

Labor Day parade schedule:



Labor Day parades and festivities are planned around the state during September. For specific times and locations, call your CSEA region office or check on-line at csealocal1000.net. T-shirts, refreshments and other surprises will be available at all events.

Here are the main events:

MONDAY, SEPT. 3: Buffalo, Rochester and Syracuse will have events.

The Rochester parade, sponsored by the Rochester Labor Council, will begin at 11 a.m. CSEA members should congregate at 9:30 a.m. at East Avenue and Meigs Street, across from the Strathallen Hotel. The parade will proceed down East Avenue to Main Street, ending at Main and Plymouth streets.

The Buffalo parade, sponsored by the Buffalo Labor Council and the United Way, will start at noon from the Walden Avenue and Harlem Road intersection. CSEA members will congregate no later than 11 a.m. at the nearby Thruway Mall.

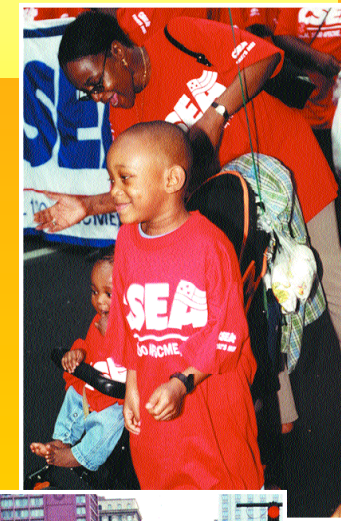
The Syracuse parade, sponsored by the Greater Syracuse Labor Council, during the State Fair in Syracuse. Following the "Blessing

of the Workers" interfaith service at 10 a.m., the parade will travel through the fairgrounds. This year's theme is "Working for a Living Wage."

SATURDAY, SEPT. 8: New York City parade.

CSEA's Long Island Region and Southern Region will participate with Metropolitan Region members. Assemble by noon on E. 47th Street between Fifth and Madison avenues. The parade travels north on Fifth Avenue. Long Island members call 516-571-2919 or 631-462-0030 for information and transportation arrangements. Southern Region members call 845-831-1000 for information and transportation arrangements. Metropolitan Region members call 212-406-2156 for information.

SATURDAY, SEPT. 22: Albany Parade starts at 10 a.m. Assemble at 9 a.m. on Washington Avenue between West Lawrence Street and North Main Avenue. Parade proceeds down Washington Avenue and into Washington Park, where a day-long party and picnic will be held starting at 11:30 a.m. CSEA is sponsoring the music in the park.



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Vol. 4 / No. 9

SEPTEMBER 2001

THE WORK FORCE

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

Let's march!



**Celebrate our
feats with our feet
at Labor Day events
statewide**

See stories on Page 3 and back page



Photo of the Month



CSEA member Bill Stockdale, a park worker at Jones Beach State Park on Long Island, adjusts traffic cones to direct the anticipated onslaught of cars on a blistering August day. Gov. George Pataki eliminated admission fees at state parks with bathing beaches on Thursday, Aug. 16 to help people cool off and conserve energy. Stockdale endured 103 degrees at the park that day.

CSEA endorses DiNapoli for Nassau Co. executive

A long-time supporter of CSEA at the state Capitol has received the union's endorsement for the job of correcting Nassau County's string of fiscal woes.

Citing experience, vision and his ability to turn Nassau County around, CSEA has endorsed Democrat Assemblyman Tom DiNapoli, who is running for Nassau County executive.

"CSEA is proud to endorse Thomas DiNapoli because he is the candidate with the broadest experience to deal with the county's challenges," said CSEA President Danny Donohue.

"The stability of Nassau County affects people and events beyond those who live and work there. CSEA is confident based on our long-standing relationship with Tom DiNapoli that he will bring far-sighted leadership and a steady hand to guide Nassau," Donohue added.

"More than half of CSEA's 50,000 members on Long Island live in Nassau County and need a county executive who will recognize the importance of maintaining quality public services and responsible fiscal management," said Nick LaMorte, CSEA's Long Island region president.



CSEA Nassau Local President Tony Giustino congratulates county executive candidate Tom DiNapoli during an announcement of CSEA's endorsement, as Long Island Region President Nick LaMorte applauds. Judy Jacobs, presiding officer of the county legislature, is second from right.

Union's push saves jobs, skills

State sign shop gets green light for sales

New York's sign shop in Hamburg can sell its signs now.

A bill signed into law recently by Gov. George Pataki will allow the Hamburg Sign Shop, operated by CSEA members at the state Department of Transportation (DOT), to produce and sell traffic signs to other state agencies, public authorities, cities and towns.

The program will continue as a pilot program through 2004.

Until now, there was no clear authorization to sell the highway signs.

