

THE WORK FORCE

Westchester Wrangle

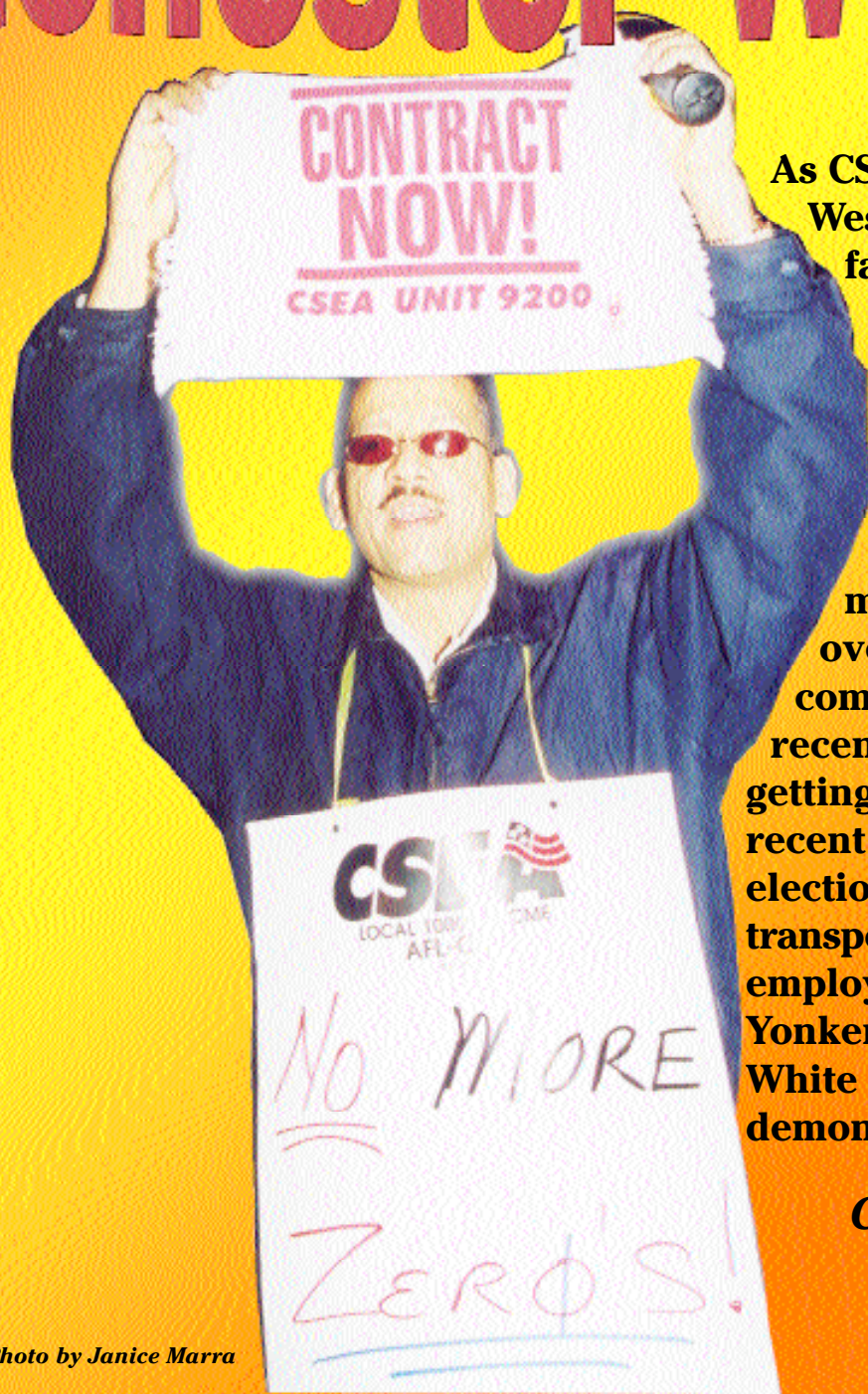


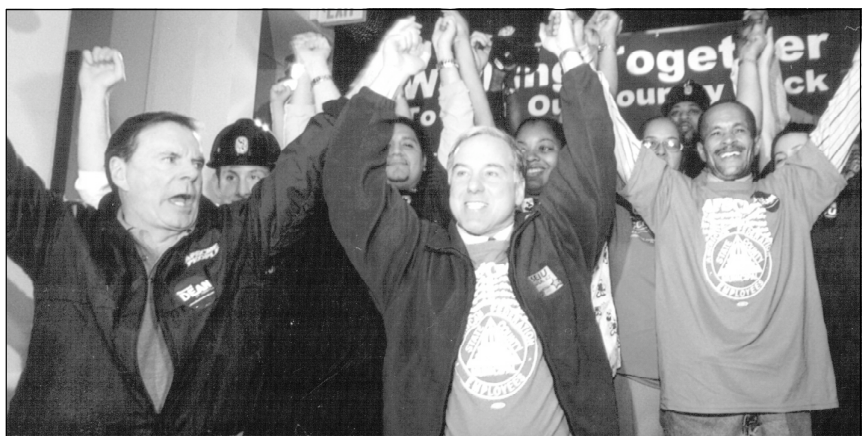
Photo by Janice Marra

As CSEA's battle with Westchester County for a fair contract rages on through its 23rd month, union members are now also faced with possible layoffs and privatization.

And CSEA members are more fired up than ever over the triple threat, coming out in force for two recent demonstrations and getting out the vote for the recent county Legislature elections. Buses even transported union members employed at county offices in Yonkers and Mount Kisco to White Plains for the demonstrations.

Continued on Page 3

Photo of the Month



AFSCME President Jerry McEntee, left, cheers with Democratic presidential candidate Howard Dean, center, whom AFSCME and CSEA have endorsed for president. See story at right.

CSEA President Danny Donohue to visit Long Island Region

CSEA President Danny Donohue will visit the CSEA Long Island Region on Friday, Dec. 12 to meet with members.

The meetings will be held in the region office at 3 Garet Place, Commack.

Donohue will meet with union members from 1 to 7 p.m. Please call the Long Island Region office at (631) 462-0030 for an appointment and directions.

CSEA opens new Binghamton office



CSEA President Danny Donohue is flanked by dozens of CSEA activists and officers as he cuts the ribbon to ceremonially open the union's new Binghamton Satellite Office. Pictured to his left is Central Region President Jim Moore and to his right is Region Director Joe Maratea.

BINGHAMTON — Cheers rang out as CSEA President Danny Donohue officially cut the ribbon recently to open and dedicate the union's new satellite office in Binghamton.

The new office, located in downtown Binghamton, almost directly across the street from the City/County/State office complex, is only a few miles away from the union's former office location, but CSEA leaders are terming it "light years ahead" in its ability to provide better member services.

While the address for the Binghamton Satellite Office has changed to: 71 State Street, Bache Building, First Floor, Binghamton NY 13901; the telephone number has remained the same: (607)772-1750.

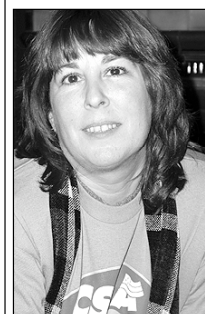
CSEA backs Dean

ALBANY — CSEA will support Gov. Howard Dean's candidacy for president of the United States. The announcement was timed to coincide with the endorsement of Dean by CSEA's International union, the American Federation of State, County and Municipal Employees, AFSCME in Washington, D.C.

AFSCME's endorsement was made jointly with the Service Employees International Union

for America, at the right time," Donohue said. "He is the candidate who best represents the core values that CSEA members and other working people believe in."

"CSEA members know there is a need for change in the White House with its incumbent administration that is wrong for working people, wrong for New York and wrong for America," Donohue said. "It is clear that there is strong support among our



"I think Gov. Dean is a good choice for our endorsement. He's got a great record on siding with workers on our issues, and he's got what it takes to take back the White House."

Colleen Wheaton,
SUNY Potsdam Local

members for Gov. Dean's message for a better America." CSEA's endorsement means the union will help communicate the message of the Dean campaign and add grassroots support through the activism of the union's members.

(SEIU) meaning that the AFL-CIO's two largest and most politically potent unions are backing Dean's candidacy. Donohue attended the announcement at a Washington news conference this afternoon.

"Howard Dean is the right candidate with the right campaign

"Gov. Dean has built a strong and dynamic campaign through enthusiastic grassroots effort and CSEA is now proud to extend all the help we can to ensure that he becomes the next president of the United States," Donohue said.

