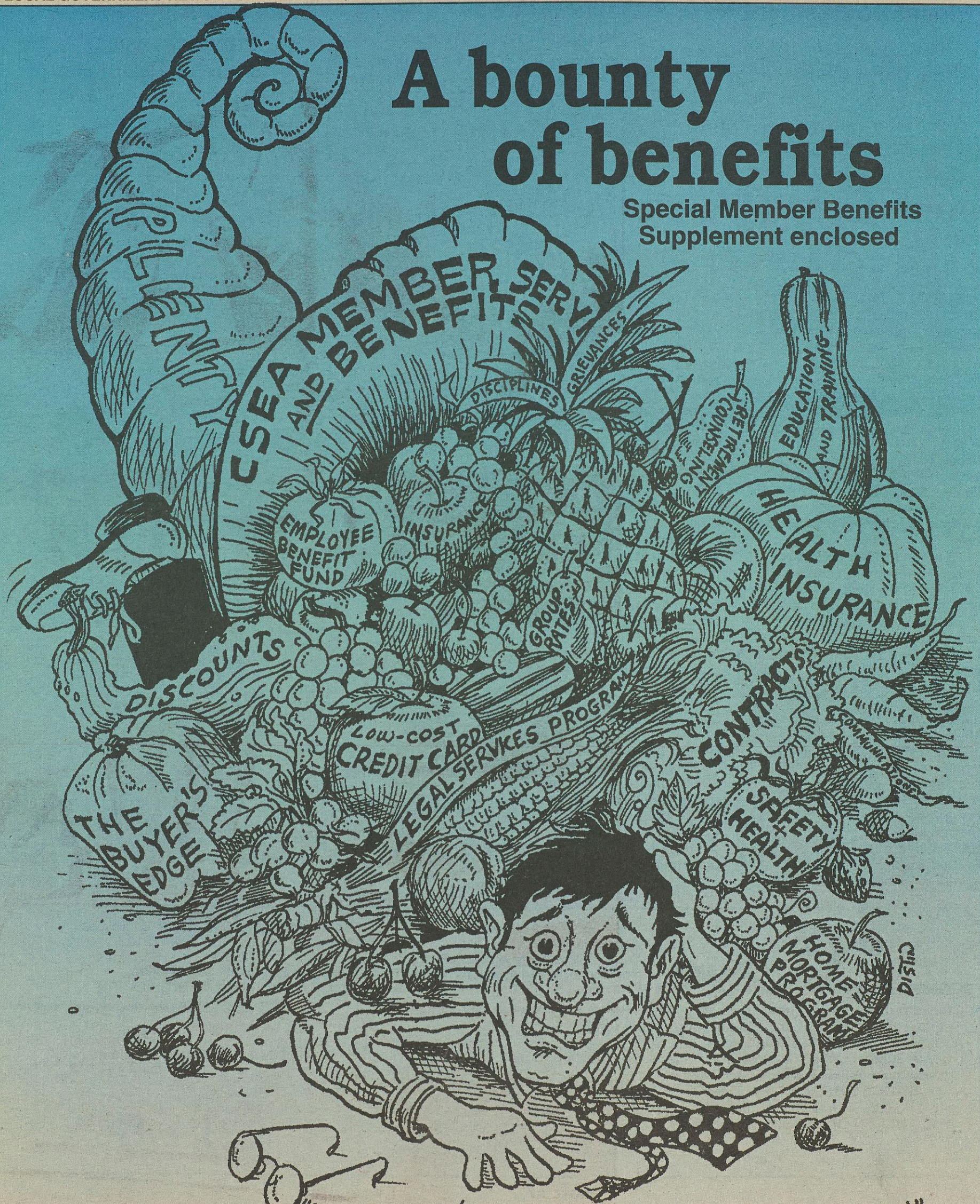
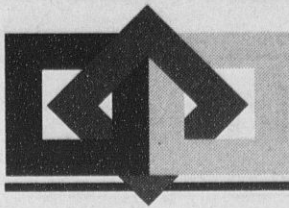


A bounty of benefits

Special Member Benefits Supplement enclosed



"ALL I SAID WAS: 'WHAT'S THE ADVANTAGE OF BEING A MEMBER?'"



I N D E X

Local Government News

CSEA fights for the jobs of three CSEA members on Long Island. One is going back to work after suffering serious injuries on the job. See page 3.

General News

A special insurance program for CSEA members on page 7. CSEA's officers make their annual statements, pages 10 to 19.

State News

The CSEA-NYS Joint Committee on Health Benefits gives information on Option Transfer Month in November. See page 9.

Volunteer EMTs, firefighters save co-worker on the job

NORTH CASTLE — When a Town of North Castle CSEA Unit member collapsed on the job recently, he was lucky — and grateful — that many of his co-workers are emergency medical technicians and volunteer fire fighters skilled in lifesaving techniques.

Frank Salerno was clearing brush to be placed in a chipper when he began to experience chest pains, Unit President Bob Candrea said. Salerno's co-worker, George Ferris radioed for help.

Tom MacInnis, another co-worker who serves as the Volunteer Fire Department chief and an emergency medical technician for the town's Ambulance Corps, responded to the call.

"I gave Frank some oxygen," MacInnis said. "He didn't become unconscious, but he had an irregular heartbeat. We transported him to the hospital and they kept

him for a week."

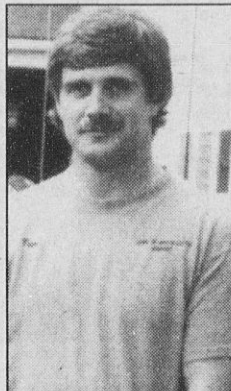
Town officials allow for employees who volunteer with the fire department to respond to emergencies during the work day, MacInnis said.

"They know how much it would cost for the town to pay for a fire department or an ambulance service," he said.

The department responds to 500 to 600 calls a year and is one of three that covers a population of 12,000. The town's proximity to the Westchester County airport and major highways have kept the department busy with numerous accidents, MacInnis said. One recent bus accident involved 53 passengers who needed attention.

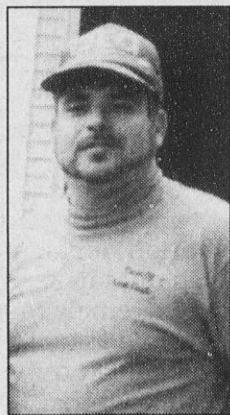
A volunteer firefighter since 1976, MacInnis has worked for the town for three years and serves on the CSEA Unit Safety Committee.

Town employees are members of Westchester County Local 860.



Tom MacInnis

— By Anita Manley



Bob Candrea

Members help teach literacy

LONG ISLAND — Would you like to help others learn to read?

If you answered yes, Project Literacy is for you.

Just ask CSEA member Arline Riordan, director of quality and utilization management at the Nassau County Medical Center and member of CSEA Local 830.

"I wanted to become a volunteer," Riordan said. "After watching the movie 'Stanley and Iris' and realizing how difficult the world is for those who can't read, I became involved in Project Literacy."

Riordan, a tutor for two years, finds it "rewarding and gratifying."

The not-for-profit program, which reaches from Valley Stream to Blue Point, recruits, trains and supports volunteer tutors. Project Literacy matches tutors to students, and the services are free.

The program has 70 tutors in the program, and the number grows each day. Tutors go through 21 hours of training.

CSEA member Mary Murphy, director of risk management at NCMC, saw Riordan's student progress and is completing her tutoring course.

"I found it very exciting and interesting," Murphy said. "I really think it's wonderful."

—Sheryl C. Jenks



CSEA members Mary Murphy and Arline Riordan

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CSEA wins member \$36,000 in back pay, interest

MINEOLA — CSEA went to bat for Nassau County CSEA Local 830 member Jim Mattei and won him not only his job but \$31,500 in back pay plus \$5,000 in interest.

The union filed improper practice (IP) charges against Nassau County for firing Mattei, claiming the county discriminated against him because of his union work.

The Public Employment Relations Board (PERB) agreed with CSEA, and the decision will have implications across the state, Mattei believes.

"It will probably save some other people's jobs, and that is a good feeling," he said.

Mattei, a 31-year county employee, worked on full release time for the busy 12,000-member CSEA Nassau

County Local 830, which is the state's largest county local.

"I couldn't believe it. I had only three years left before retirement," Mattei said, recalling his astonishment when the pink slip arrived. With two sons in college, Mattei began taking out loans to cover his lost income.

"Once I got the final notice that I was laid off, I met with CSEA Labor Relations Specialist Cynthia Smalls, and we filed the IP," Mattei said, still angry about the firing's financial impact upon his retirement, life insurance and leave accruals.

The county may appeal the PERB decision, but Mattei believes it will stand.

"CSEA and our attorney Jerry Lefkowitz really did a

superb job representing me," Mattei said. "The county did discriminate against me and our contract says you can't discriminate against a person on release time for union work."

Local 830 President Rita Wallace said this decision will put other municipalities on notice that PERB will not tolerate vindictive firings and layoffs of members doing legitimate union work.

"That's what unionism is basically all about," Wallace said. "One person has the courage to take a stand, go out front and become the test case, and their struggle can help keep others from going through what they did."



— Lilly Gioia CSEA member Jim Mattei

Fighting back

CSEA helps father and son

Editor's note: CSEA is used to fighting for its members. This time, the union is fighting for a family of CSEA members -- Bill Maccaro Jr. and his father, Bill Sr., who have had salt rubbed in their wounds by a town official's political and personal animosity.

SMITHTOWN -- As Bill Maccaro Jr., approaches, you notice the warm smile.

Only when the CSEA Town of Smithtown Unit member reaches out to shake your hand do you see his partially clenched fingers and the scars covering his hands, arms, neck and chest.

It's been almost 10 years and 20 operations since the methane gas explosion at the Smithtown municipal services building which critically burned Maccaro over 40 percent of his body.

The operations to graft skin and reconstruct Maccaro's hands and ears have been a constant, painful interruption in his life.

"Now, I want to move on," he said. "I've wanted to get back to work for a long time and the town kept giving me the run around."

CSEA joined Maccaro's fight and helped him get back to work. However, the town hired him as a laborer.

Union officials and the Maccaros are disappointed the town rehired Bill Jr. as an entry-level employee.

But returning to work was an important and necessary step. Three other union members injured in the fire have since returned to work. Maccaro said they did not suffer a loss of salary and feels it's unfair that he has.

The Maccaro family is bitter towards the town, especially Supervisor Pat Vecchio for "not showing an ounce of compassion."

"That man never once called Billy after the accident or sent a card or anything while this poor kid was in excruciating pain," Maccaro's mother,

Evelyn, said. "Now he's finally back to work and he's making less than he was when he left. That's demeaning."

Fighting anti-union attitudes

Bill Maccaro Jr., is not the only one who has a gripe with the town supervisor: His father, Bill Maccaro Sr., has an improper practice charge pending with the Public Employment Relations Board (PERB). CSEA charges that Maccaro was demoted from heavy equipment operator to laborer after he refused to manipulate a seniority list to protect the father of Vecchio's girlfriend.

Maccaro was president of the CSEA Town of Smithtown Unit at that time.

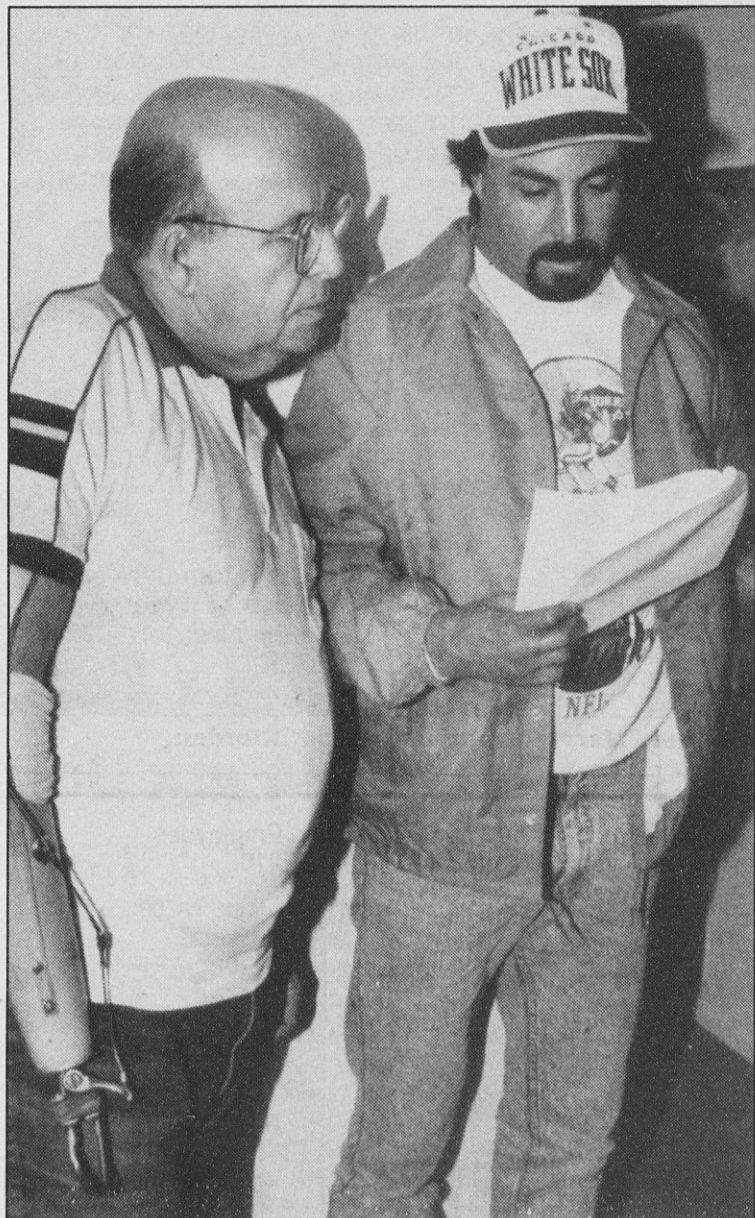
Worse, Maccaro, who has only one arm, was put to work in the sanitation department where he stands all day separating recyclables at an extremely fast pace.

"Vecchio thinks by putting me here he will get rid of me," Maccaro said. "But he's wrong. I will come here each day and do this job, and I will not let him keep me down."

The case involves two issues, CSEA Attorney Paul Bamberger and Labor Relations Specialist Stan Frere said. One charge says the town demoted Maccaro as retribution for his protected union activities. The other charge regards seniority rights.

"I believe that with CSEA's representation, Bill will prove his demotion was unfair and vindictive and that he will be restored to his former position," acting town of Smithtown CSEA Unit President Doug Keltner said.

— Sheryl C. Jenks



Bill Maccaro Sr. and Bill Maccaro Jr.

Nassau Elevators endanger members



CSEA PROBATION UNIT President Jane D'Amico at one of the dangerous "elevators from hell" in the Mineola Social Services Building.

MINEOLA — Elevators that shake, lurch and sometimes crash three floors have CSEA Nassau County Probation Department members risking their safety when they ride "the elevators from hell."

CSEA Labor Relations Specialist Cynthia Smalls filed a health and safety complaint against Nassau County listing 11 union members injured since 1988 in the Mineola Social Services Building elevators. An arbitrator earlier this year ordered the county to repair and regularly inspect the elevators and install telephones and printed instructions for emergencies, but the accidents continue to occur.