"We're very pleased the governor has signed this bill into law. We believe this will be good for all the people of New York State, especially the taxpayers, who will be getting a quality product for much less than what a private contractor would charge," said CSEA President Danny Donohue.

"This will allow us, as public employees, the ability to put our efficiency at the public's disposal," said Don Brisky, who is the CSEA Local president at the shop, and a team leader in its operation.

"We take pride in the work we do, and this bill will let us show how well we do our jobs. Many municipalities have wanted to buy our signs, but were prevented by law from doing so," he added.

Potential customers include the New York Thruway Authority, cities, towns and villages.

"This will save local taxpayer dollars because we can produce and sell road signs at a lower cost and more efficiently," Brisky said.

"It will also help to retain and create jobs. Many localities currently purchase their road signs from more expensive, out-of-state companies. Our union, rightfully, pushed to save this bill, even after it was initially vetoed," he said.

— Ron Wofford

Training for Local, Unit presidents, vice presidents scheduled

CSEA members who were recently elected presidents and vice presidents of their Locals and Units should attend a workshop to help them carry out their duties the next four years.

CSEA Executive Vice President Mary Sullivan has developed the training and will conduct the sessions, scheduled this fall across the state.

The workshop will give an overview of CSEA's structure, Local and Unit finances and the officers' responsibility, union services and benefits, changes in the union and how they affect daily union business, among other topics.

"CSEA is New York State's leading union because of our members and officers," Sullivan said. "This essential training will help our Local and Unit officers better serve their members and move this union forward," she added.

The workshop schedule is:

Long Island Region:

Oct. 23: Suffolk. Holiday Inn Ronkonkoma

Oct. 24: Huntington Hilton

Metropolitan Region:

Oct. 22: CSEA offices, 40 Fulton St., 21st floor, New York City.

Southern Region:

Oct. 1: Holiday Inn, Fishkill

Oct. 2: Holiday Inn, Suffern

Capital Region:

Sept. 19: NYS Nurses Assn., Albany

Oct. 15: Best Western, Plattsburgh

Oct. 16: Saratoga. Holiday Inn Saratoga

Central Region:

Sept. 24: Holiday Inn Arena, Binghamton

Sept. 25: Embassy Suites, Syracuse

Western Region:

Sept. 29: Holiday Inn Select, Niagara Falls

Oct. 3: Best Western, Batavia

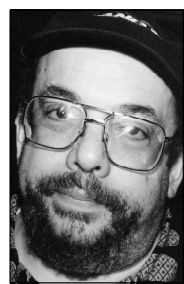
Oct. 4: Holiday Inn, Rochester — South

Save the date and bring comfortable shoes



"Yes, we all go to the Labor Day parade to show support and rally with other unions. It's up to us to carry the labor banner. We are a force to be reckoned with, and need to continue to show our numbers. I'll be at the Buffalo parade."

Pamela Watson, Western New York Developmental Disabilities Service Office Local



"I think it's important to get involved in the Labor Day parade because it represents the history of all the people who have died in the past and those who have fought hard to form a union and gain benefits for workers. I think that we should try to get as many people out there as possible."

**— Frank Cosentino
State Liquor Authority**



"People should be proud of their unions, the accomplishments both the employees and their employers have made. This is a day to be proud of who they are, what they have done to serve the needs of their employer and the public they take care of. This is an opportunity to honor the workers and the jobs they do."

— George Hebert, Cohoes Department of Public Works Unit



"It's important to celebrate Labor Day to remember the struggles that those before us went through to get the benefits and rights we have now, and to remind ourselves that we need to continue the fight to get those rights and benefits for all workers."

— Lori Nilsson, an activist with Central New York Developmental Disabilities Service Office Local



"Yes, it's important to show our union solidarity. We need to show our energy and enthusiasm and dedication to the public. I'll be at the Rochester parade."

Cyndy Herman of the Wayne County Unit

The fun, music, camaraderie and a strong feeling of pride and history envelope thousands of CSEA members at this time every year as they reaffirm their commitment to the labor movement by participating in Labor Day festivities.

Labor Day parades send an important message about labor's strength. They give CSEA members a chance to reaffirm their commitment to the union and they instill a deep sense of pride.

The New York City parade, the largest in the nation, is scheduled for Saturday, Sept. 8.

Buffalo, Rochester and Syracuse also have Labor Day events which attract thousands of participants and the media. The Albany parade is scheduled for Saturday, Sept. 22.

"These events are a prime opportunity for us to show the media and public that there really is strength in numbers and how we in CSEA and our brothers and sisters in the trade unions truly represent all workers in New York State," said CSEA President Danny Donohue.

Unions have made an important difference all across our state. There's no better way to show your pride in CSEA than by attending a Labor Day event in your community.

Check the schedule on the back page of this issue for specific times and meeting locations.

See you there!