State contract update

TROY — Coalition Bargaining (joint negotiations with all four bargaining units on issues of common interest) including presentations on eight proposals highlighted CSEA / state negotiations recently. Specific written proposals included longevities, downstate adjustment; inconvenience pay, additional vacation credits, and, meal allowances. The state was silent in its response to most areas of concern but did agree to meet with union representatives on other issues — EAP, family benefits, parking, payroll and EBF.

Workers' Compensation Subcommittee members had a busy week. They reminded state negotiators during their session that the state was delinquent in delivering data that had been requested at an earlier meeting.

Management excused their failure by stating that some of the data was still to be compiled while other information was not feasible to provide. It still adds up to no information. CSEA also repeated our position on the Worker's Compensation issue.

On the Education and Training front, management presented CSEA with its counter proposal to CSEA's earlier six-page proposal on Education and Training. The state's counter-proposal largely rejected CSEA's demands and relied on continuing current contract language. The team was clearly disappointed in the state's lack of vision and felt that the state was backtracking on progress made around Partnership principles over the past few years.

For more information visit
www.csealocal1000.net

CSEA mobilizes in Westchester

WHITE PLAINS — As CSEA's battle with Westchester County for a fair contract rages on through its 23rd month, union members are now also faced with possible layoffs and contracting out.

And CSEA members are united to fight back. More fired up than ever over the triple threat, CSEA came out in force for two recent demonstrations. Buses transported union members employed at county offices in Yonkers and Mount Kisco to White Plains for the demonstrations.

For the unit's second "Neighborhood Walk," members gave Deputy County Executive Larry Schwartz a serious message on Mischief Night.

"Contract now!" demanded the mere 40 members who police allowed to demonstrate in front of Schwartz' White Plains home. The remainder of the crowd, nearly 300 people, held an impromptu demonstration in front of a nearby school.

Four days later at the Westchester County Office Building, as more than 400 union members alternately chanted cries of "Contract Now!" and "No Layoffs," Unit President Jack McPhillips urged them to take action at the polls.

CSEA members in the Health Department were recently told by managers that as many as one in five workers could be targeted for layoffs in the 2004 county budget, scheduled to be released in mid-November. At press time, no other details about the proposed layoffs were available.

Meanwhile, about 500 CSEA members in the Department of Social Services are



CSEA Westchester County Unit member Patricia Garrity gets fired up at a recent demonstration outside the Westchester County Office Building.

facing contracting out of key units such as Foster Care and Housing. Managers at that department have also recently told employees that the county has sent out to private contractors Requests for Proposals to manage the units.

While the county claims that layoffs and privatization are necessary to help close a multi-billion dollar deficit, McPhillips said

the county has stated a 2002 surplus totaling \$27 million.

"The county has put forth the rumors about layoffs and contracting out to further disrupt and destroy the morale of the membership," he said. "They are concerned about losing their jobs and their futures."

"Shame on Westchester County," said CSEA President Danny Donohue. "The county executive should know better than to mistreat the county's most valuable resources — its employees."

CSEA Southern Region President Diane Hewitt noted that contracting out would cost the county more money in the long term.

"Contracting out, as well as layoffs, would cut public services to taxpayers and would jeopardize the quality of these services," she said. "This would cause even more hardships in the community."

McPhillips said the unit is urging members to contact their county legislators to let them know that proposing layoffs and privatization is an error.

"We're going to fight any out-sourcing and cutbacks to our membership," he said. "At the same time, we're going to keep fighting for a fair contract that the county can afford and that the union can accept."

Hewitt believes that the unit's contract, layoffs and privatization battles with the county center on fairness and dignity.

"It's about time that Westchester County show these people some respect," she said.

— Janice Marra

CSEA targets potential savings in advance of next budget

CSEA is sending a clear and strong message to the Pataki administration that if it's serious about saving taxpayers' money and addressing the state's fiscal mess, it should be looking north.

Well in advance of the new state budget cycle, CSEA is airing television and radio advertisements statewide calling on Gov. George Pataki to set up a purchasing agreement with Canada to save huge amounts on prescription drug costs.

Similar measures are gaining support from responsible

leaders across the political spectrum and states like Illinois, Wisconsin and Minnesota are already taking solid steps to gain savings. (See President's column — Page 4)

CSEA's ads make these points and state that it's good medicine New York needs now.

New York is still looking at a potential budget deficit of \$6 billion to \$7 billion for the next fiscal year. The governor has given no indication how he recommends dealing with the situation but he has demanded state employees pay more for their health insurance rather

than attempt to bring rising prescription drug costs into line. The governor has also been on the air promoting a taxpayer subsidized health insurance program for small businesses called Healthy New York.

CSEA has also noted that the Pataki administration continues to fill top level patronage positions throughout its administration in violation of its own hiring freeze.

CSEA has also pointed out that New York needs more help from the federal government including reform of the

Medicaid formula to cover rising health care needs. New Yorkers continue to pay more in taxes to the federal government than we get back in aid and benefit.

The Bush administration has been unwilling to consider revising the Medicaid formula and recently shortchanged the state on aid money for last summer's blackout and on anti-terrorism funds. Meanwhile, Pataki continues raising money for the president's re-election and stumping for him out of state.

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IN TOUCH WITH THE WORK FORCE CSEA President Danny Donohue

Buying Prescription Drugs from Canada is Good Medicine New York Needs Now!

Today everyone is feeling the pain of sky-rocketing prescription drug costs driving our health care costs through the roof. America remains the only industrialized country in the world that doesn't regulate the profits of the giant pharmaceutical companies.

It's no surprise that millions of Americans have turned to Canadian pharmacies to purchase their prescription drugs and saving 30 to 75 percent. But now many states and local governments are looking to save in the same way.

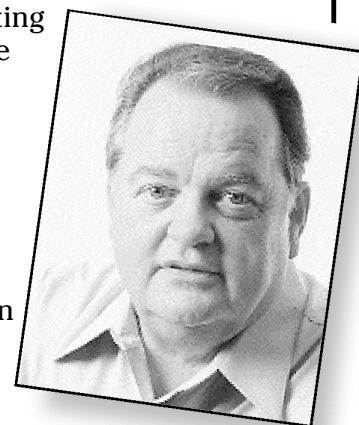
Since the Bush administration and the leadership in Congress have indicated no interest in addressing the problem of rising pharmaceutical prices, cash-strapped New York state and its local governments should look north for relief. It's likely that billions of dollars in taxpayer money could be saved through a purchasing agreement with Canadian suppliers.

The giant drug makers don't like the idea one bit but there's growing support for it from responsible leaders across the political spectrum. Here in New York, Mayor Michael Bloomberg recently indicated he plans to explore the options for New York City. Leaders of other states and municipalities have already taken solid steps in that direction.

Illinois Gov. Rod Blagojevich is seeking a waiver from the federal government to pursue a pilot project for purchasing active and retired state employees' prescription drugs from Canada. Blagojevich announced his intentions after a report he commissioned found employees and retirees could purchase drugs from Canada safely and could save taxpayers \$90 million annually.

Similar conclusions are being reached by governors in states including Minnesota, Iowa and Wisconsin, not to mention numerous municipal leaders. Considering New York faces a projected \$6 billion deficit for next year and numerous localities are also in fiscal crisis, Gov. George Pataki should be seriously examining this approach too.

Beyond state employees, the state and its localities are major consumers and providers with pharmaceutical products dispensed daily in our public health care facilities, psychiatric centers, mental retardation facilities and correctional institutions. New York cannot afford to ignore the potential to save billions of dollars.



Nightmare ending at Brooklyn DDSO?

BROOKLYN — For now at least, it seems like the end of a nightmare over an asbestos abatement and roof project at Brooklyn DDSO.

Thanks to the union's continued pressure, the problem-prone contractor was finally ordered to wrap it up and take a hike by officials at the Dormitory Authority of the State of New York (DASNY), which supervised the project. The contractor had also been ordered to obey all safety rules and regulations and to work around the clock if necessary to finish the project by Oct. 31.

Apparently, the last straw was a large wooden plank that crashed into an atrium, within feet of the union's office, shattering a window in late August. Fortunately, no one was hurt.

Now the union hopes to avoid a very bad sequel.

"This contractor has caused everyone at this facility so much pain and suffering," said Denise Berkley, president at Brooklyn DDSO. "It would be insulting to workers and consumers if they ever brought them back here to work on anything else."

Contractor is root problem

The headaches literally began back in May when KOKO Contracting was awarded a \$1.7 million asbestos abatement and roof project.

