


Inside – Your Nassau County
Local 830 *Express* newsletter

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

Sector

THE PUBLIC

Vol. 19 No. 7 JULY 1996



KEEP YOUR
CHANGE!
STOP THE
BUDGET CUTS!

Cards protesting proposed state budget cuts are deposited in a king-size piggy bank by Amanda Cerow, 8, and Kent Danks, 5, during a "piggy bank pony express" rally in Watertown. Amanda is the daughter of CSEA Jefferson County Unit Secretary Rhonda Bauer and Kent is the son of Jefferson County Unit Vice President Donna Danks.

— see page 3

**PEOPLE signups
earn double points
during July;
Frank Cosentino
top PEOPLE
recruiter for May**



July has been designated double points month for members who recruit other members to join the PEOPLE program, the AFSCME/CSEA lobbying program at the federal level.

Double points, redeemable for great gifts in the new PEOPLE Recruiter Gift Catalog, will be applied to the accounts of all recruiters who submit completed PEOPLE applications during July. For more information, call the CSEA Political Action Department at 1-800-342-4146 Ext. 404 or (518) 436-8622.

Frank Cosentino, a member of State Employees Local 010 in New York City, earned Recruiter of the Month honors for May by recruiting 45 new members for PEOPLE.

Always protect your membership status

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.

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

**Donohue, Sullivan,
Boncoraglio elected
AFSCME vice presidents**

CHICAGO — CSEA President Danny Donohue, CSEA Executive Vice President Mary Sullivan and CSEA Metropolitan Region President George Boncoraglio were elected AFSCME International vice presidents during AFSCME's 32nd International Convention here. CSEA holds three seats on AFSCME's 31-member International Executive Board.

Donohue is the senior CSEA member on AFSCME's executive board, holding the international vice president seat since 1984. Boncoraglio has served as an international vice president since 1988. Sullivan was elected to her first term as an international vice president, replacing former CSEA president Joseph E. McDermott, who retired from the international executive board this year after serving since 1980.

CSEA sent 223 voting delegates to the AFSCME convention, the largest single voting contingent in attendance. The convention was still in progress as this edition of *The Public Sector* went to press. A complete report on actions taken by delegates at the convention will be included in the August edition.



Sullivan



Donohue



Boncoraglio

**A reminder for CSEA members
and retirees in the following counties:**

Erie, Niagara, Chautauqua, Orleans, Genesee, Wyoming, Cattaraugus, Allegany, Monroe, Livingston, Steuben, Wayne, Ontario, Chemung, Tioga, Onondaga, Broome, Oswego, Oneida, Madison, St. Lawrence, Jefferson, Lewis and Herkimer

**You're eligible for Big Savings with CSEA Advantage
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 - 22 cents Per Minute Local Airtime
 - Choice of a FREE Nokia 100 or NEC P820 Phone
- Call 1-800-440-1894 toll-free for more information**

NOTICE: CSEA is honoring a national AFL-CIO boycott of Bell Atlantic NYNEX Mobile cellular phone service. CSEA's endorsement of discounted cellular service offered by Bell Atlantic NYNEX Mobile in other parts of New York state and northern New Jersey is suspended.

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KEEP YOUR CHANGE! STOP THE BUDGET CUTS

Pennies-a-day tax cut costly to average taxpayer

ALBANY — An old-fashioned pony express raced through New York State in June to deliver an up-to-date message to Gov. George Pataki and members of the state Legislature: "Budget cuts cause pain and higher taxes."

Dubbed the "piggy bank pony express," two giant hot-pink piggy banks took off from either end of the state on June 3. They arrived in Albany three days later after collecting thousands of signed postcards from state residents telling elected officials that meager tax breaks for ordinary people carry a too-high price tag for average New Yorkers.

The piggy banks, carried in two pick-up trucks, made special stops at 14 different locations throughout the state. Rallies were held and postcards deposited by local officials, CSEA members and activists from other unions and community groups at each stop.

Stops on the Buffalo-to-Albany-trail included Batavia, Rochester, Binghamton, Watertown, Syracuse, Utica and Schenectady.

Stops on the Hauppauge-to-Albany-trail included Mineola, New

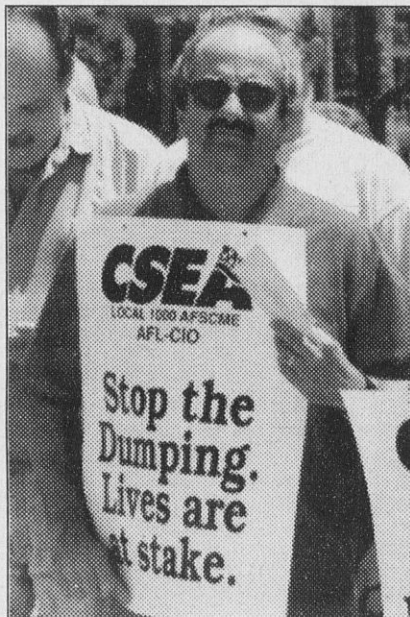
York City, Peekskill, White Plains, Newburgh, Kingston and Hudson.

The postcards, delivered to Pataki and legislators upon arrival in Albany, carried the message that average family tax cuts of 46 cents a day are not worth the pain it causes.

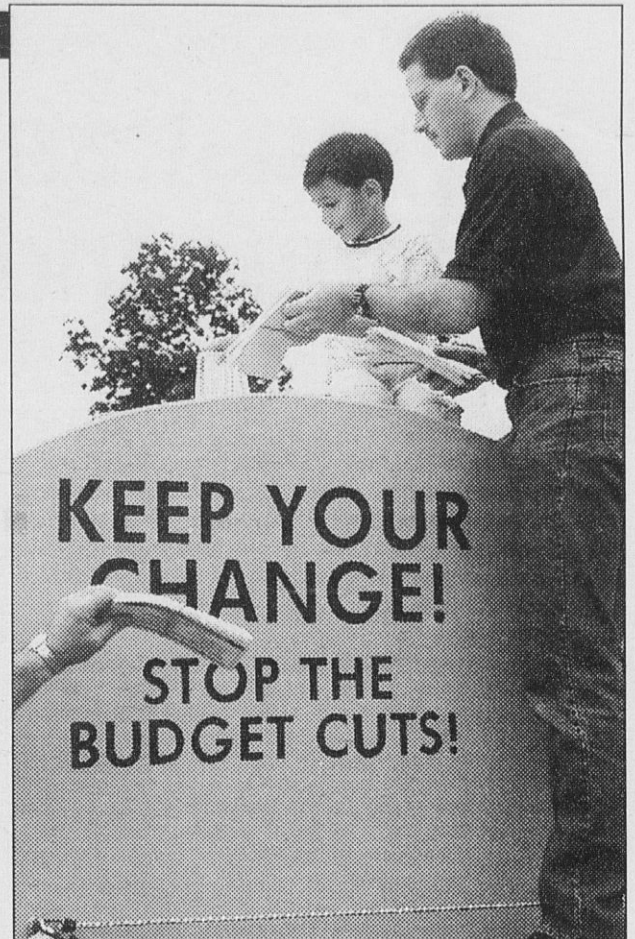
According to the state Department of Taxation and Finance, 97.4 percent of the \$3.9 billion budget gap is attributable to tax cuts enacted in 1994 and 1995. As the state shifts the tax burden from the personal income tax to property and sales taxes, low and middle income taxpayers carry a higher tax burden.

CSEA President Danny Donohue was on the steps of the State Capitol to welcome the piggy banks when they arrived to make their deliveries. He sent out a clear message to elected officials within the Capitol that "budget cuts were cutting the heart out of New York" and warned the politicians "We didn't vote for these changes."

The "piggy express" was



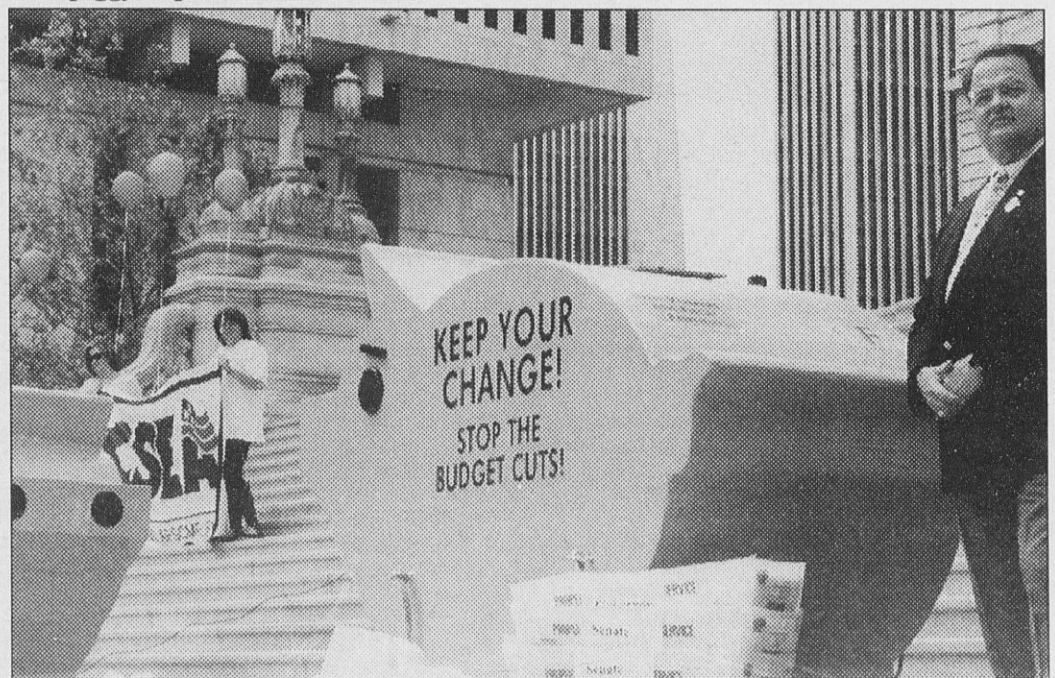
Michael Febraio, state Department of Motor Vehicles representative on CSEA's statewide Board of Directors, joined a rally welcoming the "piggy bank pony express" to Albany.



CSEA Political Action Coordinator Gerry Fidler and his son, Aaron, 5, help fill the piggy bank with postcards during a stop and rally in the Utica area. Similar scenes were repeated at 14 different stops during a three-day "piggy bank pony express" journey across the state in June.



CSEA Metropolitan Region President George Boncoraglio, left with bullhorn, encourages union activists to sign and deposit postcards in a piggy bank during a rally when the "piggy bank pony express"



CSEA President Danny Donohue, right, stands on steps of the state Capitol Building in Albany during a rally that marked the final destination for two giant pigs that traveled from opposite ends of the state collecting postcards from thousands of residents telling Gov. Pataki and members of the state Legislature to keep the meager 46 cents a day the average family would get from a proposed tax cut.

'We didn't vote for these changes!'

Child Protective Services employees work in a world of

Frustration, red tape, danger and satisfaction

YONKERS — Working to protect the children of New York is a demanding and often frustrating job, but state Child Protective Services workers feel that few people really understand the complexity of the system and the constraints they work under.

"What people need to know is that we work under New York state family court laws and state and federal regulations," Westchester County Child Protective Services Senior Social Caseworker Lori Clark-Johnson said. "There are strict rules and regulations. The only way to change them is to go to the legislature and insist on changes."

Child protective services workers in Westchester County, represented by CSEA Westchester County Local 860, say they know the frustrations well.

"The community does not understand the complexities of this job," said Olu Dosunmu, a senior social caseworker. "They do not realize we are dealing with human beings and are guided and constrained by laws."

"Child abuse and neglect reports cut across all socio-economic levels," Senior Social Caseworker Barbara Nall said. "The rules and regulations apply to everyone equally."

Workers say they are frustrated by a system that is in desperate need of a major overhaul. Many services are not available, or in some cases the waiting lists are so long that by the time services are delivered it may be too late.

These services include day care, medical care, parent training or even respite services for parents of children with special needs, Caseworker Marianne Bender said.

"We can walk into a home and conclude that the parent just needs a break," she said. "Meeting this need, however, is not a simple or easy task."

"We don't know what we'll encounter when we visit a home," Caseworker Millie Castro said. "If it's a new report, we try to go in pairs, but sometimes we don't have enough staff for this type of luxury."

Occasionally, the police will accompany a caseworker because the neighborhood is dangerous, the individuals to be dealt with are threatening or to facilitate the removal of a child, Castro said. Usually CPS workers aren't exactly welcomed with open arms.

The removal of children from their caretakers is a serious and highly emotional task, workers agree. Child removal is a last resort and is used only after all other efforts to protect the child have failed.

"The work has to take precedence even over your own family," Nall said. "We don't know when we'll be home."

"My first day about eight years ago began at 9 a.m. and did not end until 3 a.m. the following morning," Dosunmu said.

Clark-Johnson recalled a recent workday of more than 12 hours that included the



placement of a newborn addicted to drugs, a new child abuse case that had to be investigated, and an evaluation of a suicidal child.

Cases can take hours or even days to resolve, involving interviews of family members, reports, casework counseling and follow-up visits to the home to investigate and make a determination. Each new report must be responded to within 24 hours.

"We are doing the work of two or three people, 12 to 14 hours straight, almost every day," Castro said.

The standard load of 10 cases is often doubled, Nall said.

"Workers must establish and reorder priorities," Clark-Johnson said. "You have to be able to react to emergencies, crises and unanticipated problems."

Training is an on-going process. In addition to the two years of casework experience and the four-year college degree which are required, workers attend a two-week course at Cornell University. Additional in-service and refresher training are held throughout the year.

Despite the frustrations, most CPS workers are truly devoted to their work.

"This is hectic," Clark-Johnson said, "but it's the one job that I feel I'm doing more for my client, the child. You see an impact. You know the child is safe. Working in the Department of Social Services is stressful. A worker has to find gratification to survive this job. My gratification is that I have helped another child. That's what keeps me going."

— Anita Manley



Senior Social Caseworker Lori Clark-Johnson

AT LEFT: Senior Social Caseworker Olu Dosunmu, Senior Social Caseworker Barbara Nall (top) and Caseworker Millie Castro (bottom).

BRIEFS

ORANGE COUNTY



CSEA activist honored for MDA efforts

GOSHEN — Vera Green, an accounting technician in Orange County's Finance Department, recently won a bronze medal award for raising the third largest amount in a fund-raising project for the Muscular Dystrophy Association.

