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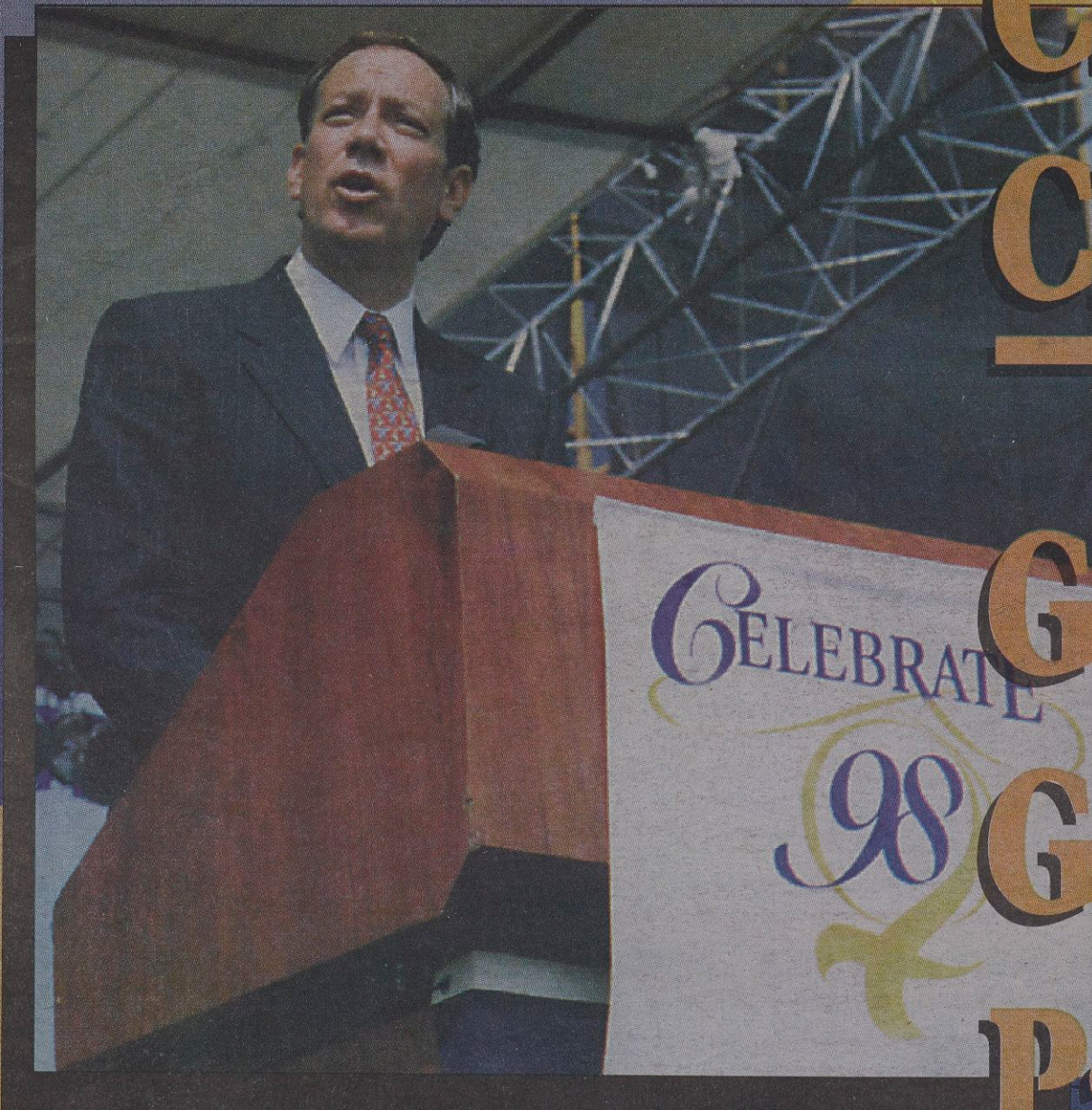
NOVEMBER 1998

THE WORK FORCE

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

**CSEA's
Choice:**

**Governor
George
Pataki**



Your Nassau Express Newsletter is enclosed

**You registered to vote.
You have a voice in the political arena.**

Your Voice Heard

**VOTE FOR CSEA-ENDORSED
CANDIDATES NOVEMBER 3**

Photo of the month by Mark Kotzin



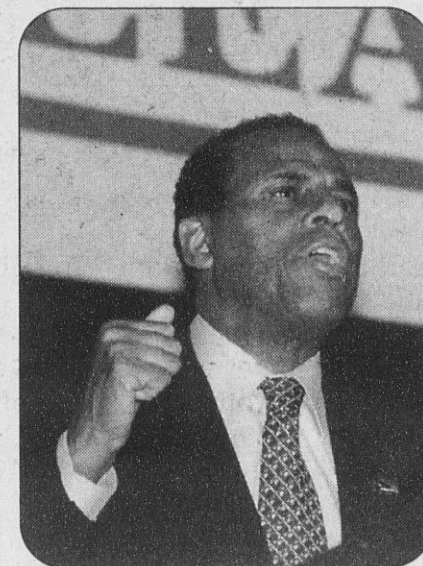
McCall defends pension fund

ROCHESTER — State Comptroller Carl McCall repeatedly brought CSEA delegates to their feet with a passionate defense of the State Retirement Fund during remarks delivered at CSEA's Annual Delegates Meeting.

The Comptroller's remarks were in stark contrast to candidate Bruce Blakeman's recent proposal to raid the retirement system to finance a business give-away and political slush fund.

"State Comptroller McCall has consistently defended the integrity of the Retirement fund," CSEA president Danny Donohue said. "Under Carl McCall's leadership the performance of the fund has saved taxpayers tens of millions of dollars in employer contributions to the system while also providing fairness to the public employees who depend on it for their future.

"We need that kind of continuing competence and professionalism, not political opportunism," Donohue said.



Special election to fill vacant seats on CSEA's Statewide Board of Directors

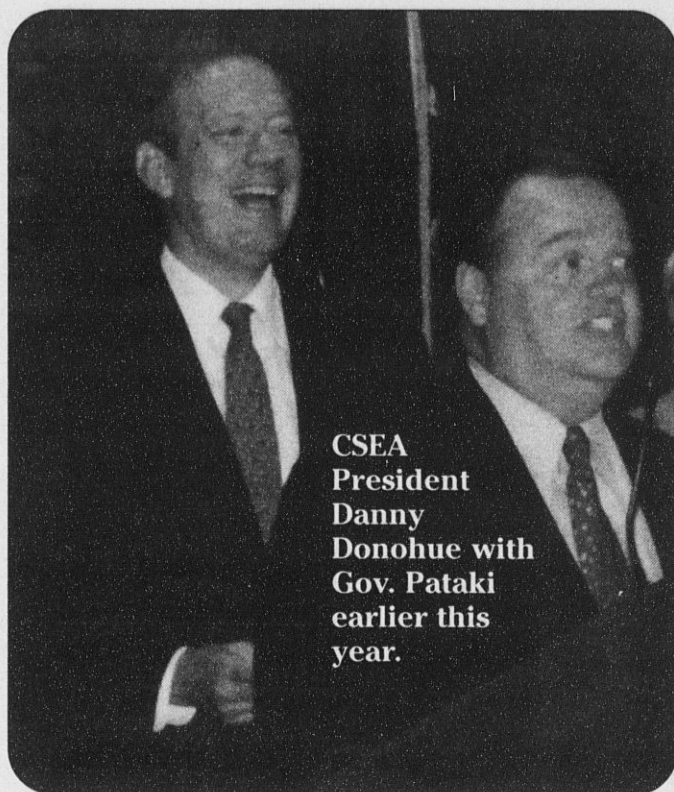
CSEA is holding a special election to fill vacant seats on the union's Statewide Board of Directors. One vacancy exists in each of the following areas: Mental Hygiene/Region 2, Chenango County, Franklin County, Rensselaer County, Schuyler County and Sullivan County.

The election schedule appears at right. Election results will be published in the Feb. 1999 edition of *The Work Force*.

- Oct. 20, 1998** Start of Petitioning Period: Nominating petitions available from Region offices (Metropolitan, Southern, Capital & Central) and CSEA Headquarters.
- Nov. 13, 1998** Deadline for receipt of nominating petitions at CSEA Headquarters by 5 p.m.
- Nov. 30, 1998** Drawing for positions on the ballot at CSEA Headquarters. Candidates (or proxies) may attend as observers.
- Dec. 14, 1998** Ballots delivered to Post Office for mailing at 5 p.m.
- Dec. 21, 1998** Replacement ballot may be requested if original not received.
- Jan. 6, 1999** Deadline for receipt of ballots by 8 a.m.

Donohue says Governor worked with union to find common ground

CSEA endorses Gov. George Pataki



CSEA
President
Danny
Donohue with
Gov. Pataki
earlier this
year.

CSEA backs Eliot Spitzer for state Attorney General

CSEA President Danny Donohue announced that the union has endorsed Elliot Spitzer for Attorney General.

"Eliot Spitzer will work hard as Attorney General to protect the rights of all New Yorkers," Donohue said. "Just as important, he will work hard to build a strong partnership with CSEA."

CSEA will not make an endorsement in the race for U.S. Senate between Sen. Alfonse D'Amato and U.S. Rep. Charles Schumer.

"CSEA has worked well with both candidates for many, many years," Donohue said. "I urge every member to make up his or her own mind and vote."

**A full report on
amendments and
resolutions approved by
delegates to
CSEA's 88th Annual
Delegates Meeting will
appear in the
December issue of
The Work Force.**

ROCHESTER — In a bold move, CSEA President Danny Donohue announced that the 265,000-member union has endorsed Gov. George Pataki for re-election.

"CSEA believes that Gov. Pataki is the best candidate to lead all of New York into the next century," Donohue told 1,200 delegates assembled here for the union's Annual Delegates Meeting.

"We have not always seen eye to eye with Gov. Pataki on every issue and we will never see eye to eye with any governor on every issue," Donohue said. "However, CSEA's respect for Gov. Pataki has grown over the past four years and I know that his respect for the CSEA Workforce has grown.

"The Governor cares a great deal about making New York a better place to live and work," Donohue said. "CSEA wants to help him meet those objectives."

"I am grateful to have the support of the hundreds of thousand of members of the CSEA," said Gov. Pataki. "Over the past four years, we have accomplished a great deal

together in making New York a better place to live, work and raise a family. And in times of crisis, like the ice storms of last winter, I have been able to rely on the members of the CSEA to help New Yorkers keep this state moving forward. I have been grateful for your work while I have been Governor and I am grateful for your support in this election."

In a telephone news conference with Donohue, the Governor told reporters that his administration has "worked very hard to have communications and a strong partnership" with CSEA.

CSEA President Donohue noted that the Governor faced some very difficult circumstances on taking office but worked with the union to find common ground.

Donohue also praised the Governor for his continuing efforts to build a working relationship with the union. He pointed out that this past year saw the

best state budget in a decade, the most significant public employee pension system reform in a generation and other legislation beneficial to CSEA members and other working people.

More on Pataki endorsement Page 4

**“The Governor
cares a great deal
about making New
York a better place
to live and work . . .
CSEA wants to help
him meet those
objectives.”**

**See pages 16 and 17
for CSEA-endorsed
Legislative and Congressional candidates.**

THE WORK FORCE

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In Touch with the



WORK FORCE

CSEA President Danny Donohue

By now I'm sure you are aware that CSEA has endorsed Gov. George Pataki for re-election.