Initially CSEA members complained and reported a variety of ailments such as headaches, nausea and respiratory illnesses related to the use of tar and other materials. Then things got more dangerous.

The contractor destroyed a portion of the greenhouse, was responsible for starting a fire on the roof (a worker was smoking), created a gaping hole and caused structural damage to a loading dock and has caused numerous water leaks throughout the facility



Earlier in the year, a KOKO contracting employer picks up construction debris on the grounds of the Brooklyn DDSO. A contractor that CSEA fought to have removed from the job left potentially dangerous hazards on the building's grounds.

(including the offices of the facilities director.)

Local treasurer Dennis De Leon and other workers also found pieces of bricks, wooden planks with nails and other debris strewn throughout the perimeter of the facility. These materials, De Leon said, could be lethal in the hands of some residents.

Detection device unplugged

More shockingly, De Leon discovered that an air pump set up to collect air samples during the asbestos abatement project had been left unplugged.

Nevertheless, despite assurances from the contractor that they would be more careful, incidents continued to pile up.

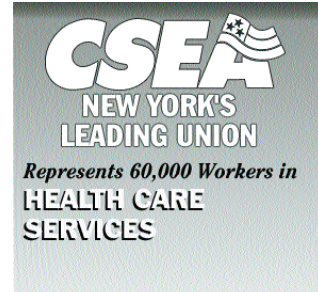
In July, the union met with DASNY officials and provided evidence of reckless, unhealthy and dangerous practices by the contractor. At that meeting, the union was assured by DASNY officials that KOKO Contracting would be fired if they continued to act recklessly and carelessly.

After the wooden plank incident, the contractor was finally ordered to finish the job by Oct. 31. It seemed an eerily appropriate date to end what many at the center have described as a hell-raising project.

With the winter season rapidly approaching, union members are understandably weary but remain hopeful that they have seen the last of KOKO Contracting.

"Given this contractor's track record and his blatant disregard for the safety and health of our members, residents and even his own workers, I now hope DASNY will place more emphasis on quality than on the bottom line," said Metropolitan Region President George Boncoraglio.

— David Galarza



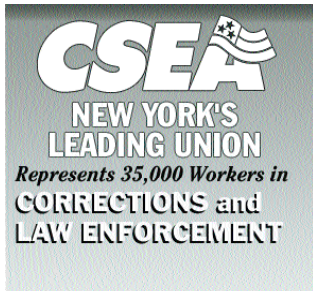
"This contractor has caused everyone at this facility so much pain and suffering, it would be insulting to workers and consumers if they ever brought them back here to work on anything else."

CSEA Voices



"Solidarity means better contracts."

— Joanne DeSarbo, Schenectady County Local president, interviewed at CSEA's Annual Delegates Meeting.



“We all worked together on this. This is a great example of the union, employees and management of Ulster County coming together to bring this project to completion.”

CSEA Voices



“Building visibility and raising awareness about union members and their connection to the community is essential.”

— **Patty Whiteman**
interviewed at CSEA's
Annual Delegates
Meeting

Probation workers more secure

KINGSTON — Employees at the Ulster County Probation Department once compared their former Kingston headquarters with a nightmare.

But with a move to a newly renovated, state-of-the-art building on nearby Broadway, CSEA members employed by the department may be more likely to think they're in a dream.

After hearing numerous complaints about the deterioration of the 17 Pearl St. building, CSEA teamed with Ulster County to make the department a safer place for workers and the public.

CSEA Occupational Safety & Health Specialist Gary China, in an inspection of the building in 2001, found major safety and health violation that could have endangered workers and the public, including a lack of security, lack of necessary space for the department's needs and numerous building and fire code violations. About 25 employees worked there.

“There wasn't one thing right about 17 Pearl Street except maybe that it had hot and cold running water,” CSEA Ulster County Unit President Kevin DuMond said.

Horrendous conditions

Because of a lack of private space within the building, employees conducted often-confidential business with clients in public areas — under a ceiling sagging from the weight of the department files stored in 17 Pearl St.'s attic.

But perhaps the most alarming aspect of 17 Pearl St. was the building's lack of security. Without metal detectors or regular police presence at the entrances,

anyone could walk into any area of the building undetected.

Ulster County Probation Department Head Robert Sudlow said “It was disgusting.”

Sudlow once entered his second-floor office to find a client sitting on his desk.

“He went right up the stairs without being seen,” he said. “We were so fortunate that nothing worse happened while we were at (17 Pearl Street).”

CSEA members employed by the department, concerned about their health and safety, contacted Ulster County legislators.

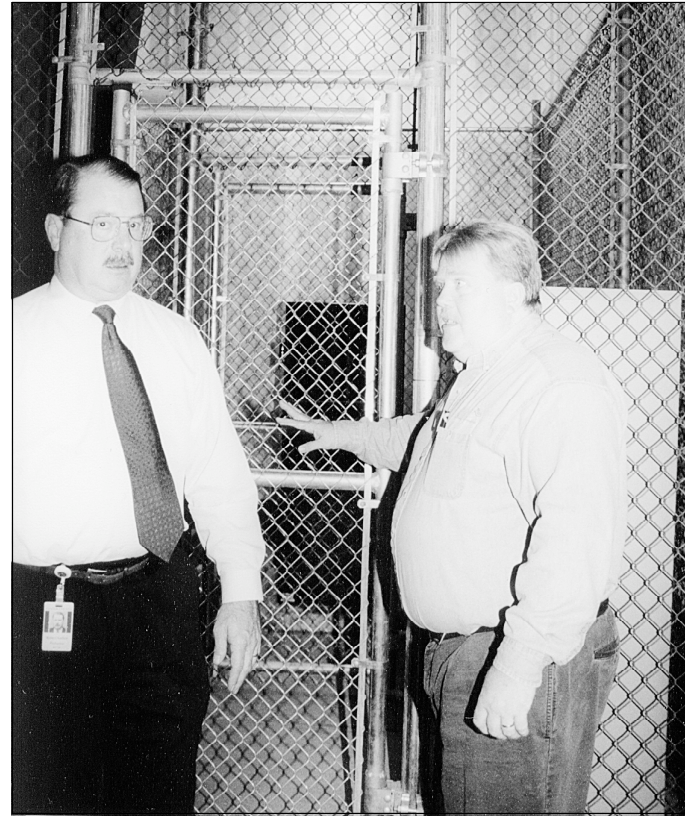
“Working there was a nightmare,” Todd Schmidt, a Probation Officer and CSEA member, said. “You never knew what would happen.”

CSEA gets results

With CSEA's efforts and lobbying, Ulster County officials began scanning sites for a new probation facility and bought in 2001 a vacant, 18,000-square-foot facility to renovate for the department's new home.

“Everybody got behind this project,” DuMond said. “We all worked together on this. This is a great example of the union, employees and management of Ulster County coming together to bring this project to completion.”

One of the county's highest priorities in renovating the new facility was to design work space that met the department's needs in relation to its growing caseload. The building's architect spoke with each employee about his or her job and facility needs, and the building's renovations reflect the modern needs of county Probation departments. After Probation Department



Department Head Robert Sudlow and CSEA Occupational Safety and Health Specialist Gary China check out a secure area in the new Ulster County Probation Department building. CSEA began lobbying for a new building in 2001, and the county addressed several of CSEA's concerns.

workers moved into the Broadway building in April, much more than the address changed at their work site.

No more surprises

When visitors enter the new probation building, they are greeted with tight security, including cameras, several checkpoints, metal detectors and constant police presence. The department's main entrance is designed so workers have a full view of everyone who enters — giving employees an increased opportunity to avert any potential security problems. Workers must use keys or scan cards to access various parts of the new facility.

The facility also complies with the American Disabilities Act, unlike 17 Pearl St.

The new building's parking lot is also secure and well-lit — a huge change from conditions at the Pearl Street building, where employees faced

loitering people and a dark parking lot at night.

There is now adequate space for confidential meetings, with the officers' work stations designed to allow them to avert any potential security risks posed by irate clients. There are also separate areas for juvenile and adult clients, something that did not exist before.

Additionally, the building contains a large storage area — on the ground floor — and enough space to expand the facility by 7,000 square feet.

Also, there are now separate restrooms for clients and staff.

“We have a lot more accountability,” Sudlow said. “We have a high-security building and much more police presence. Even our uniforms are new. Now, it's a more professional working environment. People know that we mean business.”

— **Janice Marra**

Shop stewards key to union's success

BELLPART — A shop steward is one of the most important figures in the proper day to day functioning of any union. A steward acts as a hands-on member consultant and an on-site watchdog for workers in a particular location.

