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Local 1000, AFSCME, AFL-CIO

# THE PUBLIC *Sector*

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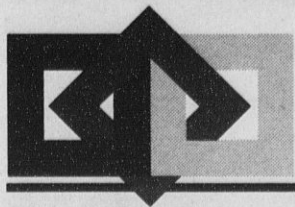


*We  
remember*

*on Workers Memorial Day*

*--see page 11*

In a poignant moment during Workers Memorial Day ceremonies at the Schuyler County Office Building honoring four county workers slain in their offices last October, David Miller, father of the late Denise Miller VanAmburg, one of the victims, and three-year-old Jesse, her daughter, help plant a tree in memory of the four murder victims.



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A building is evacuated at Binghamton Psychiatric Center after a stone facade crashed down.



**MORE THAN ONE MILLION CSEA BENEFITS** — Little did CSEA State University Construction Fund Local 662 member Jeanet Smith know that she'd be making history when she went for her CSEA vision care benefit at the newest Empire Vision Center in East Greenbush. Smith was the 1 millionth person to receive the vision care benefit administered by the CSEA Employee Benefit Fund (EBF). The CSEA EBF first offered vision care benefits in November 1981, starting with 120 providers for 105,000 state employees. Today the EBF covers nearly 125,000 state and local government members through more than 250 providers. Pictured offering congratulations to Smith and her husband Robert are CSEA EBF Director Timothy Mullens; Empire Vision President Lionel Gilels; CSEA Capital Region President and EBF Trustee C. Allen Mead; Empire Vision District Manager Bonnie Sutter and Empire Vision Executive Vice President Thomas Minkstein.



**JUDY HOLSTEIN, right, is congratulated by her sister, Jane Holstein, for earning an AAS degree from Sage Junior College of Albany. Both sisters are long-time CSEA members, Judy with OMRDD and Jane with the state Department of Health.**

## LEAP helps member earn degree

Personal determination and a lot of financial help from the CSEA Labor Education Action Program (CSEA LEAP) culminated in CSEA Local 673 member Judy Holstein receiving the Academic Excellence in Management award at her graduation from Sage Junior College of Albany.

Holstein, a 22-year CSEA member, credits CSEA LEAP with helping her earn her associate's degree in applied sciences.

Of the 20 courses she took, 18 were paid in full or in part by CSEA LEAP.

"That saved me \$500 per course, about \$9,000," she said. "I would never have been able to continue my education without the help of the CSEA LEAP program."

Holstein began taking courses

in 1984 but did not become a serious student until 1987 when she decided to earn a degree with the help of CSEA LEAP.

While pursuing her degree, her job of 21 years in Office of Mental Health was abolished but she landed a job as a principal clerk in the Office of Mental Retardation and Developmental Disabilities. Then she had carpal tunnel surgery.

"Despite everything, the good and the bad, I kept my eyes on reaching my goal. And the CSEA LEAP program really helped me to stay determined and to reach my goal," Holstein said.

CSEA LEAP offers tuition-free courses at two- and four-year public and private colleges, BOCES and various state facilities.

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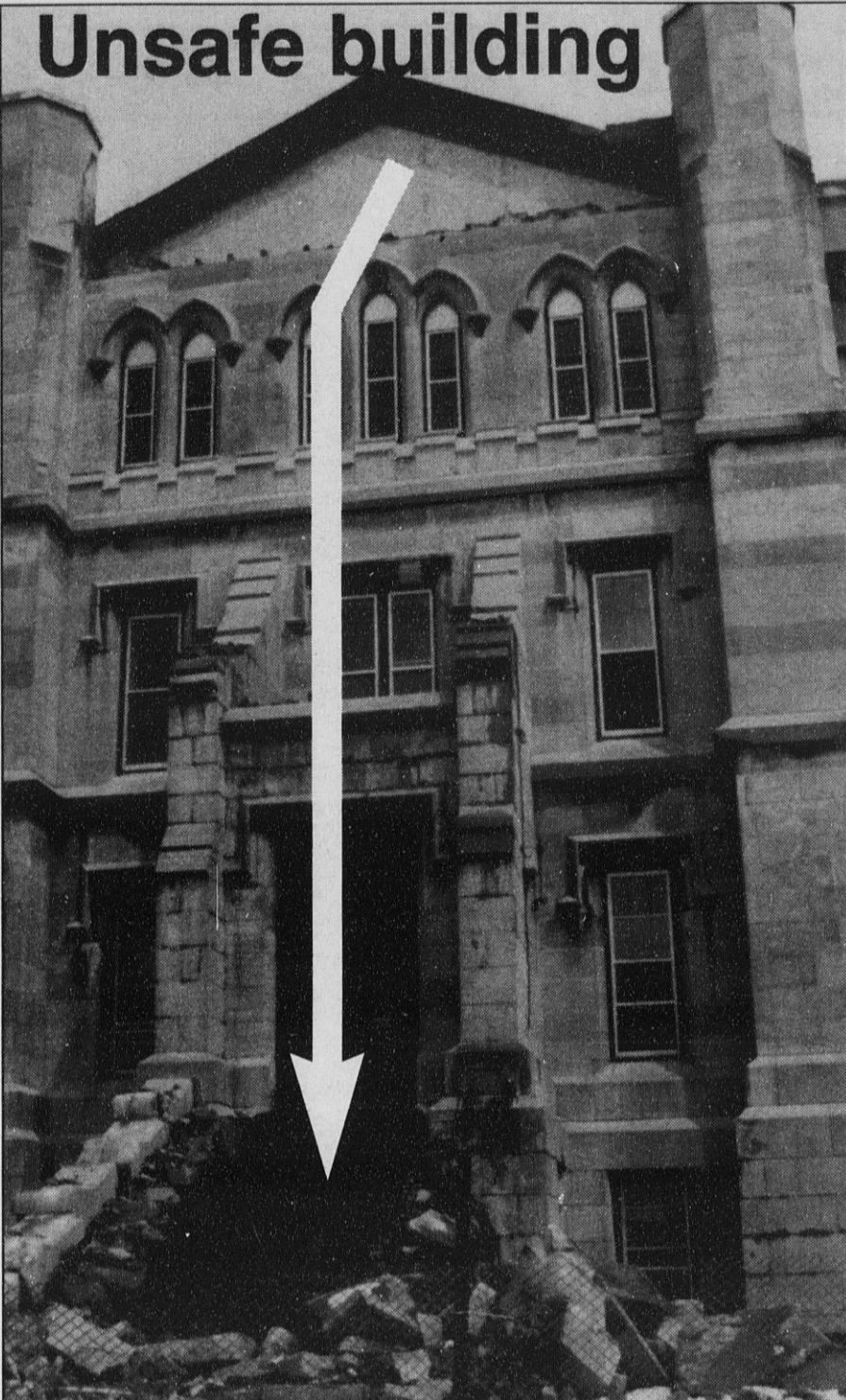
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## Unsafe building



**ARROW SHOWS** where heavy stone facade fell from front of administration building at Binghamton Psychiatric Center.

# closed!

BINGHAMTON - CSEA efforts succeeded in closing an unsafe building at the Binghamton Psychiatric Center (BPC) which posed a threat to CSEA members working in and around it.

The union immediately pushed for the closure of the center's administration building after part of its heavy stone facade fell, crushing a stairway beneath it and strewing chunks of rock and debris around the front of the building. Fortunately, no one was nearby when the heavy stones fell and there were no injuries. Reports suggested that the stones in the 135-year-old building fell due to mortar deterioration from weather conditions.

As soon as he learned of the damage, CSEA BPC Local 441 President Keith Zulko notified CSEA Central Region President Jim Moore, who along with Local 441 Grievance Representative George Stevens, then met with facility management in an effort to clear the building of all workers and to assess further risks to employee safety.

At first, management was cooperative and temporarily relocated the building's workforce, Zulko said. Soon thereafter, though, they wanted to reoccupy the building, based on a preliminary report from state OGS engineers that the building was "safe." Zulko said he had serious doubts about the building's safety, based on a year-old engineering report that OMH never released, which indicated structural flaws in the building. Zulko told management that he wanted a further engineering survey done by an independent consultant.

Meanwhile CSEA Occupational Safety and Health Specialist John Bieger met with union and management representatives and did an external examination of the site. He agreed that the building was unsafe for occupation at the time and joined Zulko in calling for an independent survey of the building's structural fitness.

Days later, when management told workers that with some restrictions, the building was safe to reoccupy, Zulko went to the local press with his doubts. At that point, an independent consultant was brought in, and found that the building was, as the union contended, structurally unsound and not fit for occupancy.

Zulko said that management finally acted to remove the employees from the building only after he put the pressure on them by taking that information to the press. Now, the building is closed for good, and Zulko said he is pleased.

"I'm glad that with a little pushing, management finally agreed to close the building. It was purely a matter of safety for our members, our clients and the general public," he said. "The building is simply too old to be safe anymore, and our workers shouldn't need to be worrying whether the roof is about to collapse on them."

## Court upholds Harlem Valley closing delay

ALBANY — The Appellate Division of State Supreme Court has handed CSEA another victory in its effort to delay the closing of Harlem Valley Psychiatric Center.

The five-judge panel upheld the preliminary injunction which prevents the Office of Mental Health from transferring patients out of the facility until at least September. CSEA successfully argued for that injunction in state Supreme Court, based on a CSEA-backed change in the law requiring that OMH provide at least one year's notice to the employee unions and the community before reducing services at psychiatric centers.

CSEA charged that OMH had violated that provision when it announced last January that Harlem Valley would close in April. CSEA's legal action, coupled with intense lobbying of the state Legislature, delayed the closure until at least November.

The Appellate division's ruling now clarifies that OMH may not continue the patient transfer at the present time until

the court hears the case, which is scheduled for the September term. As a result, there is uncertainty about the exact timetable on the Harlem Valley closing.

"This latest court ruling does not solve all the problems at Harlem Valley but it does give us some time. It also establishes that OMH cannot simply close facilities

without providing adequate notice," CSEA President Joe McDermott said.

"The real challenge is to keep pressuring OMH until they accept responsibility for adequately addressing the needs of employees, patients and communities," he said.

### **Correction:** Numbers of retirement counselors listed for Jardine Group free retirement service

The names and telephone numbers of two retirement counselors were transposed in an article in the May edition of *The Public Sector* concerning free retirement counseling services offered by Jardine Group Services Corp.

CSEA members in Niagara, Orleans, Monroe, Wayne, Erie, Genesee, Wyoming, Livingston, Ontario, Chautauqua, Steuben, Cattaraugus and Allegany counties can contact retirement counselor John Kaiser at (716) 833-9799.

Members in Rockland, Putnam, Orange, Ulster, Sullivan, Dutchess, Columbia, Greene, Delaware, Otsego, Schoharie, Albany, Rensselaer, Schenectady, Montgomery, Fulton, Saratoga, Herkimer, Hamilton, Warren, Washington, Essex, Franklin and Clinton counties can contact counselor James Hoffman at (518) 381-1508.

## Co-workers use leave donation program to help Brian D. Holden

The wife and family of Brian D. Holden, a state Department of Transportation (DOT) worker who was stricken with cancer and died recently, say they are grateful to friends and co-workers who helped him.

Those co-workers donated their leave accruals under a CSEA-negotiated state leave donation program so Brian could continue to support his family during his illness.

Brian, a highway maintenance supervisor and member of Franklin County State Transportation Local 512, died of cancer on March 22 at the age of 34. He is survived by his wife Jane, daughter Stephanie, 7, and son James, 5.

Brian's co-workers

donated leave accruals after his illness forced their popular friend and supervisor to use up all of his own accruals. He was the first recipient of the leave donation program in state DOT Region 7.

Brian's illness forced him to leave work in May 1992 with a diagnosis of six weeks to live. He attempted to return to work but his illness again forced him home after half a

day in November 1992.

In 1989 Brian won first place in both Franklin County and the regional DOT snow plowing competition and went on to take third place in the statewide competition. He was past president and director of the Adirondack Tractor Pulling Association and won several first place awards at pulling competitions.

**To Brian's friends and you special CSEA members who donated your time to make it possible for us to be together:**

**We could not have done it without you! Your financial and emotional support was unbelievable. You have touched our hearts more than you know.**

**Thank you,  
from the family of Brian Holden**



The late Brian D. Holden

## Member needs heart transplant

"If I don't have the heart transplant I'll die," Nancy Bernard said.

Bernard is dying and must have a heart transplant within 18 months in order to live.

As she spoke, she was wrapped in blankets, looking ill and frail. But her determination to live belies her appearance as she tells the story of her illness.

"I have a bad heart. It started in 1981 with a quadruple bypass and things were fine," she said. "I started working at the state Civil Service Department in 1985, and I really enjoyed the work."

A member of CSEA Civil Service Local 653, Bernard suffered a heart attack in January. Her health deteriorated quickly. Doctors tried a second bypass and the operation was a success — temporarily.

Because her mother was ill, doctors reluctantly gave Nancy

permission to travel to Florida. While she was there her heart stopped. She owes her life to her sisters and a Florida neighbor who was trained in CPR.

"I had to have a defibrillator put in like a pace maker to restart my diseased heart if it stops suddenly again," Bernard said.