Wheelchair-bound CSEA member Lynette Perez must use elevators to reach her office. Once her hand was trapped in the elevator door as it traveled between floors, and no one could hear her calls for help; once the "elevator bounced between floors violently like a yoyo."

Now she takes the freight elevator to avoid more problems.

"I ride the freight elevator," she said. "I think it's a crime that the elevators that carry our garbage are safer than the ones that carry people."

"We are fed up with

management forcing CSEA members and the public to play Russian roulette every time they ride these filthy, broken-down excuses for elevators," Nassau County Local 830 President Rita Wallace said.

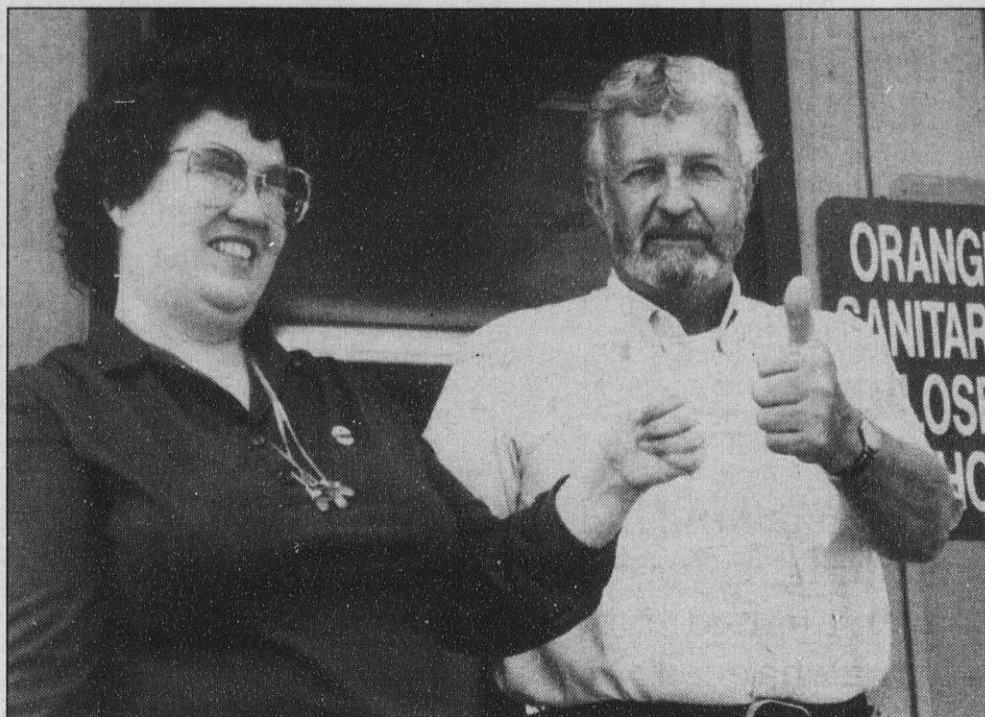
The three elevators often bounce so severely that riders have fallen into or been jolted out of them, Probation Unit President Jane D'Amico said.

"It's traumatic," said Social Services employee Doris Casseus, who was injured in an elevator. "You feel like you are taking your life in your hands every single time you get in the elevator."

D'Amico and Probation Safety Chairperson Eileen Hensen pursued safety violation charges against the county on behalf of the injured workers.

"If the county adds up the cost of the workers' compensation injuries, lost productivity and time lost waiting for broken elevators, plus the lawsuits from injured clients, not to mention the physical and emotional pain inflicted on its employees, what have they really saved?" D'Amico asked. "CSEA will not rest until our elevators are safe and will pursue legal action to force implementation of the arbitrator's decision."

—By Lilly Gioia



CSEA Orange County Unit President Sabina Shapiro and Dick Holmberg

CSEA wins job, back pay for Orange County member

GOSHEN — An Orange County landfill supervisor is back at work after being illegally fired.

Dick Holmberg, a 19-year employee and member of CSEA Orange County Local 836, became a reluctant celebrity when a local newspaper wrote about his firing.

CSEA fought for Holmberg when the county fired him for doing his job.

In 1992, Holmberg supervised the construction of an access road to comply with an order from the state Department of Environmental Conservation (DEC). If the road had not been built, DEC would have fined the county.

In response, the county fired Holmberg, saying he had no county authorization to build the road and violated a county stop-work order.

When CSEA appealed the firing, Holmberg's boss reduced the firing to a 30-day suspension. That wasn't good enough for CSEA.

The union went to arbitration,

finally winning Holmberg not only his job but reimbursement for lost pay and benefits with interest.

"I cannot find in the record any rational or appropriate reason for the county to have treated this incident as an occasion for discipline," the arbitrator said, "much less discharge a 19-year employee with an unblemished record."

Orange County Unit President Sabina Shapiro agreed.

"It especially hurts to see an employee who was totally blameless go through the mental anguish, harassment and financial burden that happened to Dick," she said. "Had he not built the road, the county would have been subject to a \$25,000 per day fine."

"It's incredible that dedication and caring about your job doesn't mean anything," Holmberg said. "It's amazing that you can get into trouble for doing your job."

— By Anita Manley

New contract for Floral Park Unit

CSEA members in the Village of Floral Park Unit of CSEA Local 882 recently signed a three-year agreement which includes salary increases.

CSEA Collective Bargaining Specialist Harold Krangle said negotiations were "long and protracted." He credited the unit negotiating team for their hard work over the 18-month process.

Other highlights of the pact include: no

givebacks, fully paid health insurance, increases in the hourly rates and upgrades in the dental plan in the third year.

The negotiating committee, led by Krangle, included: Unit President Don Gorman, Recording Secretary Lynn Heipershausen, Barbara Fumai, Don Phillips, Rosalie Barbieri, Steve Cuomo and Richard Albertson who was later replaced by Matt Bayer.



ONE UNION

HUNDRED PERCENT

The challenge is on!

Help make the union strong by encouraging your co-workers who haven't joined to become members and earn a chance to win a trip to DisneyWorld! Contact your local or unit president for more information.



CSEA EAP Coordinators at a session on helping members budget their finances.

EAP trains coordinators on financial planning counseling

LONG ISLAND — When living from paycheck to paycheck becomes a way of life, what do you do?

These all too common questions drew Employees Assistance Program (EAP) coordinators together for a new day long training on Family Financial Counseling.

"Most of the questions I've had to deal with are in these areas," Long Island DDSO Coordinator John Anderson said.

EAP coordinators agreed that money worries generate many visits from CSEA members.

"People feel so trapped, and they think talking about budgets is pointless until you can show them some short term reward for doing this basically hard work of budgeting," EAP Trainer Ann Codey said.

"But how do people get into financial problems?" asked Codey, a Nassau County Family Service Association Financial

Counselor. Many have no savings for emergencies; others don't understand how credit works, leading to mistakes; still others are addicted to shopping or use maximum credit on their credit cards by making impulse purchases.

Many who would like to put money aside for a vacation or other future goal don't realize that their present budgeting, or lack of a realistic budget, only keeps them living paycheck to paycheck. They often disregard how close they are living to the financial edge until they are hit with an emergency or a layoff, Codey said.

EAP coordinators gained valuable training data on why people don't budget, the kinds of frequent money mistakes people make, and practical ways to help get people out of debt and keep out of debt to actually save for their future financial goals.

-- Lilly Gioia

Comsewogue unit wants contract

PORT JEFFERSON STATION — CSEA members from the Comsewogue School District Unit demonstrated before a school board meeting because they have been without a contract since June 1992.

The 83-member unit, part of Suffolk Educational Local 870, consists of employees from all the non-instructional titles.

The unit members are "extremely frustrated and upset" that negotiations have been so lengthy and difficult, Unit President Lucy Jackson said. Negotiations began in January 1992.

The unit received support from other CSEA Long Island Region members, so that nearly 200 people walked the informational picket line.

CSEA Collective Bargaining Specialist Rigo Predonzan said the main sticking point is money.

Jackson sent a letter to her members to

update them on negotiations and stress the need for unity

"It is during these tough times that we must stand together in solidarity," Jackson said.

-- Sheryl C. Jenks



Insurance Fund members help late co-worker's family



CSEA LOCAL 351 members worked to help late co-worker Alicia Henderson.

NEW YORK — CSEA State Insurance Fund Local 351 members gave all the support they could to co-worker Alicia Henderson, but they could not halt the rare disease which caused her death.

She suffered from scleroderma, in which thick layers of collagen throughout the body eventually cause complete paralysis.

"Alicia was a special person to all of us. For the last two years, she was told she was battling with arthritis," Local 351 President Lester Crockett said. "But six months ago, the diagnosis was changed to scleroderma, which is

fatal."

A 21-year employee, Henderson was the sole support of her three children. Members of Local 351's Social and Women's committees raised more than \$2,400 to help the family. Through a CSEA-negotiated leave donation pilot program, co-workers gave her 77 leave days.

The "Alicia Henderson Fund" is still helping Henderson's family. Checks made out to the fund can be mailed to:

**CSEA Local 351 Treasurer
CSEA Metropolitan Region Office
40 Fulton Street, 22nd Floor
New York, NY 10038**

Delegates to consider many resolutions at CSEA's Annual Meeting

The following resolutions will be presented for the consideration of delegates attending CSEA's 83rd Annual Meeting Nov. 15 - 19 in Washington D. C. The resolutions have been reviewed in their entirety by members of the CSEA Resolutions Committee and the committee's recommendations for action are also listed.

1. Hunger Resolution

This resolution calls for CSEA to support the fight against hunger in America.

Recommends adoption as amended.

2. Fighting for the Rights of CSEA Members With Disabilities Resolution

This resolution calls for CSEA to support the improvement of the lives of members with disabilities both in and out of the workplace.

Recommends adoption as amended.

3. Statehood for the District of Columbia Resolution

This resolution calls for CSEA to support the enactment of legislation granting the District of Columbia statehood status.

Recommends referring to the CSEA/AFSCME International Vice Presidents.

4. Register and Vote Resolution

This resolution calls for CSEA to participate in year-round voter registration and political action education programs with full use of the resources provided by AFSCME, AFL-CIO and Central Labor Councils.

Recommends adoption as amended.

5. Labor Activity Child and Youth Care Resolution

This resolution calls for CSEA to implement a policy that provides for child and youth care assistance where applicable at all State, Region and Local meetings.

Recommends referring to the Standing Insurance Committee and CSEA Legal Department.

6. In Memoriam Resolution

This resolution calls for all delegates to rise and observe a moment of silence in honor of departed members at every Convention.

Recommends adoption as amended.

7. A Wake-up Call Resolution

This resolution calls for CSEA to join with other organizations in launching a movement to end discrimination in America.

Recommends adoption.

8. Worker Lobby Day Resolution

This resolution calls for CSEA to designate a day as CSEA State/County Workers' Lobby Day.

Recommends not be adopted.

9. Women's Rights Resolution

This resolution calls for CSEA to fight for the rights of women and to provide programs dealing with women's issues at State, Region and Local conferences.

Recommends referring to the Standing Women's Committee.

10. Striker Replacement Bill Resolution

This resolution calls for CSEA/AFSCME to take a strong public stand on the passage of the Striker Replacement Bill.

Recommends adoption as amended.

11. North American Free Trade Agreement Resolution

This resolution calls for the defeat of the North American Free Trade Agreement.

Recommends no action required and not be adopted.

12. Criminal Justice System: Fairness for Minorities Resolution

This resolution calls for CSEA to support fairness for minorities in the American Criminal Justice System.

Recommends adoption as amended.

13. Adequate Staffing and Training for Workers in the Health Care Industry New York State Resolution

This resolution calls for better education and training, and safer work environments for health care workers in New York State.

Recommends adoption as amended.

14. Solidarity with Trade Unions on the African Continent Resolution

This resolution calls for the establishment of linkages between CSEA members and our Trade Union brothers and sisters on the African Continent and for educational programs and activities to support same.

Recommends not be adopted.

15. CSEA in the Community Resolution

This resolution calls for CSEA to support Community Action Programs and for the establishment of a community action/service committee.

Recommends adoption as amended.

16. Employee Assistance Programs Resolution

This resolution calls for CSEA to continue the establishment and improvement of EAP programs through negotiations and joint labor-management committees in Locals.

Recommends adoption as amended.

17. Restore the Right to Strike Resolution

This resolution calls for support of the Striker Replacement Bill.

Recommends not be adopted.

18. Consumer Protection Resolution

This resolution calls for the support of consumer groups, their goals and programs in New York State.

Recommends adoption as amended.

19. Domestic Violence Resolution

This resolution calls for CSEA to strongly support the Violence Against Women Act; the development of education and training materials for CSEA members to assist victims of domestic violence; inclusion of counselling and other support services for victims of domestic violence through EAP.

Recommends referring to the Standing Women's Committee and Legislative and Political Action Committee.

20. Contracting Out Resolution

This resolution calls for the opposition of contracting out services and the passage of legislation restricting contracting out.

Recommends adoption as amended.

21. Tuberculosis Resolution

This resolution calls for CSEA to support education programs, legislation and protection of members with regard to Tuberculosis.

Recommends adoption as amended.

22. Sexual Harassment Resolution

This resolution calls for CSEA to continue the fight against sexual harassment and support legislation aimed at strengthening the laws against sexual harassment.

Recommends adoption as amended.

23. Protection of the Environment Resolution

This resolution calls for CSEA to support the strict enforcement of the Clean Air Act and the Clean Water Act; the strengthening of the federal pesticide law; the expansion of the Asbestos Hazard Emergency Response Act.

Recommends referring to the CSEA/AFSCME International Vice Presidents.

24. The Health Care Crisis and the Black and Latino Community Resolution

This resolution calls for the support of National Health Care Reform and oversight of insurance carriers, hospitals and doctors.

Recommends adoption as amended.

25. Occupational Health and Safety Resolution

This resolutions calls for CSEA to support Occupational Health and Safety training; the establishment of Safety and Health Committees in Regions and Locals; and the observation of Workers Memorial Day every April 28th.

Recommends adoption as amended.

26. Substance Abuse Resolution

This resolution calls for CSEA to design and implement substance abuse education programs and to support public policy initiatives on substance abuse as a public health problem.

Recommends not be adopted.

27. A Tribute to Cesar Chavez/Boycott Grapes Resolution

This resolution calls for all CSEA members to boycott grapes in memory of Cesar Chavez.

Recommends adoption as amended.

28. The End of Apartheid/Support for Free Elections in South Africa Resolution

This resolution calls for the financial support of the current process for national elections led by the African National Congress (A.N.C.).

Recommends adoption as amended.

29. Resolution Opposing Privatization of Social Services

This resolution calls for CSEA to make every effort to fight privatization of Social Services.

Recommends adoption.

30. Resolution Promoting Safety and Security in the Workplace

This resolution calls for the continuation, expansion and improvement of security and safety of the workplace for Social Services employees.

Recommends not be adopted.

31. Resolution for Adequate Social Services Funding

This resolution calls for CSEA to be involved in the development of a new reimbursement system providing adequate funding for Social Services Districts.

Recommends adoption as amended.