Green raised \$500 by participating in an MDA Walk in Buffalo. Green and members of her local bowling association joined in the annual MDA Walk event held as part of a National Bowling Tournament.

Green is a 20-year Orange County employee, a CSEA shop steward, CSEA unit secretary and member of the unit's audit and scholarship committees.

Long Island educational locals promote career development



Long Island Region President Nick LaMorte, left, and CSEA President Danny Donohue receive career conference material packets from Suffolk Educational Local 870 President Diane Klement and Nassau Educational Local 865 President Denis Midnet.

SMITHTOWN — CSEA members from the Nassau and Suffolk County educational locals spent a recent Saturday honing their skills, building their self esteem and increasing their coping abilities by taking part in a support staff "Career Development Conference."

CSEA Suffolk Educational Local 870 President Diane Klement and CSEA Nassau Educational Local 865 President Denis Midnet said their goal in offering the Career Development Conference was to provide members with the ability to maximize their job development, integrity, self-confidence and sense of purpose.

"This was our first conference and we believe it is a great success," Klement said. "Denis and I worked hand-in-hand to get this

off the ground. It was a huge undertaking and we had a lot of help and support."

"I think it's tremendous to see our school district members from both counties, together, sharing ideas and suggestions and learning some new information," Midnet said.

The conference was seen as such a success, CSEA Statewide President Danny Donohue said he hopes it will become a model for the rest of the state to follow.

"I thought the workshops were tremendous, and judging by the positive response by the membership, it is sure to catch on across the state," Donohue said.

The program included CSEA information tables which gave participants the opportunity to ask questions about some of the many benefits, discounts and services available to them as

CSEA members.

Workshops were geared toward specific school district titles, such as "How to get the Respect You Deserve" for custodial, maintenance and grounds personnel; "You Make the Difference: The Important Role of the Teacher Aide, Assistant and Monitor;" "Managing Angry Individuals in Tense Situations" for security personnel; "Effective Student Management on the School Bus" for bus drivers and bus attendants; "Marketing the School Lunch" for food service employees; and "Office Practices: Coping with the People and Paper Blizzard" for secretarial/clerical personnel.

Another workshop, "Dealing With Difficult People," was for everyone and was one of the biggest hits.

'I thought the workshops were tremendous, and judging by the positive response by the membership it is sure to catch on across the state.'

School employees have a voice

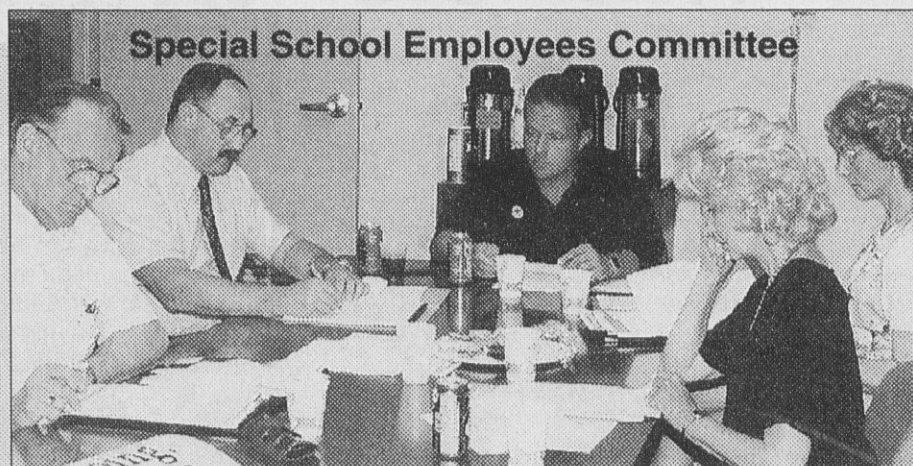
If you're a school district employee, the CSEA Special School Employees Committee wants to hear from you.

The mission of the committee is to address problems that relate specifically to school districts. Over the past several years the committee has been very active monitoring trends and making recommendations on legislation, school finances, privatization and other issues of concern to school district employees.

The committee also supports activities that promote visibility for school district members and their issues, as well as member participation in open meetings and forums.

Committee Chair Ron Gillespie said member participation is the key to the committee's success. Gillespie encouraged school district employees to contact the committee through their CSEA unit presidents with problems, concerns or suggestions.

Gillespie spoke proudly of the committee's accomplishments so far. "It takes time for work on matters such as legislation, state aid and privatization to bear fruit," Gillespie said. "But when it helps our members, it makes it all worthwhile."



Members of the CSEA Special School Employees Committee are, from left, Edward Maass, Local 865; John Phillips, staff advisor; Chair Ron Gillespie, Local 851; Shirley Ponkos, Local 811; and Betty Browell, Local 869. Absent from photo was Norma Condon, Local 867.

Mayor honors Glen Cove Public Works employees

GLEN COVE — The City of Glen Cove Public Works Department employees were honored at a breakfast recently when the city mayor proclaimed May 19 through May 25 National Public Works Week.

The recognition breakfast doubled as a CSEA Information Fair, and CSEA members enjoyed the morning.

"We have received so many compliments for our public works employees this year," Mayor Tom Suozzi said when he presented CSEA member and general foreman Mike Salentino with a certificate of appreciation for "outstanding performance."

CSEA Long Island Region President Nick LaMorte presented the mayor with a plaque from the union, commending Suozzi's fair treatment of public employees and his "open door" policy.

— Sheryl C. Jenks

Correction

In the June edition of *The Public Sector*, White Plains School District Unit President Gary Conley was incorrectly identified as Carl Conley. We apologize for the error.

Happy Birthday — you're fired!

DMNA member wins \$95,000 age discrimination suit

ALBANY — Five years ago, on his 60th birthday, Warren Johnson got a big surprise from his bosses at the state Division of Military and Naval Affairs. Instead of a card or a cake, he got a termination notice.

He's had to add a few more candles to his cake since then, but with CSEA's help he's also added \$95,000 to his bank account.

After a 20-year career as a state trooper, Johnson took a civilian job with the DMNA as an air base security guard at the Stratton Air National Guard Base in 1983.

As a condition of employment, Johnson was required to maintain enlisted membership in the Air National Guard (ANG) under the Division's "dual status" policy. Division regulations also state that employees in jobs requiring dual status are subject to termination in the event that they lose their ANG membership, no matter what the reason.

Johnson planned to work for the Division until he reached age 65. But when he retired from the ANG at age 60, as required by federal military regulations, he lost his dual status and his job.

CSEA filed an age discrimination suit against the state charging that Johnson was terminated solely on the basis of age in violation of the Age Discrimination in Employment Act (ADEA). The ADEA is a federal law that makes it illegal for an employer to discharge

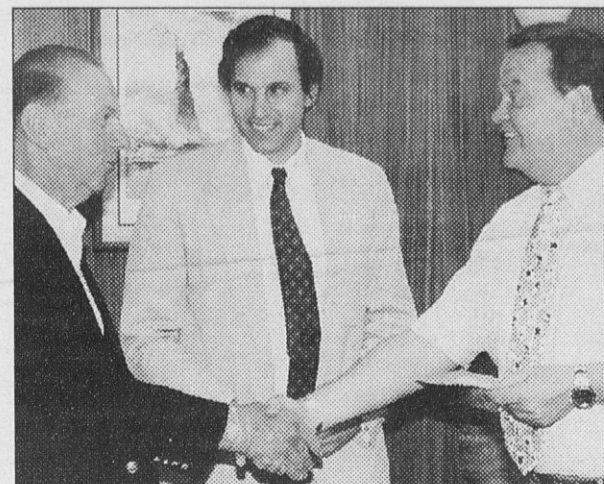
an individual because of age.

The state blamed the ANG for Johnson's termination, arguing that he wasn't terminated because of age but because he had lost his membership in the ANG as a result of his age. But the U.S. Court of Appeals ruled that the state violated the ADEA by incorporating the military's discriminatory mandatory retirement age into the terms of employment for its civilian employees.

As a result of the decision, Johnson, who waived reinstatement to his position, received a \$95,000 settlement for back wages and mental anguish. Because this was a civil rights case, CSEA was also awarded attorney fees.

DMNA created the air base security guard position in 1976 and Johnson was the first employee in the position to reach age 60. According to CSEA attorney Bill Herbert, who represented Johnson, the precedent-setting decision means dual status employees who are forced to retire from the ANG in the future cannot be terminated.

CSEA has been fighting to get DMNA to drop its dual status policy for years. A 1988 agreement between the Division and CSEA modified the policy to allow employees who lose membership in the ANG under honorable circumstances to remain employed if they have 10 years of service in the ANG and



CSEA President Danny Donohue, right, congratulates Warren Johnson on his victorious age discrimination suit as CSEA attorney Bill Herbert, who represented Johnson, looks on.

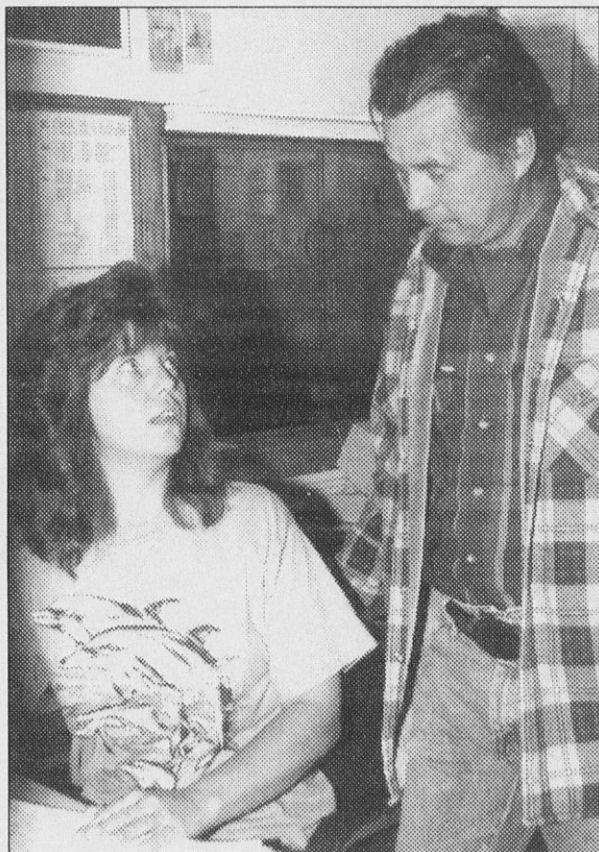
the Division. A long-time member of the ANG, Johnson had less than eight years with the Division when he was let go.

Now retired, Johnson said he couldn't praise CSEA enough.

"The union did a fantastic job," Johnson said. "I've seen a lot of lawyers in action throughout my career and the CSEA attorneys went above and beyond what most lawyers would do."

Johnson said he'll use the money to pay off his mortgage.

— Ed Molitor



Dispatcher Ramona Costa shows DOT Laborer Art Minn the entry in the log which she recorded when she called for emergency medical service when Jack Coons collapsed on the job.

DOT worker saves a life

HYDE PARK — CSEA DOT Local 507 member Arthur Minn had never used his knowledge of CPR, but he was glad he knew how to perform the life-saving technique when his co-worker Jack Coons collapsed on the job.

"We were blacktopping," Minn said. "Jack was breathing funny. We asked him if he was okay, and he said he was fine."

Coons was not fine. When he got back into the truck, he seemed to be having more difficulty.

"I told him to breathe easy and relax and he said he was alright," Minn said. "I told him we were taking him to the hospital emergency room when he suddenly stiffened up."

Minn radioed to Dispatcher Ramona Costa who called an ambulance. Then Minn and truck driver Lenny Wolfe lifted Coons out of the truck and onto the ground where they could perform CPR.

"Just as we got him on the ground, he took his last breath. I knew he had died," Minn said. "I tipped his head back and did CPR for about five minutes. He came back twice and would stop breathing."

"By that time," Minn added, "another man had stopped and offered to help and kept Coons breathing until the paramedics came and put electric shock paddles on him to

revive his heart."

At the request of the paramedic, Minn took over once again to continue chest compressions. A few minutes later, the paramedic placed an IV line into Coons' arm to keep his heart going with medication and then transported him to Northern Dutchess Hospital.

The story has a happy ending. Coons is recuperating and at this writing was expected to be operated on to have a pacemaker installed.

"He doesn't remember anything," Minn said, "although he said his chest was sore." Minn shuns the label of "hero."

"I was there; I had to do it," he said. "It was quite an experience to see him lying there like that."

"I think it's commendable," Resident Engineer Mike Talay said. "Everybody responded perfectly with the right action and I'm recommending some kind of recognition."

Costa said calls to the DOT barn for emergency vehicles come once or twice a week.

"We're there for the safety of the public," she said. "We constantly get calls about accidents or dangerous road conditions. If these drivers didn't have radios, it could mean the difference between life or death."

— Anita Manley



CSEA representatives and MHTA's review a recent out-of-title grievance victory. Standing, from left, are CSEA Metropolitan Region President George Boncoraglio, Local 406 President Caroline Sikoryak and CSEA Labor Relations Specialist Bart Brier. Seated from left are MHTA's Oonnoony Babu, Gaynell Nelson and Juliet Thorne.

Union wins grievance over MHTA out-of-title assignments at Creedmoor

QUEENS VILLAGE — Last October Mental Hygiene Therapy Aide Gaynell Nelson found herself abruptly reassigned to a Creedmoor Psychiatric Center Secure Care Treatment Unit where only the most violent, volatile patients are treated.

As a MHTA Grade 9, Nelson and many others in her job title were not provided the training required to be certified for work in the secure care unit's highly dangerous environment.

But, according to CSEA Creedmoor Local 406 President Caroline Sikoryak, hospital policy suddenly changed without notice, with Grade 9 MHTA's being routinely placed on secure

units that should be staffed by trained and certified Grade 11 secure care treatment aides. Five MHTA's were injured in the first few months by violent secure care unit patients.

Sikoryak spent many hours compiling evidence to prove that Creedmoor management was deliberately violating the contract, jeopardizing safety and mandating out-of-title work.

With CSEA support, Sikoryak filed and won an out-of-title grievance over the issue.

"The state has a contractual responsibility to provide a safe work environment where workers will not be injured or forced to go on Workers'

Compensation," Sikoryak said.

CSEA Labor Relations Specialist Bart Brier said the class-action grievance won with Local 406 documentation provided back pay to MHTA's who worked at least 40 percent of their time on the Secure Unit.

CSEA Local 406 filed a second grievance to recover back pay for out-of-title work performed between January and April 1996.