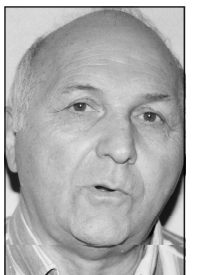
FOR MORE INFORMATION ON THE TOPIC



Visit the CSEA Web site:
www.csealocal1000.net
for labor day parade schedules and festivities.

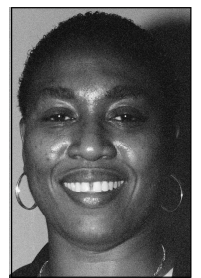
"I believe the Labor Parade is a way to honor the work force which has made this country what it is. This country has grown strong because of labor. And many of the benefits our society enjoys from paid holidays to health insurance and Social Security can be traced back to union demands. This is our history, we should be proud to march and be counted."

— Lou Altieri, retiree



"The Labor Day parade is very important because we have to show people that we are involved and that labor is very important to us. I get involved because I'm originally from Guyana and it was compulsory for us to attend the Labor Day parade so now I look forward to it every year."

**— Janice Innis Cox
State Insurance Fund**



"Labor Day is a special time, a time to honor all workers. Here at SUNY Delhi it's a special time because the new union officers in all the unions seem to have a new commitment to unity and to our members, and we felt this picnic was the first initial step to gather together and build unity. We're very excited to be getting together."

— Cheryl Nolf, the newly elected Local president at SUNY Delhi



"Yes, we should all go to the parade because our membership should be represented in the labor movement. I'll be at the Buffalo parade."

— Stacey Pettigrew, of the Western New York Developmental Disabilities Service Office Local



"The parade is an opportunity to support labor and the unions that have done so much for all workers over the years. Where would we be without Social Security, something the unions wanted to help workers a long time ago? We have to march to be counted by the leaders so that they can see the power we are and can be."

— Grace Bevington, retiree



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IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue



Each year, Labor Day gives us a chance to reaffirm our commitment to our union and take pride in who we are and what we stand for.

Last year when Labor Day rolled around, CSEA was wrapping up what may have been our proudest year yet. CSEA members were mobilized like never before and your activism helped us win a good state contract, a COLA for public employee retirees and sweeping pension reform that benefits all of us.

Today, CSEA is building on those successes and carrying our momentum forward to become an even more effective union. We've seen what member power at the grassroots level can do and have launched a pioneering leadership development program to tap into that member power even further.

Our goal is to turn our rank-and-file members into the best trained group of union activists you can find to ensure that we can pursue CSEA's priority areas of organizing, representation and political action.

As much as we are proud of our successes, there remains much at which we must succeed. For every victory we declare there remain more battles to be fought.

We must become even more active because we're not done yet!

We're not done yet when our state legislative process has broken down yet again. Late budgets mean the real needs of real people go unaddressed. As in the past, it will be our job to make sure lawmakers do their jobs.

We're not done yet when the Bush administration blatantly works to benefit big business and other well-heeled interests at the expense of working people. We must not be complacent when an administration thumbs its nose at the environment, guts our safety and health protections and gambles with our Social Security. We must fight to make sure the voices of working families are not drowned out by those who profit from our labor.

And we won't be done yet as long as there are workplace and community issues CSEA members are concerned about and, more importantly, willing to get involved with.

With each new challenge we stand up and face together will come a great source of pride for many Labor Days to come.

Health care staff finds Rx for mandatory OT at hospital

VALHALLA – CSEA nurses at Westchester Medical Center's Ruth Taylor Care Center are overworked, understaffed and have crafted a solution.

The nurses, who are assigned to care for geriatric, long-term patients, gave hospital managers a list of guidelines to help ease the hardships caused by mandatory overtime.

After a series of meetings among the nurses, CSEA officials and hospital management, Westchester Medical Center is now adopting the nurses' guidelines to reduce the frequency of mandatory overtime.

"We're working with management to start a policy that helps our nurses deal with being mandated," CSEA Westchester Medical Center Unit President Jack Tatarsky said.

A good start

"It won't solve all of the nurses' problems, but it will help them be able to plan for the overtime better," he said.

Many nurses, represented by CSEA, are often forced by their supervisors to work double, eight-hour shifts with little warning and no time to rest.

To make matters worse, CSEA nurses are often assigned to work their second shifts on floors different from their regularly assigned floors.

Many nurses, such as Carol Stevens, said this practice is potentially hazardous to the patients and the nurses.

"When you're sent to another floor during an overtime shift, you're waiting for a mistake to happen," Stevens said.

"You don't know the patients, and there's a potential for errors in medication or in other



Carol Stevens, left, and Joan Flemming

types of care," she added.

The nurses also want to make sure hospital managers are assigning mandatory overtime fairly.

Mandatory OT guidelines

The guidelines allow management to consider using agency shop or per diem staff, or staff who volunteer for the overtime to fill shortages before turning to mandating union staff.

