

CSEA NASSAU COUNTY LOCAL 830

EXPRESS

October 2002 • Vol. 7, No. 10



New Administration, Same Old Song, Suozzi Makes Scapegoats of Employees

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

My psychic abilities usually leave a lot to be desired, but when it comes to predicting County Executive Tom Suozzi's reaction to bad news, I'm a regular Swami.

Revenues down? "Layoffs!"

Expenses up? "Layoffs!"

Can't get my way in Albany? "Layoffs!"

Tom Suozzi's most recent financial forecast is what I call a return to Gulotta-nomics. There was absolutely nothing new in his most recent economic meanderings. And his proposed solutions to fiscal problems were totally predictable. They were simply a carbon copy of the last administration.

The forecasts and projections contained in Suozzi's recent press release once again address "unexpected" negative fiscal news. And, once again, Suozzi, like his predecessor, placed the burden for solving the county's fiscal woes on the backs of hard-working and dedicated employees.

The thing that makes today's situation more bitter is the fact that Suozzi unequivocally ruled out layoffs when he was courting the CSEA endorsement last year, which he received. Now it appears to be his number one budgetary remedy.

And he's using excuses that just don't make sense. Now he's saying that he will have to layoff by September 2003 at least 200 more workers than contained in his original projected reduction of 1,200, if the New York State Legislature does not approve his sewer and storm water authority legislation.

The way I see it, he's trying to unburden himself from a responsibility which is his and his alone. He wants the state Legislature to take the rap if he has to go to eliminating 1,400 positions. Question: In his 4-year plan, didn't Suozzi allow for the possibility that he would be turned down in Albany? Or did he take Albany for granted and assume that his legislation would pass? Now we find out that his only backup plan was the termination of employees. Suozzi is now trying to use his threats of layoffs and

thus the plight of county employees as a bludgeon to line up support for his bill.

The head of any government or corporation should know that you must expect the unexpected and be prepared for it. And they should know that if the outcome of a problem is in some else's hands, you'd best have a viable and sensible alternative.

Suozzi's only response to bad fiscal news is to

batter his workers with threats of career-ending layoffs. It's getting to the point where our members don't know which "Tom" is sitting at One West Street, Suozzi or Gulotta. I think it's time for County Executive Suozzi to come up with something new.

Yours in solidarity,

Tony Giustino, President
CSEA Nassau County Local 830

The head of any government or corporation should know that you must expect the unexpected and be prepared for it.

LIHN Settles Differences With the Empire Plan

The Long Island Health Network has resolved its differences with Empire Blue Cross Blue Shield insurance. The settlement ends a six-month impasse which threatened an end to Empire coverage at LIHN's 11 member hospitals.

The new contract, which is retroactive to September 1, means that about 800,000 Empire members on Long Island will continue to have coverage at all LIHN hospitals, including Catholic Health Services facilities and Winthrop University Hospital in Mineola.

The new pact, hammered out on the Saturday of Labor Day weekend, raises the fees that the insurance plan pays for hospital services.

In a written statement, Michael Stocker, chief executive at Empire, said: "We are pleased that we have reached agreement on a reasonable rate increase ... We remain committed to helping Long Island customers and members meet their health needs."

LIHN could have lost over 25% of its managed care patients, or about 20,000 admissions a year. Empire faced the prospect of losing thousands of dissatisfied members to other insurance plans in the upcoming open enrollment period.

As a result of the settlement, health care premiums are expected to rise this year by an average of 15% in the Northeast, much of which will have to be paid by local governments which offer the Empire Plan as an option in their health care benefit packages. This will include the already financially strapped Nassau County government, which just recently projected as many as 1400 layoffs due to what County Executive Suozzi claimed were unforeseen cost increases and lower revenues.

The
Work ForceCSEA Nassau County Local 830
EXPRESS

October 2002 • Vol. 7 No. 10

A Monthly Publication of CSEA Nassau County Local 830
ANTHONY P. GIUSTINO, PresidentTony Panzarella, Editor
(516) 571-2919 Ext. #13

Ronald G. Gurrieri, Chair, Communications Committee

CSEA Long Island Region Communications Associate 631-462-0030

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Tony Panzarella, Editor, Nassau County EXPRESS at CSEA Nassau
Co. Local 830, 400 County Seat Dr., Mineola, NY 11501-4137.

Hooper Endorsement

A cadre of CSEA members provided the backdrop for County Executive Tom Suozzi's recent press conference affirming his endorsement of Assemblywoman Earlene Hooper for re-election. During a bitter primary campaign, Hooper's opponent had insinuated that she had Suozzi's endorsement. Hooper received CSEA's endorsement in the primary as well as in the general election.



LEGAL UPDATE

Do You Ever Ask Yourself Can I Refuse Unsafe Work?



Nancy E. Hoffman, Esq.
CSEA General Counsel

When you are ordered by the county to perform potentially dangerous work, do you have any choices? Well, yes but each choice has consequences. (A) Follow the order and risk injury. (B) Refuse the order and risk disciplinary charges for insubordination. The choice is yours alone. No one can make that choice for you. You must follow your conscience when confronted with these choices. However, in making the choice, it should be helpful to be armed with knowledge of your rights and how the law can protect you.

Federal Law:

While the Occupational Safety and Health Act [OSHA] prevents an employer from disciplining an employee for filing a complaint, it does not generally prevent an employer from disciplining an employee for refusing to perform work because the employee feels the work is dangerous.

This is especially true if the order involves normal job activities. According to an OSHA regulation, the employer does not violate OSHA if the employer disciplines an employee for refusing to perform normal job activities because of alleged safety or health hazards.

Only in extreme circumstances can an employee refuse to perform work because the employee believes the work is dangerous. Employees who refuse to perform dangerous work may be protected by OSHA when (1) the employee is ordered by his employer to work under conditions that the employee reasonably believes pose an imminent risk of death or serious bodily injury, and (2) the employee has reason to believe that there is not sufficient time or opportunity either to seek effective correction of the condition by the employer or to inform OSHA of the danger.

You need to remember when thinking of OSHA that the regulations do not directly apply at a disciplinary hearing. Also, OSHA protections apply only to private sector employees. For Nassau County employees, we need to look elsewhere.

State Law:

The Public Employee Safety and Health Act [PESH] generally protects New York's public sector employees in the same way OSHA protects private sector employees. However, there is one important distinction: New York's public employees do not have the right to refuse to perform dangerous work. Unlike its counterpart in Federal Law, neither PESH nor its governing regulations provide protection for an employee who refuses to perform dangerous work. Therefore, public employees, including Nassau County employees, have to look elsewhere for further guidance.

Disciplinary Arbitration:

Generally, an employee must obey an order by the

employer and carry out the assigned task. This must be done even if the employee believes that the order violates the collective bargaining agreement. If the employee believes the order violates the agreement, he or she must obey the order now, and grieve the order later, through the grievance procedure.

There is one exception to the "work now-grieve later" doctrine: obedience to an order that would subject the employee to an unusual or abnormal safety or health hazard. In other words, if an employee legitimately fears serious injury or death, an employee who does refuse to perform the dangerous work may have a defense to an insubordination charge through the disciplinary process.

This "safety exception" does not apply if the hazard is inherent in the employee's job. Also, the exception applies only to employees actually ordered to perform the work.

In determining whether the "safety exception" applies, most

arbitrators have held that the employee must believe performing the task would have created a serious health hazard and a "reasonable person" would have reached the same conclusion.

Additionally, arbitrators generally require employees to inform employers of their reasons for refusing to perform the dangerous work at the time they refuse the order.

As you can see, this two-fold test under PESH has some of the elements of the federal OSHA protections. While

the OSHA regulation itself is not directly applicable in the public sector, arbitrators will likely use the basic standards of OSHA regulations in addressing safety-related insubordination in a public sector disciplinary context.

We must remember though, caution should be taken before refusing to perform work based on health and safety concerns. Refusal is a last resort to be used only in extreme cases. Just because you refuse to perform work because you believe the work would cause a serious injury or serious health hazard does not mean you will be immune from disciplinary charges. It simply means that you may have a defense to those charges.

You need to remember that this article contains only general information. Each situation is different. Questions relating to specific situations or cases in this area should be directed to the CSEA Legal Department through your CSEA Labor Relations Specialist.

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Vigil quietly marks union's loss on Sept. 11

NEW YORK CITY — The walk from the New York Hilton to the south end of Central Park was brief. But for the many who participated, it will certainly not be forgotten.

Neither will the lives of the thousands who were lost on Sept. 11.

Nearly 800 delegates and dignitaries attending CSEA's Annual Delegates Meeting marched behind the CSEA banner to commemorate the first anniversary of the largest terrorist attack on the nation's soil. There were nearly as many trade union members who perished that day.

Tourists and residents alike paused as they watched the long procession of members, wearing green CSEA T-shirts, walk north along the Avenue of the Americas. Some followed the procession into the park. Others took pictures or videotaped the impressive gathering.

In a clearing just inside the park marked by several large rocks that served as a natural stage, CSEA members and officers mourned the dead while demonstrating their resolve to continue fighting hard for the living.



**CSEA President
Danny Donohue**

It was a moment marked by tears and reflection as the names of the five CSEA members who worked for the Taxation and Finance Department were read aloud by CSEA President Danny Donohue.

"We ask you all to remember the brothers and sisters that we lost," said CSEA President Danny Donohue. "Yvette

Anderson, Florence Cohen, Harry Goody, Marian 'Marty' Hrycak, and Dorothy Temple and the almost 3,000 of our other brothers and sisters. We will never forget them."