Sikoryak blames Gov. Pataki's short-sighted hiring freeze and inaction by the state Division of the Budget for Creedmoor's staffing crisis.

— Lilly Gioia

CSEA mourns death of John Mangino, Local 648 officer

BINGHAMTON — CSEA members at SUNY Binghamton Local 648 are mourning the on-the-job death of co-worker John Mangino, fourth vice president of the local.

Mangino, 47, was pronounced dead at Binghamton General Hospital after being found unconscious in a break room at the university. Mangino, a laborer for the university's maintenance department, had been working outside mowing grass shortly before he was found. A cause of death had not been determined as this edition of *The Public Sector* went to press. CSEA Occupational Safety and Health Specialist

Ed King is investigating the incident.

Local 648 President Bob Goeckel recalled Mangino as a 20-year employee who was elected to his first union office last year.

"This is just shocking. We're all going to miss him terribly," Goeckel said.

"This union is stronger because of activists like John Mangino," CSEA Central Region President Jim Moore said. "Our heartfelt condolences go out to his family, friends and co-workers."

Mangino is survived by his wife, three children and several grandchildren.

— Mark M. Kotzin

Tentative contract agreement reached for court employees

A tentative agreement on a four-year contract covering about 4,000 CSEA-represented state employees who work at local courthouses throughout the state was announced as this edition of *The Public Sector* went to press. Plans were being made to conduct a ratification process by both the CSEA members and the state Legislature.

"This is a contract that meets the needs of CSEA members," CSEA President Danny Donohue said of the agreement reached between CSEA and the State of New York-Unified Court System. "It's a good deal, it's a fair deal, and it has no givebacks."

The agreement would be retroactive to April 2, 1995, and extend to April 1, 1999.

The agreement includes a 2 percent or a minimum of \$500 pay raise retroactive to April 1, 1996; a 2 percent or a minimum of \$550 pay raise effective April 1, 1997; and a 3 percent or minimum of \$700 pay raise effective Oct. 1, 1998.

The agreement also provides longevity bonuses beginning in the 1996 contract year of \$750 after 20 years, \$1,000 after 25 years and \$1,200 after 30 years.

Among other improvements, the agreement provides increased funding for the CSEA Employee Benefit Fund, which will now cover employees who retire on or after April 1, 1998; increased funding for geographical location pay, uniform and equipment allowances and child and elder care; and resumption of the Labor Education Action Program (LEAP).

Department of State Local 689 achieves 100 percent union status

ALBANY — CSEA's Department of State Local 689 has become the latest local to become "100 percent union" and join the exclusive CSEA Capital Region Solidarity Club for locals with 100 percent voluntary membership.

Local 689 members and union activists Carol Vogt and Diane Tambolleo spearheaded the membership drive that resulted in 100 percent union membership.

"We approached our co-workers who were agency fee payers, explained the benefits of membership compared to agency shop, and most signed a membership application immediately," Vogt said. "It didn't take long for the rest to realize it's far better to be a union member with full benefits instead of paying an agency shop fee but missing out on all the privileges of membership."

— Daniel X. Campbell

In touch with you

A message from CSEA President Danny Donohue



Budget fiasco a disgrace but public doesn't seem to care

As this edition of *The Public Sector* went to press, New York state remained without a new budget. Even though the state has been setting a new record since June 8 for latest adoption of a budget, few people seem to recognize or care that the lack of an operating budget costs taxpayers in so many ways.

For example, late budgets lower the state's already dismal credit rating and drive up interest costs. Taxpayers are the ones who pay when local government and school district budgets are driven higher, along with resulting tax bills, due to forced borrowing because state aid is late year after year.

CSEA has pulled no punches regarding the state budget dispute. We have laid the blame for the budget fiasco where it rightfully belongs - on the Governor's doorstep. The Governor prepared an unrealistic budget at the onset, then refused to compromise and utterly failed to recognize that he has partners in the process, namely the state Legislature.

the "piggy bank pony express" project (see page 3) helped to dramatize the budget debacle by enabling thousands of New Yorkers to send a strong message to the governor and the lawmakers - "budget cuts are cutting the heart out of New York!"

State Comptroller H. Carl McCall put it in perspective when he said "I think the real culprits are the public, the taxpayers who have not made this an issue." It certainly took guts for an elected official to make such a forthright statement.

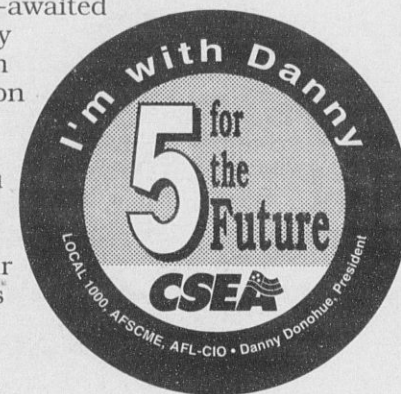
There is a lesson here for us as well if public employees accept late budgets as a matter of course. If we expect the general public to become involved, we must lead the way. There is no room for complacency.

You must get involved by calling the governor and your state legislators today! Demand an end to the political bickering and adoption of a fair and equitable budget.

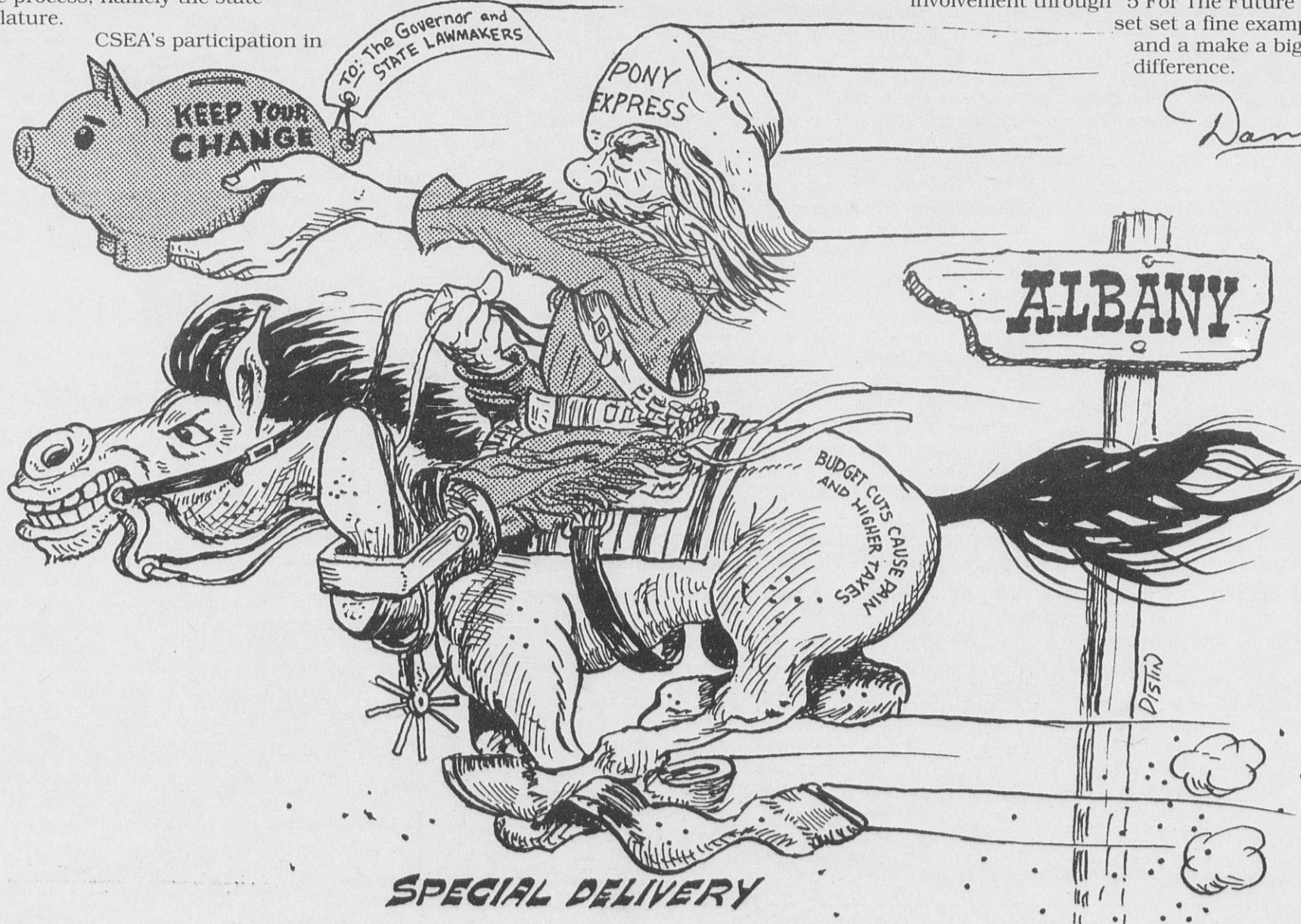
Involvement creates solutions. Just ask our CSEA retirees who got involved, never gave up and finally realized the fruit of their efforts - a long-awaited and desperately needed pension supplementation (see page 15).

CSEA has a method for you to get directly involved in controlling your own future. It's our recently announced program called "5 For The Future."

Contact your CSEA local president for more information and a pledge card. Your involvement through "5 For The Future" will set set a fine example and a make a big difference.

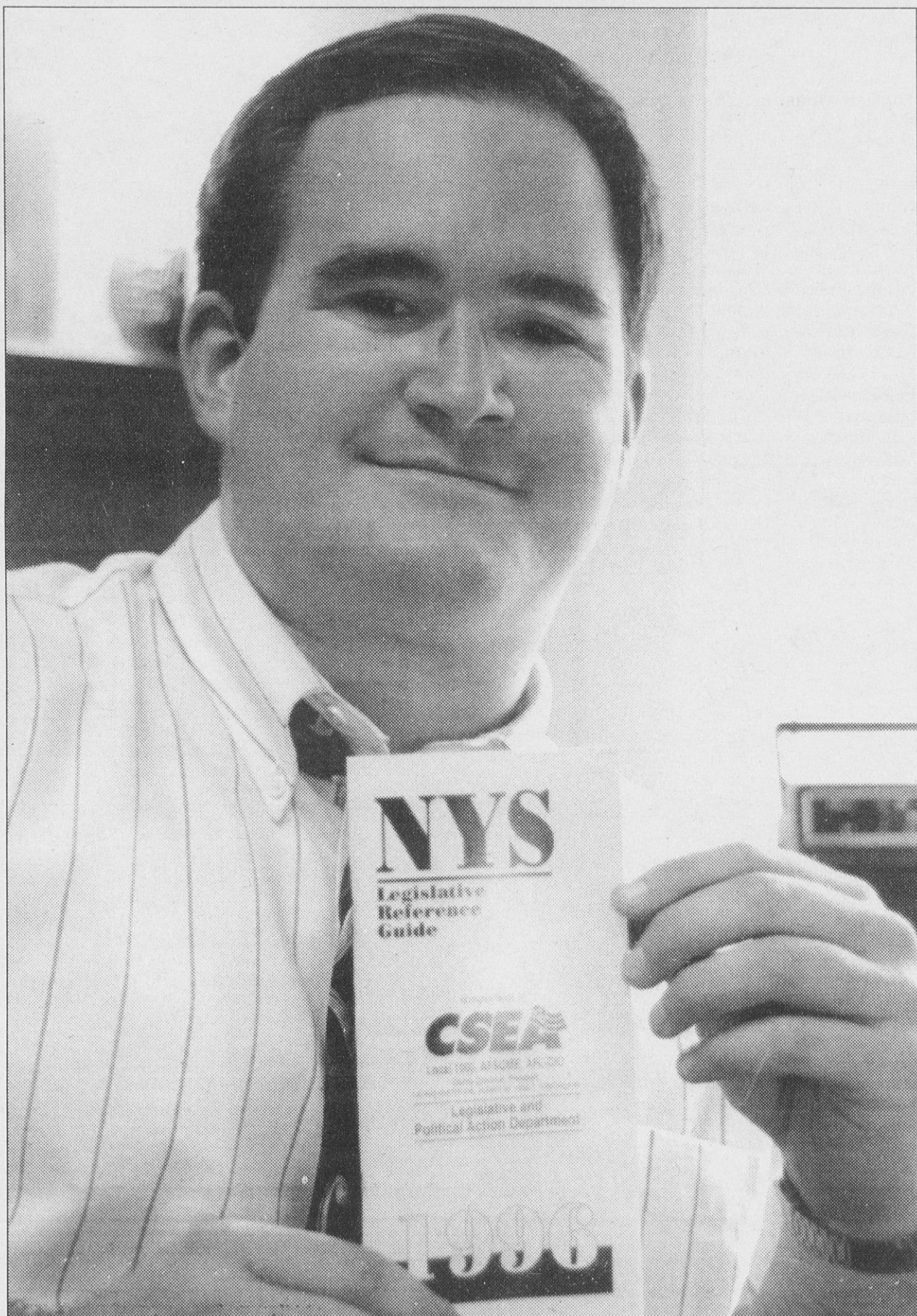


CSEA's participation in



Danny

The CSEA Work Force



Winning takes WORK

**CSEA members
take on Governor,
legislators over
budget proposal**

CSEA member Peter Carls, left, shows the *Legislative Reference Guide* he uses as a tool in the fight against budget cuts that would devastate services in the Probation Office in St. Lawrence County where he works.

see pages 10-11



EXPRESS



At the Summit

Three members of the Local 830 Unity Committee attended the recent National Summit on Ethics and Meaning in Washington, D.C., sitting in on several of the 50 workshops and panel discussions. Posing here during a lull in the activities are, from left, AFL-CIO President John Sweeney; Elaine Kennedy and Carol Croston of CSEA Nassau County Local 830; Rabbi Michael Lerner, a speaker at the event and Eloise McRae of Local 830. According to the women, one of the highlights of the summit was the speech by John Sweeney, who proposed the creation of a "cross-class alliance" in the fight against poverty and prejudice.

ANTI-PRIVATIZATION

A. Holly campaign picks up steam

Six months after the battle was launched, CSEA's campaign to prevent the threatened privatization of the A. Holly Patterson Geriatric Center is continuing in earnest. Virtually every strategy and tactic available to the union has been employed.

The battle is being fought from Albany to Long Island, utilizing staff from CSEA Headquarters, to Region I, to Nassau County Local 830. "Much has been accomplished, but there is a long way to go," CSEA Nassau County Local 830 President Tony Giustino said.