CSEA has not always seen eye to eye with Gov. Pataki on every issue. We will never see eye to eye with any governor on every issue. However, CSEA's respect for Gov. Pataki has grown over the past four years and I know that his respect for the CSEA workforce has grown.

On numerous occasions I have heard the Governor, publicly and privately, praise the workforce of New York — the CSEA workforce — as the best workforce you will find anywhere. We agree.

The Governor faced some very difficult and real budgetary problems when he took office. We can't ignore that fact. CSEA made a difference in how he responded to those challenges and choices. At times it was difficult and even stormy, but we worked through that to find common ground.

CSEA made tremendous progress this past legislative session with the Governor's help. Most important to us was the Governor's role in the passage of the most comprehensive pension system reform in a generation — it was the second time in four years that the Governor helped secure a pension supplementation and resolve some long standing inequities..

This year alone the Governor has signed CSEA-backed legislation that will benefit our members in local government and school districts along with the best State budget we have seen in a decade.

Shortly after taking office the Governor negotiated the first on-time state contract with CSEA since 1985. Moving forward from that, the Governor worked with CSEA on civil service legislation, making it easier for state employees to transfer from one agency to another. This long sought CSEA objective was a significant step forward in workforce planning and has helped thousands of CSEA members keep working and have greater career opportunities.

During crises like the North Country ice storm the Governor has recognized how essential the CSEA workforce is and has worked with us to resolve any personnel issues to help maintain productivity and boost morale.

CSEA knows there is a lot of hard work ahead to make New York even better. CSEA is ready to work as a partner with Gov. Pataki.

Danny

Extending health benefits gave Bosnia peacekeeper peace of mind

MINEOLA — When Deputy Sheriff Mark Hammer was on a recent peacekeeping mission to Bosnia, he had peace of mind knowing that health care benefits for his family would remain in effect thanks to the union.

That's because CSEA Nassau Local Administrative Assistant Debbie O'Connell worked hard to secure legislation to guarantee reservists who served in Bosnia similar health care provisions as those who served in "Desert Storm."

"I'm a reservist. When I got called for Bosnia I was concerned about health care coverage lapsing for my wife and son. With the help from Debbie and my legislator I got important health care coverage for my family while I was away," said Hammer who works at the Nassau Corrections Center.

A 28-year reservist with three years of active duty, he noted, "I have been called in three times for reserve duty: Grenada, Northern Iraq and Bosnia."

From December through July, Hammer was away from his wife, Debbie, and 17-year-old son, Josh.

"I'm a reservist. When I got called for Bosnia I was concerned about health care coverage lapsing for my wife and son. With the help from Debbie and my legislator I got important health care coverage for my family while I was away."

"I called home once a week and I would E-mail my family when I had access to the Internet. I've been on deployments, but never away that long. It was hard," Hammer said.

Care packages from his wife, complete with magazines and home-baked cookies helped.

"Without the legislation it would have cost me \$585 per month.

I didn't want to worry about my family not being able to use their own doctors and commuting long distances for medical

care," said Hammer.

He also shared some of his insight on the situation in Bosnia.

"It is a war against the civilians. A religious war with three factions. It was armies against civilians.

"I was at four massive grave sites in May when they moved the bodies from one area to another," Hammer said.

"The smell of rotting flesh is something you don't forget," he added.

"I'm happy to be home."

— Sheryl C. Jenks

CSEA REPRESENTS

Corrections and Law Enforcement

15,000 WORKERS IN THIS INDUSTRY

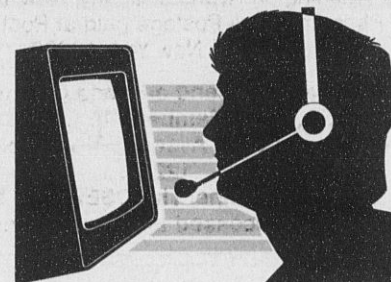
When 9-1-1 is in trouble, who do you call?

In the past ten years, since 9-1-1 emergency services have

spread throughout the state, there have been many success stories, but many growing pains as well. CSEA members working 9-1-1 have often taken the blame in sometimes high-profile cases for poor management, dysfunctional or outdated equipment, excessive overtime demands, or a host of other problems they've had to deal with.

We're looking to tell the workers' side of the issue. If you are a 9-1-1 emergency services worker, or know someone who is, and are willing to relate your story about troubles with 9-1-1, please call Communications Associate Dan Campbell at 1-800-874-7344. If you wish, your identity will be kept confidential.

We'll tell your story in the December edition of *The Work Force*.



New law boosts probation officers' retirement

ALBANY — Gov. George Pataki has signed a law, vigorously supported by the hundreds of probation officers CSEA represents, which allows counties to offer them a 25-year at half pay retirement package.

"We're pleased the governor has signed the legislation," said CSEA President Danny Donohue. "It's long overdue."

The new law, it should be stressed, gives counties the option of offering the half pay retirement package. Probation officers must now set their sights on lobbying for its implementation at the local government level.

Make Your Voice Heard

CSEA REPRESENTS

Health Care Services

60,000 WORKERS IN THIS INDUSTRY

CSEA is one of the largest health care unions in New York State, representing more than 60,000 workers in the health care industry. It is the largest single group we represent.

CSEA represents various job titles in various facilities. For example, our members are nurses, public health specialists, mental health therapy aides, case managers, certified nurses aides, physicians, technicians, housekeepers, clerks, therapists and other health care workers.

They work in state facilities, community residences, county infirmaries, nursing homes, Nassau County Medical Center, Westchester County Medical Center, the Helen Hayes Hospital (in Rockland County), Erie County Medical Center, and the Roswell Park Cancer Institute (in Buffalo).

These facilities are among the top ranked in the country.

CSEA recognizes the changing health care environment and believes that working together with employers we can make this a win-win situation for all the parties involved. We are committed to quality health care and meeting the varied needs of our patients.

For example,

CSEA won passage of legislation that turned:

*Roswell Park Cancer Institute into a public benefit corporation, and

*Westchester County Medical Center into a public benefit corporation.

Two examples of our flexibility. Our commitment is to allow health care providers to be more competitive while fighting to maintain quality care standards.

The union helped set up the Congress of Nursing Aides to focus attention and respect on the vital role nurses aides provide in the delivery of quality care.



Herkimer Adult Care Facility Gets Vote of Confidence

HERKIMER — A decision by Herkimer County officials to retain the County Manor adult care facility is good news for CSEA.

Central Region President Jim Moore praised a statement by County Legislator Robert Nightingale that selling the facility is no longer being considered.

"We're pleased with the statements from Mr. Nightingale and others that suggest that the county wants to keep providing this service to residents, rather than sell it off to the highest bidder," Moore said. "Our workers know

that they can provide the best quality of service to the residents and we're glad that the county has recognized that."

Moore said that the union is willing to work cooperatively with the county to examine alternatives to contracting out the operation of the facility that would help reduce the current shortfall.

"I agree with Mr. Nightingale that the county has an obligation to keep the facility, and we'll be happy to join the county in looking at other cost-saving measures to continue the quality of service that our members provide."

OMH policies under scrutiny

Investigative report exposes irresponsibility of OMH

NEW YORK — CSEA is applauding a two-part investigative report aired on WABC-TV EyeWitness News last month that exposed the irresponsibility of state Office of Mental Health policies.

"The TV report made the same case that CSEA has made for years that OMH is dumping patients without ensuring responsible alternative care," CSEA President Danny Donohue said. "Unfortunately, no one seems to care about the mental health system until the reckless discharge of patients becomes a public safety issue. We can only hope this TV exposure will open some eyes."

The report focused on Manhattan Psychiatric Center which OMH is rapidly downsizing. But Donohue pointed out that the same problems and issues affect every psychiatric center in the state.

The Office of Mental Health declined to be interviewed for the TV report and simply issued a statement saying that all discharges of patients are appropriate.

In a related issue, CSEA Metropolitan Region President George Boncoraglio took OMH officials to task for misrepresenting the facts to the media about the availability of services to meet the needs of mentally ill individuals.

"May I suggest that you study the full testimony presented on July 21, 1998 at a Public Hearing conducted by Assembly Mental Health Committee Chair James Brennan ... You will find that numerous witnesses contradicted your remarks that private hospital psychiatric units can now easily accommodate clients who would have been admitted to state psychiatric centers in the five boroughs," Boncoraglio wrote in a letter to a top OMH official.

"Clearly it is wrong and misleading to give the impression to the press that OMH has everything under control, when that is undeniably false."

Sharing concerns; solving problems

CSEA REPRESENTS
**Social Services
and
Administrative
Services**

50,000 WORKERS IN THIS INDUSTRY

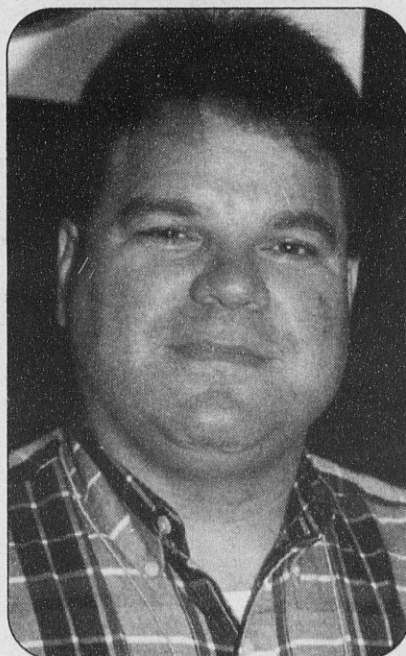


Every year the Annual Delegates Meeting provides a forum for CSEA's Social Services Committee to meet with delegates from the social services field to share ideas and concerns.

Here are some comments from the participants about what was discussed.

CSEA Social Services Committee Chair, Ginger Sheffey — Senior Stenographer, Cayuga County DSS

"We get people together from across the whole state and Joe may have a problem in Onondaga County but Patty may have a solution in Greene County because she had the same situation. So it's always important to get the people who do the same jobs together to talk about the issues and share concerns and find how to work together on the solutions."



CSEA Social Services Committee Member, Sabina Shapiro — Training Specialist, Orange County DSS

"This year it was interesting because the concerns were all very much the same. Whether people worked in child protective services, or adult services, or in the office as examiners for temporary assistance, Medicaid or food stamps, they're all concerned about the same things. They're concerned about safety, and about the effects of welfare reform on their jobs and potential downsizing that's already started in some areas."



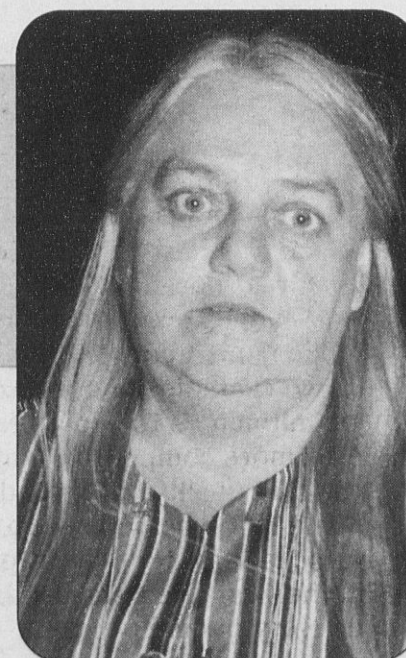
Joseph Alcaro — Caseworker, Onondaga County DSS

"One of the key issues that came up that wasn't common is the transportation issue of putting people in their cars and who assumes that liability. Some counties have county cars and in our county we don't have that. That's something that became a new focus for us to work on and knowing the structure of this committee, I'm sure it's going to be dealt with."