32. Mother Jones Postage Stamp Resolution

This resolution calls for CSEA to support the issuance of a postage stamp with the likeness of Mary Harris Jones (Mother Jones).

Recommends adoption as amended.

NOTE: Members wishing to see copies of any resolution should contact their delegate.

Watch your mail for complete details

Term life insurance increase available

Watch your mail for information on a special, limited-time only CSEA - sponsored Term Life Insurance increase offer!

This offer allows you to increase your coverage under the all new plan, offering higher limit coverage at economical rates — all available to you through the convenience of payroll deduction.

CSEA understands just how important low- cost Term Life Insurance can be to your financial security. We also understand that as your income and your lifestyle grow and change, your coverage needs change along with it.

That's why we're offering a special increase on the new CSEA Security Life Plan for members — an economical term life plan that offers up to \$150,000 in coverage, and includes coverage options for your spouse and dependent children as well.

From now until Dec.

31, 1993, all members and their spouses under age 70 will be able to increase their coverage to \$50,000, guaranteed, without any health questions, blood work or medical exam!

All you need do is fill out the simplified application and return it in the envelope provided. You don't even need a stamp — the postage has been pre-paid.

This is a one-of-a-kind opportunity to ensure that the coverage for you and your family keeps pace with your changing needs and continues to provide the financial protection they need; and at a low, low cost.

And the option of payroll deduction gives you an unusual advantage, thanks to your union membership.

Watch the mail for your kit!



Benefits of Membership

CSEA fights PUC in state's highest court

ALBANY -- CSEA argued its case against the state's 1990 raid on the pension fund in the state Court of Appeals.

CSEA General Counsel Nancy Hoffman argued against the projected unit credit (PUC) method of funding the pension system.

"When the state imposed PUC, it took away the comptroller's independence," Hoffman said. "The comptroller must be able to make independent decisions about the retirement fund."

CSEA has fought this raid for three years and has won its case in two lower courts.

The state Legislature and the Governor imposed PUC over the objections of then Comptroller Edward V. Regan. Current Comptroller H. Carl

McCall also opposes PUC, which replaced a more stable funding method. PUC allowed employers to defer payment of hundreds of millions of dollars to the retirement fund.

The union opposes PUC because it will require huge payments from employers later on, much like a balloon mortgage. It endangers pension benefits guaranteed by the state constitution and uses retirement funds to pay for government operations.

"As a union, CSEA has a responsibility to protect its members' rights and benefits, including their pensions," CSEA President Joe McDermott said. "We have won this case twice, and we will continue to fight until our members' pensions are safe."

CSEA releases report on workplace security

ALBANY — *A Matter of Life and Death: Worksite Security and Reducing Risks in the Danger Zone* is CSEA's action plan to protect members at work.

CSEA released the report to mark the anniversary of the tragic murder of four social service workers in Watkins Glen. It details security improvements

in most of the 50 counties where the union represent employees.

But the union's findings also emphasize the need for further improvements and ongoing reassessment.

Improvements ranged from written security plans and better employee training to installation of bullet-proof partitions, security locks, metal detectors and other measures limiting public access to worksites.

The CSEA report is dedicated to the memory of Florence Pike, Phyllis Caslin, Nancy Wheeler and Denise Miller Van Amburg. The CSEA members were shot last October by a "dead-beat dad" because Social Services had garnished his wages.

"CSEA had long sought improvements in worksite security for our members and the general public, but this tragedy underscored the urgency and galvanized our efforts for a comprehensive approach to the issue," said CSEA President Joe McDermott.

"This report identifies problems and sets an agenda for improvements," McDermott said. "We want to share information about how various counties have dealt with similar problems and we hope that this report will be used as a resource."

CSEA expects to update the report periodically. The union will also pursue ongoing labor-management dialogue at the local level.

-- Stephen A. Madarasz



Discussing fair taxes on Long Island

CSEA leaders on Long Island met with officials from the Fiscal Policy Institute (FPI) to discuss the impact of tax reform on union members. CSEA is a member of FPI, an organization of 37 labor, community and religious groups dedicated to a fair state tax system. The photo above shows the meeting in progress. Attending were, from right, FPI Director Frank Mauro, CSEA Long Island Region President Nick LaMorte, CSEA Nassau Educational Local 865 President Denis Midnet, CSEA Suffolk Educational Local 870 President Tom Corridan, CSEA Nassau Local 830 President Rita Wallace, CSEA Suffolk Local 852 President Liz Puttre, CSEA Political Action Coordinator Stephanie Teff and FPI Field Director Betsy Mulvey.

Action plan recommendations

* A written employee safety and security plan

* Ongoing labor-management dialogue through a security committee;

* Mandatory employee safety and security and job specific training; and

* A formal incident reporting and review system.

CSEA also believes there should be statewide action on worksite security including a comprehensive study of workplace violence, legislative review of the issue, coordinated statewide security training, and establishment of a workplace security health and safety standard.

CSEA members win jobs, \$90,000

WARD'S ISLAND — The "roller coaster ride through hell" is over for CSEA members Carlos Ortiz and Eleanor English.

The two secure care treatment aides at Manhattan Psychiatric Center are back at work after a CSEA victory that gives them \$90,000 in back pay and three years' of benefits.

"I feel like I've been on a roller coaster ride through hell," Ortiz said.

In 1990, an extremely violent young patient with a history of wild outbursts, assaults and refusal to take medications died while being restrained.

Wrongly charged with

negligence and misconduct, the two CSEA Local 413 members spent nearly three years



Eleanor English

suspended without pay and threatened with termination.

English refused when management offered to drop charges if she resigned.

"It was devastating," said Ortiz, a

20-year employee. "I was not guilty of any of the charges, nor was Miss English."

Now exonerated, the two praised CSEA's tireless pursuit of their vindication. "I feel like my life was given back to me," Ortiz said.

But while



Carlos Ortiz

the victory brings long awaited relief, the two are still traumatized by pain and shame. "I nearly became homeless," English said.

"I needed my CSEA lawyer Glen Faber to help me even get unemployment," Ortiz said. "The whole thing was an emotional and financial disaster."

"I happen nothing like this ever happens to anybody again," English said. "It was very hard. We were already devastated by the death of the patient, and it was humiliating and very painful because we don't come to work to hurt anybody."

— By Lilly Gioia

Stationary engineer upgrades a step closer

ALBANY — CSEA's continuing effort to upgrade stationary engineer titles is beginning to pay off.

After CSEA's continual prodding, the Department of Civil Service has recommended the reclassification to the Division of the Budget for approval.

"This is an action that is long overdue, and CSEA will keep pushing until it is complete," CSEA President Joe McDermott said.

CSEA's initiative began several years ago when it was clear that the role of stationary engineers in state service was becoming more complex, requiring extensive technical training and expertise. CSEA President Joe McDermott appointed a task force to work with the CSEA Research Department to develop a convincing case for the upgrades.

The initial presentation resulted in upgrades for grade 8 entry level assistant stationary engineers to grade 9. Civil Service rejected all other CSEA proposed upgrades.

CSEA responded with an appeal to the Civil Service Commission and presented overwhelming evidence that the earlier review had not fully examined all the facts. The Commission agreed with CSEA and suggested the proposals be reconsidered.

After field meetings with CSEA members and management representatives from major state agencies, Civil Service was convinced that CSEA's claims were valid. They are now recommending an across-the-board reclassification.

There also will be new minimum qualifications for the journey-level employees hired or promoted through the

open competitive process. Qualifications will call for a year's experience and 30 college credits related to plant utilities management.

If the Division of the Budget approves the upgrades, most CSEA incumbents in existing titles will be "grandfathered" in to

the upgraded positions, as long as their job performance is satisfactory. CSEA and the state will also promote the joint labor-management Apprenticeship Training Program to help other CSEA members, especially those in assistant stationary engineer titles, qualify for promotion.

Demanding job requires extensive knowledge

ALBANY — "These are not tinker toys — you really have to know what you're doing," said Stationary Engineer Mike Rooney as he closed a switch isolating thousands of volts of electricity in preparation for utility maintenance.

Rooney's action under the watchful eye of his supervisor, Lou Donato Jr., is serious business. A mistake can result in serious injury or even death. It could also affect thousands of state employees and others in the state Office Building campus and SUNY at Albany campus who rely on the power.



Mike Rooney

For hundreds of CSEA-represented stationary engineers, every day holds new challenges. Changing technology and the constant pressure of keeping state facilities operating require ongoing attention and training.

Donato and Rooney, members of CSEA Local 660, were among the CSEA members who met with Civil Service officials to demonstrate the importance and validity of a stationary engineer reclassification.

"It takes a number of years to gain confidence in this field and then there are numerous seminars and in-house training to stay ahead in what we need to know to keep doing the job," said Rooney, who also earned an associate's degree during his seven years as a state employee.

The demands continue to grow, said Donato, a senior stationary engineer.

"The state cutbacks of recent years, coupled with unfilled positions have really made the job a lot harder," he said. "We're working with minimum crews, and every individual has to specialize in all aspects of the job."

For example, Donato and

Rooney staff the power substation on the campus monitoring and managing the flow of electricity and assist the power utility in routing it through the campus. But they also must handle maintenance and electrical problems in dozens of campus buildings. Other stationary engineers on the campus have responsibility for heating, ventilation and air conditioning operations and similar challenges.

"I enjoy the work because it's always different," Rooney said. "But that doesn't make it easy."

-- Stephen Madarasz



Lou Donato Jr.

Current Title and Grade

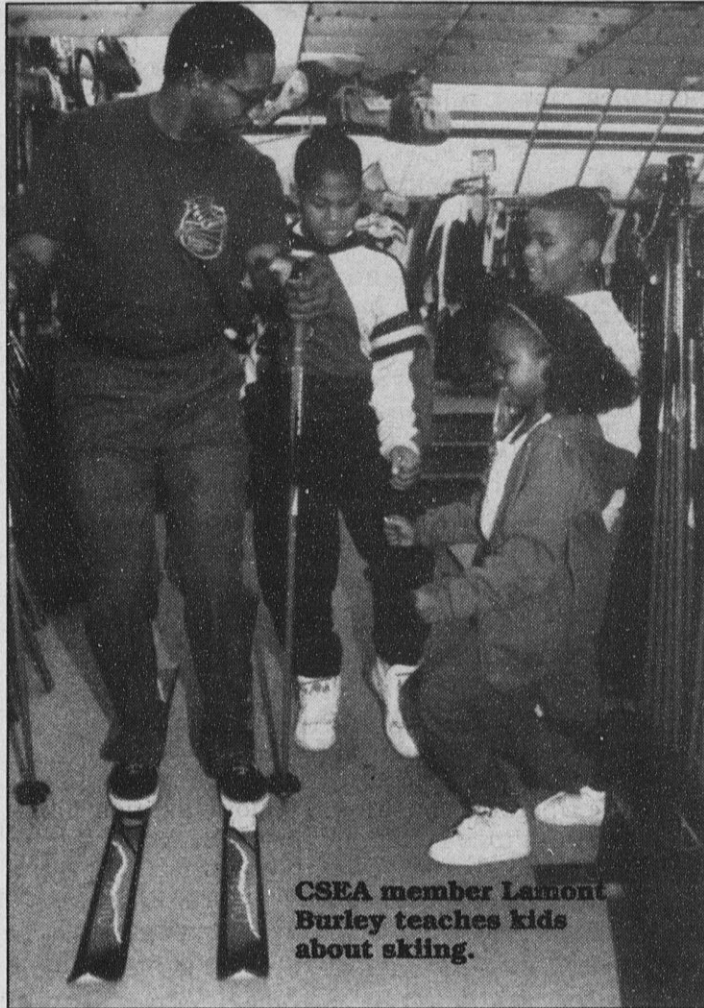
Assistant Stationary Engineer — Grade 9*
 Stationary Engineer — Grade 12
 Senior Stationary Engineer — Grade 14
 Principal Stationary Engineer — Grade 17

* Reallocated from grade 8 at CSEA's urging in 1989

Proposed New Title and Grade

Assistant Plant Utilities Engineer — Grade 9
 Plant Utilities Engineer 1 — Grade 14
 Plant Utilities Engineer 2 — Grade 16
 Plant Utilities Engineer 3 — Grade 19

CSEA members takes kids to the slopes



CSEA member Lamont Burley teaches kids about skiing.

BUFFALO — As a fitness buff, Lamont Burley includes skiing as a major part of his winter routine.

And as an activist concerned about the young people in his community, he is part of a ski club that takes inner-city youngsters to the suburban ski slopes so they can learn and enjoy the sport.

"I get a real kick out of skiing," said Burley, a youth development aide for the state Division For Youth. "And it's a real thrill to be able to give young people who haven't been out a chance to learn and enjoy it too. It keeps you in shape, and it's a lot of fun for the kids. Some of them, but not all are from broken families, and they get a chance to be with some positive male role models."

The Hot Ice Ski Club, started about 10 years ago, sponsors a weekly bus trip to the slopes for lessons and open skiing during the ski season. They arrange equipment and training packages and offer scholarships for those unable to pay the nominal fees. The club includes adults from a wide range of occupations, including doctors, attorneys and elected officials, and has members as young as seven years old.

"We're always trying to recruit new members, so they can experience the

thrill of skiing," said Burley, a member of CSEA Local 562. "Once you really check it out you're usually hooked. It's really a peaceful world, away from the hustle and bustle of the city."

Burley feels his community work dovetails nicely with his work counseling and guiding the youth that are committed, usually by the courts, to the Masten Park center.

"We're trying to change negative behavior and attitudes there as well," he said. "With the ski club we're all hoping that we're doing something that will prevent them (youth) from becoming inmates at DFY or anywhere else. Right now there are no off-grounds activities for the youth at the facility. But maybe one day there will be, and taking to the slopes would be an excellent way to start."

-- Ron Wofford

BLACK HISTORY YEAR

1993 IS BLACK HISTORY YEAR IN NEW YORK STATE, COMMEMORATING THE 130TH ANNIVERSARY OF THE EMANCIPATION PROCLAMATION

November is health insurance option transfer month

November is the Option Transfer month, when state employees may change their health insurance option, pre-tax contribution status, and/or Dependent Care Advantage Account participation.

Employees who wish to change Empire Plan or health maintenance organization (HMO) options must do so during the Option Transfer period by contacting their health benefits administrator, located in their agency personnel office.

The "Health Insurance Choices for 1994" publication is scheduled to be mailed to employees' homes during the first week in November. The publication describes both the Empire Plan and the NYS Health Insurance Program (NYSHIP) approved HMOs in your geographic region. The guide also includes information regarding the Pre-tax Contribution Program. Read "Health Insurance Choices for 1994" carefully in order to make informed decisions.

Several changes may affect your health plan choice. As a result of the HMO Workgroup, which is comprised of representatives from the Joint Labor-Management Committees on Health Benefits and the NYS Health Insurance Council, three HMOs will be allowed to expand their service areas for 1994. The workgroup unanimously approved CDPHP's request for

expansion into Schoharie County; Health Care Plan's request for expansion into Niagara, Cattaraugus and Wyoming counties; and MVP's expansion request into Broome, Hamilton, Chenango, and Tioga counties. And Mid-Hudson Plan and Wellcare have merged and now operate under the name Wellcare.