She had to borrow \$9,000 to pay for an air ambulance to take her home.

"Then my doctor told me I needed to go the Massachusetts General Hospital for a transplant ... That's when he told me that my heart was only

functioning at 20 percent.

"At Mass General you almost have to fight for them to put your name on the list of

candidates for a transplant," she said.

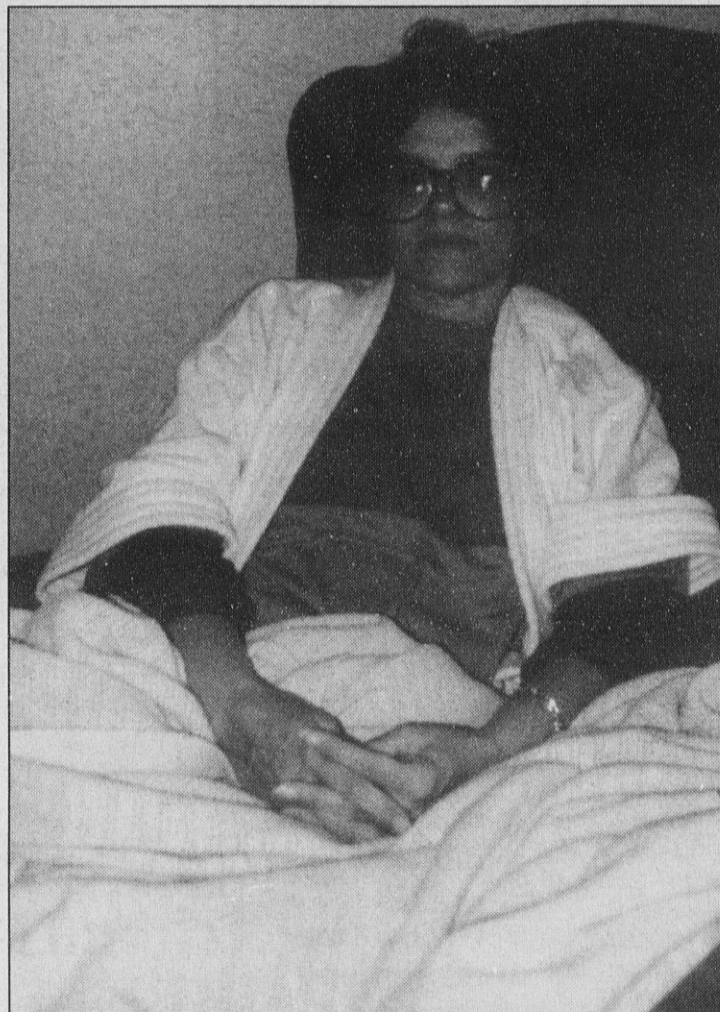
"I want to live. I have a 22-year-old son who is so ill he is living in a group home. I want to live to return to work; I want to live, it's that simple."

Nancy has been receiving time from the CSEA-NYS sick leave donation program since her own accruals ran out.

"I think that's a wonderful program. I have no idea who has been giving me their time. I know I want to say thank you to them," she said. "I'm not the type of person who asks for help easily. These people, my fellow Civil Service Department employees, are so nice doing that."

Nancy has time. But she also has unpaid bills. And if she gets the transplant, bills will pile up. Although insurance will cover most of the \$120,000 to \$200,000 cost of the operation, she will have expensive drug and transportation costs.

CSEA Local 653 has established "The Spring Fund for Nancy" at the Key Bank on Wolf Road, Albany. Donations can be made at any Key Bank.



CSEA member Nancy Bernard, who desperately needs a heart transplant.

**'I want to live to return to work; I want to live, it's that simple'**

# Public pride

## State workshop focuses on fight against privatization

NEW YORK — "Public Pride Not Private Profits" was the central theme for more than 700 CSEA officers and activists attending the 1993 Thomas McDonough Memorial State Workshop.

Two program sessions focused attention on the problems of privatization facing public employees and the range of ways that CSEA can fight the trend at the local and statewide level.

Another key topic of concern addressed was workplace security. CSEA safety and health specialists and other experts conducted a session on "Violence in the Workplace," providing information about how to make your workplace safer and how to recognize and

deal with potentially violent behavior.

Other workshop topics were:  
 \* Being Organized! Managing Yourself, Your Local and Your Work Successfully;

\* The Six Million Dollar Deal: Workplace Education for State Employees;

\* Fostering Union Values in Your Local; and

\* Handling Time and Attendance Issues in Your Local.

The program also included state departmental meetings, a meeting of the Advisory Committee on Minority Affairs; a screening of the film

"Serafina" about South Africa; and a Labor History Tour of New York City.

"I'm proud to say that CSEA has been working hard at every level and the results are apparent," CSEA President Joe McDermott told the participants. "We've come a long way, but there is more to do. 'Public Pride Not Private Profit' must be our call to arms for the 1990s."



CSEA members get involved in the programs at the Thomas McDonough Memorial State Workshop held in New York City in April.



## Hasser wins award

NEW YORK — Wilma Hasser, a CSEA Board of Directors member and activist in CSEA Division for Youth Industry Local 552, received the 1993 CSEA Mission Achievement Award for the state division at the union's annual state workshop.

"Wilma doesn't seek the limelight or even the slightest recognition for that matter, but her efforts haven't gone unnoticed," CSEA President Joe McDermott said in presenting the award. "Wilma leads by quiet example and she gets the job done for her members."

The Mission Achievement Award is presented annually to one member in each of CSEA's divisions, who best exemplifies the spirit of CSEA's Mission Statement:

"To represent our members as best we can, in any way we can."



Wilma Hasser

### CSEA's mission:

'To represent our members as best we can, in any way we can'

# Campus collapse

## SUNY Old Westbury suffers from budget cuts, neglect

**EDITOR'S NOTE — The State University of New York (SUNY) is deteriorating because of years of budget cuts and neglect that hinder CSEA-represented employees who maintain the campuses and provide support services.**

**CSEA recently called for better budgeting for support**

OLD WESTBURY— The SUNY College at Old Westbury campus is little more than 20 years old but it's falling apart.

"Classrooms are a mess, seats are broken every day, ceilings are falling down. You even have to position seats so the drips don't hit you during class," said Mary D'Antonio, grievance chair for CSEA Local 618 and a student.

"The maintenance staff is working all the time fighting a losing battle. There's not enough help. It's degrading."

Working conditions are difficult and frustrating for CSEA-represented workers already spread thin.

"We feel like a second-class facility in the SUNY system. Even in the good years we got the scraps," CSEA Local 618 President Donna Smith said. "But the cutbacks of the past few years have been devastating.

"It's extremely frustrating watching the deterioration and having to use spit and glue to hold things together," she said. "People even buy their own supplies to get the job done because they want to do a good job but don't have the tools. I even brought my own typewriter in because one department didn't have the equipment."

"We're holding junk together," Motor Equipment Mechanic Wayne Fonrose said. "The replacement vehicles they bring in are second hand castoffs. We're stuck with inferior equipment and we can't even get parts for them."

"Our diagnostic equipment died and they don't have the money to get it fixed or replaced so we're guessing at what's wrong with vehicles and it's getting harder and harder."

The campus has only two groundskeepers for the entire 650 acres.

The library lost 25 percent of its staff but has had no cuts in library hours and no overtime. And demands for services have increased.

"Work backs up and the use of the limited staff is extremely inefficient," Smith said. "It's like that all over the campus and it's very demoralizing."

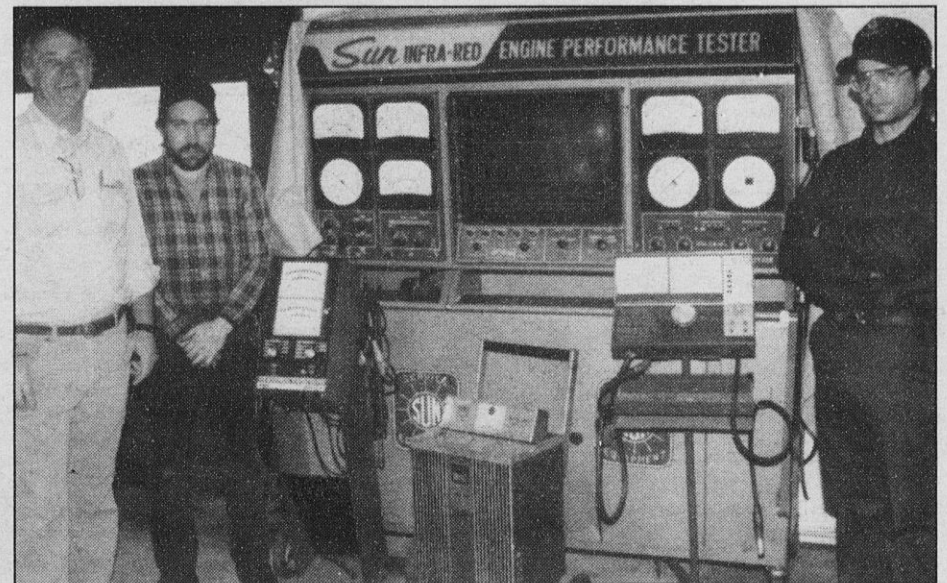
services at a legislative task force hearing.

"Clerical and secretarial services and the university's physical plant are essential supports for the academic function" CSEA testified.

The story that follows graphically illustrates the problem.



**Local 618 President Donna Smith with computer equipment SUNY Old Westbury can't afford to fix or replace.**



**Mechanics Don Little, Tom Darwell and Wayne Fonrose with the diagnostic equipment that no longer works and that the college won't replace.**

## They fought the '93 Blizzard with patched-up equipment

**Editor's Note: The following excerpts are from Local 618 Vice President Bob Carney's account of the Blizzard of '93, first printed in the local newsletter. A painter, Carney volunteered for snow removal duty.**

"The storm continued to intensify .... Meanwhile, Wayne Fonrose and Tim Darwell of the automotive shop were busy refitting an entire snow plow set up, frame and all, because the old plow could no longer be patched up.

"The 'Last Chance Garage' was attempting another miracle — and lo and behold with all the welding, hammering and sweating they

resurrected another tired, old, worn-out vehicle and sent it on its way.

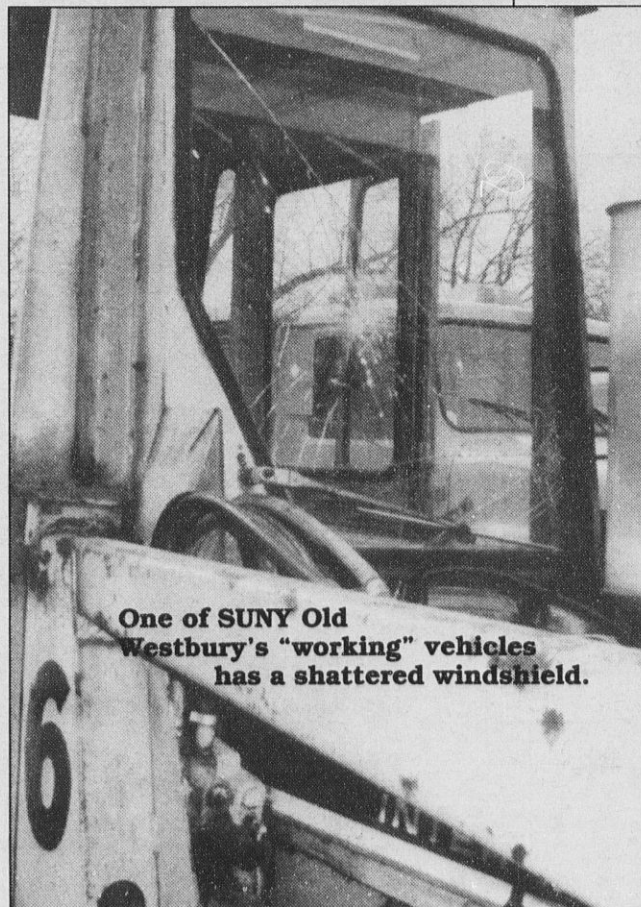
"Everything started out fine. Then the wind picked up and the snow began to blow and the ancient equipment began rapidly breaking down.

"The snow changed to freezing rain and within a short time the fairly movable snow became coated with a crust of thick ice which was more than our plows could handle. More and more equipment broke down.

"After 18 hours of fighting a losing battle, it was decided that we would continue our efforts after a few hours sleep. Some slept on chairs, some on the floor and others in their trucks parked in the shops. I slept in the paint shop on a drop cloth.

"On Sunday morning we found the snow was nearly frozen solid. Only the largest equipment could break it up.

"As bad as the conditions and equipment were, the snow emergency crew did a fantastic job! The college was able to open Monday morning."



**One of SUNY Old Westbury's "working" vehicles has a shattered windshield.**

**Durable medical equipment covered by**



The Empire Plan offers a benefit to enrollees and their covered dependents who require durable medical equipment (DME), which includes items such as wheelchairs, hospital beds, oxygen equipment, and other medically necessary equipment.

The rental, or purchase when appropriate, of DME is covered when prescribed by a doctor.

This equipment must be medically necessary in terms of generally accepted medical standards.

DME may be obtained from the following participating vendors at discounted prices. The enrollee is responsible for 10 percent of the cost of the equipment when obtained from a participating DME vendor.