Patty Whiteman — Systems Coordinator, Greene County DSS

"I work in the systems end of it with the equipment more than with the people. So it brought me up to date with the concerns of my co-workers. We're having a lot of problems with the state's computer system that's not working very well. So it gave me an idea... I belong to a systems forum with the NYS Public Welfare Association and I'm going to see if I can't get other systems people interested and maybe we can come up with a better system that's a lot more worker friendly."



Kay Walton — Social Welfare Examiner, St. Lawrence County DSS

"The health & safety issues and the security of the workplace are really items that need a lot of attention and need to be addressed by all regions. I think that the Social Services Committee has been able to identify and bring to light a lot of those types of issues to help solve them and other problems that are a common thread to all of us."

CSEA REPRESENTS

**Waste
Management,
Maintenance &
Infrastructures**

30,000 WORKERS IN THIS INDUSTRY



Life returning to normal

Tree pruner John DeBottis from the North Syracuse state Department of Transportation is shown cutting down dangerous tree branches in the Town of Manlius. The CSEA Work Force, as usual, worked around the clock to help communities in a dozen counties recover from the trauma of a violent Labor Day weekend storm.

Log cabin is work of their hands

The CSEA Work Force has a creativity and ingenuity which is too often taken for granted. At times, workers have skills that are almost lost in time. This is a story of just such workers.

PLATTSBURGH — CSEA North Country members are used to making lemonade out of the lemons Mother Nature often gives that area of upstate New York.

First, there was the '98 Ice Storm which destroyed hundreds of thousands of mature trees which give the countryside its unique beauty. The next disaster was when fire destroyed the Department of Environmental Conservation's Lake Colden rescue cabin, a refuge for cross country skiers and snow shoers.

Fortunately, DEC workers led by Sherwin LaLonde came up with a unique North Country solution to replace the cabin. They would turn the felled trees into logs and themselves build a cabin 26 feet by 36 feet with 1,000 square feet of space.

Trees were harvested in the Lake Clear area near the DEC sawmill facility. On average, logs were cut approximately 12-13 inches thick by the workers.

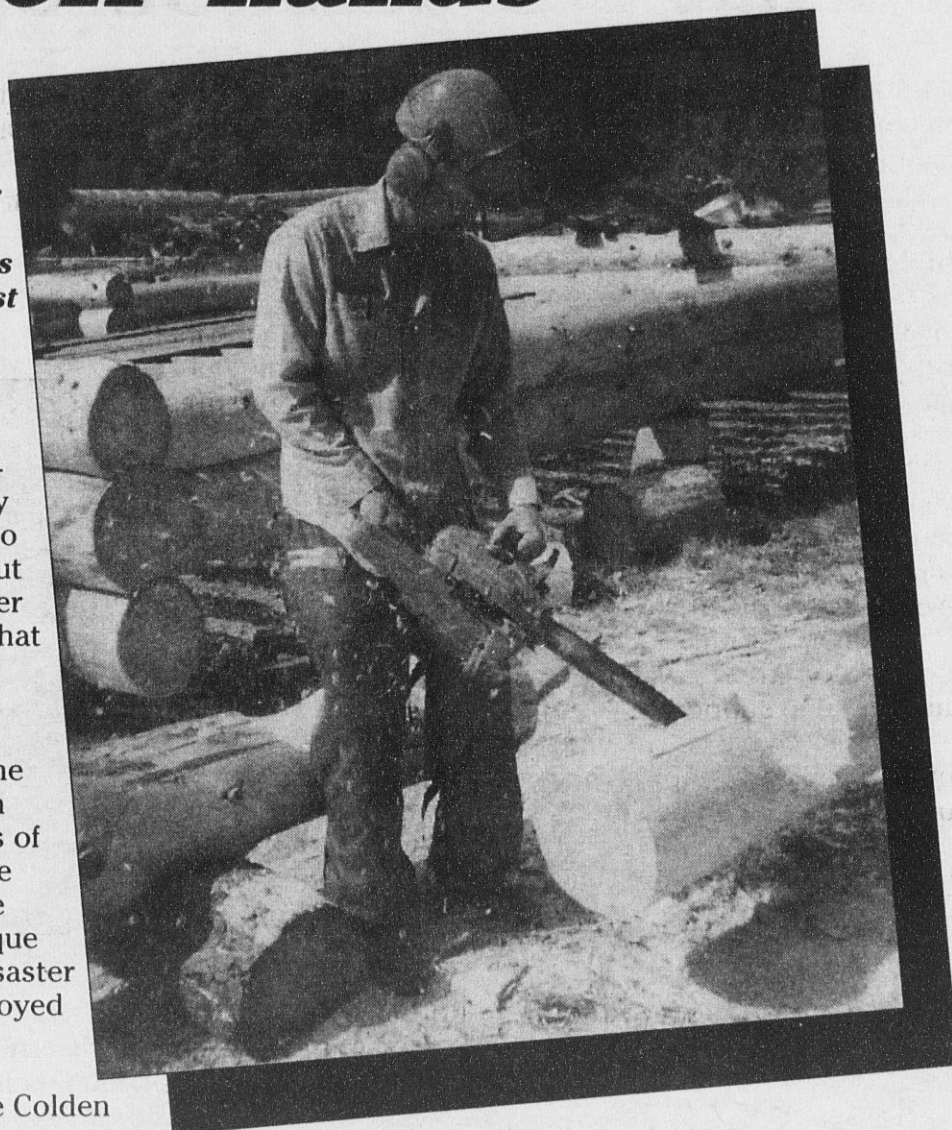
They skinned the bark from the logs which provide their own natural insulation against North Country cold and marked each one separately for individual notching.

The notching was done by chain saw and finished off with hand tools. The logs had to fit tightly together as the cabin was assembled without the aid of spikes since it would later be dissembled and airlifted to Lake Colden for reconstruction.

Hundreds of pieces were airlifted 10 miles deep into the Adirondack forest and reassembled much like piecing together a puzzle. Long spikes were driven into the logs and will hold the cabin together for years to come.

The cabin, worth an estimated \$200,000, is proof that there is no better value than the CSEA Work Force.

— Daniel X. Campbell



CSEA Locals Help Buffalo Bills Kick Off Season

FREDONIA — Members of two CSEA locals were in the front lines when the Buffalo Bills football team prepared for the 1998 National Football League season at their training camp at SUNY Fredonia.

"Our members take care of the grounds, marking off the yard lines, keeping the field shipshape, and keeping the dorms clean," said Tim McGraw, president of the Fredonia Local. "Everyone is happy to do any job to support keeping the Bills here for training camp."

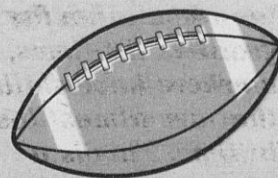
Faculty Student Association Local members who normally keep the students well-fed, are just as happy putting out the giant spreads that keep pro football players' big appetites satisfied.

"Our food service members do a lot of cooking and preparing a wide range of food, everyday," said Judy Gizowski, FSA Local president. "They maintain food for meal times and between-meal healthy snacks around the clock for more than 100 players and coaches."

CSEA member Mike Kozlowski takes his vacation from his regular job at the college to run operations for the Bills' training camp support.

"We love having the Bills here every year," said Kozlowski. "We're hoping their lease arrangement with their Buffalo stadium will be settled soon, so they will be able to renew their contract here with the college, and be here for the eighteenth year, next year and beyond."

— Ron Wofford



CSEA REPRESENTS
Education Support Services

55,000 WORKERS IN THIS INDUSTRY

Volunteers Make the Difference

Cortland City School District member volunteers at the New York State Fair

SYRACUSE — "I'm Dolly Petrychka from Cortland County Local 812 and I'm about to begin my fourth year as an in-school suspension monitor with Cortland City Schools. I have been an involved CSEA activist from the start. I am a shop steward and am trained in grievance representation. I recently became a member of the PEOPLE program and have been asked to chair the Political Action Committee for Cortland County.

"This is my second year as a volunteer at the New York State Fair, and I have found it as rewarding this year as I did last. I have had the opportunity to meet many CSEA members from across New York State, as well as union members from many other states as well. I have found many anxious to talk with me

about many different union issues. It's nice to be able to help people with problems and concerns to the appropriate CSEA officers or staff who can help solve their problems or ease their concerns.

"For those who stop by with problems or concerns who are not CSEA members, we give them brochures and direct them to our organizing department. I feel this helps to increase our membership numbers which in turn strengthens our union.

"Another focus of our booth at the fair involves voter registration. At work, I keep track of the Cortland High students who turn eighteen during the school year and discuss with them the importance of registering, as well as supplying and delivering their forms. Here at the fair, it's great that we can register hundreds of people, young and old, both first time enrollers and those who have changes to be made.

"I feel CSEA works because our members work. That's why I volunteered my time at our State Fair booth to help CSEA have the opportunity to be visible to such a wide variety of people, and to be available to members who might want to see us there."

— as told to Mark Kotzin

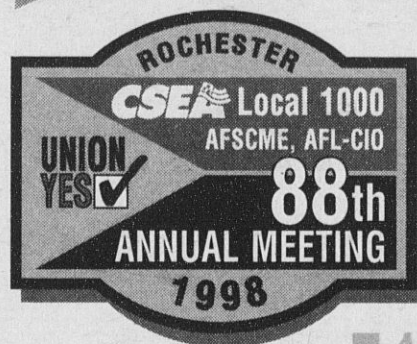


New York State Fair volunteer Dolly Petrychka hands out bags at the CSEA booth.