Using Health Insurance Choices and Rate Information Together

After you receive "Health Insurance Choices" in the mail, look for the 1994 rates to be distributed at your agency in November. Should you wish to change your health insurance option, you will be given 30 days from the date that the rate information is released to make your change.

If you decide NOT to change your health insurance option, you do not have to take any action.

Premium Payments

Remember in reviewing the "Health Insurance Choices" and the rate schedule that whether you are enrolled in the Empire Plan or an HMO, the state pays 90 percent of the cost of the premium for individual coverage and you pay the remaining 10 percent. For family coverage, the state pays 90 percent of the cost of your premium as the enrollee, plus 75 percent of the additional cost for family coverage regardless of the number of dependents.

Two Additional Choices to Consider

The Pre-tax Contribution Program allows you to have your health insurance premiums deducted from your pay before taxes are taken out. This may lower your taxable income and give you more spendable income. This benefit is explained in the NYSHIP "Health Insurance Choices for 1994." If you want to change your tax status for 1994 health insurance premiums, you should see your health benefits administrator by Nov. 30, which is the IRS-imposed deadline. No action is required if you wish to keep your current pre-tax option.

The Dependent Care Advantage Account program helps you reduce your taxes and increase

your spendable income by paying your dependent care expenses with pre-tax dollars. This program is available if you have dependent children under the age of 13, disabled children of any age, or adult relatives needing care in order for you to continue working.

A booklet explaining how this program works is available from your agency health benefits administrator. The enrollment deadline is Nov. 15. However, employees who experience a family status change may still enroll during the program year. For further information regarding the Dependent Care Advantage Account program, see your agency health benefits administrator or call 1-800-358-7202.

LEAP vouchers to be mailed Nov. 8

Spring 1994 tuition vouchers will be mailed the week of Nov. 8.

If you haven't received information from LEAP (Labor Education Action Program) regarding your status for the Spring '94 semester by Nov. 18, call the LEAP office at 1-800-253-4332.

Career Counseling Service

Through funds provided by the CSEA contract with the state, CSEA-represented state

employees can receive career counseling by calling Career Contact, a toll-free number: 1-800-477-6007.

Want high school diploma or GED? Call us!

Find out about alternatives high school educational programs.

For more information, call the LEAPLINE 1-800-253-4332 and ask for Susan Montague. All inquiries are strictly confidential.

What a year it was, what a year it will be

What a year it was for CSEA:

* Working closely with our International union, AFSCME, we helped elect a new President of the United States and have already seen him deliver on issues of importance to working people such as the Family and Medical Leave Act and a fair budget that seeks to cut the nation's deficit.

* We applaud President Clinton and the First Lady for their determined follow-through in placing health care reform in the forefront of their agenda for change. While there are clearly aspects of the program that raise concerns for CSEA, the White House has directly indicated their willingness to work with us to address those issues. I have had two meetings with senior policy advisor Ira Magaziner to discuss problem areas that need resolution. Again, with the involvement of AFSCME, CSEA's voice will be heard in this long overdue debate.

* AFSCME's long-time efforts in Congress have paid off in the reform of the Hatch Act. Signed into law by the President, this legislation removes some unfair restrictions preventing federal and postal employees from engaging in political activity. While the reforms do not affect CSEA members directly, it is a step in the right direction and a good example of CSEA and AFSCME working together to promote the interests of public employees.

* The value of having AFSCME's lobbying clout in Washington to compliment our own here in Albany was also dramatically demonstrated in a recent effort to protect the jobs of 660 CSEA members who work for New York Higher Education Services. Together we successfully amended legislation to give preference to experienced and proven entities like HESC in the administration of student loans. As originally written, the legislation could have privatized those services and put operations like HESC out of business.

* Just as important as our concerted national and statewide political action efforts, CSEA's grassroots political action activities are electing local officials who will be responsive and responsible in dealing with the needs of our members and their communities.

* CSEA demonstrated strength and conviction in winning a legal battle to protect our Retirement System. CSEA once again was proven correct when a state appellate court upheld a lower court ruling that the method of funding the system imposed by the Governor and Legislature undermined the system's integrity. Simply put, it's our money and the politicians can't use it as a political slush fund.

* CSEA's campaign for worksite security has achieved tangible results in every county in the state where we represent employees. It is unfortunate this campaign was necessitated by the murder of four of our members in Watkins Glen and disturbing that some localities are moving slowly in making improvements. Worksite security requires ongoing attention but there should be no doubt that as a result of CSEA's campaign, public employee worksites are more secure. Our recently released report, *A Matter of Life and Death*, detailed our efforts.

* CSEA's innovative Home Mortgage program enabled CSEA members, who might otherwise have been shut out of the housing market, the chance to achieve their dream of home ownership. A fund of more than \$50 million set aside for this purpose was

quickly exhausted. We are currently seeking additional funding.

* The importance of CSEA representation on a daily basis including contract negotiations, legal representation, benefits protection and dozens of other programs to benefit members should also not be taken for granted. During the past year we once again did the job for CSEA members, negotiating and administering contracts that point by point provide the best protection for public employees anywhere.

These are just a few of the real, substantive achievements that will benefit CSEA members for years to come. But rather than dwell on our accomplishments it is essential to keep working for even more improvements.

CSEA's member services, benefits and opportunity for rank and file involvement are the best in all of organized labor. But our challenge is to be even better and we can only achieve that with the increased involvement of all our members.

For that reason we have launched the 100 percent Union campaign. It is the most extensive internal organizing campaign in our proud history. Our goal is nothing short of 100 percent union membership in all our locals and units.

Together we can achieve this goal and together we will be stronger.

Size alone did not make CSEA great.

CSEA has thrived because we are a democratic union that looks to its members for its strength. We have wonderful diversity within CSEA and we work hard every day to meet the special needs of our many different members. But we also have many common interests and challenges that demand solidarity.

One of the most important reasons for 100 percent union is to mobilize our members to fight the alarming trend toward privatization of public services.

The myth that privateers can deliver better public services is perpetuated by self-serving fat cats trying to cash in at taxpayers' expense. There are widespread examples of profiteering and other abuses by private vendors with public contracts that make it clear privatization is no way to improve the cost-effectiveness of public services.

However, the seriousness of this threat must not be underestimated. These privateers are spending huge sums of money to promote themselves and it does have some impact.

CSEA is fighting back with our own campaign to get the facts straight and our message is getting across. The strongest ammunition we have in this battle is the proven ability of CSEA members.

The year was filled with success stories about CSEA members demonstrating that public employees deliver superior, cost-effective services and in the process knocking out privateers' bids to take over in various places. It's not enough. We must continue to apply this approach wherever and whenever privateers seek to plunder. You can be sure that our message and proof of the value of public employees will have to be repeated.

I am proud of the essential and demanding work that CSEA members perform every day. I am proud of CSEA's growth as an organization over the past year.

What a year it was.

And what a year it will be.



PRESIDENT

Joseph E. McDermott
 CSEA Headquarters
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 Albany, NY 12210
 (518) 434-0191
 1-800-342-4146

What affects one of us, affects all of us

It's time for CSEA to get back to basics.

Our mission is straightforward — negotiate contracts and enforce those contracts. Yet, that mission is significantly more challenging today than it was just a few years ago.

It is more challenging because our society and our economy are more complex than any of us could have imagined when we first entered the job market.

The one thing I have learned in my travels as Executive Vice President is that we are all connected to each other. What affects one of us, affects all of us, i.e. an attempt to privatize even a small group of people in a print shop in an upstate county, or locking out union coal miners in West Virginia, has implications that go well beyond the workplace. In other words, we are all in this together.

Let me emphasize the word **TOGETHER.**

Together means that we must all be pulling in the same direction because we are all members of the same team.

During the past year, I have visited hundreds of work places and spoke with thousands of you. I know what you want.

- A union that represents you 100 percent.
- A union with a leadership that puts the membership first.
- A union with an effective network of shop stewards and grievance chairs.
- A union that provides all the staff services you need when you need them.
- A union that has political power.

How does CSEA measure up to your expectations? Frankly, I think our leadership — all of us, could do better. Our inspiration should be former Secretary Irene Carr. She

never lost sight of why she got involved. She was never afraid to stand up for what she believed in no matter the personal consequences. And, every time she led us in singing the union anthem "Solidarity Forever" we were always moved by the conviction in her voice that the "union makes us free."

I am pleased that our network of activists grows. During the past year, I have spent many hours at training sessions designed to teach you how to be better shop stewards, better grievance chairs and better officers. Your enthusiasm is exciting. Your willingness to volunteer is inspiring. And your example has sustained me.

I am pleased that our staff is learning the importance of "customer service." Each member is important and each member must receive his or her return on their union dues.

I am pleased that CSEA's influence in the political arena expands. For the first time, ever, we are now real players at every level of government and elected officials know that they dare not take us for granted.

In today's complex world, there are numerous challenges ahead.

We must maintain the integrity of public service in an era when too many people want to sell off our jobs to the highest bidder. We must be a force that lobbies for tax fairness. We must continue our crusade for healthier and safer workplaces. Most of all, we must work harder than ever before to negotiate even better contracts and then make sure that those contracts are enforced.



**EXECUTIVE
VICE
PRESIDENT**

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CSEA member's son is winner of AFSCME's Clark scholarship

ALLEGANY — The AFSCME Jerry Clark Memorial Scholarship means a lot to Matthew Mercado.

The scholarship for \$10,000 for his junior and senior years of college means Mercado's family won't have to worry about high tuition bills as Matthew completes his bachelor's degree in political science.

Matthew was able to apply for the AFSCME scholarship because his mother, Claudia, is a member of CSEA Cattaraugus County Local 805.

Only the children of AFSCME members are considered for the scholarship. As a CSEA member, Claudia Mercado is also a member of AFSCME.

"We were elated, couldn't believe it," Claudia said. "Matthew had already

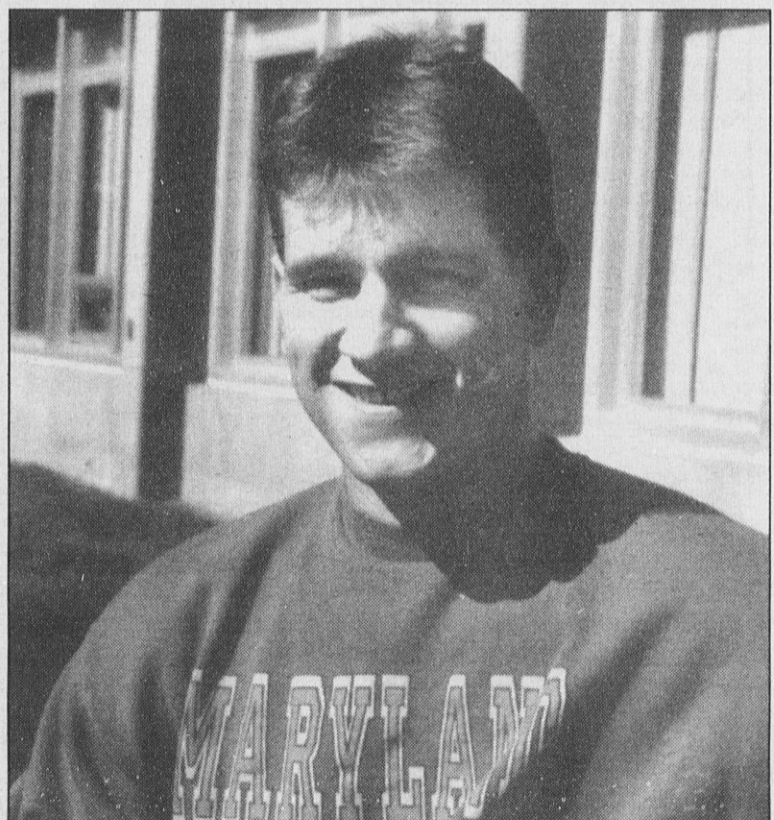
been accepted at SUNY Buffalo, and we were faced with a large loan to handle the expenses. So this will be very, very helpful. And we are very thankful."

Matthew, who has already received an associate's degree at Jamestown Community College, is studying political science at SUNY Buffalo. He's considering a career in foreign affairs or law.

Claudia is a senior typist at the Cattaraugus County Health Department, where she has worked for six years.

Daughter Amy will soon be a candidate for the CSEA Flamenbaum Scholarship, awarded to graduating high school seniors, when she graduates in two years from Matthew's alma mater, Allegany Central High School.

— Ron Wofford



CLARK SCHOLARSHIP winner Matthew Mercado

Leadership is working together for one union

CSEA is made up of thousands of people who do all kinds of work. They are teacher aides, truck drivers, nurses, cleaners, clerical staff, water treatment operators and more. They work in different towns, villages, counties and school districts and in state agencies across New York.

But my message isn't about the differences among CSEA members — it's about what we have in common, the one thing that matters more than where you work and what you do.

I'm talking about the union.

CSEA is one union — one union representing public employees in different jobs all over the state.

And one union is all we need, as long as we take it seriously, take care of the powerful links between each of us and take responsibility for our union.

We are all CSEA, and we deserve fair wages, safe working conditions and good benefits. We need a strong union to fight for us when we need it and strong leadership to lead those fights.

Leadership in CSEA is the most important and probably the most overlooked element in this union.

We elect officers and board members, but leadership is not winning an election, and it is not limited to elected officials.

Leadership is working together, presenting a united front

to management and other forces that threaten our jobs and our security.

Leadership means taking responsibility for the union, working for what's best and sometimes saying no when no is the only answer we can give.

Leadership is open communication — letting the members know why we make the decisions we make, asking them for their ideas and letting them know what we think.

But leadership is not a one-way street. Elected officers need members to lead.

That means the members have responsibilities, too: the responsibility to be involved, to demand quality and service from the union, to vote for effective officers and to demand those officers live up to their responsibilities.

Building a strong union is not a simple task for anyone, but the many challenges CSEA has triumphed over are proof that it can be done.

The key is remembering the old saying that is old because it is true:

"The union makes us strong."

And now, we must return the favor. We must make our union strong!



TREASURER

Mary E. Sullivan

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CSEA family struggles with young son's severe illnesses

HYDE PARK — If spunk and determination could be bottled, Patrick Fallon has the recipe.

Patrick, the 13-year-old son of Wayne and Therese Fallon, has had more than his share of medical problems, but his sunny smile and his perseverance keep his family — and their faith — going.

Wayne Fallon, a member of Dutchess County Educational Local 867, is a five-year employee of the Hyde Park School District.

His son Patrick's problems began early. Before he was a year old, Patrick had to have surgery to remove a cyst in his brain.

More operations followed, and he suffered problems with his sight, severe migraine headaches accompanied by vomiting and seizures.

By age four, Patrick had open heart surgery. Osteoporosis causing compression fractures throughout his bone structure, asthma and other related problems have continued. While he was 10 and 11, Patrick had

still more heart surgery.

The summer of 1993 brought still another blow: Patrick has been diagnosed with leukemia. Placed on chemotherapy, he is already in remission, but must continue to be treated for the leukemia and the other medical problems.

Community support has been wonderful, said the Fallons. Because he has missed so much school, Patrick has a home teacher. Recently, the Apple Computer Corp. donated a computer for his home use. Other groups have donated computer software, including the Lions Club, which provided Patrick with a special screen overlay to help him see the screen and operate the programs.