**The Empire Plan participating DME suppliers are:**

- \* ABBEY HOME HEALTHCARE
- \* GLASROCK
- \* HOMEDCO/EQUICARE
- \* LINCARE

To locate a DME participating vendor in your area, call the Empire Plan Provider Relations Unit at 1-800-537-0010, or consult your local telephone directory for office locations in your area.

Enrollees and covered dependents who choose to purchase/rent DME from vendors that are not participating will be eligible for benefits under the provisions of the Basic Medical portion of the Empire Plan.

**Some Empire Plan enrollees may be eligible for buydown reduction**

CSEA succeeded recently in enhancing The Empire Plan's Basic Medical maximum co-insurance buydown provision. As a result the base salaries have been adjusted to the negotiated annual salary increases for the duration of the agreements.

The annual co-insurance maximum for The Empire Plan of \$776 is reduced to \$500 per calendar year for employees earning \$19,234 or less in base salary on April 1, 1993, \$20,003 or less in base salary on April 1, 1994, and \$20,253 or less in base salary on Oct. 1, 1994.

Enrollees who believe they are eligible for this reduction should obtain an application from the Department of Civil Service. Information showing that the enrollee is the head of household and sole wage earner of the family will need to be provided.

Send for the application to:

State of New York  
 Department of Civil Service  
 Division of Employee Benefits  
 W. Averell Harriman State Office Building  
 Albany, NY 12239

**Education and Training Programs**

*For CSEA-represented New York State employees*



Governor's Office of Employee Relations-Division for Development Services  
 Civil Service Employees Association-Labor Education Action Program  
 Department of Civil Service-Clerical Secretarial Employees Advancement Program  
 NYS/CSEA Labor-Management Committees

Are you looking for ways to refresh your job skills or learn new ones? Do you want to increase your opportunities for advancement? Is staying current in your field a priority?

If you answered yes to any of those questions, a new booklet prepared by CSEA and the state will be useful.

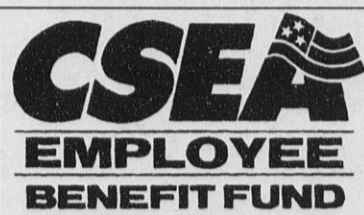
"Education and Training Programs for NYS CSEA-represented Employees" is a 12-page booklet about education and training benefits designed to enhance job skills and career mobility of CSEA-represented state employees. From career counseling services and basic skill building workshops to training for career development, the booklet will help you learn about and access a variety of training programs.

Programs covered in the booklet are administered by CSEA, the Governor's Office of

Employee Relations, NYS/CSEA Labor-Management Committees and the state Department of Civil Service.

Copies of the booklet are available by contacting your CSEA Local president or your personnel and training office.

**CSEA dental provider panel lists more than 700 dentists**



The CSEA Employee Benefit Fund (CSEA EBF) has expanded its dental provider panel by more than

200 dentists this year, increasing the dentists provider listing to more than 700 dentists.

The panel of dental providers changes periodically, so always check with your dentist to confirm he or she is still a plan participant before service is actually rendered.

It continues to be somewhat difficult to recruit dentists in some rural areas because a lack of competition reduces the incentive for dentists to accept discounted fees in return for higher patient volume.

CSEA members can assist in the recruitment process statewide by providing the EBF with names and addresses of potential dental providers.

If your dentist is not a CSEA EBF participating dentist and you would like

him or her to consider participating, simply fill out the adjacent request for information form and return it to the EBF.

Your dentist will be supplied with information and application to become an EBF participant.

**REQUEST FOR INFORMATION FORM**  
 for dentists interested in participating in the CSEA EBF DENTAL PROVIDER PANEL

Name of Dentist \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_

ZIP \_\_\_\_\_ County \_\_\_\_\_ Telephone \_\_\_\_\_

Please return this form to:

Marketing Department  
 CSEA Employee Benefit Fund  
 14 Corporate Woods Boulevard  
 Albany, NY 12211

# OGS leasing plan creating **CHAOS!**

**CHAOS** - A state of things in which chance is supreme; a state of utter confusion.

- Webster's New Collegiate Dictionary

Chances are private leasing companies are already reaping windfall profits with the promise of a lot more to come.

And state employees who need a state vehicle for a business trip for a day or two are finding themselves in a state of utter confusion, that's for certain.

Chaos describes conditions created by state Office of General Services (OGS) plans to stop purchasing and maintaining the state's fleet of more than 6,500 vehicles. Instead, OGS plans to lease the vehicles and maintenance programs from private rental agencies and garages. The 34 CSEA employees who maintain the fleet have received layoff notices.

The situation was spurred on when state lawmakers eliminated the OGS fleet management services in the new state budget. The leasing scheme is a huge mistake that will prove to be far more costly than owning and maintaining the fleet, union officials say.

"Federal studies prove conclusively that leasing is more costly than purchasing when it comes to government vehicle fleets." CSEA President Joe McDermott said. "And when the state also gives away maintenance, management and accountability of the fleet to private, for-profit, contractors, costs will skyrocket."

CSEA charges that the entire scheme was hastily devised in secrecy. And in a breach of labor-management protocol the state has not given the union details of its plan because it apparently doesn't have any.

"Confusion is rampant throughout state agencies in part because the state launched its plan prematurely and without proper planning," CSEA Deputy Director of Contract Administration Anthony A.

Campione said.

OGS abruptly stopped supplying pool cars to state agencies on May 1 and laid off fleet maintenance workers on June 1 without any alternative arrangements for either. The agency still hasn't let bids for the leasing scheme itself. And things will only get more chaotic because OGS doesn't expect to have any arrangements in place with leasing and maintenance contractors for months.

Meanwhile state agencies are left to fend for themselves trying to replace pool cars, and maintenance on the entire state fleet of more than 6,500 vehicles is being turned over to private garages because state maintenance workers were eliminated. Both situations are

much more costly than when the state administered the fleet and state mechanics maintained the vehicles.

Small wonder that the situation is so chaotic. Consider the following facts.

While state vehicles permanently assigned to agencies and staff "are not being impacted at this time," OGS, on May 1 and with short notice, pulled the plug on supplying pool cars for daily and short-term needs by state agencies.

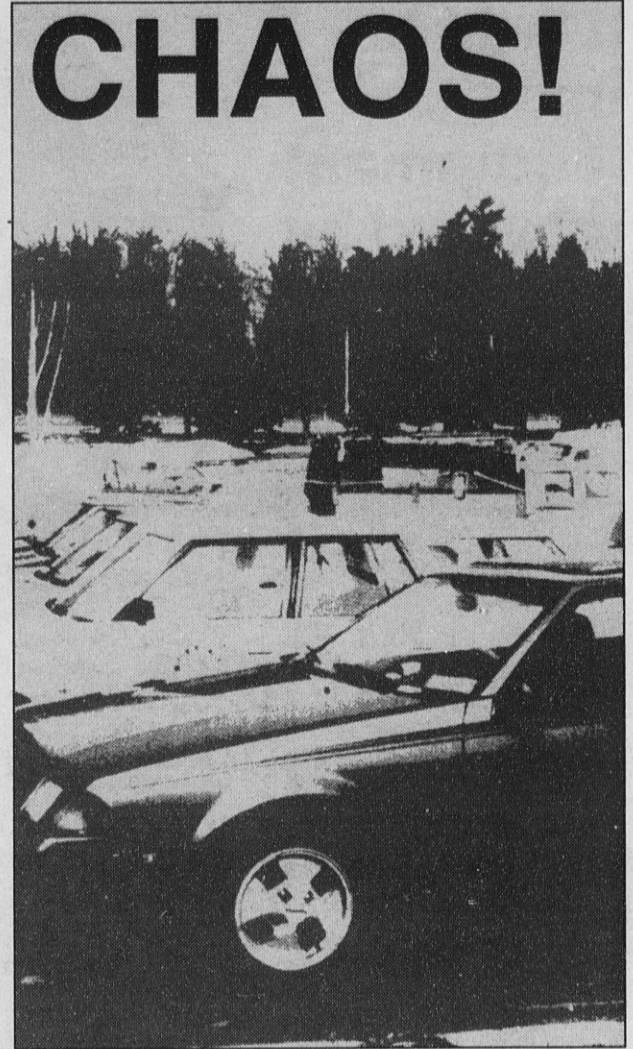
Caught off-guard, some state agencies took upwards of two weeks after the cutoff date to issue interim vehicle guidelines;

That left state employees who use state vehicles for short-term business needs without available transportation and scrambling to find ways to get around.

The interim solution causes additional burdens by requiring individual employees who formerly used state pool cars to personally arrange to lease vehicles from local car rental agencies for state business.

Making matters more difficult, the state will not reimburse employees for weekend rentals. An employee who requires a car for state business on Friday and again on Monday must return the leased car on

**'Ill-conceived  
and idiotic'**



Friday and lease another on Monday.

State employees leasing cars for state business are not reimbursed for extra charges for collision or personal liability coverage for the leased vehicles. "If you want extra coverage ... it must be at your own expense," agency guidelines say.

"Ill-conceived and idiotic" is how CSEA Capital Region President C. Allen Mead describes the entire proposal. The state OGS Fleet Operations is primarily based in Albany and administers the fleet for most state agencies statewide.

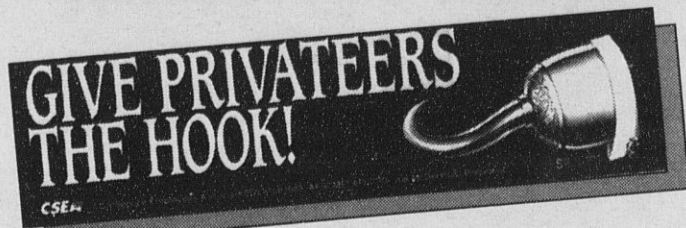
"It'll take years to transition the entire fleet from owned to leased," Mead predicted. "And the end result will be a much more costly system under which the state will have very little control and private contractors will reap tremendous profits."



**THANK YOU FROM CENTRAL ISLIP PSYCHIATRIC CENTER — CSEA**  
Central Islip Psychiatric Center Local 404 recently honored key state lawmakers for their efforts in delaying the proposed relocation of their facility. The lawmakers responded to CSEA's persuasive case that the accelerated move would harm patients and would not save the state any money. Pictured, from left, are Senate Mental Health Committee Chairperson Nicholas Spano, CSEA Local 404 President Barbara Allen, Local Executive Vice President Millie Lucas, Senate Majority Leader Ralph Marino, Local 2nd Vice President Marge Ludack, Local Treasurer Shelly Buczak, and Assembly Mental Health Committee Chairperson Steven Sanders. Other members of the state Legislature's Long Island delegation also attended the local's Thank You Ceremony.



A message from CSEA President Joe McDermott



## Protecting the public treasury

Fighting the privateers is one of the biggest challenges facing CSEA.

All across New York we are battling privateers who want to plunder the public treasury for their own profit.

Together, we will fight against the privateers in every school district, municipality and state agency they appear in.

Here in Albany, we are battling legislation that would encourage the privatization of basic governmental services. The privateers see this as a rich area for their businesses and they are pushing hard for this legislation.

While we will fight to stop these efforts we are also pushing our own legislation that would restrict the privateers and politicians who try to strike sweetheart deals with them (see page 12).

Our legislation would hold the politicians and privateers accountable to realistic standards. They would have to prove that the privatization would really save money, even after the hidden costs of bidding and administering the contract with the privateer are taken into account.

They would also have to prove that the privatization would actually improve services.

Finally, the legislation would provide workers with protection by requiring privateers to specify the qualifications of their staff who will actually do the work. And it would require the privateers to pay the prevailing wages and benefits.

Far too often governments have contracted with privateers and laid off the public employees who had done the job. The privateer replaces these employees with untrained, minimum wage workers who receive no benefits. The profits leave the local

economy and go to the privateers' headquarters and stockholders who are often out of state and sometimes out of the country.

