wide distribution of a clean, simple "Who, What, When, Where, Why" flier
- Good leadership communication
- Local media blitz
- Community, schools and union consensus on the message: "Clean, safe schools"



## Voices of the Work Force

"I like the variety of the different jobs I am called on to perform."

— Ray Bogue, a 15-year general mechanic at SUNY Fredonia





## Workers Memorial Day provides vivid reminder that nothing should be taken for granted

The deaths of five CSEA members in the World Trade Center attacks last fall highlight how union members face dangers on the job that are sometimes incomprehensible, let alone inconceivable.

Unfortunately, they weren't the only CSEA members — or staff — to die on the job over the past year. And each death represents one more reason union members need to mourn for the dead and fight for the living.

"Our members are placed in dangerous situations and given difficult jobs to do every day. I don't think the public realizes how tough our work can be — day in and day out — until something unfortunate happens," said CSEA President Danny Donohue.

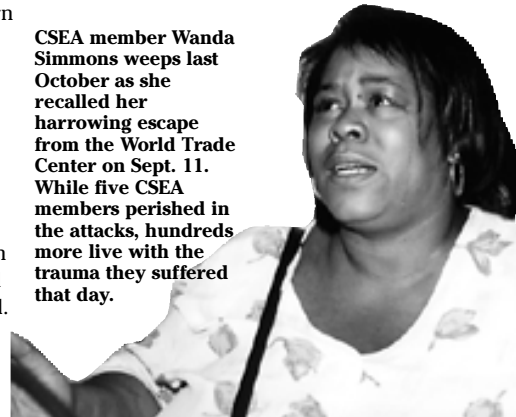
"But as a union we are second-to-none in fighting for the safety of our members, and we will continue to do so," Donohue added.

### Violence in the work place

No single act in our history demonstrates cruel indifference better than the terrorist attacks on the World Trade Center on Sept. 11. Five CSEA members working for the state Department of Taxation and Finance — Ivette Anderson, Harry Goody, Florence Cohen, Marian "Marty" Hrycak and Dorothy Temple — were killed.

Workers Memorial Day is commemorated every April 28 by the unions of the AFL-CIO as an opportunity to remember workers injured or killed on the job and to renew our commitment to fight for safety and health protections.

CSEA member Wanda Simmons weeps last October as she recalled her harrowing escape from the World Trade Center on Sept. 11. While five CSEA members perished in the attacks, hundreds more live with the trauma they suffered that day.



Hundreds more CSEA members remain haunted by the attacks, having fled their work place for their lives.

It wasn't the first time CSEA members lost their lives in violent acts perpetrated by those holding a grudge.

In past slayings, most notably those in Schuyler County office building in 1992 in which four union members died, CSEA lobbied for stricter workplace security measures.

After Sept. 11, many measures were enacted for public and private work sites that resembled, if not copied, those that CSEA previously had sought.

*On April 28, mourn for the dead and fight for the living*

### Pressure gets results

Daniel Haskins' co-workers have a lasting legacy to his death on the job as a janitor at the SUNY Oswego campus — a safer work place.

CSEA brought pressure on SUNY after Haskins was killed after falling into a transfer station waste pit while helping to unload a 980-pound printing press, which he and a co-worker were directed to unsafely unload from a truck.

A report by CSEA's OSH team showed the college was partially responsible for the death, and has spurred on union members there to call into question unsafe practices.



CSEA Central Region President Jim Moore answers media questions in CSEA's call for accountability in the death of a member at SUNY Oswego.

### Safer practices

CSEA member George Sheffield was working alone on the roof of the Albany County Office building when he plunged 14 floors to his death.

CSEA and the Public Employee Safety and Health (PESH) office investigated. Though it could not be determined how Sheffield's plunge occurred, since the accident, the county requires two workers on the roof whenever roof work is done.

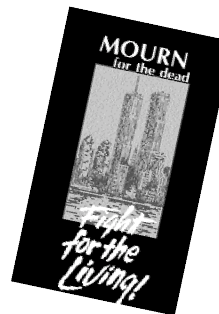
### Unseen hazards

CSEA member Melinda Drumm, a service coordinator for the Saratoga County Office of the Aging, was killed Monday, Jan. 14, in a car accident as she went about her job. Drumm was well-liked by colleagues and management, and had worked for the county more than 28 years.

— Lou Hmielecki

### FOR MORE INFORMATION ON THIS TOPIC:

Visit [www.csealocal1000.net](http://www.csealocal1000.net) for more information about CSEA workers Memorial Day events in your region



### WORK FORCE FACTS

In 2000:

- 5.7 million were injured or became sick on the job.
- 50,000 died because of occupational illnesses.
- 5,915 died from fatal work injuries.
- More than 1.7 million work place repetitive motion injuries have been reported since President Bush killed the Occupational Safety and Health Administration ergonomic standard.

• AFSCME continues to fight in Washington to prevent further erosion of OSHA standards by the Bush administration.



CSEA President Danny Donohue pays tribute to the heroes and victims of Sept. 11 during the AFSCME Women's Conference last year. Joining him is AFSCME President Gerald McEntee.

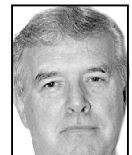
### In memory

Construction has begun on a worker memorial garden at the Finger Lakes DDSO campus in Rochester.

Dedication is set for April 25 at 11:30 a.m. at the main entrance. The memorial will include a waterfall and a large carved stone dedicating the site to public employees.

### CSEA staff remembered

CSEA was deeply saddened over the past year by the losses of three staff members.



Central Region Occupational Safety and Health Specialist Ed King worked diligently to make sure CSEA members were protected, but is also remembered for the humor and knowledge he wove into his work.

Director of Organizing Nadra Floyd brought to CSEA more than 20 years of union organizing experience, and was working to gear up CSEA's efforts to organize private sector workers when she was stricken.



Capital Region Communications Associate Dan Campbell was quick with a quote and mighty with a bullhorn. That he died on the job moments after addressing the Albany County Legislature is testimony to the dedication Dan put into his job for more than 30 years.





# Condemning action in Rensselaer

RENSSELAER — CSEA concerns about the safety of the city's dilapidated Department of Public Works garage got far-reaching results — two-thirds of the building have been condemned by the city's own building inspector.

Bent beams, separating ceiling joists and rotting concrete footings made Unit President Bill Niemiec uneasy about the safety of his workers, and he requested a safety walk-through of the building six weeks ago.

"I'm taking a lot of flack for what I'm doing about the garage, but it would be a shame if someone gets hurt here," Niemiec said during a recent tour of the building.

After a CSEA occupational safety and health specialist, labor relations specialist and Capital Region President Kathy Garrison toured the building, a labor-management meeting was called.