"Their job, and the job of every union official, is to see that every worker in their area is treated fairly," said James Balletta, President of CSEA Suffolk Cooperative Library Unit.

The unit recently graduated a new class of CSEA-trained stewards. Balletta and the stewards work for the Suffolk Cooperative Library System. Suffolk Cooperative acts as a support library for the libraries in Suffolk County.

"Stewards act as a front line advocate for the members if any problems should arise, and I'm confident that Michele, Vivian and Linda will all do an excellent job with their new responsibilities," said Balletta.

Do you have what it takes?

CSEA stewards do one of the most essential and challenging jobs in the union. They are the one union activist that workers see every day, communicating



Left to right, James Balletta, President CSEA Suffolk Cooperative Library System Unit; new CSEA Stewards Michele Toscanini of Middle Island, Vivian Lorper of Shirley, and Linda Hoff of Rocky Point; and CSEA Long Island Region President Nick LaMorte.

their needs and concerns, organizing them in collective action, representing their issues and grievances, and educating them about the many, many benefits and advantages that CSEA has to offer.

Stewards, working together, create a solid foundation for building a strong, dynamic union. Collective bargaining becomes a living process that is constantly working on behalf of the members through the stewards' actions in the workplace.

Become a steward

CSEA's Education and Training Department offers a steward certification course, as well as a grievance representation course.

Activists who complete the steward course are considered 'stewards' and they have the

responsibility to communicate, organize and lead members in their work location. But taking the steward course alone does not certify stewards to handle grievances.

Training in handling grievances is offered in three courses, also through CSEA Education and Training: Local Government Grievance Representation, State Grievance Representation, and Contract Administration for the Private Sector.

Activists must attend and complete the required training appropriate to their division and be appointed to the position of grievance representative by their local/unit president, and be certified and eligible to handle grievances.

For additional information, call CSEA Education and Training Department at (800) 342-4146, ext. 1363.

— Rachel Langert



James Balletta and new CSEA Steward Michele Toscanini.



"Their job, and the job of every union official, is to see that every worker in their area is treated fairly."

CSEA Voices



"The union means a lot to me. Through the union we're covered with medical benefits. The members' rights are protected by CSEA."

— Corine Evans, certified nurses assistant, Westchester County Medical Center



“Only through the efforts of CSEA members has Westchester County paid any attention to basic workplace health and safety measures.”

CSEA Voices



“CSEA is fighting each and every day for DMV workers throughout the state.”

— Frank Martinez,
Traffic Violations Bureau-DMV,
Hauppauge

CSEA activist targeted for disciplinary charges

WHITE PLAINS – A shop steward for the CSEA Westchester County Unit has been slammed with disciplinary charges for his role in exposing numerous occupational safety and health violations at county work sites, leading CSEA to file a whistleblower complaint against the county with the state Department of Labor.

John Magilton, a maintenance mechanic for the county Department of Public Works’ Grasslands Reservation, recently appeared at a public hearing to defend himself against the county’s charges that he failed to follow procedure and showed insubordination toward a department supervisor on two separate dates last summer.

Allegations have been raised that other employees who have concerns about safety on the job have also been targeted.

Numerous supporters from CSEA and other area labor unions joined Magilton at the hearing to show support for his fight against the charges, which the union believes stem from Magilton’s work with the Westchester County Unit’s Health & Safety Committee.

Westchester County Unit President Jack McPhillips said CSEA members employed by the county are standing firmly behind Magilton in his fight.

“The union fully supports John’s efforts to be exonerated due to his work with the union in the health and safety area,” he said.

CSEA President Danny Donohue lauded Magilton and other CSEA members in the county for exposing the work site hazards.

“It’s an outrage that Westchester County reacts to our members’ commitment to



CSEA Member John Magilton, right, fires up the crowd with a chant at a Westchester County Unit demonstration near Deputy County Executive Larry Schwartz’ White Plains home. Magilton, a shop steward and Unit Health & Safety Committee member, is facing disciplinary charges by Westchester County for reasons the union believes stem from Magilton’s assistance in exposing numerous occupational safety & health violations at county work sites.

keeping the work force safe by subjecting them to disciplinary charges and harassment,” Donohue said. “Only through the efforts of CSEA members has Westchester County paid any attention to basic workplace health and safety measures.”

Southern Region President Diane Hewitt, who attended the hearing, called the charges unfair.

“(Magilton) has been fighting for our members’ health and safety on the job,” she said. “His efforts have brought to light a wide variety of health and safety violations at Westchester County work sites.”

Over the past two years, the committee has been instrumental in exposing numerous, potential hazards on county work sites. To date, CSEA has filed 120 complaints with PESH on Westchester County facilities, many of which

have resulted in citations against the county.

Some of these citations have centered on confined space hazards at the Grasslands Reservation, which Magilton has been instrumental in exposing.

“John has been singled out and held under close and unfair scrutiny by his employer as opposed to other workers since he began working with CSEA on making Westchester County work sites safer for the workers,” McPhillips said.

No resolution was reached at Magilton’s hearing, which has been adjourned until Jan. 12. Magilton’s attorney, Jonathan Lovett, is planning to file a federal civil rights case on Magilton’s behalf.

— Janice Marra

Bayport schools buildings & grounds workers demand respect

BAYPORT — Fired up membership of the CSEA Buildings and Grounds/Custodial Unit in the Bayport-Blue Point School District is turning out to hammer home a message to the school board recently: We demand respect!

The unit's president, Aldo Zucaro, addressed the board, letting it know why the membership was carrying picket signs and demonstrating in the rain. "My unit, with the full support of the 50,000 CSEA members on Long Island, has requested that I make known their utter frustration at reaching an impasse in negotiations with the district," said Zucaro.

"Our members provide a clean and safe environment for our children throughout the Bayport-Blue Point School



Bayport-Blue Point School District Unit members make their point loud and clear during a recent school board meeting about stalled contract talks.

District. They are there when the school opens and there after it closes. They work hard, are devoted to the children, and they love what they do, but they are tired of being treated so shabbily," said Zucaro.

Bayport resident Ron King, who is also the director of the CSEA Long Island Region office, also addressed the board.

"You have signs up in this cafeteria that say, 'Education is a good investment.' But I would submit to you that your workers are a good investment, too. They make this place run. And if you continue to fail to do the right thing by our people, we will be in your face at every turn. We will not rest until these members have achieved a fair and equitable contract," said King.

The groundskeepers, custodians and maintenance workers have been conducting informational picketing outside of the school board meetings at night, and handing out leaflets to parents as they drop their children off at school in the morning. They are also wearing CSEA "Contract Now!" buttons as they go about their daily activities.

The school district is trying to nearly double members' health insurance contributions, and only offered a minimal wage increase.

The last offer from the

district would mean members would take home about \$200 less than they now do.

The unit's contract expired in June 2002 and negotiations between the parties reached impasse in March of this year.

— Rachel Langert

Yonkers facing layoffs

YONKERS — At least 140 CSEA members employed in Yonkers public schools will be laid off as of Dec. 1, in the wake of district budget cuts that slashed numerous education and extracurricular activities.

The district's Board of Education, which initially presented a budget proposal to the public in July, had declined to release its amended proposal until minutes before the Nov. 17 meeting began.

The budget, which cut \$16 million and 502 jobs district-wide, was adopted by the board shortly after its presentation to them. Members of the public were not allowed to address the board during that meeting.

The budget cuts from the CSEA bargaining unit 44 public

safety officers, 39 clerical employees, 38 custodians and numerous other district employees. Additionally, most art and music instruction programs, interscholastic sports and all other extracurricular activities have been slashed.

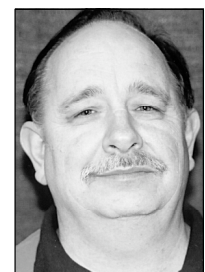
At press time, CSEA is examining its options in regard to fighting the layoffs.

"This is outrageous," Southern Region President Diane Hewitt said of the budget cuts. "These cuts are devastating to the children of Yonkers, as well as to district employees. CSEA members at the Yonkers Public Schools are the ones who keep the schools safe and operating smoothly, and the administration's actions have jeopardized both."



"they love what they do, but they are tired of being treated so shabbily."

CSEA Voices



"Solidarity breeds diversity, which leads to unity, which leads to strength."

— Frank Strack, President of CSEA NYS Police Troop B Local

INSIDE THE WORKFORCE

Members at CSEA's 93rd Annual Delegates Meeting are...