Here are just a very few of the efforts that have gone into the fight:

- Strategy meetings
- Staff information meetings
- Registration drive
- Letter writing campaign
- Research
- Lobbying (state and local officials)
- Petition drive
- Brochure

- Press release
- Meeting with friends and relatives of AHPGC residents (being arranged at press time)
- Flyers
- Posters

Upcoming soon are plans to invite County Executive Gulotta and all County Legislators to AHPGC to see the operation firsthand and a telephone campaign aimed at every legislator. Efforts are also now getting underway to muster the support of community groups. Media advertising and the solicitation of editorial support from newspapers such as **Newsday** are also planned. Legal action, if warranted, will also be considered.

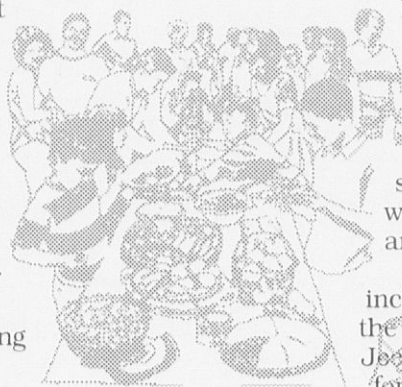
"We will do whatever it takes to make sure that A. Holly remains as a top-rate, professional and caring PUBLIC institution," Giustino said. He called upon every member of Nassau County Local 830 to become involved in this important fight.

CSEA Picnic & Info Fair set for Sept. 21, 1996

For the first time ever, the Annual CSEA picnic and Informational Fair will be held on a weekend, Sat., Sept. 21 at Eisenhower Park, in the Lindens Parking Field 6A in East Meadow.

The change from a weekday event was made at the recommendation of the membership in order to make it more convenient for members to attend. Hours are 11 a.m. to 6 p.m.

As usual, the picnic will be a fun-filled day for every member of the family, according to Social Committee Chairperson Beth Luttinger. The food will include



hamburgers, hot dogs, barbecued chicken, corn on the cob, potato salad, coleslaw, tossed salad, snacks, watermelon, soda and fruit punch. Activities will include dancing to the music of DJ Joey and relay races for adults and children.

Informational booths will be there to provide data about members services.

The price is \$3 for members of the Local 830 Bargaining Unit, \$5 for non-members and children (children under 5 are free). Persons wishing to buy tickets can do so starting July 7, 1996 at the Nassau County Local 830 Office at 400 County Seat Drive in Mineola.



AHPGC Information Day

CSEA member benefits were on display at the recent "Information Day" at the A. Holly Patterson Geriatric Center. On hand to assist with the program were, from left, CSEA Nassau County Local 830 Treasurer Kathy Vitan; Ron Gurrieri, Assistant to the President; CSEA Member Benefit Representative Peggy Lou Zakrzewski; AHPGC Unit President and Local 830 1st Vice President Les Eason; AHPGC Unit 1st V.P. Betty Moore; and Eloise McRae, AHPGC employee and member of the Unity Committee. The program was designed to let members know of the wide range of services and benefits available to them through CSEA.

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

Tony Panzarella, Editor
 (516) 571-2919 Ext. 15

Ronald G. Gurrieri, Chair, Communications Committee

Sheryl C. Jenks, Communications Associate
 CSEA Long Island Region Office, (516) 462-0030

**NASSAU LOCAL 830
 Executive Officers:**

Jane D'Amico, Executive Vice President
 Les Eason, 1st Vice President
 Dan Murphy, 2nd Vice President
 Noreen Ross, 3rd Vice President
 Robert Cauldwell, 4th Vice President
 Raymond Cannella, 5th Vice President
 Jewel Weinstein, 6th Vice President
 June Nowak, Secretary
 Kathleen Vitan, Treasurer

Unit Presidents/Executive Board:

Michael Cathers, Probation Department
 Robert Cauldwell, Social Services Department
 Tim Corr, Recreation & Parks Department
 Kenneth Dash, Administrative Unit
 James Davis, Assessment Department
 Cynthia Hancock, Nassau Community College
 Nancy Ianson, Office of Drug & Alcohol
 Timothy Jaccard, Police Department AMT's
 Barbara Jones, Department of General Services
 Joan Kleila, Police Department Civilian
 Bruce Kubart, Comptroller's Office
 Tom Mundinger, Department of Public Works
 June Nowak, School Crossing Guards
 Richard Russ, Department of Consumer Affairs
 John Aloisio III, Treasurer's Office
 Joseph Schickler, Health Department
 Paul Simon, Fire & Rescue Services
 George Walsh, Nassau County Medical Center
 Joseph Whittaker, Fire Marshal's Office

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

Message from Local 830 President Anthony P. Giustino

**Setting the record straight:
 'Rumors are False!'**

Two rumors have been flying throughout Local 830 relative to Nassau County's fiscal plight and its potential effect on our members. I would like to devote this month's column to setting the record straight.

Rumor # 1: I have been told that layoffs are inevitable.

Rumor # 2: The union has been asked to give back the contractual 5.5% pay increase scheduled to take effect on Nov. 1, 1996.

Both rumors are false!

I can state unequivocally that I have not been approached by County Executive Gulotta or by any member of his staff in regard to this problem. Nor have I been made aware in any way, written or verbally, by anyone that we will be asked for givebacks or that layoffs may be in the offing.

The rumors may be the product of the serious approach I have taken to the proposed Federal and State budget cutbacks. I anticipate problems on the local level if major budgetary changes are enacted in Washington and Albany. That is why CSEA has taken such a strong stand on these issues and that is why I have been urging every member of Local 830 and their families to become involved in this effort.

Here's what you can do:

- Write letters to your state and federal legislators.
- Call the special union hotline at 1-800-SOS-6336 to talk to the Governor and your state legislators.
- Participate in our rallies and activities.

LET OUR ELECTED OFFICIALS KNOW THAT WE ARE AGAINST THESE CHANGES!

If we all work together to protect our livelihoods and our benefits, those rumors may never come to fruition. That is my

hope and my goal.

The key word is "together." That's what makes us strong. That's what our union is all about.

Yours in solidarity,

Tony
 Tony Giustino, President
 CSEA Nassau Local 830

Praise for CSEA

THOMAS S. GULOTTA
 COUNTY EXECUTIVE



OFFICE OF THE EXECUTIVE
 NASSAU COUNTY EXECUTIVE BUILDING
 ONE WEST STREET
 MINEOLA, N.Y. 11501-4895

Anthony Giustino, President
 Civil Service Employees Association
 272 Old Country Road
 Mineola, New York 11501

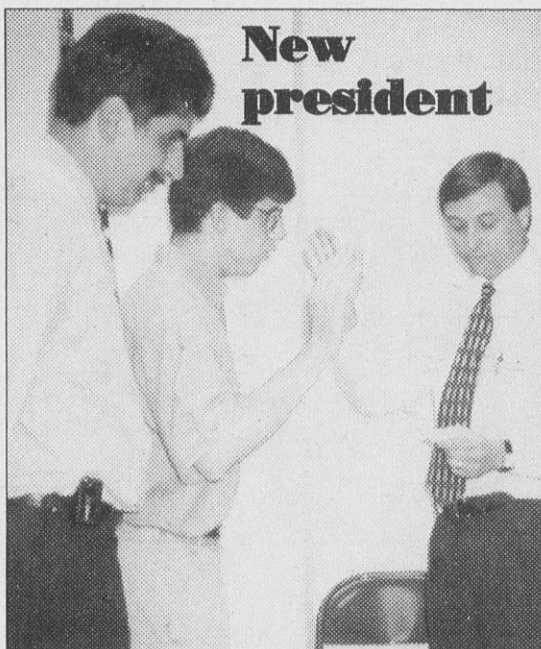
Dear Tony,

"Celebrate" Earth Day on April 20, 1996, was a remarkable success. I was very impressed with the many and varied displays, the excellent presentations by the participating organizations and the fantastic musical program.

I want to commend you and the CSEA for your participation and generous support of Earth Day. With a committed organization such as CSEA promoting Earth Day, I am positive it will be an even greater success next year.

Thank you and your members for your valuable support.

Warmest regards,
Tom Gulotta
 THOMAS S. GULOTTA
 County Executive

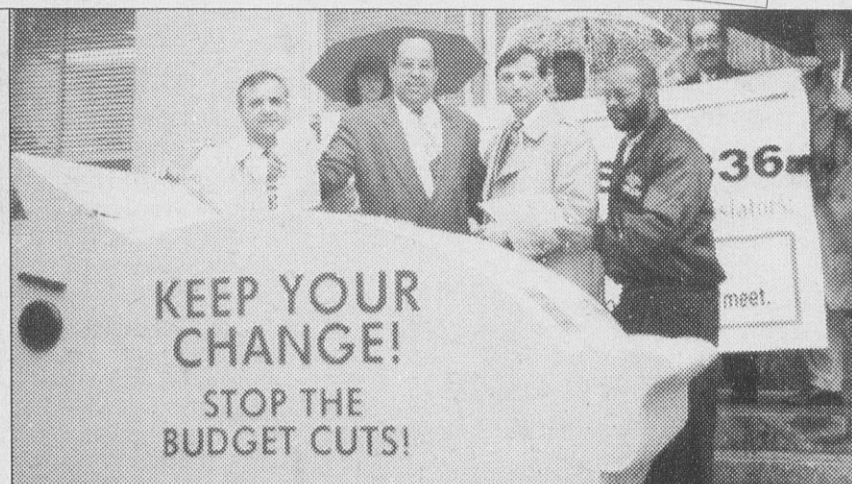


John Aloisio III, center, is sworn in as the new president of the Treasurer's Unit by CSEA Nassau County Local 830 President Tony Giustino, right. Proudly looking on is John's dad, John Aloisio Jr., assistant to the president at Local 830. John III is a claims settlement agent at the office and is studying for the ministry at home. He resides in Baldwin.

**Fiscal
 fairness**

Nassau County Legislator Roger Corbin (D, 2nd District, second from left) takes time out from his busy schedule to support CSEA's campaign for "fiscal fairness." With Corbin are, from left, Long Island Region I President Nick LaMorte, CSEA Nassau County Local 830 President Tony Giustino, and 1st Vice

President Les Eason. The occasion was a rally on the steps of the Nassau County Executive Building in Mineola at which the CSEA "piggy bank" was filled with "checks" from members urging state officials to adopt a fair budget. The piggy bank traveled from Hauppauge to Albany with stops along the way to bring the message to New Yorkers. (See stories in *The Public Sector*.) Holding the banner are, from left, Drug & Alcohol Unit President Nancy Ianson, Denise Borum and Ron Gurrieri (assistants to the president) and Long Island Region I Political Action Coordinator Tom Kilmartin. The banner read: "CALL 1-800-SOS-6336; Tell the Governor and your state Legislators: We didn't vote for these changes. Budget cuts make it harder to make ends meet."



Nurses play a crucial role in Nassau blood supply

Most people are aware that giving blood saves lives. But there's one part of the equation that's often taken for granted. Taking blood!

A very dedicated and hard-working nursing team from the Nassau County Medical Center goes about the daily task of greeting donors, putting them at ease, checking pre-donor health requirements (blood pressure, iron, etc.) and drawing blood.

"The services provided by our CSEA nurses are a vital part of the effort to maintain a healthy and reliable supply of blood in Nassau County," NCMC Unit President George Walsh said.

In 1995, through organized blood drives and daily walk-ins, NCMC nurses drew 4,900 pints of blood, according to Dr. Avrum Golub, Blood Bank director. At the current rate of collection, 1996 may bring NCMC close to the 6,000 pints needed annually by the hospital, Golub said.

Jeanette Silva, RN III and nursing team supervisor, notes that nurses who take blood are required to complete a training course and need specific certification in the field. She says that the job requires a special type of person.

"We need people who are personable and friendly because an important part of the job is making donors feel at ease especially first time donors," says Jeanette.

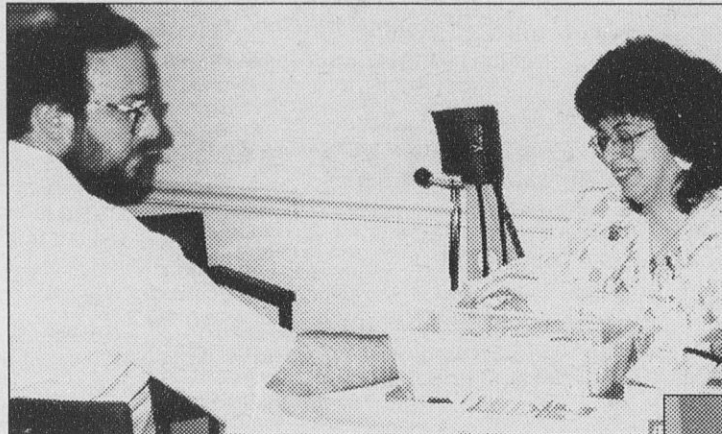
In addition to their work in the blood bank, the team nurses also help provide in-service training for all nurses in patient education and assist in transfusion procedures.

"CSEA is extremely proud of our blood drive efforts from our members who donate to our trained, professional members who do the collecting," CSEA Nassau County Local President Tony Giustino said. "Everyone involved is a lifesaver."

The Blood Bank Center nursing staff includes Ms. Silva, the head nurse; Janet St. John, RN II; Mabel Gaetjens, RN II, Marie Clark, RN II; Edith Psillos, RN II and Jacqueline Farley, RN I. Nurses from other areas of the hospital assist when large groups are expected. They include Jacqueline Pletcher, RN II; Maria Terry, RN III; Joyce Reibel RN II; Marjorie Rhodes RN I; Lorraine Cutrone, RN I and Ana Thomas, RN II.

'CSEA is extremely proud of our blood drive efforts from our members who donate to our trained, professional members who do the collecting.'

— Tony Giustino, CSEA Nassau County Local 830 President



Left, at a recent blood drive, Marie Clark, RN II, checks for iron in the blood of donor CSEA member Tom Albanese from the County Comptroller's Office. This is standard procedure that nurses must perform prior to donation.

'The services provided by our CSEA nurses are a vital part of the effort to maintain a healthy and reliable supply of blood in Nassau County.'

— George Walsh, NCMC Unit President



Below, Marjorie Rhodes, RN I, prepares labels for blood kits prior to blood drive.



Left, RN II Janet St. John checks to make sure proper supplies and equipment are ready for the blood drive.



Right, K. Savarese, CSEA member from the Health Department, has blood pressure checked prior to donation by RN II Joyce Reibel as Head Nurse Jeanette Silva (RN III) looks on.