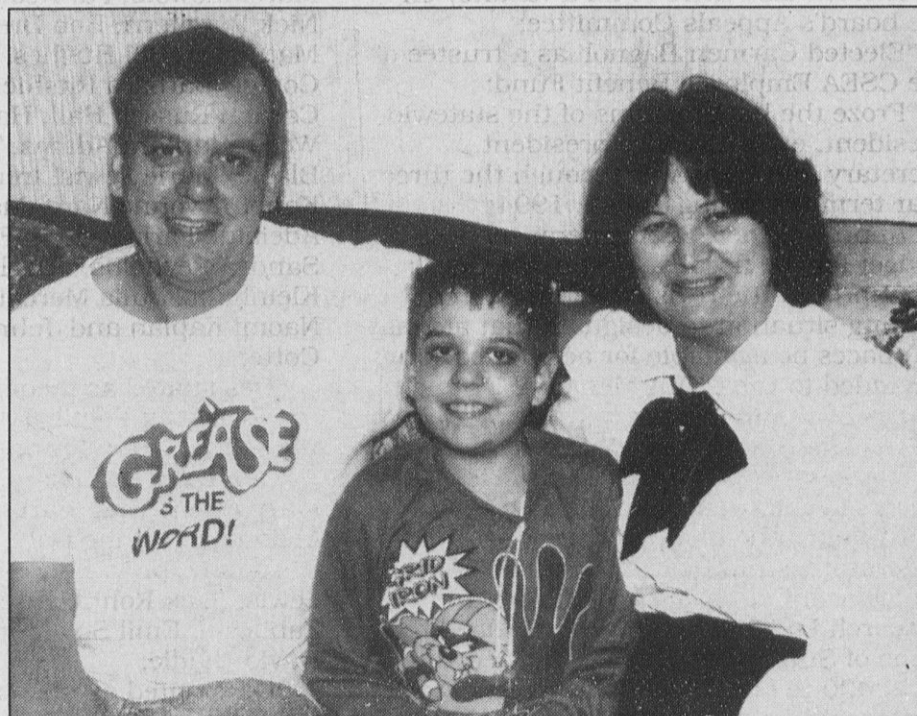
But more help is needed. Travel to the many hospital and doctor appointments and incredibly high medical bills have strained the family. During a period of time that the Fallons had no health insurance, many medical bills were not paid. Even with

insurance, the percentage of bills that the Fallons are responsible for has been overwhelming.

CSEA members willing to help can send their

contributions and letters to Mr. and Mrs. Wayne Fallon, 16 Yates Ave., Hyde Park, NY 12580.

-- By Anita Manley



THE FALLON FAMILY -- Wayne, Patrick and Therese

To meet complex needs, all must be on same team

This is my first convention as your statewide secretary and I'd like to take this opportunity to wish you all a successful meeting and share a few thoughts with you.

As you well know, CSEA is a complex organization that demands a great deal of time, attention and dedication from all of us.

If we are to meet the needs of our members in spirit as well as in reality, we must all be on the same team. It is only through collective and cooperative efforts that we can achieve our goals and complete our tasks — for that is what unionism is all about — strength through unity.

As the newest member of the statewide team, I am asking for your input, your advice and your assistance. I am asking you all to focus and help me to focus on our strengths,



SECRETARY

Candy Saxon

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eliminate our weaknesses and work together to embody the ideals of unionism that helped to build CSEA and continue to make it the best union in the country. While there will always be plenty of hard work ahead and hurdles to overcome, we must never forget nor minimize the great strengths we do possess.

We have much to be proud of in CSEA and by working together we can be assured that we will have reason for our pride to grow in the future.

Summary of actions by Board of Directors

Editor's note: The Public Sector regularly publishes a summary of action taken by CSEA's Board of Directors at the board's official meetings. The summary is prepared by CSEA Statewide Secretary Candy Saxon for the information of members.

In official actions at the September meeting, the board:

- *Placed in administratorship Brookhaven Materials Recycling Facility Local 722, Metcalf Eddy Local 704, Service America Local 721 and State Judiciary Unit 4 of Local 334;

- *Placed in administratorship Units 6672 and 6672-01 of CSEA Local 814 until officers are designated for this newly consolidated unit;

- *Elected Liz Puttre to fill a vacancy on the board's Appeals Committee;

- *Elected Carmen Bagnoli as a trustee of the CSEA Employee Benefit Fund;

- *Froze the honorariums of the statewide president, executive vice president, secretary and treasurer through the three-year term beginning July 1, 1994;

- *Approved the CSEA general services budget for the fiscal year starting Oct. 1;

- *Approved the revision of the current parking situation to designate that at least 20 spaces be available for activist parking;

- *Added to the CSEA Memorial Plaque the names of Jeanne Lyons and Bill McGowan;

- *Dissolved North Country Transitional Living Services Local 718 and Harlem Valley Psychiatric Center Local 409;

- *Changed the name of Division of Laboratories and Research Local 665 to Wadsworth Center of Laboratories and Research Local 665 and also changed the name of Suffolk Developmental Center Local 430 to Long Island Developmental Center and Sagamore Children's Psychiatric Center Local 430;

- *Designated as members of the Region I Political Action Committee Tom Byrne, Paul D'Aleo, Warren Simonoff, Barbara Allen, Barry Malone, Mike Stekardis, Eugene Haynes, Hank Jenny, Loretta Yonkes, Phil Santella, Donna Smith, Joanne Cuccia, Peter Raughter, Rita Wallace, Jim Mattei, Liz Puttre, Bill Walsh, Denis Midnet, Tom Corridan, Pete Ellison (chair), John Shepherd, Paul Nehrich, Nick Pollicino and Shirley Matluck;

- *Designated as members of the Region III Political Action Committee Manfred Holl, Tom Ippolito, Christine Munna, Debra DeCicco, Joe Botens, Norma Condon (chair), MaryJane MacNair, Dave Lawson, Clarence Besio, Jack Shaw, Henry Walters, Grace Ortiz, Kit Amodio, Rose Marcinkowski, Pat Nealon, Jeff Howarth, Nick Puzziferri, Bob Brewster, Carmen Matthews, Bill Hughes, Vic Coster, Barbara Ritshie, Ed Carafa, Russell Hall, Harvey Weed, Barbara Adams, Tony Blasie, Marie Lewis, Irene Kobbe, Yvonne Nargi-Martyn, Adelaide Parker, John Fella, Sandra Reynolds, Carol Kleinhans, Julia Mercatili, Naomi Kaplan and John Cotte;

- *Designated as members of the Region IV Political Action Committee John Francisco (chair), Louise McGlauflin, Mary Ann Coons, Barbara Maloney, Corinne Daly, Gordon Duprey, Sandra Lewis, Jack Rohl, Jeffrey Zabileski, Emil Spiak and David Biddle;

- *Designated as members of the Region V Political Action

- Committee Dorothy Breen (chair), Bob Timpano (advisor), Jeanette Engle (secretary), Margaret Wincell, Deidre Service, Rick Noreault, Robert Klueg, Ann Kirk, Betty Thomas, Patricia Labrozzi, Willis Streeter, Colleen Signorelli, Dan Lasky, Lori Nilsson, Bruce Damalt, Kathy Collins, Nancy Murphy, Anne Rider, Carlo Guardi, Bud Mulchy, Charlotte Adkins, Sally Heater, Kathy Johnson, Paul Ranczuck, George Lawson, John Paeno, Doris Pratz and Tony Scalise.

Questions concerning this summary of actions taken by CSEA's Board of Directors should be directed to CSEA Statewide Secretary Candy Saxon, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210, 1-800-342-4146 or (518) 434-0191.

**AMERICA WORKS BEST
WHEN WE SAY...**

UNION
YES



Anyone willing to serve will have the opportunity

It certainly is an honor and a privilege for me to be able to write a report to our delegates at this 83rd delegates convention. Sitting on the dais is a thrill and experience I will cherish all my CSEA days. I want to take this time to thank our CSEA Region I members for giving me this opportunity to serve. I am proud to be the Region I president and a statewide vice president. I have been, and will continue, working hard to represent you to the best of my ability.

We have begun to unify our region by putting together committees from all cross sections of all our locals. Anyone who is willing to serve our region will get an opportunity to do so. Our region officers are willing participants, being assigned meaningful duties in the region.

Our newest local, Nassau Municipal Local 882, is fired up and off to a good start. The school units transferred from Nassau Local 830 to Nassau Educational Local 865 are settling in. PERB has reaffirmed CSEA as the bargaining agent in Local 830 and negotiations have begun.

OMH/OMRDD Locals 404, 411, 418 and 430 have formed a task force to determine the future of their locals.

We have demonstrated for fair contracts in Comsewogue and Lindenhurst schools, and in Hempstead and Brookhaven towns. We will mobilize in solidarity to help one another, exemplifying what unionism is all about. We expect to ride out these poor economic times together. We are One!

With our participation in the March on Washington and the New York City Labor Day Parade, we have demonstrated our goal of being an active region. We will continue to be active and aggressive. We are striving to remain the number one region in CSEA. Our members stand ready to meet this challenge.

We are also seeking more education and training for our activists. Getting our fair share has always been a concern in this region. I feel it is part of my duty as region

president to carry this through. No matter how long you've been involved, or what position you hold, you can always learn something new when attending a CSEA workshop or seminar. I encourage our membership to participate and take advantage of this important service.

We are also asking the tough questions: What more do our members want from this union? What can we do to improve our service, our image and responsibilities to our members? I believe you have to touch base with the membership and never forget where you came from. I'd like to think we need good common sense unionism. Getting back to the basics, making this union the strongest it can be by doing good work. But this also means looking ahead, doing things better, in a more efficient way, getting the most "bang for the buck."

We are looking forward to a new Region I office building. This in itself will be a "shot in the arm" for us. A new place to call "union," complete with a communications network which will accomplish much of what I'm writing about. The conference room will be large

enough to bring committee meetings back to the union hall, as well as provide ample space to accommodate seminars and workshops. We will continue to remember the needs of our members on the extreme eastern end of Long Island. We are all excited about the building — and are anxious to finally move in!

Everything seems to be in place, new leadership, a new region headquarters building and a new direction. Enjoy your stay in Washington, D.C. I look forward to speaking to you throughout the week, so stop and say hello. Get the most out of your union by attending and participating in this week's activities. Work hard — and play hard! And remember, please report back to our members; they deserve to hear from you. Safe home!



Long Island Region

Nick LaMorte
President

Hauppauge Atrium Bldg.
300 Vanderbilt Motor Parkway
Hauppauge, NY 11788-5127
(516) 273-2280



CSEA NASSAU COUNTY LOCAL 830 members campaign against a county executive candidate who is pushing privatization

Nassau local 'spurns Zwirn'

MINEOLA — CSEA Nassau Local 830 kicked off a crucial campaign to defeat a candidate for county executive who is peddling privatization.

"Ben Zwirn consistently calls for the sale of Nassau County Medical Center to profit-driven privateers," CSEA Long Island Region President Nick LaMorte said of the North Hempstead town supervisor who is challenging incumbent Nassau County Executive Thomas Gulotta. "It would be disastrous for all Nassau's families if someone with little compassion or understanding of our public health needs were elected county executive."

"Zwirn calls it downsizing. CSEA calls it what it is: contracting out," Nassau Local 830 President Rita Wallace said. "We must spurn Zwirn because he will ruthlessly cut union jobs at the county level just as heartlessly as he fired nearly half the CSEA members in his town."

CSEA endorsed Gulotta, praising his reform legislation to eliminate numerous consultants and restore union positions.

What membership does for you

Across the state, on any given day, dozens of CSEA members take advantage of a benefit they get simply because they belong to

CSEA.

It could be the AFSCME Advantage MasterCard with the lowest rate around. It could be safety

information that keeps them healthy on the job. Or the legal services CSEA offers could mean they keep their jobs.

This special supplement tells the stories of CSEA members who have found that CSEA member benefits really pay off.

Member thanks CSEA for job and back pay

SOUTHOLD — In a knockout round against privatization, CSEA won an improper practice charge (IP) that forces the Town of Southold to stop subcontracting unit work and restore the position, back pay and benefits to an employee who had lost his job.

CSEA member Kenneth Reeves, the town's recreation supervisor for five years, was apparently the victim of a conflict of interest.

Town board member Joseph Lizewski, who owns the only health club in the town, spearheaded the attempt to abolish Reeve's position and

subcontract those duties to a for-profit vendor.

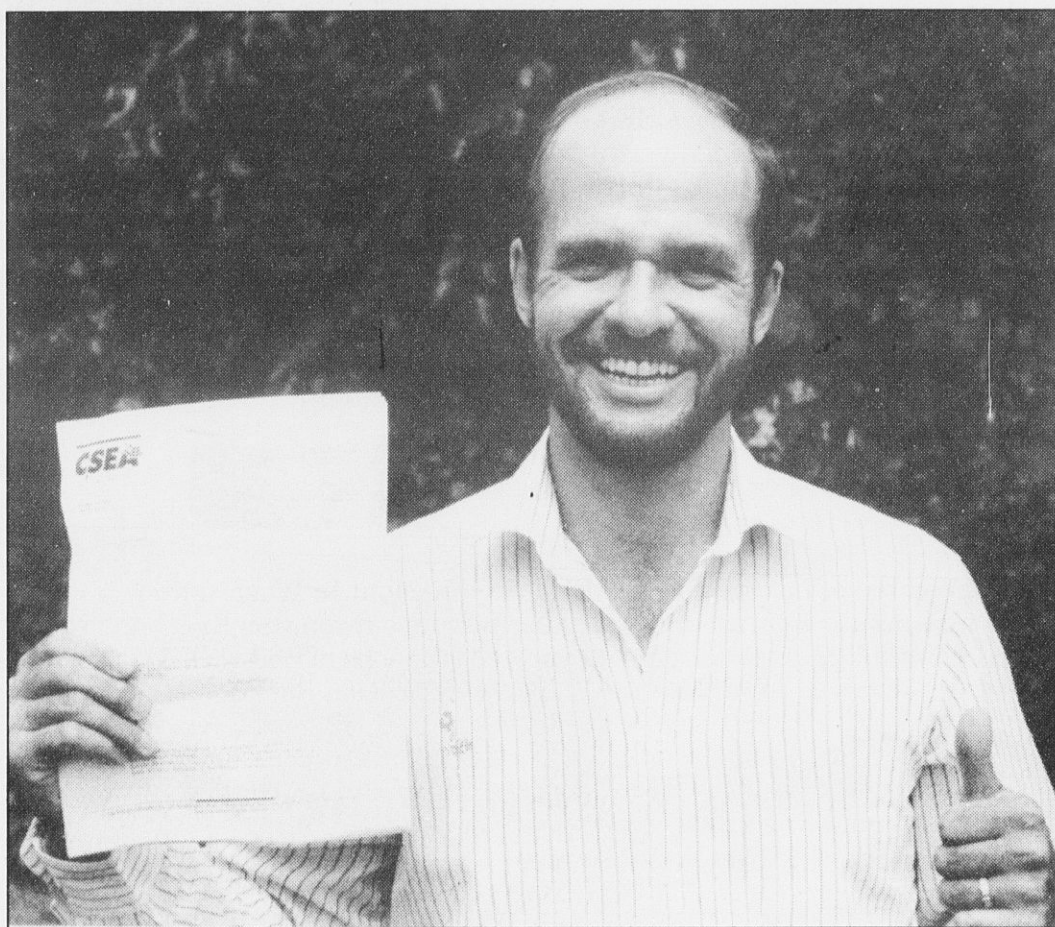
"Winning this case constitutes a victory for the employee and a defeat to subcontracting," CSEA Long Island Region President Nick LaMorte said.