Additionally, the guidelines also suggest staff members who volunteer for overtime should not be mandated to work overtime for at least one month.

To distribute mandatory overtime, the hospital will post a weekly list of nursing staff and the status of the overtime worked. On the lists will be days during which nurses will need to be available for possible mandating.

"This list will let nurses know ahead of time when they can possibly be mandated," Tatarsky said.

To further help solve that problem, the guidelines also forbid mandating for overtime less than two hours before the end of a shift.

The new guidelines also help address the nurses' concerns about overtime assignments to different floors.

While Stevens acknowledged the mandatory overtime at Taylor will likely never be eliminated, she hopes the new guidelines will help make overtime more manageable.

"We're trying to protect ourselves and the patients here," she said. "We're talking about people's lives."

— Janice Marra

Pressure by members pays off Victory at Brooklyn Developmental Center

CSEA members at the Brooklyn Developmental Center are celebrating victory after their relentless pressure prompted a financial commitment from the state to install a modern security system.

"I am very ecstatic that after all the hard work and the pressure that we put on management at the facility, the regional office of the state Office of Mental Retardation and Developmental Disabilities (OMRDD) and statewide that we received what we wanted," said Local President Denise Berkley.

In March, a consumer in the center's secure unit viciously attacked two CSEA members.

They were unable to summon help because the pendant security device they wore didn't work.

The faulty security system had been discontinued at similar facilities throughout the state.

After the incident, members rallied outside the facility, attracting significant media attention.

Members also met with local and state lawmakers, who vowed to investigate the failed security system.

Within days of yet another rally planned for the regional office of OMRDD this summer, agency officials told CSEA \$240,000 would be allocated for the new alarm system.

Management and the union will meet with three vendors in September to choose a system that meets their needs.

"It shows the strength in union membership and the power of persistence," said Berkley. "That's why we won this victory."

— David Galarza

Union builds new rung on career ladder

CSEA members working at the Westchester County Medical Center will soon have a new career ladder opportunity thanks to a new training program offered by the union.

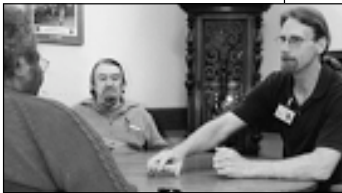
About 30 members now working in housekeeping, laundry, cafeteria and other hospital jobs will have the opportunity to become surgical technicians after completing a two-year course.

Surgical technicians are direct care staff and earn about the same as licensed practical nurses.

CSEA and the county are working out details of the selection criteria. The course is expected to begin in October.

Voices of the Work Force

"If I'm not having fun, then I'm not doing my job. That's my working motto. Putting smiles on people's faces is probably the best part of my job. I feel like a full-time entertainer."



— Allan Hopson, recreation aide at the state veterans home in Oxford, playing cards with residents James Reed and Claudia Turner. Hopson has worked at the home 21 years.

Labor-management partnership brings Criminal Justice Services upgrades



The fate of 700,000 people rests beneath the deft fingertips of CSEA member Jeanie Scott, who by tapping a few computer keys could catapult any one of them into a legal nightmare because of their fingerprints.

Scott, one of more than 100 newly upgraded fingerprint examiners at the



Above, CSEA member Jeanie Scott works at her Department of Criminal Justice Service terminal. At right, Raj Prasad compares fingerprints on a monitor.

state Department of Criminal Justice Services (DCJS) in Albany, knows and respects the power she holds.

It was that awesome and always-growing responsibility that Scott and her CSEA colleagues share on the job at DCJS that recently convinced the state to upgrade their job two grades.

Labor-management cooperation

"We worked very closely with management on this upgrade and we proved to the state Civil Service Commission these 114 fingerprint experts are the best in the business and truly are the backbone of our criminal justice system," said CSEA Unit President Jack DeChiro.

"I know that traditionally, labor and management have adversarial relationships," said DCJS Operations Director William Sillery.

"But I am proud of the great cooperative effort here to accomplish a common goal. This was a piece of cake to do because everyone (at the state Civil Service Commission) realized how important these jobs are to public safety," Sillery added.

After several years of wrangling with the state to upgrade the title, DeChiro teamed with division managers to produce a slick and persuasive slide presentation to the state Civil Service Commission.

Commission members granted the upgrade, which gives members several thousand dollars more a year.

"The union and management did a wonderful job getting this upgrade going," said CSEA member and fingerprint examiner Raj Prasad. "I've never seen this level of cooperation before," he added.

"It's so well deserved," DeChiro said about the upgrade, noting the around-the-clock, deadline-pressure job is among the most stressful in state government.

"The quantity of work makes this stressful," Scott said, adding the upgrades will help union members' promotional chances too.

Backbone of criminal justice system

"Our members at DCJS play a vital role in society," DeChiro said.