INSIDE THE WORK FORCE

Conventional Wisdom

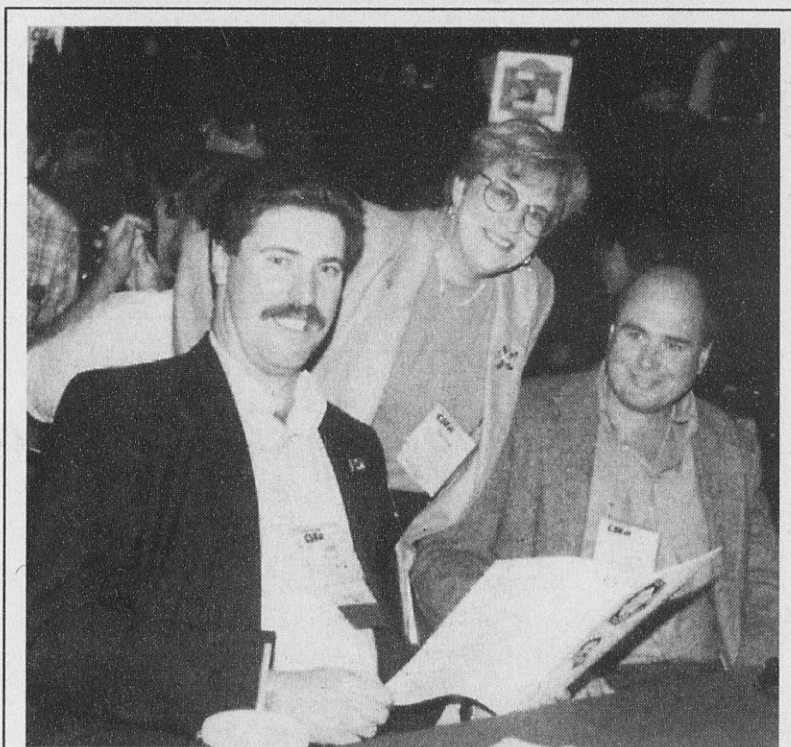
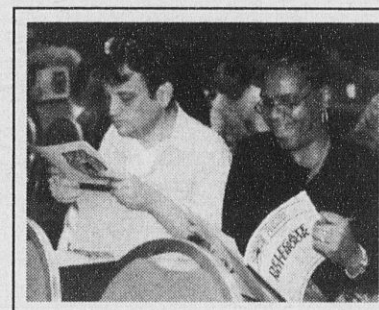
The 88th Annual Delegates Meeting through the eyes of first-time delegate Scott Seltzer



ROCHESTER — Scott Seltzer, president of the Town of Brighton Unit of the Monroe County local, attended his first CSEA Convention this year. He shares with us his impressions as a first-time delegate.

■ *At new delegate orientation:*

"The new delegate orientation was a pleasant surprise. (CSEA Executive Vice President) Mary Sullivan had everybody relaxed and encouraged dialogue."



First-time CSEA Delegate Scott Seltzer, left, conferring with Monroe County Local President Bernadette Giambra and Third Vice President Jim Volpone at the General Business Session at CSEA's 88th Annual Delegates Meeting in Rochester



Constitution & By-Laws Committee Chair Tony Bailous reads proposed amendments to the Constitution

■ *On workshops:*

"If I had more time I would have done even more although I will admit that after attending three workshops in one day I was dragging."



Statewide Secretary Barbara Reeves delivers her report to the delegates

Make Your Voice Heard

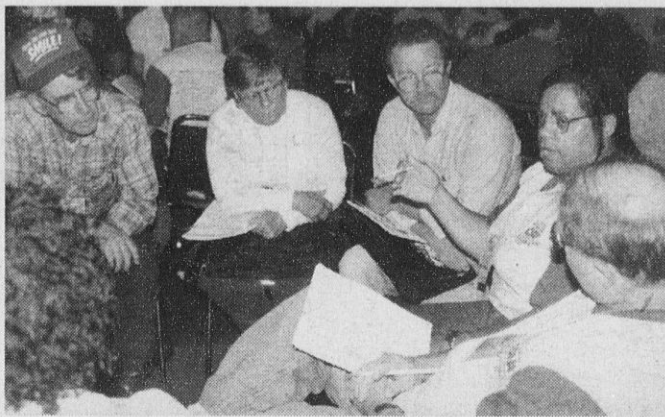


AFSCME International President Gerry McEntee addressing the delegates at the general session

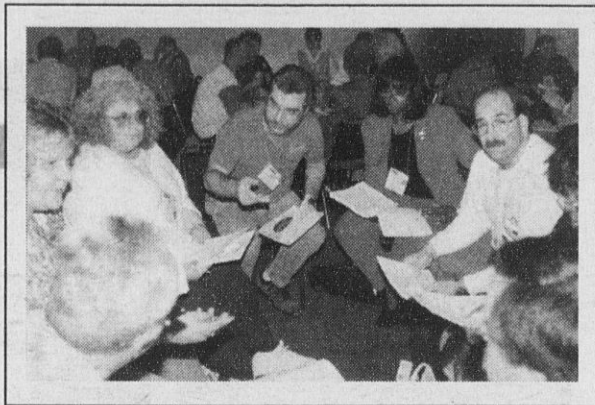
"Gerry McEntee's speech was as good as people told me it would be. It made me proud to be part of AFSCME."

"Our leaders are so down to earth."

- *"It's all about empowerment. Giving power to members."*
- *"Tapping into other people's experiences is a great tool."*
- *"It was great to hear from people around the state."*



Delegates discussing an important issue at one of the many ADM workshops



■ **On workshops:**
"They were all quite informative, ... I thought it was especially appropriate that the attorneys were conducting the one on legal matters and the union's duty of fair representation."



Jane D'Amico, CSEA Nassau Co. Local Executive VP, recipient of the 1998 Irene Carr Leadership Award presented at the CSEA Legislative Breakfast



CSEA President Danny Donohue presiding at the General Session

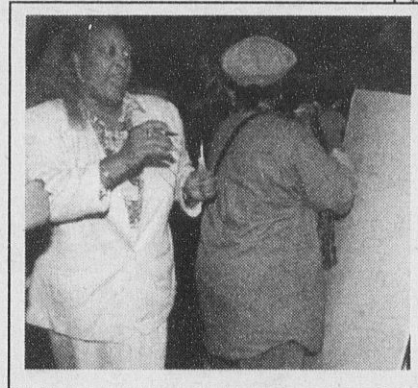
■ **At a general session:** *"It was good to see that delegates/members do have a voice in a democratic union and convey their members' concerns. The membership does have the power."*



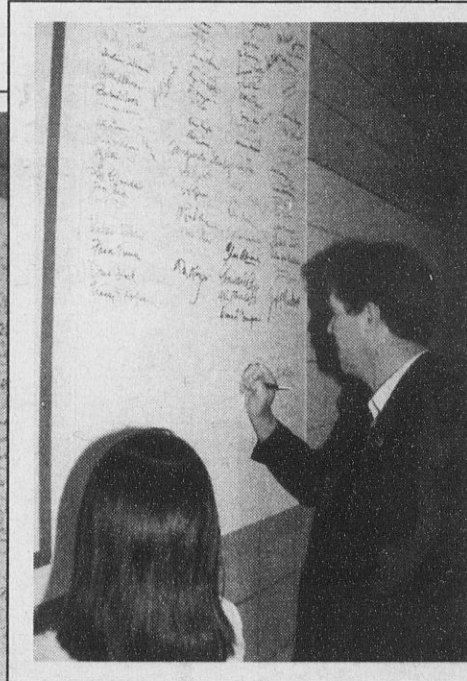
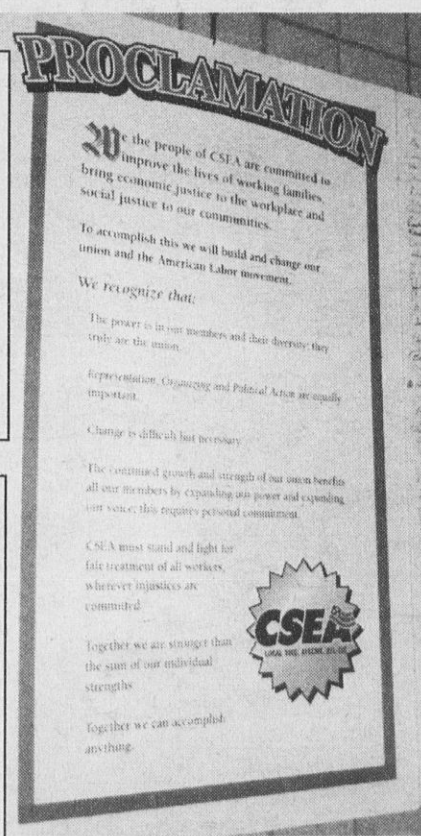
NYS Comptroller H. Carl McCall greeting delegates prior to his address to the delegates (see page 2)

"The convention transformed me when it came to political action. I never put campaign stuff on my car or in front of my house, but I walked out of the convention with two McCall signs."

— Scott Seltzer



AFL-CIO Vice President Linda Chavez-Thompson speaking to her union brothers and sisters (for highlights from her speech, see page 15)



■ **On signing the Proclamation declaring our commitment to a better CSEA:**
"CSEA is taking necessary steps to change the union and evolve with the times to become more powerful. I have no reservations in signing."



Delegates Joe McMullen, left, and Mike D'Alessandro performing a song about the ADM

Safety & Health

Latex reactions don't fit easy description

These shoes are made for working

LATHAM — It was all in the numbers. Some workers were getting \$200 for work shoes; other workers \$55; and still others zero.

When state Environmental Conservation Local President Vern French was alerted to the disparity by Shop Steward Butch Edwards, he took action. The winners will be all EnCon Operational Services Unit employees who need foot protection while on the job.

French explained he heard so many different stories about reimbursements that he knew something was wrong. He discussed the disparities with CSEA staffers Mary Rubilotta and Jim Martin and then took it up with EnCon administrators.

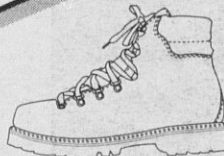
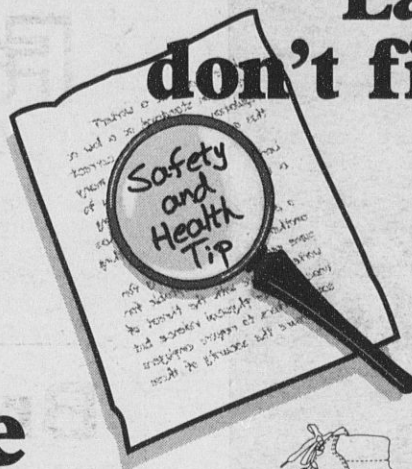
A labor/management agreement followed which provides a \$100 shoe allowance to all permanent and long-term seasonal workers who need foot protection.

Footwear purchased must conform with OSHA and American National Standard Institute standards.

"The settlement," said French "translates into fairness at the workplace

EnCon Local President Vern French sees more work shoes in the future for his co-workers thanks to a recent labor/management agreement.

for all eligible employees." Martin added, "The OSU contract is clear. We had to level the playing field and we did." He noted the agreement even specifies a mechanism for employees to follow if work shoes are destroyed and need to be replaced.



Latex reactions don't fit easy description

Adverse reactions to latex gloves are increasingly being reported as latex allergies. Latex allergy is actually a broad term with several different types of latex reactions. Three different reactions may occur.

Common reaction not allergy

Irritant Contact Dermatitis is the most commonly suffered reaction to latex gloves but is not a true allergy. People who suffer from this condition generally experience dry, irritated patches on the hands. This reaction is often caused by an initial reaction to a different chemical (a cleaning or sanitizing agent) or frequent washing of the hands.

Delayed reaction from other chemicals

Allergic Contact Dermatitis is a delayed hypersensitivity reaction. It is brought on from the other chemicals added to the latex in the manufacturing of the gloves. People who suffer from this condition will experience an itchy rash very similar to poison ivy one to two days after wearing the gloves. The condition can worsen and spread to other areas of the skin.

Symptoms escalate with true allergy

Latex allergy is an immediate hypersensitive reaction to the latex proteins. The reaction can begin within minutes of wearing the gloves to hours. The initial symptoms are worse than the previous conditions including highly irritated skin, redness, itching, and hives. The symptoms can escalate to the respiratory system with symptoms such as sneezing, dry throat, runny nose, eye irritation, and asthmatic type symptoms.