According to the administrative law judge's discussion on the facts of the case, Reeves and Lizewski had clashed because some of the programs Reeves put together, such as aerobics instruction, were also offered, at greater cost, by the health club.

Reeves said Lizewski advised him not to offer competing courses.

Less than a year before Reeves' position was abolished, Lizewski had told him he disliked him and planned to "get rid of him" and abolish the recreation department.

Reeves, a member of the Southold Town Unit of CSEA Suffolk Local 852, was told by letter his job was being abolished. The news was especially upsetting as Reeves and



CSEA MEMBER RICHARD REEVES

his wife had just had their second child.

The town hired an outside contractor to manage Southold's recreation program.

Reeves thanked CSEA Attorney Bill Herbert, CSEA labor relations specialists and CSEA Southold Unit President Lois Atkinson.

"The union's support throughout this ordeal has been tremendous," Reeves said. "They helped me and my family get through the past eight months. It's really been a tough time."

The administrative law judge said CSEA proved the two necessary issues: that the work was previously performed exclusively by unit employees; and that the work transferred was substantially

similar to the unit work previously performed.

"It's a wonderful win," CSEA Suffolk Local 852 President Liz Puttre said. "Now management in other jurisdictions should think twice before contracting out our members' work."

"This case is a textbook example of how contracting out is often not done to better serve the community but to better serve an individual in a position of power," LaMorte said.

Reeves will receive more than eight months of back pay and benefits, plus interest.

"If what I've gone through helps even one other union member it was worth it," Reeves said.

-- Sheryl C. Jenks

'If what I've gone through helps even one other union member it was worth it'

Disability insurance pays

MIDDLETOWN — Bob Sutton says Jardine's Disability Income program saved him a lot of anguish when he was out of work recently for nearly four months.

Sutton, a 25-year therapy aide at Middletown Psychiatric Center and a member of CSEA Local 415, said he signed up for the disability plan because he was concerned that if he were to become ill, his sick leave pay would not cover his bills.

Back in the 1980s, Sutton began to regularly work overtime hours.

"You get to depend on the extra income," he said. "Some people buy cars and boats depending on overtime money. I hadn't done that, but I did go to college to earn a degree. Now I'm working on my masters degree, and I had taken a trip to the Mid East on an archeological expedition. This costs money, and I wanted to be sure that I had enough extra income in case I became ill."

Sutton's foresight paid off when the worst happened: he was hospitalized and out of work for nearly four months when complications from a heart catherization resulted in his needing surgery on his leg.

"Each month, along with my sick leave pay, I got my check from Jardine," he said. "It covered what I needed, and it was well worth it."

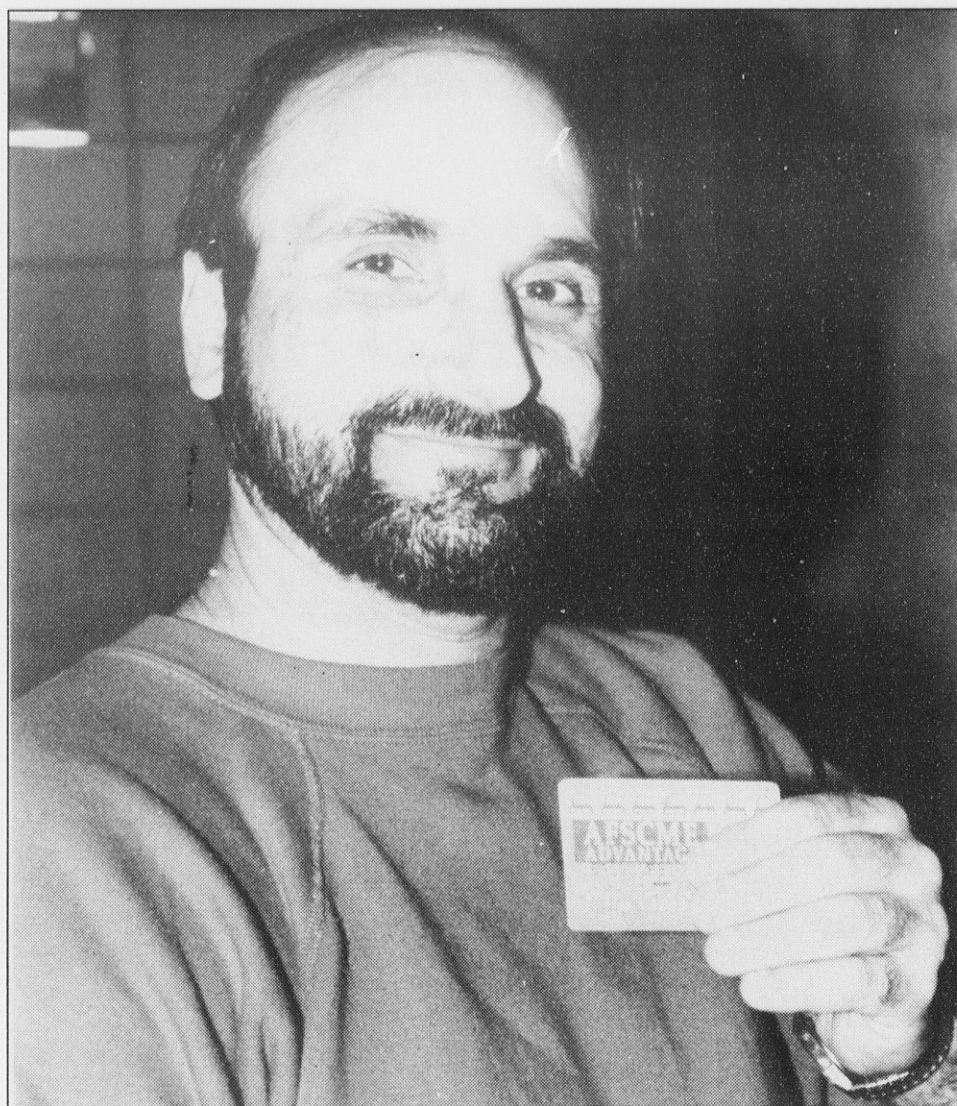
Sutton said he had not been in the program long when he had to file his first claim.

"For the amount of time I was in the program versus what it paid me, it would take years to pay back."

Sutton isn't dropping the plan.

"It's a valuable benefit we have," he said. "It sure helps. It was something I foresaw in case of an emergency, and when the emergency came, it was there. I was able to get through that period without any problem."

— By Anita Manley



CSEA MEMBER WILLIAM PARENTE

He counts on his credit card

CORTLAND — CSEA member William Parente is thankful for the security the CSEA/AFSCME Advantage Credit Card gives him. Unfortunately, before he joined the union, he found out just how valuable a credit card could be — the hard way.

Parente learned his lesson after his car broke down while he was on vacation. He ended up spending all his vacation money to put in a new radiator and was forced to borrow money to pay for the rest of his vacation.

Now, he never leaves home without his credit card.

Luckily, that card is the AFSCME Advantage card. When he first started working as a custodian at SUNY Cortland and became a member of CSEA Local 605, he got a flier in the mail on the CSEA credit card. When he saw that the card had no annual fee and a low interest rate, he applied immediately.

"I saw the interest rate was so much lower than the card I was already using, it seemed like a much better deal," he said.

And better it was. Because of its lower interest rate, Parente used the AFSCME Advantage card to help pay off some of his higher interest cards, saving a lot

of money in finance charges.

"I didn't want any of the rest of them," he said. "The AFSCME Advantage card is the only one I really wanted to keep because of its interest rate. I think it's great."

Since he got the card, Parente says, he has used it for many different things, from mail-ordering the hard-to-find videos he collects to buying groceries when he's low on cash. Most recently, he says, he used the card to help buy school clothes for his two teenagers.

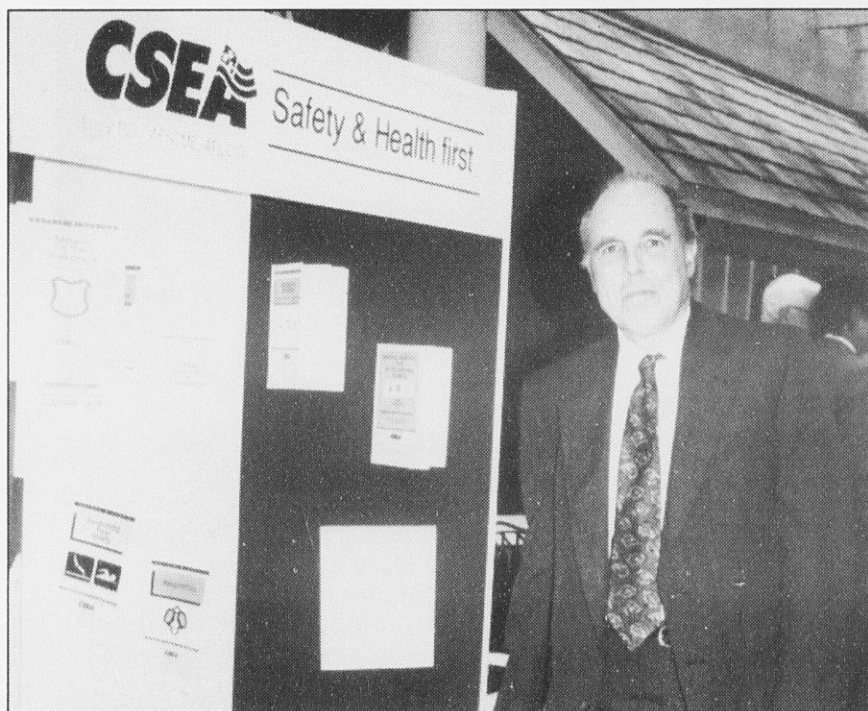
"I probably spent \$600 on the two kids. If it wasn't for the credit card, they probably wouldn't have gotten all those clothes," he said. "That was an advantage to me upfront."

Parente sees the credit card as a positive benefit he gets from CSEA, and says it definitely gives him peace of mind.

"I feel confident that I have something in my wallet that I can pull out instead of cash. It's like security in my pocket."

For more information on the CSEA/AFSCME Advantage Credit Card, get an application from your nearest CSEA officer or call your CSEA region office.

-- Mark M. Kotzin



RON NELSON, occupational safety and health special projects writer with at display of CSEA safety booklets.

CSEA offers safety information

CSEA offers members a variety of booklets that provide important information to help you keep safe and healthy on the job

The booklets include: OSHA's Bloodborne Pathogens Standard, The New Face of Tuberculosis, Indoor Air Quality, Security in the Workplace, HVAC Systems Checklist, Motor Vehicle Safety, Pool Safety, Respiratory Safety and Welding.

To get more information about what's available, contact the CSEA Occupational Safety and Health Department at headquarters.

Membership brings a mortgage

One of the excellent membership services offered through CSEA/AFSCME, is the AFSCME Advantage Mortgage Program. Just ask Benjamin Calderone, who says it is absolutely "fantastic."

Calderone, an employee in the public affairs area of the Long Island Developmental Disabilities Service Office and member of CSEA Local 430, said the program saved him a lot of money when he refinanced his home.

"I read about the program in the AFSCME *Public Employee*," he said, "And I decided to call."

The phone conversation convinced him the program was good.

"They were so helpful. They told me exactly what I needed to do. They made it so easy I couldn't say no," he said.

Calderone bought his home in 1987, during the height of the housing boom when prices and interest rates were at their peak.

"Refinancing saved me quite a bit of money," Calderone said. "Union programs like this one are really fantastic!"

Calderone is spreading the word about his positive experience.



CSEA MEMBER BENJAMIN CALDERONE

"Not only did I use it, I recommended it to a friend and they also used it," he said. "They are happy, too."

Calderone is not new to union-sponsored programs. He is a graduate of one of the first CSEA apprenticeship programs on Long Island.

-- Sheryl C. Jenks

Training helps members



CSEA MEMBER TERRY MENKIENA

BUFFALO — CSEA member Terry Menkiena knows how valuable workshops are.

She went to a stress management workshop held at SUNY Buffalo by the Joint Committee on Health Benefits. CSEA Local 602 members found the workshop useful, she said.

"There was overwhelmingly positive response to the workshop," Menkiena said. "The evaluation forms showed there was a great need for more like this. In fact a second session was held to handle all that wanted to attend. Many participants thought the workshop enabled them to identify stress in their professional and personal lives. We are now planning a nutritional awareness workshop for January."

The CSEA Education and Training Department has a staff that offers a wide variety of training statewide for local officers, shop stewards and grievance representatives.

Members can also get training booklets and videos. See the *At Your Service* guide on the next page for more information.

—Ron Wofford

Communications efforts pay off

BINGHAMTON — CSEA Broome County Local 804 President Dan Lasky knew where to turn when he needed help with a campaign to increase the county's sales tax 1 percent to save as many as 50 county jobs.

"I reached out to Mark Kotzin (CSEA communications associate) to put together a campaign to support the sales tax increase and avoid any layoffs," Lasky said.

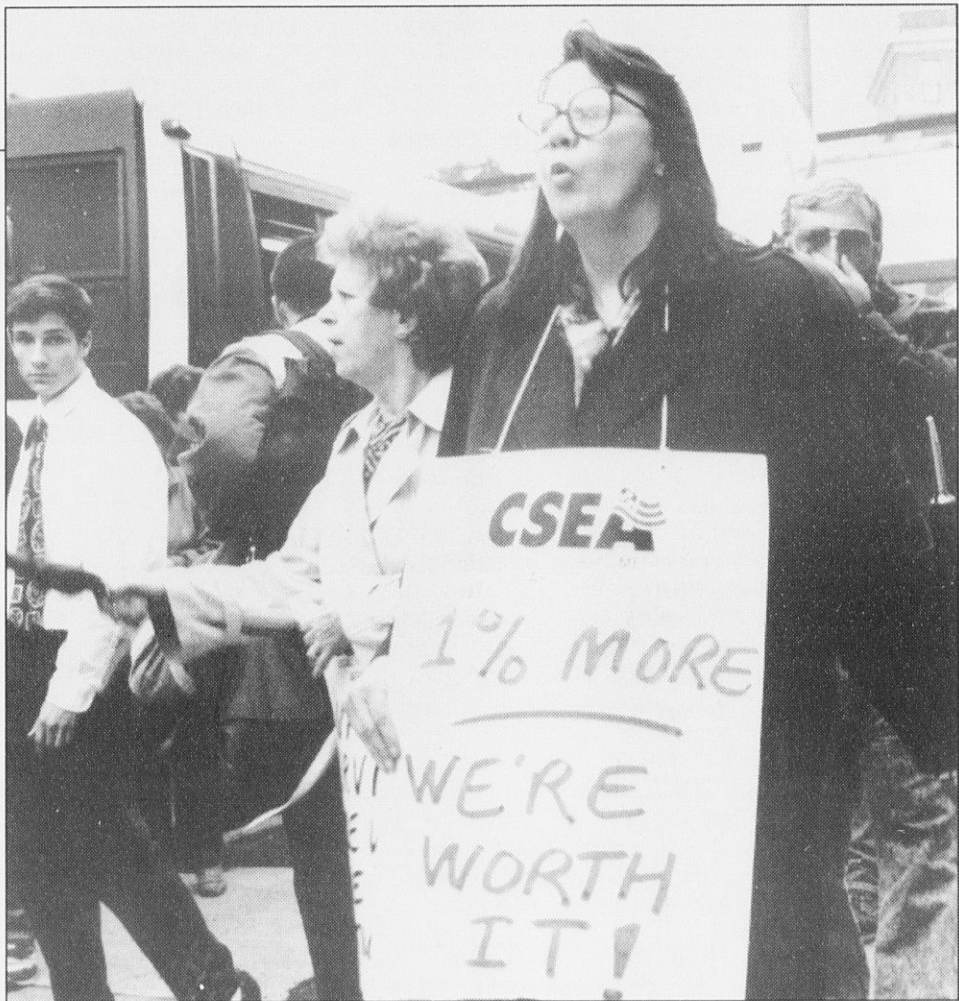
Then he met with CSEA Acting Director of Communications Stanley Kornak, who coordinates the union's advertising campaigns.

