

THE WORK FORCE

A tough pill to swallow

Spending on Prescription Drugs Increases by Almost 19 Percent

By ROBERT PEAR

WASHINGTON, May 7 — As an aging population of 18.8 percent last year to \$131.9 billion, a new

Two dozen products accounted for half the in doctors are writing many more prescriptions. Institute for Health Care Management Found

Consumers Face Higher Health Plan Costs

Issue Brief No. 45
November 2001
Glen P. Mays, Robert E. Hurley
Faced with relentless growth in health plans in recent

DTC Drug Advertising First Half of 2001

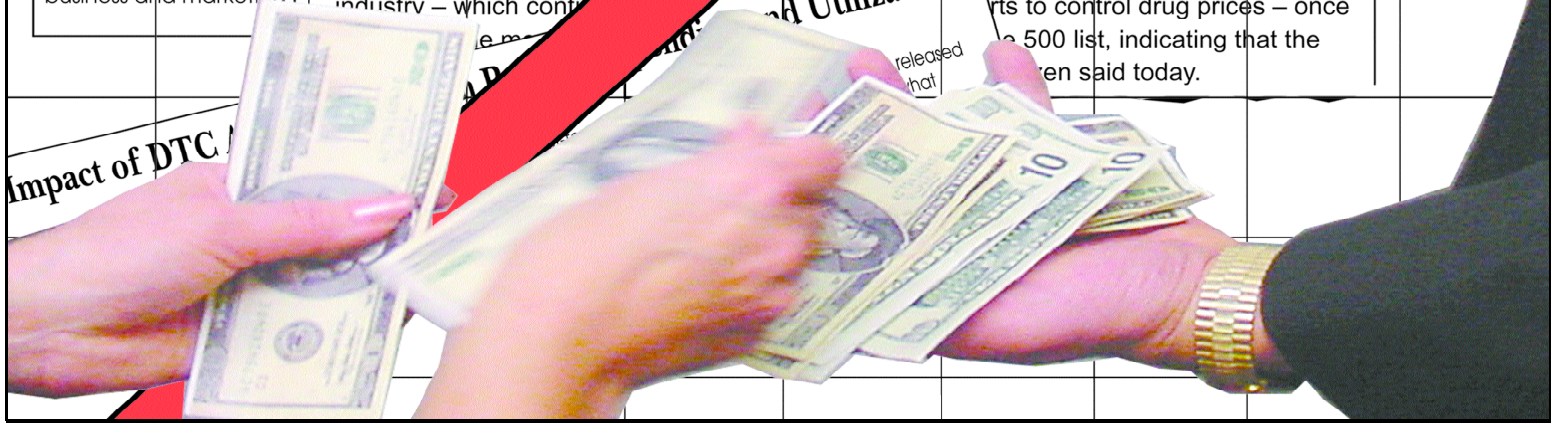
In the US, pharmaceutical billion to promote 84 pre directly to consumers du 18.6% increase compare according to an article 2001 issue of MedAdNew business and marketin

April 18, 2002

Pharmaceutical Industry As Most Profitable

Drug Companies Top All The Sectors of Profits in the Fortune 500 Report

WASHINGTON, D.C. — F... industry — which conti... Utilization... last year, the pharmaceutical... to control drug prices — once... 500 list, indicating that the... en said today.



For full story about CSEA's fight against the rising costs of prescription drugs, see pages 10 and 11

Photo of the Month



Members of CSEA's Nassau County Local take part in the "Making Strides Against Breast Cancer" 5K walk held in October at Jones Beach. The local raised more than \$20,000 for breast cancer research and education.

CSEA officer injured

STONY POINT — A workplace accident has left CSEA Town of Stony Point Unit President Richard Ryder with serious head injuries.

Ryder, a mechanic for the town who has served as the unit president for about a year, was unloading materials from a truck at the town's Parks Department garage on Oct. 30 when an item on the truck suddenly shifted and knocked him to the ground. Ryder had been standing close to the ground on a gate near a side-truck lift at the time of the accident.

CSEA Occupational Safety & Health Specialist Gary China and Rockland County Local President William J. Riccaldo are investigating the incident.

"(These incidents) are getting way too common," Riccaldo said. "Local and state governments should put more efforts together to help our workers stay safe at work. The rate of these workplace injuries is escalating, and we need to look hard at this problem."

— Janice Marra

CSEA President Danny Donohue to visit Long Island

CSEA President Danny Donohue will visit the CSEA Long Island Region on Friday, Dec. 6 to meet with members.

The meetings will be held at the CSEA Long Island Region office, 3 Garet Place, Commack.

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

CSEA rips Nassau budget, merit scheme

MINEOLA — CSEA is blasting Nassau County's slash-and-burn 2003 budget proposal, a \$2.28 billion plan that would increase the county's property taxes by 19.4 percent and cut the county work force 15 percent.

While the job cuts include positions already eliminated through attrition and early retirement, they essentially leave a skeleton staff carrying an increasing workload.

The situation is similar to what localities are experiencing across the state as new Medicaid mandates draw revenue from county budgets. The state also is experiencing revenue shortfalls that could create similar cuts in jobs and services.

"By further reducing public services, lawmakers are eroding the very quality of life for area residents. It is no longer muscle tissue they're cutting. They're eating away at the very bone structure — the work force — that continues to make Nassau County great. Any further erosion of the fabric of our present quality of life, presents real danger for the entire community," said CSEA

Nassau County Local President Jane D'Amico.

D'Amico made specific reference to cuts that would endanger public safety, in a county long touted for its low crime statistics.

As part of his multi-year plan to close the deficit, the county executive has devised a unilateral plan he says would evaluate county workers and give some workers merit pay raises.

"Offering merit bonuses to 10 percent of our members is a ruse to pit members against each other," D'Amico said.

"Eighty percent of our members will get nothing and 10 percent will get fired under the county executive's plan."

The budget (and multi-year plan) must pass muster with the Nassau Interim Finance Authority, a state-appointed watchdog agency that has the authority to take over Nassau County's finances if county officials can't maintain a balanced budget.

— Rachel Langert

Erie budget give-and-take

BUFFALO — CSEA leaders in Erie County are relieved that a proposed \$1.13 billion county budget for 2003 avoids a raise in property taxes or job cuts, but they are concerned that the plan leaves 640 vacant job slots unfilled.

The vacancies include about 400 positions left by employees taking early retirement.

The budget also omits \$9 million in funding needed by Erie County Medical Center to cover its anticipated budget deficit. County Executive Joel Giambra said he would be willing to provide the hospital that money only with union support for the restructuring of the hospital as a public benefit corporation.

CSEA has been in talks about the wording of such an arrangement, but has yet to reach an agreement.

"We're happy that no layoffs are proposed in the county executive's budget, but we're cut to the bone now, and understaffing will make for a pretty grim situation on the job for our members. We will be lobbying the legislature to fill the jobs of those who retired. It's only fair," said Mike Bogulski, Erie County Local and unit president.

"We will continue trying to reach an agreeable solution (on the PBC issue). We've answered many PBC questions our hospital members have, and will be doing the same this week for our members at the Erie County Home, who will also be affected by any decision," said ECMC Section President Joan Bender.

— Ron Wofford

CSEA gets out the vote across NY

CSEA pulled out all the stops this November in statewide and municipal elections, with endorsed candidates winning offices across the state.

CSEA's endorsed candidate for governor, Carl McCall, and lieutenant governor, Dennis Mehiel, did not win their races. CSEA's backed candidate for state comptroller, Alan Hevesi, did win. Incumbent Eliot Spitzer, whom CSEA also endorsed, easily won re-election.

"We are proud of our efforts on behalf of all candidates, including gubernatorial candidate Carl McCall. We congratulate Governor Pataki on his victory and will work with him in the next four years on the unprecedented challenges New York faces," said CSEA President Danny Donohue. Donohue also thanks all CSEA members, staff and activists for their hard work in the campaign.

Statewide efforts

Hundreds of CSEA activists took part in numerous activities over the past several months to get out the vote. Union members staffed phone banks, dropped off literature and held rallies for candidates.



CSEA Southern Region PAC Chair Micki Thoms greets state Attorney General Eliot Spitzer during a rally. Spitzer easily won re-election with CSEA support.

Speakers also encouraged union members to vote at local, unit and general membership meetings.

"The support of our activists was tremendous," said Dorothy Breen, CSEA's statewide Political Action Committee chair. "Across the state, our folks did everything they could to get the candidates who will make a difference for our members elected to office."

Key win in north

One place where activism made the difference was in the North Country, where CSEA's endorsed candidate for sheriff ousted a long-time office holder.

CSEA-endorsed sheriff candidate David Favro beat the incumbent Jack Lawliss to take the sheriff's seat by a margin of 57 to 43 percent. After having many labor management grievances and lawsuits filed against the former sheriff, CSEA decided to get involved and backed Favro.