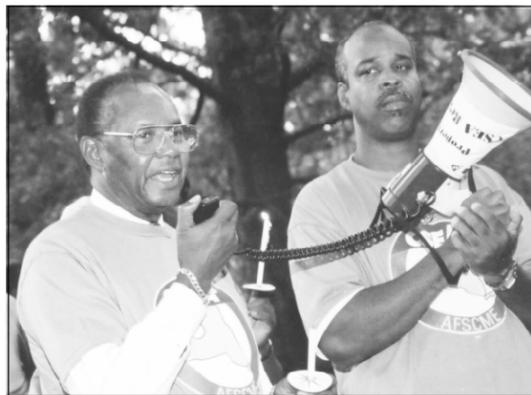
As candles flickered in the wind, AFSCME International President Gerald McEntee congratulated the union for moving its convention to New York City.

"This union, and you, saw fit to honor this day and the people involved in this day by bringing your convention to this city," said McEntee. "No finer tribute can be made."

AFSCME Secretary-Treasurer William Lucy also offered a remembrance. CSEA Metropolitan Region President George Boncoraglio read a closing prayer followed by a spontaneous singing of "God Bless America."

After the CSEA vigil many members joined a larger tribute on the Great Lawn of Central Park.

— David Galarza



Clockwise from top: CSEA members taking part in vigil; AFSCME President Gerald McEntee; CSEA members Wally Nash, Secretary Barbara Reeves, Treasurer Maureen Malone, Central Region President Jim Moore and Western Region President Flo Tripi sing "God Bless America"; AFSCME Secretary-Treasurer Bill Lucy and Metro Region Director Alan Jennings.

Cover and vigil photos by Gary Schoichet

**See CSEA
Convention coverage
pages 10, 11, 16**



CSEA member George McCroy, in CSEA T-shirt, takes part in a vigil in Albany's Empire State Plaza auditorium on Sept. 11, 2002. The state lost 42 workers in the Sept. 11 attacks on the World Trade Center, while thousands of other state workers helped in the recovery.

Photo by Therese Assalian

THE WORK FORCE

ISSN 1522-1091

Official publication of
CSEA Local 1000, AFSCME, AFL-CIO
143 Washington Ave.
Albany, NY 12210-2303
Danny Donohue, President

STEPHEN A. MADARASZ
Communications Director & Publisher
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Communications Assistant

The Work Force (USPS 0445-010) is published monthly by The CSEA Publication Office: 143 Washington Ave., Albany, NY 12210. Periodical Mail Postage paid at Post Office, Albany, New York 12288.

**Postmaster: Send address changes to:
CSEA, Attn: Membership Department,
143 Washington Ave., Albany, NY 12210.
CSEA on-line: The CSEA web site
can be accessed at www.csealocal1000.net**

Readers:

Send any comments, complaints, suggestions or ideas to:
Publisher, *The Work Force*, 143 Washington Avenue,
Albany, NY 12210-2303.

COMMUNICATIONS ASSOCIATES

VACANT	Long Island Region (631) 462-0030
DAVID GALARZA	Metropolitan Region (212) 406-2156
JANICE MARRA	Southern Region (845) 831-1000
THERESE ASSALIAN	Capital Region (518) 785-4400
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ED MOLITOR	Headquarters (518) 257-1272

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IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue



McCall is CSEA's Choice for Governor for All the Right Reasons

Carl McCall's appearance before enthusiastic delegates at CSEA's recent Annual Delegates Meeting was more proof positive that he is the best candidate for all New Yorkers.

It was McCall's first public campaign appearance after the Democratic Primary and the room was electric with genuine respect and admiration between the candidate and CSEA members.

McCall has worked hard throughout his public life to build an enduring relationship with CSEA members. The record is impressive: He has protected the pension fund from raids by governors of both parties and has doubled the value of the fund's assets. Additionally, he worked with us to achieve greater fairness across the tiers of the pension system and, most importantly, he helped us achieve a permanent Cost of Living Adjustment (COLA). The COLA had been sought by this union for nearly a generation.

CSEA knows that working together with fairness and respect to find solutions to the challenges we face together will be the labor relations approach of the McCall Administration. He stated that directly to CSEA delegates.

But McCall's true message is about the future of New York and the future of all New Yorkers.

His commitment is to ensure that every child has the opportunity for quality education.

He will increase access to quality health care and will stand up to the drug companies for affordable prescription drugs for all New Yorkers.

Certainly with his Lieutenant Governor running mate Dennis Mehiel, McCall will also work tirelessly to rebuild the state's economy by expanding high quality job growth.

When Carl McCall states that these will be his priorities we can believe it. He is not only a man of tremendous, proven ability; he is also a man of his word.

Danny

CSEA works to put Schenectady Family Health Services on sure footing

SCHENECTADY — CSEA is redoubling its efforts to make sure Schenectady Family Health Services workers have the resources and support they need to provide quality care and services.

Workers at the facility recently reaffirmed their commitment to working with CSEA — and accessing the union's wealth of resources — to find solutions to problems plaguing the health care provider.

The embattled health care facility which provides a range of services for primarily low-income families in the city has struggled through one financial crisis after another.

The problems facing Schenectady Family Health Services are common to many non-profit health care facilities across the state that are trying to compete with privatized for-profit entities while suffering from increased costs for services and decreased federal reimbursement rates.



The experiences there mirror situations workers in similar facilities find themselves in across the state. Poor fiscal management, weak cash flow, a problematic billing system and too few revenue

sources kept the facility on the brink of financial ruin for years.

Last winter, due to ongoing cash flow problems, workers reluctantly agreed to defer a paycheck.

In March, workers were reminded again of the clinic's financial turmoil when some of their paychecks bounced.

Finally, in spring, federal auditors decided to make some changes.

The acting CEO stepped down and a consultant was brought in to implement a strict reorganization.

During this time, a satellite clinic was closed, 10 employees were laid off and an HIV/AIDS program was cut.

To increase revenue, a sliding-scale fee policy was implemented at the non-profit clinic.

Previously, uninsured patients would not pay anything for services.

Workers recently endured more anxiety when the CEO admitted that the final payroll in the month of August was in danger of not being met due to limited cash flow.



In the photos above, Schenectady County Family Health Services workers and their supporters jam a recent county Legislature meeting, making their case to maintain funding for child care in the face of revenue shortfalls.

CSEA helps out

Thanks to lobbying efforts by CSEA, the clinic was rushed a \$75,000 check, a state disbursement from Sen. Hugh Farley's office.

The check would have taken weeks to wind its way through the bureaucratic process, but at CSEA's urging, the check was released in four days, just in time to make the final payroll.

Unfortunately, the problems facing Schenectady Family Health Services are common to many non-profit health care facilities across the state that are trying to compete with privatized for-profit entities while suffering from increased costs for services and decreased federal reimbursement rates.

Some facilities have stopped accepting Medicaid

and Medicare.

In the end, it's the employees and patients who suffer. Frequently, layoffs are enacted as a cost saving measure and undoubtedly patient care suffers.

— Therese Assalian

CSEA
Voices



"I love CSEA and I will continue to be involved in my union even after I retire."

— Walter J. Harris III,
Mental Health Therapy
Aide, Pilgrim Psych Center
Local member three years

Fire fails to halt Clinton Correctional farm

CLINTON — A catastrophic fire earlier this summer brought to light a little-known job title in CSEA — dairy farmer — and showed how quick-thinking union members helped save part of the state's prized herd.

The fire hit on June 25 in the afternoon, tearing through a dairy barn at the Clinton Correctional Facility. In minutes, the barn was reduced to a smoldering heap and operations at one of the state's top producing dairy farms ground to a halt.

The state has several farms across New York that provide milk, meat, butter and vegetables to inmates.

CSEA member Tommy Menard was in the back of the barn loading manure when he smelled smoke. Running to the side of the barn, he saw smoke pouring from the building. Grabbing a fire extinguisher from a nearby trailer, he sprinted up to the hayloft, which was in flames. Realizing the fire was too big for the extinguisher, he closed the door to the loft and ran to call 911.

Menard, with the assistance of a co-worker and four inmates assigned to work on the farm, began moving cows to safety in the pasture. All of



From left to right, CSEA members Henry Venne, Tommy Menard, John Roberts and farm manager Bruce Grogan.

the cattle were out before the structure collapsed. Though firefighters arrived quickly, it was too late to save the barn.

The cause of the fire is thought to be electrical, authorities said.

Farm Manager Bruce Grogan didn't have much time to recover from the shock of losing the barn. He was busy making arrangements for the displaced herd. By that evening, the animals were moved to a local farm where they will be kept until the new barn is completed.

Mooving out

Moving 100 head of cattle proved to be no little feat. Local farmers pitched in by lending cattle trailers. The heifers that stayed behind are staying in a second, smaller barn.

Plans for a new barn are nearly done and that barn,

which will be bigger and more modern than its predecessor, should be up by early spring.

"This will give us a great opportunity to increase production," Grogan, a CSEA member for 18 years said.

When fully operational, the facility bottles whole milk and 2 percent milk in six-gallon containers that are shipped to correctional facilities around the state. The farm also makes butter and harvests hay for feed on 140 acres.

Although challenged, the CSEA farmers say everyone is working together, pitching in and doing a little extra. They look forward to the day when the new barn is complete, the dairy operations are back at full speed and the cows can literally come home.

