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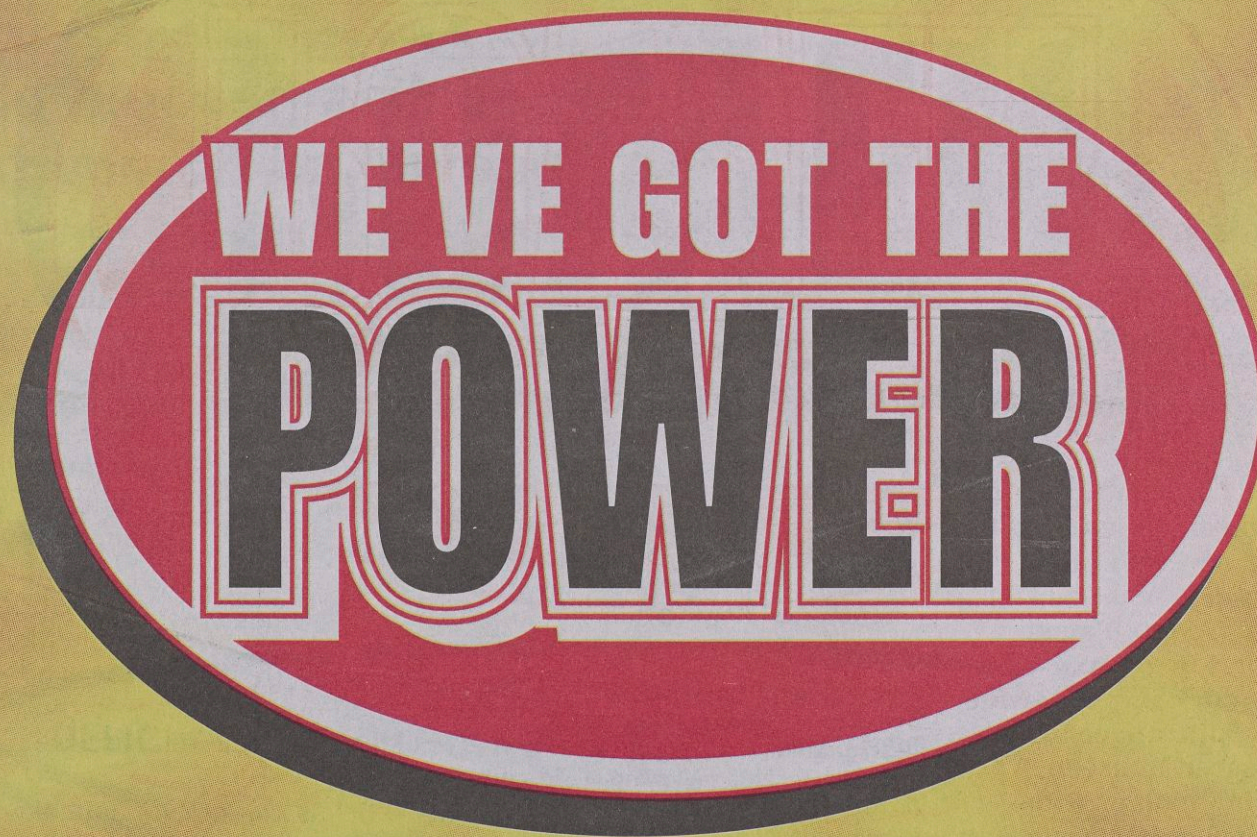
Annual Leave Accrual Form
See inside

Vol. 3 / No. 1

JANUARY 2000

THE WORK FORCE

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



and we'll show it in Albany Jan. 5!

See inside for more details on the protest for fairness and respect.

State workers deserve more than scraps!



At a demonstration outside the Capitol before Thanksgiving, several Capital District state legislators joined CSEA members to tell Gov. George Pataki state workers shouldn't be offered table scraps. In the top photo, CSEA Statewide Vice President Mary Sullivan, center, with Statewide Treasurer Maureen Malone, hold the union banner with scores of other union activists. State Sen. Neil Breslin carves the turkey for Assembly members John McEneny and Paul Tonko, as CSEA Capital Region President Carmen Bagnoli, at right, looks on. Assemblyman Ron Canestrari also participated in the event.

Correction

The September *Work Force* incorrectly identified Madaline Miranda as an employee of Waterford-Halfmoon schools. She is a Troy schools worker.



and we'll show it in Albany, Jan. 5!

Internal Auditor

CSEA is seeking resumes to fill the position of internal auditor at union headquarters in Albany.

Duties include reviewing financial affairs at the local/unit level.

Minimum qualifications: BA/accounting or acceptable combination of education/training/experience. Excellent benefits.

Submit resume, including salary history, to:
Director of Human Resources
P.O. Box 7125
Capitol Station
Albany, NY 12224

Equal Opportunity Employer

CSEA blasts Pataki for veto of hazard duty pay bill

CSEA President Danny Donohue has blasted Gov. George Pataki for vetoing a bill that would have given hazardous duty pay to state transportation department employees who work in traffic.

"We're disappointed and frustrated by Pataki's continuing disinterest in the working conditions of state employees," Donohue said.

Pataki vetoed the CSEA-sponsored bill, claiming the issue should be resolved at the contract table.

The bill would have given hazardous duty pay to workers who are exposed to unavoidable, clear and direct risk to their safety and health.

"Pataki's unwillingness to negotiate this issue is what makes the legislation necessary," the president said.

Citing the employees' role in maintaining roads and bridges and protecting public safety, the union leader said, "It's unacceptable Pataki does not place a greater value on their well-being and importance."

Bark if you need Valium

Pooches become patients, pet peeves, at Manhattan Psych



Standing on a busy Manhattan street corner and barking is not enough to get admitted to the state-run Manhattan Psychiatric Center (MPC) these days — unless you're a dog.

With MPC drastically reducing its population, new patients are trickling in from the prison system. Some, however, are real animals and should be in the pound.

Three dogs, taken from a crack house in Manhattan, were admitted to the center when their owner was admitted for treatment.

The psyched-out pooches were housed on a ward for more than a week before being relocated to a trailer on the facility grounds.

Facility officials claimed no animal welfare agency could accept them when their master was hospitalized. But three weeks later, the dogs were still barking, eating and sleeping on the state's dime.

CSEA Local President Maxine Rice asked, "Is it the policy of state mental health Commissioner (James) Stone to admit animals for overnight stays to compensate for the radical downsizing of human patient beds?"

Rice questioned how these pet practices will reconcile with current admissions policy.

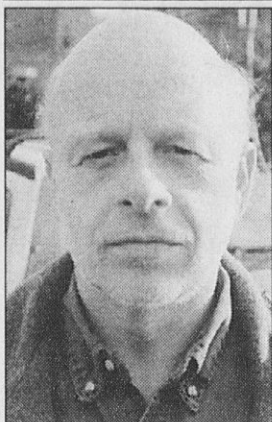
"Will these animals be admitted from the Borough of Manhattan or must they be transfers from a prison-like kennel setting?" she deadpanned.

— Ann Carroll

HELP MAKE SURE CSEA'S VOICE IS HEARD

when the governor delivers his annual State of the State message on Jan. 5.

CSEA members speak out about participating in the Jan. 5 "We've Got the Power" rally and demonstration in Albany.

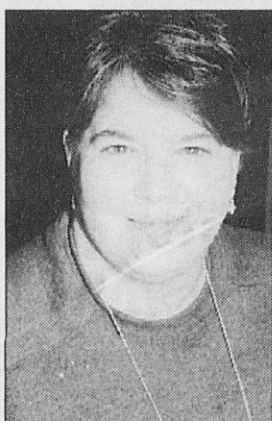


Members should participate January 5 because this is their livelihood. We need a good contract and the only way the governor is going to listen is if he sees the power we have.
Frank Brady
Department of Tax and Finance

Let's turn up the heat on Gov. Pataki and the state Legislature.

Make plans now to participate. Contact your CSEA Local President or CSEA region office (listed on page 4) for details and transportation.

If we don't stand for something, we'll fall for anything. It's time for us to stand for the common cause of the CSEA family.
We're many members in one union.
Pamela Watson
Western New York DDSO

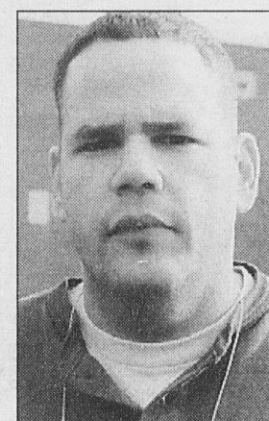


It's important to show Gov. Pataki that unionism is not dead and we are not going to tolerate his disrespect of state workers.
Thomasina Walsh
Department of Labor



and we'll show it in Albany Jan. 5!

The governor thinks we're not united. We have to show him we really care about what he's doing to us.
Alex Couret
Bronx Psychiatric Center



It's a show of force, solidarity, strength to let the governor and politicians know we deserve more than he's offering. A part of being united in strength is pressure, protest, struggle.
Joe Melita
Tryon School

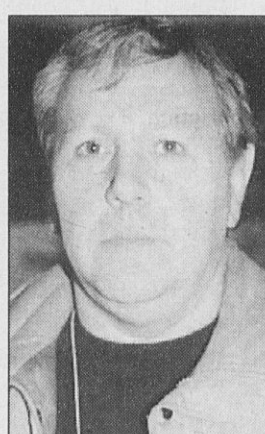
I'll be there, will you?

It's not just about the contract. The governor needs to know we're united and the only way to show him is member participation.
Judy Watts-Devine
Hudson River Psychiatric Center

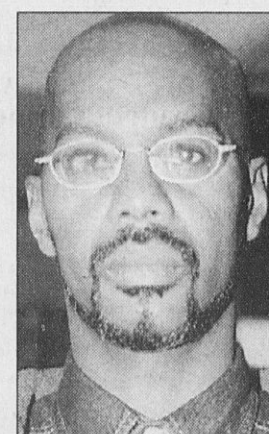


It's to the members' benefit to support their union and negotiating team because it's the members' contract.
Doris Cota
Department of Labor

We do the job - we should get a good contract. The governor should negotiate fairly and show us some respect. Members make up this union and this is a union event to help everyone. Everyone who can participate should participate.
Fred Gerloff
Department of Transportation



As state employees, we service the public and we're doing the job. I want to let the governor and the politicians know that CSEA is important to me and the people I represent and we're fighting for a good contract.
Lester Crockett
State Insurance Fund



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In Touch with the WORK FORCE



CSEA President Danny Donohue

CSEA will start the New Year and the new century in a big way. We will be heard loud and clear when we demonstrate to the governor and all the state's politicians that **We've Got the Power** on Jan. 5.

The momentum is building and the enthusiasm of CSEA members is extraordinary. We will show the strength and solidarity of our union publicly and proudly.

This event is not just about the governor's disinterest in settling the state contract negotiations fairly. This event is not just about the governor's disinterest in addressing the real needs of CSEA members and all working New Yorkers.

