

Official publication of
CSEA
Local 1000, AFSCME, AFL-CIO

Your CSEA Nassau County
Local 830 Express newsletter is enclosed

THE PUBLIC

Vol. 20 No. 6 JUNE 1997

**Volunteerism
nothing new
for CSEA
members**
— see page 14

**Check out
CSEA's newest
member benefit**
— see page 19

**PUBLIC
EMPLOYMENT
CAN BE
UNSAFE
AT ANY
DEED**

— see page 3

MIKE D'ALESSANDRO, executive vice president of CSEA NYS Teachers Retirement System Local 658, and his son Justin share a poignant moment during Workers Memorial Day observances in Albany.

Photo by Ed Molitor

General Counsel Hoffman to receive Arbitration Association's distinguished service award

ALBANY— Nancy E. Hoffman, CSEA general counsel and director of Legal Services, will receive the Distinguished Service Award in Labor/Management Arbitration during the American Arbitration Association's "Arbitration Day in Upstate New York" program June 13.

Hoffman has served as CSEA general counsel and director of Legal Services for the past eight years. She earned her law degree at St. John's University, a bachelor's degree in industrial and labor relations from Cornell University and a master's degree in American History from New York University.

She has a varied professional legal background that includes serving as an associate counsel with the New York State United Teachers union and, on the other side of the table,

representing public employers as an associate with the firm of Plunkett and Jaffe.



Nancy Hoffman

Hoffman was also a first assistant counsel for fair hearings and a deputy counsel in the division of legal affairs in the state Department of Social Services and an assistant attorney general for the state. She also served as assistant corporation counsel in the New York City Department of Law, spent a summer in the US Attorney's Office in New York City, and also is a former high school teacher.

She is active in numerous professional organizations and serves on the Government Law Center Advisory Board at Albany Law School, as well as the Statewide Labor Advisory Council of the Industrial Labor Relations School at Cornell University.

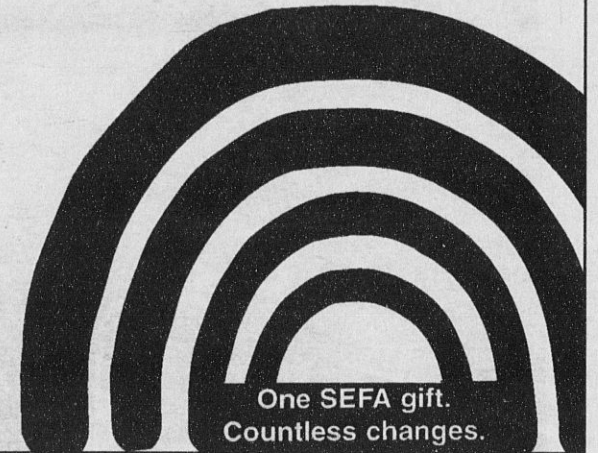
For every dream
you've ever made come true,
thank you.

Lives change when
public employees care.

You and United Way.
Changing lives.



United Ways
OF NEW YORK STATE



Always protect your membership status

Break in membership affects eligibility for union office, voting privileges

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

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

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

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

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

You must notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 327, of any change in your status and what arrangements you are making to continue your membership in CSEA.

THE PUBLIC Sector

Official publication of
The Civil Service Employees
Association, Inc. Local 1000, AFSCME,
AFL-CIO

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The Public Sector (USPS 0445-010) is published monthly by The Civil Service Employees Association. Publication Office: 143 Washington Avenue, Albany, New York 12210.

Second Class Postage paid at Post Office, Albany, New York 12288.

Postmaster: Send address changes to: Civil Service Employees Association,
Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.
CSEA on line: The CSEA web site can be accessed at www.cseainc.org

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WORKERS MEMORIAL DAY 1997

Fight for the Living!

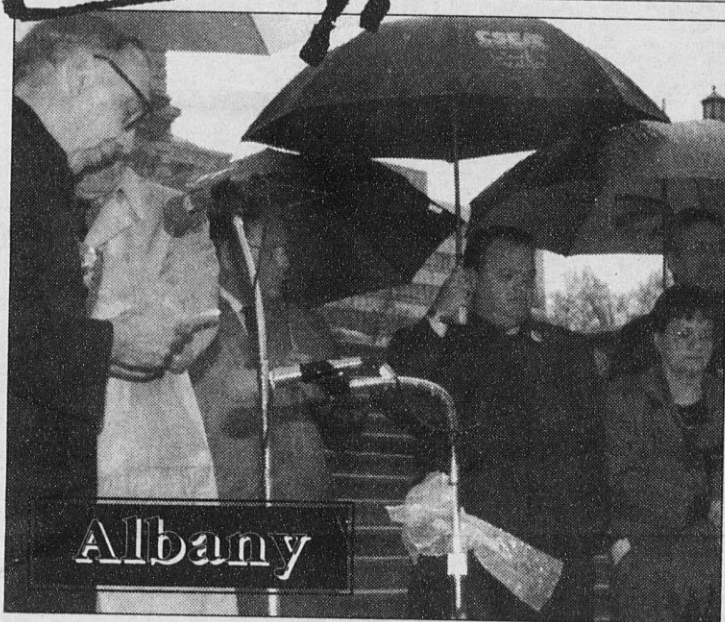
CSEA working men and women who have been killed or injured on the job were remembered in a series of Workers Memorial Day observances across New York state on April 28, the anniversary of the Occupational Safety and Health Act.

A particularly poignant observance was conducted outside

the Schuyler County Office Building, site of the brutal slaying of four CSEA-member county employees in October 1992.

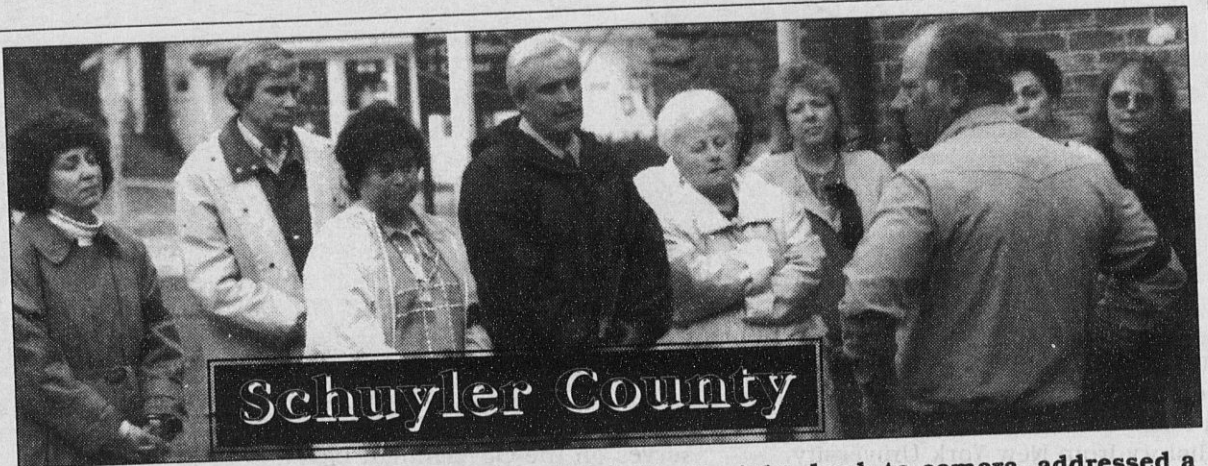
In Albany, labor and religious leaders joined with state officials at a memorial observance on the steps of the state Capitol Building.

CSEA officials delivered a unified message at each observance: calling on the state to enforce the existing Public Employee Health Standards (PEHS) Act provisions and adopt tough new worksite security standards to protect America's working men and women.



Albany

A coalition of state labor and religious leaders, joined by state officials, participated in a Workers Memorial Day observance on the steps of the State Capitol in Albany on April 28. Participants represented CSEA, the Public Employees Federation, the State AFL-CIO, the Solidarity Committee of the Capital District, the NYS Labor-Religion Coalition and the NYS Dept. Labor. CSEA President Danny Donohue, third from right, was among those who addressed the gathering.



Schuyler County

CSEA Schuyler County Unit President Butch Wood, right, back to camera, addressed a gathering of co-workers and friends outside the Schuyler County Office building to commemorate Workers Memorial Day and remember the four CSEA members who were slain in the office building on Oct. 15, 1992. At left is CSEA Central Region 5 Executive Vice President Ginger Sheffey.

Incredibly, Schuyler wants to lessen security

WATKINS GLEN — Even as CSEA members gathered outside the Schuyler County Office Building on Workers Memorial Day to remember four co-workers killed in 1992, the talk was of concern over a proposed lessening of security measures by County Legislature Chair Barbara Halpin.

Halpin has suggested eliminating some

security measures that were put in place following the tragedy four years ago, including removing a metal detector that screens all people who enter the County Office Building.

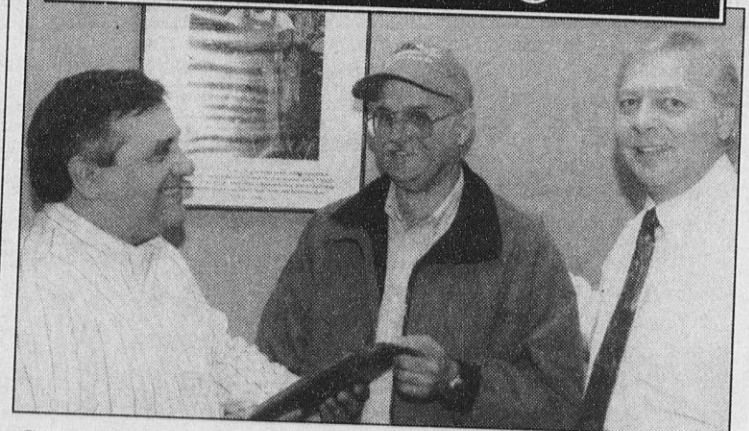
Letters of protest should be sent to Ms. Barbara Halpin, Chair, Schuyler County Legislature, County Office Building, Box 21, 105 Ninth Street, Watkins Glen, NY 14891.



Finger Lakes DDSO

CSEA LOCAL 436 FINGER LAKES DDSO activists, along with PEF, Council 82 and management representatives, planted a tree in memory of members who died in the line of duty. This was the eighth year that Local 436 has planted a tree on Workers Memorial Day at one of the work locations as a living reminder of the dangers present on-the-job and to recognize members who paid the ultimate price for unsafe worksites. Local 436 President Kathy Button is third from left, front row. Others participating included Local 436 activists Phil Nasca, Ed Figueroa, Larry Lynch and Mike Flaherty; PEF representatives Joanne Beardsley, Jim Carlisle and Liz Indick; Council 82's Jim Fraboni, Finger Lakes DDSO Director Sylvester Zielinski and DDSO deputy directors Ross Brackett and Fred Zazycki.

Long Island Region 1



CSEA Long Island Region 1 President Nick LaMorte, left, presents a plaque to Safety Committee Chairman Ken Cavanaugh and CSEA Occupational Safety and Health Specialist Dan Morra to commemorate that no Long Island CSEA member has died on the job since the early 1980s. LaMorte presented the plaque on Workers Memorial Day.

CSEA blasts OMH five-year plan

The Office of Mental Health's most recent five-year plan continues to disturb CSEA.

In testimony before OMH officials, CSEA Southern Region 3 President Carmine DiBattista and CSEA Central Region 5 President James Moore said the report contained no shocks but continued policies that fail to consider the human toll.

The report projects a continued drop in patients at state psychiatric centers. That's no surprise, DiBattista said, since the agency all but closed direct patient admission some time ago.

Closing state facilities to all but those who are too ill or dangerous to be treated elsewhere denies services to those who are equally as ill but not as dangerous, DiBattista said.

"Given what we see around us on virtually every street corner of large and small communities alike, it seems fairly clear that there are patients very much in need of housing and services," he said. "We must tell you, forget your statistics. Just look around."

Moore took great exception to the report's implication that the union was involved in developing the plan. Instead, he said, CSEA suggestions for improving the mental health system have been ignored for years.

He pointed to the union-supported Community Reinvestment Act which was intended to ensure that adequate community services would be developed to serve the mentally ill who left state psychiatric centers. Yet the agency continues to downsize the centers without first



CSEA Southern Region 3 President Carmine DiBattista

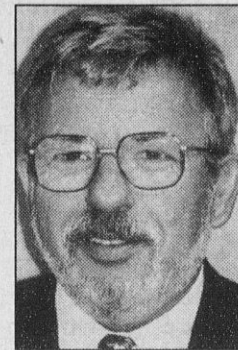
establishing adequate community-based care.

DiBattista reiterated CSEA's 20-year-old proposal that OMH use space on psychiatric center campuses for state-

operated community residences.

"It seems clear that increased use of state-operated community residences would address, at least in some fashion, the needs of hundreds or perhaps even thousands of mentally ill individuals living either in homeless shelters or out on the streets, while ensuring future employment opportunities for a work force trained and very much willing to provide care to the chronically mentally ill," he said.

"OMH's rejection of this and other CSEA proposals to improve a quickly deteriorating mental health delivery system can be seen as nothing less than a reckless disregard for human life."



CSEA Central Region 5 President James Moore

Moore also criticized the report's inadequate staff-to-patient ratios that fail to take into account the changing patient population.

As the patient population declines, the report says, more violent, criminal and substance abusing clients will be in the centers.

"It was never the expectation of many of our members who began their careers with OMH that they would find themselves working short-handed in and around a patient population that was so heavily laden with criminal and otherwise violent behaviors, in addition to their mental illnesses," Moore said.

"The plan, in my opinion, is little more than a justification of OMH's decision, made some years ago, to abandon its mission to provide services to the mentally ill," he said. "The number of patients the agency plans to care for down the road will have little if anything to do with the actual number of mentally ill in need of services."