"Our activists campaigned long and hard for Favro," said Joe Musso, Clinton County local president.

"The endorsement really meant something to the campaign. It led the way for building the momentum that led to victory," he said.

Also in the Capital Region, despite Democrat Albany Mayor Jerry Jennings' endorsement of Gov. George Pataki, the McCall/Mehiel ticket won the city.

CSEA hosted a pre-election get out the vote rally outside the union's Albany headquarters with U.S. Sen. Hillary Rodham Clinton and U.S. Rep. Michael McNulty.

In CSEA's Southern Region, activists and volunteers spent long hours in a variety of chores to get out the vote and drum up interest in CSEA-



CSEA President Danny Donohue fires up the crowd as U.S. Sen. Hillary Rodham Clinton lends her support in a get-out-the-vote rally at CSEA Headquarters in Albany. Also on the dias are CSEA Executive Vice President Mary Sullivan, Capital Region President Kathy Garrison, Treasurer Maureen Malone and Secretary Barbara Reeves. Below, CSEA's state Comptroller-elect Alan Hevesi.

endorsed candidates.

"We worked hard right up and through Election Day. Phone banks, lit drops, visibility for the candidates, rallies, you name it, we did it," said Southern Region Political Action Committee Chair Micki Thoms.

"I'm very proud of everyone's effort," she added.

Several campaign offices were run by CSEA volunteers, tens of thousands of phone calls made, boxes of literature distributed, and numerous other campaign activities were performed by CSEA members.

Strong returns

Overall, 89 percent of CSEA's endorsed candidates won election throughout the Hudson Valley (excluding statewide offices). CSEA's leadership and activism in campaigns throughout the region mirrored those across the state, maintaining and increasing the union's reputation as a major political force.

CSEA's Central Region endorsed a total of 77 candidates, 66 percent Republican, 33 percent Democrat and 1 percent

Conservative.

The region won 86 percent of the races it endorsed.

Several races in CSEA's Western Region remained in contention at press time after a court ordered impoundment required all absentee ballots from the General Election not to be opened and counted before Monday, Nov. 11.

In CSEA's Long Island Region, nearly all of the union's endorsed candidates won their races, while in the union's Metro Region, CSEA endorsed candidate Mike Cusick won with 55 percent of the vote in the 63rd Assembly District.

Particularly important on Long Island was the 1st Congressional District race, won by CSEA's endorsed candidate Tim Bishop.

Full results of CSEA-endorsed state legislative and congressional races are available on CSEA's web site: www.csealocal1000.net.



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Danny Donohue, President

STEPHEN A. MADARASZ
Communications Director & Publisher
STANLEY HORNAK
Deputy Director of Communications
LOU HMIELESKI
Executive Editor
AMY SCHARF
Associate Editor
CATHLEEN HORTON
Graphic Production Specialist
JANICE M. KUCKAR
Graphic Production Specialist
BETH McINTYRE
Communications Assistant

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Readers:

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

COMMUNICATIONS ASSOCIATES

RACHEL LANGERT	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
MARK M. KOTZIN	Central Region (315) 433-0050
RON WOFFORD	Western Region (716) 886-0391
ED MOLITOR	Headquarters (518) 257-1272

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IN TOUCH WITH THE WORK FORCE CSEA President Danny Donohue

Putting the brakes on runaway prescription drug costs is CSEA's priority.

One of the most significant fights ahead in a year that promises to be filled with a number of major challenges, will be CSEA's campaign to control the runaway costs of prescription drugs.

These rising costs are the primary factor in health care increases that are squeezing consumers, businesses and governments alike. We're all being gouged and the reasons are not quite legitimate. The big drug companies are making obscene profits at our expense.

The pharmaceutical industry has tried to chalk it all up to the cost of research and development. But the facts tell a different story of corporate greed, unethical marketing and outrageous governmental influence peddling.

The Bush Administration is on record opposing any reform to regulate profits of drug companies, even though this approach has been adopted by most other industrialized nations.

While the most meaningful reform would have to come from the federal government, there are steps that could be taken at the state level to put the brakes on the exorbitant drug price increases that profit the pharmaceutical companies. CSEA believes New York must look to recent legislation in Maine, Michigan and Florida as models for reform.

CSEA raised this issue last spring and pointed that one estimate projected New York could save \$1.6 billion annually in Medicaid costs alone by regulating prescription drug prices. CSEA's call for action back then was ignored. Given the fiscal crisis facing the state and its localities, it would be the height of irresponsibility for our elected leaders to ignore this issue.

P.S. I want to take this opportunity on behalf of the statewide officers of CSEA to wish all of you and your families the warmest of holiday seasons.

Governor still silent on decent treatment for mentally ill

ALBANY — The Pataki administration continues to ignore its responsibility to adequately care for people with mental illness despite CSEA's relentless call to end the neglect.

CSEA has expressed no confidence in the leadership of the state Office of Mental Health to initiate any meaningful reform. In October, CSEA President Danny Donohue called on Gov. George Pataki to personally intervene to end the mistreatment of individuals with mental illness.

The CSEA leader made the call following the latest in a series of *New York Times* exposes detailing the administration's scandalous dumping of patients into substandard living conditions in poorly maintained and unregulated private programs.

The governor has remained silent and has pointedly

avoided answering questions about the scandals.

"The moral bankruptcy of the state's mental health policies demand immediate and extraordinary measures and CSEA will not let this issue be ignored," Donohue said. "What is even more outrageous is that most of the so-called 'advocates for people with mental illness' have also been silent — CSEA is practically the only organization speaking out for patients and calling the Pataki administration to account for their irresponsibility.

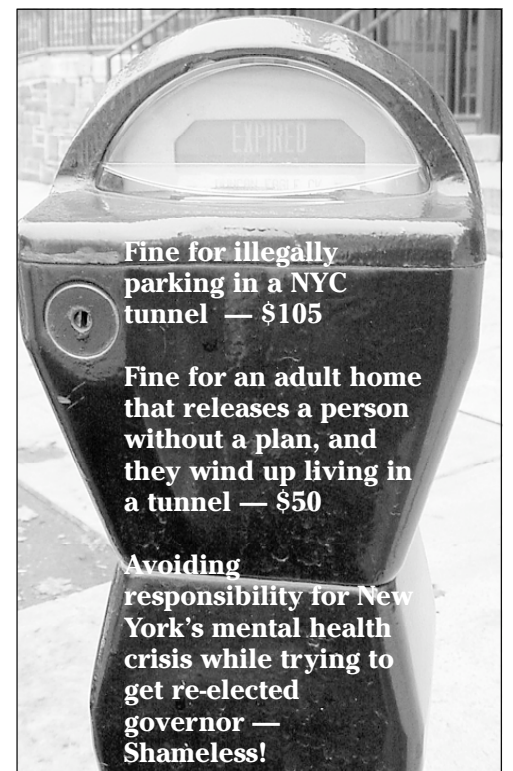
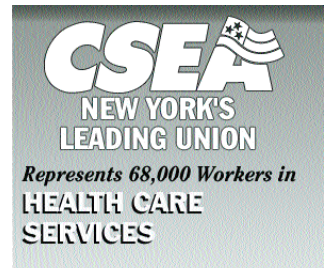
Contractors

Many of the organizations that represent themselves as advocates for the mentally ill are in fact private or not-for-profit service providers who operate under state contracts and grants from the Office of Mental Health.

CSEA has charged that their lack of criticism of the Pataki administration's mistreatment of individuals with mental illness is directly tied to securing their state funding.

CSEA has long advocated for the state to live up to its commitment to reform the mental health system into a balanced, community-based system of care better utilizing existing resources including the CSEA work force and facilities of the state's psychiatric centers.

The union remains concerned that the continuing lack of response from the Governor is setting the stage for an attempt to close psychiatric centers without developing adequate alternative care while blaming it on the state's approaching budget crisis.



State's fines to protect mentally ill are insane

ALBANY — CSEA has discovered that New York state fines for mistreatment of people with mental illness are lower than those for most traffic violations.

As part of ongoing efforts to get Gov. George E. Pataki to end his administration's mistreatment of people with mental illness, CSEA produced a list of state Health Department fines for various violations by adult home operators as well as a list of New York City parking violation fines. In most cases, the fines dealing with parking were higher than those dealing with human lives.

"It costs you twice as much for parking in a no standing zone in New York City than it does for failing to provide emergency care for a patient who needs it," said CSEA President Danny Donohue. "That says something very scary about the state's priorities."

CSEA has been one of the state's leading advocates for mental health reform. Earlier this month, the union called on Gov. Pataki to personally intervene following new revelations about mistreatment of people with mental illness published by *The New York Times*.

Some response

The state Health Department recently increased some fines for mistreatment of individuals in adult homes, but only in direct response to issues raised in the *Times* articles.

The *Times* reported hundreds of former state psychiatric patients have become virtual prisoners dumped and kept in unregulated nursing homes.