This event is about CSEA members standing up and demonstrating what we are all about as a union.

We are New York's leading union with good reason. In CSEA's 90 years, our growth, influence and achievement have been unmatched. We started out with a handful of members and today our ranks are 265,000 members strong. We won collective bargaining rights for public employees. We secured safety and health protection for all our members. And we set the standards for worker rights and benefits.

The work continues and on Jan. 5, I urge your participation as we take a giant step toward a stronger CSEA for the 21st century.

Danny

Capital Region members: Many of your brothers and sisters will be traveling long distances for the **We've Got the Power** demonstration. CSEA is depending on those of you who work in downtown Albany to lead the way. Be there. Make sure our voice is heard.

Seasoned advice from Culinary Institute of America helps

Cooks at Helen Hayes Hospital dish up culinary delights

WEST HAVERSTRAW — When Helen Hayes Hospital wanted to make its meals taste and look better, it called a neighbor who often cooks for kings, queens and presidents.

Hospital Food Services Director Peg Perry had to go only as far as the nearby Culinary Institute of America — the premiere cooking school that produces some of the best chefs in the world — for some savvy gastronomic advice.

CSEA members in the hospital's food service department prepare 500 to 600 meals a day, including meals for the children who attend the employees' day care center, patients who attend the day hospital and the overnight patients.

Recipes vary to allow for patient's needs



Learning from the master — CIA Master Chef Anton Flory, at right, shows Helen Hayes Hospital staff how to prepare food. With him are Head Cook Paula Schin, Food Service Workers Cathy Dunn and Karen Richardson and Cook Robert Reinig.

such as low-sodium and low-fat diets, diabetics, and patients who are unable to chew.

"We wanted to improve the quality of our food," said Perry. "The skill levels of our staff vary. Some are more experienced than others. We thought we could get them to a happy medium."

Top-shelf help nearby

Perry said she, CSEA member and Head Cook Paula Schin and hospital administrators met with a master chef from the CIA and discussed the hospital's food service situation — the need to standardize foods, increase recipes and make the food more attractive.

They also wanted on-site training. CIA specialists developed a program to put more pizzazz in the menu.

"We started with a 10-day session where we would do hands-on work for the morning, preparing lunch," said Perry.

"Then in the afternoon, we would have a lecture and a debriefing session with suggestions. By the end of the first session, we had put together a set of recipes that everyone had contributed to," Perry said.

Slice it, dice it

After the 10-day program, the food service workers planned additional shorter sessions where they learned how to chop foods, use garnishes, make interesting plate presentations and organize ingredients to make the work easier.

Perry said the group also spent time

studying seasonings since most hospital recipes call for no butter or salt.

"He also taught us to use different kinds of greens for our salads," Perry said.

Meanwhile, the hospital also bought some state-of-the-art equipment which is enhancing food preparation: an oven that moisturizes while it bakes, a safe food slicer and chopper, a new tray delivery system, a blast chiller which insures the safety of food, breakfast carts and a sink that scrubs pots and pans.

Head Cook Schin, a 25-year employee, said this was the first time she had worked with the Culinary Institute.

Pretty plates

She described the class on plate presentation.

"We would take pictures of our plates and would critique them and talked about ways to change them," Schin said.

"Sometimes just adding some color or the shape of the plate made a difference," she added.

"The administration here has been so helpful," Schin said. "They support us and when you feel you've been recognized, it helps."

Perry said the cost of the training was well worth it; employee morale is up and a recent patient satisfaction survey showed good results.

"Our food service usually scored in the 70s," she said. "In our last survey, we scored in the mid-80s."

— Anita Manley

Voices of the Work Force



"I'm a baker by trade and I love to feed people and present food to them. I feed 276 people all different diets every day."

— Gilda Blair, dietary aide — Maplewood Manor, the Saratoga County nursing home



Jack Rohl, at right, Albany County Local president, reviews the agreement saving county jail jobs with CSEA Political Action Coordinator Adam Aquario.

CSEA infirmary jobs saved at Albany County Jail

ALBANY — CSEA pressure has saved the jobs of four members who work in the Albany County Jail infirmary, although the county plans to allow an out-of-state firm to run that operation.

The four workers will continue on the county payroll and have all union protections and benefits.

“CSEA wasn’t supposed to be a factor in this battle,” CSEA Capital Region President Carmen Bagnoli said. “We were supposed to be steam rolled by the jail administration.

“But CSEA and Albany County Local President Jack Rohl worked long and hard

behind the scenes to see that union members were protected no matter what the final determination of the legislature was to the sheriff’s manufactured health care crisis,” Bagnoli said.

At various committee meetings, local CSEA leaders lobbied county lawmakers several times, stressing medical care for the inmates would suffer if the private Prison Health Services assumed operations.

CSEA will keep close tabs on the company and respond if they try to cut corners and undermine employees.

— Daniel X. Campbell

CSEA-sponsored corrections disability bill signed by Pataki

Members who work in county law enforcement may now be eligible for a better disability retirement package as a result of intensive lobbying by CSEA.

Gov. George Pataki recently signed a CSEA-drafted bill which allows counties to adopt a three-quarters performance of duty disability retirement.

The law, which took effect in December, covers sheriffs, undersheriffs, deputy sheriffs and corrections officers who are hurt on the

job or by an inmate.

Counties must first adopt the measure, which would allow eligible corrections employees to take a disability retirement at three quarters of final average salary.

“The men and women in the corrections field work in some of the most dangerous jobs,” said Don Larock, vice president of the Essex County Sheriffs Department unit.

The 30 deputies in Larock’s outfit face the daily threats of assault, transmissible diseases and other

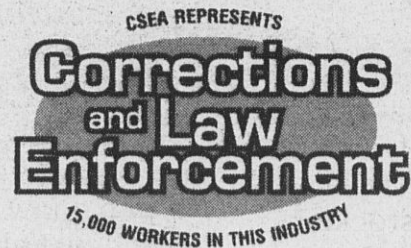
life-threatening situations, he said.

“It’s a good benefit,” Larock said, “and I’m glad CSEA pushed hard for this law.

“Given our salaries, it’s hard to support your family if you’re out on disability retirement at half-pay,” he added.

The CSEA-sponsored law mirrors a measure passed in 1996 which gives similar disability retirement benefits to state corrections officers and security hospital assistants working in the state Office of Mental Health.

Union members and leaders lobbied state lawmakers the last several years for this law.



Voices of the Work Force

“We get about 10,000 calls a year, and we’re locked into eight hours in front of the console. Our biggest issue is understaffing.

We’ve gone to where we’re just getting two people on a shift, which on some shifts aren’t going to be enough. It used to be just one person per shift until recently.

If you go by the (federal) recommendations, we should have more staffing than we do for the call volume that we handle.”

Jim Tallman, 9-1-1 dispatcher — Otsego County Communications Department



Lessons from the '97 ice storm have North Country ready for anything in Y2K

As New York shudders with the anticipation of Y2K-related computer glitches, CSEA members across the state are ready to handle any public emergency or need.

Some members will be working around the clock Jan. 1, making sure the vital public services they provide are uninterrupted by computer snafus.

CANTON — If the new year brings a Y2K nightmare, they're ready for the worst in rural St. Lawrence County.

Months of careful preparation and hard work by CSEA members and county administrators have everyone confident 2000 will arrive without a glitch.

But they're taking no unnecessary chances.

"The county is setting up a command center to be ready for anything that comes our way," said CSEA St. Lawrence County Local President Betty Thomas.

A complete emergency response plan is in place and ready to go into effect at the hint of any problem.

"We went through a devastating ice storm two years ago and that really helped with our planning for Y2K," Thomas said.

"We developed contingency plans for all kinds of things that we might not have even thought about if we hadn't already experienced that kind of emergency," she added.

If there's a massive power outage, Thomas and her co-workers are ready to create shelters, coordinate volunteer efforts and help maintain public safety.

Local officials also conducted a public meeting to inform residents about emergency plans, lessen fears and offer some advice how individuals might prepare, just in case, by stocking up on non-perishable food and bottled water and taking other steps to protect themselves. Similar information was



The devastating ice storm two years ago is still fresh in the minds of many North Country officials. Officials and CSEA members will apply the lessons they learned through power outages, temporary shelters, and food and water distribution to prepare for any potential Y2K bugs.

provided to all county employees, who can put it to good use under any circumstance in a part of New York where even average winters can be fierce.

"Personally, I'm not worried at all about problems from Y2K," Thomas said.

"I also know that we can make it through just about anything up here because we've done it before," she said.

CSEA REPRESENTS
Social Services
and
Administrative Services
50,000 WORKERS IN THIS INDUSTRY

Voices of the Work Force



"I'm one person who supports about 25 case workers. I try to do the things they don't have the time for, but there's not enough hours in the day for what they need you to do, to do it properly. I'm tired. There needs to be more support. We need more staff and more cooperative supervision."

Linda Comstock, case aide — Herkimer County Department of Social Services

City workers discover a fountain of history

GLENS FALLS — The discovery of a long-lost water fountain base, the generosity and hard work of CSEA members and an outrageous act of vandalism have galvanized citizens to honor their past and plan for a brighter future.

City public works crews sprucing up the entrance to a city park discovered an abandoned 126-year-old water fountain base which had gone unseen by several generations of park users and city workers.

Intrigued by the ornate base, CSEA members Walter Newton, Steve Berkowitz, Tim Culligan, Bill Cofaro, Richard Elmer and Dave Wood dreamed up the idea of the union donating a new top to the fountain.

The resourceful union members approached a local business, which provided an appropriate fountain top at a deep discount.

During their free time, the contingent of CSEA public works members converged on the city park to restore the antique base and install the new top.

Fountain of history

City records revealed the original fountain, called the Bank Square Fountain, was first located in downtown Glens Falls but was moved near the park entrance in the late 1890s to make way for a new type of mass transit — the trolley car.

The original fountain top was metal. When World War II broke out, city fathers sent the ornate decorative piece to the scrap heap to help with the war effort.

The fountain base was moved to a never-used section of the park, and was quickly covered with undergrowth and hidden the last several decades.

After countless hours of hard work clearing the area and refurbishing the monument, CSEA members dedicated the monument to the city.

However, 45 minutes after the ceremony ended, vandals struck.

The Glens Falls community was outraged. Money was donated as a reward for information leading to the arrest of the vandals and to restore the fountain top.



City of Glens Falls Public Works member Walter Newton, Labor Relations Specialist William Lochner, members Steve Berkowitz, Tim Culligan and Bill Cofaro proudly display the restored antique fountain base with its new top, which was dedicated to the city.



Generates good will, civic pride

City Councilman Harold Taylor called the impressive CSEA effort "fantastic," especially in light of the union's ongoing bitter contract negotiations in which the mayor is trying to subcontract the city's money-making water and sewer operations.