Fired up and united to fight back!

LAKE PLACID — More than a thousand CSEA activists celebrated the past year's victories and geared up for the challenges ahead at the union's 93rd Annual Delegates Meeting in Lake Placid recently.

CSEA President Danny Donohue said the way CSEA members met the challenges of the past year demonstrated that CSEA members are united to fight back and make a positive difference. He praised the numerous member victories in organizing campaigns, contract fights, school budget votes and the state budget fight.



Donohue

"CSEA members demonstrated that there were better choices for New York," Donohue said. "We convinced state legislators and with our support they stood up to the governor 119 times!"

CSEA also honored state Senate Majority Leader Joseph Bruno and Assembly Speaker Sheldon Silver for their leadership in the budget fight.

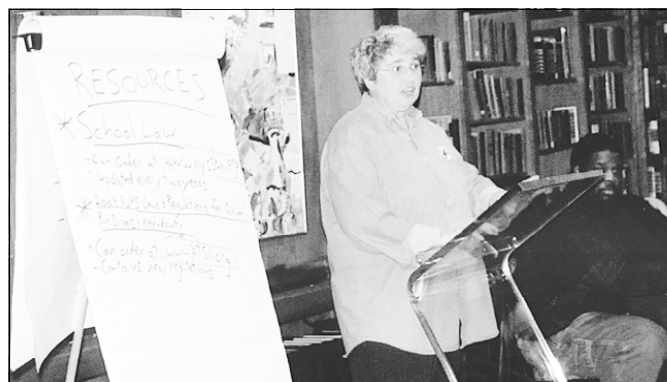
But the CSEA leader warned there are still huge fights ahead that will require CSEA activists to draw upon all of our experience, resources and energy to succeed.

"I will say that there is no union in America that cares more, does more and is better prepared for the challenges that lie ahead than CSEA. And that is because of you," Donohue said. "It is with good reason that CSEA is New York's leading union. We have led the way before in good times and bad and we will lead the way in the difficult times ahead."



McEntee

AFSCME President Gerry McEntee and Secretary-Treasurer Bill Lucy were on hand to commemorate the 25th anniversary of CSEA's affiliation with the international union. McEntee also praised the "incredible bravery and character" CSEA members demonstrated in the past year's victories



Executive Vice President Mary E. Sullivan leads a workshop on building solidarity among union leaders to enhance our power and effectiveness as a union.

and said AFSCME and America will be counting on us to bring that spirit and energy to the 2004 presidential election.

"Sisters and Brothers of CSEA prepare for battle like you've never prepared before," McEntee said. "This is the fight of our lives. This is the fight of the century. And we're counting on you to lead the way."

"We must lead a grassroots labor mobilization effort on the local, state and national levels. An effort whose goal is to deliver this state's vote to the candidate who is pro-labor and able to beat George Bush," the AFSCME leader said.

"We must all work and walk in solidarity as we beat back working families' foes. As we 'Take Back New York.' As we 'Take Back America.'"

"Indeed, your strength and power have made a difference in New York and throughout AFSCME," added Secretary-Treasurer Lucy. "And in the months ahead, we are going to need your strength and your power like never before."

The union members warmly received New York Attorney General Eliot Spitzer, who cited an article by the *New York Times* indicating that the



Lucy

worst corporate pirates on Wall Street have been the biggest contributors to President George W. Bush's campaign coffers. Spitzer called for accountability in this, charging that Wall Street's worst should not get away with law-breaking simply because they can buy votes.

Delegates voted on proposed changes to the union's constitution and by-laws and adopted a number of resolutions, including one opposing employer programs and policies that shift responsibility for work site safety on workers instead of workplace hazards and employer mismanagement. The resolution calls on CSEA to educate members on such "blame the worker" policies and asks for stricter enforcement of laws that abate hazards.

Earlier in the week, delegates attended workshops and presentations on a wide range of topics and issues that provided practical skills and inspiration to carry the fight forward.

— Ed Molitor



At this workshop, CSEA Local Union Training Instructors (LUTI) share their experiences as member educators and examine the crucial role that labor education plays in building stronger unions.



CSEA Brooklyn DDSO Local President Denise Berkley, right front, shares personal experiences as part of a worker speakout on recent organizing efforts across the state. Berkley also serves as chair of CSEA's Constitution and By-laws Committee.



New York Attorney General Eliot Spitzer receives a warm reception from the delegates.

PEOPLE program makes great strides at ADM



President Donohue awards the PEOPLE Cup to delegates from CSEA's Long Island Region for recruiting the most PEOPLE members.

CSEA's PEOPLE program found great success in Lake Placid, enlisting more than 300 new members giving at the MVP level at the ADM. The MVP level is the highest level of giving.

PEOPLE is CSEA and AFSCME's political action program. It is responsible for raising money and collecting voluntary contributions so that CSEA can effectively promote the union's interests at the state and federal level.

Air quality near WTC site still raising concerns

MANHATTAN — Workers in lower Manhattan continue to call for action on the air contamination caused by the Sept. 11 attacks.

The call has been led by U.S. Sen. Hillary Rodham Clinton and U.S. Rep. Jerry Nadler who have called for an investigation of why and how information critical to the health and safety of New Yorkers and rescue workers was suppressed.

A report issued by the Inspector General for the Environmental Protection Agency in August documents the ways in which the White House and EPA misled New Yorkers on health effects from the dust and fumes long after the attacks.

"For too many of these men and women, the EPA's false reassurance that the air quality in lower Manhattan was safe led to their being exposed much more than they otherwise would have been," said Dr. Stephen Levin, co-director of the Mount Sinai Center for Occupational and Environmental Safety.

Toxic substances that have been found in some buildings include asbestos, lead, dioxin, silica, mercury and other heavy metals.

Earlier this year, CSEA members and the Metropolitan Region Safety and Health Committee were successful in pressuring the Department of Motor Vehicles to clean up one of their sites in lower Manhattan. Unsafe levels of asbestos in and around air conditioners at the site required their removal and a comprehensive clean-up of all the windows at the site.

"We are not surprised by the Inspector General's report

in light of the situation we exposed and helped to rectify," said Frank Cosentino, chair of the region's Safety and Health Committee.

"CSEA represents hundreds if not thousands of workers in lower Manhattan and we will continue to fight for the truth about air quality and push for a comprehensive clean-up of all commercial buildings."

Several unions representing workers downtown have also been critical of a health registry just begun by the New York City Department of Health. They say it is too little, too late and are telling their members not to register.

For instance, the Department of Health failed to establish baselines for comparison purposes (over two years have passed since 9/11). The agency also echoed

the EPA in its insistence that the area was "safe."

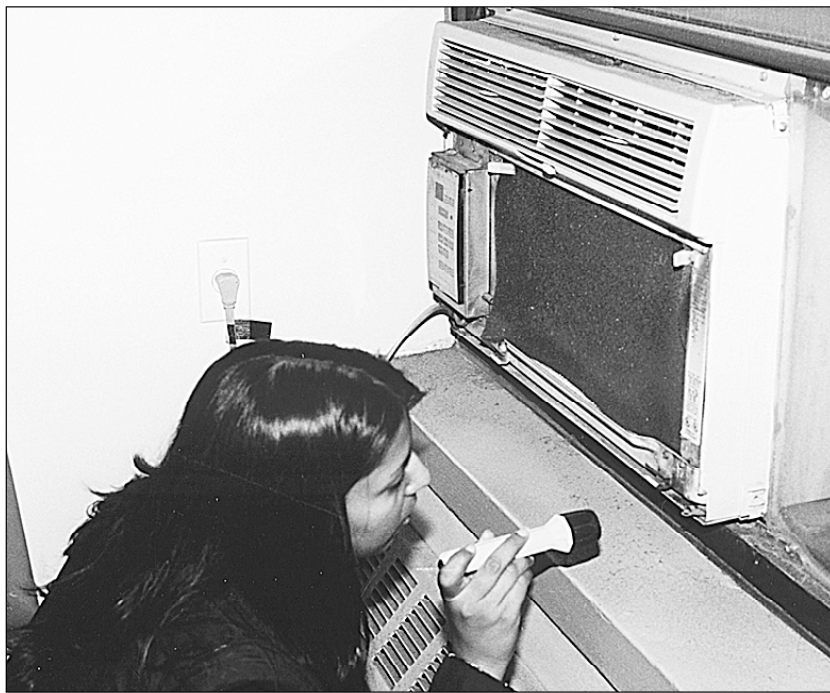
Adding insult to injury, the \$20 million project is staffed by non-union, out-of-state workers.