— Therese Assalian



“When I think of CSEA, I can only think of what a blessing it has been to be associated with a union that fights so hard for the membership.**”**



— **Barbara Reilly, secretary for the chief court officer, Riverhead Courthouse, Long Island, and a 30-year union member**

WORK FORCE FACTS

New York maintains farms in the following correctional facilities:

- Clinton
- Elmira
- Green
- Wyoming
- Wallkill
- Eastern
- Greenhaven
- Sullivan
- Washington

- In total, almost 4,000 acres under farm management.
- The maximum security Clinton Correctional Facility sits on more than 5,000 acres in pristine surroundings.
- The farm has 450 acres with more than 250 animals.

Tired of leftovers, Vestal workers stand up for what's right

VESTAL — When it came time for two groups of non-union workers in town to decide whether they wanted a union or not, it all boiled down to a case of the haves versus the have-nots.

The workers saw that those who had union representation were doing better, winning higher wage increases and getting better benefits. The non-union workers saw smaller raises and watched as their benefits slowly were diminished by management. As worker Lora Allen, an engineering technician for 17 years with the town put it, the workers were tired of getting the leftovers.



Allen

“The other town workers who had unions would get consistently higher raises and consistently higher considerations, and we would get the leftovers,” she said.

A final straw that pushed the workers to seek CSEA’s help was a salary study the town commissioned that impacted many workers. “Most people were very upset with it,” Allen explained.

“We were basically screwed. The incentive to want to stay here for any real reason was gone and it didn’t bode well for the future. We finally decided it was time to take the bull by the horns,” Allen said.

The town library, with the lowest pay is the busiest in the county. “We wanted to go into the union to try and get some salary equity,” said Al Kocian, a 25-year library veteran.

Meetings with a CSEA organizer and area union officers led to the formation of an organizing committee.

Cards were distributed and 95 percent of the workers signed on for union representation, giving them the solidarity they needed when management raised issues such as who would be covered by the union, and how many units there would be.

“It actually went fairly smooth,” said committee member Larry Hunsinger, a building maintenance specialist with 16 years of service. “We knew we had enough signatures that they couldn’t stop us, so they just made us jump through hoops.”



“We’re very proud to have these workers join us and allow us to help them find a voice in their employment.”

Two bargaining units were formed, one of about 42 general town workers and a separate unit for about 34 library workers. The library workers received voluntary recognition for the union from the town’s Library Board, while the town workers had to go to the state Public Employment Relations Board (PERB) to be granted card-check recognition.

“It was on the strength of the committee people that we got the cards and were able to file for recognition,” said organizer Frank Antonucci. “We also had great support from the CSEA elected officials in the area who were a big help in moving us forward.”

“These workers deserve the respect of all CSEA members for having the courage to stand up for what’s right,” said CSEA President Danny Donohue.

“We’re very proud to have these workers join us and allow us to help them find a voice in their employment. They obviously

Bittersweet victory

The Town of Vestal victory is somewhat bittersweet. Organizing Committee member Jim Majka, a building codes inspector for the town who was very involved in the organizing drive, recently passed away unexpectedly at 41. Town Unit Vice President Lora Allen said his co-workers and friends sorely miss him.



CSEA Broome County Unit President JoAnn Mastronardi, bottom left, and CSEA Organizer Frank Antonucci, upper left, meet with Town of Vestal Organizing Committee workers to discuss their organizing drive.

recognized that they could do better by being part of this great union, and we’re looking forward to joining them in their fight,” said Central Region President Jim Moore.

Both units have held elections and are preparing to negotiate their first contracts. Kocian was elected president of the Library Unit and Allen was elected vice president of the Town Unit.



Hunsinger

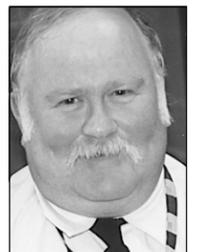
“We feel like the hardest part is yet to come,” said Hunsinger, who was elected president of the Town Unit. “I hope we can hit the ground running. At least now, they have to listen to us. They can’t just decide our future without us having a say.”

“Their solidarity is the message we need unorganized workers to understand in worksites across New York,” Donohue said.

— Mark M. Kotzin



“There is no union that protects their members like CSEA. I’m proud to call myself a CSEA member.”



— Bill Taylor, NYC Tax Complaint Agent II, Long Island State Employees Local, CSEA member for 26 years

Groundskeeper's touch graces memorial

ROCHESTER — When a joint committee decided on building a fitting worker memorial at the Monroe Developmental Center of the Finger Lakes DDSO, they knew just who had the skills to pull it off — Mike Wrobel.

And the 14-year CSEA member of the Finger Lakes DDSO local has done it with style. A peaceful environment of beautiful plants, surrounding a graceful pond — with live goldfish and flowing fountains — greets visitors near the facility entrance. A large boulder holds the plaque denoting its dedication to those who have made the greatest sacrifice while on the job.

A multi-talented horticultural artist, Wrobel is grounds supervisor on the Monroe Developmental Center campus. His signature work also graces the Buffalo Psychiatric Center, West Seneca Developmental Center, the former Gowanda Psychiatric Center, Willard Developmental Center, Rochester Psychiatric Center and more.

Wrobel's expertise is also available to help beautify the many group homes that are served by the DDSO.

"We're proud that our worker memorial garden is the crown jewel of Mike's many works," said Kathy Button, DDSO local president. "It's a lovely, peaceful spot that has become quite popular among visitors and staff."

"I guess it is the one project that I'm most proud of," said Wrobel, who as a youngster, got his "green thumb" working for his uncle, who was a florist. He also attended McKinley High School in Buffalo, which offers horticultural training, and SUNY Farmingdale.

"The memorial garden should look even better next year, as everything (plants) should double," said Wrobel. "We have perennials and annuals planted."

The project was a joint effort on behalf of CSEA members.

"I couldn't have done a big job like this without a lot of help

from the ladies in the business office, like Pat, Pauline, Jeanette and Lynn. They were great, helping on orders for the many various items, and change orders that were part of the task. It was really a team effort."

— Ron Wofford

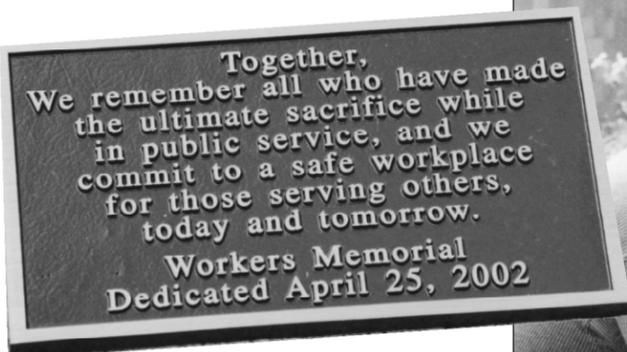
WORK FORCE FACTS

CSEA President Danny Donohue, CSEA, and OMRDD were among the contributors to the Finger Lakes DDSO memorial garden.

Among the garden's plantings are coleus, hyacinths, daffodils, tulips, dogwood, marigolds, begonias, snapdragons and geraniums.



Mike Wrobel, a horticultural artist, is most proud of the memorial garden he designed at the Monroe Developmental Center of the Finger Lakes DDSO. The plaque denotes its dedication to those workers who have made the greatest sacrifice while on the job.



CSEA VOICES



"The great representation given by CSEA empowers me each and every day I come to work."

— Frank Benicasa, custodial foreman, Nassau Coliseum Local

BOCES workers stand up, win recognition

ELMSFORD — About 140 clerical and classified workers at Southern Westchester BOCES stood up for the protection that comes from belonging to a union, gaining representation with CSEA.

The Public Employment Relations Board (PERB) recently certified signatures from the workers, who had overwhelmingly signed cards in favor of organizing with CSEA.

The new CSEA members, who work in clerical, transportation, community outreach and health care positions at various BOCES sites



As one of the only groups at BOCES who were not previously unionized, the clerical and classified employees were suffering from inequities in pay and benefits.

To help gain the respect and equity that other, unionized BOCES workers already enjoy, the clerical and classified employees approached CSEA early this year to form a union.

“We look forward to working cooperatively with our administrators and colleagues as we serve our member districts and their surrounding communities,” said Debra Lagato, interim vice president of the unit.

With the organizing process now complete, the new unit will focus on negotiating its first contract.

“As the first collective bargaining unit for classified staff, we are pleased to be represented by CSEA through the negotiations process,” LePore said.

“The success of the Southern Westchester BOCES employees in standing up to be recognized demonstrates what CSEA is all about,” CSEA President Danny Donohue said.

“CSEA is committed to maintaining our position as New York’s leading union by supporting working people work site by work site to ensure that their voices are heard as they seek fairness and respect.”

— Janice Marra

“One of our many goals will be to provide equality in the workplace for our membership.”

throughout southern Westchester County, were seeking to gain respect and dignity from BOCES administration.

“One of our many goals will be to provide equality in the workplace for our membership,” said Marianne LePore, interim president of the Southern Westchester BOCES Unit.



WORK FORCE FACTS

In May, 120 workers at Ellenville Regional Hospital, also in the Southern Region, won recognition from hospital management as a CSEA private sector local. A video about the successful organizing drive was shown at CSEA’s Annual Delegates Meeting.

The two organizing victories demonstrate the workers’ commitment to mobilize and stand up to gain a voice at work.

CSEA VOICES



“In offering free educational programs for members at no cost to the taxpayers, CSEA is able to secure a better contract for me.”