The good will and community pride the union effort inspired has prompted many citizens to discover or rediscover the beauty of the city's Crandall Park.

City plans for a band shell for summer entertainment have been expanded to include a water line for the now twice-restored fountain, lights for 24-hour security and a picnic area.

The good news doesn't stop there, however.

CSEA member Newton and his co-workers have formed a loosely knit group called the "Commitments" and vow to help city residents learn the history of their hometown and participate in its future.

"We're committed to making Glens Falls the best home town it can be," Newton said. "After all, it's our home town, too."

— Daniel X. Campbell

Voices of the Work Force



“When I first started, I was the first female custodian in the district. I was apprehensive but I wanted the guys to feel comfortable with me and they in turn did the same. Now, they are all like brothers — part of one big family.**”**

Linda Ploss, custodian — Saratoga Springs School District

CSEA to lawmakers: SUNY + plan to abandon public hospitals = gimmick

ALBANY — CSEA has warned state lawmakers the State University of New York (SUNY) is using a “budget gimmick” as an excuse to trash essential public resources.

SUNY claims the cost of running three state-operated hospitals in Syracuse, Brooklyn and Stony Brook has left a \$77 million hole in its budget.

But CSEA charged that SUNY is using an antiquated budget formula to concoct the shortfall.

Bogus numbers?
“Is this shortfall real, or has it been created by the sleight of hand of some budget analyst?”

CSEA Local SUNY President John Harbin, who testified on behalf of CSEA, asked members of the

Assembly ways and means and higher education committees.

Harbin, who works at the SUNY Health

Science Center in Syracuse, said a budget formula started years ago when the hospitals were making money required them to share the profits with SUNY Central.

By continuing that requirement, even though hospital revenues have dropped, SUNY essentially created its own deficit, he said.

Harbin said SUNY has no interest in making the hospitals succeed as public institutions and manufactured the deficit to try to justify selling them off to private companies.

“The current SUNY administration seems to have written off the hospitals as three large headaches which can be cured only by getting rid of them,” Harbin told lawmakers.



CSEA members Barbara Devlin, left, and Lisa Gaeta at work at SUNY Stony Brook Hospital, one of three state-operated facilities being undermined by bookkeeping gimmickry.

CSEA battles Peru schools with labor charges

PERU — CSEA is refusing to be bullied by school district officials in northern New York and has counter punched by filing improper practice charges for coercion, intimidation and refusing to let health and safety experts investigate a complaint of sewer stench.

The union’s battle with school officials in the Peru school district began in August, when CSEA Peru Unit President Wanda Mason filed a contract grievance.

She wanted the district to print the number of hours worked on the paychecks so employees could see if there were any errors in their pay.

Just weeks after Mason’s grievance, Superintendent Joseph Colistra threatened to lay off workers, subcontract work normally done by CSEA members and fire CSEA members if Mason pursued the grievance against the district.

At a recent informal conference at the state

CSEA President Danny Donohue said the push to privatize the hospitals is baffling since the union recently helped pass legislation giving SUNY the flexibility it asked for to help the hospitals compete in the current health care market without abandoning their public purpose and employees.

“Let the administration detail for the Legislature — and the unions — what actions they have taken as a result of the flexibility legislation and why there is a proposed shortfall even after it has been implemented,” the union leader said.

— Ed Molitor

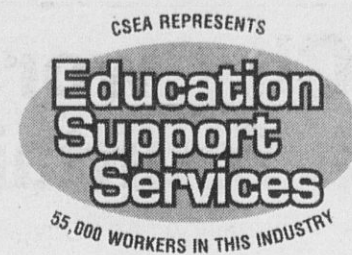
Public Employment Relations Board (PERB), the district’s attorney said it does follow the state Taylor Law and it does not use intimidation, coercion or interference to settle the CSEA claims.

The issue is going to a formal hearing. The second improper practice charge involves the district’s refusal to allow CSEA safety and health experts access to CSEA leaders and members to investigate a complaint about the stench coming from a broken sewer line running under the school cafeteria’s kitchen.

CSEA also filed a complaint about the odor with the state Department of Labor.

“We will not be bullied by any school district official when we want to investigate our members’ health and safety concerns or represent them in any way,” said CSEA Capital Region President Carmen Bagnoli.

— Daniel X. Campbell



Voices of the Work Force

“I use the stairways in the library as a form of exercise during the workday. And I’m beginning to see a slow deterioration in the cleanliness of the building. It’s not that the cleaners aren’t cleaning. It’s that they’re being pulled and tugged in every direction at one time. They need more help. And then they can reinstalled the pride they have always had in the great job they once were able to do.”

Linda Mitchell, library clerk — SUNY Plattsburgh, 30 years of service



Activist workshops build member enthusiasm, mold CSEA's future

Across the state, the CSEA Education and Training Department is offering a new series of activist workshops to teach members how to organize around work-related issues and build union power in their workplaces and communities.

"These new union activist workshops help members generate the enthusiasm, commitment and skills necessary to represent the current and future members of CSEA," said union President Danny Donohue. Another series of workshops starts this month. Call the Education and Training Department at 1-800-342-4146 ext. 1294.

The workshops focus on building membership participation and enthusiasm by developing creative solutions to workplace problems. Workshop participants strengthen their Locals and Units by developing member awareness of the possibilities of union power in their workplaces.

These CSEA members shared their workshop training experiences.

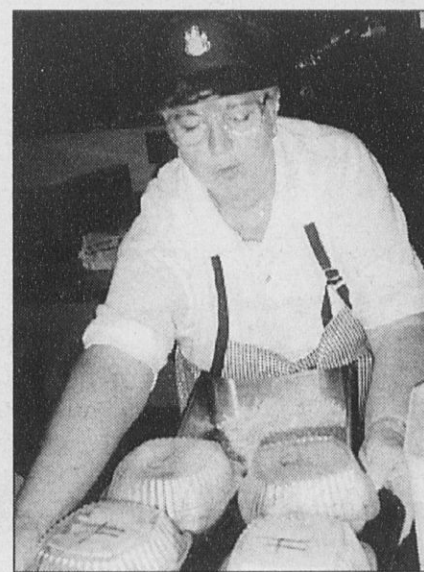
Laurel Rasmussen

"I want to keep the women here as informed as possible," said CSEA Bethpage Cafeteria Workers Local President Laurel Rasmussen.

"I think the workshop training is wonderful. It's so important to be educated on the union and all it has to offer.

"The training helps us to be aware of our rights and we really need all the help we can get because we have only been in the private sector since 1993, when the cafeteria service went private.

"I have worked here for 16 years and we used to be part of the custodial unit. When we went



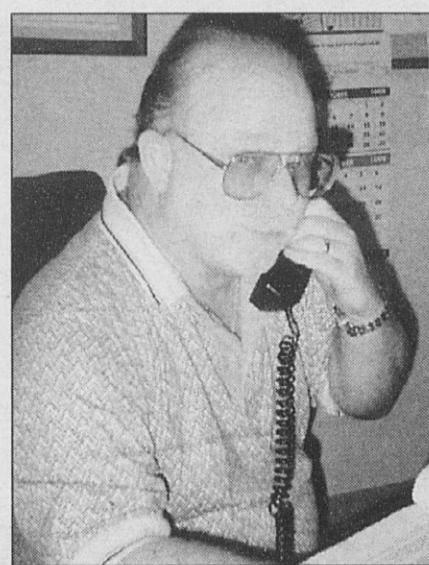
Rasmussen

private it was a whole new world for us and we had to get involved with CSEA and get that union protection.

"We all lost money, hours and benefits when we went private and some of the ladies left for other jobs. It's been extremely hard.

"Through the training I have learned how to better approach some of the women and how to get them more involved. I have learned how important it is for us to be united.

"During the training you learn that you are not alone in your problems. Others face the same challenges as you and things can get better with everyone's participation.



Andersen

John Andersen

CSEA town of Oyster Bay Local Executive Vice President John Andersen has been on the job for 30 years.

"The training was very informative. Many of the participants were only in the union for a short time but there was so much to learn for

everyone who attended.

"We hand deliver our newsletter each time it comes out and that communication with the members has been extremely important. "The more educated we are, the more power we have and the town knows it."



Richardson

Sarah Richardson

Sarah Richardson, a keyboard specialist with the state Division of Parole in New York City, uses skills she learned at the activist workshop each day.

"The seminars were great. They really got me motivated to get more people involved because they showed exactly how the union really works for us.

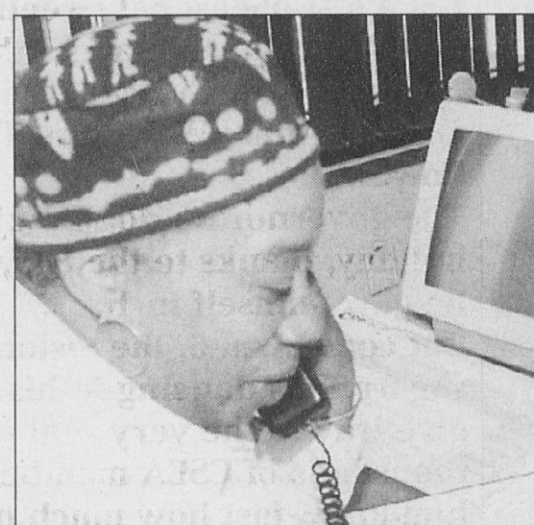
"They taught us how to recognize what the members' issues are, how to know where everybody is, how to set up a network of members in the workplace, and how to organize them.

"Within parole there are many different sections. We've got one person in each area to be a contact person and formed a network.

"That is how we got so many

people to come out for the rally. It is easier for people to participate when it's personal.

"With someone you know and have camaraderie with, people feel more comfortable. It helps me get more members involved."



Rice

Maxine Rice

A newly elected Local president at Manhattan Psychiatric Center, Rice has discovered a wealth of knowledge with the activist courses.

"I found the classes very helpful. I'm still new at all this, so all that I do learn is helpful.

"The classes helped to focus on who to contact to build coalitions with community groups and how to put it all together. The methods were very effective.

"We found that the churches were very receptive to our plight, offering to assist in any way we needed help, and reaching out to

other churches. The same with the community groups.

"The workshops also helped us organize our mobilizers. To send them out to where the people are. Now we go to the members, in all areas and on all shifts."

Deborah Osuch

Deborah Osuch, a 14-year CSEA member and president of the Hudson City School District Unit, darts up three flights of stairs to her classroom to offer her view of the CSEA activists workshops she participated in recently.

"Women often take a job to help make ends meet. They don't know about their rights, their protections.

"In the workshop on worker rights, I learned about the Taylor Law and the Fair Labor Standards Act. I gained some knowledge.



Osuch

"That workshop and the one on organizing in the workplaces has taught me not to jump to a conclusion on what has to be done to solve a problem. Now when we have a problem, I try to see the big picture."