"We raised concerns with the mayor and followed up with a letter requesting to have a city building inspector come in and do an inspection of the garage," said Labor Relations Specialist Michael Sheldon.

"The risk of collapse and the possibility of having our members injured or killed is inexcusable," said Garrison.

The city has assured CSEA that a hunt is on for a building to serve as a new garage, or an area to build a new garage, Sheldon and Niemiec said.

But the city — like many local governments across the state — is facing

difficult financial circumstances.

"In fairness to the current mayor, this has probably been a problem brought to the attention of past administrations. Financial problems notwithstanding, you can't have our guys working in a potentially dangerous situation," Sheldon said.

DPW workers have no choice but to continue to use the garage's condemned portions because it's where the city's heavy equipment is stored, Niemiec said.

Contributing to the problem, the city has no place to store its road salt other than to dump it in the rear of the garage. The salt has eaten large holes into the garage's footings, and water flooding into the garage mixes with the salt, leaving brine puddles where equipment is parked.

The area where the city stores its garbage truck is just large enough to squeeze the truck in if the truck is backed against a wall. That wall is now pulling away from the building's steel infrastructure, and if it were to collapse, would likely take much of the garage with it.

Niemiec, a three-year CSEA member, said he sees no way that the city could repair the existing garage at a cost less than that of building a new garage.

Besides, the building, estimated to be more than 50 years old, is wedged into a small, residential street and surrounded by homes.

"As far as I know we've been told that they are currently looking for a new location. I made it clear in my letter that it's imperative that they make an adjustment as soon as possible," Sheldon said.

— Lou Hmieleski



Rensselaer Highway Department Unit President Bill Niemiec shows how far a wall at the highway garage is leaning from a supporting beam.



## Don't get ticked off, but ...

The manufacturer of the vaccine used to prevent Lyme disease, which is spread by deer ticks, has halted making the vaccine, due to a lack of demand. While it remains unclear what New York state will do (the state had passed a regulation mandating that employers provide the vaccine) here are some precautions to take:

- Use insect repellent, particularly around the ankles
- Wear light-colored socks
- Check yourself after periods of outdoor work for deer ticks
- A red bulls-eye rash will surround an infected bite



## CSEA's Mootry helping to find solutions

BUFFALO — Robert Mootry, a long-time CSEA activist, is gaining recognition as a labor leader throughout Western New York.

Mootry, president of the Buffalo Psychiatric Center CSEA Local, is also the newly elected president of the Buffalo Chapter of the Coalition of Black Trade Unionists (CBTU), succeeding former CSEA staff member Bob Massey.

Prior to the chapter's recent ninth annual conference, Mootry was photographed and interviewed by the Buffalo News about a wide range of labor issues and the conference theme, "Finding Solutions To Common Problems."

"The interview was a good opportunity to talk about some of the issues CSEA members, and unionists in general, care about, in a confrontation-free atmosphere," said Mootry.

"I had no problem discussing the pride CSEA members have serving the public, and also the need for more minority representation on area public

*“The interview was a good opportunity to talk about some of the issues CSEA members, and unionists in general, care about ...”*



construction projects," he said.

The CBTU is collaborating with the Urban League on a career path development project to open doors normally closed to minorities, and also with the building trades union coalition on a job apprenticeship program.

The CBTU chapter's ninth annual conference featured state Comptroller Carl McCall as keynote speaker, as well as an agenda including a town hall meeting with elected officials, union leaders, activists and concerned citizens.

"It was an opportunity to air and discuss many community issues. We're also proud of our youth programs that help identify labor in a positive light for young people, who get too little history, especially the positive kind, about unions and labor in school. We also present at least one youth scholarship every year," Mootry said.

Mootry was inspired to become active in CSEA by the example of his mother, Elaine Mootry, a long-time CSEA activist, now retired, who served as a local president at the former West Seneca Developmental Center (now WNY DDSO). He began his state employment at the West Seneca facility as a mental health therapy aide (MHTA) 24 years ago, and served the local as a steward and executive board member.



**CSEA Activist Robert Mootry with his church's men's choir during the opening reception of the Buffalo Chapter of the Coalition of Black Trade Unionists' recent meeting.**

Mootry currently is a MHTA at Buffalo Psychiatric Center (BPC) and a trustee of the CSEA Employee Benefit Fund, along with other officer duties. He has also served the BPC local as an executive board member and vice president.

Mootry joined his church's men's choir during the CBTU conference's opening reception, and welcomed his pastor for the conference closing prayer breakfast.

The Buffalo CBTU chapter currently has about 120 members from various unions (with CSEA members in the majority), and was instrumental in helping form chapters in Rochester, Albany and Syracuse as well.

"Our chapter is very proud of the fact we helped inspire formation of other chapters across the state, and in Toronto as well," said Mootry.

"Now we'll be working on a membership drive and making plans for our national conference. I urge all CSEA members to join CBTU."

— Ron Wofford



**State Comptroller H. Carl McCall with CSEA activist Robert Mootry.**





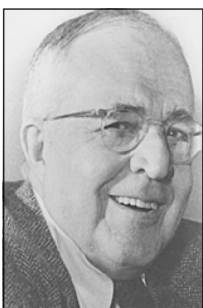


1947

Also in 1947:

55 years ago ...

Westchester County became CSEA's first local government chapter setting off an explosion of growth that would see CSEA become the most diverse and far reaching labor organization in the state eventually reaching into virtually every community. The seeds of CSEA's growth through local government had been sown nearly a decade earlier when the association was instrumental in reform that standardized the civil service system statewide. In 1946, the association changed its name from the Association of State Civil Service Employees to the Civil Service Employees Association.



In 1947 Dr. Frank Tolman was president of CSEA. He served as the 15th president from 1945 until 1950. He had entered state service in 1906 rising to the position of director of Adult Education and Library Extension in 1927. Dr. Tolman was an important advocate for women's rights and their role in the association.

- ❖ President Truman formulates "Truman Doctrine" providing aid to countries whose governments are threatened with overthrow
- ❖ U.S. Secretary of State George Marshall calls for a European recovery effort, popularly called the "Marshall Plan"
- ❖ India and Pakistan proclaimed independent nations
- ❖ Britain's Princess Elizabeth marries Phillip Mountbatten, Duke of Edinburgh
- ❖ Americans are able to purchase the first new cars manufactured since the beginning of World War II
- ❖ First airplane breaks the speed of sound
- ❖ Transistor invented at Bell Laboratories
- ❖ Jackie Robinson becomes the first African-American player in a major league baseball team (Brooklyn Dodgers)
- ❖ The Brooklyn Dodgers won Game 4 of the 1947 World Series (the first televised), the storied game in which New York Yankees pitcher Floyd "Bill" Bevens lost a no-hitter — and the game — with two out in the last of the ninth inning
- ❖ The "Roswell Incident" the alleged crash of a UFO in New Mexico, occurred
- ❖ Inventor Earl Tupper invents Tupperware, and with it the "Tupperware party," a unique way of marketing the products directly to homemakers



## Activists share experience, learn, in Maryland organizing

MARYLAND — As AFSCME recently organized several campuses in the Maryland State University system, they realized they needed some expert help. They turned to some of their own members who know the territory best — CSEA members working in the New York State University system.