— Ed Molitor and Kathleen Daly

Empire Plan name change

MetraHealth is now United HealthCare

MetraHealth, the administrator for the Empire Plan, is now part of the United HealthCare Service Corporation. The name United HealthCare, instead of MetraHealth, will begin appearing on material referring to the Participating Provider and Basic Medical Program described in your Plan Certificate. The new name will appear on Empire Plan publications, benefit statements and claim forms.

Remember, **only the name is changing. The new name does not affect your Empire Plan benefits or participating providers.** The address and telephone number remain the same. They are:

United HealthCare
administrator for MetLife
P.O. Box 1600
Kingston, NY 12402
1-800-942-4640

CSEA members help turn youth around

PEEKSKILL — Challenge is now a way of life for employees from the Division of Military and Naval Affairs (DMNA) at Camp Smith in Westchester County.

The federal Challenge Program, administered by the National Guard, is designed to teach troubled youth important basics, help them earn a diploma and become productive citizens through an intensive, live-in program. The Camp Smith program is one of 15



Eileen Gardner, lead instructor, and Linda Cargain, teacher, work in the Challenge Program at Camp Smith.

pilots around the country.

More than 800 youngsters have been through the 22-week program.

"They come in here so rough and tough," said Lead Instructor Eileen Gardner, a member of CSEA Hudson Valley DMNA Local 252. "For some of them, it's the first time they've ever had structure in their lives. By the time they leave, they're actually thinking about a future."

"They've never encountered so many adults who have faith in

them. Life has turned them off," teacher and CSEA member Linda Cargain said. "They know we believe in them."

Many of the young adults who come into the program cannot read, she said.

"We've seen their scores go up 4 to 5 grades," she said. "Their whole attitude changes."

"I feel this program is one of the best things that's happened in New York state," said Program Director

General John L. Jones.

"Here they have someone who cares, someone to talk to."

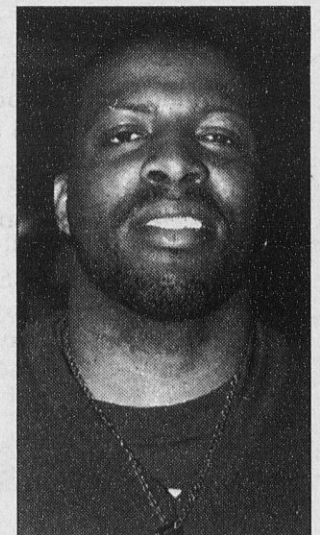
Ed Walker, assistant team leader and CSEA member, knows he's made a difference in the young people's lives.

"That's important. It's the reason I went into education," he said.

"One individual wrote to me and said I was the only person who believed the good in him," Cargain said. "It's the most frustrating and hardest job I ever had, but it's the best job in my life."

Anyone interested in the program can obtain more information by calling 1-800-NY YOUTH.

— Anita Manley



Ed Walker, assistant team leader in the Challenge Program

LEAP

LABOR EDUCATION ACTION PROGRAM

Fall deadline June 13

Applications for Fall LEAP tuition benefits must be received (not postmarked) in the CSEA/LEAP office by 5 p.m. June 13.

Applications may be mailed to CSEA/LEAP, 1 Lear Jet Lane, Suite 3, Latham, NY 12110-2393 or faxed to 518-785-4854 or 518-785-4862.

LEAP funds for the fall semester are committed on June 13 and therefore applications cannot be considered after that date.

Catalogs and application forms were mailed to all eligible employees who applied for a LEAP tuition benefit during the fall '96 or spring '97 semesters. NYS agency personnel and training offices also have a small supply of catalogs. If you did not receive a catalog and are unable to obtain one in your agency, call LEAP and request one.

LEAP is a tuition benefit program available to members in the Administrative, Operational and Institutional Services Units, the Division of Military and Naval Affairs and CSEA-represented employees of Health Research Inc., SUNY Construction Fund, Teachers Retirement System and the Unified Court System.

Contact the LEAPline at 1-800-253-4332 with questions about LEAP or other education and training benefits for CSEA-represented state employees. LEAPline advisors are available between 8:30 a.m. and 4:30 p.m. weekdays, 8:30 p.m. on Thursdays.

CORRECTION

A story about the American Sign Language Course offered to state Office of General Services employees in the April edition incorrectly identified the source of the program.

The ASL course was supported by a Work Force Initiatives Grant. The Work Force Initiatives program is jointly administered by the Governor's Office of Employee Relations, CSEA and PEF. This particular program did not have any PEF participants.

Other agencies interested in developing on-site classes in American Sign Language for CSEA employees may contact Dave Street at 1-800-253-4332 ext. 360.

The Public Sector regrets the error.

Teamwork makes DOT crew winners

POUGHKEEPSIE — Teamwork paid off for three DOT employees, the recent winners of an excellence award.

Construction Equipment Mechanics Mike DeSimone, Kevin Chapman and Jeffrey Clark, members of DOT Local 507, repair and maintain about 30 pieces of heavy equipment such as paint strippers, bucket trucks and tower trucks.

This is the first time workers from DOT Region 8 or Equipment Management have won such an award.

The American Association of State Highway and Transportation Officials, which gave the award, was impressed with the three employees' teamwork.

Chapman said it was DeSimone's idea to form a team.

"We all work together," said Chapman, a CSEA shop steward. "Mike gets the work orders, and then we prioritize and coordinate the repair of the vehicle. There are a lot of factors that go into deciding what needs to be done when."

A recent memo from the DOT Regional Director's office praised the efficiency and talent of the team, now called the A Team.

"This is an ongoing team continually finding solutions needed to make repairs on equipment," the memo read. "With the same mechanics making all the



CSEA DOT Local 507 members Kevin Chapman, Mike DeSimone and Jeffrey Clark display their excellence award.

repairs, the team has been able to improve the quality of repair, improve the reliability of the unit and shorten the time needed to make repairs. The bottom line is increased customer satisfaction." — Anita Manley



Wallkill Correctional Facility employees Alan Atkins and Fred Kurtz polish their welding skills.

Labor-management training program on-the-job

WALLKILL — Employees of Wallkill and Shawungunk correctional facilities learned how to weld through a state labor-management committee program - a negotiated benefit of the CSEA-NYS contract.

The training is just one of a variety of programs that allows state employees to learn new skills and enhance their career opportunities.

Courses include job skills and career development and safety and health. Workshops on contract administration, labor-management committee development and customized training are also available.

"One of the best features of the program is that we can bring the training right to the worksite which allows more people to participate," said LMC Field Associate Marie Romanelli.

"Wallkill and Shawungunk

Correctional Facility employees are now able to do their own welding fabrication so that they can repair equipment that might otherwise need to be replaced," said Wallkill Local Vice President Dave Casterline.

"We won't have to depend on one person to do it," said Jim Reynolds, a plant mechanic.

Walter Nelson, from SUNY Maritime, taught the course at Wallkill.

"We try to customize the training to not only the facility, but to the needs of the workers," Nelson said.

The labor-management committee also has funds available for furniture and break room equipment and equipment to improve working conditions for institutional employees. For more information, contact the Labor-Management Committee at 518-473-3416.

— Anita Manley

Pre-retirement and other videos available from CSEA

JOINT COMMITTEE ON

Health Benefits

Videos now available are:
Living With Stress,
How To Beat

Cigarettes, Overweight: Who's In Control, Low Back Pain, Dietary Management Of Fat And Cholesterol, Understanding Common Breast Problems, Facts About AIDS, Nursing Liability For "Doctor's Orders" II, Short Circuiting Stress, Medical Effects Of Alcohol Use, Exercise Should Be Fun, Mammography, Menopause, AIDS - The Surgeon General's Update, Medication Errors, The Expanded Role of Nurses - Legal Implications, and Pre-Retirement - 1996 Update.

Contact JCHB for information and instructions on how to reserve your selection at 1-800-286-5242.

Town gets an award; town employees get the credit

WALLKILL — The Town of Wallkill has received a national award from the American Public Works Association for a town construction project thanks to help from town highway workers.

Town Supervisor Howard Mills credited public works employees at a recent news conference for their significant part in the success of the project which involved relocating a stream and creating a bridge and tunnel in order to widen a previously dangerous one-lane road.

Town workers excavated, installed and backfilled the bypass pipe. They removed trees, replaced the water main, trucked fill materials, installed guard rail and various other tasks.

"The project required an extremely well-coordinated effort of all parties," Mills said. "The extensive engineering effort and the public/private partnering of the construction work resulted in a savings of more than \$500,000, allowing the project to be completed

almost entirely with grant funds."

CSEA Unit President Richard Gesner described the project and the pride he and his co-workers feel.

"The Silver Lake-Scotchtown Road tunnel project was by far the biggest and most complex undertaking the town Highway Department has ever been involved in," he said. "A project of this magnitude was well beyond the capabilities of our department to handle on our own. However, dissecting the different phases down to manageable portions enabled us to utilize our work force to perform major portions of this project."

Gesner said the weather was the project's most formidable challenger, first with heat, then rain, then snow and finally mud.

"When the weather finally started to turn nice in the spring," he said, "we found ourselves knee deep in mud due to the spring thaw, but we knew we were nearing completion.

"For every setback we had, we also had a new experience in



The award-winning Town of Wallkill team arc, from left, Frank Regelski, Frank Wall, Crew Foreman Ron Fello, Unit Treasurer Mark Knisely, Town Supervisor Howard Mills, John Sullivan, Joe Pistoia, Unit President Richard Gesner and Mike Cody.

highway construction. As we completed the project and saw everything coming together after nine months of extreme heat, rain, cold and snow, a good feeling started to come over us. That feeling was pride, public employee pride," Gesner said.

"When residents started using the new tunnels and roadways, they were honking horns and giving the 'thumbs-up' sign reaffirming the fact that this is our town, not just a paycheck."

— Anita Manley



BOCES lifesaver

Long Island Region 1 President Nick LaMorte, left, joins some of Ethel Searson's co-workers in presenting her with a Certificate of Recognition for "saving the life of a child entrusted to your care." Searson saved a five-year-old Western Suffolk BOCES student from choking on a small cloth bow that came off of the girl's shirt. Searson said that while it is nice to be acknowledged, "All that matters is that the child is fine."

Back pay sought in anti-privatization case

WHITE PLAINS — CSEA has filed a class action lawsuit on behalf of more than 300 former Westchester County employees who lost their jobs to privatization.

The suit, which has been in court since 1995, contends that employees laid off during 1995 are entitled to back pay if their positions were never removed from the county budget by the Board of Legislators, CSEA Attorney James Rose said.

If the state Supreme Court rules in the employees' favor, they will be entitled to back pay from the date of their layoff through Dec. 31, 1995, Rose said.

Employees who worked in the

Laundry and Housekeeping Departments who were privatized and others who were laid off or bumped by someone who was laid off are included in the suit.

Last December, a state Supreme Court judge ordered county officials to pay 24 former Woodfield Cottage employees who were laid off in December 1995 two weeks of back pay and benefits as a result of a similar lawsuit.

Anyone who did not receive a letter announcing the suit and feels they should be included in the class action suit should leave their name and address with the CSEA Southern Region 3 office by calling 1-800-757-2732. — Anita Manley

School lunch program back on the menu

BOHEMIA — The Connetquot School District finally listened to fifth grader Janice Hager and CSEA.

The two were united in their efforts to convince the district to reinstate its school lunch program. CSEA members were out of work, and the union waged a public campaign to save the lunch program.

Janice made the news when she circulated a petition fighting for her school lunch program.

Now that the district relented, the members are glad to be back in the cafeterias after being out of work for months.

"I am the supporter for my family and being out of work was extremely hard for me," said Maila LeFurgy. "I'm so happy the program has been brought back and we are all back to work."

The cafeterias have been revamped and enrollment in the school lunch program is up.

"We are serving more school lunches now than in the past," cafeteria worker Joan Bizzaro said. "There are many new foods on the menu and the kids seem to enjoy it." — Sheryl C. Jenks



Cafeteria worker Joan Bizzaro.

Career conference a success

MELVILLE — More than 300 school district CSEA members attended the second annual "Career Development For School District Employees" conference sponsored by CSEA Nassau Education Local 865 and Suffolk Education Local 870.

"This is a wonderful opportunity for school district employees to attend a wide variety of useful workshops," Local 865 President Denis Midnet said.

Local 870 President Diane Klement said the conference was well received by the members.

"They really appreciate the opportunity and they can use what they learn in their personal lives and on their jobs," Klement said.

CSEA Long Island Region 1 President Nick LaMorte gave credit to the hard work of the Long Island School District Committee members and to both the locals.

— Sheryl C. Jenks

Persistence, solidarity end contract dispute

PHILADELPHIA — CSEA members working in the Indian River School District have found that persistence and solidarity pays off.

The CSEA Jefferson County Local 823 members recently voted to ratify a three-year contract, after working more than 20 months without one. The previous contract for the nearly 200 workers expired in June 1995, and negotiations went to impasse last summer. Salary increases and health insurance contributions stalled the talks.

According to CSEA Labor Relations Specialist Steve Ragan, who negotiated the contract, the negotiating team appeared to have a tentative agreement last fall based on the mediator's proposals, but the school board made changes, including givebacks in seniority and changing the

third year wage increase. The membership voted the revised agreement down.

Soon after, the members started picketing school board meetings. CSEA Central Region 5 President Jim Moore spoke to the school board after one large picket. They were supported by members of the local teachers union and fellow union members from the CSEA Jefferson County Local. After further negotiations, an agreement was reached over the third-year wage increase and leaving seniority intact. Ragan said that the credit for the contract settlement goes to the members.