Fingerprint experts are responsible for receiving, analyzing, matching and storing millions of fingerprint images.

What once was a painstakingly slow task of analyzing 10 prints with a magnifying glass has evolved into a sophisticated computer system showing only two prints.

"The job has actually become more difficult and technical," DeChiro said.

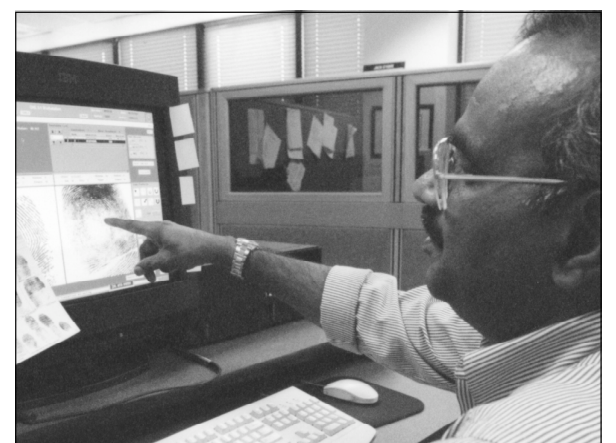
The job pressures are many and unrelenting, CSEA members said.

More than 7 million fingerprints are on file at the division, and CSEA members handle as many as 1,200 requests a day.

Each fingerprint "match" is double checked by another examiner to minimize the small chance of a mistake.

"Imagine the consequences of just one mistake," DeChiro said. "A missed fingerprint identification could prompt the arrest of an innocent person or spring a convicted felon from jail," he added.

— Ronald Kermani



WORK FORCE FACTS

State fingerprint experts must respond to police fingerprint inquiries within three hours;

CSEA members who work in the civil unit make decisions which affect the hiring and license applications of tens of thousands of New Yorkers;

In 2000, the bureau processed 666,175 criminal identifications; the civil bureau processed 281,128 requests;

The caseload of the civil bureau is expected to jump to about 514,000 requests this year because of more stringent background checks for certain jobs, such as new teachers and others who have face-to-face contact with children in school.

Voices of the Work Force

"I represent the mentally ill in court on issues such as court retention applications and guardianships. This job is very rewarding. You are really making a difference for the people you deal with."



— Jeff Grabowski, associate court attorney with the Mental Hygiene Legal Service, part of the state Office of Court Administration.

Free speech costly in Schuyler County

WATKINS GLEN – Free speech isn't free in rural Schuyler County.

It cost CSEA activist Sue Brill, an employment coordinator for the Schuyler County Department of Social Services, three days pay.



CSEA member Sue Brill

After writing letters to her local newspaper and blowing the whistle on departmental snafus costing taxpayers money, Brill was suspended for three days by the department commissioner.

CSEA responded to the commissioner's strong-arm tactics by suing the county for violating the state Whistleblower Law.

"We're going to do everything we can to make sure Sue Brill and any other county employees who see taxpayer money being wasted have the right to speak out freely against bad government," said CSEA Central Region President Jim Moore, who met with Brill and CSEA President Danny Donohue about the issue.

"Our members should have the right to speak their minds freely, without the fear of retribution from managers who ignore problems or take the criticism too personally," Moore said.

As part of her job, Brill deals with the Mobile Work Crew program, which brings unemployed welfare recipients into the community to perform useful and productive jobs.

Brill said she complained to the commissioner after observing one of the program's supervisors not properly administering the program. The resulting

botched job cost the county \$7,000 to repair.

Power of the press

Her complaints went unheeded, Brill said, so she went to the press.

"My goal was to talk about what we're doing badly so that it can be corrected and done well, and to not squander any more of the taxpayers' money. This program should be returning money to the taxpayers, not costing them additional money," Brill said.

After her first letter appeared in print, Brill was called in for a counseling session.

After Brill wrote more letters criticizing the county, she was suspended.

Keeping up the heat

Brill said she kept writing to the newspaper because she felt changes needed to be made.

"I felt this was an important enough issue that I was unwilling to sacrifice my conscience in order to protect my backside," she said.

"I don't think county government – any government – should rely on keeping their residents in the dark in order to protect themselves from the consequences of their actions. I refuse to participate in a cover up. The taxpayers have a right to know how their money's being spent or misspent," she said.

Central Region President Moore said he wants to talk to the Schuyler County Legislature to help rectify the situation and point out the need for change.

"I wanted to expose the fact that when a county employee speaks up against a problem in a county department, the response in county government is to not look into the problem but to attempt to silence the employee," Brill said.

That's a practice the union will fight to stop dead in its tracks, Moore promised.

— Mark M. Kotzin

Ulster County DSS workers picket for a fair shake

KINGSTON – When Sue Ferry looks at an employee telephone list at her Ulster County Department of Social Services office, she often doesn't recognize many names.