This not only damages the public employees who lose their jobs, it damages the local economy. Money that had gone into employee salaries and was spent on food,

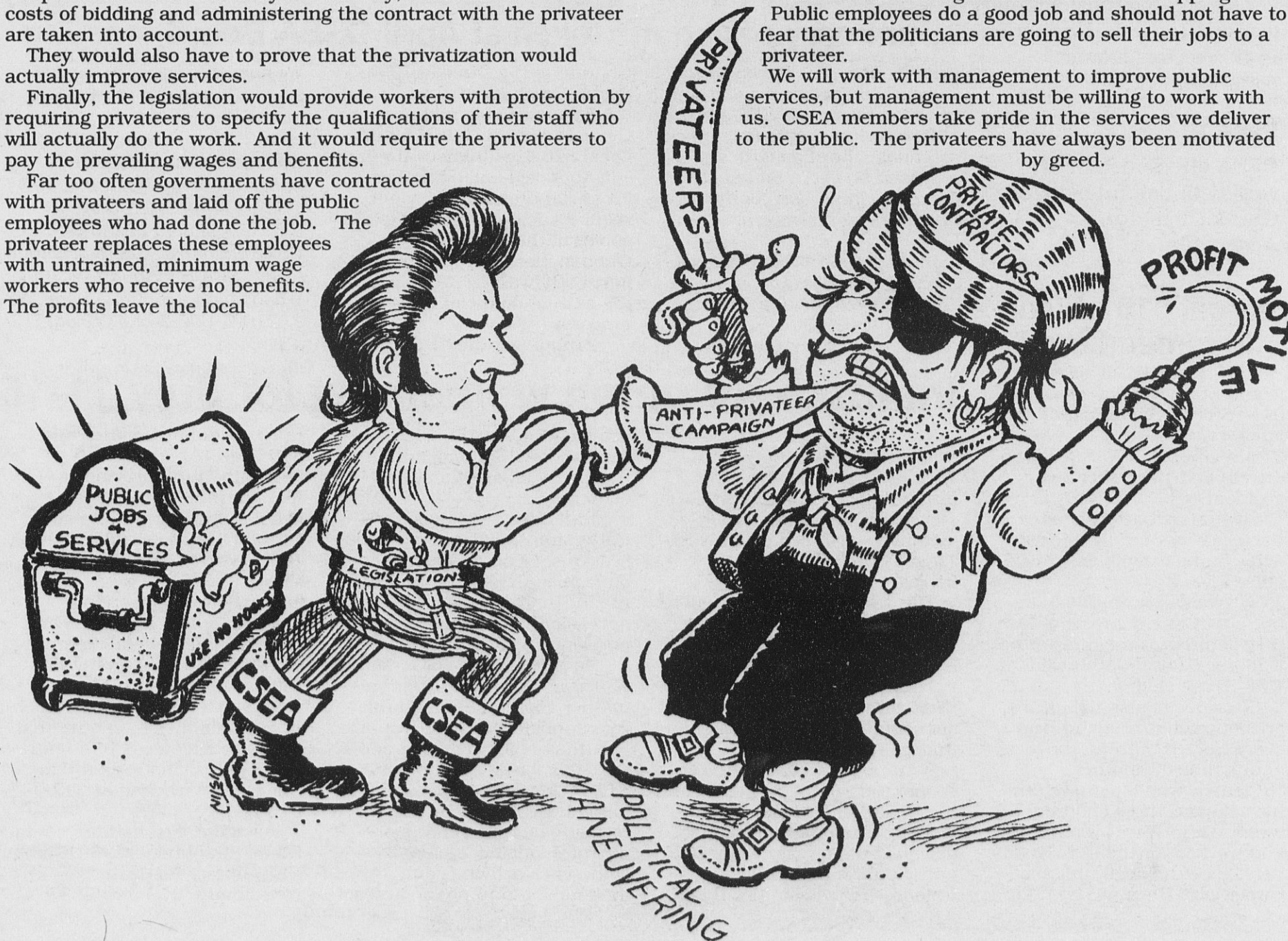
clothing and housing in the community now leaves the local economy and goes to the privateers' home base.

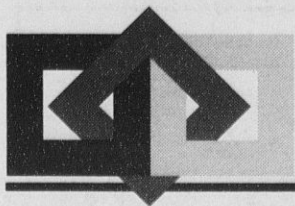
The minimum wage workers hired by the privateers often qualify for public assistance in the form of food stamps or Medicaid.

This is what our legislation is aimed at stopping.

Public employees do a good job and should not have to fear that the politicians are going to sell their jobs to a privateer.

We will work with management to improve public services, but management must be willing to work with us. CSEA members take pride in the services we deliver to the public. The privateers have always been motivated by greed.





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CSEA members across the state remember co-workers on Workers Memorial Day.

**Pages 12 and 13**

CSEA is fighting privatization on every level. These pages outline the battles CSEA members face every day.

**Page 14**

CSEA member Marcia Brown photographs life as she sees it in this month's Black History Year feature.

**Page 15**

Grassroots political action works! Just ask members in three Long Island communities.

**Page 16**

CSEA offers members a variety of helpful benefits. Check them out.

**Local 016 officer is remembered**

HAUPPAUGE — CSEA Long Island State Employees Local 016 recently memorialized their late local Executive Vice President Joseph Cleater, who died in February after a car accident.

Cleater, a charter member of the local, was fatally injured while on his way to the union office.

"He was a tough Irishman but a real warm guy who was very popular at the State Office Building," Local 016 President Tom Byrne said.

Cleater was also the local's grievance chair. He had held every elected office in the local at one time or another.

Cleater, who is survived by his wife and three children, was a World War II veteran who had worked for the U.S. Postal Service before beginning his career with the state.

**Labor mourns Cesar Chavez**

"Working people lost an inspiring leader with the untimely death of Cesar Chavez," CSEA President Joe McDermott said of the death of the United Farm Workers Union president. "CSEA is saddened by the loss of a great union brother and friend."

Chavez, 66, died in his sleep in Arizona in late April.

He gained legendary status in the 1960s by organizing migrant farmworkers and successfully gaining them collective bargaining rights through the pressure of a highly publicized national grape boycott.

CSEA's special involvement with Chavez and the UFW was forged in 1989, when the union joined the "Fast for Life." The fast drew attention to a new grape boycott and the intolerable working conditions that farm workers face, including exposure to dangerous pesticides.

Hundreds of CSEA members fasted at least one day during 1989 in support of the UFW's Fast for Life. At least two CSEA members fasted every day throughout the year. CSEA President McDermott began the action by fasting for four days.

"Cesar Chavez was a moral compass in organized labor," McDermott said. "He fought great odds in a simple demand for fairness and common decency for workers."



**THE LATE CESAR CHAVEZ, right, and CSEA President Joe McDermott discuss CSEA's strong support for table grapes boycott during one of Chavez's frequent visits to New York.**

**Summary of actions taken at April CSEA Board meeting**

*Editor's note: The Public Sector regularly publishes a summary of action taken by CSEA's Board of Directors at the Board's official meetings. The summary is prepared by CSEA Statewide Secretary Irene Carr for the information of members.*

In official action at the April meeting, the Board:

- \* Approved the appointment of Liz Puttre, Board representative from Suffolk

County, to the Directors' Public Sector Committee;

- \* Approved placing the Geneseo School Unit of CSEA Local 826 in administratorship;

- \* Approved amending the Financial Standards Code to require Locals and Units to file copies of the Return of Organization Exempt From Tax Form 990 with CSEA as part of the annual financial report process;

- \* Authorized the CSEA

Westchester County Unit to lease a Xerox copier for 36 months.

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

**Institute for union women set for July 11-16**

The UCLEA Northeast Summer Institute for Union Women - a five-day training program for women officers, stewards, and rank and file members - will be held July 11-16 at Cornell University in Ithaca.

The 18th annual event will be hosted by the Extension Division of the NYS School of Industrial and Labor Relations.

This institute, along with three other regional schools, is sponsored by the University and College Labor Education Association (UCLEA), with the cooperation of the AFL-CIO, and the Coalition for Labor Union Women. The program is designed to increase women's participation in their local unions. The teaching staff is

drawn from the AFL-CIO, International unions, and university labor education centers.

Students attend daily leadership skills, and workshop sessions. General sessions focus on women in leadership, North American Free Trade Agreement, cultural diversity and labor history.

The cost is \$380 for a double, \$395 for a single; \$460 for a mother and child in a double room, including child care. A Saturday night arrival option is available for an additional \$12.70 for a double or \$15.60 for a single (not including meals). The conference fee includes lodging, meals, all conference activities and materials, group photo, access

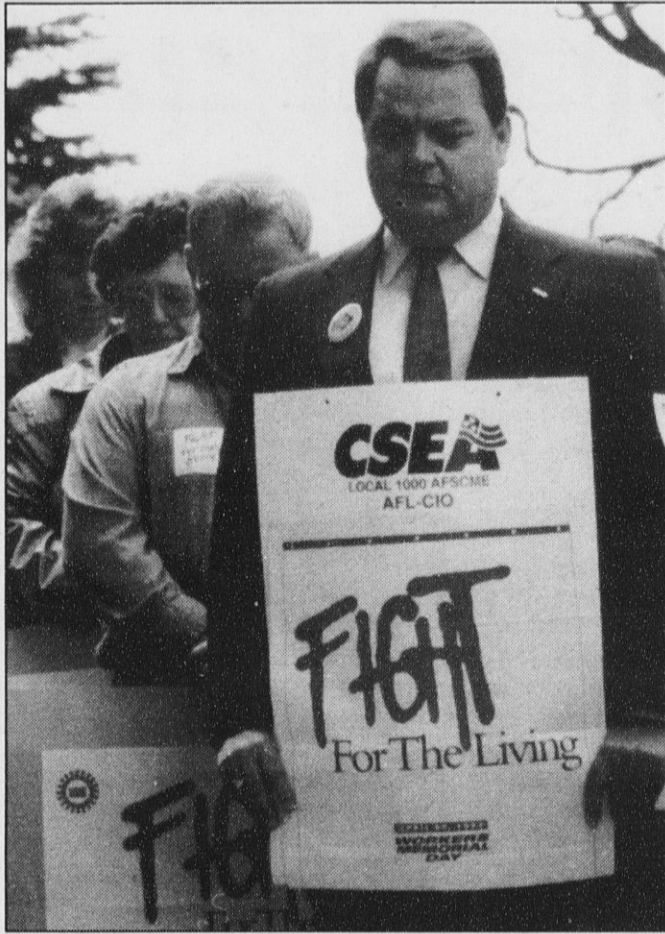
to recreational facilities and child care.

The institute provides a limited number of partial scholarships based on need. Check the scholarship box on the registration form if you would like to receive a scholarship application.

Judy Cohen, an Americans with Disabilities Act expert working as a consultant with the Summer Institute, is available to confer with women with disabilities to ensure that their specific needs to attend the Summer Institute are met. She can be reached at 212-741-3758 (Voice/TTY).

For more information, contact Diane Kirschner, 1993 UCLEA NE Summer Institute coordinator, 212-340-2837.

## GENERAL NEWS



**CSEA EXECUTIVE VICE PRESIDENT Danny Donohue at Workers Memorial Day observances in Schuyler County, where four CSEA members were murdered on the job last October.**



**MEMBERS OF CSEA CRAIG Developmental Disabilities Service Office Local 405 plant a tree at Workers Memorial Day ceremonies.**

### Metro Region joins ceremony

MANHATTAN - CSEA members in CSEA's Metropolitan Region joined 300 other New York City union activists in a Workers Memorial Day ceremony.

Carrying signs that read "Fight for the Living," the CSEA members were led by Metropolitan Region President George Boncoraglio and Safety and Health Committee Chairman Wendell Rachell.

Public and private sector workers welcomed NYS Labor Commissioner John Hudacs who addressed the need for improved worker safety to save lives and prevent needless injuries.

CSEA members across New York state gathered on Workers Memorial Day to remember the many public employees who have died while on the job or of job-related illnesses.

Joining other AFL-CIO unions to "Fight for the living" and "Mourn the dead," CSEA members planted trees, wore

black armbands and participated in a wide variety of events.

While every loss is tragic, CSEA had special reason to mourn this year. Since last year's Workers Memorial Day, the union lost eight members, including four murdered in the Schuyler County Department of Social Services.

# FIGHT

For The Living

Workers Memorial Day April 28



**PLACING FLOWERS on a Workers Memorial monument are CSEA Labor Relations Specialist Pat Domaratz, kneeling, CSEA Monroe County Local 828 President George Growney and County Unit President Florence Tripi.**



### Ulster Unit wants detectors

KINGSTON - The safety of Department of Social Services employees was the topic of a Workers' Memorial Day press conference in Ulster County.

Unit President Carmine Nigro asked for a moment of silence in memory of the four Schuyler County DSS employees who were murdered by an irate client last October.

Nigro urged county officials to install metal detectors in DSS offices to protect workers from clients with weapons. In three months metal detectors in neighboring Orange County, resulted in confiscation of hundreds of weapons.



**RENSSELAER COUNTY HIGHWAY workers view a memorial plaque for Victor Weeden, who died on the job. From left are Highway Supervisor John Toma, CSEA member Steve Scouler, CSEA Labor Relations Specialist Greg Davis and CSEA Rensselaer County Local 842 President Maryanne Herkenham.**

**CSEA NASSAU COUNTY LOCAL 830 participated in the county's Workers Memorial Day ceremonies in Mineola. The program included a Workers Memorial Day proclamation presented by County Executive Thomas Gulotta, at far left, to Local 830 President Rita Wallace. Wallace gave a speech during the ceremonies. An eternal flame was lit as a memorial to workers who have died in the course of their jobs.**

# CSEA battles for public services

CSEA is fighting privatization all over New York in state government, counties, towns, villages and school districts.

The fight is not just over jobs -- it's over what is right, fair and cost-efficient. Public service has been provided by public employees for generations precisely because government has the responsibility to provide services the private sector won't -- unless the private

sector can make a profit.

CSEA is committed to the belief that public workers can provide public services better, cheaper and more efficiently. The union also believes tax dollars shouldn't wind up in the pockets of for-profit vendors who may cut services, produce shoddy work, underpay its workers and raise costs to ensure those profits.

CSEA is taking the battle to the

state Legislature. The union has introduced a bill which would restrict the state, local governments and school districts from contracting out without proof of actual cost savings. The bill also ensures that services performed in the public's best interest are not privatized based only on cost considerations.