— Gary Ader, custodial driver, Longwood Schools, 22-year member

CSEA Delegates "Make It Happen"



NEW YORK CITY — As New York's leading union, CSEA's decision to move its Annual Delegates Meeting to New York City made perfect sense. Symbolically, it was a tribute to the hundreds of brothers and sisters who lost their lives, many while helping others, on Sept. 11. It also represents the unwavering commitment and solidarity of



AFSCME Secretary-Treasurer William Lucy

thousands more in the labor movement who support and are rebuilding this great city.

More than 1,000 CSEA delegates gathered at the New York Hilton for the 92nd Annual Delegates Meeting. Aside from conducting union business and networking, the meeting also provided members with an opportunity to hear from gubernatorial candidate and longtime CSEA friend State Comptroller Carl McCall, U.S. Sen. Hillary Clinton, AFSCME President Gerald McEntee and Secretary Treasurer William Lucy.

"Thank you for what you have done for me," said McCall, whose appearance at the meeting, just one day after the Democratic Primary, naturally took on the spirit of a rally in support of his candidacy.

"We have gotten to know each other these past nine years and have become good friends. What we have in common is the understanding that it is the public service of public employees that make New York great," said McCall.

In the afternoon of Sept. 11, 2002, CSEA President Danny Donohue opened the convention with a tribute to CSEA's fallen brothers and sisters.

"We will never forget those men and women who died. But now we must move forward. We must dedicate ourselves to making sure that no worker anywhere in this world, yet alone in this state, would be put in harms way ever again. That's our fight."

Later, U.S. Sen. Hillary Rodham Clinton addressed the delegates after spending



Danny Donohue



CSEA's candidate for governor, Carl McCall and Lt. Governor running mate Dennis Mehiel acknowledge the thunderous applause of CSEA delegates.

the morning at ceremonies at Ground Zero.

"I want to express my appreciation for the work that this union does every day and for the important leadership on issues that you provide," Clinton said.

Later in the afternoon, hundreds of members walked solemnly behind the union banner from the hotel to a candlelight vigil in Central Park that was attended by McEntee and AFSCME Secretary-Treasurer William Lucy.

Agenda tops workshops

Before the start of the business session, members attended workshops moderated by CSEA's statewide officers on the recently adopted CSEA

Agenda. Many of these workshops were conducted by statewide officers and included topics such as: organizing workers, quality healthcare, quality education, maintaining Social Security and collective bargaining.

At one workshop, CSEA Organizing Director Ben Gordon led a discussion on the vital need to organize workers at private or not-for-profit agencies that receive the bulk of their funding from government sources.

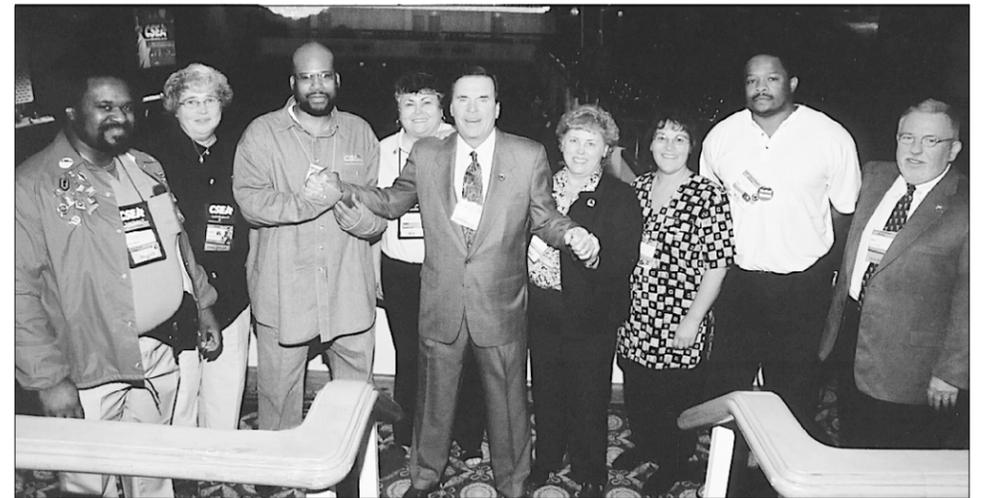
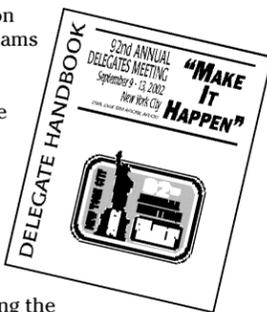
"We have a vested interest," said Gordon before dividing members into different teams representing workers, the employer, politicians and the community for a role playing exercise. "That's our work and we don't have enough of it organized."

At another workshop on safety and health in the workplace, CSEA Metro Region President George Boncoraglio spoke about the lingering effects of Sept. 11 and the union's efforts to address the concerns of members.

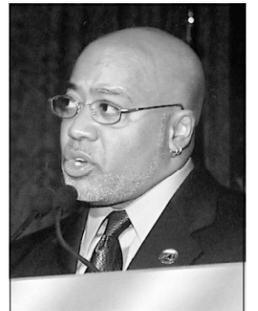
"We are holding meetings and monitoring the members that have been exposed to the debris," Boncoraglio said. "However, there are still a lot of unknowns and we will probably not know for years to come."

Throughout the meeting, delegates were given a warm New York City greeting by the members of the Metro Region's Welcoming Committee.

— David Galarza



Above, AFSCME President Gerald McEntee is greeted by his escort committee, from left, Clarence Russell, Executive Vice President Mary Sullivan, Evan Quamina, Betty Egan, McEntee, Betty Thomas, Jean Ahlert, Robert Mootry and Central Region President Jim Moore. At left, a color guard enters as part of the opening ceremonies.



At right CSEA activist Tony Bailous presides as chair of the union's Constitution and Bylaws Committee. Bailous, who is leaving the CSEA ranks due to a promotion was honored by the convention for his years of selfless service to the CSEA membership.



CSEA delegates Meg Shutka, Fred Gerloff and Jimmy Rogers.



Above, CSEA President Danny Donohue and Treasurer Maureen Malone join U.S. Senator Hillary Rodham Clinton. Clinton told delegates she especially wanted to attend to thank CSEA members for the work they do every day throughout the state.

Asbestos forces evacuation, CSEA's concerns abound

WHITE PLAINS — CSEA is expressing serious concern that members working in the Westchester County Department of Health have returned to their work site after they were exposed to unsafe levels of asbestos.

Recent testing of asbestos levels showed a spike in levels of the substance in the air — levels that are considered unsafe for exposure.

After the latest exposure in early August, the Health Department closed the building to expedite the abatement and to calm employees' fears.

While CSEA Westchester County Unit leaders initially applauded the county's decision to close the building, union leaders are still acting to protect the workers.

Unit President John McPhillips and Peter Costa, chairman of the unit's Health and Safety Committee, filed a complaint with PESH over the county's handling of the abatement after several previous tests indicated a spike in asbestos levels.



Above and below, Westchester County Unit Health and Safety Committee Chair Peter Costa shows asbestos in the area of county offices.

"Our members were exposed to asbestos," Costa said. "They were told that it was safer (to work in the building) than it really was."

About 34 county Health Department workers, who were the only remaining employees in the 85 Court St. building, were moved to other work locations on Aug. 8.

These workers, who operated a public health clinic in the building, joined county Department of Social Services workers who were shuffled from 85 Court St. to other work sites earlier this year after the employees expressed their concerns about the asbestos project.

At press time, PESH has not responded to the union's complaint, and the workers remain in other Health Department locations across the county.

— Janice Marra

PESH weighs CSEA security standard

ALBANY — A workplace security standard developed by CSEA nine years ago after the slayings of four union members at the Schuyler County Department of Social Services offices is under review by a state Public Employee Safety and Health (PESH) board. (See related story on Page 14.)

The state's Hazard Abatement Board has recommended the standard be reviewed by PESH. Once reviewed, the Hazard Abatement Board can vote to adopt the standard, which would then be enforceable by PESH, said CSEA Occupational Health and Safety Specialist John Bieger.

The rule, if adopted, would apply to public employees and their work places.

Nine years old

CSEA developed the standard with the state AFL-CIO nine years ago.

"After Schuyler County, our department went out and contacted every DSS office in the state and said, 'We'd like to come in and discuss security.'"

Many localities made changes but CSEA also helped develop a statewide standard.

Unfortunately, the state never moved on the standard until now.

Ironically, in recent months, terrorism concerns have already led to implementation of many measures included in the CSEA standard.

The standard is being reviewed by PESH attorneys, then it will be posted for public comment.

— Lou Hmielecki

Cruisin' for a good cause

BEAR MOUNTAIN — Classic Corvairs and contemporary Corvettes alike have cruised Bear Mountain State Park every Wednesday over the summer for a good cause.

CSEA members employed at the park, along with park management, local automobile clubs and businesses, have been instrumental in introducing the car cruise to a new generation while also giving back to the community.

Ray Bombino, Regional Park Supervisor and former CSEA member, said members of park management approached him nearly two years ago about generating additional forms of recreation at Bear Mountain State Park.

Bombino, in search of an outlet for family-oriented activities, thought about hosting a classic car cruise at the park and approached CSEA member Craig T. Young, a three-year assistant mechanic, to help him launch the event.

Young, the president of two local automobile enthusiast clubs in Orange County, was only too glad to help.

"We started with seven cars," he said. "But through word of mouth and minimal advertising in *Special Interest News*, the cruise grew over that first summer."

Growing attraction

The weekly show has attracted up to 400 cars per week along with more than 100 motorcycles, from the Hudson Valley region as well as New York City, New Jersey, Connecticut and Pennsylvania.

"People come here and remember the park from when they were kids," Young said. "Many of them are now bringing their own kids here."