The revelations followed a series of reports last spring showing New York's mental health officials have been

dumping other patients into substandard living conditions in poorly maintained and poorly regulated adult homes. In both sets of circumstances, the individuals rarely received therapeutic treatment for their mental illness.

Donohue said Pataki has yet to respond, calling the governor's silence, "deafening and shameful."

The governor was expected to address the adult home issues raised in his own administration's task force report weeks ago. But there has been no word to date from the governor on that subject. CSEA believes the administration's draft report is a sham anyway since it does not address the full range of deficiencies requiring reform in the mental health system.

— Ed Molitor

CSEA Voices



"My union brings job security, benefits and a safe workplace. I love the union. CSEA is the way to be!"

— Renee Verna Morant, clerk II, Long Island Development Center Local



Fired jail workers fight, win jobs back

COLONIE — Five workers fired by the private medical contractor at the Albany County Jail are back on the job and claiming victory.

Following a flurry of negative press reports, a mandate from the county Legislature and pressure to right a wrong, Correctional Medical Services (CMS) offered to rehire the workers. The workers scored a big win by bravely standing up for their rights and in doing so handed their employer an embarrassing public defeat.

As reported in the November *Work Force*, the workers were fired for participating in a rally organized to draw attention to their efforts to join CSEA.

The victorious workers received substantial press coverage, including an editorial in Schenectady's Daily Gazette that called the dismissals "outrageous."

The editorial railing CMS included comment from Albany County Comptroller Mike Connors saying, "The arrogance

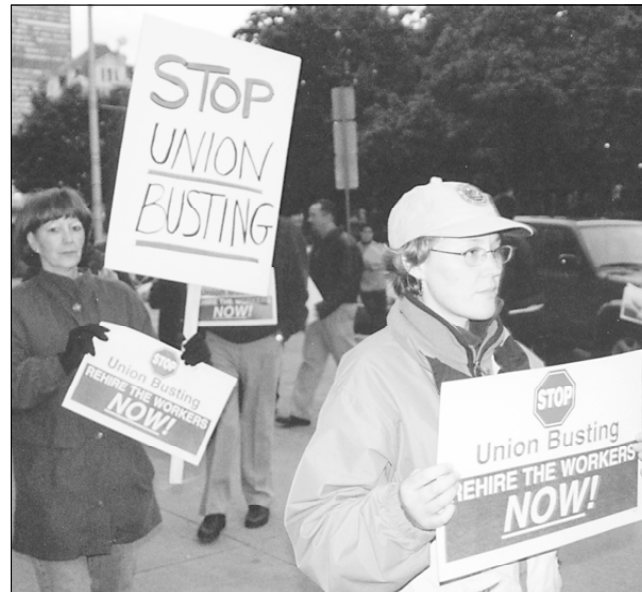
and cruelty of CMS' behavior is reminiscent of the robber barons."

An article in the *Albany Times Union* highlighted an ongoing investigation by the state Commission of Corrections looking into complaints of substandard care. The *Times Union* described testimony by a onetime medical director who said that CMS was guilty of cutting corners to maximize profits.

The investigation and the unfavorable editorials, cartoons and articles proved to be a public relations nightmare for the company.

The workers had strong support from the public. Many people called Albany County Sheriff Jim Campbell directly demanding the workers be rehired.

While the sheriff's office was



Protestors (above and below left) voice their concern over union busting activities by CMS before an Albany County Legislature meeting.

being bombarded with phone calls, the county Legislature's resolution was still stinging CMS management, which faced termination of a \$3.5 million contract.

Finally the company yielded to the pressure and sent letters to the workers offering their jobs back. As of early November all five were back at work.

The workers' efforts to join CSEA are still at issue.

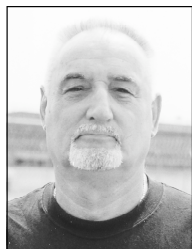
Though 95 percent of the employees signed cards to be recognized, CMS has consistently refused to do so.

Instead, the corporation continues its campaign of intimidation and union-busting tactics. For this, and for the firings, CMS will have to answer to possible charges of unfair labor practices. The charges, filed by CSEA, are currently being investigated by the NLRB to determine if a complaint will be issued. A ruling is expected shortly.

— Therese Assalian

‘The arrogance and cruelty of CMS’ behavior is reminiscent of the robber barons.’

CSEA Voices



“Having a union gives you confidence that someone is on your side, that you can go to with any job problem, and lean on for support”

— John Droma, Asst. Engineer, Wende Correctional Facility, CSEA member for 19 years



Spa County DMV clerks put brakes on alleged fraud ring

CLIFTON PARK — CSEA-represented clerks at Department of Motor Vehicle (DMV) offices in the Capital Region were instrumental in halting a fraudulent document ring operating throughout the state, authorities said.

Several suspects were arrested in late October over a three-day period at DMV offices in Schenectady, Saratoga and Rensselaer counties. The CSEA members are being credited for their keen powers of observation as well as the creative strategies used to detain the suspects.

Those arrested and their alleged activities are now the subject of a federal probe by the Immigration and Naturalization Service (INS).

For weeks, clerks at the Saratoga County DMV in Clifton Park were noticing irregularities in supporting documents used to obtain licenses. Their suspicions were confirmed when the DMV Operations unit notified offices of this unusual pattern occurring throughout the Capital Region.

The alert came on the heels of increased security measures at DMV offices throughout the state after it was discovered terrorists involved in the Sept. 11 attacks used illegally obtained driver's licenses.

The increased security meant extra training for DMV clerks who learned how to recognize forged

documents. Saratoga County District Attorney James A. Murphy III was quoted in a local paper as saying he is very proud of the "sharp-eyed employees at the DMV offices."

Authorities allege the men involved in the fraud were selling forged documents to illegal immigrants. The phony documents, such as passports and Social

in illegal aliens and with filing forged documents with the INS.

How they helped

One recent morning, clerk John Lansburg was working at the Saratoga County DMV counter when he received some irregular documents from a man wanting a license.

He conferred with clerk Tami Watulak, who

noticed a man looking around the DMV offices. "He appeared to be looking for someone," said Watulak. "I asked him if he needed any help, he said no and quickly left," Watulak recalled.

The next morning a man approached the window attempting to register a car. Watulak remembered him from the previous day and scrutinized his documents, which she said also appeared suspicious. She made another phone call and that man too was later detained.

Quiet arrest

On the same day, police in Ballston Spa arrested a man police say they believe to be the ringleader. DMV clerks were able to facilitate his arrest without causing a scene by inviting the man to a private room to complete his exam. He accepted the invitation only to find the Ballston Spa police waiting for him when he entered the room.

Multiple arrests were also made in Schenectady and Rensselaer counties.

Pam Gary, CSEA-represented Senior Motor Vehicle Clerk in Clifton Park said she is not surprised that the clerks in her office and throughout the region played such a crucial role in the case. "We all work together, like a team," she said.

— **Therese Assalian**



EAGLE EYES — CSEA members from the Saratoga County Department of Motor Vehicles office, who helped authorities arrest alleged members of a fraudulent document ring. Other Capital Region DMV offices also were part of the case.

Security cards, were used to support an application for a license.

Authorities allege illegal immigrants from the New York City area were being driven to the Capital Region for licenses. Some of the men arrested face criminal charges alleging they used phony IDs while trying to obtain driver's licenses in the Capital Region. Others arrested, including one man believed to be the ringleader, will be charged with trafficking

agreed the documents were suspect. Watulak placed a call to investigators who asked the workers to stall the man until they could get there. "I knew it would take a while for them to get here from downtown Albany," Lansburg said.

"I told him he flunked his exam and asked if he wanted to take it over," said Lansburg. The man agreed and was completing the exam for a third time when investigators arrived.

Soon after, Watulak



Saratoga County District Attorney James A. Murphy III was quoted in a local paper as saying he is very proud of the "sharp-eyed employees at the DMV offices."

CSEA Voices



"If you are a public sector employee, you better have a CSEA membership card. Don't leave home without it."

— **Cecilia Connors, deputy chief clerk City of Glen Cove Local**



37 CSEA members work at the Cook-Chill plant.

Cook-Chill drivers carted 5 million pounds of food across the state over the past year alone, and haul up to 30,000 pounds a day.

The drivers have driven more than 159,000 miles this year.



“These people all work together with management to deliver 5 million pounds of food per year, and up to 30,000 pounds of food per day. That’s a lot of work, and I’m proud of these workers.”

— Pamela Alexander, CSEA Rockland Psychiatric Center Local president

Cook-Chill drivers deliver safety

ORANGEBURG — A team of seven CSEA drivers from the Cook-Chill Production Center travel from Long Island to Buffalo every Monday through Thursday, often through torrential rain or blinding snow, to feed thousands of people living in state residential facilities.