Only a doctor knows for sure

Latex allergy can only be diagnosed by a physician and can be detected with positive blood tests or skin test even if symptoms are not occurring. It has been proven that the latex protein adheres to the particles in powder therefore use non-powdered latex gloves.

Helpful hints

- Choose better gloves (eliminate latex or use reduced latex content)
- Make sure that hands are completely dry before wearing latex gloves, moisture can add to the condition.
- Do not use oil based hand lotion or moisturizers when wearing latex gloves.
- Once latex gloves are removed, thoroughly wash the hand with a mild soap and completely dry.
- If the symptoms persist consult with your physician.



CSEA Will Not Tolerate Workers' Comp Abuse

A Message From Nassau County Local 830 President Anthony Giustino



Workers' Compensation doesn't seem to be working. At least it doesn't seem to be working right.

Over the past several months, I have received a considerable number of complaints in my office relative to the thoughtless treatment that CSEA members have received at the hands of Workers' Compensation doctors.

The most common complaint is that these doctors demonstrate a total lack of attention to the medical problems brought before them by CSEA members who have been injured on the job. Often, workers are told that they should

return to work without even a cursory examination. Many doctors, they say, are less than indifferent to specific physical difficulties experienced by our members.

To help CSEA members protect their rights and better navigate the Workers' Compensation system, CSEA introduced a new program earlier this year. The CSEA Workers' Compensation Legal Assistance Program provides you with no-cost legal representation. I urge you to take advantage of this CSEA benefit if you have the misfortune to need it. To access the program, call 1-800-342-4146 and follow the instructions.

However, I remain very disturbed by these complaints. Ignoring the legitimate health concerns of our members tears at the very heart of a system that was set up for the specific purpose of protecting working men and women.

CSEA will not tolerate these abuses. We will use every legal and administrative avenue available to us to remedy the situation. I am urging members who have suffered a Workers' Compensation abuse to report it immediately to the CSEA office at 571-2919.

Yours in solidarity,

Tony Giustino, President
Nassau County Local 830

Stay Informed.
Tune in to
"CSEA in Focus"
Thursdays at 7 pm
repeated
Saturdays at 8:30 am
on WGBB, 1240 AM

**Vote for
CSEA-endorsed candidates
Election Day November 3**

Congressional Candidates Endorsed by CSEA

Last month, we ran the list of New York State Assembly and Senate candidates endorsed by CSEA. In this issue, we are listing the candidates CSEA has endorsed for U. S. Congress. CSEA has concluded that these candidates most closely embrace the philosophy, causes and goals of our union and who most associate themselves with the aspirations of working men and women. We urge our members to vote for them.

1st C.D. — Michael Forbes (R)

2nd C.D. — Rick Lazio (R)

3rd C.D. — Peter King (R)

4th C.D. — Carolyn McCarthy (D)

5th C.D. — Gary Ackerman (D)

Contract Negotiations Info Available at CSEA Office

As contract negotiations enter the home stretch, CSEA members can get progress updates by calling the Nassau Local 830 office at 571-2919 Mon. - Fri. from 8 a.m. to 6 p.m. In addition, members may speak directly with their respective unit presidents, all of whom are members of the CSEA negotiations team. There is no news blackout on the current contract talks. Information will be made available upon request.

Because of the early deadline for this newspaper, and because contract talks are ongoing, it is often impossible to give a timely update on negotiations status on these pages. For that reason, we are urging members to keep abreast of the talks by following the above advice, by reading the latest CSEA bulletins, by attending the "President's Forum" worksite meetings and by listening to updates on our radio program, "CSEA in Focus," Thursdays at 7 p.m. and Saturdays at 8:30 a.m. on WGBB- 1240 AM.

The Work Force
CSEA Nassau County Local 830
EXPRESS

November 1998 • Vol. 3 No. 11

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

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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
- Noreen Lingham, 2nd Vice President
- Robert Cauldwell, 3rd Vice President
- Raymond Cannella, 4th Vice President
- Jewel Weinstein, 5th Vice President
- Barbara Jones, 6th Vice President
- Ron Gurrieri, 8th Vice President
- Gerald Granger, 9th Vice President
- Martin Stamile, 10th Vice President
- Mary DelMare, 11th Vice President
- Bobby Eisgrau, Secretary
- Kathleen Vitan, Treasurer

Unit Presidents/Executive Board:

- John Aloisio III, Treasurer's Office
- Mark Barber, Sheriff's Department
- Stanley Bergman, Comptroller's Office
- Tim Corr, Recreation & Parks Department
- Kathryn Cosgrove, Administrative Unit
- James Davis, Assessment Department
- Mary Delmare, School Crossing Guards
- Les Eason, A. Holly Patterson Geriatric Center
- Bobbi Eisgrau, County Clerk
- Cynthia Hancock, Nassau Community College
- Nancy Ianison, Office of Drug & Alcohol
- Timothy Jaccard, Police Department AMTs
- Barbara Jones, Department of General Services
- Eileen Jones, District Attorney/County Attorney
- Louis Minghinelli, Health Department
- Lillian Neumar, Police Department Civilian
- Richard Russ, Department of Consumer Affairs
- Larry Schnurr, Deputy Sheriffs
- Paul Simon, Fire & Rescue Services
- Martin Stamile, Department of Public Works
- Michael Timmons, Social Services Department
- George Walsh, Nassau County Medical Center
- Joseph Whittaker, Fire Marshal's Office
- Peter Wrba, Probation

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.

Women's Dinner an Outstanding Success



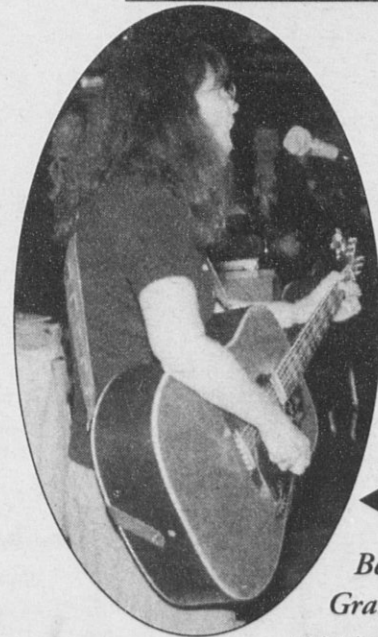
Newsday columnist Irene Virag related with both humor and poignancy a thought-provoking account of her personal battle with breast cancer.



CSEA Nassau County Local President Tony Giustino addresses the audience.



Guest speaker Irene Virag, left, poses for a photo following her talk. With her are Eileen Jones, center, president of the CSEA District Attorney's Unit and Jane D'Amico, executive vice president and Women's Committee chair.



Bev Grant entertained with her unique singing style and lyrics.



Jane D'Amico, right, introduces Pat Bishop Kelly of the American Cancer Society, who announced that CSEA Nassau County Local was named a "Flagship Sponsor" of the annual "Making Strides Against Breast Cancer Walk" at Jones Beach.

Tim Jaccard of the AMT Unit displays the plaque awarded to him for his help to the Women's Committee. Making the presentation is CSEA 2nd Vice President Noreen Lingham.



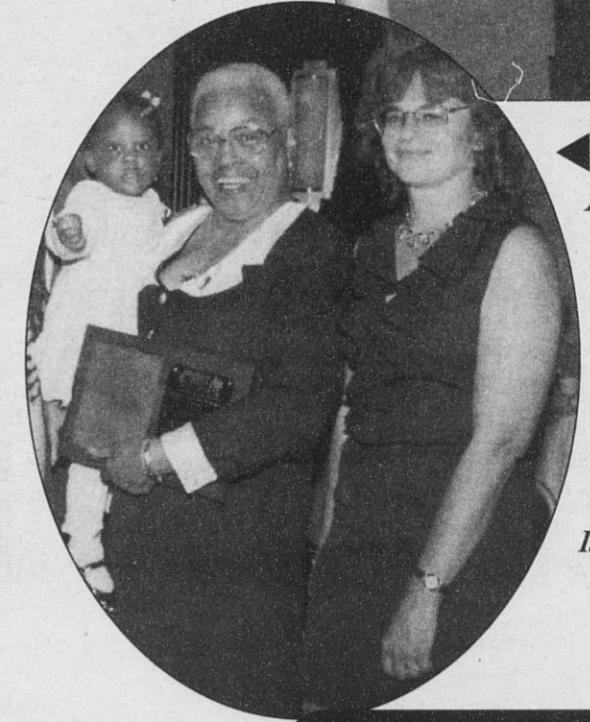
Award winner Regina Corbin of the Board of Elections, right, accepts a plaque from Women's Committee member Sandee Horowitz, left.



President Tony Giustino presents a special award to Executive Vice President and Women's Committee Chair Jane D'Amico. Participating in the ceremony are Nassau County Local Secretary and County Clerk Unit President Bobbi Eisgrau, left, and Treasurer Kathy Vitan, right.



Award winner Rev. Lillian Frier-Webb, right, a retiree from the Department of Drug & Alcohol poses with her granddaughter and Drug & Alcohol Unit President Nancy Ianison, right.



Beth Luttinger of the Social Services Department displays her award as President Tony Giustino, Treasurer Kathy Vitan and Executive Vice President Jane D'Amico look on.



Susan Graham of the District Attorney's Office, left, accepts her award from Women's Committee member Patricia Femminella.



early 350 people turned out to help CSEA honor its outstanding women at the "Women in Local Government" Annual Recognition Dinner.

A highlight of the evening was Newsday columnist Irene Virag's poignant and inspiring account of her personal battle with breast cancer. Another guest speaker, Elaine Witgate Conway, talked about the New York State Division for Women, where she serves as director.

"The success of this event was a team effort," said CSEA Nassau County Local Executive Vice President and Women's Committee Chair Jane D'Amico. Ms. D'Amico heaped praise upon her committee for an exceptional job.

Winners of this year's awards were:

- Regina Corbin, Board of Elections
- Susan Graham, District Attorney's Office
- Beth Luttinger, Department of Social Services
- Rev. Lillian Frier Webb, retiree, Department of Social Services

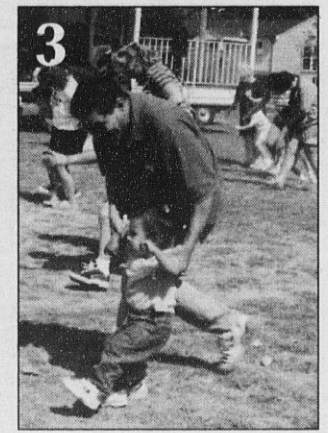
Certificates of recognition were presented to the following women:

- Leaneor Egan, School Crossing Guards
- Robin Hecht, Department of Social Services
- Judy Lateiner-Malnick, Department of Social Services

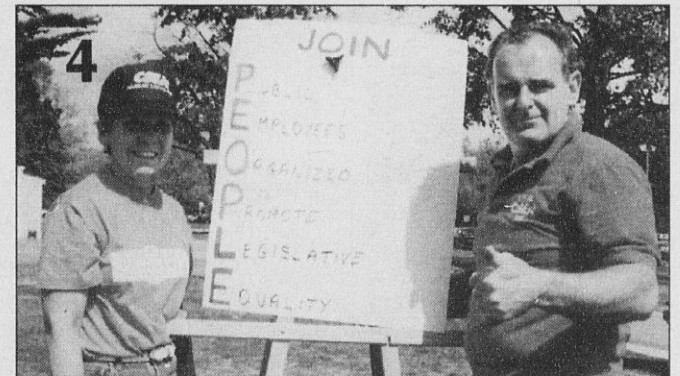
Special awards were presented to Tim Jaccard of the AMT Unit for his assistance to the Women's Committee, and to Ms. D'Amico, for her conspicuous and ceaseless involvement in the fight against breast cancer.