Daniel Corigliano, president of the Palisades Interstate Park Local, which covers Bear Mountain State Park, is also happy with the car cruises at the park. "Car cruises are really popular again," he

said. "This is an ideal location and there's a great variety of vehicles to see."

While admission to the show itself is free, the car cruises generate revenue from raffles and donations. Proceeds from the shows are given to local



CSEA members Daniel Corigliano, left, and Craig T. Young admire one of the classics on display at the weekly car cruise at Bear Mountain State Park. "We started with seven cars," said Young. The weekly show has attracted up to 400 cars per week.

schools for scholarships, community organizations and families in need.

"We donated funds to Orange and Rockland County families who were affected by Sept. 11," Bombino said. "We were also able to give over \$1,000 in scholarships to schools as well as help local families in need."

Bombino added that since the car cruises have grown in

popularity, so have the proceeds that the park is able to donate.

The park marked the anniversary of Sept. 11 with an homage to emergency vehicles. All proceeds from that evening will be donated to local emergency services organizations, such as volunteer fire departments and rescue squads.

— Janice Marra



Left to right: Lois Gray, Professor of Labor Management Relations at Cornell University, Danny Donohue, CSEA President, Paul Cole, New York State AFL-CIO Secretary-Treasurer, Colby Garb scholarship winner and Chuck and Dori Garb, proud parents, gather before the scholarship presentation at the AFL-CIO COPE Convention.

Union theme permeates scholar's award

The son of a CSEA member wrote an essay about the importance of unions, winning him a union-related scholarship that will help him to attend Union College. Colby Garb, the son of Queensbury Highway Department worker and CSEA member Chuck Garb, won the New York State AFL-CIO 2002 Scholarship. He will receive \$8,000 to help defray the expense of attending Union College in Schenectady.

Applicants were judged on academic record, essay, personal integrity, background, motivation, future goals and an understanding of labor issues.

"Garb's well-written essay, 'The People's Lobby,' combined with his excellent academic record and strong personal interview left the scholarship committee with no doubt that he was deserving of the

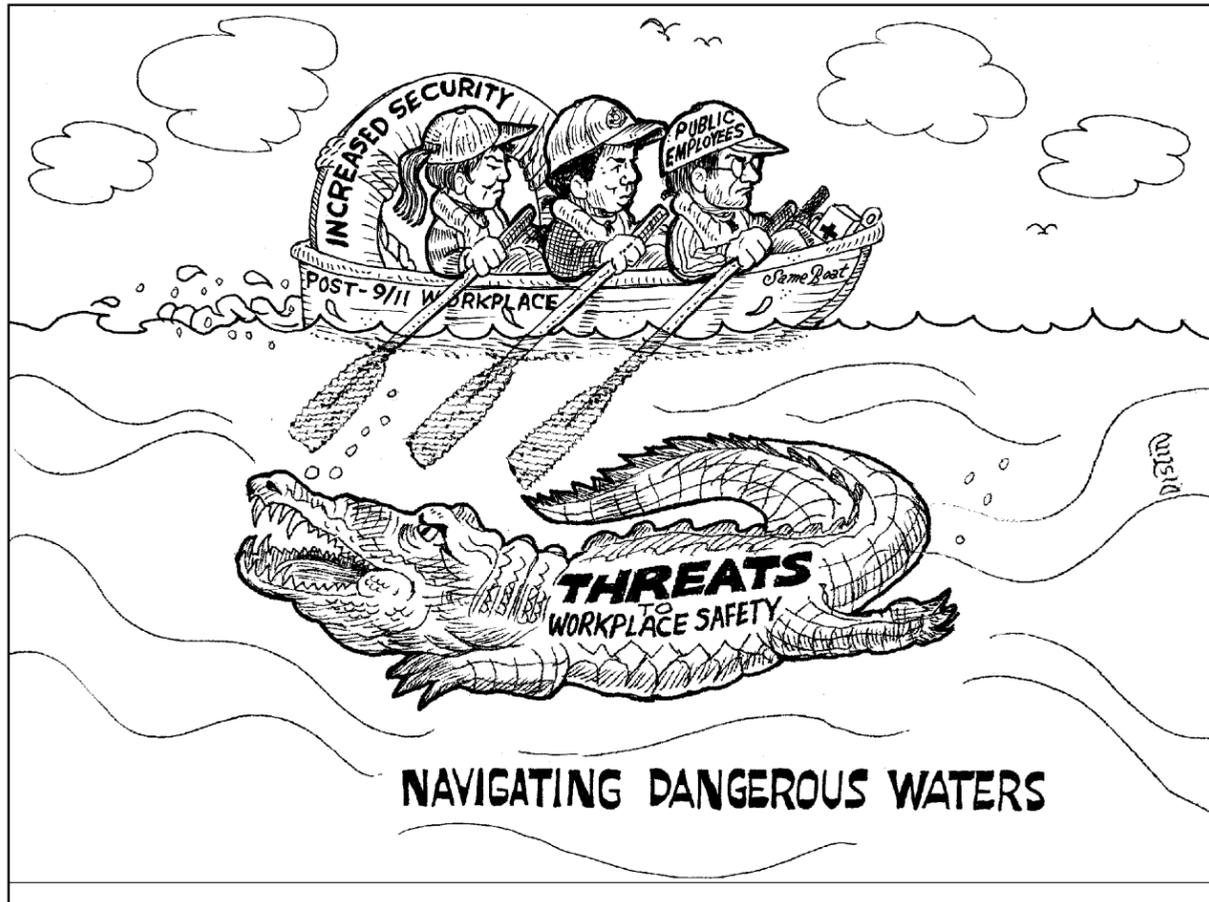
award," said Lois S. Gray, professor of Labor Management Relations at Cornell and Scholarship Committee Chairwoman.

Garb's essay contained a strong grasp of the issues involved with the current labor movement: "By raising standards around the globe, not only does the AFL-CIO stand for the people who are losing jobs because of shifting production, but it also provides necessities like minimum wages, health care and a safe work place."

Garb's father is a 27-year member of CSEA.

Garb, a graduate of Hadley Luzerne High School, was a National Honor Society member and salutatorian of his class. He is majoring in political science at Union College.

Numerous CSEA, AFSCME and AFL-CIO college scholarships are awarded annually.



1992

10 years ago...



In 1992, four CSEA members were killed in one of the darkest days in CSEA's history. They were killed simply because they were doing their job. The tragedy made it clear to CSEA that job sites need to be more secure and raised awareness of the dangers that social service workers and public employees face every day.

CSEA remembers Phyllis K. Caslin, Florence A. Pike, Denise Miller Van Amburg and Nancy J. Wheeler for their hardwork and dedication to their jobs and their union. All four worked in the Schuyler County Department of Social Services.

One day a gunman, John Miller, came in and murdered all four women and then turned the gun on himself. He was angry at the support collections unit for tracking him down for missed child support payments.

Then CSEA President Joe McDermott expressed his concern about the violence that had been directed at these employees, stating that violent confrontations

were not uncommon for social services workers to encounter. "CSEA will honor their memory by continuing to make every job site in New York safer," said McDermott.

(See page 12 for details about CSEA's continuing efforts to enact workplace security protection.)

Also in 1992:

- * U.S. President George H.W. Bush and Russian President Boris Yeltsin proclaim a formal end to the Cold War.
- * Four officers were acquitted in Los Angeles in the beating of Rodney King and violence erupts in Los Angeles.
- * The Buffalo Bills lose the Super Bowl to the Washington Redskins 37 - 24.
- * Johnny Carson retires after a 30-year NBC career as host of the "Tonight Show."
- * Compact discs surpass cassette tapes as the preferred medium for recorded music.
- * Hurricane Andrew rips through southern Florida and south-central Louisiana – damage estimated at \$25 billion.
- * At the Barcelona Olympics, the United States "Dream Team" wins the gold medal in basketball.
- * On Nov. 4, Bill Clinton is elected as the 42nd President of the United States.

Across the state, solidarity on Labor Day

Across the state, CSEA members enthusiastically turned out for Labor Day events to show their communities the solidarity that comes from belonging to CSEA and the labor movement.



Syracuse

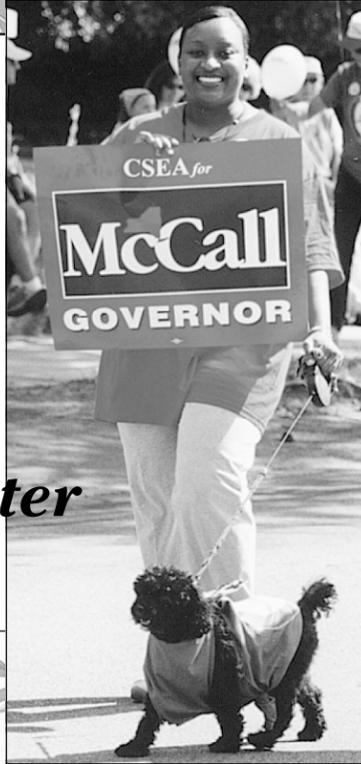


Many union members also took the opportunity to campaign for CSEA-endorsed candidate for governor, Carl McCall.



New York City

Above, generations of the CSEA family took part in a labor celebration in New York City, held jointly with AFSCME. The Sept. 2 New York City Central Labor Council's "Labor Day 2002 — The State of the Worker" rally was held in Battery Park.



Above and below, in Syracuse, CSEA members were fired up as their contingent took part in the Sept. 2 Central New York Labor Federation's Annual Labor Day Celebration at the New York State Fair.