The bill would prohibit any deal with a private vendor if it resulted

in layoffs, demotions, involuntary transfers, reassignments or reduction in customary work hours, wages and benefits of any public employee. It would also require the creation of a Privatization Advisory Board to ensure that state agencies and municipalities, including school districts, comply with the law.

CSEA is lobbying hard to see that the bill becomes law. The bill

is now in the fiscal committees of both houses of the state Legislature.

For members who wish to contact their state lawmakers to support the legislation, the bill numbers are: Assembly bill 245 and Senate bill 4632.

The stories on these pages outline some of the battles CSEA has been fighting and continues to fight across the state.

## Amsterdam workers fight privatization

AMSTERDAM - The Amsterdam Wastewater Treatment Facility has been the site of a quiet anti-privatization campaign since Mayor Mario Villa secretly allowed two contractors to tour the plant.

"We went to the City Council members with no rancor and asked them why they wanted to privatize the plant. When we found out that they knew nothing of Villa's secret tours, we explained our

reasons for being against the idea and without council support, the plan went nowhere," Mike Cantiello, CSEA unit president, said.

The mayor has since proposed laying off five plant workers, including most of the CSEA unit leaders.

"We're ready for a battle, ready to fight unnecessary layoffs or privatization," said Cantiello, whose job is targeted.

## Warsaw unit wins over garbage, for now

WARSAW — With 15 years in the Department of Public Works handling garbage, CSEA member Gary Bogert knows contracting out to a for-profit vendor would be a huge mistake.

"It didn't make any sense," Bogert said of the village's plan to privatize his unit. "It was going to cost more, and the village was going to cut services."

CSEA immediately got involved. Bogert never worried.

"Some of the guys got a little scared," he said. "I kept telling them, 'just look at the facts. The union will never let them do that.'"

CSEA Labor Relations Specialist Penny

Gleason wrote a formal report against the plan.

"We suggested that they had to raise the cost to pay for the service, but nowhere near that of even the lowest bidder," she said.

Because commercial rates would rise with a contractor, CSEA got the business community involved.

For now, the village is sticking with its own garbage service, but Bogert said the battle isn't over. He's determined to keep fighting.

"Once you go private, you've lost everything," he said. "You've lost control over it."

## Monroe County's dump to stay public

ROCHESTER - When the planned Monroe County landfill opens this year, it will be operated by members of CSEA Monroe County Local 828, despite bids from privateers.

"The county's own department bid on the operation and proved to be the most cost-effective using our own members," said Florence Tripi, president of the CSEA Monroe County Employee Unit. "Our members already have a track

record of dedication to serving the people of Monroe County."

The move creates 19 jobs. The county's choice to use public employees is even more significant because the county executive campaigned on privatization, Tripi said.

"One of the best things we did was to let the county know early on that we would not sit idly by if they simply tried to give members' jobs away," she said.

## CSEA members to run DFY program

ALBANY — CSEA's role in a new program in the Division for Youth (DFY) is a victory over privatization.

Under a unique agreement, CSEA members will conduct an intensive wilderness survival program in the Adirondacks. Called Wilderness Challenge, it is designed to teach troubled youth self-sufficiency and help them build confidence and trust.

It is similar to a highly respected national program operated by a private

organization. DFY considered hiring a private vendor, but talked with CSEA and decided to keep the program in house.

"This is a win-win situation for everyone," said Mark Lawrence, CSEA deputy director for contract administration.

"It's a great program, and I'm glad CSEA members will be involved in it," CSEA Local 017 President Jon Copp said.

## Pawling drivers get community support

PAWLING - CSEA members in the Pawling School District enlisted the community to fight a plan to contract-out school bus driving to for-profit vendors.



CSEA Unit President Evelyn Perrault, left, and member Carolyn Moll

rumors of job loss and secretive executive sessions left the drivers wondering where their next paycheck would come from," Unit president Evelyn Perrault said.

Union members circulated fliers and petitions and wrote letters to local newspapers to inform taxpayers about the problem.

CSEA compared transportation costs with other districts and publicized a 1990 consultant's report telling the district to manage its transportation.

Every bus driver went to the next school board meeting, supported by parents, children and taxpayers.

In a formal testimony, CSEA made its case: "What guarantee is there that the lowest bidder is the best to perform the job? What protection do taxpayers have against increases in charges? Who do parents call if they have a complaint?"

District officials later told Perrault, "Contracting out will not happen."

"The drivers are skeptical," she said. "Getting community support was key," Perrault said.

Parenting drivers tend to the needs of the students as though they were their own," she said.

## Vendor flunks out in Farmingdale

FARMINGDALE - When the Farmingdale School District hired ServiceMaster Corp. to supervise custodial work, CSEA members knew it was trouble.

"There is no way a private company should come into any school district," claimed 14-year Farmingdale custodian Joseph Angelillo.

A superintendent's memo to the school board admitted that the district had "an unsatisfactory relationship with ServiceMaster." The memo said the district's expectations were "too high" and the vendor's "performance too low."

"ServiceMaster is nothing but a big hoax," Nassau County Educational Local 865 President Nick LaMorte said.

The district eventually ended its contract with ServiceMaster.

"I resent some outsiders thinking they can come in here and do a better job," said cleaner Robert Boyer Jr.

"School districts think they can save money this way, but in the long run they will lose," cleaner Anthony Capogna said. "It's on your mind now that job security can be lost any time the district thinks they can get somebody cheaper."



CSEA member Anthony Capogna

## SUNY Stony Brook workers clean up after private sector

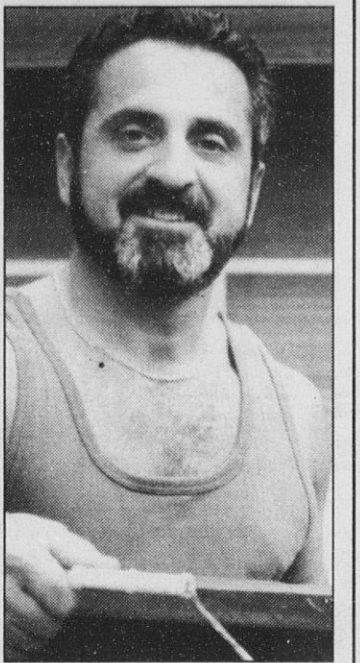
STONY BROOK — CSEA members are fuming because SUNY Stony Brook keeps hiring private sector workers to perform routine maintenance.

Some who are being paid substantially higher wages than CSEA workers are botching jobs that state employees must fix.

"These outside workers use state vehicles, state-owned tools and they get first priority on materials, while we get the scraps," CSEA member and 15-year carpenter Phil Loomis

said. "When we point out deficiencies, management doesn't want to hear about it. But we have to fix the shoddy work."

"The outside workers don't meet their deadline, they skimp and no one is really checking on the quality of what they're doing," said Ron Cardi, a



CSEA member Ron Cardi

14-year veteran mason. "It's terrible because there's so much work to be done on campus and SUNY should be trying to get the biggest bang for the buck. They should do away with the outside contract workers and get the personnel in here to do the jobs."

CSEA has documented outside workers' botched jobs ranging from bathroom tiling falling off the walls to incorrectly installed roofs that leak.

"We can go down the list of project after project where our members got the job done under deadline and under budget," CSEA Local 614 President Phil Santella said. "It's a disgrace."



CSEA member Phil Loomis

## CSEA fights planned closing of laundry at Binghamton PC

BINGHAMTON - More than 20 CSEA members could lose their jobs if the Office of Mental Health closes the laundry at Binghamton Psychiatric Center in October as planned.

OMH would contract out the laundry services.

CSEA BPC Local 441 member Tim Norton is worried. His wife lost her job eight months ago, and he is the sole income earner for their three small children.

"Ever since we found out about the possibility of going private, I've put out my resume," he said. "I found out how tough the job market is right now."

General Mechanic Steve Rinker said privatization "savings" won't last.

"If it goes private, somebody's going to give them a good deal at first to sweeten the bid, but what happens a couple of years down the line once we've closed down here?" he asked. "Then they've got you."

For launderer Evelyn Heier, who sorts the soiled laundry, privatization means the clients will suffer.

"We add a personal touch. We find items that are lost and make sure that they get back to the clients. We re-wash laundry if it comes back wrinkled," she said. "You're not going to find an outside company that will do that."

CSEA is fighting the proposed privatization. Local 441 President Keith Zulko said. The union raised the issue in labor-management meetings, and to state lawmakers, he said.

Facility records show the actual operating cost is about half of what the state claims, he said. State employees can run the operation cheaper and more effectively than a for-profit vendor, he said.

"For them to just get out of business, no matter what the cost, is fiscally irresponsible," Zulko said.

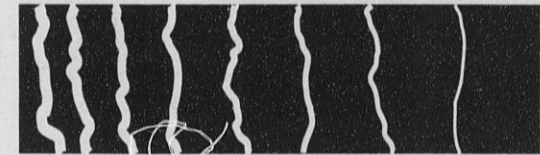


CSEA members Evelyn Heier, left, and Kellea Miller sort clothing to be laundered at Binghamton Psychiatric Center.

# Member captures life with camera

By Daniel X. Campbell  
Communications Associate

## BLACK HISTORY YEAR



1993 IS BLACK HISTORY YEAR IN NEW YORK STATE, COMMEMORATING THE 130TH ANNIVERSARY OF THE EMANCIPATION PROCLAMATION

The portraits are black and white studies of children caught, unknowingly, being children.

They are alive with the innocence of five-year-olds snuggling together; a youthful batter swinging away; a teenager caught in the middle of a daydream. Each is frozen in time, caught forever being a kid.

Marcia Brown, a member of CSEA Divison of Parole Local 669, is the photographer.

"My father gave me an instamatic when I was 12," she said. "I took pictures of everything and anything."

While denying any "real" talent, Marcia explains

that her photographic efforts are a way for her to relax.

"Photography lets me escape from myself, from what's around here," she said.

She smiles warmly as she describes photographing landscapes in Lake George.

"Now people are asking me to take their photographs," she said. "A friend, Cara Quaglieri, is a singer who is cutting a demo tape. She wants me to do her portfolio. I'm excited about that."

As her skills develop, Brown said she could see turning her hobby into a small business. Even if that happens, the work will still be fun and exciting.

"I'm going to be doing a wedding this summer," she said. "I'm already planning for that."

Brown, who is the daughter of CSEA staff member Minnie Brown, has a favorite subject: children. She loves photographing children being children, without them knowing she's catching them forever.



CSEA member Marcia Brown

## CSEA retirees fight for COLA

ALBANY -- CSEA continued its intensive efforts to get a law passed to provide permanent cost of living adjustments (COLA) to public employee retiree pensions.

Dozens of CSEA retirees converged on the state Capitol to make their case to legislators as this issue of *The Public Sector* went to press.

H. Carl McCall, the new state comptroller, told the retirees he would be their advocate on important pension issues.

Assembly Speaker Saul Weprin also spoke to the retirees during a lunch meeting, as did Assembly Rep. Helene Weinstein and State Sen. Caesar Trunzo.

CSEA President Joe McDermott urged the retirees to continue their grassroots lobbying efforts by calling, writing and visiting their legislators to push for permanent COLA.

The next issue of *The Public Sector* will carry more extensive coverage of their efforts.

### Votes to be counted in

### Region elections

Ballots were scheduled to be counted June 7, the deadline for returning ballots, in the elections of officers for CSEA's six regions.

Results of the region elections will be announced following the counting of the ballots and the results will be published in the July edition of *The Public Sector*.

**ONE HUNDRED PERCENT UNION**

A new exciting, member participation program -- coming soon to CSEA  
Watch for details

**BECAUSE**

AMERICA WORKS BEST WHEN WE SAY...

**UNION YES**



AMERICAN FEDERATION OF LABOR • CSEA Local 1000 AFSCME • CONGRESS OF INDUSTRIAL ORGANIZATIONS

# LI political action succeeds

LONG ISLAND — The involvement of local activists and rank-and-file members helped make the difference for CSEA-backed candidates in three Nassau County village elections, demonstrating the power of grassroots activism.

## Freeport

"This village was not being run well and we wanted to do something about it," said CSEA Village of Freeport Unit Vice President Charlie Roe. "We wanted to elect candidates who would be in the best interest of everyone who lives here."

The unit, which represents about 200 employees, conducted a forum to hear candidates views and let members make up their own minds.

CSEA members were concerned in part because the unit has been working without a contract. Mayoral candidate Art Thompson and his slate promised to resolve the contract issue.

## They also opposed privatization.

"After the forum it was very clear who the best candidates were and it was easy to get volunteers," Roe said. "People really got involved and had very strong feelings about the election."

Thompson's slate won the election.

## New Hyde Park

Every one of the 17 members of the Village of New Hyde Park CSEA Unit got directly involved

to elect the CSEA-backed mayoral candidate Warren Tackenburg and his team.

"We really felt that our jobs were on the line," Unit President Butch Pignatelli said. "Our candidate's opponent had indicated that he was running an anti-CSEA campaign."

The CSEA members did everything possible in their free time to distribute campaign materials and get out the vote. CSEA also helped secure PBA endorsement for their candidates to provide a united

and effective labor front.