BLOOD DONOR SCHEDULE

July 1

Mineola – Police Auditorium

July 11

Correctional Center (on premises)

July 18, 24, 25

Social Services (to NMCM by van)

July 31

Nassau Community College

(on premises)

Law firm offers free Living Wills to Local 830 members

By Richard J. Brandenstein, Esq.

Over the years you've probably heard more than one friend or relative say "If it ever happens to me, I don't want to be kept alive by machines!" Perhaps you've even said it yourself.

Unfortunately, many people only talk about this issue in passing and never really take the proper measures to make sure their wishes are carried out. This is why the law firm of Scheine, Fusco, Brandenstein & Rada has agreed to prepare free Living Wills for all CSEA Local 830 members.

A Living Will is a signed and witnessed statement that you do not wish artificial life support measures to be taken if you are not expected to regain consciousness. It is a declaration that you want your death to be as peaceful as possible.

In a landmark case, a young woman's family was denied the right to let her die naturally because proper written consent from the injured woman was not available. Unfortunately, in 1983 a young woman named Nancy Cruzan was critically injured in an automobile accident. Doctors were able to revive her after her heart had stopped for 14 minutes, but she never regained consciousness. Her doctors said that she would never recover.

To her parents, friends, and relatives, Nancy was already dead. They wanted the hospital to remove her feeding tubes so that she could die naturally. Even though Nancy's friends and relatives had heard her say many times that she would not want to be kept alive by machines and tubes, the hospital would not comply without a properly prepared Living Will.

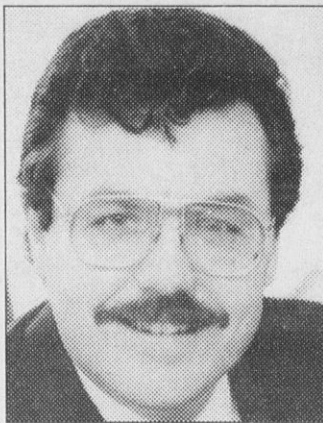
After years of misery and staggering medical expense, Nancy's parents' plea made it to the U.S. Supreme Court. Even though Nancy's friend testified that Nancy had expressed a desire to die naturally rather than be kept alive by artificial means, the Court refused to disconnect her food and water tubes. They said there was not enough evidence indicating that Nancy would have wanted all treatment stopped.

In that decision however, the Court did recognize that a competent person has a constitutional right to refuse lifesaving procedures under certain circumstances. Therefore, if it is truly your desire not to have your death prolonged by artificial means, it is strongly recommended that you have a Living Will prepared immediately.

As a service to CSEA Nassau County Local 830, the law firm of Scheine, Fusco, Brandenstein & Rada will prepare Living Wills and Health Care Proxies for all members and their families, free of charge through October 1, 1996. The firm will also prepare the documents necessary for Power of Attorney and simple wills at a discounted rate.

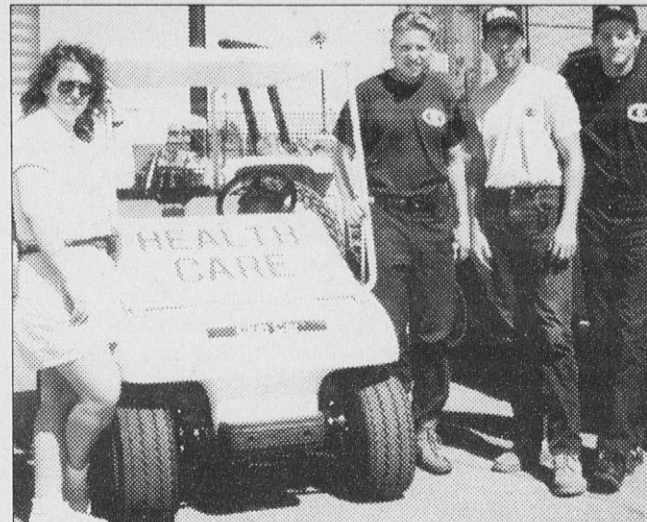
For more information regarding these and other services offered by our law firm, call Ms. Hoffman at (516) 496-0100 ext. 4247. Be sure to identify yourself as a CSEA member when calling.

About the author: Richard J. Brandenstein is a senior partner in the law firm of Scheine, Fusco, Brandenstein & Rada. He and his firm have been representing injured and disabled CSEA members since 1979. The firm has offices located in Medford, Commack, Woodbury, Hempstead, Bronx, and Manhattan.



Our members make a DIFFERENCE

CSEA Nassau County Local 830 3rd Vice President Noreen Ross, left, is seen here at the recent New York State Games for the Physically Challenged at the Mitchel Park Athletic Complex, where she was a volunteer member of the Medical Team. Noreen is a nurse at the Nassau County Medical Center. Posing with her following a cleanup detail are, from left, CSEA members Mike Lisa, Mike Boland and James Mize, all laborers. The Games, held each year at the end of May, offer sports opportunities to physically disabled youngsters.



Recreation & Parks CSEA members Elliot Garrison, Elizabeth Derringer and Mary Schroeder (left to right, rear), put much care and effort into their work with the children at the recent NYS Games for the Physically Challenged. With them (in wheelchairs) are 7-year-old twins Corey and Eric Ryan, grandmother Corinne Lyons, mother Kathy Ryan and brother Sean Ryan, 10. Behind Sean is Dan Santangelo, 7. At right is Jason Santangelo, 3. The clown's name is Poko (Sal Lombardo).

Praise for county comptroller's budget assessment

CSEA Local 830 President Tony P. Giustino praised Nassau County Comptroller Fred Parola for his "visionary" assessment of Nassau County's mid-year fiscal condition.

Parola outlined a comprehensive plan for the county's fiscal health and called for a review of personal services contracts. He claimed that many of these duties "could be performed by existing county employees (CSEA members) at measurable savings."

"Parola has shown once again that he is a

responsible government official who is acting as the true taxpayer watchdog. His proposed solutions are visionary,"

Giustino said. With a looming \$90 million general fund subsidy of the Police District, the Comptroller recommended as a cost-saving measure the use of CSEA clerical personnel to perform duties now done by police officers. Although Parola offered no hard numbers as to savings, Giustino said that the move is long overdue and unquestionably will save the county money.

On Parola's support for the sale of land surrounding the A. Holly Patterson Geriatric Center, CSEA Long Island Region President Nick LaMorte said: "We must be careful not to rush into a sale that could negatively impact the delivery of geriatric services to our residents. Also we must make sure that the taxpayers are compensated at a fair market value."

Giustino said he welcomes the opportunity to assist the Comptroller in lobbying the state Legislature to increase the level of state aid to the Nassau County Medical Center and A. Holly Geriatric facility.

CSEA members take on budget cuts

Since December, the state budget process has wound down to a virtual standstill in Albany as Gov. Pataki and state lawmakers play political games.

As this issue of *The Public Sector* went to press, New York

still had no budget, and no real solution was in sight.

That hasn't dampened the activism of CSEA members, who have bombarded lawmakers' offices in Albany and in their home districts with telephone calls, letters

and postcards to give the important message: "We didn't vote for these changes."

The message is getting through. Both houses of the state Legislature have come up with budget proposals which restore funding for some of the

vital programs and services CSEA is fighting to protect.

The battle may not be over, but the activists profiled on these pages show CSEA has the army to keep up the fight.

Frank Brady: The fight continues

LATHAM — Frank Brady was among the first to join the battle against Gov. Pataki's proposed state budget.

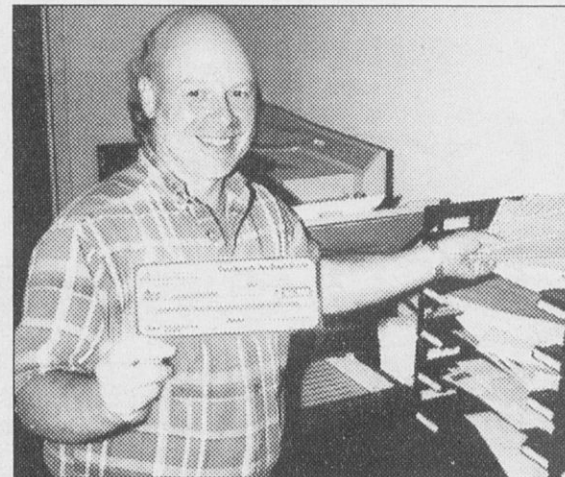
This year, before there was a 1-800-SOS-6336 phone line to call the Governor and the state Legislature, Brady helped CSEA Tax and Finance Local 690 collect more than 600 letters from members to Senate Majority Leader Joe Bruno protesting the proposed budget.

"We wanted to deliver them in person to make sure the Senator knew that they came from State Building 8 and the employees who work there," Brady said.

A CSEA delegate, he says the CSEA Local 690 Political Action Committee is the reason the members are so supportive and active in the highly political budget battle.

Once the SOS campaign began, Brady handed out thousands of cards with the number to 3,000 local members.

"He helped generate some 1,500 protest checks for the Piggy Bank Pony Express," CSEA Political Action Coordinator Adam Acquario said.



The express brought thousands of "checks" to the Capitol, telling the

Governor to "keep the change," the average 46 cents-a-day tax cut that will result in devastation of state and local government services. (See page 3.)

"He's still out there telling the members to call and complain each and every day until a fair budget is put into place," Acquario said.

Right now Brady is swinging his energies into the Second Annual Family Fair Day on the Uptown Campus.

"If the state budget isn't in place on Aug. 10, the date of the fair, we'll show the public and the media the face of public employees and how they feel working without any true paycheck security day in and day out," Brady said. "We'll show 'em."

— Daniel X. Campbell

Samuel Lozado: On a mission

BROOKLYN — Samuel Lozado is a man with one mission: to keep Gov. Pataki from closing Kingsboro Psychiatric Center.

Like a warrior, Sammy spends his time devising strategies to save the hospital where he's worked since 1988.

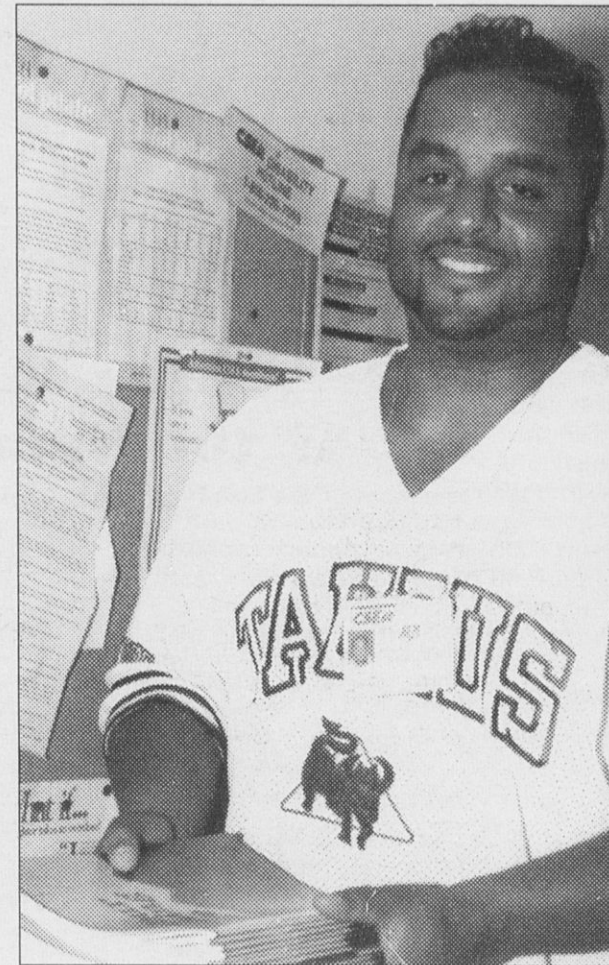
"I went around the whole community and have no idea how many doors I knocked on," said Lozado, CSEA Kingsboro Local 402 second vice president. "In my neighborhood, Canarsie, I was knocking on peoples' doors and so many people were saying they didn't even know there was a psychiatric hospital in Brooklyn."

Lozado handed out thousands of pieces of literature, at subway stations as well as at homes. Signs in merchants' windows along Flatbush and Church Avenues remind customers to call Albany to save Kingsboro.

"I keep telling everybody if Kingsboro closes, it affects us all," Lozado said.

"Sammy put posters out, got petitions signed, gave out SOS calling cards, probably visited every legislator in Brooklyn, Manhattan and the Bronx, plus drove the van and loaded it up. All the running that had to be done, Sammy did it," said CSEA Local 402 First Vice President Lou Smith. "Everybody in Brooklyn knows about CSEA now."

CSEA Local 402 President Bob Nurse praised Lozado's dedication to everything from the letter-writing and telephone campaign to the Kingsboro Rally on Hospital Support where every



concerned New York political leader came out to demand that the mentally ill not be abandoned.

Lozado showed up after work the night before the rally and blew up 500 balloons until 10 p.m., Nurse said.

"He was right back here the first thing next morning to help in organizing the rally."

"Lozado exemplifies what us old-time CSEA activists would hope that the younger new activists that come on board would be like, willing to learn, to work hard and set an example for the young ones that are going to follow him," Lou Smith said.

"I want to save Kingsboro," Lozado, a secure care treatment aide, insisted. "Every time I wake up in the morning, the first thing I think is, my God, what happens if Kingsboro closes?"

After nine years as an activist, Lozado said, "the more I get involved, the more I like it."

— Lilly Gioia

Peter Carls Dedication to kids inspires political action

OGDENSBURG — CSEA Local 845 member Peter Carls is committed to the kids he works with.

A juvenile intensive supervision officer for the western half of St. Lawrence County, he works with

troubled youth to keep the kids out of the family court system.

He's called on that same dedication to fight the proposed state budget that could gut the services his office provides.

Carls' program is cost effective, he said, because it keeps kids out of prison.

"My salary is about the same as it costs the State of New York to incarcerate one person," he said. "Last year I had an impact on 60 kids and their families. The majority of cases were settled by our intervention, and the kids are on a positive path and not headed toward incarceration."

The state already spends too little money on prevention programs and puts too much into prisons, Carls said.

"It seems shortsighted to put all our money at the end of the line, whereas an ounce of prevention will avert us paying for a pound of consequences down the road," he said.

Carls got involved in the budget fight when he learned

the proposed budget would cost his office six jobs.

"If we did lose that funding, there would be less time for the kids, and by limiting our intervention, down the road these kids who didn't get our services might end up in the criminal justice system," Carls said.