Late last year, CSEA Local Presidents Colleen Wheaton from SUNY Potsdam and Joseph McMullen from SUNY Oneonta both took a day to travel to Maryland to talk with unorganized Maryland University workers at the Baltimore County campus. McMullen said they wanted to let the workers know how the union benefited SUNY workers.

“We wanted to talk to them about our rights to negotiate, our benefits under the contract and the protections we have, to

give them reasons why they should have AFSCME representation,” he said.

Both McMullen and Wheaton said that organizing at the campus was a learning experience for everyone involved.

“It was interesting, because it was a learning experience for all of us. We talked about the advantages of having labor-management and what it’s like to be organized, how we can work together to accomplish a good work environment for both labor and management, as well as the students. What I took away from there was how bad it can be when you’re not organized. The unfair labor practices that they have to endure because they’re not organized. That just totally blew my mind. It makes me aware of how valuable collective bargaining has been to us in the past and our members just take these

things for granted and don’t realize that we had to fight to get them,” Wheaton said.

McMullen agreed. “It was quite an experience for me, a real eye-opener. They have no protection in their jobs — that’s the biggest thing. For any reason, they could be let go — and their salaries weren’t comparable to ours. They get paid less to do the same kind of work we do.”

McMullen said he also learned that being an organizer can be a difficult challenge.

“I found that to be an organizer, you’ve got to be totally dedicated and believe in the union that you’re organizing for. It’s not just a regular job, you’ve got to be, I think, a brave person.”

Wheaton said she enjoyed talking to other clerical workers like herself, and she told them how the contract protected her from the state taking promised raises away when money got tight. “We used that as an example of the value of having a union contract,” she said.

McMullen said that the electricians he spoke with said they were glad to get information from people who did the same work they did.

“Those who talked to us said that it was really a help to see someone who was in a comparable situation in another state.”

Obviously, their efforts paid off. Recently, the campus employees voted to join AFSCME.

“I hope that now they’ve got AFSCME representation, they can get a good contract,” McMullen said.

Wheaton said she hoped her effort gave the workers more reasons to vote for the union.

“At first I wasn’t sure, but I felt like I helped some people realize the value of collective bargaining. I also felt like I saw their work environment and the problems they face and I realized how much better off we are and how I can use that as an example to my own members. I’m proud our efforts paid off.”

— Mark M. Kotzin



### Western Region volunteers help telethon reach goal



**CSEA Western Region activists, including Western Region President Flo Tripi, right, take part in the Variety Club Telethon recently, which raised \$1.4 million for Children’s Hospital in Buffalo.**

BUFFALO — Western Region activists joined Region President Flo Tripi in taking pledge phone calls to assist the 40th annual Variety Club Telethon as it raised \$1.4 million for Children’s Hospital and other children’s programs.

“It was a lot of fun to see so many folks bring donations in for such a worthy cause,” said Tripi. “And I was grateful see the 13 other CSEA members that joined me in taking pledge calls for two hours on a Sunday afternoon.”

The CSEA activists joined members from other unions in a time slot reserved for labor. It was the first time

in memory that a CSEA contingent had joined the annual event that helps buy equipment and support programs at Children’s Hospital of Buffalo, The Robert Warner Rehabilitation Center and other local charities benefiting children.

Those CSEA members participating included Michelle Zurek, Gemma Moore, Neal Hodgson, Sue Balsano, Janet Marchinda, Ken Murray, Deneen Anderson, Josephine Weiss, Candy Termer, Ken Furlong, Ken Penske, and Mike Fulater.



## Cut your prescription cost: take only what you need

As the cost of prescription drugs adds additional strain on our wallets, self-care is becoming more popular among health care consumers. Along with self-care comes the tendency of taking a mixture of prescription drugs, herbal remedies and vitamin therapy, some of which may interfere with the prescription drugs currently being taken.

Today there are a large number of over-the-counter medications that can be taken without the supervision of a health care professional. Additionally, herbal remedies are becoming popular. As more studies are released stating that herbal remedies may interfere and cause an increase or decrease to the effectiveness of prescribed drugs, patients should check with their health professional before taking any new medication or remedy.

This problem is made more difficult by patients going to a number of doctors for different problems and filling their prescriptions through a number of different avenues (mail order, retail pharmacies). Obtaining health care services in this manner does not allow a single doctor or pharmacy

the opportunity to provide education and/or counseling on the avoidance of medication interactions with the patient.

Some consumers currently take many different medications, which can lead to additional treatment to alleviate side effects. It has become a tendency to reach for a pill, either prescription or over-the-counter, to relieve a symptom. Some conditions can be treated less expensively without medication. Insomnia, heartburn, and irritable bowel syndrome are a few conditions that can often be controlled by making lifestyle changes (changes in diet and exercise) instead of medicine.

The best advice is to become educated about the medications you take. As a consumer, take the medication as directed by your medical provider. If you are taking a variation of over the counter remedies and prescription medications and are concerned about possible side effects, make a list of all the over-the-counter drugs, herbal remedies, and vitamins and discuss what they are and why you use them with your health care professional.

## Empire Plan Enrollees May Be Eligible For Out-of-Pocket Reduction

Empire Plan enrollees may be eligible for the Basic Medical Program's co-insurance maximum reduction provision.

Through a negotiated benefit for CSEA-represented state employees, Empire Plan enrollees may be eligible to reduce their annual out-of-pocket co-insurance from \$776 to \$500 per calendar year. As of April 1, 2002 those employees earning \$24,657 or less in base salary are eligible. Enrollees must be able to show proof that they are head of the household and the sole wage earner of the family.

Enrollees who meet these criteria may obtain an application from the New York State Department of Civil Service at 1-800-833-4344 or 518-457-5754.