Over 1,000 CSEA members, family and friends turned out September 19 at Eisenhower Park for a day of fun and food at Nassau County Local's annual picnic. Social Committee Chair Beth Luttinger and her committee members made sure the event went smoothly. *The Nassau Express* captured much of the day's excitement on film and presents it here.

1. North Hempstead Town Councilman Tony Durso, center, stopped by to greet CSEA members. He poses for photo in front of CSEA banner with Nassau County Local President Tony Giustino, left, and Long Island Region President Nick LaMorte.

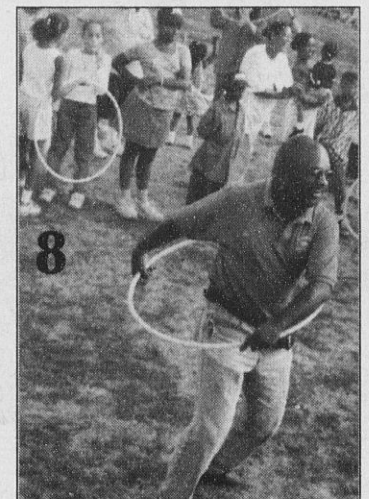
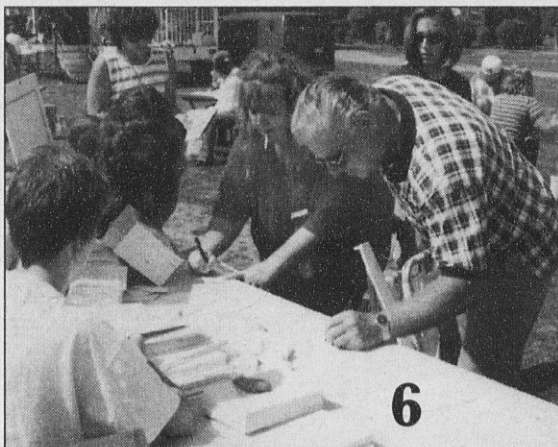


2. Social Committee Chair Beth Luttinger (seated, center) and her committee members get together at the end of a tiring but successful day with President Tony Giustino and CSEA support staff.



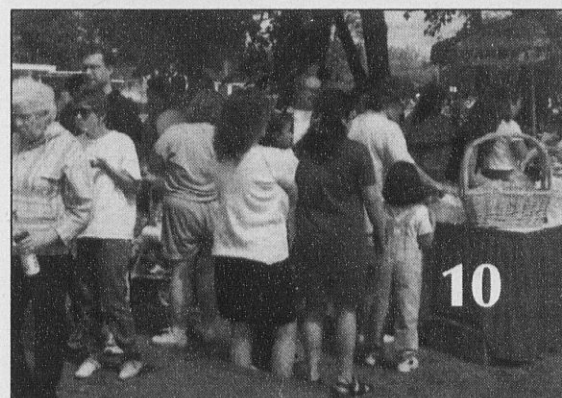
3. Father and daughter head for the finish line in 3-legged race.

4. PEOPLE Program co-chairs Kathy Walsh and Tim J. Card were on hand to recruit new members in this worthwhile cause.



5. More than 100 adults and children line up for the "great water balloon toss."

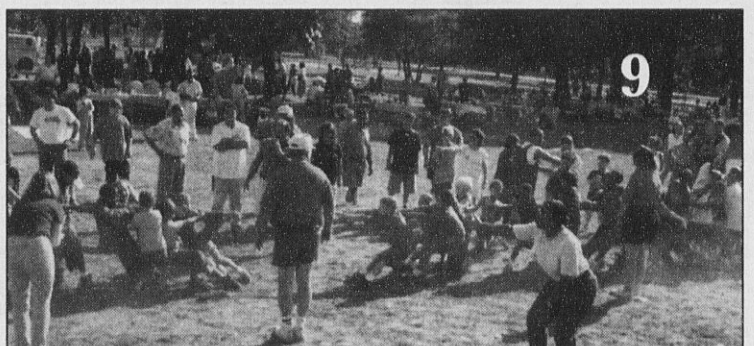
6. The day was designed for fun, but information on CSEA benefits was also in full evidence.



7. A young winner at hoola hooping.

8. First Vice President Les Eason tries to swivel his hips to victory in the adult hoola hoop contest.

9. Both sides put in a lot of umph in the tug-of-war contest.

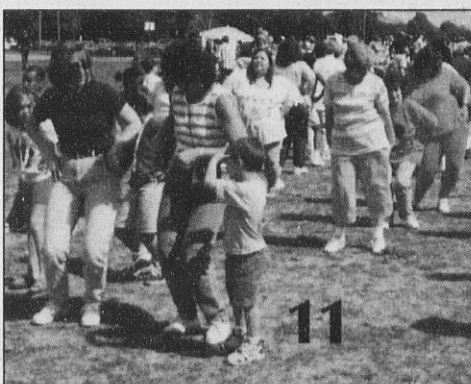


10. Where the food is.

11. Line dancing for health — presented by the Healthy Heart Program.

12. Dancing to the music of D.J. Joey.

13. Laret Williams, left and Ken Swerling smile for the camera at the Jardine information booth promoting info on CSEA insurance programs.



“Knowing what it was like in the past - we had a tough time. The only thing you can do with a tough time is to make it better, and that’s what we did - it was always we. That’s the point of a union,” said Clara Pruitt, winner

of the 1998 Donald Webster Memorial Mission Award. A union member since 1957, Pruitt has been on the front lines for five decades and served CSEA in numerous capacities. Executive Vice

President Mary Sullivan presenting the award at the annual Retiree Delegate Meeting described Pruitt as “one of our greatest resources. Her dedication has touched the lives of our entire CSEA Family.”



A CELEBRATION OF WORK AND FAMILY marked the 20th anniversary of the New York State Labor/Management Child Care Advisory Committee and the 15th anniversary of the state’s Employee Assistance Program. Former CSEA Statewide Secretary Irene Carr, in the foreground, was awarded the first Founder’s Award for her leadership in promoting on-site day care centers while her successor, Barbara Reeves, won a Labor/Management Special Recognition Award for her role in advancing EAP. CSEA President Danny Donohue called Carr and Reeves visionaries and says they were both “ahead of their times.”

CSEA • LOCAL 1000 AFSCME • AFL-CIO

Family, Friends and Neighbors

265,000 MEMBERS STRONG!

Brookhaven Bears Blazing Trail

BROOKHAVEN — The Brookhaven Ecology Site has gone to the bears. No, actually the bears have gone to the Brookhaven Ecology Site.

Two six-month-old sibling cubs Honey and Pooh have joined buffalo, deer, rabbits, raccoons, eagles, fox, mountain lions and other rescued animals at the Brookhaven Ecology Site which is run by the town’s Highway Department.

CSEA members Patty Schaeffer and Hector Cruz handle the bears, who were rejected by their mother and donated to the Ecology Site.

Honey, a female, weighs in at 25 pounds and her brother, Pooh at 35 pounds. The cubs, black bears, will reach 400 pounds and will grow to be five- to six-feet tall.

The bears love to romp and eat and they are delighting spectators and CSEA members who staff the site.

The cubs are living in a 20-foot by 20-foot cage with a built-in underground den beneath hollow logs. They will move into larger quarters as they grow.

Adorable and playful as they are, the cubs can bite.

They currently feast on fruit and vegetables and special pellets with meat in them; but as omnivores they eat small mammals and fish — and as campers can tell you, garbage and insects.

Watching Schaeffer and Cruz feed the cubs juice bottles while administering ear drops for a yeast infection it becomes glaringly apparent how strong these animals are.

Pooh hooked his long claws around Cruz’ waistband and Schaeffer had to free him.

“These bears are extremely powerful and no matter how cute they are you must remember they are wild animals,” said Schaeffer, who has her Bachelor’s Degree in Animal Husbandry.

The Ecology Site employees recently mourned the death of Brutus, the male buffalo who lived there with his mate, Buffy and offspring, Pocahontas.

“He died in his sleep of old age, but we all miss him,” said Cruz.

CSEA member, Tour Guide Timmi Malepa walked by with a Boy Scout group. “These are our new bear cubs, Honey and Pooh,” she pointed out.

The cubs have become fast favorites. — Sheryl C. Jenks

What's On Your Mind

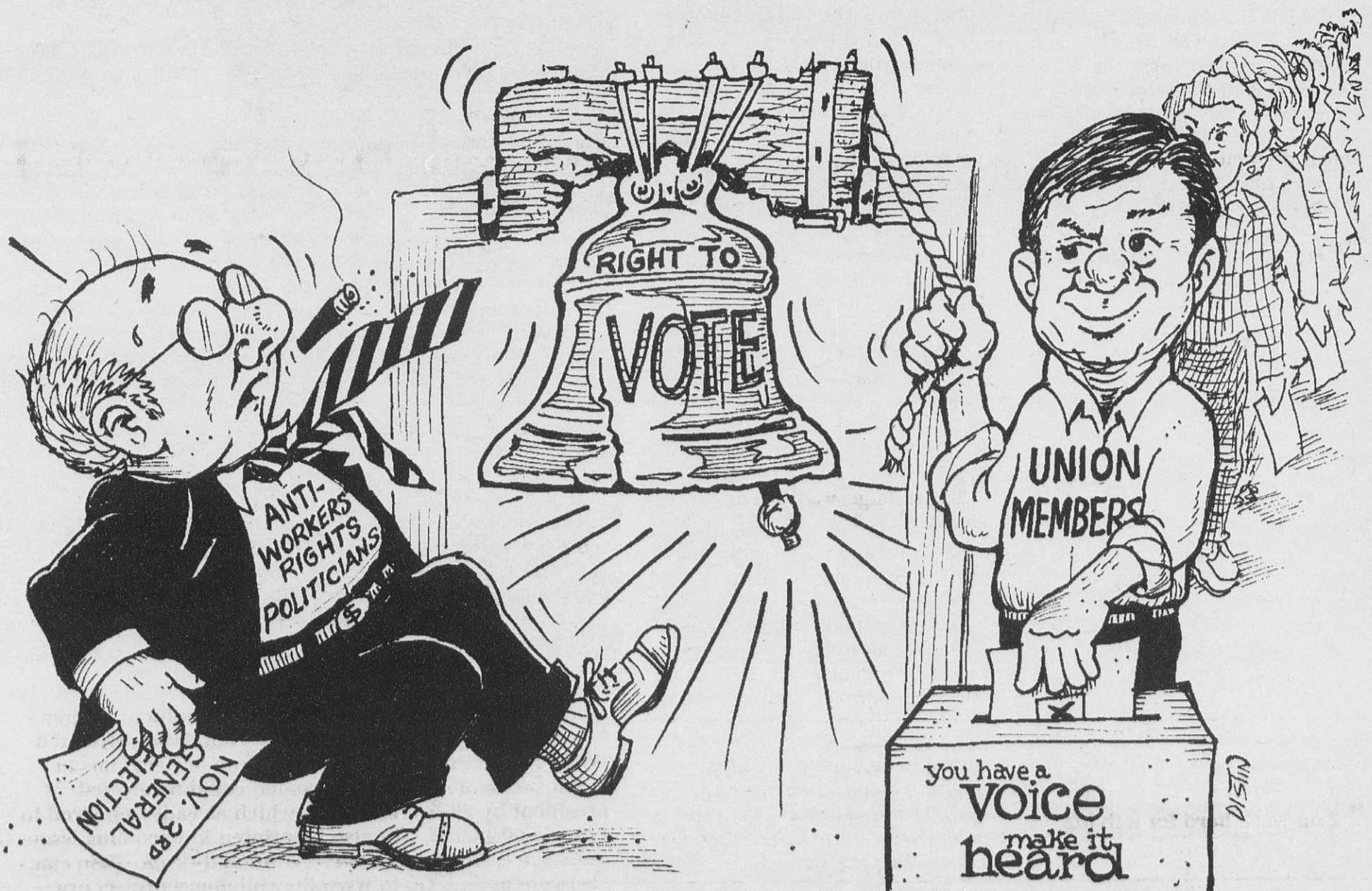
What's on your mind? The Work Force recently surveyed more than 300 rank and file members, chosen at random. Here are the results.