Cecily Lieberman

A 21-year Rockland County employee, Lieberman can see the difference the activist training has made in her work with her union colleagues.

"I go to these trainings to pick up information.

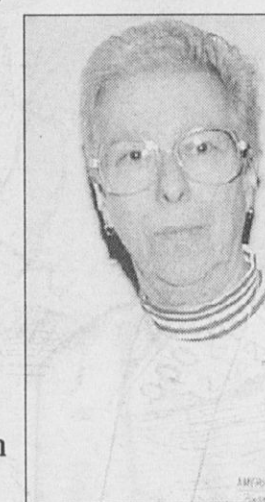
I want to get people more enthused. The leadership has really tried to get people more involved.

"The one thing we have to work on is how to reach more people. In Rockland County, the union asked someone to be a shop steward for the (late) shift.

"Having a shop steward in that group is a benefit. You can see the payoff. Our last meeting had a bigger turnout. Folks respond to personal attention.

"People have to feel the union is there and is responsive. They have to know the leaders and shop stewards are aware of their problems and their questions. It's our duty to reach out to members.

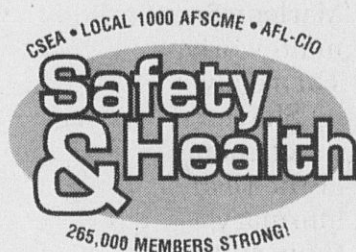
"If somebody could only give me the magic words to get the point across that we can't do this without them; if we could band together, nothing could stop us."



Lieberman

In safety and health, inaction breeds injury

CSEA's Occupational Safety and Health Conference attracted 600 activists to Lake Placid recently, tapping AFSCME's expertise and arming members with vital safety and health information.



CSEA has built a network of exceptional safety and health activists, union leaders said.

But CSEA activists said they need to hear from members when something goes wrong so they can help remedy an unsafe workplace.

Thin ice isn't the danger here

The recent case of ice skate sharpeners in Nassau County, which operates three ice rinks in county parks, highlights the need for workers to share their problems.

A four-year seasonal CSEA member who sharpened ice skates came down with metal bronchitis, parks and recreation Unit President Tim Corr said.

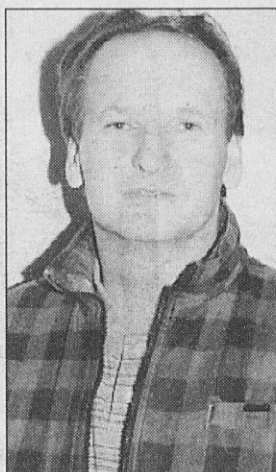
CSEA called in an industrial hygienist, who suggested changing the skate sharpening area to prevent workers from breathing the airborne metal particles.

When workers at one ice rink heard about the metal bronchitis case at the other rink, they too complained of health problems.

"Their problems were more extensive because they were sharpening in a public area," Corr said, adding the county immediately moved the sharpening area.

Corr suggested members go directly to their safety and health specialist and also to management when they suspect a problem, which will help determine whether a complaint should be made.

"They should file a complaint right away, if it's recommended," Corr said.



Corr

It stinks

Another case in Poughkeepsie shows how far union action can be taken.

The city built a police and court building on top of an old dump, said Pat Brown, Town of Poughkeepsie Unit president.

Three-quarters of the building is leased to a company that makes plastic lights. Brown said fumes from the plastic operation were making members in the police and court offices sick.

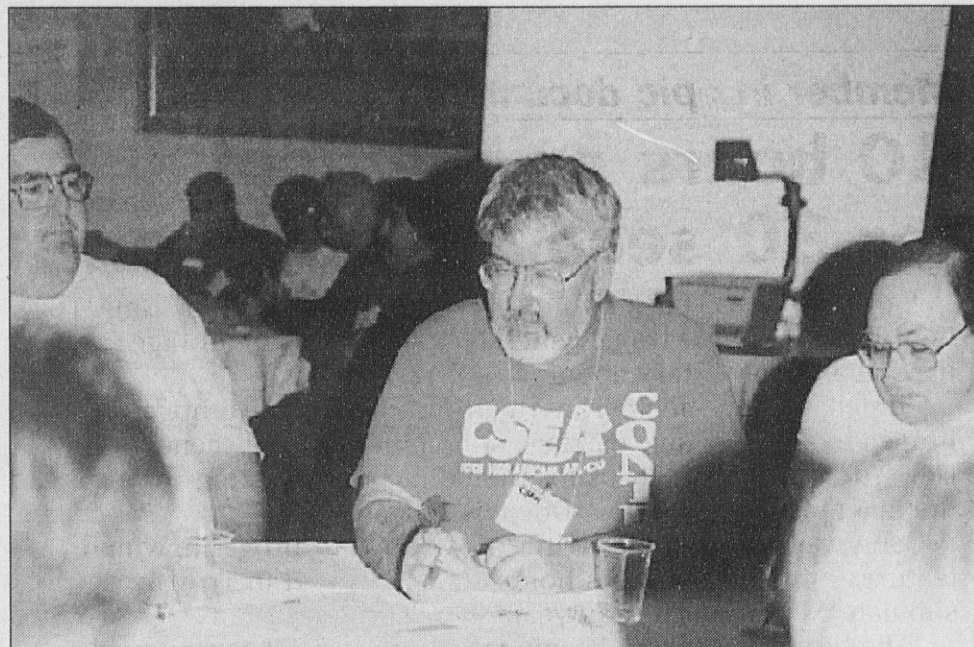
CSEA called in health and safety staff, who helped steer Brown in the right direction.

The subsequent investigation uncovered 43 building code violations.

But it didn't stop there. CSEA got the public involved through political action and voted out all incumbents on the town board.

"We have new people coming in to address the remaining issues," Brown said.

— Lou Hmieski



CSEA occupational safety and health activists take part in a workshop aimed at identifying musculo-skeletal disorders in the work place during a recent conference in Lake Placid.

CSEA, AFSCME lobbying:

Federal ergonomics standard on track to become law

News of OSHA's proposed workplace rules to protect millions of American workers from repetitive-stress injuries and musculoskeletal disorders shows CSEA and American Federation of State, County, and Municipal Employees (AFSCME) lobbying efforts are paying off.

The news came one day after CSEA concluded its three-day statewide Occupational Safety and Health Conference in Lake Placid.

CSEA and AFSCME have pushed for years for stronger federal standards to protect workers and prevent injuries. The proposed standard shows big business may have the bark, but unions have the bite.

Much of the safety conference focused on steps activists can take to keep CSEA members from suffering repetitive stress injuries — whether they drive a bus or a snowplow, work in confined spaces or on construction or type at a keyboard.

The new federal rules would require employers to adopt full-scale ergonomics programs to minimize hazards if even a few workers suffered such injuries.

"The news is promising. We need to keep fighting for this, keep up the pressure to get these vitally needed rules passed," CSEA statewide Secretary Barbara Reeves said.

"It's just absolutely clear that this is the No. 1 task of OSHA if they're really going to fulfill their mandate of protecting workers," said Jim August, who directs AFSCME's Health and Safety Department.

OSHA wants to hear from you!

Find out more about participating in public hearings in Washington. Tell the nation about injuries you've suffered on the job. CSEA has agreed to take part in the hearings. More information will be provided soon on sending members to Washington.

To make sure the new ergonomics standard is put into place, CSEA and AFSCME need members to testify at federal hearings. If you've suffered a repetitive stress injury and want to tell your story, contact Janet Foley at 1-800-342-4146, ext. 1465.

CSEA
Local 1000 AFSCME, AFL-CIO
Danny Donohue, President

CONTRACT UPDATE

WE'VE GOT THE POWER!



CSEA members in Binghamton protest.

When the governor delivers his State of the State message on Jan. 5, union members will be in Albany reminding him "We've Got the Power." Make plans now to participate. For details, contact your Local president or CSEA region office. See directions on Page 4 of this insert.



and we'll show it in Albany, Jan. 5!

We're takin' it to the streets

Forecast for Jan. 5: Hot and fumin'!

CSEA's negotiating team has made progress on key issues in contract talks, but unfortunately Gov. George Pataki has turned a deaf ear. Progress

on a fair and respectable deal has been hampered by the governor's disinterest. Despite his nonchalant attitude, CSEA members across the

state are getting their message to the governor and legislators loud and clear. And come Jan. 5, the roar will be deafening!



and we'll show it in Albany, Jan. 5!

Momentum building for Albany rally

The state contract fight gathers steam as plans move ahead for the Jan. 5 rally and demonstration in Albany. Jan. 5 is the day Gov. Pataki delivers his annual State of the State speech. The goal is to make it our day and not the governor's.



Left, Assemblyman Ronald Canestrari, at podium, joins, from left, Assemblymen Paul Tonko and John McEneny and state Sen. Neil Breslin, Public Employees Federation Region 8 Coordinator Jeff Satz and CSEA Capital Region President Carmen Bagnoli at the state Capitol, calling on the governor to show some respect to New York's state workers. CSEA Executive Vice President Mary Sullivan and Treasurer Maureen Malone, holding CSEA banner, and Capital Region activists joined the lawmakers, who carved a turkey to show how Gov. Pataki is able to feast on his \$49,000 raise while union members make do with scraps.

AFL-CIO solidarity

The contract fight also has the power of hundreds of thousands of other AFL-CIO members. Regional labor council have passed resolutions demanding Gov. George Pataki pay union workers "in a fair and equitable manner" consistent with the pay raises he gave himself, his non-union staff and agency commissioners. Central labor councils throughout New York have adopted the resolution and sent copies to Pataki. The resolution highlights Pataki's \$49,000 annual raise he gave himself and the 38 percent pay hike state lawmakers received this year. "There is a large state budget surplus that unionized state workers helped to create," the resolution states.



CAPITAL REGION MEMBERS: Join your brothers and sisters, some of whom are traveling hundreds of miles, to fight for fairness and respect on Jan. 5. IF THEY CAN DO IT, SO CAN YOU!

Clockwise from left, a CSEA member in Binghamton spells it out in holiday fashion; CSEA DMV member Timara Imperiale with her daughter Giana, 7, tells the public about her job during a Speakout on Long Island; and a protest at SUNY Buffalo.



CSEA members in Gov. George Pataki's hometown of Peekskill let the public know the governor has no home field advantage.

Putting pressure on legislators

Before Jan. 5, lobby state legislators and seek their support for a fair contract. They got theirs; we want ours. Follow this easy two-step plan: **Step 1** — Start a letter-writing campaign to your legislators. Hand-written letters, in your own words, get the most attention. **Step 2** — Visit your state senator and Assembly member in their district offices. *Explain what you do. *Let them know you take pride in the work you do. *Ask outright for their support.



Hudson Valley Psychiatric Center workers take it to the streets recently, keeping up CSEA's pressure on the governor to deliver a fair deal.