**Send completed application to:  
N.Y.S. Department of Civil Service  
Division of Employee Benefits  
W. Averell Harriman State Office  
Building Campus  
Albany, N.Y. 12239**

**The CSEA WORKERS' COMPENSATION  
LEGAL ASSISTANCE PROGRAM**

**covering Workers' Compensation  
and Social Security Disability**

*If you are injured on the job or sustain a job-related illness, CSEA's Workers' Compensation Legal Assistance Program can help you navigate the maze known as Workers' Compensation. If you become disabled, the program can help you obtain Social Security Disability benefits. The Program Services Are Absolutely Free, And So Is The Call*

- If you have a possible Workers' Compensation or Social Security Disability case, SIMPLY CALL 1-800-342-4146 TOLL-FREE and select the proper menu options. Your call will be answered by the firm of Fine, Olin and Anderman, P.C., through its statewide network of offices staffed by attorneys who specialize in Workers' Compensation and Social Security Disability Law.
- Brochures describing the program in detail and intake forms to assist you in compiling, correct and complete information before making the initial call will be available from CSEA Region Offices, CSEA Local and Unit Presidents and CSEA Labor Relations Specialists.
- All calls will be accepted, no cases will be turned down and there is no out-of-pocket cost to CSEA members and their dependents for the program services.

**1-800-342-4146**  
Follow the menu options for instructions to access the program

The CSEA WORKERS' COMPENSATION LEGAL ASSISTANCE PROGRAM

## What's In It For You?



**Region 6 Local Government** — Sarah Scanlon ... Press 6

**Regions 1, 2, 3, 4 State** — Carisa Haberl ... Press 7

**Regions 4, 5, 6 State** — Dave Reed ... Press 8

### Reach Out and Touch Us!

In November 2000, the CSEA Employee Benefit Fund expanded its operating hours to 7:30 a.m. to 5 p.m. to better service our membership. Customer service representatives can be reached by contacting the Fund at **1 (800) 323-2732** or **1 (800) EBF-CSEA**. The fund also has a **TDD number for the Hearing Impaired at 1 (800) 532-3833**.

When calling from a touch tone phone, please follow our computerized phone system instructions.

**Press 1 — Claim Forms, Provider Listings, Plan Booklets ... Then...**

Press 1 — To use the Vision Benefit  
Press 2 — Forms, Listings, Booklets

**Press 2 — Dental ... Then ...**  
Press 1 — Claim Forms, Listings  
Press 2 — Personal Assistance

**Press 3 — Other EBF Benefits ... Then ...**  
Press 1 — Enrollment Mailbox  
Press 2 — Vision  
Press 3 — Drug  
Press 4 — COBRA  
Press 5 — Miscellaneous Benefits & Personal Assistance

**Press 4 — Marketing Department ... Then ...**  
Press 1 — Patrick Regan, Marketing Manager  
Press 2 — Colleen Switts, Member Provider Liaison

Then for ...  
**Region 1 Local Government** — Linda Sclafani ... dial 631-462-5224

**Region 3 Local Government** — Colleen Foley ... Press 3

**Region 4 Local Government** — Kim Lucas ... Press 4

**Region 5 Local Government** — Meghan Pastiglione ... Press 5

If calling from a rotary phone, please stay on the line and a representative will provide you with assistance.

When making inquiries, members should have their Social Security number handy along with claim information, dates of service, provider's name or other pertinent information. If our representatives are unable to take your call at that time, you may be forwarded to our voice-mail system.

When faxing materials to the fund, please remember that this is for administrative or enrollment use only and not for submission of claims. The appropriate department fax numbers are:

Administrative Offices — 518-782-1234  
Marketing Department — 518-782-9979  
Dental — 518-782-7052

Member Services (enrollment, vision, misc. benefits) — 518-786-3658

### CONGRATULATIONS

The EBF would also like to congratulate the following group which recently joined the fund for dental coverage:

**Oceanside Sanitary District No. 7** and these groups that have either added a new benefit or upgraded an existing EBF plan:

**City of Saratoga Springs City Hall**  
**Croton-Harmon S.D. Clericals**  
**New Rochelle Housing Authority**  
**Town of Clinton**  
**Town of East Fishkill**  
**Town of Owasco**  
**Town of Ramapo**  
**Village of Wappingers Falls**

**Are you missing out on something you really can't afford to pass up?** For more information about the CSEA EBF and their programs, please contact the fund at 1-800-323-2732 or 1-800-EBF-CSEA or visit the EBF web page at [www.csealocal1000.net](http://www.csealocal1000.net) and click on the Employee Benefit Fund in the Member Benefits section.

## An Ever Better Future



# CSEA delegates to the AFSCME convention

## LONG ISLAND REGION 1 (Unopposed)

### Your Union Islanders

Nicholas LaMorte  
Bobby Holland  
Tony Giustino  
Laura Gallagher  
Carol Guardiano  
Jane D'Amico  
Liz Pearsall  
Lisa Sells  
Les Eason  
Jewel Weinstein  
Barbara Allen  
George Walsh  
Cathy Pipitone  
Noreen Lingham  
Paul D'Aleo  
Nancy Ianson  
Mary Ellen DeLouise  
Bobbi Eisgrau  
Willie Allen  
Kathy Vitan  
Ken Cavanaugh  
Stan Bergman  
Vinny Acierno  
Tim Jaccard  
Alfredo Carlo  
Irv Bitman  
Mary D'Antonio  
Patricia Fisher  
Mike VanNostrand  
Al Saar  
Bill Flanagan  
Christine Urbanowicz  
Augie Buckhardt  
Jeanne McGinty  
John Sheperd  
John Anderson  
Lee Reynolds  
Eleanor Arnost  
Arlene Falcone Smith  
Bill Simmons  
Rutha Bush

## METROPOLITAN REGION 2 (Unopposed)

### The Leadership Slate

George Boncoraglio  
Janet Ventrano Torres

Lester Crockett  
Tony Bailous  
Leonita Wilson  
Joel Schwartz  
Linda Williams  
John "Bunny" Jackson  
Anita Booker  
Samuel Koroma  
Allen Teitler  
Rosemary Hampton  
Vincent Martusciello  
Pat Metzger  
Denise Berkley

## SOUTHERN REGION 3 (Unopposed)

### Unity Slate

Carmine DiBattista  
Ron Green  
Diane Hewitt  
Pat Brown  
Irena Kobbe  
Jim Blake  
George Henry  
Rosemarie Kukys  
Gary Conley  
Micki Thoms  
Christine Mumma  
Katherine Otis  
Diana Harris  
Barbara Ritshie  
Jeff Howarth  
Jack McPhillips  
Grace Ann Aloisi  
Georgia Gentile  
Liz Piraino  
Dot Trottier  
MaryJane MacNair  
Dwayne Pallen  
Sabina Shapiro  
Debbie Downey  
Bill Ricaldo  
Mary Miguez  
Sandra Reynolds  
Tom Murray  
Alan Ackerman  
Barbara DeSimone  
Rose Sinagra  
Dan Corigliano

CSEA members vote for delegates to AFSCME's convention to represent the membership. The convention is held every two years, during which changes to AFSCME's constitution and by-laws, which ultimately affect CSEA, are voted on. This year's convention is scheduled for June 23-28 in Las Vegas.