Rochester

CSEA's Western Region has two Labor Day parades regularly, in Rochester and Buffalo. Both drew CSEA marchers, including Region President Flo Tripi, seen here at the Rochester parade. Both parades were held on Sept. 2.

Buffalo



CSEA members also turned out in Massena for a Labor Day parade and picnic there.

The Capital Area Labor Federation and Central Labor Council's Labor Parade was scheduled to take place Sept. 21 as this edition went to press.

CSEA Constitution, Bylaws and Resolutions, as approved

NEW YORK CITY — CSEA delegates to the union's 92nd annual meeting approved the following second reading of an amendment to CSEA's Constitution which goes into effect immediately:

*Broadening the definition of "associate members" to allow public and private sector managers and supervisors who never had any CSEA membership status to become "associate members" solely to participate in CSEA insurance programs.

Delegates to the 2002 annual meeting approved the following as a first reading of amendments which will not go into effect unless approved in a second reading:

*Making changes in relevant constitutional language as a matter of housekeeping to reflect the four-year term of office for the Board of

Directors previously approved by delegates; and

*Allowing retiree locals at their expense to send one delegate for every 100 members to the Annual Meeting of the Retiree Division while CSEA continues to reimburse for one delegate per local, and for locals with more than 1,000 members, CSEA reimburses for one additional delegate for each additional 1,000 members or major fraction thereof.

Delegates approved the following changes to the bylaws which go into effect immediately:

*Allowing retiree local presidents unable to attend meetings of the CSEA Retiree Executive Committee to designate a proxy to ensure representation at meetings;

*Replacing in Article III references to "social security numbers" with "identifying information" to reflect that with the 2001 election cycle

the use of full social security numbers for signing candidate petitions and/or returning ballots was no longer necessary; and

*Adding the Veterans Committee to the list of Standing Committees.

Delegates also approved a proposal to establish an honorarium schedule effective for statewide officers elected to term of office in 2004. It had previously been approved by CSEA's Board of Directors.

Delegates approved the following resolutions:

*CSEA Education Department research and develop a pamphlet describing labor's history, its leaders and how they have brought about major cultural and economic changes in our country and make the pamphlet available to CSEA members and staff for distribution to administrators in public and private schools for use

in curriculums;

*CSEA continue to partner in coalitions with organizations that strive to make the workplace and community a safer and healthier place;

*CSEA reintroduce the LUTI (Local Union Training Instructor) program and incorporate the National Coalition Building Institute in its leadership development, so officers and activists will continue to have available comprehensive training to develop and enhance leadership skills; and

*CSEA continue to join together with other labor unions, community groups, national and state organizations to effectuate change in the health care industry that assures accessible, affordable and quality health care for all workers, their families and their communities.

State Employees NOW is the Time to Apply for DCA Account and Save!

Don't miss out on the Open Enrollment Period for the Dependent Care Advantage Account.

Apply now for the 2003 plan year. If you have out of pocket expenses for child care, elder care or dependent care there are two ways to put **MORE MONEY IN YOUR POCKET!**

First, is your CSEA negotiated benefit for the employer contribution of up to \$600. If both spouses are state employees each is eligible for the employer contribution.

Second, is that any money you have set aside from your paycheck, up to \$5,000 per family, are dollars not taxed.

The enrollment period runs from September 16th to November 15th. A new paperless process makes enrolling quick, easy and secure. Here's how it works. Just log on to www.flexspend.state.ny.us

All the information, instructions forms, and the tax calculator to help you identify your potential savings are at your fingertips. You simply complete the online application form. You will receive a confirmation notice by mid December.

If you don't want to enroll

online, you can call 1-800-358-7202 and speak to a customer service representative who will ask you a few pertinent questions and begin the application process. The customer service representative will then mail you a notification form and a postage paid envelope. You must verify the accuracy of the application information, sign and return the form immediately to ensure the enrollment process is completed. If you don't return this form your enrollment can't be processed.

Remember the DEADLINE to enroll is November 16, 2002 at midnight. No enrollments can be accepted after that date and time unless your family experiences a change in status. Don't miss this opportunity!

2003 Employer Contribution Rates

If Your Salary Is:	The Employer Contribution Is:
OVER \$60,000	\$200
\$50,000 - \$60,000	\$300
\$40,000 - \$50,000	\$400
\$30,000 - \$40,000	\$500
UNDER \$30,000	\$600

GSEU EMPLOYEES ONLY \$150

State workers: Your health insurance WILL CHANGE on Jan. 1, 2003

The following information is intended for CSEA-represented Executive Branch enrollees — enrollees employed by the State of New York covered by one of the following CSEA collective bargaining agreements: Administrative Services Unit, Institutional Services Unit, Operational Services Unit or the Division of Military and Naval Affairs.

Effective Jan. 1, 2003, active CSEA State Executive Branch enrollees will be responsible to contribute the enrollee portion of 10% toward the cost of individual prescription drug premium and 25% toward the cost of dependent prescription drug premium under the Empire Plan and Health Maintenance Organizations. This amount will be added to the current enrollee contribution of 10% toward the cost of individual health insurance premiums (hospital, medical and mental health/substance abuse components) and 25% toward the cost of dependent health insurance premium (hospital medical, and mental health/substance abuse components).

Furthermore, CSEA enrollees who are covered by the Empire Plan should be aware of the following changes that go into effect on January 1, 2003. Participating provider office visit copayments will increase from \$8 to \$10. Prescription drug copayments will increase from \$3 generic/\$13 brand name (no generic equivalent) to \$5 generic/\$15 brand name (no generic equivalent). The non-participating provider annual deductible will increase from \$175 to \$185.

Since HMO benefits are community rated and are not negotiated by CSEA, HMO enrollees will receive a side-by-side comparison, from their individual HMO, detailing any changes in benefits for 2003, in September/October.

If you have any questions regarding your health benefits, please contact the CSEA Joint Committee on Health Benefits at 518-785-4774 or 1-800-286-5242 (JCHB) or you may send e-mail to jchb@cseainc.org.

NYS Health Insurance Plan – Empire Plan clip and save telephone numbers

Empire Blue Cross and Blue Shield:
1-800-342-9815 or 518-367-0009

For hospital benefits and claims call Empire Blue Cross and Blue Shield. You must call prior to receiving the following types of transplants; bone marrow, peripheral stem cell, cord blood stem cell, heart, heart-lung, kidney, liver, lung and simultaneous kidney-pancreas. For a list of participating centers of excellence contact Blue Cross at the numbers listed above.

The Empire Plan Benefits Management Program can be reached at:

Empire Blue Cross and Blue Shield:
1-800-342-9815 or 518-367-0009

Enrollees must contact Empire Blue Cross and Blue shield prior to a maternity or scheduled hospital admission; within 48 hours after an emergency or urgent hospital admission. Also, for concurrent review of hospital and skilled nursing facility (SNF) admissions, discharge planning, inpatient complex medical case management and the high-risk pregnancy program. If you do not follow the Benefits Management Program requirements services may not be covered or you may be responsible to pay a higher share of the costs.

Text Telephone (TTY) lines for Hearing-Impaired or Speech Impaired callers with TTY Devices: Empire Blue Cross and Blue Shield: TTY only - (1-800-241-6894).

United HealthCare Insurance Company of New York:
1-800-942-4640

Call for information on benefits under Basic Medical and Participating Provider Programs, predetermination of benefits, claims and participating providers.

The Empire Plan Benefits Management Program can be reached at:

United HealthCare: 1-800-638-9918

Enrollees must contact United HealthCare for prospective procedure review prior to receiving any elective Magnetic Resonance Imaging (MRI). United HealthCare will also oversee voluntary specialist consultations and outpatient medical case management. If you do not follow the Benefits Management Program requirements services may not be covered or you may be responsible to pay a higher share of the costs.

Text Telephone (TTY) lines for Hearing-Impaired or Speech-Impaired callers with TTY Devices: United HealthCare: TTY only - (1-888-697-9054).

Express Scripts (Prescription Drug Program): 1-800-964-1888

Some prescriptions that require prior authorization include BCG Live, Ceredase or Cerezyme, Drugs for the treatment of impotency, Enbrel, Epoetin, Human Growth Hormone, Immune Globulin, Lamisil, Prolastin, Pulmozyme, or Sporanox.

Text Telephone (TTY) lines for Hearing-Impaired or Speech-Impaired callers with TTY Devices:
Express Scripts: TTY only - (1-800-840-7879).

ValueOptions (Administrator for GHI):
1-800-446-3995

You must call ValueOptions before beginning any treatment for mental health or substance abuse, including alcoholism. If you do not follow ValueOptions requirements, you will receive a significantly lower level of benefits. In a life-threatening situation, go to the emergency room. If you are admitted you must call within 48 hours.

Text Telephone (TTY) lines for Hearing-Impaired or Speech-Impaired callers with TTY Devices: ValueOptions: TTY only - (1-800-334-1897).

Managed Physical Medicine Program (MPN): 1-800-942-4640

Call for information on benefits and to find MPN network providers for chiropractic treatment and physical therapy. If you do not use MPN network providers, you will receive a significantly lower level of benefits.

Home Care Advocacy Program (HCAP): 1-800-638-9918

You must call to arrange for paid-in-full home care services and/or durable medical equipment/supplies. If you do not follow HCAP requirements, you will receive a significantly lower level of benefits.

Infertility Benefits: 1-800-638-9918

Certain infertility procedures, called Qualified Procedures, are covered under the Empire Plan, *ONLY* if you receive prior authorization. You *MUST* call for prior authorization, regardless of the provider of service. Call for prior authorization and information on Qualified Procedures for fertility benefits and Centers of Excellence.