The drivers have been honored for their safety on the road by the New York State Motor Truck Association for the past four consecutive years. This year, the team was awarded with a fourth-place finish in the association’s Fleet Safety Awards, out of more than 750 fleets covered by the association statewide. The awards are judged by comparing driving records to state and national averages.

Cook-Chill, a food production and distribution center on the campus of Rockland Psychiatric Center, produces food and beverages that are served at facilities covered by the state Office of Mental Health, Office of Mental Retardation and Developmental Disabilities and Office of Children and Family Services, as well as non-profit, private hospitals. Cook-Chill is one of only two such food production centers in the state, with the other, located in Rome, serving primarily correctional facilities.

“All of this food is delivered with a team of seven drivers,” CSEA Rockland Psychiatric Center Local President Pamela Alexander said. “They drive all over the state just to get food to these facilities and they are on the road for many hours.”

The Cook-Chill drivers take their responsibilities seriously.

“We’ve had two accidents over the past eight years that Cook-Chill has been open,” Bill Melvin, a dispatcher/driver and eight-year CSEA member, said. “Neither one of them was our fault. This year alone, this fleet has driven over 159,000 miles.”

Melvin added that most of the fleet’s driving is done in New York City, where deliveries are made to facilities each day.

Winning management’s respect

The workers have also won the respect of the center’s management.

“These drivers work hard to deliver the food, maintain the safety and cleanliness of the food and trucks and act as our customer service representatives at the facilities,” Flo Corwin, Cook-Chill’s Operations Manager, said. “I’ve developed a great respect for these drivers since I’ve been here.”



Chris Morrison gets in a Cook-Chill production truck.

While on the road, the drivers are responsible for basic truck and trailer maintenance, delivering food on a timely schedule and ensuring that trailers are properly refrigerated.

The extensive time spent on the road doesn’t diminish the drivers’ dedication to their jobs.

Melvin said that the workers are willing to come to work early and stay late to ensure that orders are delivered to facilities on schedule.

“We’re like a big family,” he said. “When it snows, none of us goes home until everyone comes back safely.”

Cook-Chill drivers are also constantly on call to lend a hand during emergencies and the drivers have assisted with food and supply deliveries during incidents such as the 1998 North Country Ice Storm and the aftermath of Sept. 11. Many of the drivers are also trained as emergency medical technicians and hazardous materials specialists — skills that have assisted them on the road.

“We were hauling food, water and medical supplies to New York City on and after Sept. 11,” Melvin said. “Yet, we managed to keep our regular schedule. All of that work was overtime.”

— Janice Marra



Anthony Myers loads a Cook-Chill production truck headed to New York City.

CSEA members at Mt. Vernon schools sweep out ServiceMaster

MOUNT VERNON — CSEA maintenance workers at the Mount Vernon School District recently swept private contractor ServiceMaster out of their hallways with a plan that allows public employees to maintain control of the district's custodial services.

While administrators for the district were reviewing the plan at press time, Board of Education President Gerald Coleman recently promised the workers that they are not considering contracting out with the private company.

"We will look at on-site opportunities and we hope that we can come together on this issue to look at all of our options," he said at a recent board meeting.

CSEA Mount Vernon School District Unit President Bill Hughes praised the board's position, but noted that the union is planning to meet with board members again regarding the proposal.

"Hopefully, we impressed them with our plan," he said. "Our workers are keeping the district above water financially. If it wasn't for our workers thinking of this proposal, we would be in trouble."

Second battle

This is the second time in one year that CSEA members at the district have been faced with a ServiceMaster proposal. Last spring, after CSEA leaders mobilized against the plan, Board of Education members backed off on the multimillion-dollar proposal that the company was pitching to the cash-strapped district.

This time, CSEA workers at the district mobilized against ServiceMaster with a plan of their own to save money and keep their jobs public, working with CSEA Westchester County



Manuel Moreno and Jeanine Bicknese, both CSEA members, clean a cafeteria in the Mount Vernon School District.

Local President Gary Conley, Southern Region President Diane Hewitt and union staff.

Bill Blake, a head custodian and nine-year CSEA member at Mount Vernon Schools, worked with other custodial and grounds employees to devise a plan that emphasizes worker accountability and efficiency.

Instead of ServiceMaster supervising employees and maintaining equipment, the workers themselves would take control of the schools' custodial services with a site-based management plan.

Worker training

Under the plan, CSEA workers would provide job training to custodians, cleaners and grounds workers and conduct inventories on equipment and supplies in lieu of school administrators.

The workers' proposal also calls for an accountability system for the employees that would be managed by CSEA workers themselves. The Chief

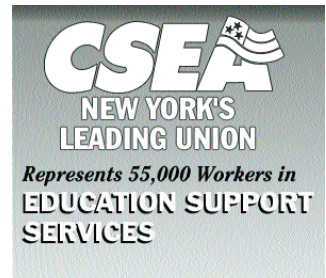
Head Custodian would oversee all school head custodians, who in turn supervise custodians and cleaners. The Master Maintenance Mechanic would supervise all maintenance workers. The Custodial Inventory Control and Training Supervisor would be in charge of all inventory, supply orders and training sessions.

"We went to our weakest points first and worked to strengthen them," Blake said. "With accountability issues, we met with the administration and worked through the grievance process to be followed."

While the proposal still needs to gain final approval from the Board of Education, Blake is proud of the members' work.

"We started with a skeleton and fattened it up," he said. "We made our weaknesses our strengths, and the workers are all a part of possible solution because we all pitched in."

— Janice Marra



“Our workers are keeping the district above water financially. If it wasn't for our workers thinking of this proposal, we would be in trouble.”

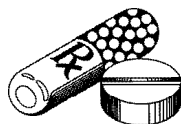
CSEA Voices



“Only CSEA gives us the training we need in order to do the best job possible.”

— Rose Finnigan, technical staff assistant, Longwood School District

Rising prescription drug costs — a dose of bad medicine



Prescription drug prices are soaring out of control, affecting all of us. The growth in consumer drug spending has increased by double digits every year since 1995. In fact, increases in prescription costs are projected at an annual rate of close to 20 percent, faster than any other component of group health plan costs.

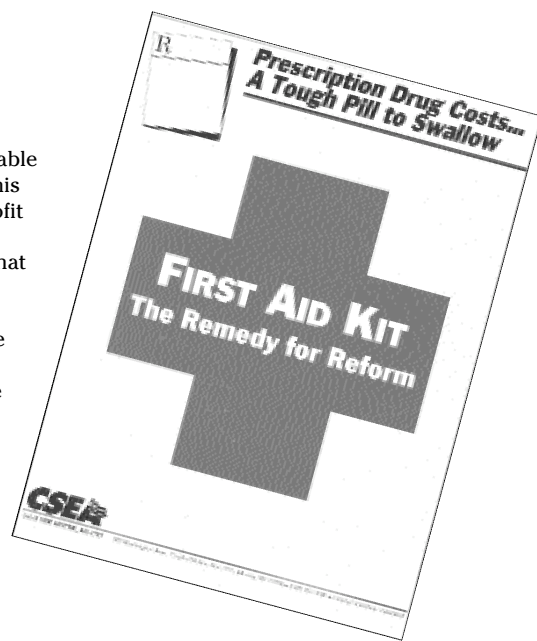
However, high prices do not necessarily mean better drugs. The pharmaceutical industry increasingly directs its revenues toward profits and marketing. The pharmaceutical industry is the most profitable in the world, earning \$125 billion a year. This profit margin far surpasses the average profit margins of other industries. What's most infuriating about this situation is the fact that we're all paying the bill.

As people choose between eating and paying for their medicine, executives of the top U.S. pharmaceutical companies earn millions in compensation. For example, the chairman of one pharmaceutical company made over \$40 million in the year 2000.

"I have made lowering the cost of prescription drugs in New York a top priority for our union," said CSEA President Danny Donohue. "The drug companies will fight hard to protect their excessive profits. CSEA members must be ready to mobilize around this issue and demand action."

‘CSEA members must be ready to mobilize around this issue and demand action.’

For most CSEA members, prescription drug coverage has been a benefit that demonstrates the value of union membership. However, it is not an issue that CSEA members can take for granted. The spiraling costs of prescription



drugs directly affect the cost of the insurance premiums and have increasingly become the most contentious issue in contract negotiations in recent years.

It's time to stand up to the pharmaceutical companies. Not just for our own sake, but on behalf of the sick, the elderly and the 70 million Americans who currently have no drug coverage at all.

“First Aid Kits” developed

In the coming weeks and months CSEA will step up our efforts to battle this issue. CSEA is rolling out a campaign to directly involve members with action steps they can take in order to achieve lower prescription drug prices in New York. The union has devised a ‘first aid kit’ titled “Prescription Drug Costs... A Tough Pill to Swallow.” The kits contain several items including talking points, phone scripts and sample letters to legislators.