## Hempstead

CSEA members in the Village of Hempstead kept up a winning tradition they began four years ago when they dumped the incumbent mayor in favor of James Garner. Because of their positive relationship with Village Hall since then, they led the bandwagon for the Garner team's re-election.

"Our endorsed Garner team won every district," Unit President John Shepherd said. "We made a difference."

The 230-member unit sent letters to 550 AFSCME members who live in the village asking for their support.

## Common thread

If there was a common thread in the three successful elections, the activists are quick to credit the efforts of CSEA Political Action Coordinator Stephanie Teff.

"Stephanie was just terrific," Pignatelli said. "She helped set everything up, but then she rolled up her sleeves and got right in there with us to do the work."



EVERY CSEA VILLAGE OF NEW HYDE PARK UNIT members all got involved and worked to elect Warren Tackenburg mayor. Second from left is CSEA Political Action Coordinator Stephanie Teff.

## Deadline reminder for submission of proposed Constitution & By-Laws changes, resolutions

Deadlines have been established for submission of proposed changes to CSEA's Constitution and By-Laws and proposed resolutions to be considered at CSEA's Annual Delegates Meeting scheduled for Nov. 15 to 19, 1993, in Washington, D.C.

Proposed amendments to CSEA's Constitution and By-Laws must be submitted at least 90 days prior to the meeting. The deadline for submission of proposed amendments is Aug. 16, 1993.

Proposed resolutions to be considered at the annual meeting must be submitted at least 60 days before the meeting. The deadline for submissions of proposed resolutions is Sept. 15, 1993.

Proposed amendments and proposed resolutions must be submitted on or before the deadline to:

CSEA statewide Secretary Irene Carr  
CSEA Headquarters  
143 Washington Avenue  
Albany, NY 12210

## Does California put a higher price on grapes than children?

There can be no other explanation for the state's refusal to curb the pesticide abuse of table grape growers who spray their fields with tons of unnecessary pesticides.

Although these toxins are known to cause birth defects,

cancer, chronic illness and childhood death, growers refuse to stop using them.

And given the grape lobby's power, politicians simply bury their heads.

Get the whole story. Send for the video, "NO GRAPES," today.



UNITED FARM WORKERS of AMERICA, AFL-CIO  
P.O. Box 62, Keene, CA 93531

I want a fighting chance. Please send me your video, "NO GRAPES" today (available in VHS format only).

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_

ZIP \_\_\_\_\_



## YOUR UNION BENEFITS

## GENERAL NEWS SECTION

# AT YOUR SERVICE

## A REFERENCE GUIDE TO CSEA MEMBER SERVICES AND BENEFITS

### CSEA Toll-Free

The union's toll-free telephone number—**1-800-342-4146**—is your direct link to CSEA Headquarters.

When you call the toll-free number, a recorded message describes the choices to put you through to the right place for the help you need.

You need a touch-tone telephone to complete your call without operator assistance. If you call from a non-touchtone telephone, an operator will pick up and complete your call at the end of the message.

If you know the extension number of the individual that you're trying to reach, you can press "O" plus the extension number on your touch-tone telephone at any point during the recorded message and be connected.

If you don't know the extension, the message will give you the following choices:

- \* For Field Operations or the Empire Plan/Health Benefits Committee, press number 1.
- \* For disciplinaries, grievances and other legal matters, press number 2.
- \* For Communications, the Executive Offices or Political Action, press number 3.
- \* If you have a question concerning dues membership or agency shop, CSEA group insurance other than health or need to talk to the Finance Department, press number 4.
- \* To hear CSEA's Current Issues Update for news of interest to CSEA members, press 5.

### Employee Benefit Fund

The CSEA Employee Benefit Fund is a CSEA-administered trust fund which provides certain supplemental negotiated benefits for state employees and participating local government employees. It currently administers Dental Care, Vision Care, Prescription Drug, and Package 7 Benefits Plans.

For questions regarding any of the benefits or for assistance with negotiations, call:

**1-800-323-2732 or (518) 463-4555 or 1-800-532-3833 (TDD for hearing impaired)**

or write:

**CSEA Employee Benefit Fund  
14 Corporate Woods Boulevard  
Albany, NY 12210**

### Education and Training

CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video tapes.

CSEA also provides educational workshops for union activists eager to learn more about their union responsibilities.

To request booklet order forms or to obtain information on union workshops, call CSEA headquarters at **1-800-342-4146**. For information on videotapes, contact your CSEA regional office.

### AFSCME Advantage Credit Card

The AFSCME MasterCard has one of the lowest interest rates - 5 percent about the prime lending rate. There is no annual fee.

To obtain an application form, call your CSEA regional office.

The card is issued by the Bank of New York. If you apply for a card and there is no response within four weeks, call the bank toll-free at **1-800-942-1977**.

### AFSCME Advantage Legal Services Program

The AFSCME Advantage Union Privilege Legal Service Program makes it possible for you to easily obtain high quality, affordable legal services for many personal legal matters. For more details and a list of the participating lawyers in your area, call the CSEA office in your region.

### Insurance

CSEA offers several insurance programs at low group rates and provides the convenience of automatic payroll deduction.

These voluntary group plans include: Basic Group Life, Supplemental Life, Income Protection Program, Hospital Indemnity Plan and Family Protection Plan. **For details, call 1-800-366-5273**. Also offers Auto Insurance and Homeowners/Renters Insurance. **For details, call 1-800-366-7315**.

### Health Insurance

For health insurance questions concerning Empire Plan coverage, call the appropriate following telephone number:

#### EMPIRE PLAN

**Blue Cross Claims-1-800-342-9815 or (518) 465-0171**

**Metropolitan Claims-1-800-942-4640**

**Participating Providers-1-800-537-0010**

**Empire Plan Health Call-1-800-992-1213**

**(Hospital admission approval/surgical review)**

**Mental Health & Substance Abuse Program  
1-800-446-3995**

### Safety

To report unsafe or unhealthy working conditions or serious accidents, call your CSEA labor relations specialist. For occupational safety and health information, call CSEA headquarters at **1-800-342-4146**.

### Retirement

If you are retiring soon, it's important that you select the proper option from the Employees' Retirement system.

By using the services of a CSEA-provided retirement counselor, you'll be able to plan for a lifestyle in your retirement years that takes into account your anticipated expenses.

**For more information, call 1-800-366-5273.**

General retirement information and retiree membership information are available by contacting **CSEA's Retiree Department at CSEA Headquarters 1-800-342-4146 or (518) 434-0191**.

### Grievances, Disciplines

If you believe you have a grievance, immediately contact your local grievance representative or shop steward. If they are unavailable, contact your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at the appropriated regional office. Do not delay if you believe you have a problem; grievances must be filed on a timely basis.

### The Buyer's Edge

The Buyer's Edge is a buy-by-phone consumer buying service designed to save CSEA members money on the purchase of major consumer products. The Buyer's Edge negotiates extra discounts and lowest price guarantees on many big ticket products that would not otherwise be available to individual buyers. For appropriate toll-free numbers consult The Buyer's Edge brochure or check the list of The Buyer's Edge numbers published regularly in *The Public Sector* or call CSEA Headquarters at (518) 434-0191 Ext. 412.



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**Clip and save this page for future reference**

# Amherst dispatchers win \$30,000 back pay

AMHERST - Town of Amherst police dispatchers and complaint writers have won \$30,000 in back pay after CSEA settled their grievance.

The union filed the grievance for 23 members of the unit of Erie County Local 815.

"This is great to see this come to such a justified conclusion," Unit President Bob Cox said. "These people were shorted in pay over a six-year period and deserved to be paid at the rate the contract called for."

Police dispatchers Bonnie Batt and Ellen Brown said the pay discrepancy occurred because the town calculated overtime at straight time rather than at time and a half.

"The town knew a year ago that we were due back pay," Batt said. "But they offered a settlement that wasn't correctly calculated."

"It took a while, but we finally reached agreement on what the final figures should be," Brown said. "I think everyone is happy that it's over and that any overtime in the future will be paid at the correct rate."



SOME OF THE 22 winners in CSEA's arbitration win in Schenectady County are: back row, Glenn Becker, Charles Maetta, Kathy Sen; second row, Valleen Richardson, Julie Schleif, Phyllis DeLegge, Evelyn Arning and Gretchen Marhafer; and front row, Schenectady County Unit President Donna Markessinis and unit shop steward Andrew Suflita.

## In Schenectady County

# Award gives members \$38,000

SCHENECTADY— CSEA won a precedent-setting victory in Schenectady County, bringing nearly \$38,000 in back pay and benefits to 22 members of CSEA Schenectady County Local 847.

The employees were transferred from the Schenectady City Health Department to the Schenectady County Health Department in 1991.

However, the county refused to give the employees the appropriate benefits

based on their seniority.

The win sets a precedent that protects public employees who are transferred from one public employer to another.

The county had decided the employees' seniority for certain benefits dated from their employment with the county health department — January 1991 — rather than the date they started with the city health department.

The arbitration ruling gives them the benefits and back pay based on their start date with the city.

CSEA member Gretchen Marhafer is grateful.

"It was a long haul, but it was worth it," she said.

CSEA Shop Steward

Andrew Suflita, who filed the initial grievance, agreed.

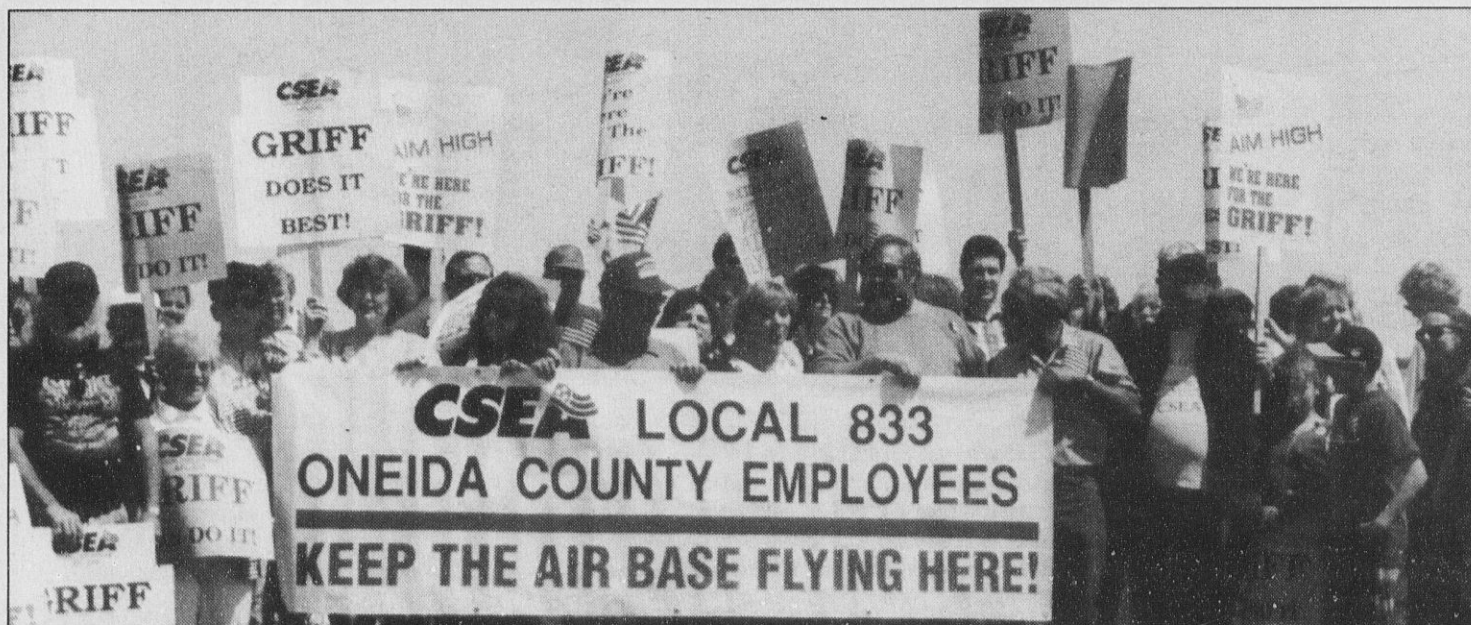
"I'm glad we got the money," he said. "We deserved it."

Unit President Donna Markessinis said the win is very important.

"This is a strong win for CSEA," she said. "It establishes the precedent of taking one employee from one municipality to another and making sure that the individual does not suffer any losses due to the action of government."

CSEA Local President Lou Altieri agreed.

"CSEA fought not just for the 22 members but for all members who might face this type of problem, anywhere in the state," he said.



## 'Save the Air Base'

HUNDREDS OF CSEA MEMBERS from the Oneida County area were among more than 20,000 union activists and community members who rallied to keep jobs at the Griffiss Air Force Base. The base is scheduled to be closed under the federal budget. Most of the CSEA contingent came from CSEA Oneida County Local 833, shown at left.



# Health care goes to lunch

## CSEA Dutchess County members bring help to soup kitchen

POUGHKEEPSIE - The poor and homeless people who visit the St. Paul's Episcopal Church Lunch Box are getting more than soup and sandwiches these days, thanks to CSEA Local 814 members who work for the Dutchess County Health Department.

It all began last year when the department started a program to encourage anyone who is at risk for AIDS to be tested, Senior Public Health Advisor Susan Arent said.