Leonard Beaulieu  
April Shuback  
Michael Titone  
Bill Curtin  
Adelaide Jacobs  
P.T. Thomas  
Sara Bogart  
Ken Malkemus

## CAPITAL REGION 4

### Members for Members Slate

Michael Febraio, Jr.  
Ray LaRose  
Betty Eagan  
Felice Moffre  
Verne French  
Tom McMahon  
Jack Rohl  
Wanda Lubinski  
Hal Gray  
Robert Calhoun  
Linda J. Hillje  
Carol Bruno  
Jack DeChiro  
George Hebert  
Georgianna Natale  
Netha DeGroff  
Joseph F. Musso  
Tracy Carnavale  
Ed Wysowski  
Joanne DeSarbo  
Jackie Goldsmith  
Keith Prior  
Joe Howard  
Diane Hoffay  
Cindy Stiles  
Hank Wagoner  
Bob Travis  
Greg White  
Sharon Rickert  
Bill VanGuilder  
Michael F. Geraghty Jr.  
Jack Miller  
Helen Fishedick  
Joyce Williams

Joseph Melita  
Ron Revers  
Sue Crawford  
Ron C. Hill

## CENTRAL REGION 5 (Unopposed)

### Leadership Slate

Jim Moore  
Sharon Carraway  
Ginger Sheffey  
Dave Berry  
Betty Thomas  
Linda Ranger  
Bob Timpano  
Wayne Sherman  
JoAnn Mastronardi  
Ellen Lennon  
Dorothy Breen  
George Smith  
Roslie Tallman  
Debbie Davenport  
Kay Walton  
Joe Miceli  
Sheila Sears  
George Lawson  
Val Williams  
Tom Pirozzolo  
Bev Centers  
Charlotte Adkins  
Lori Nilsson  
John Harbin  
Doreen Reigles  
Marge Menart  
Brian Mayock  
Joan Gross  
Jeannette Engle  
Colleen Wheaton  
Sadie Ross  
Fred Gerloff  
Mike Kaiser  
Bruce Newton  
Dan Brady  
Charlotte Plunkett  
Casey Walpole  
Joe Alcaro

Cathy Baretta  
Ross Salisbury  
Lynn Wool

## WESTERN REGION 6

### The Leadership Slate

Florence "Flo" Tripi  
Paul McDonald  
Kathy Button  
Robert Mootry Jr.  
Hank Hoisington  
Marcia E. Olszewski  
Steven J. Hurley  
Ken Penski  
Dawn Smith  
George A. Phelps  
William Stanton  
Marie Prince  
Timothy A. Anderson  
Ed Quackenbush  
David Bloom  
Tom Rogalski  
Mike Bogulski  
Patricia A. Sauer  
Sandie Boyd  
Rocco A. Sidari Jr.  
Yvonne Brown  
James R. Smith  
Ron Castle Jr.  
Sally Smith  
Christine Covell  
David A. Spacone Sr.  
Mark Dotterweich  
John E. Wallenbeck  
Robert "Robbie" Ellis  
Elaine Timm  
Bernie Giambra  
James Volpone  
Frank J. Balsano  
Thomas J. Warzel  
Cyndy Herman  
Wendy Wedman  
Michael Jones  
Duane Wilcox  
James V. Kurtz  
Ralph D. Vitthuhn

**CSEA From A to Z: D is for Delegates. See Page 18**

## State AFL-CIO scholarship deadline is May 15

May 15 is the application deadline for the New York State AFL-CIO scholarships.

The union will award a four-year scholarship to a 2002 graduating high school senior who intends to pursue a career in labor relations or a related field.

The scholarship will be for \$2,000 a year for four years.

Criteria include:

✓ A 2002 high school graduate, whose parent or guardian is a member of a union affiliated with the state AFL-CIO;

✓ Accepted in a course of study in labor relations or a labor related interest, such as history, economics,

law, political science or journalism at an accredited institution of higher education in New York State.

Applications must include a letter of recommendation by a teacher or guidance counselor from the applicant's school, an official school transcript and SAT scores, and a 400-500-word essay. Essay details are included in the applications.

Applications may be obtained by contacting:

Gary Duesberg  
Director NYS AFL-CIO  
100 S. Swan St.  
Albany, NY 12210-1939  
(518) 436-8516.

## May 15 is deadline for submitting proposed resolutions, changes to CSEA's constitution and by-laws

Proposed resolutions and proposed amendments to the CSEA Constitution and By-laws for consideration by CSEA delegates to the union's 2002 Annual Delegates Meeting must be submitted by May 15.

Proposed resolutions may be submitted only by a delegate and must be submitted on the proper forms.

Forms for submitting resolutions are available from CSEA headquarters

and region offices.

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

The 2002 CSEA Annual Delegates Meeting will be held Sept. 9-13 in New York City.

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

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

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

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

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

paternity, you may be eligible for dues-free membership status for a period not to exceed one year. If you are called up for active military duty you may also apply for dues-free status.

Note, however, you **must** continue to pay dues to run for office. Dues-free or gratuitous membership allows members to continue their insurance coverage while out of work. It does not protect your right to run for or hold office. This does not apply to members who are on leave due to being called up for military duty. Members on active military duty, upon return, are considered to have had continuous membership status for all CSEA election purposes.

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

**YONKERS SCHOOL WORKERS LEARN MORE —**

CSEA members at the Yonkers Public Schools recently got an education of their own at the annual Yonkers Civil Service Education Day. For 18 years, district officials have worked with the CSEA Yonkers School District Non-Teaching Unit to present an educational session for the district's nearly 2,000 civil service employees. But what sets the Yonkers Public Schools aside from the typical Information Days held by other CSEA Units and Locals is that CSEA and Yonkers school district administrators jointly organize this program. The Yonkers Public Schools is the only school district in the state to hold a Civil Service Education Day on an annual basis. Programs at this year's session included workshops on civil service procedures, benefits for CSEA members, public safety and cooking. The program also included various information tables from CSEA, EBF, PEOPLE and Yonkers community organizations ... **PORT CHESTER SCHOOLS FIGHT FOR PACT —** Port Chester School District workers represented by CSEA have been fighting for a contract for nearly two years, with no resolution in sight. Negotiations between CSEA and the district recently entered the fact-finding phase, after attempts at mediation had failed. About 105 employees are covered under the agreement. The union and the district have been unable to reach an agreement over several issues relating to employee benefits and work hours. "As CSEA team members, what's important to us is the health, safety and security of the students of Port Chester. We're always watching out for the students. I hope that we can come to an amicable agreement as soon as possible for the benefit of the CSEA members working for the school district," said CSEA Port Chester School District Unit President Patricia Sutton ... **PEOPLE PERSON —** The PEOPLE recruiter of the month for February 2002 is Julie