Empire Plan Nurse Line:
1-800-439-3435

Call for health information and advice 24 hours a day, seven days a week. To listen to selections from the Health Information Library, enter PIN number 335 and a 4-digit code from the Empire Plan Nurse Line brochure.

Attention Health Maintenance Organization (HMO) Enrollees:

Contact your individual HMO for important telephone numbers and information on services that require prior approval.

Planning for health care expenses

As enrollees prepare for increased out of pocket health care expenses for 2003, one way to offset these expenses is to participate in the Health Care Spending Account (HCSA). The HCSA is an employee benefit that allows enrollees to pay for out-of-pocket health care expenses with tax-free dollars.

Participation in the Flexible Spending Account Program for CSEA state enrollees is voluntary and, if eligible, an enrollee may contribute any amount from \$150 up to \$3,000 annually in pre-tax dollars to pay for medically necessary health-related expenses that are not reimbursed by insurance. Enrollees should estimate their out of pocket medical expenses prior to enrolling in the HCSA.

Eligible health related expenses can include: co-payments for prescriptions, office visits and laboratory costs, deductibles, out-of-pocket fees paid to non-participating providers and any dental and vision expenses, which exceed the coverage provisions of your policies.

Cosmetic procedures, fees for health clubs, dance lessons, exercise equipment and other services that contribute to your general health **cannot** be reimbursed from your account (please refer to HCSA materials for a full list of covered services and exclusions).

Please remember it is important that yearly expenses are not overestimated as the IRS "use it or lose it" rule applies to this program. Any money left over at the end of the calendar year will be lost.

The opportunity to enroll in the Health Care Spending Account will be available during an open enrollment period. The open enrollment period for the 2003 plan year began on Sept. 16, 2002 and concludes Nov. 15, 2002. The program's plan year will operate from Jan. 1 - Dec. 31, 2003.

If you would like to know more about the Health Care Spending Account program or would like an enrollment kit, contact the plan administrator at 1-800-358-7202 or enroll online at www.flexspend.state.ny.us.

Health insurance choices for 2003

It is that time of year again, to start thinking about your health insurance options. The Option Transfer period will be held once the 2003 health insurance premiums are approved. During the option transfer period, CSEA-represented state enrollees will have the ability to change their health insurance plan for the 2003 plan year. Members will be able to choose from the Empire Plan or one of the NYSHIP-approved Health Maintenance Organizations (HMOs) in their area.

The Department of Civil Service will send all enrollees a copy of "Choosing Your Health Plan." This document offers suggestions on how to make the most informed choice for a health insurance plan for you and your family. "Choosing Your Health Plan" also includes web site information on resources (such as the NYS Insurance Department and Department of Health) that measure the quality of HMOs.

As we draw nearer to the option transfer period, the Joint Committee on Health Benefits will provide additional *Work Force* articles, including health insurance premiums for the 2003 plan year.

Skills for Success offers fall courses

The NYS and CSEA Partnership for Education and Training (the Partnership) will offer a series of *Skills for Success* training courses to CSEA-represented New York State employees. Course offerings are designed to meet your job skills and professional development training needs.

You are eligible to participate if you are: 1) a member of the Administrative Services Unit (ASU), Institutional Services Unit (ISU), Operational Services Unit (OSU) or the Division of Military and Naval Affairs (DMNA); 2) serving a probationary period or traineeship in an ASU transition title supported by the Partnership; or 3) in a Management/Confidential (M/C) clerical or secretarial title.

The *Skills for Success* training courses are available at no cost to you or your agency. Reimbursements to

you for travel, lodging, meals and parking expenses is at the discretion of your agency. Courses are held at convenient training sites near your worksite or home.

Choose from over 70 courses in the following categories:

- Clerical and Secretarial
- Institutional Services and Health Care
- Labor-Management
- Operations and Maintenance
- Personal Computer
- Personal Development
- Safety and Health.

The *Skills for Success* courses will help you improve your skills, enhance your knowledge, learn new technologies and prepare for the challenges and demands of your current and future jobs.

Application forms with directions are available from your agency's Personnel or Training Office and your CSEA Local President.

EBF looking for a mascot

McDonald's has a clown, Toys'R'Us has a giraffe, that insurance company has a duck, and now the CSEA Employee Benefit Fund (EBF) is getting into the act. The EBF is starting a mascot search and would like the CSEA membership to help out.

The EBF will accept designs for an EBF mascot to be used in future print and promotional materials.

The rules for submission are: 1) The submission must include and/or connect to the phrase "Ever Better Future." 2) Submissions must be

received no later than Dec. 31, 2002. 3) Submissions cannot infringe upon any already existing corporate or organizational copyrights.

All entries become the property of the CSEA Employee Benefit Fund.

Prizes will be awarded for:
1st Place: \$200 Savings Bond
2nd Place: \$100 Savings Bond
3rd Place: \$50 Savings Bond.

Send all submissions to: Patrick Regan, Marketing & Communications Manager, CSEA Employee Benefit Fund, One Lear Jet Lane, Suite #1, Latham, New York 12110.

PEOPLE PERSON

– The PEOPLE recruiter for the month of August is Frank Balsano of the Western New York DDSO. He

recruited 27 new members. PEOPLE is CSEA and AFSCME's political action program aimed at getting friends of working families elected to Congress ...

YONKERS JOBS RESTORED – 11th-hour funding from the state has restored about 50 CSEA jobs at Yonkers Public Schools that were eliminated this summer because of a multi-million-dollar budget deficit in the district. While CSEA is pleased to see the jobs restored, the union is urging state and local elected officials to work with labor to permanently resolve the issue...

MONROE COUNTY MEMBERS RALLY AGAINST JOB CUTS – More than 100 CSEA Monroe County members, augmented by about 100 other human services advocates, rallied outside the Monroe County Office building in protest against services and job cuts in the county executive's 2003 budget ...



ERIE CORRECTION OFFICERS FACE STAFFING SHORTAGE –

Mandatory overtime caused by a staffing shortage has forced Erie County correction officers to frequently work 16 to 18 hours straight and in at least one case, 24 hours straight.

The correction officers are fearful that the long hours are creating a risk to the health and safety of the officers as well as the inmates. CSEA Erie County Local President Mike Bogulski says the staffing situation is approaching crisis situation and is working with the sheriff on a solution ...

CAPITAL REGION MEMBERS RALLY AT COUNTY JAIL – CSEA members held a rally at the Albany County Jail to call attention to the county's union-busting tactics. The county has contracted out health care services at the jail and is preventing the contractor's workers from joining the union ...

CSEA BOOTH AT STATE FAIR – A total of 3,115 visitors signed the guest register at the CSEA Booth this year at the NYS Fair in Syracuse. CSEA members registered 315 people to vote (up from 291 last year).

Break in membership affects eligibility for union office, voting privileges

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

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

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

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

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

Note, however, you **must** continue to pay dues to run for office.

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

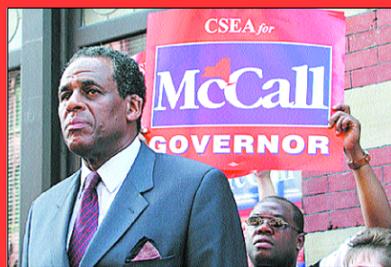
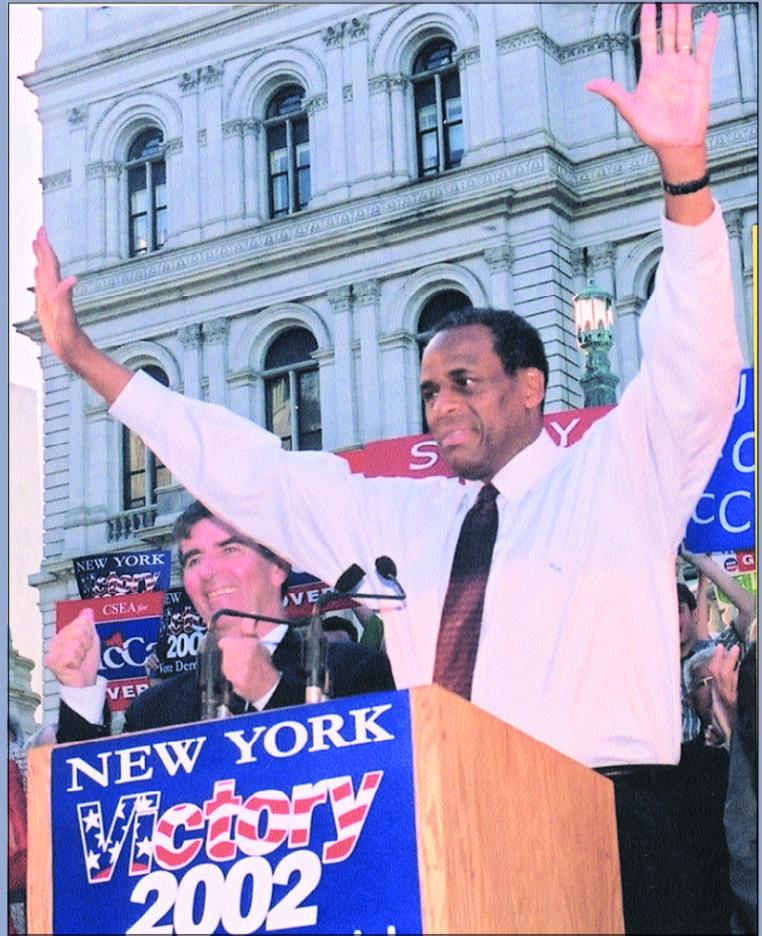
Please notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 1327, of any change in your status and what arrangements you are making to continue your membership in CSEA.