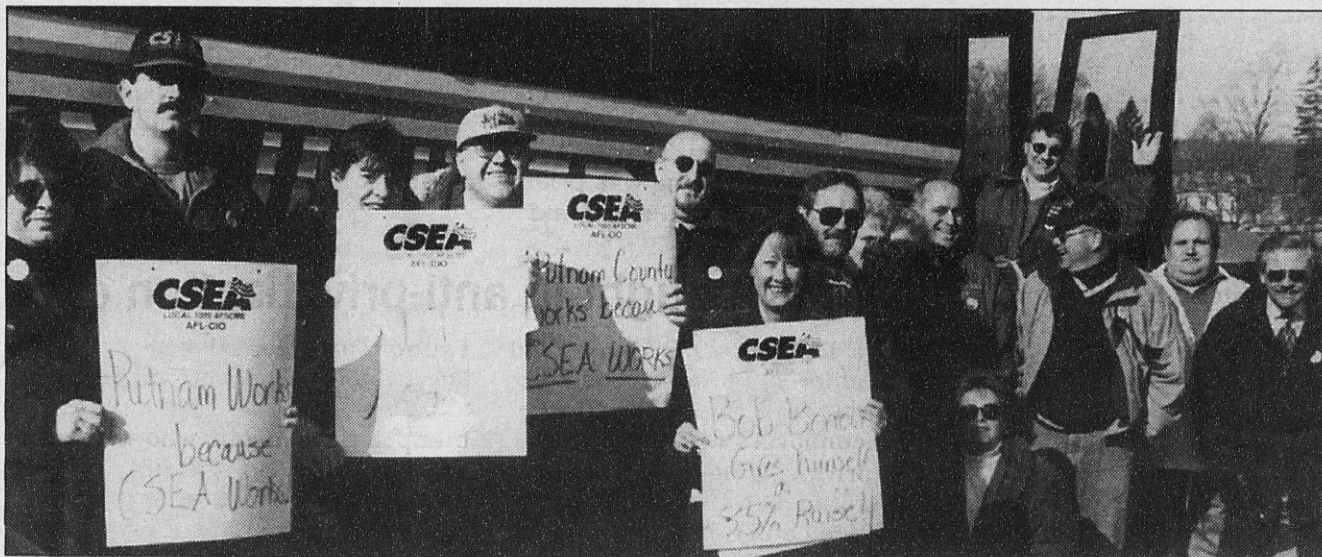
"The unit was very good in standing firm. Without the strong support of the unit membership this agreement wouldn't have been possible," he said.

Unit President Dennis Davis agreed, and said the members stuck to their guns to win a contract that helped to bring many salaries up to par with other districts.

"We were trying to move some of the lower salaries up," he said. "It shows the school that this union can pull together when it's needed."

The contract covers clerical, food service, custodial/maintenance workers, aides and nurses, and includes a new sick bank, retroactivity for the last two years, an increase in base salaries on top of the annual percentage increases and a tax-free savings plan available to the workers. In the third year of the agreement, the workers will see a 3 percent increase in their health insurance contribution.

— Mark M. Kotzin



Southern Region President Carmine DiBattista, right, joins a busload of Putnam County workers on their way to a demonstration to protest 15 months without a contract.

Putnam workers protest over contract delay

MAHOPAC — Nearly 100 Putnam County workers demonstrated in front of the Mahopac Golf Club to protest a lack of a contract while County Executive Robert Bondi attended a political fund-raiser inside.

County workers have been without a contract since Jan. 1, 1996.

"The county executive says the county is in excellent fiscal health," CSEA Unit President Dorothy Trottier said. "We as county employees have contributed to that success."

The employees were demonstrating against

Bondi's anti-employee position, CSEA Southern Region 3 President Carmine DiBattista said.

"Mr. Bondi has attempted in more ways than can be counted to work against county employees," he said. "At times, one thinks he takes pleasure from doing so."

Bondi's strategies have worked to unite employees, DiBattista said.

"Through Bondi's efforts, the employees, far from being demoralized, have come together."

— Anita Manley

Smithtown spiderman comes to the rescue

SMITHTOWN — In one day, Dog Control Officer Artie DeMurias caught an escaped tarantula and took custody of a six-foot reptile.

CSEA Town of Smithtown member DeMurias said it was his first tarantula rescue — although it sounds like the homeowner is the one he actually rescued.

"I consider them my heroes," the woman said of the Town of Smithtown Animal Shelter employees.

While the homeowner's son was out of town, his pet tarantula got out of its cage.

DeMurias responded to her panicky call, and

used his own experience as a childhood tarantula owner to capture the escapee. The spiders are harmless and actually quite fragile, he said.

"The woman was really nervous but I simply caught it, returned it to the cage and taped it shut," he said.

"The same day someone surrendered a six-foot reptile to me," DeMurias said.

Not such a big day when you consider this same guy once picked up a 12-foot, live shark from the side of the road.

— Sheryl C. Jenks

Local Government Briefs

Middletown secretary attacked

MIDDLETOWN — City of Middletown officials have installed a panic alarm after a police chief's secretary was attacked by an irate man who wanted an ID card.

"I told him I could not issue the ID card to him, and I went back to my work," Dorothy Kelly said. "The next thing I knew, something hit me on my face. I never knew what hit me."

It was a small file cabinet that the man threw at her head.

"I was bleeding all over, and he was yelling at me and trying to tip my desk over on me."

Kelly was able to summon police who immediately arrested the man. She was taken to the hospital and treated for a split lip, a fractured sinus cavity and a hairline crack in her cheekbone. She will need surgery for the injured sinus cavity.

City officials said the man has been a problem for years and has been thrown out of city hall a number of times.

Despite her terrible experience, Kelly was back to work in just a few days.

"It was a freaky thing," she said. "Thank God I wasn't alone in the office."

Try to keep this to yourself

WHITE PLAINS — A workfare client in Westchester County violated the confidentiality of a welfare applicant, a Department of Social Services employee said, when the woman recognized the name on the form, then called her son to tell him his friend had applied for benefits.

The workfare client was told to get off the phone and was reminded that any paperwork in the DSS office was strictly confidential.

"These people have access to all kinds of confidential information," said the employee, who asked to remain anonymous. "They file our paperwork, and they have access to the computers."

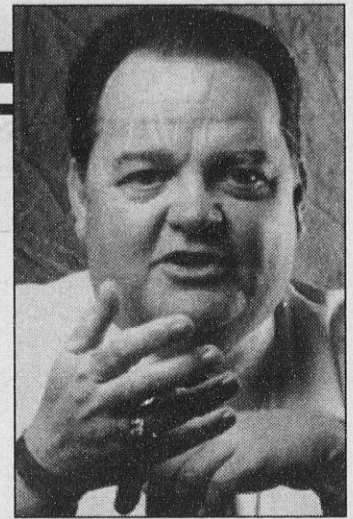
"Workfare is fine," the social worker said, "but let's do it appropriately."

In touch with you

A message from CSEA President Danny Donohue

A message to our lawmakers ...

Address the serious problems that New Yorkers face every day



It's now June, and there is no sign of a state budget.

Even worse, there is little sign of any serious business at the Capitol as the Governor and legislative leaders play a game of political chicken over the New York City rent control issue.

The rent control law expires on June 15 and it is likely that it will take that deadline to force action. It is further likely that lawmakers will not get serious about the state budget until after that date. Meanwhile, important issues like welfare reform get put on the back burner.

We all pay for this irresponsibility.

The Governor and state lawmakers should do their jobs. There are many serious problems facing New Yorkers that have to be addressed.

CSEA just testified at Office of Mental Health

hearings on the future of mental health services. For 20 years now CSEA has decried the state's irresponsibility in the mental health field and offered realistic and appropriate alternatives to protect patients, employees and communities (See related story — page 15).

Five years ago, CSEA was instrumental in the passage of the landmark Community Reinvestment law — in essence the law required the state to maintain a commitment to serving people with mental illness by reinvesting "savings" from downsizing psychiatric centers into community-based programs and services.

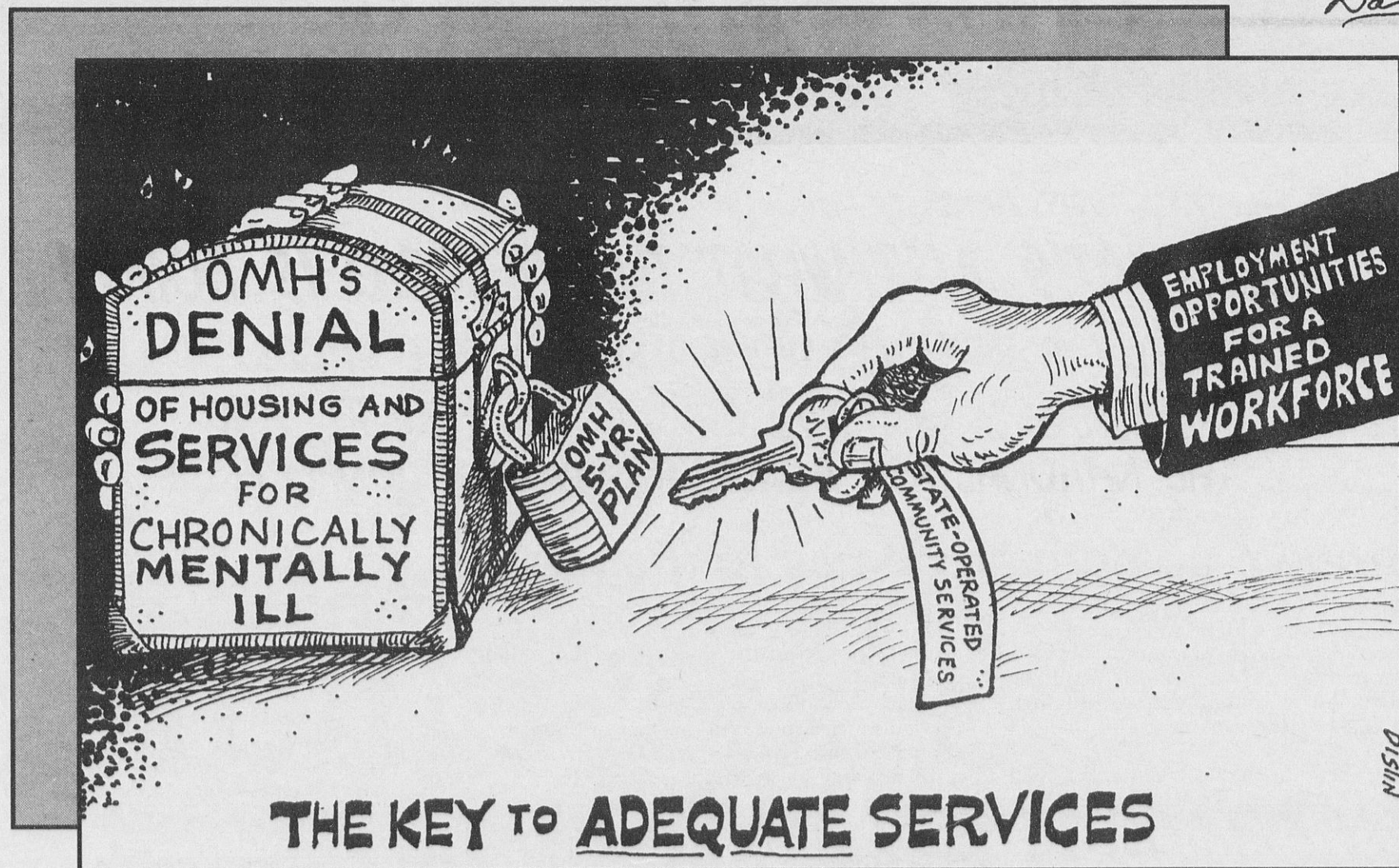
Supporters of the legislation, including then state Sen. George Pataki, had to shame then Gov. Mario Cuomo into signing the legislation. Sadly, like Cuomo before him, Gov. Pataki has

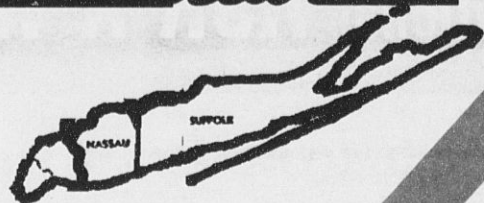
turned his back on the mentally ill and the people who serve them, and walked away from community reinvestment.

Tragically, there are few in the state Legislature who seem to give a damn about this issue, and all New Yorkers suffer as a result: People with mental illness don't get the help they need; and communities lose jobs and face financial hardship because of the strain on other services, such as social services, police and corrections, stemming from the state's dumping of people with mental illness.

New York's mental health policies remain "The Shame of All New York." Sadly, with continued inaction by the Governor and legislative leaders, it's just one example among many.

Danny





EMPRESS

Your CSEA Union Newsletter

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



Straight Talk from the President On Health Insurance Coverage

Getting the best value and options from our health insurance coverage is the top priority of the leadership of CSEA Nassau County Local 830. It is also not an easy issue in the dynamically changing health care environment.

For that reason, we are carefully reviewing all aspects of our coverage under the Empire Plan which is administered by the New York State Civil Service Department and comparing it with other approaches to ensure the best access and quality for all Nassau County CSEA members.

During a survey last November and in the contract suggestions you submitted to us, you have confirmed that the delivery of health benefits is your number one concern. I want you to know that I will not be satisfied with maintaining the status quo on this matter. I want to improve our position.

We are presently exploring ways to "lock-in" our present benefits, lower our co-pays and deductibles and maintain the present method of delivery of services.

I know first-hand how important family health care coverage is. I have a nine year old daughter, a two year old son and a wonderful wife who just

experienced major surgery. I know how important it is to protect our coverage.

While there are many benefits of The Empire Plan, I have also heard from many of you that there are problem areas too. I welcome your thoughts and suggestions regarding our coverage and what you would like to see in the future.

I would like to hear how you feel about this issue. I invite you to complete the coupon below and send it back to me. I promise to read every one of them personally and consider them as part of CSEA's effort to protect your benefits. Or you may call me at 571-2919. Please leave your work and home phone numbers so I may contact you.

Continue to read the Nassau Express for further stories on this issue. I will keep you informed as future developments warrant.

Yours in solidarity,

Tony Giustino, President
CSEA Nassau Local 830

State Okays CSEA's Early Retirement Request

CSEA was successful in getting the state Legislature to extend for another year early retirement incentives for local governments and school districts.