Sandoval of the Central New York DDSO Local. She has recruited 16 new PEOPLE

members. PEOPLE is CSEA and AFSCME's political action program aimed at getting friends of working families elected to Congress ... **PRESENT QUEST, FUTURE SEARCH —** More than 60 CSEA Western Region members, officers and staff attended an intensive weekend Future Search Conference in Batavia, for maintenance industry workers, presented by CSEA's Education and Training department. The program aims to identify and equip future CSEA leaders with tools to guide and lead. It was enthusiastically received, and will be followed by conferences for other industries. Long Island Region officers, activists and staff also participated in a Future Search Conference at the Rensselaerville Institute ... **SOUTHERN REGION SOLIDARITY —** Southern Region President Carmine DiBattista and CSEA activists joined hundreds of other union members recently to protest the use of out-of-state non-union labor on a Price Chopper Supermarket construction project in Newburgh in Orange County. The rally, organized by the Orange County Building Trades, highlighted the growing solidarity among various unions throughout the Hudson Valley, and the power of the newly formed Area Labor Federation. The contractors on the project have been cited for numerous labor violations in the past, including failure to pay prevailing wages and refusal to pay overtime ... **RATIFIED IN TOWN OF CAMILLUS —** After working three months without a contract and several rounds of tough negotiations, a contract agreement was ratified with the Town of Camillus. The agreement calls for a pay raise, signing bonus, protections against contracting out and other benefit increases ... **ON BOARD IN SENECA COUNTY —** CSEA was granted voluntary recognition for 60 part-time workers in Seneca County. They will join the existing CSEA county Unit. □



# Southern Region

## CROSSROADS • Your Union Newsletter

• A supplement to *The Work Force* • April 2002 Vol. 6 No. 1



### Remember Our Fallen Workers On April 28

#### A Message from Southern Region

Many CSEA members often take for granted that we will go to work and be able to do our jobs safely. While we take pride in the tasks we do for our communities every day, we may not consider the dangers that many CSEA members face at their jobs.

Unfortunately, it seems to be only when union members' lives are taken while they are on the job that we remember the risks associated with many of our work duties.

On April 28, CSEA will mark Workers Memorial Day by remembering those union brothers and sisters who made the ultimate commitment to their jobs by dying while they were performing public services to benefit us all. Workers Memorial Day is also a day for CSEA members to commit to preventing any future injuries and deaths on the job.

Never did labor's need to remember our fallen brothers and sisters become more evident than it did on Sept. 11, when five CSEA members employed by the state Department of Taxation and Finance – and countless other public employees – gave their lives on the job. As AFSCME President Gerald McEntee said during a November memorial for union workers who died at the World Trade Center, "Public employees were the only people going up the stairs of the World Trade Center that day."

Even in the aftermath of Sept. 11, when CSEA members and other public employees served as the backbone of the World Trade Center relief efforts, these workers completed their grueling tasks during those first weeks with the constant threat of debris falling or toxins entering their bodies. These dangers could have easily resulted in more needless tragedies for public employees.

Aside from the tragic events of Sept. 11, CSEA members face potential risks on their jobs every day. State DOT highway workers and local government highway department employees often complete their jobs working in the middle of congested roadways or plowing snow-covered highways while drivers speed by. CSEA members working in state prisons or

#### Workers Memorial Day



psychiatric hospitals are placed in close contact on a daily basis with potentially violent inmates and clients. Many of our CSEA brothers and sisters at these facilities often leave work with bruises, cuts or bites on their bodies. Worse, these facilities are increasingly understaffed, making any potential altercations much more dangerous.

These are only a few examples of the risks that CSEA members face on the job every day, and, sadly, there are many more tragic stories about our union brothers and sisters killed while working.

However, we are not helpless in our fight to secure safer work sites for our members.

CSEA is committed to preventing injuries and deaths of our members while they are at work. The union's Occupational Safety & Health staff regularly inspect your work sites for potential hazards and give CSEA members guidelines on how to remain safe at work.

#### **Please See Carmine Continued on Page 4**

To win our ongoing fight against worker injuries and deaths, we also need a strong commitment from the state, local government agencies and school districts that they will work equally hard to help keep you safe on the job by providing you with proper training and equipment for you to safely complete your tasks.

Our political leaders can also help keep CSEA members safe at work by enacting legislation and policies that will help prevent workplace injuries and deaths. I urge you to lobby your state and federal representatives to urge them to support working families by supporting safety on the job.

And we, as members, need to be constantly vigilant on the job, looking out for hazards before they happen and reporting potentially unsafe practices or situations.

### Region 3 Women's Conference Makes CSEA History

NEW PALTZ — Union women in the Hudson Valley recently helped to make CSEA history with a women's history maker setting the tone.

AFL-CIO Executive Vice President Linda Chavez-Thompson, the first woman – and Latino – elected to a federation national office, delivered the keynote address to CSEA members at "Women Setting The Agenda: At Home, In The Workplace, And In Their Union."

The women's conference, which focused on issues facing union women — and men — at their jobs and in their personal lives, was held at SUNY New Paltz on March 16.

The event was jointly sponsored by the CSEA Southern Region Women's Committee and the SUNY New Paltz Chapter of United University Professions' Women's Rights and Concerns Committee.

Along with Chavez-Thompson, the program also featured three other nationally acclaimed speakers. Anne Elizabeth Quinn, a well-known workshop leader, speaker and consultant who specializes in generational addiction and holistic treatment, spoke to conference participants about renewing their own human resources. Ellen Bravo, the National Co-Chair of 9 to 5: The National Association of Working Women, addressed union members about stopping the "Superwoman Syndrome." Cornell Institute of Women and Work Director Francine Moccio presented a program aimed to help women — and men — take charge of their working lives.

"The purpose of the women's conference is for our unions to reach out and empower working women," CSEA Region 3 Women's Committee Chairwoman Christine Mumma said. "We want to let women know that they can have more control over their work and personal lives."

While Chavez-Thompson is a groundbreaker in the American labor movement today, the women's conference itself broke ground for CSEA in two ways.

#### **Please See Women Continued on Page 4**

#### **Women Continued From Page 1**

Because many women union members are the primary caregivers for their children, they are faced with a constant need for child care. To allow these women — and men — in this position to attend the conference, CSEA and UUP offered free child care to conference participants.