CSEA Local 845 President Betty Thomas suggested that all the workers fight the proposed cuts by calling and writing the Governor and their state legislators. She gave them the 1-800-SOS-6336 phone number to reach lawmakers and copies of the CSEA-sponsored *Legislative Reference Guide*, which lists state legislators' addresses and committee appointments.

Although he had never been active in the union before, Carls decided to get involved. He and his wife made the calls and wrote the letters, but it wasn't enough.

"I wanted to make sure that we were being heard," he said. "I was really concerned about these kids."

He wrote to the chairpeople of the legislative committees that deal with the issues his services effect. He didn't stop there.

"I thought if I organized my family, maybe that would carry more weight," he said.

He drafted letters to the committee chairs and had his family members sign and mail almost 100 letters.

Getting involved was intimidating at first, he said. After several calls to legislators' offices, he said, he became much more comfortable.

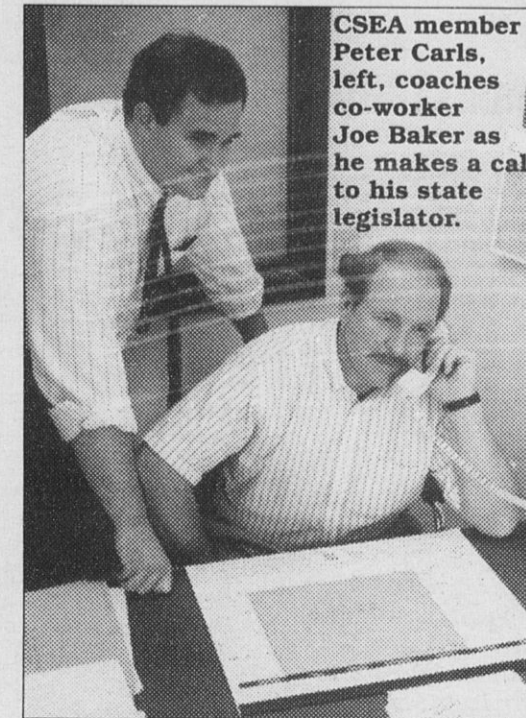
"That encouraged me to talk to the other workers in my department and see if they had made their calls. I found out that some of them were also nervous and hadn't made the calls, so I sat with them and supported them while they made the calls," he said. "Once they got over the original fear, they enjoyed it."

Carls thinks the union's political action efforts are paying off.

"When I first started writing these letters, the whole budget scene seemed very grim," he said. "Now it seems that the legislative leaders are willing to hold the Governor accountable and are not cutting the budget as severely as the Governor proposed."

"I think our letter writing campaign had an impact," Carls said. "I am proud. I think we made our voices heard."

— Mark M. Kotzin



CSEA member Peter Carls, left, coaches co-worker Joe Baker as he makes a call to his state legislator.

Dot Killmer She covers all the bases

WASSAIC — Whoever said "If you want something done, ask a busy person," must have been thinking of Dot Killmer.

At any given time, Killmer, a member of Taconic DDSO Local 426, can be found

working on phone banks, campaigning for candidates and causes or telling politicians why they should vote for or against legislation depending on whether it is in the best interests of public employees.

In recent months, Killmer's target is Gov. Pataki's proposed state budget.

"I'm devastated by what Gov. Pataki is doing," she said. "I expected better from him."

Killmer, who has attended union-sponsored workshops on being an effective activist, practices what she's learned.

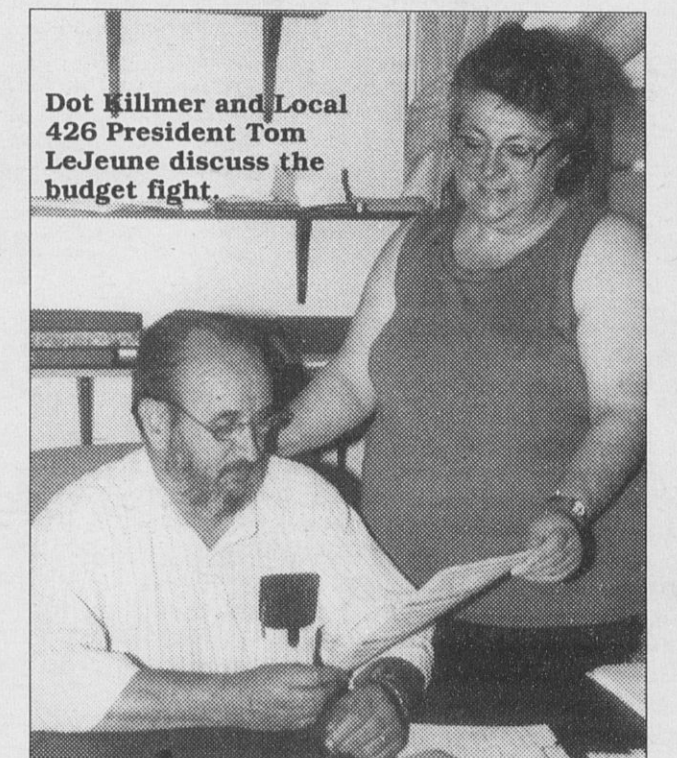
"I've done letter and postcard writing campaigns and telephone banking," she said. "I've been pushing and begging others to call the 800 number to fight the cuts."

Killmer also attends town meetings to distribute hundreds of cards telling Pataki to keep the tax cut that taxpayers would get at the expense of vital services if his proposed budget is passed.

Killmer is no stranger to community activism, having been on the Employee Assistance Program Committee for the former Wassaic Developmental Center, now Taconic DDSO. She also worked at Sharon Hospital Women's Emergency Services.

Killmer said she hopes her work with the union will influence her son.

"I thought that by joining the union, it would do my son good," she said. "I want him to know that if you participate, you can make



Dot Killmer and Local 426 President Tom LeJeune discuss the budget fight.

the world better even if you don't always get a thank you."

CSEA Political Action Coordinator Stan Merritt said he wishes CSEA had more activists like Killmer.

"With a hundred more Dot Killmers," he said, "no politician would dare take on CSEA."

— Anita Manley

GENERAL NEWS

LaMorte, Boncoraglio, DiBattista, Bagnoli, Moore and Lattimer region presidents

CSEA members re-elected incumbent presidents in four CSEA regions and elected new region presidents in two other regions in mail ballot elections conducted recently. Ballots in the elections of region officers were mailed to CSEA members eligible to vote on May 15 and were tabulated on June 5.

Elected CSEA region presidents for three-year terms that began July 1 were:

- Nick LaMorte**, Long Island Region 1
- George Boncoraglio**, Metropolitan Region 2
- Carmine DiBattista**, Southern Region 3
- Carmen Bagnoli**, Capital Region 4
- Jim Moore**, Central Region 5
- Robert L. Lattimer**, Western Region 6

Nick LaMorte was elected to his second three-year term as Long Island Region president, turning back challenges from Gloria Moran and Timothy Timms. LaMorte's "Long Island Region" slate swept to victory in all region offices there.

George Boncoraglio, Metropolitan Region president since 1984, won re-election to his fifth three-year term over challenger Walter "Wally" Nash. Boncoraglio has also served as an AFSCME International vice president since 1988.

Carmine DiBattista, president of CSEA Westchester County Local 860 and Westchester County representative on CSEA's statewide Board of Directors, won his first term as Southern Region president, defeating incumbent president Maryjane MacNair and challenger Jeff Howarth. MacNair served as region president from March 21, 1994, when she moved up from first vice president to replace the late Pat Mascioli, who died in office.

Carmen Bagnoli, state Tax and Finance representative on the union's statewide Board of Directors and former president of Tax and Finance Local 690, won his initial term as Capital Region president by defeating incumbent region president A. June Robak and five other challengers, including Al Mead, Judy Remington-Richards, Marge Oxbrough, Joseph (Chip) Heinbach and Patrick P. Ellis. Bagnoli's entire "Members For U Team" slate won offices.

Jim Moore, the second longest tenured CSEA region president, won re-election for his eighth consecutive time and led his entire "Tough Leaders For Tough Times" slate into office. Moore, who has served as Central Region president since 1977, turned back challenges from Kathy Collins and Harold G. Gregoire.

Robert L. Lattimer continued his streak as the longest tenured region president in CSEA history by winning his ninth consecutive victory as president of the Western Region. Lattimer, who has served as region president since 1975, swept his entire "The Region" slate into office. He turned back challenges from Mike Bogulski, Thomas (Tom) Rogalski and Michael F. Romano.

The complete results of region elections are listed at right.

LONG ISLAND REGION 1



PRESIDENT
Nick LaMorte

1st VICE PRESIDENT
Carol Guardiano

2nd VICE PRESIDENT
Cathy Green

3rd VICE PRESIDENT
Barbara Jones

4th VICE PRESIDENT
Tony Giustino

SECRETARY
Ken Dash

TREASURER
Barbara Allen

METROPOLITAN REGION 2



PRESIDENT
George Boncoraglio

EXECUTIVE VICE PRESIDENT
Robert Nurse

1st VICE PRESIDENT
Caroline Vereline-Sikoryak

2nd VICE PRESIDENT
Leonita Wilson

3rd VICE PRESIDENT
Janet Ventrano-Torres

SECRETARY
Harriet Hart

TREASURER
Ana Diaz-Gifford

SOUTHERN REGION 3



PRESIDENT
Carmine DiBattista

1st VICE PRESIDENT
Diane Hewitt

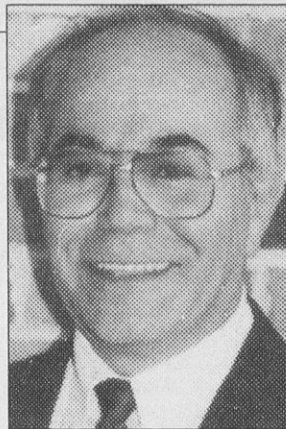
2nd VICE PRESIDENT
Caroline Osinga

3rd VICE PRESIDENT
Jimmy Schultz

RECORDING SECRETARY
Christine S. Mumma

TREASURER
Diana G. Harris

CAPITAL REGION 4



PRESIDENT
Carmen Bagnoli

1st VICE PRESIDENT
Georgianna Natale

2nd VICE PRESIDENT
Ellen Krzykowski

3rd VICE PRESIDENT
Judy Gardner

SECRETARY
Cindy Egan DerGurahian

TREASURER
Barbara A. Stack

CENTRAL REGION 5



PRESIDENT
Jim Moore

EXECUTIVE VICE PRESIDENT
Ginger Sheffey

1st VICE PRESIDENT
Betty Thomas

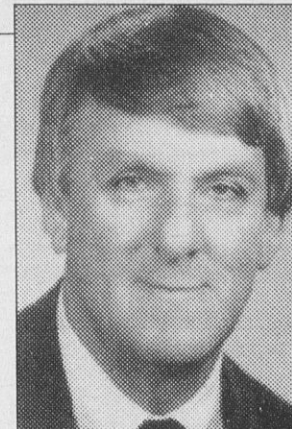
2nd VICE PRESIDENT
Rick Noreault

3rd VICE PRESIDENT
Bob Timpano

RECORDING SECRETARY
Dorothy Breen

TREASURER
Roslie Tallman

WESTERN REGION 6



PRESIDENT
Robert L. Lattimer

1st VICE PRESIDENT
Florence "Flo" Tripi

2nd VICE PRESIDENT
Marie Prince

3rd VICE PRESIDENT
Kathy Button

SECRETARY
Barbara Epstein

TREASURER
James Kurtz



Member's son joins AFL-CIO campaign

ALBANY — In another month, Eric Muldoon will be on his way to Sacramento, Cal., to help in organizing campaigns for the AFL-CIO for three weeks.

He will be one of the 1,000 young people who have signed up for Union Summer, the AFL-CIO's drive to involve young people in unions and bring social and economic justice to American workers and their families across the country.

He will also be sponsored by CSEA, which is helping to pay his transportation costs.

Eric's mother, Bernadette Muldoon, is a member of CSEA Capital Region Judiciary Local 694, and she has encouraged his interest in unions.

"He's been looking into working with labor for quite some time," she said. "He's been looking at the program as developing his approach to his career. I know his heart is in labor and unions."

Firsthand experience

While in Sacramento, Eric could work on a variety of projects, including organizing campaigns for home care workers, voter registration and a fight against the privatization of McClellan Air Force Base. He said he is looking forward to the opportunity for some firsthand union experience.

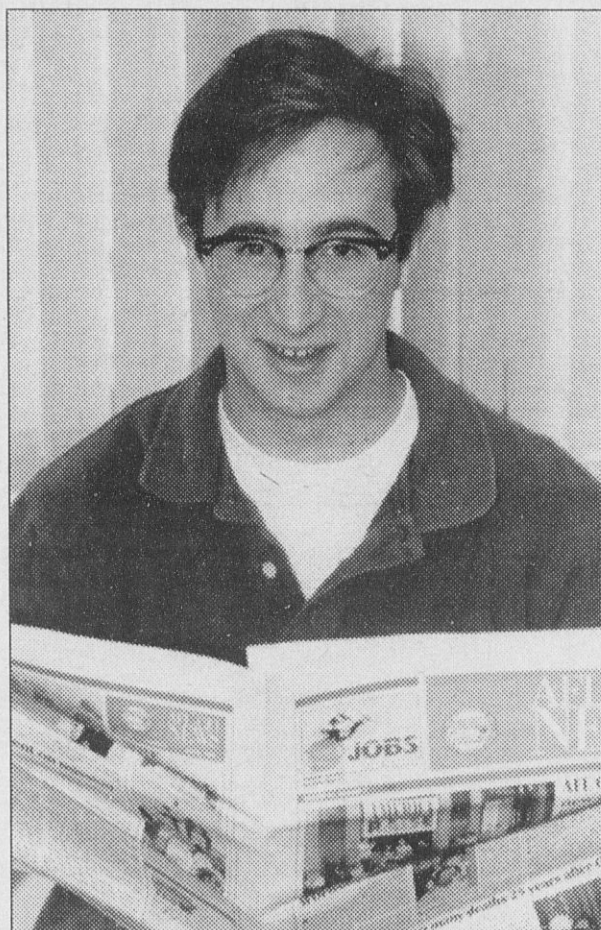
He's been a union member twice before while working for a grocery store and a restaurant, but they were short-term jobs, so he never got involved with the unions beyond paying dues, he said.

"If I come out of this and say to myself it would be worth it to work 40 hours a week or 50 hours a week for a labor union, that would be great," Eric said.