Local governments have until Dec. 31, 1997, to decide whether to offer the option. School districts must make the decision by Aug. 31.

CSEA Nassau Local 830 President Tony Giustino said that he was pleased with the decision because the incentives are a good way to save jobs, balance budgets and allow many of our deserving members the opportunity to retire with enhanced pension benefits.

This is the third incentive being offered to government workers by the Pataki administration and its terms and conditions are identical to past offers:

- Eligible employees age 50 and over with at least 10 years of service will be offered one month of additional pension credit for each year of service up to a maximum of 36 months of credit;
- To be eligible, employees must work in a position that is targeted for elimination;
- There are penalties for Tier 1 members who retire before age 55 and for Tier 2, 3 and 4 members who retire before age 62.

Before the incentive can apply to Nassau County workers, the County Legislature and County Executive Tom Gulotta must approve the option and set deadlines.

Giustino sent a letter to Gulotta expressing his approval of the measure. He said he expects its passage.

Empire Plan Benefits:

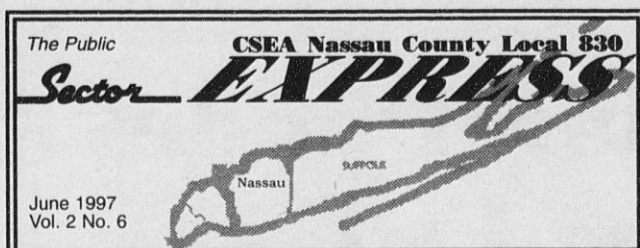
	1988	1997
Prescription Co-Pay:	\$4/\$1(gen)	\$10
Deductible - Individual:	\$150	\$250
Family:	\$450	\$750
Out of Pocket Maximum	\$750	\$1,250
Some Outpatient Services Co-Pay	\$0	\$25

THE FOLLOWING WORK-RELATED SITUATION CONCERNS ME:

Name _____ Dept. _____

Work Site _____ Phone (w) _____ Home _____

Return to:
Tony Giustino, President
CSEA Nassau Local 830
400 County Seat Drive
Mineola, NY 11501



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

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

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

Counsel's Corner

Subcontracting Update

CSEA in Court Challenging the County's Refusal to Abide by Arbitrator's Rulings

By: Lou Stober, Esq.
CSEA REGIONAL ATTORNEY



As stated in a prior Counsel's Corner, we have won every single subcontracting case that has gone to arbitration. The result has been orders compelling the county to rehire approximately 13 employees with hundreds of thousands of dollars in back pay. The affected job titles are: construction inspector trainees, hazardous waste inspectors, window washers and forensic toxicologists.

In each case I was able to establish that the county failed to properly notify the union of the intent to contract out the work, that the county did not save any money as a result of the contracts and that the county acted in bad faith in contracting out the unit work.

At the arbitrations, the evidence showed that the county paid, on average, three times as much money for the contractors' services as it had paid for the civil service employees. In fact, two construction inspector trainees and both of the hazardous waste inspectors were "laid off" on Dec. 31, 1991, and immediately rehired on Jan. 2, 1992, by outside contractors. These individuals then continued to perform the exact same duties as before they were "laid off" and received approximately the same salary. However, the county now paid three times each person's salary

to the contractor as per the contract entered into between the county and the contractor.

This turned out to be an excellent deal for the contractor who got an experienced employee who knew the job thoroughly. There was no training required and the contractor made a very large profit at taxpayer expense. Each arbitrator ruled that this scenario violated Section 32 of the CBA and ordered each employee made whole.

The county refused to abide by the arbitrators' rulings and Deputy County Executive Robert Olden, ostensibly acting on behalf of County Executive Thomas Gulotta, sent a memo refusing to adopt the findings of each of the arbitrator's awards in the construction inspector trainee case, the hazardous waste inspector case and the window washers case. As of the date of this article, CSEA has not received notification from the county executive as to whether the county is refusing to abide by the arbitrator's award in the forensic toxicologists case.

Immediately upon receipt of the county's refusal to abide by the arbitrators' awards in the first three cases, I commenced suit in Supreme Court, Nassau County for breach of contract. While we will have to go to trial on all three cases all over again, we fully expect the court to see through the county's actions just as the arbitrators did and reinstate the victories we fought so hard for.

Still Time to Register For Youth Talent Show

Parents take note! There's still time to sign up your budding young stars and starlets for the CSEA Unity Committee's 1997 "Youth Talent Show." The show will take place on the bandstand at CSEA's annual picnic on Sept. 20 at Eisenhower Park.

Does your child sing, dance, act, play a musical instrument, tell jokes or otherwise entertain?

"This is a great opportunity for your child to perform before a crowd, get some experience and maybe even win a prize," said Unity Committee Chair Barbara Jones.

The Youth Talent Show is open to CSEA family members 17 years of age and younger.

Applications are available at the CSEA Local 830 office, 400 County Seat Drive, Mineola, either in person or by calling 571-2919.

The show will be limited to 15 performers, so be sure to get your applications in early.



With summer almost upon us, outdoor enthusiasts and workers should consider attending the next in a series of seminars sponsored by the Women's Committee. It will focus on problems associated with exposure to the sun and its effect on your skin. In addition, an expert will be on hand to tell you about proper skin care.

The program is set for Tuesday June 24, starting at 5:15 p.m. in the 2nd floor conference room at 400 County Seat drive (Board of Elections Building). The guest speaker will be Dr. Carl Leichter of South Nassau Dermatology. Dr. Leichter is Chief of Dermatology at South Nassau

Summer Skin Dangers

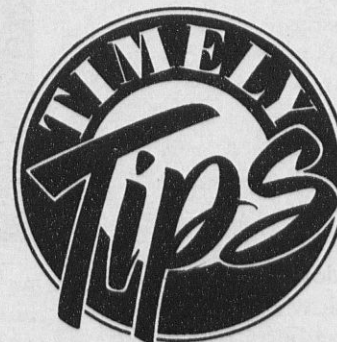
Topic of June Workshop

Communities Hospital, a former professor of dermatology at New York University and an expert in dermatology and laser surgery.

Dr. Leichter will focus his presentation on the dangers faced by men and women who work outdoors during the summer. He will also discuss skin cancer, cosmetic and laser surgery, hair replacement, leg vein removal, psoriasis and other skin-related topics.

The program is free. Seating is limited. Please call Jewel or Judy at 571-2919 to reserve your seat.

Refreshments will be served.



Donation from Bell Atlantic NYNEX

Crossing Guards Get Cellular Phones Thanks to Efforts by CSEA

CSEA Nassau County Local 830 President Tony Giustino joined with Nassau County Executive Tom Gulotta and the Nassau County Police Department in thanking Bell Atlantic NYNEX Mobile Communications for donating 50 wireless phones for use by school crossing guards throughout the county.

The phones will enable crossing guards at key locations to instantly contact the 911 police emergency operators at no cost to the taxpayers.

Working behind the scenes to secure the phones was CSEA Nassau County Communications Committee Chairman Ron Gurrieri, who was singled out by Giustino for special praise.

"The people who do the most work often do not receive the proper recognition, and I wanted to make sure that everyone knows the important part Ron played in this project," Giustino said.

CSEA Crossing Guards Unit President Mary Delmare and representatives of the Nassau County Police Department and Bell Atlantic NYNEX joined Giustino and Gulotta in announcing the donation of the phones at a joint press conference in Mineola.

"Recent statistics indicate that crime in Nassau County has reached its lowest level in more than 26 years. This has been accomplished through the commitment and dedication of our police officers, including the county's hard-working school crossing guards," Gulotta said.

"The safety of the children and of the crossing guards who work daily to protect them is of the greatest importance to us. These phones will improve that safety immeasurably," Giustino said. "I wish to commend Bell Atlantic NYNEX and County Executive Gulotta for assisting us in achieving that goal," he added.

"Instant communication between a crossing guard and emergency services could mean the difference between life and death for a child or for a guard," Delmare said. "We are happy to have the phones."

Working together, the Police Department and CSEA, which represents some 360 crossing guards, have identified 50 of the busiest intersections in the county. The phones will be distributed to guards assigned to these areas to provide them with instant access to police and other emergency assistance.

Giustino said the need for this kind of instant communication became apparent earlier this year when a crossing guard was struck by a car in Nassau.

Bell Atlantic NYNEX Mobile Sales Director Jeff Tennery said the phones, donated as part of the company's Wireless at Work community service program, are pre-programmed to dial 911 at the touch of a button and the calls are free of all charges.

In addition to the phones, the company donated battery chargers and leather carry cases that will allow crossing guards to clip the phones to their uniforms where they will be within easy reach at all times.

"Instant communication between a crossing guard and emergency services could mean the difference between life and death for a child or for a guard."

— Mary Delmare
Crossing Guards Unit President



Crossing Guards Unit President Mary Delmare talks with reporters after press conference.

The phones will enable crossing guards at key locations to instantly contact the 911 police emergency operators at no cost to the taxpayers.



As TV cameras click on and microphones go live, County Executive Gulotta leads a press conference announcing the donation of 50 cellular phones by Bell Atlantic NYNEX. Union leaders, company officials, police department representatives and members of the Crossing Guard Unit were all on hand for the announcement.

CSEA's Efforts Make Earth Day a Success

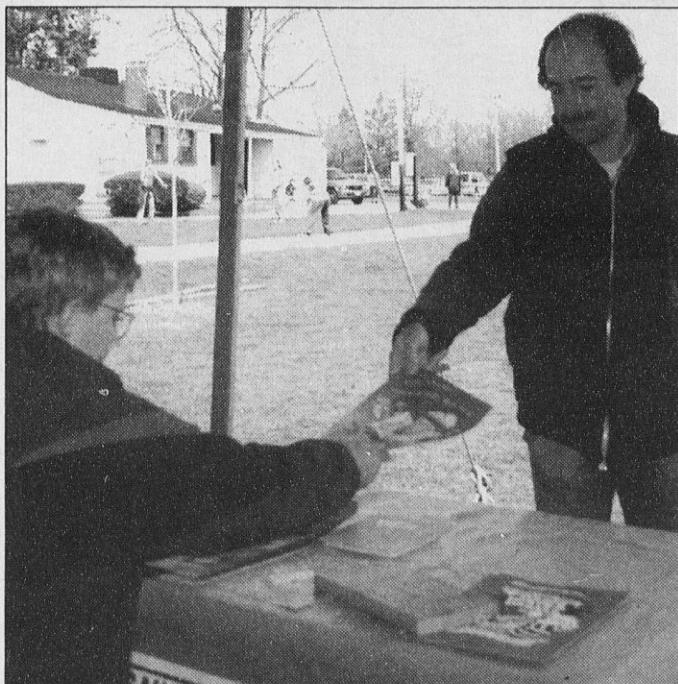


Even though it had to go to the rain date, the 1997 Family Earth Day Festival sponsored by CSEA was a big success. More than 25 environmental exhibitors, Native American entertainment and children's games kept the 2,000 visitors well-informed and entertained.

At the CSEA Women's Committee table, literature on environmental concerns related to women was available and several prizes were raffled off.

The county executive's office presented CSEA with a proclamation in recognition of the union's efforts in presenting the program.

Officer Ed Bauer of the Nassau County Police Emergency Services Unit, 2nd from right, explains the purpose of a suit used by officers who contain dangerous spills or other environmental hazards. Watching with interest are, from left, Nassau Local 830 Secretary Bobbi Eisgrau, Sixth Vice President Jewel Weinstein and Drug & Alcohol Unit President Nancy Ianson.



CSEA member Ken Fishgrund, a hydrogeologist with the Nassau County Department of Public Works, distributes literature to a young student on keeping our ground water pure and safe for drinking.



CSEA members and officers join hands with festival visitors in a Native American dance honoring Mother Earth.



Native Americans from the Eagle Clan were on hand to demonstrate the great reverence the first Americans had for the land. Dances, chants and music were all part of the program.

Earth Day

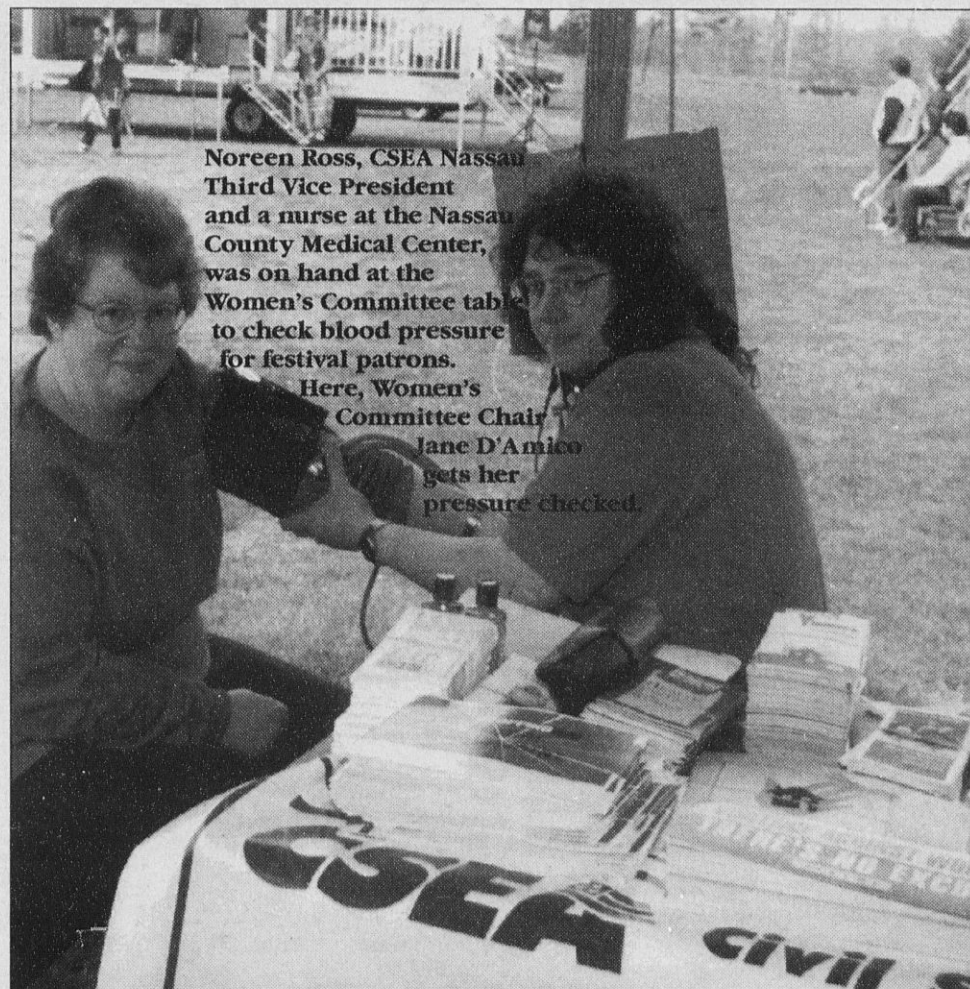
"CSEA Members Make a Difference"



Recreation & Parks Grounds Maintenance Supervisor John Zukowski, left, and Museum Division staffer Louise Shinnick, help in the planting of one of two trees donated to the county in honor of Earth Day by Starbucks Coffee. The trees were planted in Eisenhower Park near the Earth Day Festival grounds.