"Workers who performed their duties valiantly and competently following the attacks are entitled to the truth," said George Boncoraglio, CSEA Metro Region president.

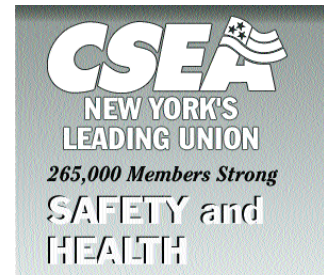
"It is outrageous and immoral for the White House and the EPA to purposely withhold information that is vital to the overall safety and well-being of these workers."

CSEA members with any workplace safety or health concerns should contact their region Occupational Safety and Health & Specialist.

— David Galarza



CSEA Occupational Safety and Health Specialist Komilla John takes samples earlier this year from an air conditioner at a state Department of Motor Vehicles office in Manhattan, after CSEA raised questions about air quality in the 9/11 fallout.



“Workers who performed their duties valiantly and competently following the attacks are entitled to the truth.”

CSEA's fight draws international attention

Among the business conducted by CSEA delegates at the Annual Delegates Meeting was approving a motion to fight against management practices that blame workers for injuries and hazards on the job, also known as behavior based safety.

Sometimes called "safety bingo," such practices often discourage workers from reporting incidents and practices that can harm them and their co-workers. Examples include rewards for injury-free work periods, such as bonuses for going a year without lost time due to injuries. Such practices also crush solidarity among workers instead of making the workplace safe.

What often happens in such scenarios is workers work hurt, increasing the risk of injury to themselves and others, while the cause of their injury is not fixed.

In fact, CSEA's Behavior Based Safety resolution inspired the Australian Trades to pass one as well. Nancy Lessin of the Massachusetts AFL-CIO conducted a CSEA training, then went on to Australia, where news of CSEA's action inspired the trade group.

Care packages from home

The little comforts of home can mean an awful lot when you're very far away.

That's the idea behind Operation Shoebox, which was conducted recently by the faculty, staff and students at Farmingdale State University.

They took ordinary shoe boxes, lined them with tissue paper, then filled them with snacks and personal care items such as: toothpaste, soap, lip balm, insect repellent, cookies and candy. They also included decks of playing cards to help service men and women pass the time, and writing paper to keep in touch with friends and family back home.

"We had a total of 102 shoeboxes and 35 cartons! We even raised \$825 in donations to help buy and ship the goods," said organizer Barbara Sarringer, who was glad the program was such a success. Each box also contained a note of encouragement.

The note was especially

meaningful for Sarringer because her brother Sgt. Maj. Donald Allen Sarringer is currently serving in Baghdad.

"I hope this will bring smiles to their faces for the holidays. I'm sure they'll share with one another, as well as with the Iraqi people. And it's just so nice to

get packages from home," said Sarringer.

As he placed a small bottle of mouthwash in his shoebox and closed the lid, Luis Velasquez, who lives in Farmingdale, agreed. "Yeah, they'll

love this stuff," said the Farmingdale State College sophomore. "It's just so hard to just get mail over there. So to receive something, even from someone you don't know, it just makes you feel really appreciated," said Velasquez. And he should know. He just came back from Kuwait, where he was serving in the Army Reserves.

CSEA Long Island Region President Nick LaMorte was also glad to pitch in and help pack



Left to right, student Luis Velasquez, Laurie Gibraltar, wife of Farmingdale President Dr. Jonathan Gibraltar and CSEA member Janet Medler.

up the shoeboxes. "We take so many things for granted here in the United States," said LaMorte. "These soldiers are out there every day, putting their lives on the line, facing hostile fire, never knowing if they'll come home safe. Sending these packages is a small gesture, but it's the least we can do for them," said LaMorte.

— Rachel Langert

Items that were in shoeboxes:
cookies, candy, gum, toothpaste, toothbrushes, soap, lip balm, toilet paper, baby wipes, baking soda, insect repellent, granola bars, decks of playing cards, writing paper, shampoo



Left to right, Sister Beth McGarvey and CSEA member Nina VonDeesten.



Left to right, CSEA members Carol Wenzler and Connie Feka.



2 years ago ...

The aftermath of Sept. 11, 2001 weighed heavy on the participants as AFSCME honored the public employees who exemplified dedication and heroism during and after the tragedy at a very special Women's Conference in November 2001. The event itself was rescheduled for New York at the last minute to pay tribute to the great city and the CSEA and AFSCME members there.

AFSCME President Gerald McEntee, Secretary-Treasurer William Lucy, CSEA President Danny Donohue and U.S. Sen. Hillary Rodham Clinton were among the more than 1,500 people who honored the union heroes and the victims of the terrorist attack. The CSEA and AFSCME leaders also met with the families of the union's lost brothers and sisters.

Several dozen CSEA members participated in a parade of heroes as part of the event and several spoke to the conference about their experiences on the day of the attack.



Also in 2001:

- * U.S. invades Afghanistan in the aftermath of Sept. 11.
- * Shortly after Sept. 11 government officials and media outlets receive mail containing deadly anthrax spores.
- * Timothy McVeigh is executed for his role in the murder of 168 people in the bombing of the federal building in Oklahoma City in 1995.
- * Deposed Yugoslav President Slobodan Milosevic is handed over to an International Tribunal at The Hague to stand trial for crimes against humanity.
- * The case of missing congressional intern Chandra Levy preoccupies the media through much of the pre-Sept. 11 year.
- * Former Beatle George Harrison dies at age 58 after a long battle with cancer.

Election workers shine in races

Usually by the end of Election Day winners get declared and losers concede. Not so in the Capital Region this year.

Several races were so close to call that they couldn't be decided for a week or more. CSEA members employed in county board of elections offices swirled in the electoral vortex as anxious candidates, their supporters and the media waited for the county boards to certify the tight races.

In the week following Election Day, board of elections officials scrambled to recanvass the voting booths, verify affidavits and count the all-important absentee ballots. Outcomes of several races in the Capital Region would hinge on absentee ballots.

In Saratoga Springs mayoral race, CSEA-endorsed candidate Mike Lenz held a slim 91-vote edge over Democrat incumbent Ken Klotz. After a week of

counting, Saratoga County Board of Elections declared Lenz the winner – by 80 votes.

In the end, Lenz defeated Klotz, 4,789 to 4,709, according to unofficial results from the Saratoga County Board of Elections, which counted 350 absentee ballots at its offices in Ballston Spa to determine the outcome. Klotz was able to trim 11 votes off Lenz's election night lead but couldn't make up the rest.

Schenectady race

In Schenectady, CSEA-endorsed candidate Brian Stratton faced tough competition from Republican, Peter Guidarelli in his mayoral bid. Television coverage of election results resembled a tennis match. Though Stratton held a slight lead, Guidarelli refused concession with more than 700 absentee ballots uncounted.

On Nov. 13, the Schenectady County Board of Elections



Schenectady County Local President Joanne DeSarbo, center, stands with newly elected Schenectady Mayor Brian Stratton during a campaign event. Schenectady was among the Capital Region localities that saw close races.

completed the count of 715 absentee ballots that gave Stratton a 312-vote margin over Guidarelli.

Stratton will succeed GOP Mayor Albert P. Jurczynski, who decided not to seek a third, four-year term. Stratton, with CSEA help, will be the first Democrat to lead Schenectady in 12 years.

— Therese Assalian

For election results, enrollment statistics, county board info, voter registration, absentee ballots and other election related info check out www.elections.state.ny.us

CSEA makes gains in elections across the state

CSEA members across the state supported and voted for candidates who will help fight for issues important to working families.

Staffing phone banks, handing out literature and providing other support paid off in many races where the winners will help keep CSEA's interests in mind.

Many local governments are facing tight financial squeezes, making it all the more important that friends of working families are holding office when CSEA locals and units negotiate for new contracts.

In Nassau County, CSEA helped maintain a one-seat Democratic majority on the Nassau County Board of Supervisors, which many are viewing as approval by voters of the job county Executive Thomas Suozzi is doing. The county and CSEA

ratified a five-year contract this year that includes a no-layoff clause.

CSEA endorsed Democratic challenger Harvey Levinson, who won a close Nassau County race for assessor. The former prosecutor said he would repair what he views as a faulty assessment system.

Assemblyman Steve Levy won the Suffolk County executive's race with help from CSEA.

Elsewhere in the state, New York City Mayor Mickle Bloomberg's Question 3 was soundly defeated. CSEA opposed the measure that would have eliminated political party primaries. Critics said the measure would bring to New York the craziness that surrounded the recent California recall election, where 135 candidates vied for the governor's seat.