Ferry, a caseworker and 10-year CSEA member at the department, blames this on her department's constant employee turnover.

"There are so many new people in the

hallways at my office," she said. "People simply don't stay at my department because they can be paid much more money and get better benefits working somewhere else."

Ferry and more than 100 other CSEA members at the county's Department of Social Services are so frustrated with their working conditions in Ulster County that they recently picketed in front of their offices.

Shortly after CSEA ratified its contract in late April, county leaders announced Ulster County had a surplus of \$15 million and managers would receive hefty raises and benefits.

"We were lied to by the county," Ferry said. "We want the Ulster County Legislature to give us the same benefits and same raise schedule as management employees."

"Labor employees want equally good treatment, because treating union workers differently causes a hostile working



environment and very low morale among our members," he said.

"We signed a contract in good faith and we were fooled," Mary Lendino, a senior clerk at the county Department of Social Services and a 15-year CSEA member, said.

"We asked lots of questions about the quality of the deal we were getting, and we were told that this was the best deal," Lendino said.

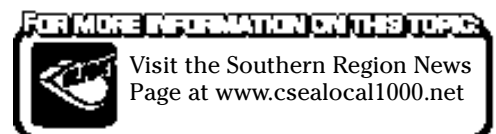
— Janice Marra

Voices of the Work Force



"I'm very glad CSEA helped me get back into my proper retirement tier. That was just great! I'm also very happy with the union's political action department in the state and I want to support the PEOPLE campaign on the federal level."

— Bonnie Wacksman, state Taxation and Finance Department, Albany



All the big fish were on land but the really big one got away

SYRACUSE — Talk about the one that got away ...

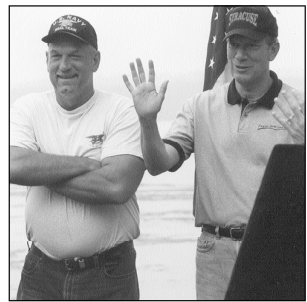
Somewhere in the murky depths of Onondaga Lake swims a fish that could have been worth up to \$5 million in a fishing derby that CSEA Onondaga County workers helped put together — hook, line and sinker.

In an event that got national attention, the fishing derby was held to raise money for the cleanup of Onondaga Lake, one of the most polluted lakes in America.



Buchanan

Gov. George Pataki and Minnesota Gov. Jesse “The Body” Ventura were there (Ventura lost a professional football bet to Pataki), along with hundreds of others who hoped to reel in the million-dollar fish, which went



Ventura, Pataki

uncaught. The big winners, however, were the CSEA Onondaga County Local members at the county Parks Department, whose effort made the event a huge success.

They’ve done it before

“Because this is a first time event, we had no idea what to expect,” said Senior Recreation Leader Jim Buchanan, a five-year employee.

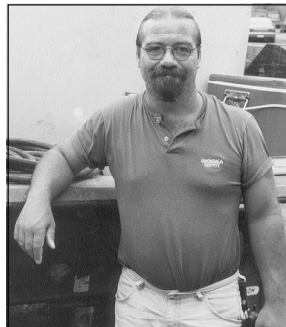
“We picked up where the organizer didn’t have the expertise. Our staff is trained in putting on events like these, so we really helped them out a lot,” he said.

Onondaga County Executive Nicholas Pirro agreed the county CSEA workers were integral to the derby’s success.

“Obviously this is a big undertaking

and it wouldn’t have come across without the effort of the county employees. A lot of CSEA people played a major role,” Pirro said.

Carpenter John Marion, a 14-year veteran of the parks, said he and his co-workers were doing “whatever has to be done to keep things going.” That included making sure vendors in the park had running water and electricity and cars were parked in the right areas.



Guffey

Park Labor Crew Leader Pat Guffey, who has worked in the parks for 25 years, helped install the marina docks for boats to launch from, and generally was busy landscaping, mowing, troubleshooting and cleaning everything very thoroughly.

“We wanted to make our park look nice for the public. We go over and above every day — we take pride in it. This is a great place to work,” Guffey said. “This is a collective effort of all the park employees,” he added.

Buchanan also served as harbormaster for Onondaga Lake Park.

That meant a busy three days for him, making sure boats got launched from the marina on a tight schedule — two boats every 10 minutes starting at 6 a.m. and going to almost noon.

“This is only one of many special events that Onondaga County’s park workers help take care of. We’re proud of our parks system — it really is second to none, and the CSEA members working in the parks make it happen,” said CSEA Local President Frank Forte.

— Mark M. Kotzin



At impasse, bridge workers rally for contract justice

NIAGARA FALLS — With a contract fight on their hands, the Niagara Falls Bridge Commission Unit was joined by other CSEA members at a recent rainy informational picket at the Rainbow Bridge in Niagara Falls.