CSEA and Carl McCall

Together We Can Make It Happen

A vote for McCall is a vote for:

- ✓ Fairness and respect for working people
- ✓ Improving our schools
- ✓ Creating job growth and expanding opportunity
- ✓ Ensuring quality health care and affordable prescription drugs



VOTE
Tuesday Nov. 5

Western Frontier

Official publication of CSEA Western
Region

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CSEA Scholarship Awardees and Families Feted at Luncheon Hosted by Region President Tripi

Region winners of the annual CSEA Flaumenbaum Scholarships and their parents were hosted by Region President Flo Tripi at a recent presentation luncheon in Batavia.

"Congratulations, and best of luck as you continue your quest for higher education," said Tripi. "We hope, as you go through life, you will remember that this award comes from a union that helped your parent earn a living wage."

She was joined in presenting the scholarship certificates and checks by Jeanette Newman, Western Region scholarship committee member. Appropriate unit and local presidents were also invited.

The \$1,000 Flaumenbaum Scholarship winners are;

James Duchesne, a Geneva High School grad headed for Union College, whose mother, Frances Duchesne, is a teacher's aide for the Geneva City School District, and a member of Ontario County Local 835, Unit 7851;

Joseph Pasqualichio, a Grand Island High School grad who will attend Pittsburgh U., whose mother, Debra Pasqualichio, is a senior court office assistant, and member of Office of Court Administration Local 335;

Whitney Kaczor, a Wilson Central High School grad planning to attend SUNY Fredonia, whose mother, Linda Kaczor, is a teacher's aide at Niagara Orleans BOCES, and a member of Orleans County Local 837, Unit 7960.

Two other scholarships were awarded to region members' children.

Leslie Probst received the \$2,500 JLT Award, named in memory of Charles Foster, who was a business officer for the SUNY division in the 1930s. She will attend SUNY Geneseo, and is the daughter of Linda Probst, a principal account clerk for the

Chautauqua County Health Department, and member of Chautauqua County Local 807, Unit 6300.

Tracy Miller, a junior at the University of Pittsburgh at Bradford and daughter of Linda M. Brown, a senior typist at the Cattaraugus Health Department and member of Cattaraugus County Local 805, received the AFSCME Jerry Clark Award.

The Jerry Clark scholarship will provide \$10,000 for Miller's junior and senior years of study, plus the opportunity to intern at the International's Political Action Department during the summer. Miller was unable to attend the presentation luncheon.

*Congratulations,
Graduates*

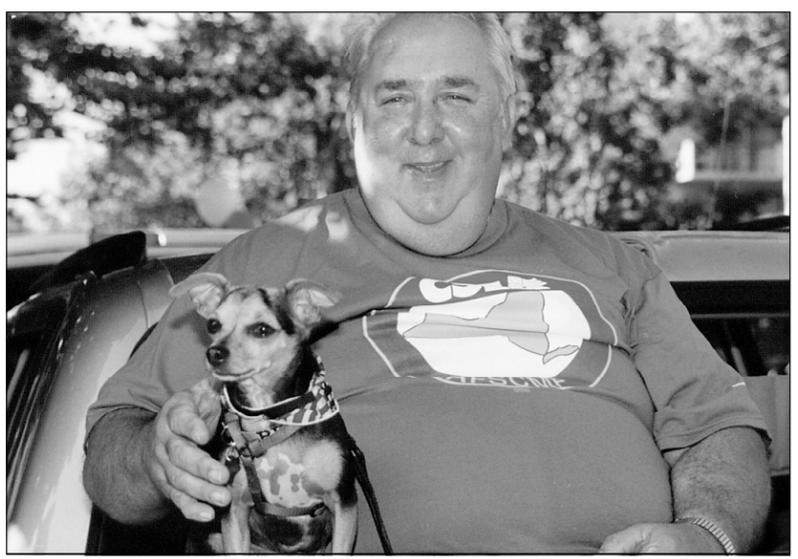


From top photo, scholarship winners James Duchesne, Joseph Pasqualichio and Whitney Kaczor, are joined by Region President Flo Tripi and Western Region Scholarship committee member Jeanette Newman.

Celebrating Labor



Labor Day parades in Buffalo and Rochester saw CSEA represented in both, in keeping with a long tradition. CSEA members wore newly designed T-shirts, that were worn by members at Labor Day activities across the state.



Western Region Conference

Region Meeting in Geneva on the Lake

"Fighting for Today, Preparing for Tomorrow" was the theme of the Western Region conference held June 14 and 15 at the Ramada Inn Geneva, on the northern shore of beautiful Seneca Lake.

More than 125 region delegates heard presentations by Fran Weisburg, president/CEO of Lifespan on "The New Face of Aging."

"Writing and Speaking in a Responsible Manner," presented by CSEA general counsel Nancy Hoffman, outlined the scope of legal authority under which CSEA officers and representatives should act.



Ad campaign

Hey Bills fans!

CSEA's fall advertising campaign is taking to the airwaves on the Buffalo Bills radio network. Bills fans across the state will hear about the important, vital jobs CSEA members perform, day in and day out. Tune in to any of the following stations to follow the Bills and hear about the great work being performed by CSEA members in western New York!

BUFFALO
ROCHESTER
SYRACUSE
ALBANY
UTICA
JAMESTOWN

OLEAN
ELMIRA/CORNING
TRUMAMSBURG/
ITHACA
NEWARK
DUNKIRK
SPRINGVILLE
BRADFORD
BATH
AUBURN
GENEVA
ALFRED/HORNELL
WATERTOWN
TORONTO
ST. CATHERINES, ONT

WGRF
WCMF
WHEN
WTMM
WIBX
WJTN
WWSE
WPIG
WELM

WPIE
WACK
WBKX
WSPQ
WBRR
WVIN
WAUB
WGVA
WZKZ
WNER
CJCL
CKTB

City of Lockport, Monroe County members picket against proposed layoffs

Contract negotiations and budget layoffs brought CSEA members out on informational picket lines in recent months.

City of Lockport members are locked in a struggle for a decent contract, and have declared impasse. They picketed outside Lockport City Hall to let the public and the employer know they are serious.

Monroe County employees took to the streets to rally against proposed layoffs that would total 700, if the county executive has his way. They rallied with other human services advocates at a county legislature meeting, and spoke out at the meeting's public forum session.

Message From Western Region President Flo Tripi

Brothers and Sisters in the Western Region,



We in the Western Region have made a strong commitment to communicate with you, our members. This special insert, "Western Frontier" published occasionally, is part of that effort. We want you to know what the Western Region is all about and the wonderful things that are happening here. Please take the time to read about your brothers and sisters in CSEA. We hope that you will be inspired to get involved in your union in some way.

Over the past two years, we have held a number of events and activities that have drawn us together. We have had mandated Region Conferences, held training for Stewards and Grievance Reps, held other trainings to help prepare our members for taking Civil Service Tests, had computer training to help our members with new technology. We have had events that are social, but also bring us together to help our brothers and sisters. We have held our Annual picnics, held a walkathon and a golf tournament, which helped fund our Sunshine Fund, the fund that helps so many of our members undergoing hardship. We have collected and donated food to the Buffalo City Mission and to the Sisters of Mercy Homeless Shelters. We have donated dollars and personal items to the Buffalo Shelter for Women and Children. We have accomplished much through our Western Region Committee structure, and volunteer activists have given so much of their time, talent and creativity, so much so, that we believe that we are the Best Region in CSEA.

On Nov. 19, we will be holding a Ceremony to honor our Veterans. I hope you will consider participating with us in Warsaw.

With all of the events of above, many of our brothers and sisters are experiencing difficulty. Due to a failing economy and the horrific tragedy of Sept. 11th, 2001, our state and local governments are now finding budgetary problems which are resulting in layoffs, downsizing, program cuts, and putting our members at significant risk. We have been working with our activists to deal with these attacks on our members. We have been active in Erie, Niagara, Ontario and Monroe Counties to rally our members and save our jobs and programs.

We are far from finished. Join the fun, and battle with us. Seek out your local activists and officers, and join us.

Fraternally; Flo

Support for CSEA-endorsed Carl McCall's race for New York governor began early, and continues to grow. Region members and staff have enthusiastically attended rallies, worked phone banks, and more to show support. Members should call the region office at 716 886-0391 for yard signs, or to volunteer.



A first-time golf tournament to benefit the region's Sunshine Fund was so successful, it will become an annual event, according to planners.

The event was held at the Batavia Country Club, and had foursomes from throughout the region. More than \$2,500 was raised to help fellow region members in need.

Another Sunshine Fund fundraiser will be a Walk-a-thon, planned for Saturday, Oct. 19, in beautiful Letchworth State Park.

Walkers should call the region office for registration details.



CSEA WESTERN REGION OFFICERS

PRESIDENT

Ms. Florence Tripi
Work: 716-886-0391

1ST VICE PRESIDENT

Ms. Kathleen Button
Work: 585-461-892
Fax: 585-442-9415

2ND VICE PRESIDENT

Mr. Henry Hoisington
Work: 716-761-6168

3RD VICE PRESIDENT

Mr. Steve Hurley
Work: 607 776-9800
ext. 108
Fax: 716-442-9415

SECRETARY

Ms. Dawn Smith

Work: 716-675-7570

Fax: 716-675-7718

TREASURER

Mr. William Stanton
Work: 716-845-3069