The kits have been presented at the CSEA Retirees Delegate Meeting, the Annual Delegates Meeting and the Women's Conference.

The kit details some disturbing facts. For instance, Americans currently pay 30 to 70 percent more than people in Mexico or Canada for prescription drugs. The United States is the only industrialized nation in the world without regulation of the pharmaceutical industry's pricing practices.

Solutions at the state level

With federal legislation stalled, we must urge our state legislators to take action to address this problem.

One solution involves New York using its buying power to negotiate with prescription drug companies to lower prices. Other states such as Maine, Florida and California have already done this.

New York can also save millions of dollars a year by negotiating drug rebates for its Medicaid program. Other states have also implemented this strategy successfully.

Myths versus realities

The kit also details how pharmaceutical companies are pouring far more money into marketing and advertising their products than developing new and better drugs. Marketing

budgets are more than 4 1/2 times as much as their research and development budgets. The myth that higher prices are needed to support research and development is a falsehood spread by industry officials.

All of us will eventually feel the repercussions of high prescription drug costs either directly or indirectly. CSEA must take the lead on this issue and let our elected officials and the pharmaceutical industry know that we mean business.

As a CSEA member, your direct involvement is crucial to achieving lower prescription drug prices in New York. Stand up to pharmaceutical companies on behalf of your fellow union brothers and sisters as well as the sick, elderly and uninsured. Contact your region Political Action Coordinator for more information on the ‘first aid kit’ and how you can get involved.



CSEA retirees look over the “first aid kit” at the Retiree Delegates Meeting.



Region Political Action Coordinators

Region	Name	Telephone #
Long Island	Gretchen Penn	(631) 462-0030
Metropolitan	Matt D'Amico	(212) 406-2156
Southern	Jason Haenel	(845) 831-1000
Capital	Adam Acquario	(518) 785-4400
Central	Michael Ottaviano	(315) 433-0050
Western	William Benfanti	(716) 886-0391

CSEA activist check list

As a CSEA leader and activist, your direct involvement is crucial to achieving lower prescription drug prices in New York. The following is a checklist of activities you can undertake to help achieve this important goal.

Contact your region Political Action Coordinator to obtain a copy of the “first aid kit.” The kit will give you the knowledge and tools to fight for affordable prescription drugs.

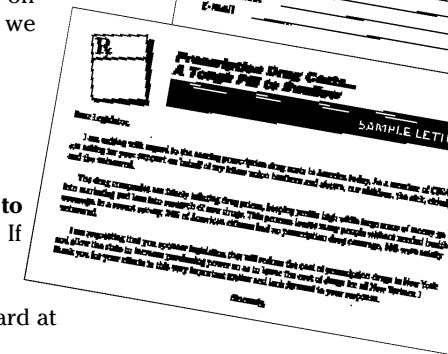
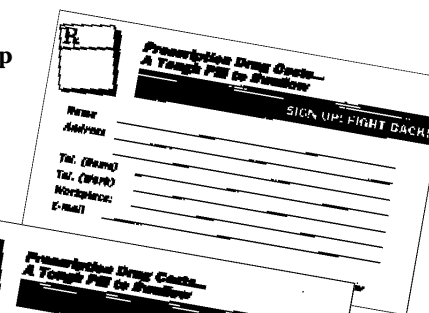
Complete the activist sign-up card provided in the kit. This information will allow CSEA to contact you with updates, provide you with additional material, and call on your help should we need immediate assistance.

Distribute the Prescription Campaign Fliers to your co-workers. If permitted, post fliers on your CSEA bulletin board at work.

Using the sample letters in the First Aid Kit, write a letter to your state Senator and Assembly member regarding the high costs of prescription drugs. Be sure to include your return address and the legislator's address.

Discuss the issue of prescription drugs with your co-workers at a membership meeting, lunch-and-learn, union social occasion or other available forum. Use the talking points in the First Aid Kit as a guide. Encourage others to get involved.

Work with your Region Political Action Coordinator and meet with your state Senator and Assembly member to discuss prescription drug costs. Or, meet with your local government officials and encourage them



State members see related story, page 16.

Rockland County evacuation shows labor-management success

POMONA — The recent evacuation of nearly 200 workers at a Rockland County health complex, mostly CSEA members, is a solid example of how being prepared can make the difference in an emergency, union leaders said.

County maintenance workers had been repairing a sewer pipe leak in the ceiling of a third-floor physical therapy room in the nine-story Building A. A noxious liquid leaking from the pipes caused a musty odor that affected several workers.

Concerned about the odor and the symptoms, the county evacuated the first three floors of the building and contacted county emergency workers, including the Hazardous Materials (HAZMAT) Response Team. Workers and clients on the remaining floors were allowed to remain in the building because there was no indication of symptoms or odors on the upper floors.

CSEA member Barbara Netel, 41, a physical therapy employee at the Dr. Robert L. Yeager Health Center, died after going into cardiac arrest shortly before the center was evacuated. (Netel's death was first reported in the November *Work Force*.)

While Netel worked in the area near the leak's origin, medical examiners have determined that Netel's death was unrelated to the leaked substance.

CSEA Rockland County leaders lauded the evacuation procedures and county response.

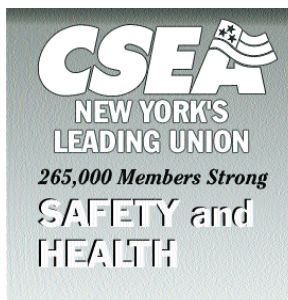
"The county and emergency crews responded within minutes," CSEA Rockland County Unit President Georgia Gentile said. "The evacuation went very smoothly, and the employees' health and safety was the main concern for both the union and the county."

Members help members

CSEA nurses — also ordered from the building — began tending to other workers in front of the building, checking vital signs and offering water.

"It was scary, but I knew that I was better off staying there rather than leaving," said CSEA nurse Judith Hurley. "My first instinct, as a nurse, was to help others. We were trying to keep people calm, despite our own fears about what was happening. The people responded very well, although they were very scared."

In addition to county emergency workers, local fire departments, ambulance companies and emergency personnel from the Salvation Army and American Red Cross were on the scene to tend to the evacuated workers.



CSEA Southern Region President Diane Hewitt and Rockland County Local President William Riccaldo inspect area of leak that forced Rockland County Medical Center evacuation.

"The county really went the extra mile in responding to this emergency," CSEA Rockland County Local President William Riccaldo said.

"The response was very fast, and the procedures and equipment they used that day were second to none. I can't say enough about the great job the county did in responding to this situation."

Riccaldo noted that the county Department of Hospitals Safety Committee had drilled just a week before. The county also has its own safety committee, and CSEA members are represented on both, he said, giving union members a voice in the critical decisions that go into planning for emergencies.

While many of the evacuated workers were medically treated on the scene, three people were hospitalized for their symptoms.

Decontaminated, just in case

For 89 county employees, including Hurley, treatment included decontamination by emergency workers.

"It was very hard on everyone," she said. "Most of us didn't know what was happening to us until we actually approached the tent."

To undergo the process, the workers stripped down to their underwear and were hosed down with alternating sprays of hot and cold water.

While the building was reopened that evening, the room in which the leak originated remained closed, pending an investigation and replacement of fixtures.

When employees returned to work the next day, they were offered counseling and EAP services to deal with not only the evacuation, but with the death of a CSEA member who died the day of the leak — a move that was commended by CSEA Southern Region President Diane Hewitt during her visit to the site.

"I was most impressed with the response

and high concern that the county showed for the safety of its employees," she said. "These safety concerns were followed up immediately by the county with concerns for their employees' state of mind. It shows what can happen when labor and management work together."

CSEA is working with Rockland County in determining the leak's cause. Tests have shown the substance that leaked to be non-toxic but CSEA Occupational Safety & Health staff are investigating the incident along with union leaders from Rockland County.

"We're sharing information with the county to ensure that the health and safety of the employees remains protected," Riccaldo said. "We're in a partnership with Rockland County to do everything in our power to ensure that we respond to the employees in a proper manner."

— Janice Marra

The CSEA Rockland County Local is collecting donations for Netel's 11 and 7-year-old daughters. The 15-year county employee lived in Monroe, Orange County and is also survived by her husband, Mark. For more information or to send a donation, contact the Rockland County Local by mail at CSEA Rockland County Local 844, 120 North Main Street, New City, NY 10956, or by telephone at (845) 638-4844.

“Shining stars” for community service at SUNY Oswego

OSWEGO — While CSEA recently walked away with a “Star of Excellence” award from AFSCME in part due to the Central Region’s Community Service Drive, it’s locals like the SUNY Oswego Local that are really helping make a difference in their community, with no big awards, and very little hoopla or fanfare.



The region started its “Making A Difference” Community Service Drive last summer and encouraged all region locals to get involved in community service projects. The SUNY Oswego Local has outshined all the other locals, distinguishing itself by participating in four separate community projects, with more in the pipeline.