A very happy Loretta Dionisio, center, a CSEA member who works with the DPW's Water Management Unit in Hicksville, is all smiles as she receives a gift certificate she won at the Women's Committee table. Making the presentation are CSEA Nassau Executive Vice President Jane D'Amico and President Tony Giustino.



Noreen Ross, CSEA Nassau Third Vice President and a nurse at the Nassau County Medical Center, was on hand at the Women's Committee table to check blood pressure for festival patrons.

Here, Women's Committee Chair Jane D'Amico gets her pressure checked.



Drug & Alcohol Unit President Nancy Ianson, left, and CSEA member John Zukowski of the Nassau County Department of Recreation & Parks, back row, right, pose with scouts and leaders of Boy Scout Troop 690 in Seaford. The troop volunteered its time and effort to pass out programs and distribute free tree seedlings to visitors.

It's your contract!
Give us your ideas.



Nassau Local 830
Tony Giustino, President

It's Contract Negotiation Time Again!

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

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

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

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

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

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

Name _____ Phone (W) _____ (H) _____

Address _____

Agency Employed By _____ Shift _____

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

A Message From Long Island
Region President Nick LaMorte

The Joy of Cultural Diversity



I want to talk about the joy of celebrating our cultural diversity. At our recent International Festival in the Long Island Region 1 office, the conference room was transformed into a mini United Nations.

The smell of Italian, Indian, and other ethnic foods wafted through the air as the sound of steel drum music rippled throughout the room.

Our members and their families were enjoying the festivities, tasting foods new to them and learning about cultures different from their own.

Blacks, Whites, Indians, Asians, Italians, Irish ... you name the nationality and religion and I would bet it was represented.

Every day I open a newspaper and read an account of

racial bias and I simply shake my head. The amount of energy people waste on finding fault is amazing.

As I look at our union brotherhood and sisterhood enjoying their cultural diversity I find it hard to believe that many people fail to find the good in "different" and are blind to all the likenesses they share with people who derive from other cultures.

CSEA is a veritable melting pot. I'm so thankful we can all come together to share our heritage.

Keep the faith.

Fraternally yours,

Nick LaMorte, President
CSEA Long Island Region 1



Workers Memorial Day

Nassau County Executive Tom Gulotta presents CSEA Nassau Local 830 President Tony Giustino with a proclamation declaring April 28 Workers Memorial Day in Nassau County. At right is Anthony Russo, director of the Office of Labor Relations, who hosted the program.

As of May 7

Negotiations Update!

The following is an update on negotiations for the new CSEA/Nassau County contract:

- More than 3,000 member questionnaires were returned (from fliers and Nassau County *Express* ad)

- All responses have been submitted to the Negotiations Steering Committee.
- More than 90 pages of members' proposals are being submitted to the county for review.
- The Steering Committee has met seven times.
- Two negotiation sessions have already been held with the county.
- Three more sessions with the county will be held by the end of June.

CSEA will fight on behalf of all suggestions from membership.

Suggestions will be accepted through June 15. Questionnaires are available on page 6 of this issue or by calling 571-2919.

AFSCME Safety Training

AFSCME Safety Representative Bill Marquard was on hand at the Cedar Creek Park Water Control Plant to conduct a safety training program for the Nassau County Department of Public Works. CSEA DPW Unit President Martin Stamile set up the program, attended by representatives from each of DPW's many divisions. Peter Kiernan of DPW's Hazardous Waste and Emergency Response Unit moderated the meeting, which addressed a wide variety of safety concerns of CSEA members. Marquard has assisted in the safety training of more than 10,000 members.

Contracting Out: A Battle is Won, But the War Continues

At long last, it appears as though County Executive Tom Gulotta is beginning to understand the concept that contracting out our CSEA jobs to outside vendors is a no-win situation for everyone.

The taxpayers lose because the work invariably can be done in-house with less expense and more efficiency. County employees lose because their jobs are eliminated. And Gulotta loses political ground because he alienates the taxpayers and the union.

Gulotta's recent decision to use county DPW workers instead of outside consultants for the Mitchell Park renovation project was welcome news to CSEA. At least 19 county workers will be hired to handle the project rather than contract out the work to a consulting

firm. The decision will save the county money.

CSEA has been fighting the contracting-out fight now for years, pushing the county to consider alternatives on numerous occasions. CSEA hopes this Mitchell Park decision is the start of a new and more rational policy on this labor-sensitive subject.

But CSEA will not be satisfied until using county workers becomes a clear and consistent county policy.

CSEA initiated a series of law suits challenging these actions. At least 60 more CSEA subcontracting grievances are pending.

The CSEA legal department is currently reviewing all future county contracts to ensure they are in total compliance with every legal and procedural requirement.

CSEA has been fighting the "contracting out" fight now for years ...

CSEA Member Raises \$312 in Cancer Walk

Helen Yianneris, who was the second highest money raiser on the CSEA team in last year's "Making Strides Against Breast Cancer" walk, has once again come up big in the "fight for the cure."

This time, Helen participated in the Long Island Breast Cancer Action Coalition's 3.1 mile walk-a-thon and raised \$312 in so doing. In the two events, Helen is responsible for bringing in a total of \$628.

"Helen is a dedicated activist in the fight against breast cancer and I commend her highly for her commitment to this important cause," said Jane D'Amico, CSEA Women's Committee chair and Local 830 executive vice president.

Helen works at the Nassau Community College in the Library Audio Visual Service Department.



AMT Steven Linzer Honored as Hero

CSEA member Steve Linzer has been named Top Ambulance Medical Technician by the Nassau County Police Department for coming to the rescue of a woman giving birth and saving the baby's life.

Linzer received a call to respond to a maternity case at a residence in North New Hyde Park. Upon arrival at the scene, he found the woman being assisted by two police officers from the Third Precinct. They had already delivered the baby's head.

"When I started checking it out," Linzer said, "I noticed that the baby was very blue, which is not typical for delivery. Not only had the head come out, but one of its arms, too."

The officers tried for about a minute to have the woman push the baby on her own, but the baby was stuck. Linzer knew from experience that it was unlikely the mother could deliver the baby.

"I decided that the only way I could do this was to rotate the baby to a position more favorable for delivery," Linzer said. Once he was able to do this, Linzer successfully delivered the remainder of the right arm, and soon the baby was born.

"The baby wasn't breathing. It was very blue, cyanotic from lack of oxygen. We tried to suction the baby's mouth, that often stimulates it, but it didn't. We tried stimulation by hitting the feet and buttocks, but nothing happened," he explained.

He began artificial ventilation by using a bag valve mask for about two minutes, and the baby started breathing on its own. As Linzer and the officers carried the baby downstairs to the ambulance, the baby turned blue again. Once oxygen was resumed, the baby responded and began breathing on its own again. The mother and baby boy were transported to North Shore University Hospital in Manhasset where they were doing fine, according to Linzer.

Linzer, a member of the CSEA's Nassau County AMT Unit, has been a member of Nassau County's Emergency Ambulance Bureau for nearly three years. Previously, he worked in New York City as an emergency medical technician and paramedic.

"Steven's quick thinking and actions saved that little life. He is a credit not only to CSEA, but to the Police Department and to all of Nassau County," said CSEA Nassau County Local 830 President Tony Giustino.

"Mr. Linzer is typical of the outstanding professionals who staff our Bureau," said AMT Unit President Tim Jaccard. "Their training, experience and ability to perform under pressure in emergency situations greatly enhance the safety and well-being of our citizens."

CSEA "Healthy Heart" Program

Fat Facts on Food Labels

As you read in last month's issue of The Express, Local 830 is conducting an ongoing program to promote a healthy lifestyle for our members called "Healthy Heart." In conjunction with that program, an informative column will appear in each issue providing helpful information related to your health. Following is the first of these columns. It was written by a member of the Healthy Heart Committee, **Maria S. Sant'Angelo**. She is the nutrition educator for the Cornell Cooperative Extension of Nassau County.

First in a Series

The Nutrition Facts label provides consumers with the information needed to make informed choices about foods that fit into a total daily diet. It is a valuable tool to help control portion sizes, and compare nutritional qualities of similar foods.

Unfortunately, many consumers remain confused by nutrient claims on food packages referring to fat content. These include "fat free," "low fat," "light," "reduced" and "less" fat.

According to Food and Drug Administration and U.S. Department of Agriculture regulations, these descriptive claims must reflect an accurate fat content per single serving. For one serving, the standard is:

- Fat free – less than 0.5 grams of fat
- Low fat – 3 grams or less of fat
- Reduced or less fat – at least 25% less fat*
- Light – one-third fewer calories or 50% less fat*

* Compared with a standard serving size of the traditional food

The growing interest in reduced fat intake has created a strong market for products with little or no fat content. Many people, in fact, believe these products are the route to weight loss; they think they can eat as much as they want as long as the food is low in fat or fat free.

But beware ... fat free is not calorie free. If you cut out every ounce of fat (which is not recommended) from your diet, but consume three times the calories, you will gain weight. Also note that fat free or low-fat versions of food often contain high amounts of added sugars or sodium to compensate for the loss of flavor when the fat is removed.

Consider the following tips for using the fat facts on food labels:

- Examine the amount of nutrients (sodium and sugar) on fat free or low-fat products. Is the fat-free or low fat product higher in sodium or sugar than the traditional product? If sodium is a personal health concern, try to locate a lower sodium alternative. Added sugar will make the product taste sweeter and is a source of calories.

- Pay close attention to calories in a single serving to avoid concluding that fat free is synonymous with low in calories.

- Keep track of portion sizes. Two recent studies indicated that people who know a food is low in fat tend to either eat more of it, or to eat more throughout the day to compensate. Consider eating a smaller portion of the traditional product, instead of a larger portion of the reduced fat version.

- Look at the % Daily Value number when comparing products to determine which is higher or lower in the nutrient you are interested in. It is not necessary to know the precise definitions for "low" or "reduced." If the % Daily Value for fat, saturated fat and cholesterol is 5 or less, the food is generally considered low in that nutrient.

- The % Daily Value enables consumers to go beyond making individual food choices to determine how a particular food affects the overall diet. For example, if you want a low- or fat-free snack, pretzels are a great choice. But if you eat two servings, you can get as much as 54 percent of the recommended daily sodium intake. Although you're avoiding fat, you're getting a double dose of sodium.

Most nutrition experts recommend that people not depend on fat substitutes or reduced fat products as the main ways to cut down on fat. The best approach to lowering your fat intake is to look at your overall eating habits.

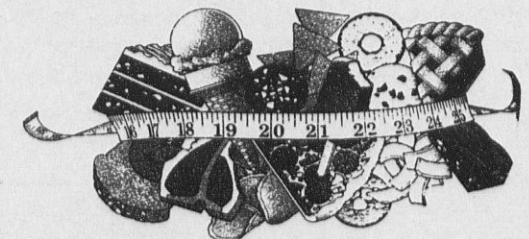
Moderate your intake of high-fat foods, and at the same time eat plenty of fruits, vegetables, whole grain breads and cereals, and low fat dairy products. Consider trading off for flexibility. You can eat some foods with more fat and still consume a healthful diet.

The key is to balance how much of these foods you eat and how often you eat them. The goal is to moderate, not eliminate fat in your food choices.

Discount Tickets Available for Nassau Coliseum Fair

CSEA members can get a special group discount rate for the upcoming "June Fair" at the Nassau Coliseum. It will run from June 12 through 22. The special ticket price of \$13 per person entitles holders to admission, unlimited rides and all shows and entertainment. The only exception is on weekends, when free rides expire at 5 p.m.

Hours for the fair are 5 p.m. to midnight on weekdays and from 12 noon to 1 a.m. on weekends. Food and games are not included in the ticket price. CSEA members who wish to obtain the discount tickets should call Judy at 571-2919 weekdays during business hours.



Working

IF YOU WANT TO KNOW WHAT NEEDS TO BE DONE
ASK A WORKING WOMAN

WOMEN:

AND THAT'S JUST WHAT THE AFL-CIO IS DOING!
WITH THE ASK A WORKING WOMAN SURVEY (SEE PAGES 10 & 11),
COMMUNITY MEETINGS ACROSS THE COUNTRY AND
THE NATIONAL ASK A WORKING WOMAN CONFERENCE

Start talking!

Women make up 57.5 percent of workers earning \$5.15 to \$6.14 an hour.

Yet the number of families maintained by women has increased, from 5.6 million in 1970 to 12 million in 1992, and 56 percent of the women who maintained families were employed.

In 1996, women earned only 75 cents for every dollar earned by men. Union women, though, earned 84 cents for every dollar earned by union men.

1. How would you mainly describe yourself?

- A woman who usually works for pay Homemaker Retired

We'd like to know something about your work for pay. If you're not working now, please tell us about your most recent job.