CSEA takes on state

At the end of November, CSEA kicked off a new series ads targeting the governor. The ad hits the governor with his own words. He repeatedly says that state workers are "...the best employees in America..." Our response: Talk is cheap, governor. Actions speak louder than words. Where's the fair contract for "the best employees in America?" The advertising is bolstering rallies and Speakouts continuing statewide. These grassroots efforts are vitally important, according to contract team members. The Governor's Office of Employee Relations knows there is an energized CSEA. Team members used their Thanksgiving break to go on the road. They took part in more than 50 local meetings around the state in a special effort to hear from the membership.



UnSeasonal Greetings, Gov. Pataki, from the CSEA Work Force

CSEA's "UnSeasonal Greetings" cards have been making the rounds and sent Gov. George Pataki the message that "We've Got The Power."

The governor no doubt enjoyed his holiday, thanks to the \$49,000 raise he gave himself in 1999.

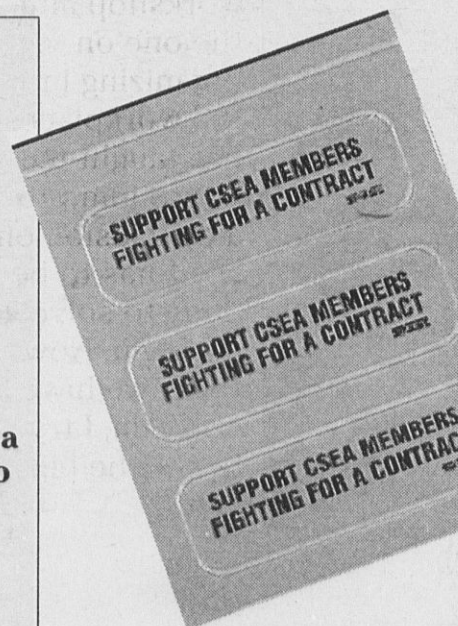
But come Jan. 5, the visions of sugarplums dancing in his head will give way to the very real sight of thousands of CSEA members letting him know just how much he ruined their holidays with his miserly ways.

Be there, be loud and be proud!

**Be there Jan. 5!
Contact your region office now!**

**Long Island Region : (516) 462-0039
Metropolitan Region: (212) 406-2156
Southern Region: (914) 831-1000
Capital Region: (518) 785-4400
Central Region: (315) 433-0050
Western Region (716) 886-0391**

Events start at 11:30 a.m. in the Pepsi Arena, downtown Albany, followed by a march to the state Capitol. Remember to dress warmly and be prepared for outdoor activity.



Reaching out to businesses

Stickers that say "Support CSEA members, Fighting for a contract" are being distributed to our members.

It's part of a campaign to turn up the heat on the business community.

We're asking members to use the special stickers on checks you write or bills you pay. We want to remind businesses they depend on the money union members spend. The more money we have, the more money they make.

Each sheet has 24 stickers. If every state employee uses one full sheet during the holidays, our message of support will go out nearly 2 million times.

Members should contact local presidents for supplies.



2000 LEAVE RECORD for New York State ADMINISTRATIVE PAYROLL EMPLOYEES

Your leave benefits were negotiated for you by CSEA — your union!

**PAY
PERIOD**

EXAMPLES:
If you are sick 4 hours, enter **S-4** under the appropriate day.
If you take 2 hours of personal, enter **P-2**, etc.

ANNUAL LEAVE	SICK LEAVE	PERSONAL LEAVE
Balance from last record:	Balance from last record:	Balance from last record:
<input type="text"/>	<input type="text"/>	<input type="text"/>

To record leave used, enter these letters for the appropriate date:
V = (Vacation)
S = (Sick Leave)
H = (Holiday)
M = (Military Leave)
P = (Personal Leave)
SPEC = (Special)
C = (Compensatory)
LWOP = (Leave Without Pay)
W = (Workers' Comp)

	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	ANNUAL LEAVE			SICK LEAVE			PERSONAL LEAVE		
	Earned	Used	Balance	Earned	Used	Balance	Earned	Used	Balance	Earned	Used	Balance	Earned	Used	Balance								
DEC 23 - JAN 5																							
JAN 6 - JAN 19																							
JAN 20 - FEB 2																							
FEB 3 - FEB 16																							
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MAR 2 - MAR 15																							
MAR 16 - MAR 29																							
MAR 30 - APR 12																							
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MAY 25 - JUN 7																							
JUN 8 - JUN 21																							
JUN 22 - JUL 5																							
JUL 6 - JUL 19																							
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OCT 12 - OCT 25																							
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NOV 9 - NOV 22																							
NOV 23 - DEC 6																							
DEC 7 - DEC 20																							

CONSULT YOUR UNION CONTRACT, YOUR CSEA REPRESENTATIVE OR YOUR PERSONNEL OFFICE FOR HOLIDAY OBSERVANCE SCHEDULE

Leave accruals are an important contractual benefit negotiated for you by CSEA. You can help guarantee the accuracy of your individual accruals by tracking your leave activities throughout the year. If a discrepancy should arise, it might be easier to document your claim by producing your personal leave record form.





2000 LEAVE RECORD for EMPLOYEES OF LOCAL GOVERNMENTS and OTHER CSEA-REPRESENTED EMPLOYEES

Your leave benefits were negotiated for you by CSEA — your union!

PAY PERIOD

EXAMPLES:
If you are sick 4 hours, enter *S-4* under the appropriate day.
If you take 2 hours of personal, enter *P-2*, etc.

ANNUAL LEAVE

Balance from last record:

SICK LEAVE

Balance from last record:

PERSONAL LEAVE

Balance from last record:

THU FRI SAT SUN MON TUE WED THU FRI SAT SUN MON TUE WED

Earned Used Balance

Earned Used Balance

Earned Used Balance

To record leave used, enter these letters for the appropriate date:

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S = (Sick Leave)

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2000 LEAVE RECORD for New York State INSTITUTIONAL PAYROLL EMPLOYEES

Your leave benefits were negotiated for you by CSEA — your union!

**PAY
PERIOD**

EXAMPLES:
If you are sick 4 hours, enter S-4 under the appropriate day.
If you take 2 hours of personal, enter P-2, etc.

ANNUAL LEAVE

Balance from last record:

SICK LEAVE

Balance from last record:

PERSONAL LEAVE

Balance from last record:

To record leave used, enter these letters for the appropriate date:

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	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	ANNUAL LEAVE			SICK LEAVE			PERSONAL LEAVE				
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NOV 2 - NOV 15																									
NOV 16 - NOV 29																									
NOV 30 - DEC 13																									
DEC 14 - DEC 27																									

**CONSULT YOUR UNION CONTRACT, YOUR
CSEA REPRESENTATIVE OR YOUR
PERSONNEL OFFICE FOR HOLIDAY
OBSERVANCE SCHEDULE**

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2000 LEAVE RECORD for NEW YORK STATE COURT EMPLOYEES

Your leave benefits were negotiated for you by CSEA — your union!

**PAY
PERIOD**

EXAMPLES:
If you are sick 4 hours, enter *S-4* under the appropriate day.
If you take 2 hours of personal, enter *P-2*, etc.

ANNUAL LEAVE
Balance from last record:

SICK LEAVE
Balance from last record:

NOTES

To record leave used, enter these letters for the appropriate date:
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M = (Military Leave)
P = (Personal Leave)
SPEC = (Special)
C = (Compensatory)
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	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	ANNUAL LEAVE			SICK LEAVE			
															Earned	Used	Balance	Earned	Used	Balance	
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Member in epic documentary

10 hours on the hoof for 30 seconds of fame

Joe Purcell rode back into history once again, but this time his 10 hours of time travel generated 30 seconds of footage used in a documentary about New York State.

Purcell, a CSEA member in Albany, hitched his two huge work horses to an expensive carriage and helped set the scene for New York City in the 1820s for the Public Broadcasting Service's documentary "New York: A Documentary Film."

CSEA was a local underwriter of the 10-hour program, which features Purcell driving his horses down a street in Troy to simulate New York City 170 years ago.

"The hardest part was keeping the horses quiet and relaxed," said Purcell, who had no speaking part in the film.

Ten hours of continuous shooting from different angles, with different film and light, and with the streets hosed down by the local fire department, gave the production crew enough raw material for 30 sterling seconds of usable tape.

"It was a long and busy day," said Purcell, who works as an auto body painter for the Albany County Highway Department.

Sitting high atop a vintage carriage that is worth \$40,000, Purcell cut a dashing period fashion statement in a black wool topcoat and top hat.

The only break in the day of action came when Purcell was sipping coffee from a white plastic cup as the director yelled "Action!"

Purcell tossed the cup from the carriage as he coaxed 2 tons of horseflesh toward the camera.

"Cut!" fumed the director.

The camera never blinked, and caught the cup fluttering to the sidewalk, ruining the shot.

Dozens of other similar shots generated thousands of feet of usable film, however, and Purcell said he was pleased to be part of the New York documentary.

"It was exciting and a real pleasant time," Purcell said.

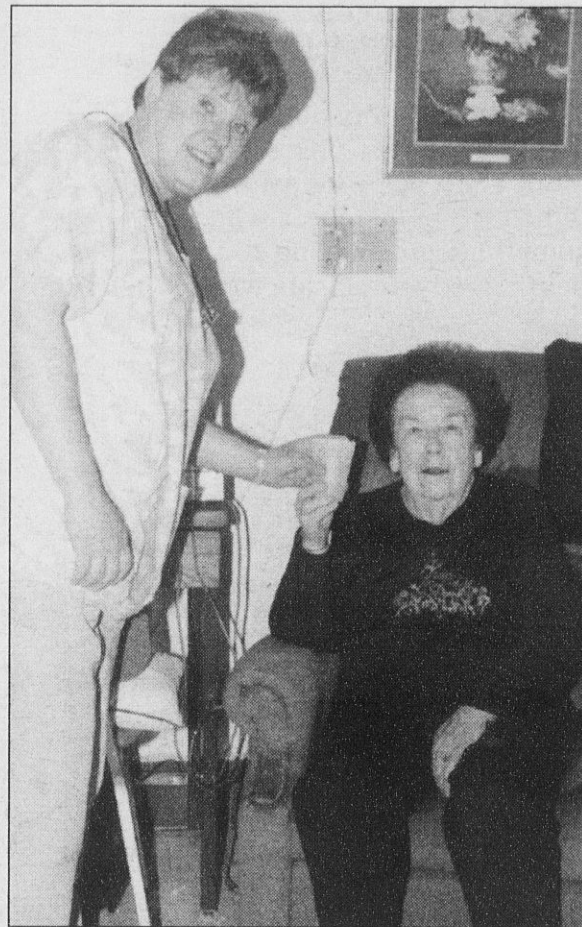
When he's not tending to horses under the hood at his day job or horses on the hoof after hours, Purcell donates his carriage services to local charities for fund-raising.

"It's important to give back to the community," Purcell said.

CSEA member Joe Purcell guides his horses down a Troy city street.