In Yonkers, CSEA-endorsed Republican candidate Phil Amicone won the mayoral race — a critical victory in a city that has perennial issues with deficits in its school budgets. CSEA represents hundreds of workers in Yonkers public schools (*See story, Page 9*).

Moving up the Hudson, Aileen Gunther won the 98th Assembly District seat formerly held by her late husband, Jake. The district covers Orange and Sullivan counties. CSEA members in Orange County have been fighting with the county over stalled contract talks, despite recent revelations that the county has more money than estimated when talks began. CSEA endorsed Gunther.

CSEA's 2004 election update

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

Elections for the following positions will take place between Jan. 16 - Feb. 9, 2004.

Statewide Officers:

President, Executive Vice President, Secretary, Treasurer

Region Officers:

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

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

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

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

Region 5: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

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

Statewide Board of Directors:

Representatives of the State Executive Committee and the Local Government Executive Committee. [Private Sector Executive Committee Board of Directors seat automatically is the Chair of the Private Sector Executive Committee. This position is subject to election later in 2004.]

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

Jan. 16: Ballots mailed

Jan. 23: Replacement ballots available

Feb. 9: Deadline for receipt of ballots (8 a.m.). Ballot count commences (9 a.m.) Election results will be announced after the

ballot count is complete and certified. Candidates will be notified by mail of the results. Election results will be published in the March 2004 edition of *The Work Force*.

Voting Eligibility Date

Only CSEA members in good standing as of Dec. 1, 2003 will be eligible to vote in the election.

Terms of Office

The terms of office for CSEA Statewide Officers, Region Officers, and Board of Directors will start March 1, 2004 and shall be for a single term ending March 1, 2008.

Election Oversight

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

AFSCME DELEGATES ELECTION YEAR 2004

In addition to our own elections, the year 2004 also has an AFSCME Delegates election. The approved schedule for that election is as follows:

Jan. 16 (Fri.)	Ballots mailed
Jan. 23 (Fri.)	Replacement ballots available
Feb. 9 (Mon.)	Ballots due/8 a.m.; Tally commences
	March Results published in <i>The Work Force</i>

Balloting for the AFSCME Delegates election will take place at the same time and as part of the CSEA elections for Statewide Officers, Region Officers and Board of Directors. Members are urged to carefully read the election information contained in *The Work Force* throughout the year 2004 election cycle as well as the instructions which will accompany each mail ballot.

Break in membership affects eligibility for union office, voting privileges

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

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

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

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

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

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

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

CSEA Constitution, Bylaws and Resolutions, as approved

LAKE PLACID — CSEA delegates to the union's 93rd annual meeting approved the following second readings of amendments to CSEA's Constitution which go into effect immediately:

- Making changes in relevant constitutional language as a matter of housekeeping to reflect the four-year term of office for the Board of Directors as previously approved by the delegates; and
- Allowing retiree locals at their expense to send one delegate for every 100 members to the Annual Meeting of the Retiree Division, while CSEA continues to reimburse for one delegate per local and, for locals with more than 1,000 members, one additional delegate for each 1,000 members or major fraction thereof.

Delegates approved the following change to the bylaws which goes into effect immediately:

- Eliminating the Standing

Committee to Investigate Governmental Employment and Training (CETA) Programs.

Delegates approved the following resolutions:

- The official CSEA colors be red, white and blue;
- The Electoral College be abolished in favor of direct election of the (U.S.) President; also calls for the CSEA delegation to upcoming AFSCME and AFL-CIO conventions to introduce similar resolutions to that end.
- Release time for union representatives be included in the first set of demands placed on the bargaining table during contract negotiations;
- CSEA supports legislation granting farmworkers throughout the state collective bargaining rights, workers' compensation and unemployment benefits;
- CSEA opposes President Bush's proposed cuts in veteran's

health care benefits and proposes that veterans receive proper health care benefits even in difficult fiscal times;

- CSEA calls for adoption of zero lift policies for all health care workers;
- CSEA opposes employer programs/"blame the worker" policies that shift responsibility for worksite safety on workers instead of workplace hazards/employer mismanagement; also calls for stricter enforcement of laws that abate hazards;
- CSEA encourages all members to get involved in organizing workers in non-union workplaces;
- CSEA calls for changes in tax laws so that businesses pay their fair share of taxes on profits earned in New York State;
- CSEA calls for state and federal legislators to create commissions on the death penalty because of concerns over potential bias, the impact of racial socio-economic factors and the use of

new DNA technology; the resolution also calls for suspension of the death penalty until completion of the studies;

- CSEA honors the extraordinary efforts of members throughout the winter of 2002-03 which was one of the snowiest and more severe New Yorkers experienced;
- CSEA recognizes the dedication and accomplishments of members/activists who retired during the past year;
- CSEA calls for end to unequal legal treatment of domestic partners;
- CSEA reaffirms that individuals with disabilities have access to all public structures and services; and
- CSEA reiterates the importance of the Family Medical Leave Act and seeks its expansion so that working women and men do not have to choose between their jobs and their families.

Health insurance option transfer period extended to Dec. 12

Members who are considering changing health insurance options for 2004 should weigh many factors before making a decision. A good source of specific health insurance information is the free Choices guide available from the agency benefits administrator. Choices contains information on the Empire Plan and the health maintenance organizations which participate in the New York State Health Insurance Plan (NYSHIP).

Check the rates

At the time this article went to press, the health insurance rates and deadlines publication for 2004 was being printed and mailed to enrollees' homes. Members who want to change health insurance options

must submit a signed Health Insurance Transaction Form PS-404, to their agency health benefit administrator by Dec. 12.

The 2004 biweekly health insurance premium deductions for CSEA active state employees are in the chart below.

Payroll Dates

New health insurance options for Administrative Lag-Exempt employees will begin Jan. 1, 2004. If you change options, the earliest paycheck in which an adjustment will be made is the paycheck of Dec. 17, 2003.

New health insurance options for Administrative Lag payroll employees will begin Jan. 1, 2004. If you change options,



Protecting Your Benefits

the earliest paycheck in which an adjustment will be made is the paycheck of Dec. 31, 2003.

New health insurance options for employees under the Institutional payroll will begin Dec. 25, 2003. The earliest paycheck in which you will see a health insurance deduction change will be the payroll check of Dec. 24, 2003.

Because of processing time, most paycheck changes will be made retroactively in mid to late January and will include retroactive deductions to the effective date of coverage. More information about the option transfer period is available at the agency personnel office.

Promoting Good Health

MEMBERS ONLY INFORMATION

LOCAL 1000 **CSEA** AFSCME, AFL-CIO

Legal Services Program

Workers' Compensation and Social Security Disability

Personal Legal Matters

Personal Injury Matters

1-800-342-4146

This members-only benefit program provides attorney representation for *Workers' Compensation, Social Security Disability, Personal Injury* and *Personal Legal* matters for members and their dependents. Quality legal representation at little or no out-of-pocket cost for injury/illness related matters; quality legal representation at pre-negotiated /pre-published fees for other personal matters.

NYSHIP 2004 Premium Rates (For CSEA Executive Branch Active Employees)

Health Plan Name	NYSHIP Option Code	2004 Individual Premiums	2004 Family Premiums
The Empire Plan	001	\$17.74	\$72.79
Aetna	210	\$45.86	\$152.93
Blue Choice	066	\$12.03	\$57.98
CDPHP (Capital)	063	\$14.56	\$83.16
CDPHP (Central)	300	\$18.68	\$104.67
CDPHP (W. Hudson Valley)	310	\$20.65	\$109.80
Community Blue	067	\$11.79	\$68.39
Empire BC/BS (Upstate)	280	\$15.91	\$98.67
Empire BC/BS (Downstate)	290	\$16.42	\$99.96
Empire BC/BS (Mid-Hudson)	320	\$32.73	\$142.74
GHI HMO	220	\$13.77	\$69.85
HIP	050	\$14.49	\$71.50
HMO Blue (Central NY Region)	072	\$35.52	\$161.76
HMO Blue (Utica Region)	160	\$92.53	\$285.70
Independent Health	059	\$11.51	\$63.07
MVP Health Care (East)	060	\$18.34	\$99.85
MVP Health Care (Central)	330	\$30.98	\$131.53
MVP Health Care (Mid-Hudson)	340	\$40.71	\$158.01
Preferred Care	058	\$29.01	\$108.48
Univera Healthcare	057	\$12.11	\$65.71
Vytra Health Plans	070	\$21.66	\$118.55



FROM



TO



X is for extra effort

Whether during the holiday season or throughout the year, the generosity and community service commitment of CSEA members is truly overwhelming.