2. How would you mainly describe your work for pay?

- Supervisor, manager, executive
- Degreed professional (nurse, teacher, doctor, lawyer, etc.)
- Mid-level manager, professional or paraprofessional
- Administrative, clerical, bookkeeping, data entry
- Sales, retail, marketing, food service
- Manufacturing, factory work, machine operation
- Technical, computer, laboratory
- Building, repair, construction
- Advising, consulting, writing
- Police, security, military, uniform service
- Maintenance, janitorial, cleaning
- Driving, shipping, transportation, delivery
- Utilities
- Farming, fishing, forestry, mining
- Artist, performer, handicrafts
- Personal services (hair dresser, home health aide, etc.)
- Other

3. Where do you do most of your work for pay?

- In an office
- In a store, restaurant or other public place of business
- In a hospital, nursing home, health care facility
- In a school, college, university, or library
- In a home or other private residence
- In a vehicle (car, truck, airplane, train, boat, etc.)
- In a factory or warehouse
- Outdoors
- Other

If you're a woman in America today, chances are 99 out of 100 that you will spend at least part of your life working for pay. On the brink of the 21st century, women are almost half the work force. But those numbers aren't even half the story. The real story is what you experience on the job and juggling work and family. That's why we're developing a Working Women's Agenda, to present to the President, the Congress, the National Chamber of Commerce, and the media—so they'll hear what is important to America's 61 million working women. Please take a few moments to complete and return this survey. We'll send you the results of the survey—and an ASK A WORKING WOMAN magnet for your refrigerator.

The National ASK A WORKING WOMAN Survey

4. Which best describes the organization you work for?

- Private business or corporation
- Government agency
- Non-profit organization
- Self-employed

5. In general, how do you feel about your job?

- Very satisfied
- Somewhat satisfied
- Somewhat dissatisfied
- Very dissatisfied

6. What's the biggest problem facing women at work?

7. What do you like most about your job? (check up to two)

- The pay The benefits
- The hours Your co-workers
- Meeting people Learning things
- Helping people Making a difference
- Doing things well Nothing

8. What do you like least about your job? (check up to two)

- The pay The benefits
- The hours Your co-workers
- Stress Your boss' attitude
- Boredom Poor opportunities for promotion

9. Think about the situation for working women now and the situation five years ago. Please tell us what has gotten better and what has gotten worse.

HAS IT GOTTEN...	Better	Worse	The same
Juggling work and family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Making ends meet	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Finding affordable child care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Saving for retirement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health care coverage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Promotions and advancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

10. Here are some things that many jobs offer. Please tell which of these you have now.

DO YOU HAVE THIS NOW?	Yes	No
Flexible hours/control over your hours	<input type="checkbox"/>	<input type="checkbox"/>
Child care	<input type="checkbox"/>	<input type="checkbox"/>
Elder care	<input type="checkbox"/>	<input type="checkbox"/>
Pension and retirement benefits	<input type="checkbox"/>	<input type="checkbox"/>
Continuing education and training	<input type="checkbox"/>	<input type="checkbox"/>
Secure, affordable health insurance	<input type="checkbox"/>	<input type="checkbox"/>
Equal pay for equal work	<input type="checkbox"/>	<input type="checkbox"/>
Protection from layoffs & downsizing	<input type="checkbox"/>	<input type="checkbox"/>
Policy against sexual harassment	<input type="checkbox"/>	<input type="checkbox"/>
Paid vacation time	<input type="checkbox"/>	<input type="checkbox"/>
Paid sick leave for yourself	<input type="checkbox"/>	<input type="checkbox"/>
Paid leave to care for a sick family member or a new baby	<input type="checkbox"/>	<input type="checkbox"/>
A safe and healthy workplace	<input type="checkbox"/>	<input type="checkbox"/>

11. Now, tell us how important each one of these is to you personally?

HOW IMPORTANT TO YOU?	Very	Some-what	A little	Not at all
Flexible hours/control over your hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Elder care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pension and retirement benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Continuing education and training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Secure, affordable health insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Equal pay for equal work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Protection from layoffs & downsizing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Punishment for sexual harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid vacation time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid sick leave for yourself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid leave to care for a sick family member or a new baby	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A safe and healthy workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12. Think about your immediate supervisor at work. In general, how sympathetic and supportive is that person towards the needs of working women?

- Very Somewhat Not very Not at all (not applicable)

13. Now, think about the people at the top of the company or organization for which you work. In general, how sympathetic and supportive are they towards the needs of working women?

- Very Somewhat Not very Not at all (not applicable)

14. What is the best way for women to solve the problems that face them in the work place? (check one)

- Join together and work to solve problems as a group
- Work separately as individuals to solve problems

15. Which of the following groups would you like to see take action to address the problems women face in the workplace? You may check as many as you would like.

- Government and elected representatives
- Employers and businesses
- Community and civic groups
- Organizations of working women
- Labor unions
- Religious organizations

16. If you could ask your boss to change one thing about your job or workplace that would make it a better place for women like you, what would it be?

17. In what year were you born? _____

18. What is the highest level of education you have completed?

- 11th grade or less Associate's degree
- High school diploma or GED Bachelor's degree
- Some college or technical school Graduate degree

19. What is your household income each year, before taxes?

- Less than \$10,000 \$40,000 to \$59,999
- \$10,000 to \$24,999 \$60,000 to \$74,999
- \$25,000 to \$39,999 \$75,000 or more

20. What is your marital status?

- Single, divorced, separated, widowed
- Living with someone
- Married

21. What proportion of your family's income do you personally earn?

- None or almost none More than half
- Less than half All or almost all
- About half

22. Do you have children under the age of 18 living with you?

- yes no

IF YES: How old is the youngest? _____

23. What state do you live in? _____

24. Just to make sure we are hearing from many different people, please indicate the way you would mainly describe yourself.

- White Asian Pacific American
- Black/African American Native American
- Hispanic/Latina Other

25. Are you a member of a union? yes no

If yes, which union? _____

26. Finally, if you could put one major concern or issue on the agenda for the ASK A WORKING WOMAN conference this September, what would it be?

All survey responses are kept completely confidential. However, if you'd prefer, you may clip and mail this section separately—and we'll add your name to our mailing list for the survey results and our refrigerator magnet.

Name _____

Street address _____

City _____

State, Zip _____

Phone (optional): _____

Please mail completed survey to:
ASK A WORKING WOMAN,
AFL-CIO Working Women's Department
815 16th St., N.W., Washington, D.C. 20006.

For more surveys or information, call us TOLL FREE at 1-888-971-9797

IN 1948
17 million
working women
represented 28
percent of
employed
workers.

IN 1972
31 million
working women
represented 38
percent of
employed
workers.

IN 1995
60 million
working women
represented 46.1
percent of
employed
workers.

The AFL-CIO
Ask a Working
Woman
Conference will be
Sept. 5-7 in
Washington, D.C.
For more
information, call
toll-free
1-888-971-9797



The AFL-CIO Do Not Buy List

Apparel & Accessories

Master Apparel

Men's and boys' pants. Labels include Botany 500, Hills and Archers and Blair ► *Electronic Workers*

Building Materials & Tools

Brown & Sharpe Mfg. Co.

Measuring, cutting and machine tools and pumps ► *Machinists*

Rome Cable Corp.

Cables used in construction and mining ► *Machinists*

Southwire Co.

Commercial and industrial wire and cable: Do-it-yourself brand Homewire

► *Electrical Workers*

Food & Beverage

California Table Grapes

Table grapes that do not bear the UFW label on their carton or crate

► *Farm Workers*

Diamond Walnut Co.

Diamond brand canned and bagged walnuts ► *Teamsters*

Farmland Dairy

Milk sold in stores in Connecticut, New Jersey and New York ► *Teamsters*

Tyson/Holly Farms Chicken

Chicken and processed poultry products ► *Teamsters*

Transportation & Travel

Alitalia Airlines

Air transport for passengers and freight ► *Machinists*

Best Western-Grosvenor Resort

Hotel in Lake Buena Vista, Fla. ► *Hotel Employees & Restaurant Employees*

Crown Central Petroleum

Gasoline sold at Crown, Fast Fare and Zippy Mart stations and convenience stores ► *Oil, Chemical & Atomic Workers*

Four Points By Sheraton

Hotel in Waterbury, Ct. ► *Hotel Employees & Restaurant Employees*

Frontier Hotel & Gambling Hall

Casino hotel in Las Vegas ► *Hotel Employees and Restaurant Employees*

Kauai Resort

Hotel in Kapaa, Hawaii ► *Longshoremen & Warehousemen*

Michelin

Michelin brand tires

► *Steelworkers*

New Otani Hotel & Garden

Hotel in downtown Los Angeles ► *Hotel Employees & Restaurant Employees*

Oglebay Park

Wheeling, W. Va., park/resort/recreation complex

► *Hotel Employees & Restaurant Employees*

Miscellaneous

Black Entertainment Television

BET cable television, Action pay-per-view, Bet on Jazz

► *Electrical Workers*

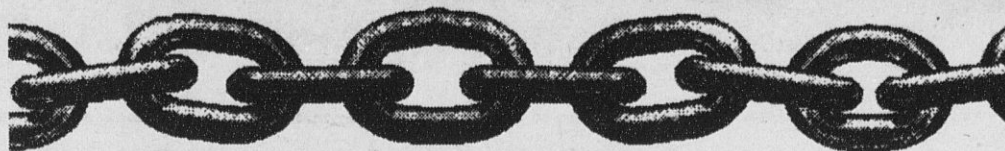
R.J. Reynolds Tobacco Co.

Cigarettes: Best Value, Camel, Century, Doral, Eclipse, Magna, Monarch, More, Now, Salem, Sterling, Vantage and Winston; plus all Moonlight Tobacco products

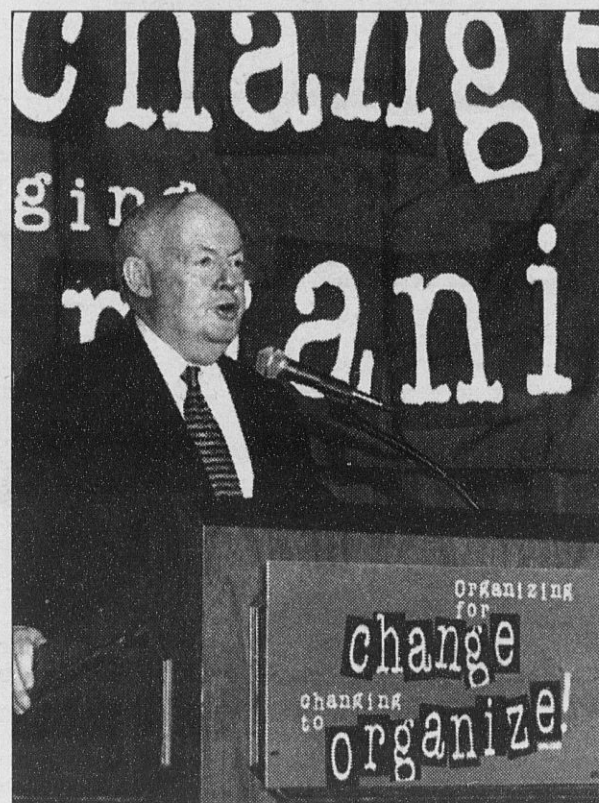
► *Bakery, Confectionery & Tobacco Workers*

The "Do Not Buy List" is printed from the Label Letter of the Union Label & Services Department, AFL-CIO.

American Labor Link



AFL-CIO organizes for change



AFL-CIO President John Sweeney rallies unionists in New York City.

MANHATTAN — "Loyalty, hard work and dedication don't seem to count for much these days," AFL-CIO President John Sweeney told a packed New York City organizing meeting of more than 1,000 union activists.

"Today nobody is immune," Sweeney said of massive downsizings, contracting-out, jobs shipped overseas, and public employees facing replacement by welfare recipients.

Speaking at the "Organizing for CHANGE, Changing to ORGANIZE" program, one of 13 held across the country, Sweeney announced the labor movement's plans to organize 110 million non-unionized American workers.

CSEA enthusiastically supports the AFL-CIO's "Right to Organize" campaign that will explain to the public how employers

are violating labor laws and going unpunished.

"The right to organize without fear of being fired or harassed is the civil rights issue of the 1990s and beyond," CSEA President Danny Donohue said.

"What is the only fundamental right people exercise with fear?" asked AFL-CIO Organizing Director Richard Bensinger. "None but the right to organize or join a union."

Americans may publicly assemble, speak their minds, attend their chosen houses of worship, all without fear. But just mention the word union in too many workplaces, and employees are threatened by economic terrorism, he said.

Coercion and terrorist tactics are used to fight unions today, Bensinger charged.

"Firing somebody for union activity is an act of terrorism just like blowing up your house," he said.

Launching a national, no-holds-barred organizing effort is the only way to bridge the widening gulf between the rich and the rest of us, Bensinger insisted.

"No one in this country is worth \$100,000 an hour," he said, alluding to Disney/ABC CEO Michael Eisner's salary and corporate perks.

A recent poll showed that more than 50 percent of American workers are either in unions or would like to be in unions.

Labor is going to challenge corporate power by becoming an organizing movement all across the country because economic "inequality has reached proportions not seen since before the Great Depression," Sweeney said.

"Americans need a raise, hope for the future and respect for the jobs they do."

— Lilly Gioia

'He was going to freefall'

Member rescues man on bridge

NIAGARA FALLS — Joe Bennett has been hailed as a lifesaver after he grabbed a man attempting to jump off the Whirlpool Bridge that spans the Niagara River between Canada and the United States.

Then he and several others, including Niagara Regional Police officers, wrestled the 30-year-old Canadian citizen to safety.

After receiving a call from his Canadian counterpart at the other end of the bridge, Bennett and his supervisor, Ron Getty, were the first to reach the middle of the bridge where the man was poised to jump.