Working the holidays brings joy to others



CSEA member Marlene Shaver shares a moment with infirmary resident Isabel Baum.

KINGSTON —

Marlene Shaver didn't mind working Thanksgiving.

Shaver, a licensed practical nurse working at the Ulster County Infirmary, is among thousands of CSEA members statewide who worked the holiday and may be working Hanukkah, Christmas and New Year's Day.

Shaver said her facility has a holiday policy.

"We work two on and one off," she explained. "So this year, I'll have Christmas off."

Shaver said she likes working holidays.

"You develop a kinship with the patients," she said.

"The ones who don't go out with their families, you try to make it special for them. You give them extra attention and try to

make them happy. It makes it easier for them," Shaver said.

Shaver said patients are often fearful when they first come to the infirmary.

"They're afraid of not being taken care of," she said.

"Continuity of care is so important. It makes the residents feel comfortable."

Often, said Shaver, the workers have a closer relationship with the residents than the residents' families.

"We're with them more," she said, "and some of the residents don't have families."

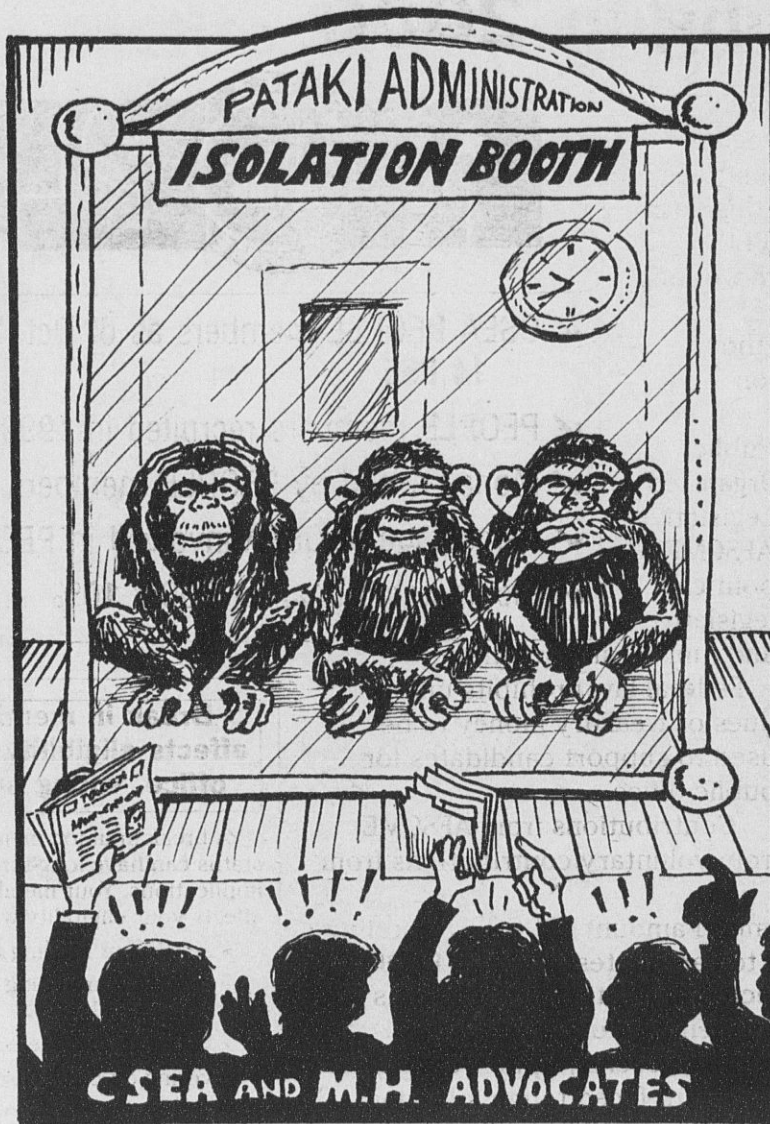
Shaver said her family still had a traditional Thanksgiving feast together, only later in the day.

"My daughter put the turkey in the oven," she said. "I was off work by 3 p.m., picked up my mother and we had our dinner later in the afternoon. It all worked out."

— Anita Manley

"Continuity of care is so important. It makes the residents feel comfortable."

Somebody finally listened ...



CSEA cartoons, graphic design win awards

CSEA's communications department continued its winning streak — garnering several international awards for graphic design, editorial excellence and cartooning.

A four-color brochure the communications department produced for the statewide "CSEA Cares" campaign to save beds for the developmentally disabled took first place for the best use of graphics.

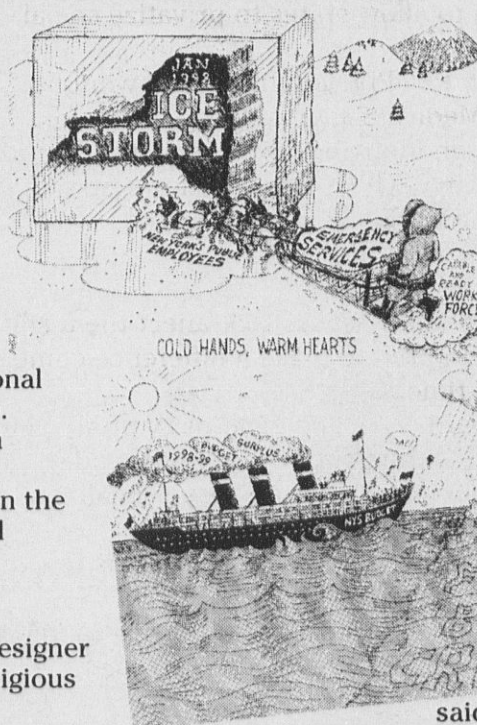
The union also received an honorable mention for editorial excellence in that piece.

The awards were given by the International Labor Communications Association (ILCA).

The brochure was the cornerstone of an effective public relations campaign which prompted state officials to preserve beds in the public sector for developmentally disabled clients.

Artist continues winning streak

Ralph Distin, CSEA's in-house graphic designer and cartoonist, also added two more prestigious awards to his collection.



Distin received two ILCA awards for his cartoons which were published in *The Work Force* last year.

Among a handful of labor cartoonists in the nation, Distin distinguished himself again this year by winning second and third-place awards.

Distin received the second-place honor for the cartoon he drew of CSEA members pitching in to help North Country communities during a crippling ice storm.

"Cartoons that show workers as heroes, not victims, are too rare in the labor press," the judges wrote about Distin's creative work.

"It's a powerful message that reinforces the image of government workers as allies, not adversaries, of the general public," the judges continued.

Distin's pen scored more big points with the judges, with his third-place cartoon showing state legislators reveling on the deck of the Titanic — the ship of state — as it headed toward an iceberg.

"The message is immediately apparent," the judges said, lauding Distin's clarity and style.



Union joins others in bid to stamp out sweatshop labor

How can you tell if the products you buy were made by a child, by a teenage girl forced to work from 7 a.m. to 11 p.m. seven days a week, or by an exploited worker paid 12 cents an hour who can be fired for even discussing factory conditions?

As things stand now, you can't. And CSEA wants that to change.

In response to a resolution passed by the delegates at CSEA's Annual Delegates Meeting, the union has joined religious, student and service groups around the country to fight sweatshops.

The union is conducting a coordinated campaign to end the use of child labor, worker abuse, unlivable wages and abhorrent working conditions in factories that make the products New Yorkers buy.

Part of the problem is corporations refuse to disclose the list of factories they use around the world, claiming this is proprietary information, union officials said.

Many companies want to keep this information secret, leaders of the sweatshop campaign said, because consumers may discover 'Made in USA' may not mean what they think it means.

Some U.S. companies, including Wal-Mart, Gap, J. Crew and The Limited share a factory in Saipan, a U.S. commonwealth in the South Pacific, union leaders said.

Since Saipan is not covered by U.S. minimum wage or immigration laws, companies can pay \$3 an hour to workers who are brought in from China and still use the 'Made in USA' label.

These and other companies roam the world searching for low wages and benefits, no taxes, no regulations, no labor law enforcement and no accountability, campaign organizers said.

Scheduled AFSCME dues adjustment

The scheduled adjustment in membership dues and agency shop fees is effective Jan. 1, 2000 to reflect AFSCME's minimum dues structure approved by delegates at the 1998 AFSCME convention and reported to the membership last year.	Annual earnings	Bi-weekly rate
The change applies to annualized salaries, not including overtime or location pay, based on salary at Jan. 1, 2000. No adjustments will be made during the year for raises or increments.	Under \$5,000	\$3.86
New hourly and per diem employees have dues deducted at the "Under \$5,000" category of \$3.86 bi-weekly.	\$5,000-\$ 9,999	5.80
CSEA's membership dues and agency shop fee structure effective Jan. 1, 2000:	10,000-12,999	7.96
	13,000-15,999	9.94
	16,000-21,999	11.26
	22,000-27,999	12.63
	28,000-29,999	12.89
	30,000-31,999	13.75
	32,000-33,999	14.50
	34,000-35,999	14.78
	36,000-37,999	15.59
	38,000-39,999	16.40
	40,000 and higher	16.81

PEOPLE hits the ground running in 2000

CSEA's PEOPLE training for region PEOPLE committees wrapped up this past fall and PEOPLE recruiters are working to bring more members to the political action program.

PEOPLE (Public Employees Organized to Promote Legislative Equality) is AFSCME's political, legislative and fund-raising program.

Federal law prohibits union dues or treasury money to be used to support candidates for public office.

Contributions from AFSCME must come from voluntary contributions from members.

While a limited amount of PEOPLE funding goes directly to candidates, much of PEOPLE's energy is directed at fighting for programs and legislation that benefit working families.

For instance, the recently approved federal ergonomics standard faced tough lobbying from business interests, but mobilization on PEOPLE's behalf helped get the rules enacted.

PEOPLE also successfully fought two attempts by Congress and Texas Gov. George W. Bush to allow states to privatize social services.

Finally PEOPLE fought for and won the Family Medical Leave Act.

Through lobbying, voter registration and education, PEOPLE's energy flows from many small tributaries of union members into a powerful flood of action.

As a result, CSEA members are more educated about issues that affect them and are empowered to make a difference come election time.

The hard work and generosity of AFSCME members across the country has made AFSCME a major political player in almost every state as well as nationally.

In addition to direct contributions to candidates at all levels, AFSCME PEOPLE provides may in-kind operations to candidates that include CSEA activist involvement.



- ✓ CSEA PEOPLE members as of Oct. 31, 1999: **14,055**
- ✓ PEOPLE members recruited in 1999: **1,553**
- ✓ Money raised by PEOPLE members: **\$478,680**
- ✓ Percentage of CSEA involved in PEOPLE: **5%**
- ✓ Membership goal for 2000: **10%**

Break in membership affects eligibility for union office, voting privileges

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

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

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

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

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

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

Voters elect to toss anti-union town supervisor, board in DeWitt

EAST SYRACUSE — More than a year ago, the rally cry echoed across the Syracuse suburb of DeWitt against a town supervisor and the majority of the town board who were determined to fight a CSEA organizing drive by town workers.