This women's conference marks the first time that CSEA has offered child care at a union-sponsored conference.

"A lot of people are unable to attend events like this conference

**Unions in this region should work together more ... we're all interested in helping working families in the Hudson Valley, and this is a great way to start joining together.**

;

## Protect Your Rights Through CSEA Political Action

By Jason Haenel  
Southern Region Political  
Action Coordinator

Over the years, union members like yourself have won many of the rights and benefits that working families now enjoy through political action.

Unfortunately, these same rights and benefits can be lost easily unless we are vigilant about voicing our needs for the benefits that we have worked so hard to win.

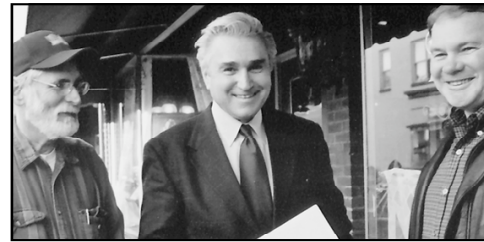
If you are like the majority of CSEA members, you go to work each day, perform your job well and go home to spend time with family and friends. Should you run into difficulties at work, your union leaders, activists and staff are there to help you resolve the problems.

CSEA is here to help negotiate a fair contract and protect you from day-to-day troubles that may arise in your workplace.

There are times, however, when your help is needed to safeguard the benefits you now enjoy, obtain new benefits and/or improve your daily working conditions.

Your elected officers can't do everything — they are people like yourself, with jobs and families, who volunteer countless hours to help you. If you spend just a little time on political action, you can have a major impact on protecting the rights and benefits we often take for granted. Here are a few suggestions on how you can help:

**Register to Vote — and Vote** — Our elected officials are ultimately our bosses. No one has more power to improve our jobs and working conditions than the politicians. On the other hand, the wrong person in office can mean prolonged contract disputes, contracting out or even layoffs. Unless you're registered to vote, you have no power over your elected officials. Unless you actually cast your ballot, then the politicians will not be held accountable. CSEA members through Political Action Committees on each level of the union often make endorsements for elections. CSEA



**Rep. Maurice Hinchey (D-Saugerties), center, meets with CSEA members SUNY New Paltz Local President Leonard Beaulieu, left, and New York State Bridge Authority Local President Thomas Murray, right. Beaulieu and Murray serve as AFSCME federal political action liaisons.**

endorsements are given to candidates who we believe will best serve the interests of working families. Please consider these endorsements when deciding on whom to vote for, and remember, school board elections will be held on May 21. If you're not yet registered to vote, register now!


**Help enact improved retirement benefits** — Proposed state legislation, called "25/55," would allow you to retire without penalties at age 55 if you have 25 years of service. Unlike early retirement incentives, which only apply to a few CSEA members and carry stiff penalties, the 25/55 benefit would be permanent and would apply to everyone in the New York State Retirement System. Look for fliers on this issue at your work site. Quick telephone calls to your Assembly representative, senator and Gov. George Pataki's office will go a long way toward enacting this important bill. You can call Pataki's office toll-free at (877) 255-9417. **You cannot use any government phone lines to make this call.**

**Thank your union officers and activists** — While this may seem like a minor activity, it is important because these union leaders and activists volunteer their time to help you. The job is often long, stressful and frustrating. A few words of thanks can help replenish their energy and keep them working for you.

These are just a few ways to get involved in CSEA Political Action. If you would like more information on these issues or would like to help out, contact your Unit or Local President or CSEA Southern Region Political Action Coordinator Jason Haenel at (800) 757-2732, Ext. 4019.

**Southern Region Crossroads**

**Region Office:**  
568 State Route 52,  
Beacon, NY 12508  
845-831-1000 or 1-800-757-CSEA (2732)  
Fax: (845) 831-1117  
CSEA Headquarters: 1-800-342-4146  
www.csealocal1000.net



Do you have an article or announcement for *Crossroads*?  
Mail or fax to Janice Marra, at the CSEA  
Southern Region office

Southern Region Communications  
Associate: Janice Marra  
Southern Region Director: James Farina  
Office Manager: Rhonda Cafarelli

**Southern Region Officers**

Carmine DiBattista, President  
Diane Hewitt, Executive Vice President  
Irena Kobbe, First Vice President  
George Henry, Second Vice President  
Gary Conley, Third Vice President  
Christine Mumma, Secretary  
Diana Harris, Treasurer



### Harrison Schools Custodial/Clerical Unit Now In Fact-Finding

HARRISON — CSEA custodial and clerical employees at the Harrison School District continue to work without a contract nearly two years after their agreement expired with the district. Contract negotiations, which have been stalled over sharp disagreements between CSEA and outside negotiators hired by the district over issues relating to raises and health insurance, have now reached the fact-finding phase under the state's Taylor Law. CSEA members recently held an informational picket to make Harrison Board of Education members aware of the workers' difficulties with working without a contract. About 100 union members are covered under the agreement.

### Yonkers Desegregation Settlement Narrows Public Schools Budget Gap

YONKERS — The jobs of hundreds of CSEA members at the Yonkers Public Schools will be protected through a recent settlement made in the 20-year-old desegregation case that involved the district, city of Yonkers, New York state, U.S. government and the National Association for the Advancement of Colored People (NAACP). While details of the multimillion dollar settlement to be paid to the city of Yonkers were still being completed at press time, the money is expected to significantly narrow the \$57 million Yonkers public schools budget gap. The budget shortfall forced the district to propose significant cuts to educational programs and services at the district last fall, including 700 CSEA positions. Yonkers Mayor John Spencer halted the cuts in October because of the impending outcome of the desegregation case.

### Village of Woodridge Employees Fighting For Contract Settlement

WOODRIDGE — CSEA employees in the Village of Woodridge Highway Department are gearing up for another informational picket to fight for a contract settlement. CSEA members in the village have been working without a contract since January 2001, with no resolution in sight. CSEA is fighting for salary raises and benefit increases to counter the village's proposal to force union members into givebacks of insurance coverage and reduction of benefits. CSEA members are also upset over the village's proposal to hire a labor employee whose duties would be shifted between departments at a schedule convenient to village administrators. CSEA members working for the village have been continuously assigned to duties outside of their departments and titles, a situation that Unit President Carl Garrit calls "disheartening" to CSEA employees.