He's long believed in the concept of unions as a way for working people to achieve fairness. He once worked in a non-union supermarket where full-time employees supporting families made only two to three dollars an hour more than he did as a part-time employee. That didn't seem fair, he said.

Looking for fairness

And fairness is important to Eric.



Eric Muldoon will take part in the AFL-CIO's Union Summer project.

"I just see this amazing division between executive interests and working class and lower class interests. It's like two countries in one country. It's disconcerting. I just don't see what to do about it," he explained. But he hopes he may find out this summer. "It just seems that unions are the best place to concentrate my energies."

Eric also has some political experience, working for a semester for state Assembly member Frank Barbaro, a longtime supporter of the labor movement and working people.

Eric graduated in May from Villanova

University in Philadelphia with a degree in English. He called it a conservative school, where many students major in business.

"It was amazing to me to watch people go through all these hoops just to get a good paying job," Eric said. "I've never thought of it that way."

Although he's been accepted at several law schools, Eric is taking time to explore different options. He's considering becoming a labor lawyer, and the Union Summer project may well help him decide.

Rebuilding the Labor Movement

Eric found out about the Union Summer program early from a friend's sister in the Service Employees International Union.

SEIU is the home union of AFL-CIO President John Sweeney, whose dedication to organizing the unorganized is clear in campaigns such as Justice for Janitors. He brought that dedication with him when he won the AFL-CIO presidency last year.

The Union Summer project reflects Sweeney's commitment to rebuilding the labor movement.

The Union Summer project is deploying waves of young people to locations around the country to help with organizing, voter registration, living wage battles, boycotts and the America Needs a Raise project.

A way to learn, to help

Eric has been planning his participation in Union Summer for months. He will drive cross country to Sacramento with a friend, Craig O'Connor, who is also joining Union Summer.

He sees Union Summer as an opportunity he can't miss.

"The AFL-CIO it seems to me has never really made an effort to recruit young people," he said. "It seems that for once, the AFL-CIO is reaching its hand out to me. It would be silly for me to turn it away."

"At the same time, it's an opportunity to go out to help people in a really simple way."

— Kathleen Daly

Shirley Hadden celebrates 50 years with the county

GOSHEN — She celebrates 50 years with Orange County this coming November, but Shirley Hadden has no intention of retiring.

"I'm a widow and all my friends work," she explained. "I need a reason to get up in the morning."

Hadden, a chief clerk in the county clerk's office, began working for Orange County as a switchboard operator.

"I had worked for the railroad," she said. "When the war was over and the 'boys' returned to their jobs, I was going to have to work nights. My father didn't want me working nights, so he called a friend of his and asked if he had a job for me working for the county."

After working at the switchboard and later in the reproduction department, Hadden was assigned to the county clerk's office.

"I was told to follow the deputy county clerk around and learn about mortgage tax," she said.

Civil Service exams throughout the years led to promotions and her present position as chief clerk.

If there is one single factor that has revolutionized county operations in 50 years, it is the computer, Hadden said.

"We used to handwrite everything," she said.

Hadden said she had terrible handwriting.



"My boss made me practice my writing before I could enter figures in record books," she recalled with a smile.

Changes in working conditions came about when CSEA began representing county workers. Hadden said she used to work Saturdays and had to pay for her own retirement fund and medical coverage.

"When CSEA came in, they got the county to pay for health benefits; they got rid of Saturday work; they got us summer hours and they got us raises," she said. "People don't realize what their benefits are worth!"

Asked if she had any advice for newcomers, Hadden said "Work hard and listen to your supervisors. And don't pay attention to what people say; it only stirs the pot. If you have a problem with someone, go to them, not to someone else."

After 50 years with the county and a recent surprise 70th birthday party given by her co-workers, Hadden says she has "nice memories, beautiful friends. I wouldn't swap that for anything."

— Anita Manley

CSEA to represent Amsterdam Head Start workers

Amsterdam — CSEA has won the right to represent the 20 employees of the Amsterdam Head Start Program in a State Employment Relations Board supervised secret ballot election.

The facility is operated by Fulmont Developmental Facility, Inc.

CSEA represents two other Head Start schools: Oneida/Herkimer Head Start Local 729 (which signed its first contract on May 15), and Niagara County Head Start Local 715. CSEA now represents 40 private sector bargaining units.

Vacation Ideas



DAY	PORT	ARRIVE	DEPART
Sun.	New York		4:00PM
Mon.	At Sea		
Tues.	Charleston	9:00AM	3:00PM
Wed.	Canaveral	9:00AM	3:00PM
Thurs.	At Sea		
Fri.	Playa del Carmen/Cozumel	9:30AM	8:00PM
Sat.	At Sea		
Sun.	Montego Bay	8:00AM	

THE BUYER'S EDGE

Special Offer to CSEA Members and Their Families.

A 7-Night Cruise
Departing on October 6, 1996
New York to Montego Bay, Jamaica
Aboard the SS IslandBreeze

From \$445 per person*

This low price includes a spacious cabin, all meals, great entertainment, Vegas-style casino action, Dolphin Cruise Line's famed white-glove service, all sorts of activities and one-way airfare from Montego Bay back to New York.

*Space is limited at this rate. Rates are based on two in a cabin, Third and Fourth person cabin rates are additional \$295 each. Additional Port charges and government fees are \$127.50 per person.

Call Traveler's Edge Today!
1-800-634-8538

What is Traveler's Edge ?

Traveler's Edge, a Buy-By-Phone travel reservation service, is a valuable benefit that comes to you from THE BUYER'S EDGE, a consumer buying service, offered to you because you are associated with CSEA. Use this service to get the best vacation prices for you and your family members. Your Buyer's Edge Group number is 1811

Retirees get pension supplementation

Governor agrees to stop raiding public employee pension fund

After holding public employee retirees hostage for nearly a year with legal and political games, state lawmakers finally agreed to give public sector retirees their

desperately needed pension supplements with no strings attached.

Thanks to the persistence of state Comptroller H. Carl McCall, Gov. Pataki and Senate and Assembly leaders agreed to pay retirees their supplements immediately retroactive to last September when they were originally due.

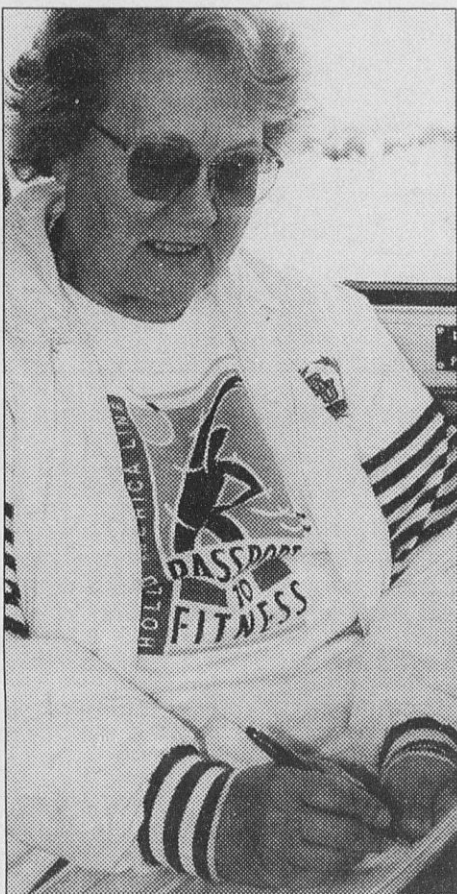
Just as important, Gov. Pataki has agreed to stop his budget-balancing raids on the pension fund.

CSEA President Danny Donohue said the supplement means a lot to the hundreds of thousands of retirees trying to survive on an average pension of \$9,000 a year. He called the Governor's decision to leave the pension fund alone a victory for present and future retirees.

"Public employee pension funds are our deferred wages that are set aside to provide for us when we retire," Donohue said. "It's high time our political leaders realize they can't plunder our pension funds every time they need to bail themselves out of a fiscal crisis of their own making."

The pension supplementation was to take effect last year, but the Governor wanted to raid a special pension fund as part of the plan. McCall and three public employee retirees, including CSEA's Retiree Division Chair Charles Peritore, sued to stop the raid and the resulting delay in the pension supplementation.

McCall was twice successful in his court challenge, but Gov. Pataki filed appeals each time. With the new agreement, Pataki dropped his latest appeal and agreed to end attempts to raid the



Alice Steckiewicz, secretary of CSEA Retirees Local 913, signs a postcard protesting state budget cuts as part of the piggy bank pony express project (see page 3) while on a bus trip from Syracuse to Albany to meet with state Comptroller H. Carl McCall on pension supplementation.

Retirees worked for pension victory

CSEA retiree activists played their own part in the battle for pension supplementation, and now they can join in the celebration.

As CSEA supported state Comptroller H. Carl McCall in his fight to protect the pension fund and for supplementation, CSEA retiree activists waged the battle on another front by calling, writing and meeting with lawmakers to make clear they wanted their supplement and their pension fund protected from raids.

"CSEA has been out front fighting for retirees from the beginning," CSEA Retiree Division Chair Charles Peritore said. "It's been a long battle. The retirees were discouraged. Now they know we can win if we fight hard enough."

CSEA Retiree Local 903 President Dorothy Kothen said her members are very happy

with the hard-won supplement.

"I got a good supplement," she said. "I was so happy I felt like a hundred pounds was lifted off my shoulders."

But they also worked hard, Kothen explained. At every meeting she passed out the 1-800-SOS-6336 number so members would call state lawmakers and pressure them over the delayed supplement.

Betty Collins, treasurer of CSEA Retiree Local 999, praised the efforts of Local 999 President Bob Foley. His example of contacting legislators was followed by many members who wrote letters and made phone calls to pressure lawmakers on supplementation. Now that work has paid off.

"We worked very hard," Collins said. "Everybody I have spoken with is very pleased."

pension fund.

As a result of the agreement, retirees will be paid retroactive pension supplements averaging \$386 a year. The increase, which applies to the first \$12,500 of the retirement allowance, will vary depending on date of retirement, with long-term retirees receiving more than more recent retirees.

"Public employee retirees have

dedicated their lives to public service and they deserve to be treated with dignity and respect," Donohue said. "I'm just so proud of our retirees for their tremendous support to the pension supplementation effort."

Most retirees have not had a pension supplement since 1988 and many have been waiting since 1983.

Summary of May meeting of CSEA's statewide Board of Directors

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

ALBANY — CSEA's statewide Board of Directors met here on May 15. In official action, the board:

* Approved continuation of agency fee settlement discussions within the guidelines established over the past five years;

* Approved a 3.5 percent wage increase for CSEA staff represented by the Field Services Association union as a

result of negotiations under a wage reopener clause in the CSEA-FSA contract;

* Approved additions to the capital budget for the Southern Region office, changes to the capital budget for Headquarters, and a reduction in the operating budget for the Capital District office.

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



CSEA Statewide Secretary Barbara Reeves

Thomas McDonough Memorial State Workshop

Donohue kicks off '5 For the Future'

ROCHESTER — CSEA members got their first look at "5 for the Future" at the Thomas H. McDonough Memorial State Workshop held here recently.

The program, designed to increase grass roots political participation among CSEA members, was introduced by CSEA President Danny Donohue and several politically active CSEA members.

The campaign asks every member to sign up and commit to giving five hours to political action, and to sign up five co-workers to register to vote and commit five hours of their own. (See page 8 for more information.)

The plenary session was one of a variety of programs presented during the workshop, including a series of more extensive workshops for which participants earn certificates of completion.

The certificate workshops included: Contract Administration: Using Family Medical Leave Act in Time and Attendance Disciplinary Cases, Working with Contracts' Language; Labor-Management Relations: Win-Win Negotiation Every Day; Communications: Marketing Your Message to the Membership; Internal Organizing: Representing Multi-site Locals Effectively; and Occupational Safety and Health: Personal Protective Equipment.

Other workshops included: New Officer Workshop; CSEA Member Benefits; Health Insurance: Let's Play Jeopardy; LEAP into the Future; Public Policy: A Worker's View of the

Political Economy; Organizing: What It Takes to Be a Union Organizer; and Contract Administration/Legal: Follow-up to Drug-Alcohol Testing — Solving Implementation and

Discipline Problems.

Members at the workshop also participated in a Workers Memorial Day ceremony.



CSEA Executive Vice President Mary Sullivan, center, and Legislative Director Fran Turner, left, collect "5 for the Future" Campaign pledges designed to dramatically increase grass roots political participation among CSEA members at the campaign kickoff at the State Workshop.

Kathy Button takes home Mission Achievement Award

ROCHESTER — CSEA Local 436 President Kathy Button was praised for her leadership and hard work when she received the CSEA Mission Achievement Award.

"She exemplifies more than the best," CSEA President Danny Donohue said, noting that Button's leadership has been evident during consolidation and other difficulties in the Office of Mental Retardation and Developmental Disabilities.

She has fought to protect jobs and maintain a high level of union representation in a local which now covers a large geographic area. Button, a CSEA member for 26 years, has distinguished

CSEA's Mission:
To represent our members as best we can

herself as a leader with outstanding organizing skills tempered with patience and determination.

On receiving the award, Button was modest about her achievements.

"I have to accept this award on behalf of everyone in the room," she said. "Because of all the fights we've been fighting, you all deserve it."

CSEA Executive Vice President Mary Sullivan also praised Button.

"Thank you for the example you set for this union," Sullivan said. "I know you don't think you deserve it, but believe me, you do!"



CSEA President Danny Donohue presents the Mission Achievement Award to CSEA Local 426 President Kathy Button.

Irving Flaumenbaum Memorial Local Government Workshop

Activism in the spotlight

ALBANY — Speakers from AFSCME and the AFL-CIO emphasized the importance of grass roots political activism by union members at the recent CSEA Local Government Workshop.

Arlene Holt, executive assistant to AFL-CIO Executive Vice President Linda Chavez-Thompson, and Rick Scott, assistant director of AFSCME's Political Action Department, both emphasized that the political arena is where workers must be active in order to protect their rights and improve the lot of all working people. Holt outlined the AFL-CIO's Labor '96 voter education program.

Workshop attendees also had the opportunity to attend a variety of educational programs, including:

New Officer Workshop; CSEA Member Benefits; Public Policy: A Worker's View of the Political Economy; Organizing; What it Takes to be a Union Organizer; Contract Administration/Legal; Follow-up to Drug/Alcohol Testing — Solving Implementation and Discipline Problems; Privatization; Playing for

Keeps; and School District Finances: The Basic Ingredients.