"We went into the soup kitchen about every six weeks, but the response was not good," she said. "I thought that if we went in there every week so that they would get to know us and trust us that it might make a difference."

Arent suggested bringing different weekly programs to address problems the homeless and the poor face. Topics include nutrition education, sexually

transmitted diseases, alcohol and substance abuse and treatment, juvenile programs, crime victims, Planned Parenthood, heart health awareness, domestic violence and literacy.

Several agencies are now

getting their messages across on Thursdays, thanks to Arent's ingenuity. Best of all, people who need services are learning what's available and taking advantage of them.

"The whole purpose was so that this would become routine

and we could develop a trust," said Arent. "These are the last people who use health services due to fear, denial and mistrust."

The trust is developing. After discovering a lunch client had active TB, the health

department brought TB screening to the church, and the clients came.

Without the program at the church, Arent said, very few would likely have been tested.

"The response was good because they've gotten to know us," she said. "They don't think of us as a problem but as a friend."

Thanks to the programs, the HIV screening project has also been successful.

"A lot of people will speak to me about sexually transmitted diseases (STDs)," she said. "About 35 percent of STD victims are HIV positive."

Lunch Box Manager Tammy Raffaele said the more than 200 people who come to the Lunch Box each day have benefitted from the programs.

"They call it 'special Thursdays'," she said. "I hope we can continue."



DUTCHESS COUNTY HEALTH DEPARTMENT employees, from left, Spencer Marks, Ozie Williams and Susan Arent prepare for a program at the soup kitchen.

## Employees honored for exemplary attendance



CSEA Westchester County Unit employees who work in the Dietary Department of the Ruth Taylor Institute recently received awards for exemplary attendance at a luncheon in their honor. On hand to congratulate them was Unit President Cheryl Melton (standing, left). Employees who received the awards are, standing, Ivy Fydes, Abraham Seabrook, Margarita Hutton, Harold Willis, Robin Warner, Andre Ridley, Michael Mitchell, Leslie Fagan and Roman Cacres. Seated are Betty Logue, Susan Biagoni, and Ann Carter. Employees not shown were Charlene Clark, Teddy Wasilewski, Herbert Brown, Isaac Edwards, Gasper Cruz and Lawrence Boyd.

# Tired of being treated like worn out books Librarians turning to CSEA

PLEASANTVILLE - They came from three different groups, but their complaints were remarkably similar:

"We had no job protection."

"We felt we had no say in what was happening on our jobs."

"We are in an underpaid profession."

"We couldn't approach management."

And so, looking to neighboring towns for a solution, the three groups, all employees from Westchester County libraries, called CSEA.

Libraries have common problems, CSEA Organizer Art Fleischner said.

"There were no open channels of communication," he said. "The general feeling was that you couldn't approach management."

Ossining employees were no exception. When they tried to speak to library officials, they were told that their problems would have to be discussed with the library board.

"Either we got no feedback or it would be negative," Unit President Natalee Fogel said.

Why CSEA?

"Other libraries in Westchester County had come to CSEA," explained Susan Benton, a head reference librarian and now secretary of the Mt. Pleasant Library Unit.

"We knew that library employees who are unionized make higher salaries," said Kris Weltzheimer, who made the first call to CSEA on behalf of employees of the Ossining Library.

"We were certain about our salaries: we had no guarantee of what we would get," she said. "There were serious inequities."

"We felt we had no say," said June Hesler, Larchmont Library Unit treasurer. "They (the administration) could change what they wanted. The staff was frustrated. By unionizing, we would have the ability to negotiate what would happen to us."

"A lot of rules were changing," Larchmont Unit President Eleanor Neumeister said. "Health benefits were changed for new employees without our knowledge."

Historically, library employees have been slow to join unions.

"Librarians are not particularly militant," Benton said. "A majority of the employees are women. Years ago, volunteers ran the libraries. They think we are ladies who don't need to work."

Of the three groups, Ossining is the first to ratify a contract

negotiated by Collective Bargaining Specialist Larry Sparber. The Mt. Pleasant and Larchmont groups are still negotiating.

"Larry did a wonderful job," Weltzheimer said, "and Art was helpful and supportive."

"The first contract already remedies the inequities," Ossining Unit Vice President Joyce Koyner said.

"Some people wondered why we needed a union," said Secretary-Treasurer Georgie Docker. "When they see the gains, they know now!"



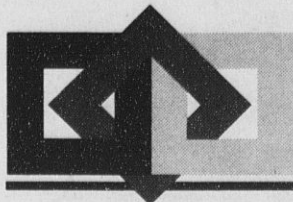
**LARCHMONT LIBRARY** employees are in the midst of negotiating their first contract since joining CSEA. Among those expecting a contract that will improve their working life are, from left, unit member Libby Lynch Landman, Unit President Eleanor Neumeister and Unit Treasurer June Hesler.



**OSSINING LIBRARY** employees felt frustrated trying to deal with management. Then they joined CSEA and recently negotiated and ratified their first contract. From left, seated, are unit members Chris Toretta and Kris Weltzheimer, CSEA Collective Bargaining Specialist Larry Sparber and Unit President Natalee Fogel. Standing from left are unit member Sally Dow, Unit Vice President Joyce Koyner, CSEA Organizer Art Fleischner and Unit Secretary Georgie Docker.



**CSEA ORGANIZER** Art Fleischner discusses the benefits of unionism with CSEA Mt. Pleasant Library Unit President Marjorie Osterholtz. The unit is negotiating its first contract.



## School District Affairs

# State honors school transportation workers

ALBANY — CSEA members who help transport school children got some important recognition last month.

The Governor proclaimed May 11 as School Transportation Personnel Appreciation Day.

"We're extremely proud of the efforts of all our school district members in helping to establish and maintain a safe and healthy environment for our state's school children," CSEA President Joe McDermott said.

"We're especially pleased that this proclamation acknowledges the team effort involved in safe transportation by noting the important role of bus drivers,

trainers, mechanics, monitors, dispatchers, safety specialists, office support staff and administrators."

The proclamation recognizes thousands of dedicated working men and women who perform a vital service every day. It also helps public awareness of roadway safety.

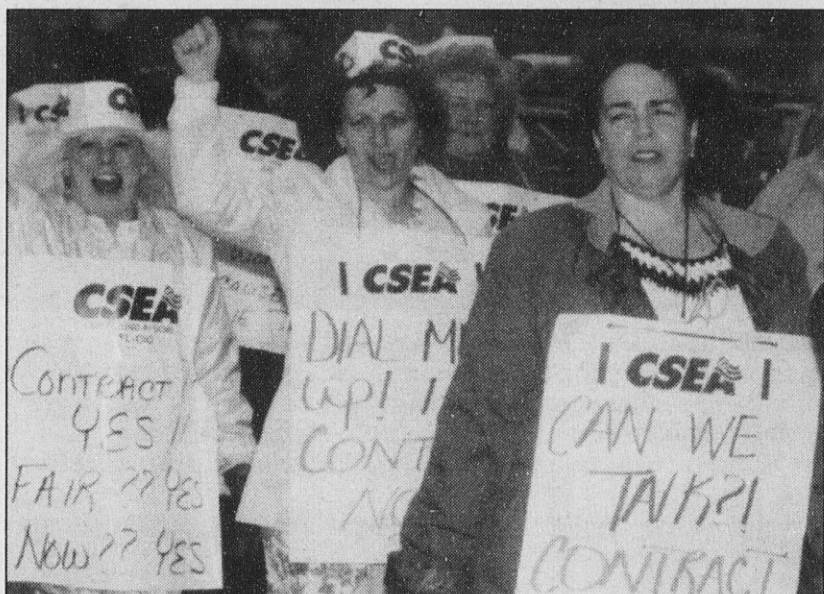
The state has had a precedent-setting safety record. It has been two years since a school bus fatality, four years since a child has been run over by his or her own school bus and nearly six years since a child has been run over by a motorist illegally passing a

stopped school bus.

In school districts across the state, CSEA-represented transportation workers have developed and run school bus safety programs.

"School bus safety should be everyone's concern," McDermott said. "It is a constant challenge to keep reminding school children and the motoring public to be careful."

CSEA represents about 30,000 employees in 329 school districts statewide.



SYRACUSE SCHOOL CSEA members protest stalled contract talks.

## Syracuse school workers picket

SYRACUSE - More than 100 CSEA-represented City of Syracuse School District workers braved the rain to march in an informational picket outside a school board meeting and make their case for a contract.

CSEA represents the clerical workers unit and the custodians and bus drivers unit, both of which are working under an agreement that expired

Dec. 31, 1991.

The contract stalemate is mainly over wage increases, Clerical Unit President Donna Gavett said.

"We don't feel that we're being offered our fair share of wage increases," Gavett said. "Our workers are just as important in keeping the district running as teachers, but you'd never know it by comparing their salary increases with what we're being

offered."

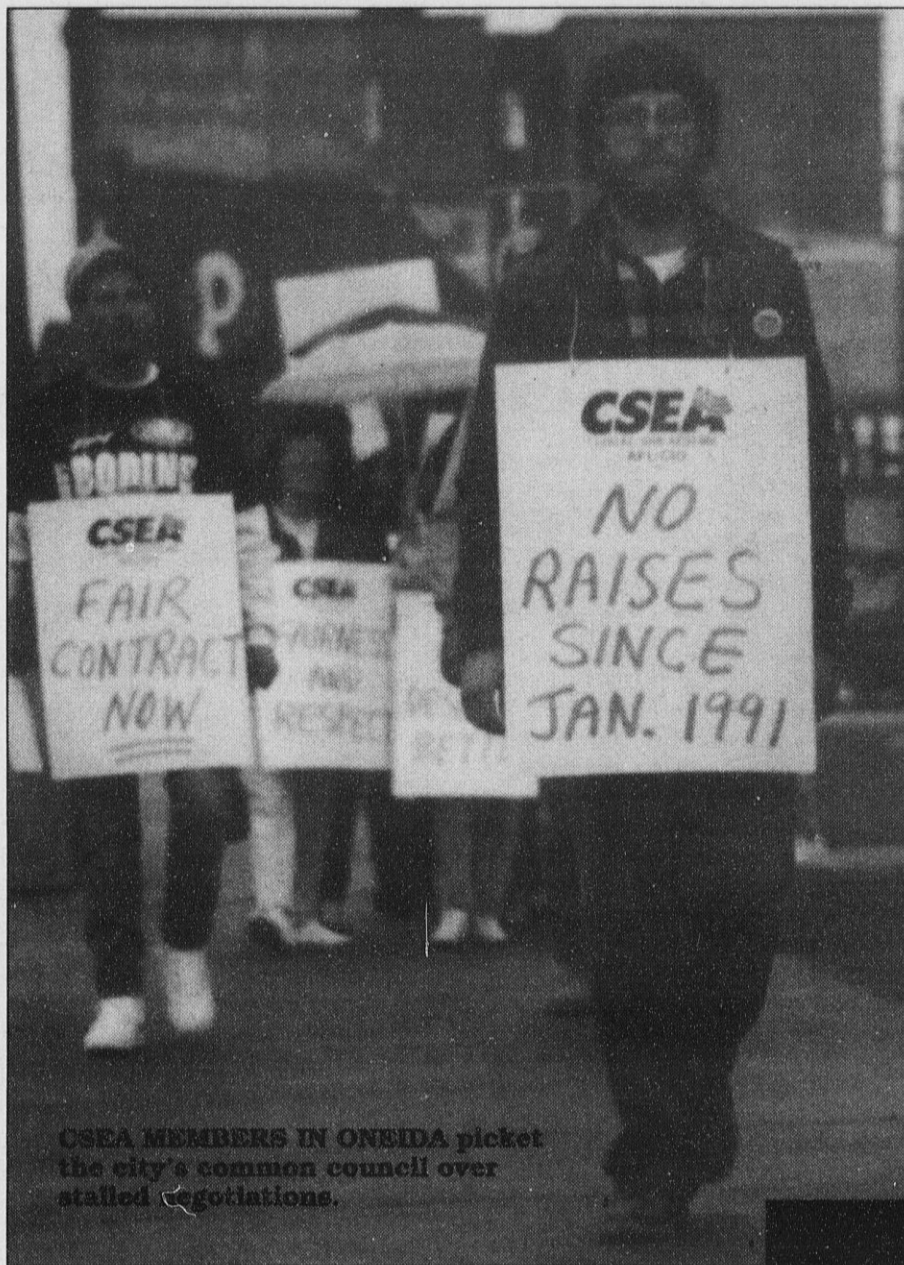
CSEA Custodial/Bus Drivers Unit President Dave Kennedy agreed. He said that he hoped the picket would show the school board that the CSEA members are serious about getting a fair contract.

"We have not been pleased with the district's offers to either unit," he said. "Hopefully our turnout here will help influence the process in our favor."

## Drivers care in Hyde Park

CSEA Hyde Park School District Unit President Ann Milby and Janet Purnell show off the new T-shirts bus drivers are wearing these days. The shirts carry the logo "We Care," to show that the drivers have given of themselves to the community. The drivers have raised money for Christmas gifts for the poor, collected food for holiday food baskets, collected donations of clothing for underprivileged school children and helped raise money for school trips. "We're not just school district employees," Milby said. "Our employees give of themselves to the community, too."