"All I had to do was give Stanley a rough idea of the concept and, boom — we had an up-and-running radio ad and newspaper copy two days later," Lasky said.

Kotzin and Communications Associate Stephen Madarasz also helped, writing press releases and contacting the media to cover several demonstrations that CSEA and the other unions held.

After the CSEA ad campaign and several well-attended demonstrations, the legislature restored 200 jobs, although it failed to pass the sales tax increase. Lasky said he was pleased with the CSEA effort.

"The campaign was very professional and definitely effective in providing public awareness and making them receptive to the sales tax increase," he said. "Our members also got a morale boost from the amount of help we received from CSEA's professionals."



CSEA MEMBERS take part in a Broome County demonstration.



AT YOUR SERVICE

A REFERENCE GUIDE TO CSEA MEMBER SERVICES AND BENEFITS

YOUR UNION BENEFITS

CSEA Toll-Free

The union's toll-free telephone number — **1-800-342-4146** — is your direct link to CSEA Headquarters.

When you call the toll-free number, a recorded message describes the choices to put you through to the right place for the help you need.

You need a touch-tone telephone to complete your call without operator assistance. If you call from a non-touchtone telephone, an operator will pick up and complete your call at the end of the message.

If you know the extension number of the individual that you're trying to reach, you can press "O" plus the extension number on your touch-tone telephone at any point during the recorded message and be connected.

If you don't know the extension, the message will give you the following choices:

- * For Field Operations, press number 1.
- * For disciplinaries, grievances and other legal matters, press number 2.
- * For Communications, the Executive Offices or Political Action, press number 3.
- * If you have a question concerning dues membership or agency shop, CSEA group insurance other than health or need to talk to the Finance Department, press number 4.
- * To hear CSEA's Current Issues Update for news of interest to CSEA members, press 5.

Employee Benefit Fund

The CSEA Employee Benefit Fund is a CSEA-administered trust fund which provides certain supplemental negotiated benefits for state employees and participating local government employees. It currently administers Dental Care, Vision Care, Prescription Drug and Package 7 Benefits Plans.

For questions regarding any of the benefits or for assistance with negotiations, call: **1-800-323-2732 or (518) 782-1500 or 1-800-532-3833 (TDD for hearing impaired)** or write:

**CSEA Employee Benefit Fund
One Lear Jet Lane
Suite One
Albany, NY 12110-2395**

Education and Training

CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video tapes.

CSEA also provides educational workshops for union activists eager to learn more about their union responsibilities.

To request booklet order forms or to obtain information on union workshops, call CSEA headquarters at **1-800-342-4146**. For information on videotapes, contact your CSEA region office.

AFSCME Advantage Credit Card

The AFSCME MasterCard has one of the lowest interest rates — 5 percent above the prime lending rate. There is no annual fee.

To obtain an application form, call your CSEA region office.

The card is issued by the Bank of New York. If you apply for a card and there is no response within four weeks, call the bank toll-free at **1-800-942-1977**.

AFSCME Advantage Legal Services Program

The AFSCME Advantage Union Privilege Legal Service Program makes it possible for you to easily obtain high quality, affordable legal services for many personal legal matters. For more details and a list of the participating lawyers in your area, call the CSEA office in your region.

Insurance

CSEA offers several insurance programs at low group rates and provides the convenience of automatic payroll deduction.

These voluntary group plans include: Basic Group Life, Supplemental Life, Income Protection Program, Hospital Indemnity Plan and Family Protection Plan. **For details, call 1-800-366-5273**. Also offers Auto Insurance and Homeowners/Renters Insurance. **For details, call 1-800-366-7315**.

Health Insurance

For health insurance questions concerning Empire Plan coverage, call the appropriate following telephone number:

- EMPIRE PLAN**
- Blue Cross Claims-1-800-342-9815 or (518) 465-0171**
- Metropolitan Claims-1-800-942-4640**
- Participating Providers-1-800-537-0010**
- Empire Plan Health Call-1-800-992-1213 (Hospital admission approval/surgical review)**
- Mental Health & Substance Abuse Program 1-800-446-3995**

Safety

To report unsafe or unhealthy working conditions or serious accidents, call your CSEA labor relations specialist. For occupational safety and health information, call CSEA headquarters at **1-800-342-4146**.

Retirement

If you are retiring soon, it's important that you select the proper option from the Employees' Retirement system.

By using the services of a CSEA-provided retirement counselor, you'll be able to plan for a lifestyle in your retirement years that takes into account your anticipated expenses.

For more information, call 1-800-366-5273.

General retirement information and retiree membership information are available by contacting **CSEA's Retiree Department at CSEA Headquarters 1-800-342-4146 or (518) 434-0191**.

Grievances, Disciplines

If you believe you have a grievance, immediately contact your local grievance representative or shop steward. If they are unavailable, contact your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at the appropriate region office. Do not delay if you believe you have a problem; grievances must be filed on a timely basis.

The Buyer's Edge

The Buyer's Edge is a buy-by-phone consumer buying service designed to save CSEA members money on the purchase of major consumer products. The Buyer's Edge negotiates extra discounts and lowest price guarantees on many big ticket products that would not otherwise be available to individual buyers. For appropriate toll-free numbers consult The Buyer's Edge brochure or check the list of The Buyer's Edge numbers published regularly in *The Public Sector* or call CSEA Headquarters at (518) 434-0191 Ext. 357.



CSEA STATEWIDE HEADQUARTERS

**143 Washington Avenue, Albany, N.Y. 12210
1-800-342-4146 (toll-free) (518) 434-0191
Press 5 for Current Issues Update**

CSEA REGION OFFICES

LONG ISLAND REGION I OFFICE

**Hauppauge Atrium Building
300 Vanderbilt Motor Pkwy.
Hauppauge, NY 11788
(516) 273-2280
(516) 435-0962**

METROPOLITAN REGION II OFFICE

**40 Fulton Street
22nd Floor
New York, NY 10038-1850
(212) 406-2156**

SOUTHERN REGION III OFFICE

**735 State Route 52
Beacon, NY 12508
(914) 831-1000**

CAPITAL REGION IV OFFICE

**One Lear Jet Lane
Suite Two
Albany, NY 12110-2394
(518) 785-4400**

CENTRAL REGION V OFFICE

**6595 Kirkville Road
East Syracuse, NY 13057
(315) 433-0050**

WESTERN REGION VI OFFICE

**482 Delaware Avenue
Buffalo, NY 14202
(716) 886-0391**

Clip and save this page for future reference

A real union must have a heart, be able to hear, feel

Most people don't care how much you know, until they know how much you care. This is true not just for individuals, but true for organizations like CSEA.

We are New York's oldest and largest public employee union with a highly qualified professional staff and many more talented elected officers who have a reputation for getting things done. But a union is not just about contracts and grievances, it's about people — workers with families and dreams, problems and needs. To be effective, a real union must be different than just any other corporate entity like General Electric or General Motors.

Yes, we are a corporation. Yes, we are a business. But we must be more. We must be a place with a real heart to really hear and feel and be in touch with the problems that face our members every day of the week.

CSEA works because we work — every day in the struggle to represent the single parent, the member on the night shift, or working a plow in a driving snow storm. CSEA works best when these members know how much we care, not just how much we know.

Our goal is to be as responsive as we can be when a member calls on CSEA for help. In Region II we say, "Welcome to Metro Region II — where everybody is somebody!" and we really mean it.

Our membership, rich in diversity, is networking to reach out to community and ethnic-related labor groups across the metropolitan area because we care. We in Region II are working hard to build bridges to multi-cultural organizations who will work with us on issues like health care reform, stronger job safety laws, as well as access and job advancement for members with disabilities.

As activists in a fighting union, we will need all the help we can get in the battle against privatizing public jobs — our jobs.

We are proud that over the years Region II has established a strong base of support to help us in the fight against privatizing. Region II activists participate in the Coalition of Black Trade Unionists, the Labor and Religion Coalition, the Jobs with Justice Coalition, NYC Central Labor Council, NYS Brotherhood Committee, Hispanic

Labor Committee, Asian Pacific American Labor Alliance, Black Trade Unionists Leadership Committee, National Committee for Labor Israel, the Italian-American Labor Council and the New York Labor Committee Against Apartheid.

Privatization is a real threat to all our jobs and an invitation to the unbridled greed and corruption that historically prevail when public services are contracted out. Scandal after scandal of wasted taxpayer dollars occurs when unscrupulous privateers offer false promises that cheaper is better.

As we begin a new term in office, Region II will continue as a leader in CSEA. A leader in supporting political action where our members continue to lead all other Regions in contributions to AFSCME's P.E.O.P.L.E. campaign.

We will continue to demonstrate for quality health care reform and against sky-rocketing prescription drugs prices. Region II members picketed at Pfizer Pharmaceutical's huge 42nd Street corporate headquarters to protest their blood-money profits at the expense of the elderly and working families. Members from our New York City Retirees Local 910, are particularly



Metropolitan Region

George Boncoraglio
President
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 22nd Floor
 New York, NY 10038
 (212) 406-2156

impacted by the high cost of health care.

When we work together, picket together, march together in the N.Y.C. Labor Day Parade, we set the pace for CSEA. We know very well living in a city targeted by terrorists, ravaged by diseases and homelessness, that the labor movement is about salaries, job security, contracts and grievances. But it is so much more about changing the society we live in and showing that we care.

Walter Reuther once asked: What good is a raise in pay if your neighborhood is going up in flames? What good is another week's vacation if the lake you want to swim in is so polluted you can't use it? I ask what good is a better pension if the cost of health care and medicine is going through the roof?

As rank and file, as activists, as Americans, we know that unionism must be about changing our society so that it will be better for our families, for our children. But it is only when people know how much we care, that people will respect us for how much we know.

Metropolitan Region members to join hospital rally

NEW YORK CITY -- The fight against privatization goes beyond CSEA, and that means helping other public employees fight contracting out.

As this issue of *The Public Sector* went to press, activists in CSEA's Metropolitan Region were planning to join a demonstration to keep four

hospitals in New York City publicly operated.

"It is important for us not only to assist in this rally to stop the closure of four city hospitals, but it is imperative for us to speak out loudly and strongly to voice our opposition to selling out," CSEA Metropolitan Region President

George Boncoraglio said in a letter urging members to join the rally. "The sale of city hospitals will not only affect the health care of New York City residents, it will also jeopardize the livelihood of fellow public employees."

The rally at Lincoln Hospital, is a result of the efforts of

members of Local 420 Municipal Hospital Employees, District Council 37, an AFSCME affiliate.

It was inspired by proposals from mayoral candidate Rudolph Giuliani and comptroller candidate Herman Badillo that some or all city hospitals should be sold.

Don't allow complacency to dilute enthusiasm

It's no secret that the last couple of years have been tough for unions. Today, more than ever before, union members need to unite, to show their solidarity, to come together and demonstrate their position on issues that directly affect them.

The Striker Replacement Bill which recently passed the House of Representatives but is expected to encounter opposition in the Senate is an issue that brings to mind the PATCO situation. You may recall that President Reagan fired and replaced thousands of striking Air Traffic Controllers. (In fact, the twelfth anniversary of that strike was Aug. 3, 1993.)

That one incident put the President's 'seal of approval' on union busting and politicians have been climbing on the bandwagon ever since!

Our elected officials are using these tough economic times to strengthen their positions at the expense of the unions. Our members are being made the scapegoats for every deficit and budget shortfall, further widening the wedge between taxpayers and public workers.

The attitude at the bargaining table is "you're lucky to have a job." Officials seem to no longer care about the

morale of their employees. They have forgotten that motivation of the workforce is achieved through good labor management relationships, not intimidation or threats of job loss.

Privatization is the new buzzword: the panacea, the answer to every politicians' prayer. Contract out public jobs and you'll save money, you'll get the job done better, etc., etc., ad nauseum.

Worse, public employees feel they have no power, that they have limited rights and no leverage at the negotiating table.

How do we resurrect the power and respect that unions once had?

How can we strengthen our position at the negotiating table and improve our image in the community?

We need to start at the first chapter again and regain the momentum that the early labor movement once had.

We need to use the power of the vote to demonstrate our clout.

We cannot allow complacency to dilute our enthusiasm.

We cannot become so discouraged that we give up.

We need to act like a union, put our personal grudges aside and work towards common goals — solidarity, respect, strength and unity.

March with me. Work with me.
Together we can achieve those goals!



Southern Region

Pat Mascioli
President
735 State Route 52
Beacon, NY 12508
(914) 831-1000

CSEA members rehab historic house at prison

NAPANOCH — Built in 1790, the once beautiful farmhouse was a ramshackle mess 200 years later when the state wanted to knock it down to build a new prison.

But the house is on the historic register, and the state had to build the very modern Ulster Correctional Facility around it.

"It was a snake-infested haven," said facility Deputy Superintendent Roger Fredenburgh. "I was concerned about someone going in there and getting hurt."

So the state decided to fix it up.

"We didn't have to restore the building authentically," Eastern Superintendent Robert Mitchell said. "We just had to make it presentable."

He got a grant from the state's Department of Parks and Recreation, and CSEA Local 159 members took on the project.

They cut timber on state property in the Eastern Correctional Facility saw mill, since pre-cut lumber would

have been too expensive, Fredenburgh said.

CSEA members worked through the winter shoring up the stone fireplace and covering the roof. Windows will be replaced with thermopane that will look like the original paned windows. Inmates are helping restore the outside stone by chipping and applying mortar.

The stones will be sandblasted to make them look like new. And electricity and plumbing are being installed.

CSEA members working on the building include Maintenance Carpenter Paul Wright, General Mechanic James Allison and Maintenance Masons James Spence and Rich Krom. Jim Dennin, a member of AFSCME Council 82, is also assigned to the project.

The building may be used as a museum, since it is located on the original D&H Canal. The D&H Preservation Society is interested in putting in a hiking trail near the house.

"It's very interesting work," Wright said. "It's come a long

way."

Even the inmates are enjoying the work, he said.

"They're learning something,"

Wright said. "They like it. Even in the very hot weather, they didn't mind."