See More News Briefs and Tidbits  
on Page 4

### Newsbriefs Continued From Page 2

### Members at Harlem Valley Fighting to Remain in the Hudson Valley

WINGDALE — In a long-awaited move, Gov. George Pataki has proposed a \$73 million bond to allow construction of a new secure youth facility to replace the aging, deteriorating Harlem Valley Secure Center. While CSEA members employed at the youth



## Region 3 Officers' Weekend



Southern Region President Carmine DiBattista welcomes CSEA members to the recent Southern Region Officers' Weekend at the Hotel Thayer in West Point.



Southern Region Education and Programs Committee Chairwoman Barbara Ritchie gets a round of applause from CSEA members for helping to organize the recent Southern Region Officers' Weekend at the Hotel Thayer in West Point.



Southern Region Education and Programs Committee member Micki Thoms, left, presents CSEA Westchester County Unit 9200 Secretary Mary Fitzgerald with her winning raffle prize of a basket of ski supplies.



Left, CSEA Southern Region President Carmine DiBattista accepts a plaque and drawing of the planned World War II Memorial from Southern Region Veterans Committee Chairman Leonard Beaulieu, right, for the region's donation to the fund.



The CSEA Southern Region Women's Committee and Region President Carmine DiBattista (left to right, Janice Beaulieu, Rose Sinagra, Rosemary Kukys, Micki Thoms, Mary Miguez, Christine Mumma, Barbara DeSimone, DiBattista and Carole Crimi) display cellular phones that the Women's Committee collected to donate to domestic violence victims in potential need of emergency assistance.

Breast Cancer Walk Southern Region Community Action Committee Chairman George Henry, left, presents a donation from CSEA Southern Region to an American Cancer Society representative while Micki Thoms looks on at the Making Strides For Breast Cancer Walk at Woodbury Commons.



CSEA members and their families enjoy the Making Strides For Breast Cancer Walk at Woodbury Commons.



Above, former CSEA Taconic DDSO Local President Dorothy Killmer was honored at her retirement party by Southern Region President Carmine DiBattista, Statewide Executive Vice President Mary Sullivan and Statewide President Danny Donohue.

**Carmine** Continued From Page 1

Observe Workers Memorial Day on April 28 by remembering your union brothers and sisters who gave their lives while doing their jobs, including those who died on Sept. 11, and then commit to working toward a day when deaths in the workplace become a distant memory.

Fraternally,  
Carmine DiBattista

because they have to care for their children," Mumma said. "We wanted to address this lack of child care because it's really a big issue for union women."

The March 16 event also marked the first time that CSEA the Southern Region has joined with another union to present such a program to members of both CSEA and UUP (United University Professions). In the spirit of union cooperation, the CSEA Southern Region Women's Committee and the SUNY New Paltz UUP Women's Rights and Concerns Committee teamed together to plan the one-day conference.

"Unions in this region should work together more," CSEA Southern Region President Carmine DiBattista said. "We're all interested in helping working families in the Hudson Valley, and this is a great way to start joining together."

Mumma thinks that joining with other unions for events and projects is a way for working families to gain power in the future.

"We all strive for the same benefits, rights and privileges," she said. "Unions need to work together."

lockdown site have been lobbying the state for years for a new facility, union members are concerned that the state will choose to build the new center in another region of the state. CSEA members at Harlem Valley, who are predominantly employed as Youth Development Aides, want the new facility to be located in Dutchess County to prevent uprooting of workers who have settled in the area. Additionally, the union is lobbying state lawmakers for the Hudson Valley location to allow for easy access to the facility by the families of the juvenile inmates, almost all of whom come from New York City.

**Orange County Unit Fights Staffing Shortages at Infirmiry**

CSEA members in the Orange County Unit have been fighting increasing staff shortages at the Orange County Residential Health Care Facility. Lack of staffing has forced county health care workers at the site to work several 16-hour, overtime shifts per week, exhausting the affected employees and potentially jeopardizing the high quality of care given to the facility's mostly senior citizen residents. Unit President Ron Greene, as well as CSEA members working at the infirmiry, have addressed the Orange County Legislature on several occasions. CSEA has also drafted several recommendations to county lawmakers on ways to add staff and help cut shortages at the site, which cost Orange County more than \$1 million in overtime costs in 2001. The county is now in the process of contracting health care workers from outside agencies to help fill shifts. CSEA is also monitoring the future of the facility after an announcement that Arden Hill Hospital, which manages the infirmiry, will end its contract with Orange County in August.

**Apply for CSEA Region Scholarships**

BEACON — If you are planning to continue your education, or have a child who is a senior in high school or a college student, there are CSEA Region Scholarships available. One scholarship that is available to high school seniors is the Pat Mascioli Memorial Scholarship, in the amount of \$500 for each scholarship. For more information, contact your Unit or Local President or contact the CSEA Region 3 Office in Beacon at (800) 757-2732.

**Visit CSEA Southern Region 3 on the Web**

Did you know that CSEA has a web site? Did you know that CSEA Region 3 has a web page on the union's web site? The Southern Region web page is updated regularly and constantly improving to better serve you. Visit us at "http://www.csealocal1000.net" and follow the link on the left of the home page to the Southern Region page.

**Benefit Your Members**

Are you and your members curious about the many benefits available through CSEA? Invite CSEA Member Benefits to visit one or more of your work sites for an Information Day or membership meeting! To arrange a visit by a Member Benefits specialist, contact the Member Benefits Department at CSEA headquarters in Albany at (800) 342-4146, Ext. 1359. Benefit specialists from the Employee Benefit Fund are also available to visit your work site to tell you about health, dental and vision plans designed for your members. Contact EBF at (800) 323-2732 to arrange a visit.

**JLT Services Offers Low-Cost Insurance**

Do you need information on low-cost life, disability, auto, critical illness, homeowners or renters insurance? Do you want the convenience of paying your premium through payroll deduction? JLT Services (formerly Jardine) is available to help you and will visit your work site to tell you about these

CSEA-sponsored programs. For more information, call JLT at (800) 366-5273

**PEOPLE For People**

Help CSEA gain a powerful voice in Washington by joining PEOPLE (Public Employees Organized to Promote Legislative Equality). The PEOPLE program is AFSCME's federal lobbying program, designed to help enact legislation that will help CSEA members and all working families. A growing number of CSEA work sites have PEOPLE available through payroll deduction, and the union is recruiting more PEOPLE members every day. For more information, contact your Unit or Local President or PEOPLE Coordinator Cheryl Rosenzweig at CSEA headquarters in Albany at (800) 342-4146, Ext. 1404.

**Retiring?**

If you are retiring soon, it doesn't have to mean goodbye to CSEA.

Join CSEA Retirees to keep yourself informed and involved in all union issues. For more information, contact the Retiree Local president in your county:

**Westchester:** Margaret Capriolo (914) 948-1535

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

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

**Rockland:** Lee Pound (845) 634-2756