"When we got out there, he was on the other side of the railing, hanging on," Bennett said. "He kept looking up in the sky and praying, leaning out like he was going to freefall backwards."

When Canadian police arrived and began talking to the man, Bennett saw his chance.

"He kept looking at the Canadian cop as he asked questions," Bennett said, "then he would close his eyes and lean his head back. I was on his blind side, so when I saw my chance, I just lunged at him and gave him a bear hug. The railing was still between us, and he just swung both feet way up in the sky — he was going! But all of us wrestled him down."

Bennett, a sturdily-built maintenance worker for the Niagara Falls Bridge Commission and a steward for the unit of CSEA Niagara County Local 832, said he wasn't thinking of his own safety during the incident, which halted bridge traffic for about 20 minutes.

"We're all just happy that it ended without the tragedy that could have been," Bennett said.

The unidentified man was taken to a Canadian hospital for treatment and observation, while Bennett and his co-workers have gone back to work on the international span, hoping such history won't repeat itself.

— Ron Wofford



CSEA member Joe Bennett, right, and the Whirlpool Bridge, where he saved a man from jumping into the Niagara River.



Exhibit brings arctic wildlife to Western NY



CSEA Monroe County Employees Unit President Florence Tripi, front center, joins, from left, Zoo Supervisor Christopher Ruedin; Kristen Ruedin, aquatic life support systems operator; David Rinaldo, deputy parks director, and Sue Moran, zoo superintendent, at the grand opening of the Rocky Coast exhibit.

ROCHESTER — This often snowbound city may be known for cold — but polar bears, reindeer and arctic foxes?

They're all there and more at Seneca Park Zoo's "Rocky Coast," an \$8.2 million exhibit. About 30 members of CSEA Monroe County Local 828 work at the zoo's newest permanent exhibit. The addition brings visitors up close and personal with polar bears, sea lions, reindeer, arctic foxes and snowy owls.

CSEA member Kristen Ruedin maintains the water environment for the zoo's aquatic animals.

"The new Rocky Coasts exhibit has really put us on the map with the better known parks around the country, and that's reflected in the comments we get from the public," she said. "They say, and I agree, that the animals really seem happier and more relaxed in their new environment."

"We're all thrilled at how beautiful and state-of-the-art this is, especially that you can view the sea lions and polar bears swimming under water from the observation room," CSEA County Employee Unit President Florence Tripi said. "It's worth making a special trip from anywhere to see."

Tripi represented CSEA at the grand opening of the new exhibit.

— Ron Wofford



CSEA member Kristen Ruedin, watching a sea lion, is aquatic life support systems operator.

VOLUNTEERISM

CSEA members help their communities

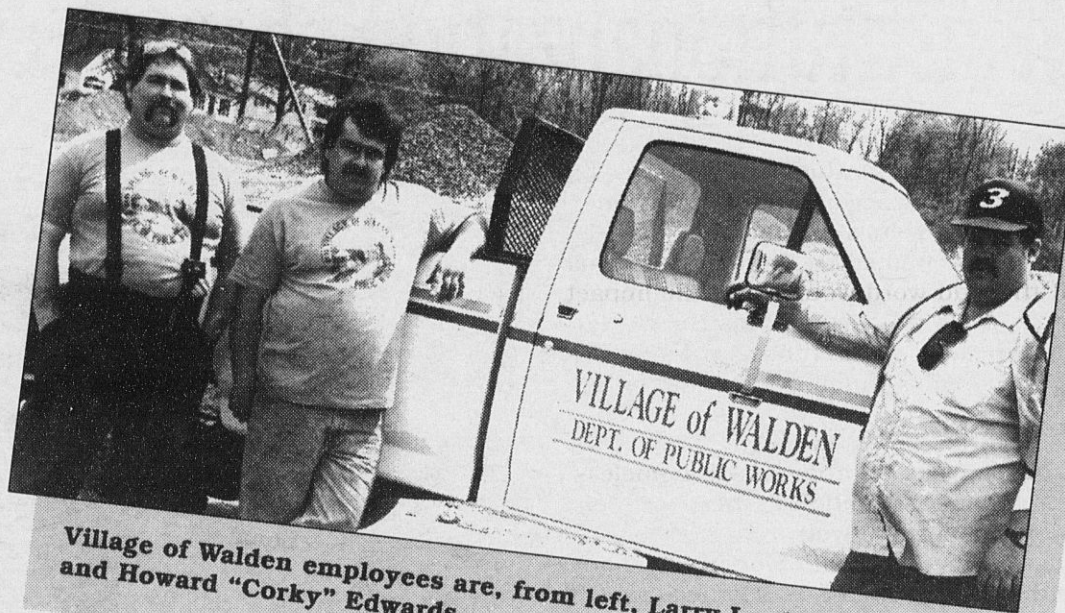
When President Clinton and Gen. Colin Powell kicked off the recent Summit for America's Future, they ignited a new spirit of volunteerism throughout this country.

That spirit has always been alive and well among CSEA members who unselfishly give of their own time. In fact, few communities could exist without those dedicated people. Whether they are helping a food bank, teaching adults to read, leading a scout group, serving on their local ambulance corp, coaching Little League or fighting fires, they are contributing a service that is worth untold value.

Paul Krantz and his co-workers in the Sullivan County town of Delaware know the value of volunteerism. Of the

seven employees who work in the town's Highway Department, five volunteer for their local fire departments. Krantz, the unit president, is a former fire chief and past president of the Jeffersonville Fire Company.

Willie Maxwell not only fights fires, but is also a certified first responder for the Town of Callicoon Volunteer Ambulance Corps. His co-workers Bill Buckmaster III, Robert Skinner and Bob Franke are also fire fighters. Buckmaster also serves as secretary-treasurer of the Hortonville Fire



Village of Walden employees are, from left, Larry Lawless, Dave Green and Howard "Corky" Edwards.

Department and is on his town's Fire Advisory Board.

Town officials recognize the importance of the service performed by the volunteers, and their CSEA contract reflects that commitment by allowing the fire fighters to respond to fire alarms during the work day.

The CSEA contract with the village of Walden in Orange County also provides for employees to leave their jobs to put out major fires. Nine village employees are fire fighters. Two, Larry Lawless and Howard "Corky" Edwards, also have their "haz-mat" certification which means they are trained to handle hazardous or toxic materials.

Walden's Dave Green is concerned that fewer people are willing to volunteer.

"There is a lot of training time involved now," he said. "It's very

time consuming. When I first came, it was much easier."

There are fewer volunteers because many of the town's residents work at second jobs or leave rural areas like the town of Delaware because there are so few jobs in the town, Krantz said.

For many of the fire fighters, volunteerism is a family tradition.

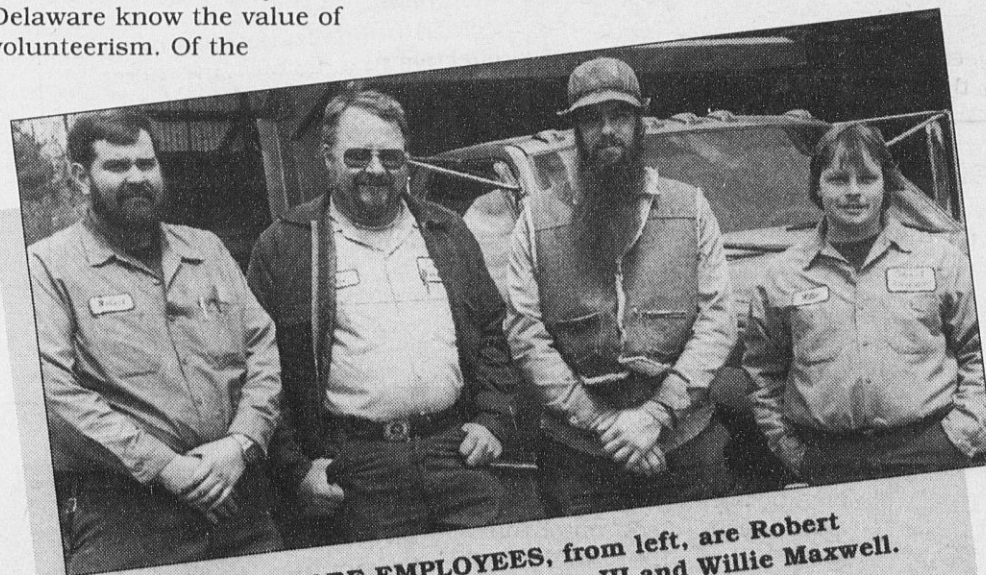
Buckmaster said his father and grandfather were volunteer fire fighters.

"When I joined," Green said, "about 80 percent of the firemen had family or friends involved."

Krantz said small towns depend on volunteers.

"There's no money for paid fire fighters," he pointed out. "If no one volunteers, then there's nothing."

— Anita Manley



TOWN OF DELAWARE EMPLOYEES, from left, are Robert Skinner, Paul Krantz, Bill Buckmaster III and Willie Maxwell.

REMINDER...REMINDER...REMINDER

CSEA officers election ballot deadline June 5

The offices of CSEA statewide president, executive vice president, secretary and treasurer are being contested for 3-year terms effective July 1.

Ballots were delivered to the post office for mailing on May 15 to CSEA members eligible to vote in the election.

June 5 at 8 a.m. is the deadline for receipt of ballots at the address on the return envelope (I.C.E., P.O. Box 9164, Farmingdale, NY 11735-9164).

The election process is overseen by the union's Elections Committee and the balloting is being conducted by Interactive Computerized Elections (I.C.E), 1111 Broadhollow Road, Suite 202, Farmingdale, NY 11735.

Election results will be announced after the ballot count and candidates will be notified by mail of the results. Election results will be published in the July edition of *The Public Sector*.

CSEA Tax and Finance Local 690 helps sick little boy get his wish

ALBANY — A seven-year-old boy named Zach got his wish, thanks to CSEA and PEF volunteers who planned and staffed the 2nd Annual CSEA/PEF Family Fair Day program last year at the State Office Building Campus in Albany.

CSEA Tax and Finance CSEA Local 690 and PEF presented \$5,000 from the fair proceeds to the Make-A-Wish Foundation of Northeast New York, which grants wishes to children who are affected by life-threatening illnesses.

That donation enabled Zach to realize his wish to meet the Mighty Morphin Power Rangers. Hoyts Cinemas arranged for a private screening of the Power Rangers movie, and later Zach and his family were flown to Los Angeles for a week of fun, topped off by a visit to the Power Rangers' set.

PART 5 IN A SERIES in conjunction with the 20th anniversary of *The Public Sector*, exploring, through the eyes of CSEA members, significant events in CSEA's history.

1910 1918 1929 1931 1942 1952 1962 1978 1997 2000

Deinstitutionalization changes everything

"Deinstitutionalization" was the new big word union members began reading about in *Public Sector* issues in the late 1970s. But very few immediately grasped the fact that this odd word would have the impact of a tornado, twisting through the state's mental health and mental retardation systems, leaving immense devastation in its wake.

Deinstitutionalization created a permanent class of abandoned, homeless mental patients wandering the streets of New York and the layoffs of thousands of dedicated mental health workers who once cared for them. Since 1988, the state Office of Mental Health has had a 47 percent reduction in staff, with more than 13,000 positions eliminated as hospitals closed and adequate community-based care for the mentally ill never materialized.

In 1977 *The Public Sector* reported CSEA's call for a two-year moratorium on closing state mental hospitals, asserting that the Department of Mental Health be "required to submit to the state Legislature detailed plans specifying the number and types of residents to be removed from the institutions; an accurate depiction of what kind of aftercare is available in the communities... and a description of what kind of community reception awaits the residents who will be displaced."

Prophetically, CSEA called the state's plan, a "blueprint for disaster."

Budget cuts and a hiring freeze in 1977 prompted then Congressman Ed Koch to pay an unannounced visit to Manhattan Psychiatric Center to view the "deplorable conditions." Longtime *Public Sector* readers know that over the past 20 years, if anything, conditions have gotten worse as the state continues to ignore its responsibility to the mentally ill, their families and the community.

Over the years *The Public Sector* reported on the senseless slaughter of innocent New Yorkers by deranged homeless mental patients, patient-on-patient violence in the hospitals that remained open, and staff members beaten or murdered due to understaffing.

According to retired CSEA activist Marty Langer, the state Office of Mental Health is trying to get out of the business of caring for the mentally ill, while the Office of Mental Retardation and Developmental Disabilities (OMRDD) is living up to its commitment to serve the disabled.

Langer called the 1978 Willowbrook Consent Decree a "watershed" for the retarded. Once exposed by the media, a court ordered the Rockefeller administration to end the state's scandalous warehousing of 7,000 patients at the 375-acre Willowbrook complex on Staten Island where two staff were assigned to wards of 90 clients.

For the most part, OMRDD has worked cooperatively with CSEA to transition care into the community, maintain opportunities for employees and improve the quality of life for the clients.

Unfortunately, New York is not living up to its commitment to community reinvestment in the mental health area. (See related stories on pages 4 and 8.)

— Lilly Gioia

Sara Mableton, third vice president of Pilgrim State Psychiatric Center Local 418



Sara Mableton, a general mechanic, says the understaffed conditions at the psychiatric center have had a negative impact on the staff and patients.

"The effects of the understaffing have been tough on the employees but they're even more devastating for the residents. They have no choices," Mableton said.

"We can relocate or find another job, but what are the residents going to do? They have little control of their destiny, and it's the employees who fight for the patient's dignity and care."

Elaine Mootry, retiree, former president of West Seneca Developmental Center Local 427



"I think one of the big concerns we had back then was fighting to get recognition that our members — public employees — were just as good or better than private sector care workers. There was the perception that public employees were somehow inferior, and sometimes we had to convince even our own members.... I think deinstitutionalization has been effective to a degree. But there will always be a need for a certain level of client to be housed in an intensive care setting. Some just cannot adjust and require round-the-clock direct care."