According to Local President Joe Miceli, a laborer for the campus’ trucking department, the projects have been worthwhile and his members have gotten excited and involved over them.

Involving the members

The SUNY Oswego Local formed a Community Service Committee to determine a project. Based on membership suggestions, the primary project the local focused on was a toy drive for the Pediatric Unit of Oswego Hospital.

“We didn’t want it to be just the officers deciding what to do on this. We wanted to get the membership involved.”

The local kicked it off by making



CSEA members sort toys, games and videos for the Pediatric Unit at Oswego Hospital.

a \$100 donation for the drive, and after about a month, collected about \$700, which was spent on dozens of toys, board games, videos and books for the hospitalized children.

Other projects included dress-down “denim days” to raise money for breast cancer awareness programs, a food drive that raised more than 1,000 pounds of food for the area Salvation Army and the beautification of a “green area” near the campus in the city of Oswego.

“The community was there for us when it came time for a contract last time, and I believe we should give back,” said Miceli. “It also puts it out there that the members of CSEA are not just out for themselves — that we’re concerned about the community.”

Local Vice President Casey Walpole, a principal clerk in the registrar’s office, was involved in

several of the local’s community service projects, and said it felt good to participate in those efforts.

An integral part of the community

“You get a sense of accomplishment, of fulfillment that you’ve done something good for the community. I don’t want people seeing CSEA as always having their hand out, looking to save jobs or get a raise. I like to see them see us as an integral part of the community.”

Walpole helped the local get involved in “Project Bloom,” a program that helps beautify small parks throughout the city. The local chose an intersection nearby the campus, and got busy with some light landscaping and planting flowers.

Miceli said the local plans to continue with community service events, and emphasized that it’s not a difficult task for the union to undertake.

CSEA Central Region President Jim Moore said that he was proud of the amount of effort and heart that the SUNY Oswego members have dedicated toward their community.

“I commend the members at SUNY Oswego for the fantastic job they’ve done in getting involved in community service efforts, and I urge all our locals to take a page out of their book and follow suit,” he said.

— Mark M. Kotzin



CSEA member Casey Walpole helps out at “Project Bloom” at the SUNY Oswego campus.



Tenner, as me or him, not the guy named Tim at microphone.

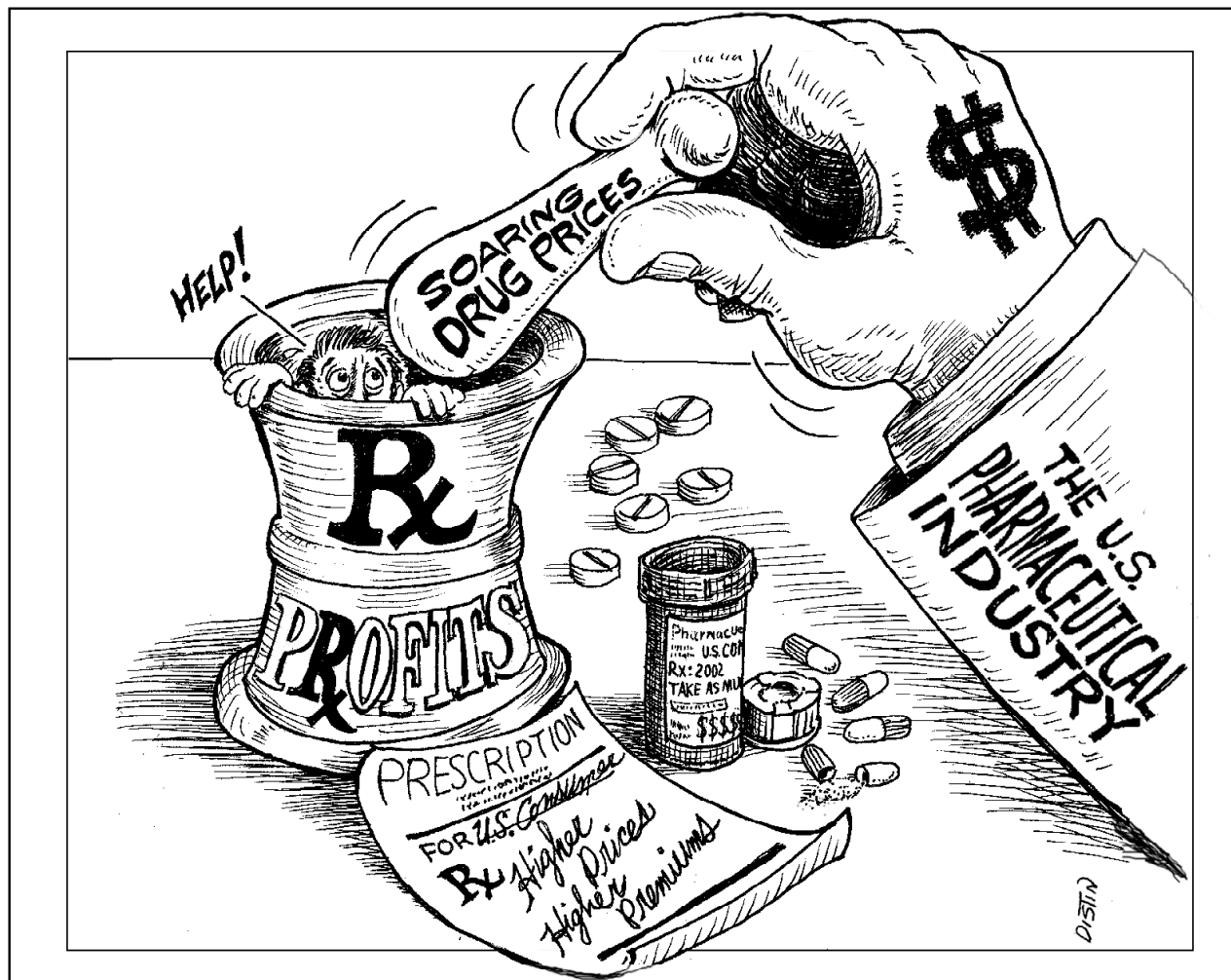
CSEA member performs benefit for American Diabetes Association

CSEA member Steve Tenner performed recently with Me, Him and a Guy Named Tim at a benefit for the American Diabetes Association at Hasbrouck Park in Kingston.

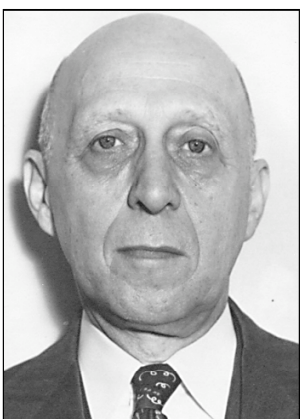
Tenner and his band organized the benefit, which featured three other bands, food and raffle prizes to raise money toward a cure for diabetes.

The event raised about \$2,500 from attendees, sponsors and the community. The disease has afflicted several relatives of members of the band.

Tenner is a two-year member and court officer in the Southern Region and works in Ulster County.



52 years ago...



Jesse B. McFarland

On Nov. 7, 1950, a salary adjustment was gained for all state workers under the administration of CSEA's 16th President, Jesse B. McFarland. During his term as president the adjustment was his No. 1 objective.

During his administration McFarland worked toward getting all state workers to join the retirement plan, extending the competitive class across the state, improving retirement benefits, and enforcing regulations of the hours of work and the leaves of absences workers were allowed to have.

President McFarland was also a member of the State Committee on Social Security and Related Pension Problems, which passed three acts that extended federal Social Security coverage to certain groups not having retirement coverage. This allowed the extension of Social Security programs through joint federal and state action.

Also in 1950:

- * Saturday morning children's programming begins.
- * Korean War begins when North Korean Communist forces invade South Korea.
- * Broadway classic *Guys and Dolls* debuts at the 46th Street Theater and becomes an instant hit. The show ran for three years and became one of the Great White Way's longest-running shows, with 1,200 performances.
- * Charles Schulz introduces the *Peanuts* comic strip.
- * The first Xerox copier is produced.
- * Richard Lawler performs the first successful kidney transplant at Loyola University.
- * Minneapolis Lakers beat the Syracuse Nationals in the NBA Championships, 4-2.

Employee Assistance Programs offer union members help

Employee Assistance Program coordinators say many CSEA members visit their offices to borrow a book or video dealing with substance abuse, marital problems or a gambling addiction.

But they often stay for more than an hour, releasing a flood of pent-up anxieties held back sometimes for years by a dam of shame or fear.

What the coordinators want members to know most is that their doors are always open but nothing of any discussion ever leaves their offices.

Confidential help

EAP is a labor-management agreement to provide services for employees aimed at making workers more productive by helping them cope — confidentially — with problems they may face in and out of the workplace.

CSEA pioneered the program with New York State in the late 1970s and has been a strong supporter since.