Does your employer listen to your ideas and suggestions for improving your workplace?

Yes	73.8%
No	21.3%
Not Sure	4.9%

Comments from CSEA members:

- "The boss is always open to suggestions."
- "Never asked our opinion on anything."
- "We had a reorganization and there was a lot of input."
- "People make suggestions, boss claims the credit."
- "Willing to listen about glitches in the new system."
- "I joined the safety committee and the employer listens."
- "They took suggestions on saving wear and tear on employer vehicle."
- "Needed safety ladders, they took inventory, and got them."
- "If it's not in the contract, I don't have a say. They don't listen."



Chavez-Thompson says Unions “Lift up America”

ROCHESTER — AFL-CIO Executive Vice President Linda Chavez-Thompson kicked off CSEA's annual delegate meeting with a rousing speech on building the voice of leaders. Here are highlights of her remarks delivered during a Labor Teach-In:

“Shrink that awful income gap”

“You're here because you know in your heart how much we need to lift New York and America up.

“You know that lifting America up means that we shrink that awful income gap between the very wealthy and the rest of us.

“Lifting America up means raising the living standards for everyone who works for a living ... making life more secure and fair for them ... winning health care and a safe retirement.

“Lifting America up means making paychecks more equal.”

“Organizing isn't a luxury”

“Our mission is as clear as it can be.

“It is to build our movement ... to make it a powerful, effective voice for working people, both the millions who are already members of our unions and those who haven't yet been able to join.

“Everything comes down to that mission.

“But how do we do that?

“By organizing new members — offering more working women and men the chance to join our movement.

“It's our highest priority ... organizing isn't a luxury... it isn't something we do in our spare time.

“It's something that we have to do — and it is the most important thing we do.”

“You work hard for a living”

“Now, you'd think that in a civilized society, the law would protect working people.

“So what does the law say?

“For millions of us it says that when you work hard for a living ... when you're living from paycheck to paycheck ... you deserve the right to provide for your family ... to improve your life through a union.

“That right is just as important as freedom of speech, and freedom of religion, and the right to a fair trial.”

“Workers in unions have power”

“But the truth is that here in America in 1998, you can express any opinion you want... you can worship where and how you choose ... but if you want to exercise your legal right to join a union and bargain for a contract, you're in for big trouble.

“Why?

“It's because workers in unions have power ... the power to close the income gap ... the power to get decent health care and pensions ... the power to build their communities.

“That's good for America...

“But it's bad for all the well-heeled special interests who get richer by keeping everything just the way it is.”

“Fight longer and harder and smarter”

“We can sit around, and moan and groan about our enemies, and do nothing.

“Or we can fight longer — and harder — and smarter than ever before to organize more working people in our movement ... and build more power to win even more changes.

“That's exactly what we're doing — and we're going to do more of the same.”

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Labor Link

265,000 MEMBERS STRONG!



Linda Chavez-Thompson is one of 20 prominent women listed on a ballot issued by the Ms. Foundation-affiliated White House Project. The non-partisan project aims to create a climate in which a woman could be elected president by 2008. The ballot, which already appeared in *Parade* magazine, will also be printed in upcoming issues of *Essence*, *Glamour*, *Jane*, *Latina* and *People*. You can also vote online. Go to www.thewhitehouseproject.org.

The CSEA endorsement process

The people we elect to public office make decisions that affect all our lives. CSEA is a powerful political force because we back up endorsements with a variety of services augmented by an extensive volunteer network. Candidates seek our support because they know it produces results on Election Day.

*The key to our success is that it is a grassroots effort. CSEA endorsements are done through the union's political action structure. Endorsements are made only after personal interviews and a careful review of the candidate's record and position on issues important to working people.

*CSEA Political Action Committees or PACs are in place at the unit, local, region and statewide levels.

*In county, local and school district races, appropriate unit and local PACs interview candidates and make recommendations. Region PACs then act on those recommendations and make final endorsements.

*For State legislative races, the Region PAC screens candidates and makes recommendations. The Statewide PAC then acts on those recommendation and makes final endorsements.

*For statewide political races, endorsements are made by the CSEA president based upon input from Region and State PACs.

*For federal political races, endorsements are made by the CSEA president based upon input from the union's Federal Issues Committee, Region and State PACs and our International union, AFSCME.

CSEA ENDORSEMENTS

CSEA endorses these candidates in the Nov. 3 general elections!

NEW YORK CONGRESSIONAL

DISTRICT	NAME
01	Michael Forbes
02	Rick Lazio
03	Peter King
04	Carolyn McCarthy
05	Gary Ackerman
06	Gregory Meeks
07	Joseph Crowley
08	Jerrold Nadler
09	No Endorsement
10	Edolphus Towns
11	Major Owens
12	Nydia Velazquez
13	No Endorsement
14	Carolyn Maloney
15	Charles Rangel
16	Jose Serrano
17	Eliot Engel
18	Nita M. Lowey
19	No Endorsement
20	Benjamin Gilman
21	Michael McNulty
22	John Sweeney
23	Sherwood Boehlert
24	John McHugh
25	No Endorsement
26	Maurice Hinchey
27	No Endorsement
28	Louise Slaughter
29	John LaFalce
30	Jack Quinn
31	Amory Houghton, Jr.

NYS Assembly endorsements on page 17

NEW YORK STATE SENATE

DISTRICT	NAME
1	Kenneth LaValle
2	James Lack
3	Caesar Trunzo
4	Owen Johnson
5	Carl Marcellino
6	Kemp Hannon
7	Michael Balboni
8	Charles Fuschillo, Jr.
9	Dean Skelos
10	Alton Waldon, Jr.
11	Frank Padavan
12	Ada Smith
13	No Endorsement
14	George Onorato
15	No Endorsement
16	Leonard Stavisky
17	Nellie Santiago
18	Velmanette Montgomery
19	John Sampson
20	Marty Markowitz
21	Carl Kruger
22	Seymour Lachman
23	Vincent Gentile
24	John Marchi
25	Martin Connor
26	Roy Goodman
27	Thomas Duane
28	Olga Mendez
29	David Paterson
30	Eric Schneiderman
31	Efrain Gonzalez, Jr.
32	David Rosado
33	Larry Seabrook
34	Guy Valella
35	Nicholas Spano
36	Suzi Oppenheimer
37	Vincent Leibell
38	Joseph Holland
39	William Larkin
40	John Bonacic
41	Stephen Saland
42	Neil Breslin
43	Joseph Bruno
44	Hugh Farley
45	Ronald Stafford
46	James Wright
47	Raymond Meier
48	Nancy Lorraine Hoffman
49	John DeFrancisco
50	James Seward
51	Thomas Libous
52	John Randy Kuhl
53	Michael Nozzolio
54	Richard Dollinger
55	James Alesi
56	Patricia McGee
57	Anthony Nanula
58	William Stachowski
59	Dale Volker
60	Mary Lou Rath
61	George Maziarz

ENDORSEMENTS

DISTRICT	NAME	DISTRICT	NAME	DISTRICT	NAME
1	Patricia Acampora	57	Roger Green	113	Marc Butler
2	Fred Thiele	58	Nick Perry	114	H. Robert Nortz
3	Debra Mazzaelli	59	Elizabeth Connelly	115	David R. Townsend, Jr.
4	Steve Englebright	60	Eric Vitaliano	116	RoAnn Destito
5	Paul Harenberg	61	Robert Straniere	117	Frances Sullivan
6	Robert Wertz	62	Sheldon Silver	118	Michael Bragman
7	Thomas Barraga	63	Steven Sanders	119	Joan Christensen
8	Philip Boyle	64	Richard Gottfried	120	James Corbett
9	John Flanagan	65	Alexander Grannis	121	Harold Brown, Jr.
10	James Conte	66	Deborah Glick	122	Clifford Crouch
11	Robert Sweeney	67	Scott Stringer	123	Jay Dinga
12	Steven Labriola	68	Nelson Antonio Denis	124	Robert Warner
13	David Sidikman	69	Edward Sullivan	125	Martin Luster
14	Marc Herbst	70	Keith Wright	126	Daniel Fessenden
15	Donna Ferrara	71	Herman D. Farrell, Jr.	127	George Winner
16	Thomas DiNapoli	72	No Endorsement	128	Robert Oaks
17	Maureen O'Connell	73	No Endorsement	129	Craig Doran
18	Earlene Hooper Hill	74	Carmen Arroyo	130	James Bacalles
19	Kathleen Murray	75	Ruben Diaz, Jr.	131	Susan John
20	Harvey Weisenberg	76	Peter Rivera	132	Joseph Morelle
21	James Darcy	77	No Endorsement	133	David Gantt
22	Thomas Alfano	78	Roberto Ramirez	134	Joseph Robach
23	Audrey Pheffer	79	Gloria Davis	135	David Koon
24	No Endorsement	80	Jeffrey Klein	136	Jerry Johnson
25	Brian McLaughlin	81	Jeffrey Dinowitz	137	No Endorsement
26	Ann Margaret Carrozza	82	No Endorsement	138	Francine DelMonte
27	Nettie Mayersohn	83	Samuel Bea, Jr.	139	No Endorsement
28	No Endorsement	84	James Gary Pretlow	140	Robin Schimminger
29	William Scarborough	85	Ronald C. Tocci	141	Arthur Eve
30	No Endorsement	86	Richard Brodsky	142	Susan Peimer
31	Pauline Cummings	87	Michael Spano	143	Paul Tokasz
32	Vivian Cook	88	Audrey Hochberg	144	Sam Hoyt
33	Barbara Clark	89	Naomi Matusow	145	Brian Higgins
34	Ivan Lafayette	90	John Sarcone	146	Richard Smith
35	Jeffrion Aubry	91	Willis Stephens, Jr.	147	No Endorsement
36	Denis Butler	92	Alexander Gromack	148	Robert Kucewicz
37	Catherine Nolan	93	Samuel Colman	149	Cathy Young
38	Anthony Seminerio	94	Nancy Calhoun	150	William Parment
39	No Endorsement	95	Howard Mills		
40	Edward Griffith	96	Judy Green		
41	Helene Weinstein	97	Joel Miller		
42	Rhoda Jacobs	98	Jacob Gunther		
43	Clarence Norman, Jr.	99	Dana Robideau		
44	James Brennan	100	No Endorsement		
45	No Endorsement	101	No Endorsement		
46	Adele Cohen	102	No Endorsement		
47	William Colton	103	James Tedisco		
48	No Endorsement	104	No Endorsement		
49	Peter Abbate, Jr.	105	No Endorsement		
50	Joseph Lentol	106	Paul Tonko		
51	Felix Ortiz	107	Ronald Canestrari		
52	Joan Millman	108	Robert Prentiss		
53	Vito Lopez	109	Pat Casale		
54	Darryl Towns	110	No Endorsement		
55	William Boyland	111	Chris Ortloff		
56	Albert Vann	112	William Magee		
			Dierdre Scozzafava		

**VOTE for
CSEA-
endorsed
candidates
Election Day
Nov. 3, 1998**

November is Annual Option Transfer Month



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

Employees who wish to change their plan option must do so during the Option Transfer Period by contacting their health benefits administrator, located in their agency personnel office.