“It was great to see the support we received from fellow CSEA members,” said Mark Pasler, president of the Unit of the Niagara County Local.

“We’ll be sure to call on them again if we have to hit the streets again,” he added.

The 28-member Unit, comprised mainly of toll collectors and maintenance personnel at three international bridges between Canada and the U.S., has been working without a contract since October.

CSEA members work only on the New York side of the bridges, which include the Rainbow, Whirlpool Rapids and Lewiston-Queenston Bridges.

Their counterparts on the Canadian side belong to another union and bargain separately.

CSEA is at impasse, since mediation hasn’t worked, said CSEA Labor Relations Specialist Candy Saxon.

“We’ve filed an improper practice charge of bad faith bargaining against the commission. It’s clear they’re trying to break the union,” she said.

Saxon said management has demanded concessions on health insurance, fewer benefits and lower wages for new hires, and other givebacks.

Management’s last offer was a two-year agreement with no wage increase.

“They can’t cry broke,” said Saxon, “because they recently announced a delay in a scheduled toll hike by at least a year, and pronounced themselves in good fiscal condition.”

“We won’t stop fighting for a fair contract for our members,” Saxon said.

— Ron Wofford

Voices of the Work Force



“Part of my job is to do education and outreach work with the parks and nature conservancy. We are really trying to get the public to recognize and obey our symbolic flagging around piping plover nesting areas. We want them to be here for the next generation.”

— Shawn Kiernan, Town of Southampton coastal research technician

School nurse ills: tight budgets, no staff

School budget headaches and the threat of staffing cuts have school nurses across the state scrambling for solutions, as another school year ushers in a new crop of students and administrative problems.



Hundreds of CSEA members are taking their places on the front line of school health this month — handling responsibilities from treating

cuts and bruises to dispensing medications.

“We do much more than just hand out Band-Aids,” said Jane Ford, a Rochester school nurse and Monroe County employee.

Her nursing office at the 1,100-student Jefferson Middle School seems more like a

clinic or emergency room, with students streaming in to receive medications, treatment for injuries, headaches, a shoulder to lean on, and much more.

“Over the past recent years, the role of the school nurse has changed dramatically,” said Ford, a 12-year school nurse, 10 of which were in a suburban school.

“Children today have many more psychosocial needs, which don’t stop at the school house door. We get involved in their lives as a result of those needs. We do more than anyone can imagine,” she said.

Ford and Chris Zaffuto, a school health assistant for 27 years, form an efficient team, greeting most students by name and handling their needs without a lot of fanfare.

Headaches caused by money, staffing, charter schools

A hiring freeze and budget problems may soon break up that team, and others in the school system, and prevent the filling of at least four vacant school nurse slots, they say.

CSEA members across the state report similar problems in other districts that are scrambling to fill nursing jobs in an exceptionally tight health care job market.

CSEA has been aggressively pursuing state action to address the staffing crisis in the health

care field, including the pressures faced by school nurses.

“I wouldn’t be surprised if we both ended up elsewhere next school year, or split between more than one school,” said Zaffuto.

“And with more charter schools being formed, we’re being stretched thinner, without acknowledgment of the increased load,” Zaffuto said.

The union continues to monitor the building of charter schools in the state, which union activists said drain already strapped resources from public schools.

The school’s nursing department must cover all the schools in the district, including public, parochial, and charter schools.



Above, Jane Ford, a CSEA member and school nurse in Rochester, prepares to take a student’s temperature in the school nurse office. At left, Rochester school health aide Chris Zaffuto helps with the scheduling of nurses in the district and other duties to prepare the offices for the arrival of students this fall.



Despite the increasing job pressures, Ford and her colleagues keep returning, school year after school year.

“We love what we’re doing for the kids and their families. We hope we’ll be able to continue,” said Ford.

— Ron Wofford

WORK FORCE FACTS

✎ Handing out medications is a task that has grown tremendously. More than 236,132 doses were administered in the 1999-00 school year in the Rochester School District.

✎ The Rochester School District has 36,000 students, and 98 percent of them receive free or reduced charge lunches, an indication of family income and health care coverage outside of school.

Voices of the Work Force



“I enjoy working with the kids. I also have a great group of people to work with here, so my job is really enjoyable.”

— Mary Thorne, teacher’s aide, Mahopac School District, Putnam County

That's news to you!

A born reader

Newsletters are born of a desire to inform members.

"Communicating to the members will be the main purpose of our newsletter," said Sally MacDougal, president of the Steuben County Unit, which is launching its first publication.

Officers have been sending letters and bulletins about the status of contract negotiations to members, but the upcoming newsletter will incorporate contract information and more.

Karen Miller, Unit recording secretary, will edit the publication, with help from a volunteer committee.

"We are getting all the tools in place and we want to have a newsletter that the members will look forward to reading," said Miller, a county treasurer employee.