"The unions have always fought against downsizing of facilities and programs, but since the acceleration of this process from 1993 until now, we have fought even harder. Layoffs have targeted employees who provide components integral to the consumers recovery and maintenance in the community. Recreation staff, occupational, physical and speech therapy staff have been eliminated, and their duties have been shifted to direct care staff who are already overburdened. Community services have been affected by loss of staff and funding for services, thereby making discharge success more uncertain. All this seriously effects the quality of care for consumers, and as a union of employees that have dedicated their lives to providing quality of care to those needing our services, we cannot accept standards not in keeping with our principles."

Judy Watts-Devine, President, Hudson River Psychiatric Center Local 410





Expanding the horizons of young minds
Jane McManus, president of the Rochester Public Library Part-time Employees Unit of Monroe County Local 828, reads and introduces pre-school children to books as part of her duties. Her unit recently gained its first contract since joining CSEA.

CSEA offers Personal Lines Insurance Program through Jardine Group Services Corp.

Did you know auto, home, renters and other personal and property casualty insurances are available through your CSEA membership?

Well, they are. And what's even better is that there are coverage opportunities for almost everyone. CSEA chose Jardine Group Services Corporation as the program administrator, to help make sure its members get the best possible coverage.

Plus with the added benefit of convenient payroll deduction, you could save on the cost of installment charges that can sometimes run as much as \$50 per plan annually.

With the Personal Lines Insurance Program more than 10 insurance companies are used to match you with the right coverage at the best price. That way you can get competitive rates.

For automobile insurance, discounts are available for anti-lock brakes, passive restraint systems, and anti-theft devices to help keep rates affordable.

The homeowners and mobile home insurances also feature competitive rates. And as a special benefit, some insurance companies may offer a discounted rate when you insure your auto and home together.

For more information on the CSEA Personal Lines Insurance Program, call a Jardines-representative toll free at 1-800-833-4657 from 8 a.m. to 8 p.m. Monday through Friday and from 9 a.m. to 3 p.m. on Saturday.

CSEA

AFSCME Local 1000, AFL-CIO
EMPLOYEE BENEFIT FUND

CSEA's dental provider list numbers more than 1,300 dentists; continues to expand

Dentists across the state continue to join the CSEA Employee Benefit Fund as dental providers, adding to the more than 1,300 dentists who comprise the dental provider panel for eligible CSEA members. Dentists joining the CSEA EBF panel recently were:

Long Island Region 1 Nassau County

Anne Lombardi, DDS
 380 Hempstead Avenue
 West Hempstead, NY 11552
 (516) 483-7580

Corey Goldstein, DMD
 2 Haven Avenue, STE 210
 Port Washington, NY 11050
 (516) 767-9344

Ronald Levin, GP
 119 North Park Ave., Ste 308
 Rockville Centre, NY 11570
 (516) 594-6600

Cory Slipman, DDS
 136 Greenwich Street
 Hempstead, NY 11550
 (516) 481-2228

Metropolitan Region 2 Brooklyn

Igor Klebanov
 7913 Bay Parkway
 Brooklyn, NY 11214
 (718) 234-9014

United Dental Serv. of New York
 1200 Gravesend Neck Rd.
 Brooklyn, NY 11229
 (718) 646-3816

Kreyman Zakhar
 2001 Avenue P, Ste A2
 Brooklyn, NY 11229
 (718) 376-7820

Curtis Davis, DDS
 5205-7 Church Avenue
 Brooklyn, NY 11203
 (718) 342-2300

Bronx

Leonid Yoffe
 33 East 208th St.
 Bronx, NY 10467
 (718) 652-0769

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 Fresh Meadows, NY 11346
 (718) 224-7272

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How your dentist can join the panel of dental providers

The CSEA EBF panel of dental providers changes regularly, so always check with your dentist to confirm that he or she is still a plan participant before service is actually rendered.

If your dentist is not a CSEA EBF participating

dentist and you would like him or her to consider participating, simply fill out the request for information below and return it to the EBF. Your dentist will be supplied with information and an application to become an EBF participant.

REQUEST FOR INFORMATION FORM

for dentists interested in participating in the CSEA EBF Dental Provider Panel

NAME of Dentist

Address

City

State ZIP

County

Telephone

Please return this form to:

Marketing Department
 CSEA Employee Benefit Fund
 1 Lear Jet Lane, Suite 1, Latham, NY 12110

Wage standard developments support labor's position on welfare reform

Two recent significant developments sharply altered the dynamics of the welfare reform debate at the federal and state levels.

A State Supreme Court ruling and a legal opinion from the White House shifted emphasis toward the position of organized labor that workfare is a key ingredient to successful welfare reform, and creating real jobs for real people is the key to workfare.

State Supreme Court Judge Jane Solomon ruled New York City's workfare program violates the state Constitution because it is not paying recipients the "prevailing" wage for the work they are performing. And the White House issued a legal opinion that workfare recipients should be covered by minimum wage laws.

CSEA immediately hailed both developments as good news for working people, calling their intent right and fair, and urged they be incorporated in New York's plan for placing able-bodied welfare recipients into workfare positions.

"These developments go a long way toward addressing the central issue of fairness for workers," CSEA President Danny Donohue said. "CSEA has said all along that welfare reform should not undermine working people by creating an exploited class of substandard wage laborers who aren't even covered by labor law."

The White House position, favorable to labor, was made by President Clinton himself after AFSCME President Gerald W. McEntee led a group of AFL-CIO public employee labor union leaders to an Oval Office visit with the President to make labor's case.

Earlier, AFSCME had effectively blocked federal efforts to allow Texas to privatize food stamp and

Medicaid administration — an action that could have affected the jobs of tens of thousands of public employees nationwide.

Under the White House interpretation, states that do not pay at least minimum wage to workfare recipients would face federal sanctions. Gov. Pataki said such sanctions could cost New York \$500 million.

But CSEA's Donohue called original federal workfare requirements unfair and unrealistic. While agreeing that wage standards will make the situation more difficult, he urged state officials to "recognize that some aspects of the federal welfare reform are unworkable and make appropriate adjustments."

Pataki said the wage standard opinion may cause states to use programs that are less work intensive "which," he said, "may result in a welfare recipient being undertrained and ill-equipped for a private sector job."

"For workfare to work you can't displace existing workers and you can't just dump recipients into slots without training or preparation to just work off their grants," Donohue countered.

Others have pointed out that New York would have more money available for benefits and training programs except that Pataki has proposed diverting available federal funds for other budget purposes.

Federal legislation requires New York to have its welfare reform plan in place by July 1, but at press time the issue was still mired in state budget politics.

CSEA supports the concept of welfare reform provided no existing workers are displaced and welfare reform legislation contains strong worker protection language.

Workfare is just that — work

THE ISSUE *The White House wants those on workfare to get minimum wage.*

OUR OPINION *The critics can't have it both ways.*

The most alarmed voices in the debate about the overhaul of welfare, suddenly, are those who pushed for such a law in the first place. All along, they made the very legitimate argument that welfare shouldn't be a way of life and that jobs were so much better than public assistance. The part about paying the people who get off welfare just wasn't part of the equation. Only there's another law, besides the welfare law, that must be enforced as well. It's the minimum wage. And President Clinton says the people in what's known as workfare programs must be paid that minimum wage.

Now the howling begins, from the conservative side. "This could really hamper what we're trying to do," says Rep. Clay Shaw, the Florida Republican who was the prime author of the welfare bill that Mr. Clinton signed to all the howling from the liberal side.

Well, what were they trying to do? We thought it was to get people off the dole and into jobs.

Governors, George Pataki prominently among them, who now have the jurisdiction over welfare spending that they sought for so long, are opposed as well. They say the rightful enforcement of the minimum wage law could mean a higher level of benefits for people participating in workfare. Even if that's true — and it's questionable — what's so wrong with that?

The Pataki administration says that in order to avoid federal penalties for not paying welfare recipients the minimum wage in return for their benefits, it might have to shift

the emphasis of the state's welfare program. Rather than relying almost entirely on a workfare-based policy, it might instead have to offer more in the way of non-paying education and job-training programs. Again, what's so wrong with that? Critics of the new welfare law have said all along that people on public assistance need more of that kind of training before they can go out and hold down jobs.

The White House says states can count the value of food stamps toward the minimum wage for workfare participants. By that formula, the combination of cash welfare benefits and food stamps would be enough to pay the minimum wage in every state except Mississippi.

Ultimately, the question comes down to the value of work. The minimum wage is \$4.75 an hour. It will increase to \$5.15 in the fall. Workfare jobs are only for 20 hours a week. Even at 40 hours a week, all year, the minimum wage is still less than \$10,000. For a family, that's known as poverty. Working, even for such little money, is dignified, of course, in a way that collecting welfare checks can never be.

That reality, simple and basic as it is, had a way of getting lost in the great welfare debate. Too many of the people who objected to the new welfare law didn't want to acknowledge what was wrong with the old welfare system. But anyone who objects to someone earning \$4.75 for an hour of honest and dignified work loses, it seems to us, all the advantages of being on the side of the debate that objected to welfare in the first place.

This editorial from The Albany Times Union supports labor's position on workfare wages.

"Lawmakers are starting to wake up to the fact that the federal welfare reforms create a whole new set of problems," said CSEA Executive Vice President Mary Sullivan, chair of the union's Welfare Reform Task Force. "CSEA members need to keep the pressure on them to make sure they act responsibly."

Call 1-800-SOS-6336
Tell Gov. Pataki and your State legislators to adopt fair and equitable welfare reform that recognizes and protects the rights of working people.

Early retirement provisions clarified

An article in the May edition of *The Public Sector* concerning the State Legislature extending Early Retirement Incentives for state employees and employees who work for local governments and school districts contained an error.

The section dealing with provisions of the early retirement incentive should have read:

"Eligible employees age 50 and older with at least 10 years of service will be offered one month of additional pension credit for each

year of service up to a maximum of 36 months. There are penalties involved, however, for Tier 1 members who retire before age 55 and for Tier 2, 3, and 4 members who retire before age 62."

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

Jim Moore elected to Harvard University's Trade Union Alumni Association board

E. SYRACUSE — CSEA Central Region 5 President Jim Moore was recently honored by Harvard University's Trade Union Alumni Association when he was elected to serve on the Association's board of directors.

Moore graduated from the Harvard University Trade Union program in 1994 and was a recipient of AFSCME's Jerry Wurf Memorial Scholarship. He joins two other AFSCME activists, Harris Baylen and Brian Mitchell, on the 22-member board made up of union activists throughout the nation.

Moore said he was proud to serve on the board and would use the position to forge a stronger link between CSEA and other unions throughout the nation.

"I am proud to represent CSEA and honored to serve in this position," he said. "I have made a commitment to concentrating my efforts on alumni recruitment, as the growth of our alumni association will be an excellent resource for CSEA and all of the other unions involved."

— Mark M. Kotzin



The CSEA Advantage Cellular Phone Discount Programs

The newest CSEA Advantage cellular phone discount program will benefit CSEA members and retirees in a seven-county area of the union's Capital Region 4. CSEA members and retirees in the counties of Albany, Rensselaer, Schenectady, Montgomery, Saratoga, Washington and Warren counties are eligible for Bell Atlantic NYNEX Mobile cellular service at a special rate, described at right.

Cellular phone discount program now available in Capital Region 4 area

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Offers available for new activations only on the EMP rate plan with a one year cellular service agreement. Customer responsible for airtime, monthly access fees, long distance, toll, roaming charges, surcharges and taxes where applicable. Service activation requires credit approval, and may require a security deposit. Early termination Fee of \$175 applies.

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Per minute charge: \$.21 peak/off peak
Activation fee: Waived
Contract term: 12 months
Discounted equipment
For more information, call: Stephanie Togni 1-800-524-2351 607-273-0400 or 607-280-0606 *For Oswego County, call Carol Haynes 1-800-541-8890 ext. 5130 315-439-5130 or 315-447-4004

Some restrictions apply Must credit qualify

CELLULAR ONE

Service Areas: Columbia, Greene, Otsego, Schoharie and Delaware
Monthly access charge: \$8.95
Per minute charge: 100 bonus minutes upon activation, \$.19 peak, \$.16 off peak, \$.45 NYS roam
Activation fee: Waived
Contract term: 2 years
Discounted equipment

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

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

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

One scholarship will be awarded to a student who is currently a sophomore majoring in political science. The winner will be selected by lottery from the applicants who meet the eligibility requirements and will receive \$10,000 per year for the junior and senior years of study, as well as an opportunity to intern with the international union's Political Action Department.

The student must be a child of an active member of an AFSCME local union; must have a grade point average of 3.0 or better, must be in his/her sophomore year of study and must be a political science major at an accredited college or university.

Mail requests for applications to:

Jerry Clark Memorial Scholarship
 AFSCME Education Department

1625 L Street, NW, Washington, DC 20036

or

email: education@afscme.org

The application is also available on the Internet at AFSCME's web site:

<http://www.afscme.org/afscme/about/scholarj.htm>

Applications must be postmarked no later than July 1

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

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

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

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

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

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

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

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

CSEA Members Can Now Enroll In Quest's 50% Hotel Savings Program For Just \$29.95

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Even The Press Agrees, Quest is "The Best Deal" Says U.S. News

Some time ago, U.S. News & World Report did an article comparing hotel savings plans. In the article, they said:

"The best deal is available through Quest International, whose members pay \$99 a year* and get a 50% discount on available rooms at Holiday Inns, Hiltons and other(s)..."

* (You pay just \$29.95 rather than \$99.00)

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John Bobel, a pilot from Fort Walton Beach, Florida, wrote to me a while back. Here's what he had to say about just one of his experiences with Quest.

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John Bobel
Fort Walton Beach, FL

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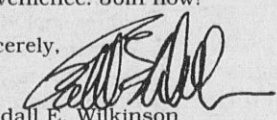
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***If not us, who? If not now, when?
If not Detroit, where?***

For more information call (toll free) 888-97Motown
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Official publication of
The Civil Service Employees Association, Inc.
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THE PUBLIC

JUNE 1997

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