Name a cause or an organization and there are CSEA members who are on top in their support of it somewhere on a statewide or local basis. Service organizations, volunteer fire departments, community events, little leagues of all kinds, school-community associations, and charitable giving are year-round commitments for CSEA members. CSEA members give with their hearts and their wallets.

"CSEA encourages active involvement on the part of our members but it happens anyway because of the kind of people we have in this union," said CSEA President Danny Donohue. "It's natural that our members who spend so much of their work life in service to others have that same commitment when they go home at the end of their work day or shift."

For CSEA, the community spirit of its members is another way that the union contributes to the quality of life in every part of the state.

CSEA members around the state participate in volunteer activities throughout the year. Some of those include, clockwise from top left, SEFA campaigns; Toys for Tots; Breast Cancer Awareness walks; Equinox Thanksgiving Dinner; Locks of Love.



What's Hot Holiday Shopping!

Start with this traditional red wagon by Radio Flyer—a classic that generations have loved, still union-made in the USA.



You're just not the type to give a holiday gift that was made in a sweatshop. This year, you can shop with your conscience at The Union Shop Online—the AFL-CIO's retail store featuring top-quality, union-made-in-the-USA clothing and gifts. Click on the link below to browse for everything from fleece jackets, books and music to the perfect red wagon for the child in your life. <http://unionshop.aflcio.org>

This holiday season, shop with a conscience. Buy Union Made Products!

Find all of these great union made products on line at <http://unionshop.aflcio.org>

CLOTHING: At The Union Shop Online you'll find dozens of gifts that carry your values of social and economic justice. Check out the cozy fleece, baseball jackets and knit watch caps—proudly made by UNITE members.



HOLIDAY CARDS: Send your holiday greetings with justice-inspired, GCIU-printed seasonal, Christmas, Hanukkah and Kwanzaa cards that will show you care.

MUGS: Need to stuff some stockings? People love sipping cider from our "Got a Boss? Get a Union" and "Make Your Voice Heard" mugs.



ORNAMENT: Deck the halls with a union-made, antiqued bronze tone star, dangling from a red ribbon and wrapped in a plush velveteen black bag.

RED WAGON: Put smiles on little faces with the classic Radio Flyer red wagon—just like the one you probably used to have. They come in two sizes, including a junior size just right for towing or stowing stuffed animals and other treasures.

VIDEO & MUSIC: Time off during the holidays? Pop in a video or DVD with a justice-for-workers theme—maybe "Newsies" or "The Full Monty"—or listen to a CD that has powerful message with the music-like "Drop the Debt."



Buy Union Week is Nov. 29 - Dec. 7. Mark it by shopping at The Union Shop Online and at the new online mall at <http://www.nosweatshop.com/>, where you'll find union-made apparel from Justice Clothing, No Sweat Apparel, SweatX, Union Jean and Apparel Union Threads and Unionwear. Go to: <http://www.nosweatshop.com/>

BOOKS: And don't miss The Union Shop Online's books, from classics to contemporary hot sellers line Al Franken's "Lies and the Lying Liars Who Tell Them" and Molly Ivins' "Bushwhacked."

Even more great union made products are available at the CSEA Store.



Visit the new CSEA Store at

www.csealocal1000.net

powered by SHIP PRINT-MATES on-demand media solutions 518.370.1158 x12

You can also find a full listing of union made products at www.unionlabel.org



The Military Order of the Purple Heart has recognized Danny Donohue and CSEA for the union's efforts in lobbying for the Postal Service's new stamp honoring the Purple Heart medal. The medal is awarded to military service men and women wounded by an instrument of war at the hands of an enemy. First awarded by Gen. George Washington, the medal is the world's oldest military honor in use and the nation's first available to the common soldier. Pictured with Donohue is CSEA Board of Directors member Rick Weeks, right, and Abraham (Mike) Ali, state commander of the Military Order of the Purple Heart.

Visit the New Member Benefits Pages!

CSEA has completely overhauled the Members Only area of our website, making it easier to access information about member benefits and career help. Log in at www.csealocal1000.net today and click on the Member Benefits tab to get a 50 percent discount on the Radio City Christmas Spectacular!

Scholarship deadlines

Deadlines are approaching for both the 2004 AFSCME Scholarship Program and the AFSCME Union Plus Scholarship Program.

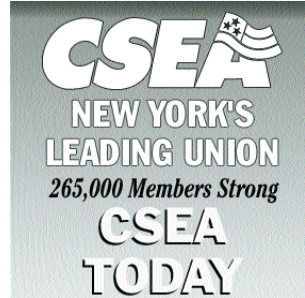
The AFSCME Family Scholarship offers a \$2,000 award, renewed each year for up to four years, for high school seniors graduating in spring, 2004. Scholarship applications must be postmarked by Dec. 31, 2003.

The AFSCME Union Plus Scholarship is available to members, their spouses and their children. Awards vary from \$500 to \$4,000. Applications must be postmarked by Jan. 31, 2003.

Contact your local president for applications or download them at www.afscme.org.

PEOPLE PEOPLE — The PEOPLE Recruiter of the month for October is Deborah Downey of the Taconic DDSO Local in CSEA's Southern Region. She recruited 25 new members to the PEOPLE program. The Recruiter of the Month for September is Fred Seeburger of the Central New York DDSO in CSEA's Central Region. He recruited 23 new PEOPLE members ... **POUGHKEEPSIE FIGHTS CONTRACTING OUT** — CSEA is

continuing its fight to save the jobs of eight Poughkeepsie Parks & Recreation Department employees whose positions are targeted for contracting out in the town's proposed 2004 budget. While Town Supervisor Joseph Davis is claiming that privatizing the department's services will save about \$400,000, the town has not yet sent out bids to private contractors to determine the costs for the services ... **SEEKING ASYLUM?** — According to a study reported in the *New York Times*, nearly one of every four New York state prisoners who are kept in punitive segregation — confined to a small cell at least 23 hours a day — is mentally ill. The study, by the Correctional Association of America, details how the state has used nearly \$200 million in federal grants to build 10 prisons with 3,788 beds since 1997, solely for punitive segregation. Authors of the study describe horrific scenes in these lockdown units. Inmates have been left in filth; a prisoner with AIDS was dying and barely able to lift his head; and dozens of others were found with acute psychoses and in need of care. CSEA has long argued that New York state has abandoned people with mental illness ... **PROTECTION SHOT DOWN** — Gov. George Pataki vetoed a strongly supported CSEA bill that would have prohibited counties, towns, villages and other local government employers from unilaterally increasing health insurance premiums or reducing health insurance benefits for retirees unless a corresponding change has been negotiated for current employees. School district employees currently have this protection ...



ESSEX PACT OK'D — The Essex County Board of Supervisors unanimously approved a five-year contract for 400 Essex County members.

Highlights of the contract include annual pay increases, shift differential, a sick-leave bank for

catastrophic illnesses and improved longevity bonuses and uniform/clothing allowances. Health benefits remain unchanged ...

REMEMBERING DAN — Two events held in the Capital Region commemorated the late Dan Campbell, a CSEA Communications Associate for more than 30 years. In early October at the region office CSEA President Danny Donohue helped unveil a plaque dedicated to Dan recognizing his work for CSEA. Dan's wife Eleanor and their children attended. The CSEA Albany County Local held its second annual bowling tournament for the Daniel X. Campbell Memorial Scholarship fund. The Campbell family attended again this year. CSEA members and staff attended and helped to raise more than \$1,500 ...

STUDENTS INSIDE ALBANY — Each year high school students from around the state discover the importance of taking an active role in public policy and government at the Students Inside Albany Conference. CSEA is a partner in the program with the NYS League of Women Voters. School districts will be receiving information about sponsoring students soon ...

TAKE IT TO THE PROS — When the Capital Region's *Times Union* newspaper wanted to put some cleaning products to the test they turned to the experts for help. CSEA members Joann Williamson, Marianella Williams, Charlene Luizzi, Telisa Cain and Sandra Bowden, janitorial staffers for NYS Office of General Services were the testers for a feature story and group photo in the paper's Lifestyle section. The ladies tested 5 popular disposable cleaning products for two weeks in their homes and then reported their findings.

Which products rated the highest? Fantastik Orange Action Wipes and Windex Multi-surface with Vinegar Wipes scored four out of four stars.