Three-hour certificate programs were also offered, including:

Conflict Resolution; Dealing with Difficult People; Resolving Controversial Issues; Communications; Inside Albany and Marketing Your Message to the Membership; Contract Administration: Using the Family Medical Leave Act in Time and Attendance Disciplinary Cases; Internal Organizing; Managing Volunteers; Collective Bargaining; Negotiation Team Training; and Occupational Safety and Health: Personal Protective Equipment.



Arlene Holt, executive assistant to AFL-CIO Executive Vice President Linda Chavez-Thompson, spoke on the importance of political participation.



Lise Bang-Jensen and David Hepp of the public television news show "Inside Albany" discuss their program during the communications certificate workshop "Inside Albany and Marketing Your Message to the Membership."

Jeanne Kelso receives Mission Achievement Award

ALBANY — CSEA Clinton County Local 810 President Jeanne Kelso received the CSEA Mission Achievement Award at the 1996 Irving Flaumenbaum Memorial Local Government Workshop recently.

"Jeanne Kelso truly fulfills our mission statement," CSEA President Danny Donohue said. "She is ever willing to do the very best she can to represent our members, our leaders, our union in whatever way she is asked to serve. We can all learn from her example."

As a union activist, Kelso is a powerhouse. So strong is her commitment to

labor that she serves the union in many ways, including statewide Board member, Education Committee member and chair of the CSEA Budget Committee. She also serves as a trustee of the Northeast Central Labor Council.

Kelso is available whenever working people need help: leafletting, informational picketing, political action.

When students at the Saranac Lake Central School District turn 18, their "birthday card" from Jeanne is invariably a voter registration application.

**CSEA's Mission:
To represent our members as best we can**



CSEA Clinton County Local 810 President Jeanne Kelso receives the CSEA Mission Achievement Award from CSEA President Danny Donohue.

GENERAL NEWS

Financial Statement of The Civil Service Employees Association, Inc.

Dear Member:

Last year at this time we indicated a need for additional revenue. The delegates at the October 1995 convention agreed, and a new dues structure was implemented in January 1996. The Financial Statements below indicate that the delegates did the right thing. For the fiscal year ended Sept. 30, 1995, our expenses exceeded income by \$3,000,000.

The adjustment to the dues structure will help reduce these losses. Unfortunately, other factors are impairing our ability to generate positive financial results. Layoffs, privatization initiatives and budget cuts are a constant challenge.

Our plan is to continue to review our allocations of resources and determine possible ways of enhancing service and organizing department



**CSEA President
Danny Donohue**



**CSEA Treasurer
Maureen S. Malone**

budgets within the confines of existing income.

DANNY DONOHUE **MAUREEN S. MALONE**
PRESIDENT TREASURER

CSEA REGION OFFICES

LONG ISLAND REGION I OFFICE
3 Garet Place, Commack, NY 11725.
(516) 462-0030.
METROPOLITAN REGION II OFFICE
40 Fulton Street, 22nd Floor, New York, NY
10038-1850. (212) 406-2156.

SOUTHERN REGION III OFFICE
735 State Route 52, Beacon, NY 12508.
(914) 831-1000.
CAPITAL REGION IV OFFICE
One Lear Jet Lane, Suite Two, Latham, NY
12110-2394. (518) 785-4400.

CENTRAL REGION V OFFICE
6595 Kirkville Road, East Syracuse, NY
13057. (315) 433-0050.
WESTERN REGION VI OFFICE
482 Delaware Avenue, Buffalo, NY 14202.
(716) 886-0391

BALANCE SHEET as of September 30, 1995

ASSETS

CURRENT ASSETS

Cash and Cash Equivalents	\$7,836,493
Membership Dues and Agency Fees Receivable	1,094,742
Miscellaneous Receivables	788,095
Prepaid Expenses	978,594

Total Current Assets \$10,697,924

PROPERTY, PLANT AND EQUIPMENT

Land	\$2,173,742
Office Buildings and Improvements	11,469,673
Furniture and Equipment	4,231,125
	17,874,540

Less Accumulated Depreciation (4,848,230)
\$13,026,310

OTHER ASSETS

Long-term Investments	8,926,146
Cash Surrender Value - Officers Life Insurance	1,281,633
	10,207,779

\$33,932,013

LIABILITIES AND FUND BALANCES

CURRENT LIABILITIES

Accounts Payable and Accrued Expense	\$ 2,605,745
Compensated Absences	1,166,810
AFSCME Per Capita Dues	1,241,211
Dues to Locals for Share of Dues	6,548,426
Current Maturities of Long-term Debt	287,662
Current Maturities of Obligations under Capital Lease	177,771
Deferred Revenue	257,266
Total Current Liabilities	12,284,891

OTHER LIABILITIES

Long-term Debt	4,536,609
Obligations Under Capital Lease	271,625
Deferred Compensation Liability	491,148
Accrued Post-retirement Liability, Net of Current Portion	1,219,900

FUND BALANCES 15,127,840

\$33,932,013

STATEMENT OF REVENUES, EXPENSES AND CHANGES IN FUND BALANCES Year Ended September 30, 1995

Revenues:

Membership Dues and Agency Shop Fees:	
State	\$25,745,668
Local Government	29,140,909
	54,886,577

Less:

Dues Refundable to Locals and Regions	9,659,759
Political Action Provisions	1,693,740
Affiliation Dues	15,119,106
	26,472,605

Reimbursement Group Life Plan 707,552

Grant Revenue 4,407,645

Other:

Investment Income	872,787
Gain on Sale of Assets	6,335
Administrative Fees	1,009,156
Miscellaneous	583,924
	2,472,202
	36,001,371

Expenses:

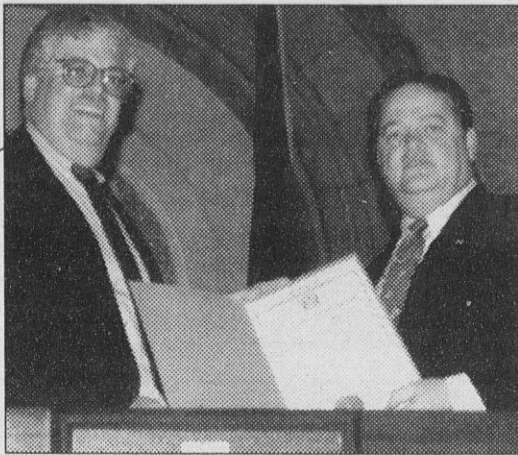
Program Services:	
Field Services	16,476,006
Legal Services	2,021,185
Convention and Representation	535,547
Education	3,204,793
Public Relations	2,787,372
Support Services:	
Officers, Directors and Committees	1,836,469
Administrative: Salaries, Professional Services, Building Expenses, Utilities, Supplies, Postage, Depreciation	12,154,451
	39,015,823

Excess (Deficiency) of Revenues Over Expenses (3,014,452)

Fund Balances, Beginning of Year 18,142,292

Fund Balance, End of Year \$15,127,840

A copy of the financial statements and report of independent accountants Coopers & Lybrand L.L.P. for the year ended Sept. 30, 1995, is available upon request by contacting the CSEA Treasurer's office at CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210.

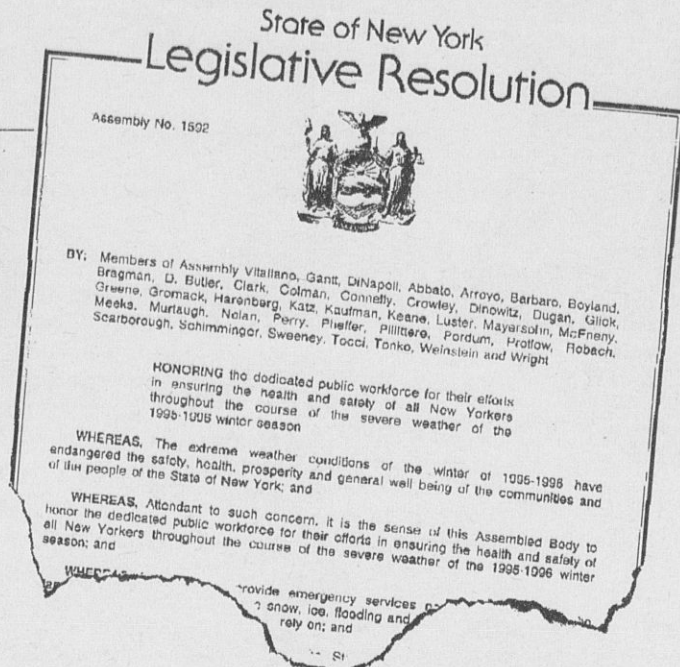


State Assemblymember Eric Vitaliano, left, presents CSEA President Danny Donohue with a resolution honoring public employee efforts during last winter's severe weather conditions.

Lawmakers honor public work force

ALBANY — The state Assembly recently took time out from its busy schedule to pass a resolution honoring the dedicated public workforce for their efforts in ensuring the health and safety of all New Yorkers throughout the course of the severe weather of the 1995-96 winter season.

Assemblymember Eric Vitaliano presented CSEA President Danny Donohue with a copy of the resolution which read, in part, "The



working families of the State depend on the dedicated public work force at both the state and local level to provide emergency safety, health and transportation services necessary to alleviate the dangerous conditions caused by the snow, ice, flooding and extremely cold temperatures; and these employees contribute every day to make our State a better place to live."

In accepting the resolution, Donohue said it's nice to have others recognize what CSEA has known all along.



In recognition of his service to the U.S. Savings Bond Campaign, CSEA President Danny Donohue is presented with a leadership award by Nancy Dougherty, left, and Portia Redfield of the Department of Treasury. Donohue is the 1996-97 chair of the Capital District U.S. Savings Bond Campaign. The Payroll Savings Plan for U.S. Savings Bonds is a benefit for CSEA state employee members, with more than 29,000 state employees enrolled. Currently, the long-term rate for Savings Bonds is 5.16 percent and the short-term rate is 4.75 percent. Savings bonds also provide an advantageous tax benefit when they are used for college education and certain financial guidelines are followed.

Diabetes and Empire Plan benefits for State employees



When you have diabetes, the glucose level in your body is too high. Normally the body changes food you eat into glucose (a sugar) and other chemicals. The pancreas produces insulin to help the body use glucose for

energy. If the pancreas doesn't make enough insulin, glucose collects in the blood and diabetes develops.

There are three main forms of diabetes:

Type I diabetes, or insulin dependent diabetes, was formerly called juvenile diabetes. With early diagnosis, treatment and maintenance these people can lead healthy lives.

Type II diabetes or non-insulin dependent diabetes includes 90 to 95 percent of all diagnosed diabetes. Type II usually develops in adults over forty and is most common in people who are overweight. Treatment for this type of diabetes includes a meal plan, exercise and sometimes oral medication or insulin.

Gestational diabetes occurs when a woman develops high blood sugar during pregnancy. Treatment for this type of diabetes includes a special meal plan but in some cases may require insulin. All women should be tested for diabetes between the fifth and sixth months of pregnancy.

The Empire Plan covers diabetes testing supplies through the Home Care Advocacy Program (HCAP) when supplies have been prescribed by a physician and determined to be medically necessary by HCAP.

You must call HCAP at 1-800-638-9918 for authorization before you get your diabetic supplies.

These supplies include glucometers, test strips, lancets, alcohol swabs and syringes. If you have Type I diabetes you continue to be eligible through HCAP for blood testing supplies, including a glucometer. If you have Type II diabetes, you may also be eligible for blood testing supplies if you are managing your diabetes under the direction of a physician, for example through diet, exercise and/or medication.

To receive a paid-in-full benefit for diabetic supplies:

1. Call HCAP before you receive supplies; and
2. If supplies are determined to be medically necessary;
3. HCAP will make arrangements with a participating provider for covered supplies.

To receive Basic Medical benefits for diabetic supplies:

1. Call HCAP before you receive supplies; and
2. If supplies are determined to be medically necessary;
3. You may use any provider for your supplies and file a claim which will be reimbursed at 80 percent after your annual deductible has been met. You will be responsible for the remaining 20 percent and any other amount over the reasonable and customary charge.

If you don't call HCAP and receive medically necessary supplies, you will pay a penalty of 50 percent of the reasonable and customary charge or \$250, whichever is less. Remaining covered charges will be subject to deductible and coinsurance. If it is determined that your supplies are not medically necessary, benefits will not be approved.

Based on the national average provided by the American Diabetes Association, 48,000 Empire Plan enrollees and their family members have diabetes — and half don't know it.

HCAP contracts with vendors who provide timely delivery and quality service. Some of these vendors have certified diabetes educators who are available to discuss your condition with you and offer information on related topics such as diet, skin and foot care.

Attention HMO Enrollees — Contact your HMO member services department regarding benefits for diabetic supplies.



August 22 - September 2, 1996
Syracuse

A GREAT FAIR at HALF FARE

for CSEA members and their families
on CSEA DAY at
The New York State Fair
Saturday, August 24, 1996
Compliments of CSEA and
The New York State Fair

Saturday, Aug. 24, is CSEA Day at the New York State Fair in Syracuse. And that means half-price admission to the fair for all CSEA members and their families that day.

So make plans to visit CSEA President Danny Donohue and your CSEA statewide officers on Aug. 24 at the CSEA Family, Friends, Neighbors booth in the Center of Progress Building on the fairgrounds.

Clip one coupon at right for each CSEA member and family member and bring coupon(s) to any fair gate to save one-half off the regular admission price. Remember, each family member must present a coupon to receive the one-half off admission discount.

CSEA will maintain its booth in the Center of Progress Building throughout the entire fair, so stop by and visit the CSEA booth any time you're at the fair. The coupon, however, is good on CSEA Day only, Saturday, Aug. 24.



The Civil Service Employees Association
LOCAL 1000, AFSCME, AFL-CIO
Danny Donohue, President

The New York State Fair is at the Empire Expo Center located off exit 7 of Interstate 690, 3 miles west of Syracuse. Hours of operation are 10 a.m. to 10 p.m. daily.

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\$3.50 OFF

ADMIT ONE
CSEA MEMBER or FAMILY MEMBER

Join me and your other CSEA statewide officers at the New York State Fair on CSEA Day, Saturday, August 24, 1996.

Danny Donohue
Danny Donohue
CSEA President

One coupon for \$3.50 off admission for one CSEA member or family member. Children under 12 free.

Name _____
Address _____
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You've got the CSEA Advantage - it pays to be a CSEA member!

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