While substance abuse is often

the root of many problems, CSEA EAP Committee member Ellen Donovan said the assistance program offers help in a myriad of areas.

They include health care proxies, wills, cultural differences for foreign workers, parenting help — for parents and the children of elderly parents, stress, career issues, problems with a boss, financial problems and more.

No problem is too big or too small, said Donovan, a state Department of Health worker.

EAP does not directly provide counseling therapy, financial, legal or medical assistance.

Assessment, referral

Full-time or part-time EAP coordinators — some of them CSEA members — interview their “clients,” make an assessment and prepare a referral, said CSEA member and part-time coordinator Christopher Cahill, a Department of Environmental Conservation employee in the southern Adirondacks.

EAP’s help is also available to

the spouses, mothers, fathers, brothers, sisters and children of CSEA members.

Today most state agencies have EAP in place. The program also has 65 coordinators overseeing programs helping up to 35,000 CSEA local government members.

EAP is also a valuable tool for management, giving employers an option other than discipline to help their workers get help.

The Employee Assistance Program also coordinates food drives, blood drives, and other charitable events, allowing workers to help others in need, building morale.

EAP coordinators and volunteers emphasize any request made by an employee is kept confidential. In fact, volunteers don’t keep records so nothing may be learned from a worker’s visit.

If you think you need help, seek out an EAP coordinator in your workplace today!



Employee Assistance Programs were pioneered by the R.H. Macy Co. in the 1930s. Macy’s realized it was cheaper to rehabilitate workers and train them to help others, than to fire them.

LifeWorks, a resource and referral program for CSEA members employed by New York State executive branch agencies. Many of the articles can be accessed online at www.lifeworks.com user id: nys, password: 2670. Or, to talk with a LifeWorks consultant, call: 1-800-362-9874.

Be sure to buy union over the holidays

If you haven’t already made it a habit to look for the union label when shopping for goods and services, this holiday season is a good time to start.

Look for the union label is more than just a catchy jingle. The union label is a guarantee that goods and services are made or delivered under conditions that are mutually agreed to by the employer and the union. It also guarantees quality because it means products and services are made or delivered by skilled workers who are treated fairly by their employer because of their union.

“Buying ‘Made in America’ unionized products, like automobiles, tires, appliances, clothing and shoes or flying on

unionized airlines, staying at unionized hotels, reading unionized newspapers, is all part of everyday life,” said CSEA Treasurer Maureen Malone. “Supporting and buying union made goods and services keeps workers earning a living wage, safe in their work sites and keeps the quality of the goods and services we buy at superior levels.”

Buying union label products and services means more business for companies that treat their employees fairly. This, in turn, makes it easier for those companies to negotiate even better contracts with the union, which helps the economy of communities where union workers live.

Malone said just as important as buying union label goods and

services is honoring boycotts of anti-union companies’ goods and services. “Shopping at anti-union stores, which give the impression of selling made in the U.S.A. goods but use sweatshop workers — both adult and children — to produce the goods in substandard conditions, is undermining future jobs for our children and grandchildren at a decent and equitable wage,” she said.

For more information on union label products and services, including boycott lists, visit the Union Label & Service Trades Department, AFL-CIO Home Page at www.unionlabel.org.

What's In It For You?



NOTICE — DENTAL SPECIALIST POLICY CHANGE

The CSEA Employee Benefit Fund, in an effort to retain and recruit general dentistry practices as participating providers, is instituting a policy change. For services rendered on or after Jan. 1, 2003, the Fund will no longer require certified specialists in the fields of Oral Surgery, Periodontics, and Endodontics, who practice in a participating General Dentistry Practice, to accept the plan allowances as payment in full.

If a member requires treatment from a specialist in a participating general dentistry practice, he/she will be informed of the specialist's right to balance bill and will be responsible for the difference between the specialist's customary charge for the service and the allowance which the Fund pays under the member's dental plan. Before a member or dependent is treated by such a specialist, the member will be asked to sign an acknowledgment of responsibility for charges not covered by their dental plan.

PLATINUM VISION GROUPS — PLAN IMPROVEMENT

With the start of the new year, the CSEA Employee Benefit Fund is making an improvement to your vision care benefit. Previously, the Platinum Vision Plan has covered Standard Progressive Addition lenses (PAL) as part of the program and Premier Progressive Addition lenses could be added as a rider at additional cost. Progressive Addition lenses are invisible bifocals. Premier PALs include name brands such as Varilux, Seiko, Kodak and Rodenstock.

Effective Jan. 1, 2003 Premier Progressive addition lenses will be added automatically to your benefit coverage. This change will end any confusion over which PALs are covered under the standard plan and which may require out-of-pocket cost.

RETIREE DENTAL PLAN — YOU HAVEN'T MISSED THE BOAT

In July the CSEA EBF announced the creation of their new Retiree Dental Plan. This plan is offered as an alternative to the programs offered through CSEA and AFSCME and is designed to help both State and Local Government retirees manage the ever increasing cost of dental care. Some of the plan features are:

\$1,200 Annual Maximum with a \$25 Annual Deductible/\$100 Family Maximum per year billed after first claim submission of the year. Plan services cover many types of dental services. Orthodontics are not included. Three tier monthly rate schedule: \$30 Individual/\$60 Retiree & Spouse/\$90 Retiree & Family. One year mandatory contract is required.

20 percent Discounted Rate on the second year. This discount is offered to retirees when signing up for a minimum of two years. Statewide listing of Participating Plan Providers that accept the program as payment-in-full for covered plan services.

Members may also use non-plan providers when traveling or living out of New York state. Members will be responsible for dentist's charges that exceed the fee schedule of allowances.

Enrollment is not automatic and certain requirements must be met for plan eligibility:

Members must have been covered by either the EBF State Dental Program or one of the EBF's four Local Government dental plans (Sunrise, Horizon, Equinox, Dutchess) immediately (or within 90 days) prior to enrolling in the EBF Retiree Dental Plan. For Local Government Retirees (Counties, Towns, Cities, School Districts, etc.) there is an EBF/Employer Memorandum of Agreement that must be signed in order for these retirees to be eligible. If your employer has refused to sign, that municipality cannot participate in the Retiree Plan.

Retirees who are currently continuing their coverage through COBRA may elect to purchase the EBF Retiree Plan at the end of their COBRA coverage period.

It's not too late to sign up. For further information on this program, interested retirees may fill out the coupon below and return it to the address listed or they may contact the Fund directly at 1-800-323-2732 extension 803.



Davis Vision offers laser vision correction

Davis Vision is pleased to provide you and your eligible dependents with the opportunity to receive laser vision correction services. You can now save hundreds of dollars on these elective procedures. CSEA members will be entitled to savings of up to 25 percent off usual and customary fees* ... or receive an additional 5 percent discount on any advertised specials — whichever is lower.

All surgeries, including PRK and LASIK, are performed at pre-eminent Eye Centers of Excellence, staffed by renowned ophthalmologists and surgeons using advanced instrumentation.

At Davis Vision, our state-of-the-art technology and unsurpassed clinical expertise continue to provide our clients with unprecedented cost savings and optimum patient outcomes.

Today, Davis Vision brings new value to the Eyecare Advantage: significant savings on laser vision correction ... a procedure that can reduce or eliminate dependence on eyeglasses or contact lenses.

For more information, please call 1-800-584-2866 or visit the web site at www.davisvision.com and click on "Laser Vision Correction."



**Some centers offer flat rates equivalent to these discount levels due to market dynamics.*

An Ever Better Future

REQUEST FOR INFORMATION FORM — for members interested in enrolling in the CSEA EBF Retiree Dental Plan

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

TELEPHONE _____

Please return this form to:

CSEA Employee Benefit Fund
One Lear Jet Lane, Suite No. 1
Latham, New York 12110
1-800-323-2732



FROM



TO



Legal department upholds justice and fairness for all members

We've all heard our share of lawyer jokes. But when you need legal assistance, it's no joking matter. CSEA is ready to support you with attorney representation and legal aid when you need it.

CSEA's Legal Department was established by the delegates in 1987 to better assist our members with their growing legal needs.

Over the past 15 years, the Legal Department has expanded to 12 staff attorneys, four Legal Assistance Program administrators, six legal assistants and eight administrative staff, plus a network of regional attorneys around New York state, all of whom are dedicated to providing our members and the union with quality representation in labor and employment law matters.

The Legal Department has handled more than 10,000 cases in a broad range of labor and employment issues ranging from A to Z. CSEA's legal team has assisted in cases from alcohol/drug testing to anti-union harassment; from out-of-title pay to zone scoring for Civil Service tests.

Today, the department continues to grow in stature and philosophy along with the union — to ultimately uphold justice and fairness for all our members and for working people everywhere.