CSEA MEMBERS IN ONEIDA picket the city's common council over stalled negotiations.

City of Oneida

## CSEA members protest stalled contract talks

ONEIDA - More than 50 CSEA members working in the City of Oneida picketed over the lack of a contract in an impressive show of solidarity.

Nearly all of the 63 workers represented by CSEA picketed outside city hall before a meeting of the city common council, CSEA City of Oneida Unit President Art Collins said. Joining the marchers was CSEA Executive Vice President Dan Donohue, CSEA Central Region President Jim Moore, CSEA Madison County Local 827 President Roslie Tallman and other area union activists.

The unit members were

protesting their lack of a contract. Their previous agreement expired in December 1991, Collins said. Currently, negotiations are in factfinding, with the city unwilling to compromise on the issues of wages and health insurance.

**'We've been willing to talk all along but they've been unwilling to listen'**

"We've been willing to talk all along, but they've been unwilling to listen," Collins

said. "They're trying to strong-arm us, and we want to let them know that we won't stand for it."

The union and the city are at odds because the city wants to freeze wages for 1992. The city also wants union members to accept higher caps on health insurance premium contributions, effectively doubling those co-payments in the first year alone, Collins said. Although the union was willing to negotiate, the city would not budge from its demands, he said.

"All we're looking for here is fairness. If the city wants to offer us the same deal they gave other unions, then they should at least level the playing field by paying us comparable wages," he said. "Otherwise, they should negotiate fair increases and health insurance contributions."

## Clarence Unit pickets over contract delays

CLARENCE - Town of Clarence CSEA members have taken to the streets, picketing to let the public and the town council know they are fed up with the lack of a contract.

The 40-member unit of CSEA Erie County Local 815 has picketed a re-election fundraiser of the town supervisor at a fancy country club as well as a regular meeting of the town board.

**'We should have had a contract months ago. It's unfair to the loyal employees'**

"This is ridiculous," Unit President John Matteson said. "We should have had a contract months ago. It's unfair to the loyal employees who work for the town to be strung along for so long."

The unit has been negotiating for two years. The picketing unit members were joined at the town board march by other Local 815 members.

"It was great to see the support we got from our union brothers and sisters," Matteson said. "We plan to keep the pressure on as long as necessary."



## Rockland Unit ratifies contract

NEW CITY - Following more than two years of negotiations, CSEA Rockland County Unit members ratified a three-year contract by a 4-to-1 margin.

The contract, which covers 2,400 employees, provides for pay increases for 1993, 1994

and 1995.

"Negotiations took a long time," CSEA Collective Bargaining Specialist Larry Sparber said. "There were a lot of pitfalls to getting an agreement."

The new agreement represents a fair settlement for both sides,

he said.

"Hopefully, we can work together over the next three years toward improving county services to the public as well as improving relations between the county and CSEA," he added.

## White Plains OKs 1-year contract

WHITE PLAINS - CSEA-represented City of White Plains employees have a one-year contract after nearly a year of negotiations.

The contract, which covers 500 employees,

provides a pay increase.

Although the unit had hoped for a two- or three-year contract, Unit President Glen Fortunato said, the negotiating committee "felt it was a worthwhile offer to take

back to membership."

The new agreement expires on June 30, which means that city employees must return to the negotiating table to negotiate a new contract.

# CSEA battles for probation funding



**CSEA MEMBERS LOBBY** for probation funding. From left are James Brearton, Linda Conklin and Laurie Fogelman with Assemblyman Daniel Feldman.

ALBANY -- CSEA is continuing its fight to get vital state funding restored for county probation departments.

About \$17 million was to be restored in the budget process, but was missed in the Legislature's last-minute rush to finish close to the budget deadline.

"We are determined to see this money restored for the vital services our county probation workers provide," CSEA President Joe McDermott said.

CSEA members from county probation departments across the state came to Albany to lobby lawmakers to restore the funding.

According to the state, the shortfall won't affect counties for several months.

A number of state legislators, including Assembly Corrections Committee Chair Daniel Feldman, assured the CSEA activists that the Legislature intends to restore the funding before the session ends this summer.

CSEA, however, is taking nothing for granted, and continues lobbying lawmakers to be sure the funding is restored.

## County workers fight Onondaga mudslide

TULLY - Call it "the day the earth wouldn't stand still." Call it messy. Call it devastating.

Call it the worst mudslide in New York state - but who do you call to stop it from getting worse?

That was the question Onondaga County officials faced in dealing with the state's largest landslide of the century.

The answer? County officials called in the CSEA members working in the county Department of Transportation.

The landslide destroyed several homes and blocked off a road in this rural community.

Geologists speculate that heavy April rains, combined with runoff from melting snow, saturated the clay inside the hillside, causing it to liquify and slide toward the road.

After the mudslide occurred, the water continued to collect under the hillside with nowhere to go, creating the danger of further mudslides and damage.

For several days, the CSEA Onondaga County Local 834 members used

bulldozers to dig huge drainage trenches to alleviate the water buildup. The idea was to divert the water building up in ponds at the base of the crater created by the slide into an existing culvert which leads to nearby Onondaga Creek.

Thanks to the efforts of the CSEA members, the hill has been stabilized and the danger of further slides lessened.

***It shows the value of the work our members do in public service***

Most recently, the employees were working to clean off the road as the mud was removed. CSEA Local 834 President Paul Ranczuck,

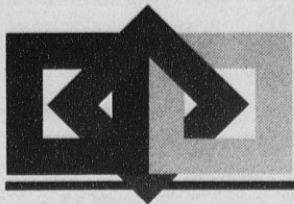
also a county DOT employee, said he was proud of the work the union members did.

"Once again, it shows the value of the work our members do in public service. We are always on call throughout the year to handle emergencies," he said.

"We were there for the blizzard, we were there for the flooding and we were there for the mudslide. I'm proud that in an emergency, the county knows who to turn to."



**CSEA ONONDAGA COUNTY LOCAL 834 member Scott Eipp points to the area where the biggest mudslide in a century occurred.**



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CSEA members in several communities are protesting stalled contract talks.

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CSEA is fighting for vital state funding for probation departments across the state.

## Correction

A story and photograph in the April edition of *The Public Sector* incorrectly identified a member of CSEA Erie County Local 815.

The member, Frank Iannuzzelli, now retired from the county Department of Social Services, received \$11,800 in back pay after CSEA resolved a dispute over sick leave accruals.

The member mentioned, Dave Stoltzman, received an arbitration award for supervising on-call workers on weekends. The amount of the award is still being determined.



**THE GREATEST GIFT IS KNOWING THAT YOU HELPED SOMEONE — CSEA Town of Hempstead Local 880 officials show photographs of some of the people they have helped. Standing, from left, are Mary Vicario, John Morrison, Lyn Held and Joanne Decolator. Local President Peter Ellison is seated.**

## Charity a priority in Hempstead

HEMPSTEAD — Charity begins at home for CSEA Town of Hempstead Local 880.

"We believe in helping people who can't help themselves, especially children," Local President Peter Ellison said. "That's an important part of what the union is supposed to be about."

It's a philosophy the local practices. The list of people and charities the local has helped is so extensive it filled an entire edition of the local newsletter.

"Everyone gets involved," Local Corresponding Secretary Mary Vicario said. "A lot of our efforts come to us from our members."

For example, when a board member who has a nephew with autism asked for help for a new school for autistic children, the local raised \$5,000.

Sometimes the local's efforts benefit members directly.

Traci Miller, a physically challenged local

member in the Parks and Recreation Department required extensive surgery and rehabilitation last fall. Local officers and members bought a number of items she needed, visited her and brought holiday gifts. The local has been encouraging members to write and visit her throughout her rehabilitation.

"We look out for our members first, then we get involved right here in the Hempstead community," Ellison said. "We live and work here and want to make it a better community, but there are a lot of other people in need on Long Island and we do

the best we can to help them, too. We always try to find a way."

That enthusiasm and success has not gone unnoticed. The U.S. Marine Corps tapped Ellison, an ex-Marine, to serve as the 1993 Long Island chair for the Toys for Tots program.

"Last year we asked people to bring a gift for a child to our holiday party," he said. "We had 500 people attend and collected 1,200 gifts. This year we want to do even better and we'll be asking other CSEA locals and units as well as other unions to help."

The Hempstead local is most

involved in charity work at the holidays, but they always have a project going.

"We tie in the efforts with local events to make caring a regular part of everything we do," Ellison said. "It's really touching how emotional and concerned our members get."

### From toys to storms, they help out

Serving the public goes far beyond their jobs for members of CSEA's Town of Hempstead Local 880.

The local is actively involved in a number of important charities including the Marine Corps Toys for Tots, the Salvation Army's Angel Tree, the Special Olympics, the Leukemia Society, the Long Island Association for AIDS Care, various community food pantries and others.

The local raises money for the town Day Care Center, established a Members in Need program and regularly visits and brings gifts to patients at Nassau County's A. Holly Patterson Nursing Home and the Long Island Veteran's Administration Hospital.

But the local also responds to special needs and emergency situations. For example, after a Nor'easter hit Long Island last year, the local helped storm victims by delivering donated food and turkey gift certificates.

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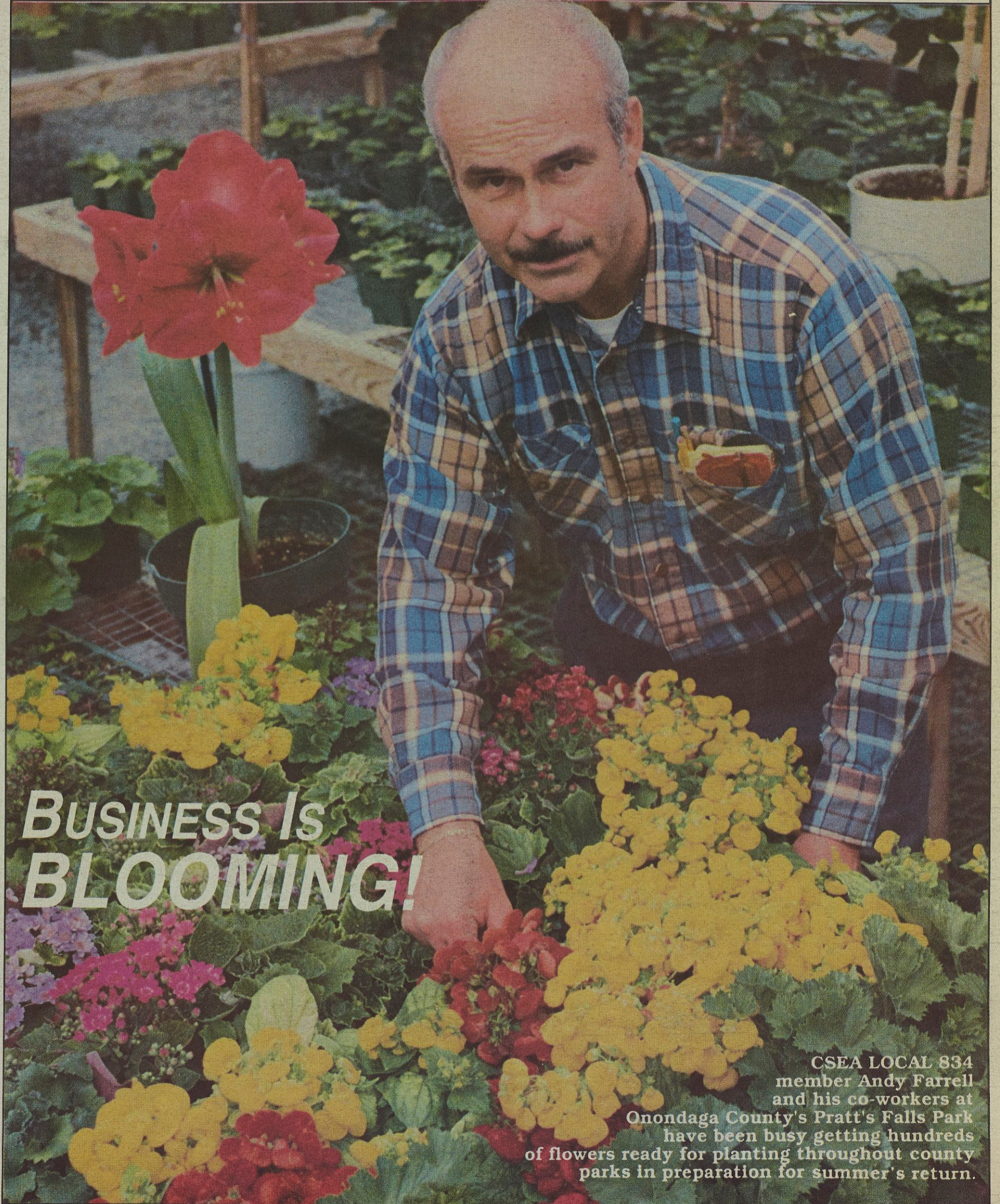
# Sector

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**BUSINESS IS  
BLOOMING!**

CSEA LOCAL 834 member Andy Farrell and his co-workers at Onondaga County's Pratt's Falls Park have been busy getting hundreds of flowers ready for planting throughout county parks in preparation for summer's return.