"We'll remember in November," shouted union activists and DeWitt workers at an AFL-CIO "Right to Organize Day" rally held next to town hall.

Months later, the members remembered — and the politicians haven't forgotten a harsh lesson: CSEA delivers on its promise.

CSEA members were the biggest winners in the November elections when voters elected all of the union's endorsed candidates, ousting the town supervisor and the board members who opposed the union from day one.

Can't ignore the power

CSEA Central Region President Jim Moore said the victory proved the union wields strong political power.

"If anyone had any doubts about our political clout, they need only look as far as the Town of DeWitt," Moore said.

"Town Supervisor Kelly Dellas now knows how powerful workers and their union can be when they unite behind a cause, and that it doesn't pay to fight the union. Now she's out looking for a job and we couldn't be more pleased," Moore added.

Town Supervisor-elect Jim DiStefano recently thanked the union's regional political action committee for their hard work helping him get elected, and said he's looking to quickly settle the negotiations that have left workers without a contract for nearly a year.

"We appreciated all the little things that were done. You were there for us, and

we're going to be there for you. We will work with you and hopefully get you a contract soon," DiStefano said on behalf of himself and the other CSEA-endorsed candidates.

Flexing political muscle

Also pleased with the outcome were Blue Collar Unit President Dan Schantz and White Collar Unit President Jim Conlon.

"We weren't surprised, but we were relieved. We definitely needed a change," said Schantz.

"Political action had a huge impact. I guess it shows what can happen when you get a group of people that stick together," he added.

"It'll probably be a better place to work again with the contract in place, and now we'll have a voice at work. It's a win-win situation, for our members and for the town," Schantz said.

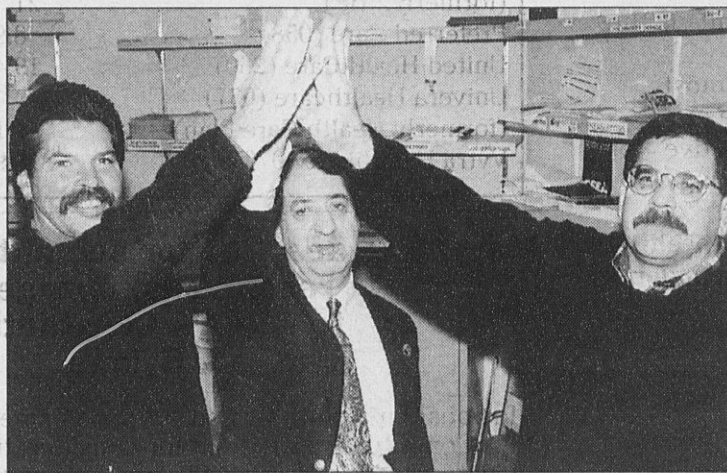
Members can feel the power

Conlon said the employees now recognize the power they have as a group.

"The employees realize how much the union has the ability to make an impact," he said.

"They're just glad we decided to unionize," Conlon said. "It's been a long and hard process, and we're looking forward to a fair contract. The day after the election the workers were smiling and saying 'Oh my God, the union pulled it off!'"

— Mark M. Kotzin



CSEA Blue Collar Unit President Dan Schantz, at left, and White Collar Unit President Jim Conlon, at right, share congratulations with Town of DeWitt Supervisor-elect Jim DiStefano. CSEA members ousted anti-union members of the town board in November.

The CSEA WORKERS' COMPENSATION LEGAL ASSISTANCE PROGRAM

covering Workers' Compensation and Social Security Disability

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

The Program Services Contain no Out-of-Pocket Expenses

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

The CSEA
WORKERS' COMPENSATION
LEGAL ASSISTANCE PROGRAM

1-800-342-4146

Follow the menu options
for instructions
to access the program

Pataki ignores members, health plan rates to rise

Against CSEA's urging, the state has allowed New York State Health Insurance Plan rate hikes for the coming year.

Union leaders denounced the rate hikes for the new year, saying Gov. George Pataki has again ignored the needs of 77,000 state employees who have been working without a contract.

At the urging of CSEA, thousands of union members have called Pataki the last few months to tell him they don't want an increase in health insurance premiums.

1999 Option Transfer Period Extended Until Dec. 31

Members who want to change health insurance options must submit a signed Health Insurance Transaction Form PS-404 to their agency's health benefits administrator by **Dec. 31**.

The *Health Insurance Rates & Deadlines* publication for 2000 was mailed to enrollees' homes in early December.

Members who are considering changing their health insurance option for 2000, and/or wish to review the benefits available, should contact their agency's health benefit administrator, who is usually located in the agency's personnel office.

Members should also request a copy of the *Health Insurance Choices* guide which contains information on the Empire Plan and the health maintenance organizations (HMOs) which may be available to you under the New York State Health Insurance Plan (NYSHIP).

Several changes may affect health plan choices for 2000.

Enrollees and their families who currently participate in Kaiser Permanente/CHP and Healthsource HMO of New York will need to review the *Choices* publication and choose a different health carrier because these two HMOs are no longer offered to state employees effective Jan. 1, 2000.

Additionally, Aetna U.S. Healthcare will not be accepting new enrollments for 2000.

Members and their dependents who are currently enrolled in and wish to remain covered by Aetna U.S. Healthcare do not need to take any action.

New York State pays most of the premiums for members who are enrolled in the Empire Plan or an HMO.

For Empire Plan/HMO enrollees, the state pays 90 percent of the premium for individual coverage. For family coverage, the state pays 90 percent of the premium as the enrollee, plus 75 percent

CSEA
JOINT COMMITTEE ON
Health Benefits

of the cost for dependent coverage. This percent of payment applies to both the

non-prescription drug and prescription drug component premiums.

However, the state's contribution for non-prescription/prescription drug components of the HMO premiums will not exceed 100 percent of its dollar contribution for those components of the Empire Plan.

The 2000 biweekly health insurance premium deductions for employees are listed in the box at right.

If you change health insurance options, the effective date of your new health insurance option for employees under the **administration lag-exempt payroll is Dec. 23, 1999.**

The earliest paycheck in which a premium adjustment will be made is the check of Dec. 22, 1999.

Because of processing time, most paycheck changes will be made in January and will include retroactive deductions for coverage beginning on Dec. 23, 1999.

The effective date of the new health insurance option for employees under the **institutional payroll is Dec. 30, 1999.**

The earliest paycheck in which a premium adjustment will be made is the check of Dec. 30, 1999. Because of processing time, most paycheck changes will be made retroactively in January.

The effective date of the new health insurance option for employees under the **administrative lag payroll is Jan. 6.**

The earliest paycheck in which an adjustment will be made is the check of Jan. 5. Because of processing time, most paycheck changes will be made in January and will include retroactive deductions for coverage beginning on Jan. 6.

For more information, consult your health benefits administrator.

Empire Plan participating provider directories in the mail

The new 1999 Empire Plan participating provider directories have been mailed to plan enrollees and to agency health benefit administrators.

The directories list Empire Plan medical/surgical, managed physical medicine program and mental health/substance abuse providers. They also include ambulatory surgical centers, cardiac rehabilitation centers, urgent care centers and laboratories.

The directory appears on the state Department of Civil Service Employee Benefits Division Web page and can be reached at <http://www.cs.state.ny.us>. Click on Employee Benefits and Services and then click on Empire Plan providers.

Members should ask their physicians if they participate in the Empire Plan before receiving services. This will avoid costly out-of-network reimbursements.

2000 Insurance Renewal Rates for Plans Covering State Employees

HMO Name (Option Code)	2000 Individual Premium	2000 Family Premium
The Empire Plan (001)	\$ 11.40	\$ 46.28
Aetna US Healthcare (210)	21.27	80.60
Blue Choice (066)	9.38	51.40
Blue Choice HMO (280)	9.35	62.37
CDPHP (063)	8.96	55.26
Community Blue (067)	7.29	39.60
GHI HMO (220) (formerly Wellcare)	8.81	54.06
HIP (050)	10.54	52.46
HMO Blue (160)	16.31	75.02
HMO-CNY (072)	9.11	63.75
Independent Health HV (120)	28.94	116.15
Independent Health WNY (059)	6.76	37.14
MVP Capital District (060)	14.42	83.10
MVP Central (100)	10.58	68.50
PHP Univera Healthcare (055) (formerly PHP)	21.34	100.84
Preferred Care (058)	8.96	43.40
United HealthCare (260)	19.41	90.54
Univera Healthcare (057) (formerly Health Care Plan)	7.19	38.98
Vytra Healthcare (070)	18.98	90.48

May 15 is deadline for submitting proposed resolutions, changes to CSEA's Constitution & Bylaws

Proposed resolutions and proposed amendments to the CSEA Constitution & Bylaws for consideration by CSEA delegates to the union's 2000 Annual Delegates Meeting must be submitted by May 15, 2000.

Proposed resolutions may be submitted only by a delegate and must be submitted on the proper forms. Forms for submitting resolutions are available from CSEA headquarters and region offices.

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

The 2000 CSEA Annual Delegates Meeting will be held Sept. 25-29 in New York City.

CSEA's notice of election

Elections for statewide officers, region officers, statewide Board of Directors, as well as for AFSCME delegates, 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*.

Ballots will be mailed Jan. 18, 2000.

Each member will be sent one paper ballot containing only the voter choices for each election in which that member is entitled to vote.

All voters will receive a ballot containing candidate choices for the statewide election.

Ballots sent to voters in Regions 1, 2, 3 4 and 6 will also include candidate choices for their region election.

There will be no region election for voters in Region 5, as all of the current Region 5 officers were duly nominated and none have any opposition.

Statewide Officers:

President, Executive Vice President, Secretary, Treasurer

*Unopposed/Elected

Region Officers:

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

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

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

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

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

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

Statewide Board of Directors:

Twenty-nine representatives of the State Executive Committee and 45 representatives of the Local Government Executive Committee ran unopposed and were elected.

For the Board of Directors election, there are only 14 contested elections. There also

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

were 11 board seats for which no candidates qualified.

If your board seat was not contested or there was no eligible candidates, your ballot will not reflect a board election.

There will be a special board election for the seats for which there were no eligible candidates.

The schedule for the special board election will be published shortly.

AFSCME Delegates

• LONG ISLAND REGION 1 — 40 delegates
• METROPOLITAN REGION 2 — 14 delegates

*• SOUTHERN REGION 3 — 39 delegates
*• CAPITAL REGION 4 — 38 delegates
*• CENTRAL REGION 5 — 40 delegates
• WESTERN REGION 6 — 40 delegates

For Regions 3, 4 and 5, the AFSCME delegate nominations were uncontested. For voters in these regions, there will be no AFSCME election reflected on your ballot.