CSEA Legal Assistance Program

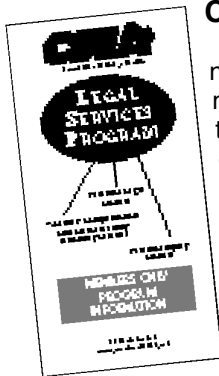
This program covers employment and labor issues involving:

- Disciplines
- Contract Grievances and Arbitrations
- Court Litigation
- Administrative Agency Hearings

Through the Legal Assistance Program, CSEA will support you with legal representation when an employer's action may constitute a reduction in benefits, contract violation, violation of Civil Service Law, improper disciplinary action, or other violations of employee rights.

If you have been disciplined or have a grievance or other problem in your workplace, immediately contact your local or unit president or other local representative at your job location. Many matters have very short time limits. Your union representatives will investigate the matter and attempt to reach a satisfactory resolution. If the matter cannot be resolved locally, the CSEA Labor Relations Specialist assigned to your workplace will review and evaluate the merits of the case and give consideration to submitting a formal application for Legal Assistance.

The application goes to the CSEA Legal Assistance Program Administration and CSEA Standing Legal Committee (in certain cases) for review. Upon further investigation, a determination will be made as to whether the case sufficiently merits approval of legal assistance. If legal assistance is approved, CSEA will pay all costs usually associated with processing your case, and will provide representation by a CSEA staff attorney or regional attorney.



CSEA Legal Services Program

One out of every two Americans will need legal advice during the next 12 months. Half will attempt to deal with the matter on their own because they either do not know how to retain an attorney or are afraid of the costs associated with doing so.

Thanks to the CSEA Legal Services Program, you don't have to find yourself in that uncomfortable position. The program includes most types of personal legal

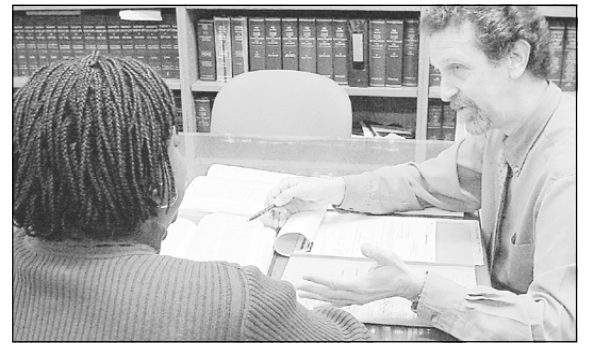
representation you might need. CSEA created its Legal Services Plan to provide members and their families with the knowledge and affordability to protect your legal rights in personal matters. In exchange for a small enrollment fee, you receive free specified legal services and are eligible for discounted attorney fees for other services.

CSEA's Legal Services Program provides you and your dependents with attorney representation in personal injury matters in addition to workers' compensation, Social Security disability and personal legal matters.

You will have peace of mind knowing that these attorneys have been selected by CSEA for their expertise in those areas of law and for their commitment to our members.

Personal Injury Matters

CSEA has established a new service covering injury claims that may involve a third party beyond your employer. All personal injury matters including product liability, falls, automobile, boating, aircraft accidents, construction accidents, medical malpractice and any other liability case with significant personal injuries will be handled by competent attorneys with expertise in personal injury litigation.



CSEA Attorney Stephen Crain is one of 12 staff attorneys available to provide members with quality representation.

Workers' Compensation and Social Security Disability Matters

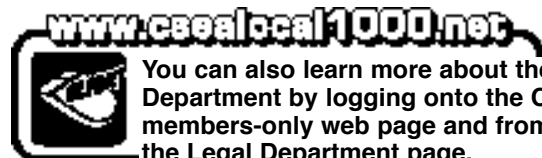
If you are injured on the job or sustain a job-related illness, CSEA's Workers' Compensation Legal Assistance Program can help you through the complex steps and procedures. The program can also help you obtain Social Security disability benefits if you become disabled.

Representation for personal injury and worker compensation / social security disability is administered through the law firm of Fine, Olin and Anderman, LLP. Access to your case file documents via a secure website will be available to you along with regular e-mail case updates.

Personal Legal Matters

This CSEA service provides you and your dependents with knowledgeable and affordable legal representation to protect your legal rights in personal matters. An initial enrollment fee entitles you to choose from two to five legal services depending on the plan you choose. As a participant, you are entitled to a list of personal legal services (traffic tickets, real estate transactions, family court matters, bankruptcy, landlord/tenant rights and criminal matters) at pre-published rates. Once enrolled, you are covered under the plan for one year. A small renewal fee of \$25 each year helps to cover the administrative costs of providing you with coverage.

The Legal Department is a valuable resource available to our members. For more specific information the Legal Department at CSEA or any of its programs, please contact your CSEA Region Office or CSEA Headquarters at 1-800-342-4146, extension 1443.



You can also learn more about the Legal Department by logging onto the CSEA members-only web page and from there, into the Legal Department page.

Inside Albany schedule



Inside Albany is a public affairs news program that covers informative news segments concerning government and politics in New York state. Many of the stories that run are extremely relevant to CSEA members. We list the following stations and times that carry Inside Albany for your convenience in hopes that you tune in.

<u>City</u>	<u>Station</u>	<u>Time(s)</u>
SATURDAY		
Binghamton	WSKG	3 p.m.
New York City	WNET	1:30 p.m.
Rochester	WXXI	5:30 p.m.
Watertown	WPBS	5 p.m.
SUNDAY		
Albany	WMHT	12:30 p.m., 11:30 p.m.
Buffalo	WNED	10 a.m.
Long Island	WLIW	7 a.m.
New York City	WNET	6 a.m.
Plattsburgh	WCFE	9 a.m.
Syracuse	WCNY	1 p.m.
MONDAY		
Long Island	WLIW	12 p.m.

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.

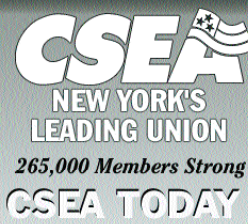
If you go on unpaid leave or for any other reason have a break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without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



PEOPLE PERSON

— The PEOPLE Person for the month of October 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 ...

CLAMBAKE AND FUND-RAISER

— 350 members and guests of the Southern Tier State

Employees Local and CSEA

SUNY Binghamton Local joined

together for a clam bake and

fund-raiser for the Binghamton

area Cancer Society. The event

raised \$275 for the Cancer

Society through raffles,

donations and a pie throwing

event ... **FULTON COUNTY**

RATIFIES AGREEMENT

— The Fulton County Unit recently

ratified a new three-year

agreement. Local President Ron

Briggs reports that the contract

was approved by a large

majority of the membership and

included pay increases for 2002

and 2003 ... **LEAVE FOR BREAST**

CANCER SCREENINGS

— A recent change in the Civil

Service Law now entitles state

employees up to four hours of

paid leave without charge to

leave credits for breast cancer

screenings. The benefit is open

to male and female employees.

The leave is not cumulative and

expires at the close of business

on the last day of the calendar

year. For more information,

contact the Attendance and

Leave Unit of the Department of

Civil Service at (518) 457-2295 ...

CLOTHING ALLOWANCE FOR

STATE OSU WORKERS —

CSEA members in the state

Operational Services Unit who

have worked full-time as of Oct.

1 can receive a maximum

clothing allowance of \$44 for the

year. Contact your local

president for more details ... **CSEA MAKES STRIDES FOR BREAST CANCER** — More than 150 CSEA members, family and friends from throughout the Long

Island Region collected more

than \$20,000 in pledge money for

the "Making Strides Against

Breast Cancer" 5K walk at Jones

Beach. The money will be used

for breast cancer research and

education ... **DUE PROCESS**

RIGHTS

— The U.S. Court of

Appeals recently ruled that

where an employee may lose

their position if a contract

seniority grievance is successful,

the employee may have certain

pre-demotion due process

rights. This decision may apply

to promotion grievances where

CSEA contends that the

employer's choice for promotion

violated the seniority clause of

the collective bargaining

agreement ... **HONORED FOR**

OUTSTANDING SERVICE

— Several CSEA members were

honored at an employee

recognition dinner in Holbrook

for 35 years of state service.

CSEA President Danny Donohue

presented the following

honorees with awards: Shirley

Baker, Chair — Human Rights

Committee, Rutha Bush, Chair —

PEOPLE Committee, Barbara

Allen — Region 1 Treasurer and

Willie Allen — President of the

Long Island Developmental

Center and Sagamore Children's

Psych Center Local ... **LABOR /**

MANAGEMENT GRANT

— Nearly 40 CSEA members of the

Buffalo Psychiatric Center

participated in an Honors

Program underwritten by a NYS

Labor/Management grant

obtained by Local President

Robert Mootry.



CSEA
The Work Force
 Local 1000, AFSCME, AFL-CIO
 Danny Donohue, President
www.csealocal1000.net

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 road repairs where you
 need them; safe and orderly
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 aides teaching the developmentally disabled;
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 members of CSEA make these and so many other vital ser-
 vices work for you.

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