-- Anita Manley



CSEA members work on historic house at Ulster Correctional Facility.

Membership health and safety a priority with me

As the newly elected Capital Region President, I am going to use this report to the Eighty-Third Annual Meeting to thank those of you who supported me, ask for support from those who did not, and explain what I believe our Region's goals should be for the next three years.

To those leaders who supported me and more importantly to the rank and file who voted for me, I give my heartfelt thanks. I have been a member of CSEA for over thirty years and I never want to lose touch with our rank and file as we are elected to serve our entire membership.

I offer my congratulations to the re-elected Capital Region Officers and, on their behalf, their thanks to you:

Joan M. Tobin, 1st vice president
Carmen Bagnoli, 2nd vice president

Louis Altieri, 3rd vice president
Judy Remington, secretary
Barbara Stack, treasurer

The Region elections are over until 1996, so I ask all of you who did not support my candidacy to take the time to get to know me, see what I stand for and make an effort to work together for the betterment of our membership. I stand ready to work with everyone so that "WE TOGETHER" can provide better representation and additional services to our members, for that is what a union should be about. A union must work on behalf of its members!

The health and safety of our membership is a priority with me. No member, rather no public employee, should

have to work in an unsafe work environment. I plan to push for CSEA to expend more of its resources in this area.

Additional training is needed by our Local and Unit officers, delegates, shop stewards and representatives so that they can better serve our members. Having served in numerous local offices over the past two decades, I know that support is needed, and I am ready to provide whatever assistance and support is required by our Local and Unit leaders to provide quality service to our members.

By the time this report is published, at least four major decertification elections will have been held in Region IV. In each instance, the reasons for the decertification attempt were complex and of a long-standing nature. CSEA staff, assisted by the International, have been hard at work and hopefully will have been successful. We must work together to solve problems that exist, or more importantly, the image or perception that problems exist, so that we will not have to expend our resources defending those bargaining units we currently represent; but rather be able to use those resources to organize new bargaining units, thereby strengthening the labor



Capital Region

June Robak President

One Lear Jet Lane, Suite 2
Latham, NY 12110
(518) 785-4400

movement.

The one fact that all of us as elected union officials must not forget is that we cannot afford to lose touch with our members as not only are we members, but we have been elected to serve our members and we must always be working for our membership's best interests.

CSEA member Richard Sheffer 'Uncle Sam Citizen of the Year'

TROY — Richard Sheffer, a longtime CSEA activist, president of both the Rensselaer County Educational Local 871 and the Lansingburgh Central School Unit, has won the 1993 Uncle Sam Citizen of the Year Award for dedicated service to the community.

The recognition caught the unassuming Sheffer totally by surprise.

"I was told that our retiring school principal had won the award, and that's why I showed up to honor him for his 30 plus years of service to the district," Sheffer said. "After the meeting began, I turned around and saw not only most of the district school teachers but also most of my own family. That's when it hit me."

A brunch and ceremony honoring Sheffer was attended by more than 100 admirers. And the *Troy Record* newspaper carried a profile on the Citizen of the Year the next morning.

"He has singlehandedly done more for the youth of the area than anyone I know," a student at Lansingburgh High School stated in his nominating petition. If the award was given based on the number of nominating letters received, the student said he'd go out and get every student who knew Sheffer to submit one.

Laughing, Sheffer runs down the list of positions he has held or currently holds in the Lansingburgh Boys Club, the Lansingburgh Independent Baseball League and the Knights of Columbus, among others.

"I wear a lot of hats and have a lot of fun," he admitted, noting that his wife, Gail, also a public employee, often works side by side with him at various functions and in several organizations.

Although he and his wife have no children, Rich said, during the baseball season they had 102 sons and 1 daughter this year.

"I was never an athlete," Sheffer said. "My father died when I

was 11, and the Boys Club sort of became my home. Now I'm just helping out any way I can, anyone I can."

Rich's love of children and his love of helping children learn how to live by playing sports has paid off in quiet ways. Now young adults who learned how to handle victory as well as defeat at Sheffer's games often look him up and tell him how they hope to teach their children all the valuable lessons Rich Sheffer, head custodian, Uncle Sam Citizen of the Year, taught them.

—Daniel X. Campbell

TROY — Uncle Sam is one of the most famous images of the United States.

What few people realize is that the real Uncle Sam — Samuel Wilson — was from Troy, NY. This meat and supply wholesaler became Uncle Sam because of his dedication to top quality service. Wilson had a contract to supply the U.S. Army fighting in the south during the War of 1812. While other contractors were shipping rotten meat and worm-filled flour to the soldiers, Sam Wilson inspected all of his supplies before he shipped them and stamped them "U.S."

Soldiers in the front lines began to look for the barrels with the U.S. brand because they knew the meat and flour inside was safe to eat. Legend has it that when one new recruit asked an older veteran what the U.S. stood for, the vet replied "Uncle Sam." And so a legend based on quality service and dedication was born.

The city of Troy for more than a decade has been the site of the Uncle Sam Birthday Parade and each year the city selects one person to be the Uncle Sam Citizen of the Year based on his or her dedicated service to the community.

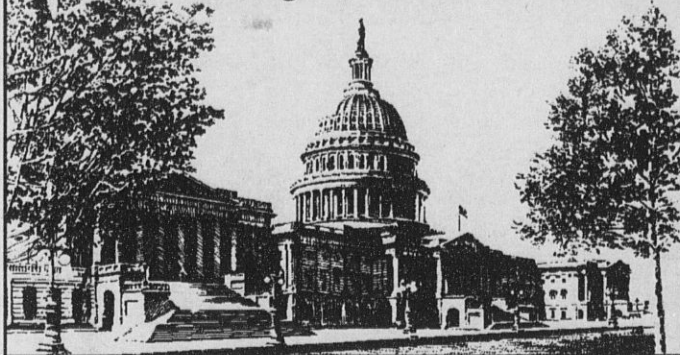
Saving jobs, negotiating best contracts possible

Dear Region 5 Delegates,
I want to take this opportunity to thank you for the support you gave me in this year's election.

I am proud of our 20-county Region and I pledge to work hard to save every job and to work with our staff and elected leadership to negotiate the best contracts possible.

Again, thank you.

CSEA 83rd ANNUAL MEETING
Washington, DC Nov. 15-19, 1993



**Central
Region**

James J. Moore
President
6595 Kirkville Road
East Syracuse, NY 13057
(315) 433-0050

Member's niece is missing

ROME — The search for missing Herkimer County teenager Sara Anne Wood has gained national attention, but nowhere does the search hit closer to home than with CSEA Local 422 member Linda Ann Stich.

Stich, a developmental aide at the Rome Developmental Disabilities Services Office, is the sister of Robert Wood, Sara's father. Since her niece disappeared, she has turned to her CSEA "family" for support and help in the search.

On Aug. 18, 12-year-old Sara was riding her bike home from the church where her father is pastor. She never arrived. Her

bike and backpack were found about a half-mile from her house in a wooded area.

After extensive searches within a 40-mile radius turned up no leads, State Police investigators determined that Sara was abducted.

Hundreds of people, including CSEA members, have distributed posters with Sara's picture across the country in hopes that someone will recognize her and provide the vital clue that will lead to her safe return.

Stich said CSEA members have been very helpful. She credits CSEA Local 422 Board Representative Doreen Lewis and Shop Steward Ron Witt with getting the union involved.

They passed out fliers and posters and informed Local 422 President Jon Premo, who offered the local's office for help with mailing and photocopying.

The local has made more than 1,000 fliers, Stich said. Premo also talked to the DDSO administration to guarantee that Stich could get any time off she needed.

Stich now waits, hoping for news of Sara.

"You want the phone to ring, but you're afraid to answer it," she said. "There's a lot of shared hope. Everyone in my family knows that she's still alive. We're very convinced."


So far, the State Police investigation, led by Maj. C. Allen Pylman and with help from the FBI, has followed up on 1,600 leads, Bob Wood said. The volunteers are trying to get Sara's picture across the nation, he said.

"I'm not going to be happy until everyone in the United States knows my daughter's face as well as they know someone like Tom Brokaw's," he said. "I want everyone to take a good, hard, long look at the picture, and if they're praying people, they can pray — for Sara, her release, and for the truth to come out."

Stich described

REWARD

\$50,000
For
Information
Leading
To Her
Whereabouts.



\$150,000
For
Her Safe
Return.

**MISSING
SARA ANNE WOOD**

DOB: 3/4/81 AGE: 12 300 MACADAM ROAD FRANKFORT, NY

DESCRIPTION:
WHITE FEMALE, 5 FEET TALL, 96LBS., BLUE EYES, DARK BROWN CURLY HAIR (SHOULDER LENGTH).
LAST SEEN ON 8/18/93:
At 2:30 PM, Leaving Norwich Corners Church, Roberts Road, Town of Frankfort, Herkimer County on her bicycle.
SARA WAS WEARING:
A Pink T-Shirt with the words "GUESS WHO" (embroidered on the front in the same Pink color), Turquoise Blue shorts and Brown sandals.

**IF YOU HAVE ANY INFORMATION CALL NEW YORK
STATE POLICE: (315) 736-0121
1-800-68-4 SARA (7272)**

Help find Sara Anne Wood

CSEA members wishing to help can call the Sara Anne Wood Rescue Center at (315) 792-9090 to get copies of the flier bearing Sara's picture and updated information about the reward being offered for her safe return, which now stands at \$150,000. Anyone with information about Sara should call the New York State Police at (315) 736-0121 or 1-800-684-SARA (7272).



CSEA MEMBER Linda Ann Stich with her brother, Robert Wood, with a poster for Sara Anne Wood, Stich's niece and Wood's daughter.

her niece as very active and bright and always fun to be around.

"We will never give up trying to bring her home, no matter what it takes," she said. "If anyone reading this article has any knowledge at all of Sara's whereabouts, we appeal to them to call the state police number or get in touch with her family."

"If someone even feels they might have seen her or have any information, no matter how insignificant it might seem, it might be the one lead that helps bring her home to her family."

Stich looks at CSEA members as family.

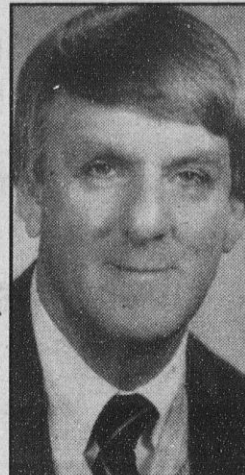
"I've had the feeling that all through this crisis I've been a part of a big, extended family through CSEA," she said. "I'm appealing to them as brothers and sisters, and I'd like them to think of Sara as their niece also and become personally involved in any way they can."

— By Mark Kotzin

Lots of work to be done to meet challenges ahead

I want to thank everyone who supported and voted for me in the recent election. As always, I pledge that I will do everything possible to ensure that CSEA provides quality services to all of the membership.

There's a lot of work to be done. Let's move forward together! Please join with me in meeting the challenges ahead.



**Western
Region**

**Robert Lattimer
President**

482 Delaware Avenue
Buffalo, NY 14202
(716) 886-0391

NAFTA is bad news

The North American Free Trade Agreement (NAFTA) is bad news for Americans, bad news for union members and bad news for exploited Mexican workers.

That's the assessment of CSEA Western Region President Bob Lattimer following a fact-finding trip to Mexico. Lattimer, who is coordinating CSEA's opposition to NAFTA, was part of a national labor task force which visited Mexico to speak with workers, community organizers, volunteer agencies and labor officials.

The pro-NAFTA propaganda ignores the poverty, worker exploitation and environmental decay in Mexico, Lattimer said.

"It is unconscionable to contemplate that Congress will pass this NAFTA," Lattimer said.

During the trip he saw firsthand the destitution and squalor, the low pay and apparent lack of concern for Mexican workers and their rights. He also saw a government that fails to live up to its so called "reform" image. And he's been sharing what he learned.

Lattimer recently expressed these concerns at a Buffalo anti-NAFTA rally that included other unions and Rev. Jesse Jackson. He has also addressed the issue at CSEA events and will conduct a program at the union's Annual Delegates Meeting.

At a stop at an abandoned battery factory during the Mexican trip, several gunshots were fired in his party's direction. Fortunately, nobody was hurt. The contaminated facility is causing health

problems for nearby residents and farm animals.

"It is difficult to relate all of the horrors that we saw," Lattimer said.

"Tijuana, a city of 3 million people, is basically one giant slum. The countryside surrounding the city is strewn with garbage. Streams are polluted, some reduced to nothing more than open sewers.

"There is not one sewage treatment plant on the Mexican side of the border between Tijuana and Brownsville, Texas, a distance of 2,000 miles," he said.

The day before their visit to a Raytheon Industries plant, a delegation from the International Association of Machinists was arrested, detained by Mexican police for four hours and accused of interfering in the internal affairs of Mexico by talking to workers.

"Is this an example of a reformed Mexican government?" Lattimer asked.

Workers at the plastic clothes hanger plant earn \$40 to \$60 a week in sweatshop-like conditions with little or no safety gear.

"The productivity of Mexican workers employed in the export industries is equal to that of U.S. workers," Lattimer said. "But their wages are one tenth of American workers wages. That is a major reason why NAFTA would accelerate the flight of American jobs. Over the



CSEA Western Region President Bob Lattimer, right, addresses an anti-NAFTA rally in Buffalo with the Rev. Jesse Jackson, left.

past 10 years, the wages of the Mexican workers at American-owned plants have steadily gone down not up. This shows that without safeguards workers will continue to be exploited by corporate greed."

The Mexican government's public relations campaign about reforms is contradicted by what Mexican workers told Lattimer.

"The lack of any meaningful reform is especially evident in the living conditions of workers and their inability to form their own unions," he said. "Many maquiladoras, or Mexican workers at U.S. plants, live in squalid encampments near the plants called "colonias." These are hovels beyond belief, where people clear a small area of land and erect shells with walls of cardboard, plywood or some other light material. And the workers are trying to exist on the meager wages the employers pay."

The situation for union workers is no better, Lattimer believes, than if there were no unions.

"There is no free and democratic union situation," he

said. "Only the official state unions, which are part of the Mexican government, are legal.

"Mexican and American workers deserve an opportunity to have a meaningful, well-paying job that allows them to live in dignity and raise their families toward a better future. NAFTA as it is now structured will not provide those opportunities for either American or Mexican workers.

"The only ones who will gain from this NAFTA are company owners who will do as others have done — move their operations to Mexico, pay a fraction of the wages they paid in the U.S. while selling their products at the same or higher prices.

"There is a need for a trade development agreement, but not this NAFTA," Lattimer said. "This NAFTA contains no enforceable labor standards which must be a fundamental component of any good trade agreement in order to insure that U.S. and Mexican workers share in the benefits of free trade."

— Ron Wofford

1993 CONVENTION EDITION

83rd Annual Delegates Meeting

Nov. 15 - 19

Washington, D.C.

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Local 1000, AFSCME, AFL-CIO

THE PUBLIC

Sector

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CSEA ACTIVIST NAMED CITIZEN OF THE YEAR

-- See Page 17

THE UNCLE SAM
MONUMENT
in Troy seems
to be offering
a tip of the hat
to CSEA activist
Richard Sheffer.



PHOTO BY
DANIEL X. CAMPBELL