Elected delegates will attend the AFSCME Convention scheduled June 26-30, 2000 in Philadelphia, PA.

CSEA Election Schedule for Statewide Officers, Region Officers, Statewide Board of Directors, AFSCME Delegates

Jan. 18: Ballots mailed

Jan. 25: Replacement ballots available (If original ballot was not received, contact the True Ballot Agency at 1-800-571-6865.)

Feb. 8: Deadline for receipt of ballots (8 a.m.). Ballots should be mailed to CSEA, Local 1000 AFSCME, AFL-CIO, c/o Trustco Bank, P.O. Box 1226, Schenectady, NY 12301-9958. Ballots counted.

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

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

Voting Eligibility Date

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

Terms for

CSEA Statewide President, Executive Vice President, Secretary, Treasurer

The statewide president, executive vice president, secretary and treasurer terms will start July 1, 2000 and shall be for a single term of three and three-quarter years, ending March 1, 2004.

Officers for CSEA's Six Regions

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

Statewide Board of Directors

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

Election Oversight

The election process will be overseen by the union's Statewide Election Committee. The balloting will be conducted by the True Ballot Agency at the Desmond, 660 Albany-Shaker Road, Colonie.



2000 Inside Albany (www.insidealbany.com)

INSIDE ALBANY broadcast schedule

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

A local model of contract success

This holiday season is brighter for Chenango Co. workers

NORWICH — This holiday season is decidedly brighter than a year ago for hundreds of Chenango County workers who hung tough during negotiations to produce a solid contract.

The CSEA members showed determination, hard work and the grit to get the job done at the contract table.

Their effort is a model of union activism and public pressure which CSEA members across the state should copy during contract fights, union leaders said.

Mad as hell

Chenango County's workers knew they were underpaid — CSEA had done comparisons to prove it. They also knew they were being offered a raw deal — small raises and increases in health insurance premiums while the county enjoyed a huge budget surplus.

They nixed management's contract offer two to one and immediately started pressuring management to produce a better package.

Large, vocal pickets were held. Thousands of brochures highlighting the vital jobs county workers perform were printed and distributed across the county. Even a billboard was erected by CSEA.

CSEA Chenango County Unit President Anna Stark said her members sticking together to get their message out and standing tough against the county made all the difference in the world.

— Mark M. Kotzin

Summary of the November 1999 CSEA board of directors meeting

Editor's note: The Work Force publishes a summary of actions taken by CSEA's board of directors. The summary is prepared by CSEA Statewide Secretary Barbara Reeves for union members.

ALBANY — CSEA's statewide board of directors met Nov. 17. In official business, the board:

- Changed the name of Local 412 from Letchworth Village DDSO to Hudson Valley DDSO;
- Added Ellen Witte, JoAnn Jenkins and Cecily Lieberman to the Region 3 Political Action Committee;
- Authorized Local 447 to enter into a 60-month lease for a copier;
- Adjusted CSEA Pension Plan to be in compliance with new IRS regulations;
- Approved additional capital funds for the Human Resources Department; and
- Put into administratorship Green Haven Correctional Facility Local 158, Rensselaer County DOT Residency Unit 0683-31/Local 676; Oneida County CA Inc. Local 729; East Williston School District Cafeteria Local 793, and Frankfort-Schuyler School Unit 7107-00/Local 822.

Questions concerning the summary should be directed to CSEA Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Ave., Albany, N.Y. 12210, 1-800-342-4146 or (518) 257-1253.



Reeves

CSEA • LOCAL 1000 AFSCME • AFL-CIO

CSEA Today

265,000 MEMBERS STRONG!

"SENIOR MOST QUALIFIED"

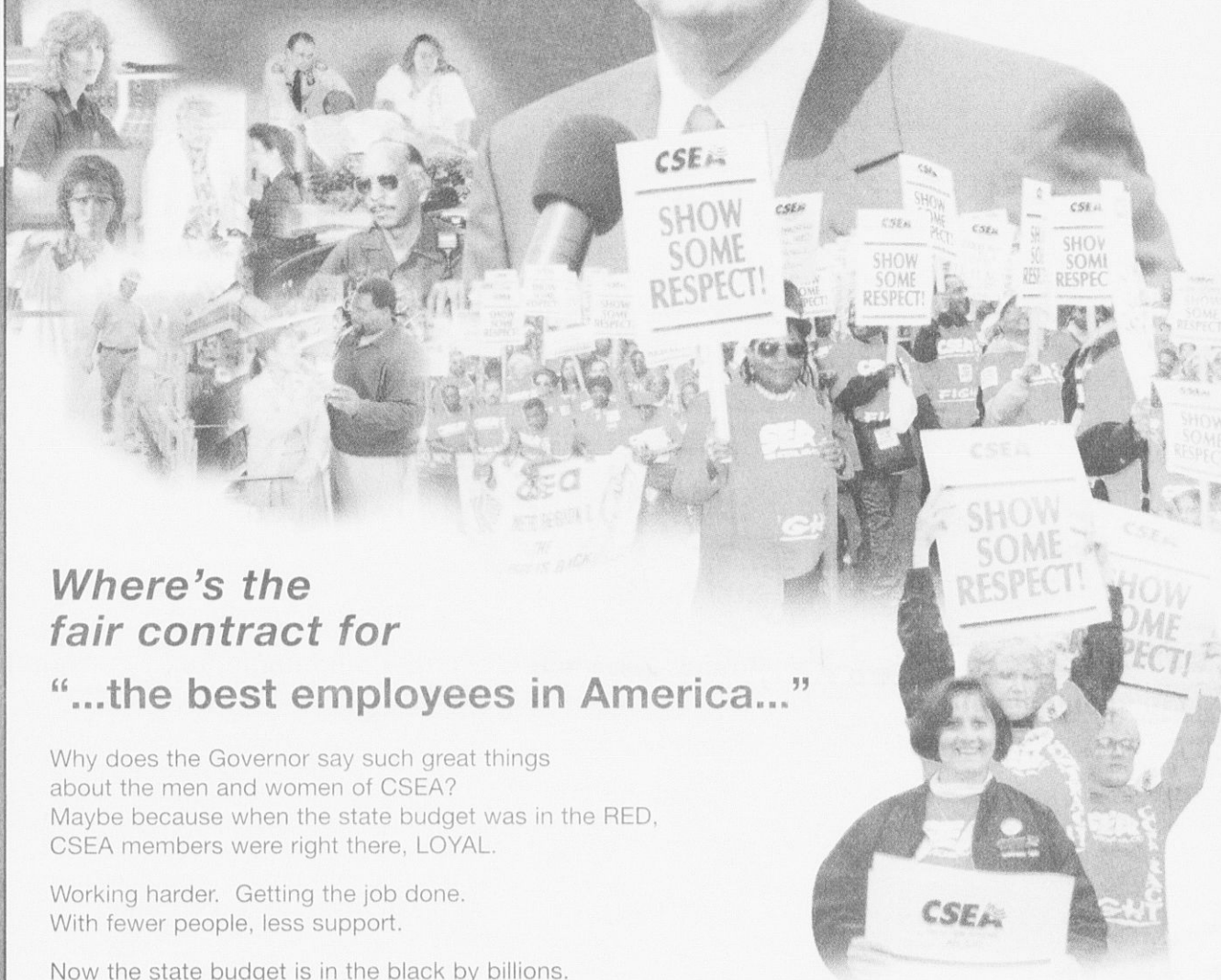
— Three arbitration cases in favor of CSEA members who work for Ulster County have resulted in two promotions and a cash settlement for one employee and the overturning of a 20-year practice. The promotions were denied by management on the grounds that the three were not the senior most qualified persons for the promotions they were seeking. CSEA Labor Relations Specialist Shayne Gallo explained that for 20 years, "senior most qualified" had been limited in its application and that until the decision, it was not applicable to temporary or provisional appointments. Unit President Kevin Dumond thanked Gallo and CSEA Attorney Paul Bamberger for their work on this issue...**RELAY FOR LIFE** — A team of 10 members from the Schenectady County Probation Department recently participated in the American Cancer Society's Relay For Life. Each team member raised at least \$100 and the team held a bake sale at the event which raised an additional \$250. Members of the Fight Cancer Silver Club for 1999 are: Judy Sogouan, Captain, Beth Hathaway, co-captain, Dan Frazier, Andrea Forst, Susan Heigel, Robin Smith, Valerie Boyle, Barbara Cervasio, Peter Bojarczuk, Kevin Paisley and Fran Ricci...**PERU PETITION HITS ROADBLOCK** — A petition by the National Education Association to represent 163 Peru Central School District employees has hit a roadblock. Apparently the "Peru Support Staff Association/National Education Association of New York" does not formally exist...

WESTCHESTER COUNTY PREZ THANKS COMMITTEE —

Nearly 300 Westchester County employees and former employees have received checks from a committee of activists who oversaw their distribution after CSEA won a class action suit on their behalf. The lawsuit, dating back to layoffs in 1995, resulted in checks ranging from \$200 to \$20,000. Unit President Jane Fiore thanked Juneo Alvarado and Jim Cohen who assisted her with notarizing the extensive paperwork that was required. She also credited the following CSEA members with helping to distribute the checks: Lois Morgan, Jerry Irizarry, Jack McPhillips, Richard Blackburn, Karen Pecora, Patricia Kinnerly-Effort, Cheryl Renee Phillips, Ylsa Abrams, Noel De La Cruz, Iris Rivera and Prince Andrew Swain. "They all worked very hard," said Fiore, "and they deserve all the credit we can give them."...**PEOPLE'S BUDGET RELEASED** — A coalition of taxpayer watchdog groups, including the union-supported Fiscal Policy Institute, is asking state lawmakers to invest in "human infrastructure" this year. The groups want legislators to allocate more money for education, housing, job creation, environmental protection and expand health care coverage. Increasing personal income taxes for the wealthy and reducing corporate tax breaks, expanding prescription drug coverage for seniors, among other items, are also on the agenda...**PUBLIC TELEVISION SUPPORT** — CSEA members and headquarters staff volunteered recently to take phone pledges at WMHT-TV during a telethon broadcast of the documentary *New York*.

**Governor Pataki
has great praise
for the CSEA
Work Force.**

**Proving
once again
that talk is
cheap.**



**Where's the
fair contract for**

"...the best employees in America..."

Why does the Governor say such great things about the men and women of CSEA? Maybe because when the state budget was in the RED, CSEA members were right there, LOYAL.

Working harder. Getting the job done. With fewer people, less support.

Now the state budget is in the black by billions. State officials gave themselves big raises last January. But the Governor has turned his back on the very people he's praising - the CSEA Work Force -- refusing to negotiate a fair contract and ignoring the real on-the-job needs of the Work Force.

**CSEA actions will speak louder
than words on January 5th.**

CSEA
The Work Force

**CSEA Members: We've Got the Power.
Call your Region Office for Details**



and we'll show it in Albany Jan. 5!