NOTE: When this article was going to print, the 1999 New York State Health Insurance Program premium rates were not yet approved by the NYS Insurance Department. As soon as the 1999 rates are approved, a Rates & Deadlines Guide will be sent to enrollees' homes so an informed decision can be made about your health insurance choices for 1999. As always, you will have 30 days from the date that the rate information is released to make your changes. If you decide NOT to change your health insurance option, you do not have to take any action.

✓ Attention NYS Health Insurance Program Enrollee

New York State helps employees pay for health insurance coverage. After the State's contribution, you are responsible for paying the balance of your premium through biweekly deductions from your paycheck.

If you enroll in the Empire Plan, the State pays 90 percent of the premium for individual coverage. For family coverage, the State pays 90 percent of your premium as the enrollee, plus 75 percent of the cost of dependent coverage regardless of the number of dependents.

If you enroll in a HMO, the State pays 90 percent of the non-prescription drug components of the premium for individual coverage. For family coverage, the State pays 90 percent of the non-prescription drug components of your premium as the enrollee, plus 75 percent of those components of the premium for dependent coverage regardless of the number of dependents.

As of January 1, 1998, the State's dollar contribution for the non-prescription drug components of your HMO premium would not exceed 105 percent of its dollar contribution for those components of the Empire Plan premium. **Effective January 1, 1999**, the State's dollar contribution for the non-prescription drug components of your HMO premium will not exceed 100 percent of its dollar contribution for those components of the Empire Plan premium.

This change could have a significant impact on what you currently pay for your HMO coverage in 1999.

✓ Health Insurance Choices for 1999

The Health Insurance "CHOICES" for 1999 publication is scheduled to be mailed to your agency health benefits administrator's office in early November. The publication describes the

Empire Plan and the NYS Health Insurance Program (NYSHIP) approved HMO in your geographic region and can be a very important resource if you are contemplating changing your health insurance option. If you would like to review your options and the benefits available, you may obtain a copy of the Health Insurance "CHOICES" for 1999 from your health benefits administrator directly.

✓ Pre-tax Contribution Program (PTCP)

The Pre-tax Contribution Program (PTCP) allows you to have your health insurance premiums deducted from your pay before taxes are taken out. This may lower your taxable income and give you more spendable income. Under IRS rules, by participating in the PTCP you may change your health insurance deduction during the tax year only after a qualifying event. The PTCP is explained in the NYSHIP Health Insurance "CHOICES" for 1999 and is automatically applied unless you sign a waiver indicating that you do not wish to participate. If you want to change your tax status for 1999 health insurance premiums, you should see your health benefits administrator by **no later than November 30** which is the IRS deadline. No action is needed if you wish to keep your current pre-tax option.

✓ Dependent Care Advantage Account

The Dependent Care Advantage Account helps you reduce your taxes and increase your spendable income by paying your dependent care expenses with pre-tax dollars. This program is available if you have dependent children of any age or adult relatives needing care in order for you to continue working. A booklet explaining how this program works is available from your health benefits administrator. The enrollment deadline is November 20; however, employees who experience a family status change may still enroll during the program year. For further

If you wish to change health insurance options, you must submit a signed Health Insurance Transaction Form PS-404 to your agency Health Benefits Administrator by the deadline specified in the *Rate & Deadlines Guide*.

1998 NYSHIP Benefit Statement

By now you should have already received the 1998 NYSHIP Benefit Statement/Correction Form which was mailed to the home of every NYSHIP enrollee.

Your benefit statement shows your official health insurance enrollment record at the Department of Civil Service, Employee Benefits Division. Please review your entire record for accuracy and completeness, making any necessary corrections and return it to your agency Health Benefits Administrator as soon as possible.

If your record is complete and correct, no action is required.

information regarding the Dependent Care Advantage Account Program, see your agency health benefits administrator or call 1-800-358-7202.

State Empire Plan Enrollees May Be Eligible for Out-of-Pocket Reduction

Empire Plan enrollees may be eligible for the Basic Medical Program's co-insurance maximum reduction provision.

Through a negotiated benefit for CSEA-represented state employees, Empire Plan enrollees may be eligible to reduce their annual out-of-pocket co-insurance from \$776 to \$500 per calendar year. As of October 1, 1998 those employees earning \$21,696 or less base salary are eligible.

Enrollees who meet the criteria may obtain an application from the New York State Department of Civil Service at 1 (800) 833-4344 or (518) 457-5754. Information showing that the enrollee is the head of the household and sole wage earner of the family must be provided.

Send application to:
NYS Department of Civil Service
Division of Employee Benefits
W. Averell Harriman State Office
Building Campus
Albany, N.Y. 12239

• Please refer to your Empire Plan Certificate for out-of-pocket costs associated with the Managed Physical Medicine Program and the Managed Mental Health and Substance Abuse Program. Although the out-of-pocket costs remain unchanged, they differ widely based on network vs. non-network benefits.

Helping to Build Your Community

There's no master blueprint for building strong communities.

Fortunately though, there are experienced United Way volunteers to assemble the building blocks. They know our community inside and out, so together we can assess and address the challenges that make our hometown unique. By promoting partnerships and seeking preventative solutions, we make sure your donation is well spent.



United Way...
Building communities, one by one.



The power of U

1(800)411-UWAY
<http://www.unitedway.org>

UNION PLUS CREDIT CARD SCHOLARSHIPS AVAILABLE

Applications for the 1999 Union Plus Credit Card Scholarship Program for union members, their spouses and dependent children are now available. The 1999 Scholarship Program will award \$250,000 in scholarships. Under the program, winners are selected from applicants who meet the eligibility requirements. They will receive one-time awards between \$500 to \$4,000.

Members can obtain an application by sending a postcard with their name, address, phone number and AFSCME local number to:

Union Plus Credit Card Scholarship
P.O. Box 9389
Minneapolis, MN 55440-9389

Completed applications for the 1999 scholarship must be postmarked no later than January 31, 1999. The scholarship winners will be announced May 31, 1999.

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CSEA Today

265,000 MEMBERS STRONG!

CSEA SMITHTOWN FILES COMPLAINT AGAINST UNLICENSED SUBCONTRACTOR —

CSEA has filed a complaint with the state Department of Licensing after learning the private contractor hired by the Town of Smithtown to perform "professional investigative services" has been doing so without a license. "The town is attempting to circumvent our union contract and the law by hiring a supposed professional who is not working with a license, is not bonded and is not a member of the collective bargaining agreement. We are going to put a stop to it," said CSEA Town of Smithtown Unit President Doug Keltner. The union has also filed an Improper Practice charge against the town. ... **YONKERS DISTRICT UNIT**

PRESIDENT HONORED — Yonkers School District President Mae Tyropolis was cited by Yonkers Mayor John Spencer and the city's Republican Committee. "We are pleased to honor CSEA for standing by our city through our difficult years and for their steadfast commitment to protecting the needs and rights of our labor force," Spencer explained. ...

DUTCHESS COUNTY DEMOCRATIC COMMITTEE HONORS CSEA ACTIVIST — Dorothy Killmer was one of eight union activists to be honored by the Dutchess County Democratic Committee. The awards were presented at the annual *Salute to Labor* dinner. Killmer is 1st vice president of the Taconic DDSO Local. ... **TRESPASSING CHARGES AGAINST UFW PRESIDENT DROPPED** — Charges of trespassing against Arturo Rodriguez, president of the United Farmworkers union will be dropped, ending a bizarre scenario that took place May 15.

Rodriguez, in the Buffalo area to address an anniversary dinner of the Western New York Council on Occupational Safety and Health, stopped by a Wegmans supermarket with several supporters to advise the store manager of the campaign against non-union strawberry growers. After asking for the manager, Rodriguez was asked to leave. When he did not leave fast enough, police were called, and charges were filed. The arrest prompted a spontaneous demonstration that included many CSEA leaders and members. ...

COHOES POLITICAL LANDSCAPE CHANGES — An upstart grassroots insurgent organization, consisting of concerned citizens,

union members and private sector business leaders, won seven races and gained control of 15 party committee seats in the September 15 primary.

The wins assure that the newly established *Democrats Changing Cohoes* organization will have enough

support to influence the selection of candidates in the November 1999 elections. ... **CSEA REFRAINS FROM BUYING AD TIME ON BUFFALO TV STATIONS** — CSEA will not buy advertising time on two Buffalo TV stations, WGRZ-TV2 and WKBW-TV7, that are in contract stalemates with their unions. ... **NCMC**

RECOGNITION LUNCHEON — Doctors and nurses were recently recognized by the Nassau County Medical Center (NCMC) administration for their volunteer services at the recent Goodwill Games. White linens, flowers and an elegant buffet transformed the auditorium into a cafe for the recognition luncheon. CSEA members were called one by one to receive plaques and certificates. ... **NO CONTRACT AT LINDENHURST LIBRARY** — CSEA members from the Lindenhurst Library are proving their unified commitment to get a fair contract. That commitment was shown at a demonstration recently, prior to a library board meeting. Unit members wore black armbands and "CONTRACT NOW" buttons as they circled the front of the library. ... **MOHAWK VALLEY PSYCHIATRIC CENTER LOCAL AWARDS**

SCHOLARSHIPS — Three \$250 scholarships were awarded to beginning college students whose parents are MVPC employees. The 1998 scholarship winners are: Lisa Horvath, daughter of JoAnn and Fred Horvath; Greg Jasinski, son of Patricia and Michael Jasinski and Amber Schmidt, daughter of Kim and Andrew Schmidt. Congratulations to the winners! ... **THANKS TO FELLOW EMPLOYEES** — CSEA member Phillip Cervantez and his family are extending their thanks to his fellow DOT employees across the state who donated leave time on his behalf.

Cervantez, a bridge repair assistant in the state DOT Bridge Maintenance Unit is currently at the University of Pennsylvania Medical Center where he awaits a heart transplant. ...

ACCURACY IS IMPORTANT — In the October edition, Deborah DeCicco was mistakenly referred to as the Ulster Local President in an article about scholarship winners. She is, in fact, the Ulster County unit president. Sandra Reynolds is the Ulster local president. Sorry. ■

CSEA endorses H. CARL McCALL State Comptroller

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