The new editors are getting technical help from their CSEA communications associate and with CSEA ready-to-use graphics and other tools to help with newsletter production.

— Ron Wofford

If your Local or Unit wants to start a newsletter, contact your CSEA regional office. Newsletter start-up materials are available from CSEA's communications associates, listed on page 4 of this publication.

What's black and white, colorful, and may prompt you to wash your hands?

The black residue CSEA statewide publications and Local and Unit newsletters may leave on your hands is testimony to what scores of CSEA activists have in their blood — printer's ink.

While members may scour e-mail and Web sites for instant information, most union members still rely on the 500-year-old magic of ink on paper to stay abreast of CSEA news.

Members of Locals and Units, retirees, activists and others are on the mailing list of several CSEA publications which unify the organization and inform, enlighten and even amuse members.

In the bowels of an office basement, in a storeroom, at the kitchen table after the kids are in bed, scores of volunteers write, edit, and piece together these newsletters. Computer programs make it much easier and cheaper to produce newsletters today than a decade ago, and high-speed color copiers can give even the smallest Unit a big-budget look in print.

"Newsletters are a great value to the union as a whole and to our members in particular," said CSEA President Danny Donohue.

"Our members are among the best informed unionists in the nation. They know what's going on, and by using these newsletters and other publications, we can energize and mobilize them to fight for issues important to all," he added.



Kim Wallace, current Tax and Finance Newsletter Editor, checks the extensive newsletter files with editorial staff member Diane Barosi.

A somewhat taxing job

A smile works, editors of the CSEA Tax Local newsletter have discovered.

"We want to communicate with our 3,000 members in an informative and entertaining way," outgoing editor Kim Wallace said.

"We use humor to get our members to open the newsletter up and pack it with information so they want to continue reading it," incoming editor John Angilletta said eagerly.

Special delivery

Newsletters may be produced on computers, but they reach their audience the old fashioned way — by shoe leather.

In the Long Island Town of Hempstead, CSEA members receive a newsletter delivered to their desk by union officers — a facet Local President Bill Flanagan said is key to maintaining member contact.

"We concentrate on communicating with our members — whether it be on our

Web site, through our newsletter and the personal contact with members. If we don't keep our members informed, then we lose them," Flanagan said, noting the newsletter generates new interest in the union with every issue.

With the CSEA Tax Local in Albany spread out in three buildings on the campus, and three

other sites off campus, communicating with the Local's membership is a great challenge.

"We all appreciate what our 60 shop stewards go through to hand deliver our



"Newsletters are a great value to the union as a whole and to our members in particular."

newsletter to our members. We have almost instant feedback about the issue. We can tell if we have a hit or if we have a problem," Wallace said.

Twice the pressure, twice the benefits

Bob Travis wears two press hats.

The editor of both the 400-copy Saratoga School Unit Newsletter and the 1,600-copy Saratoga County Educational Local Newsletter, he keeps busy hammering out stories and sweating deadlines.

It's worth the effort for the members, Travis said.

"I've been doing it for three years now and I think it does make a difference," Travis said about his editorial efforts.

His first effort was a one-page edition. Now the multicolored, multipaged publication has a following, including school district managers.

Travis sees the newsletters as a means of sharing information between the Units and the Local.

"I'm getting to know a lot more members by talking to them and writing articles about how another Unit is doing things. That helps share ideas too," Travis said.

No frills, but read just the same

The *Local 105 News*, published by CSEA members at the Palisades Interstate Commission at Bear Mountain, proves a newsletter doesn't have to be fancy to be effective.

The quarterly newsletter, which consists of union news from the Local, the Southern Region and across the state, is produced by the Local in-house and distributed to more than 200

members.

Local President Daniel Corigliano said a Local newsletter is necessary because members' work assignments are spread throughout the Hudson Valley.

"We're spread out all over the region, and the union can't always get to everyone. This newsletter helps our members find out what's going on," Corigliano said.

The newsletter has also boosted member communication and feedback at the Local.

"It's been very positive for us because a lot of members are telling us that they're learning things about the union that they didn't previously know," Corigliano said.

Must-read feature

The Brooklyn Developmental Center recently updated the look of its "CSEA Local Infomer," a popular publication.

Editor Denis de Leon said members always look forward to one feature in particular.

"We called it the CSEA Abominable Administrator Award," said de Leon.

It's an award given to an administrator who has treated workers unfairly. The most recent recipient verbally abused employees and disregarded their confidentiality.

"We had the whole facility in an uproar," said de Leon. "Everyone came by to pick up a copy. They were impressed that we would write and expose this administrator in this manner," de Leon added.

The Local has heard few complaints from the administrator since that issue was published, union leaders said.

In a bid to stay balanced, de Leon said administrators who treat workers with respect are also praised with the "Leadership with Compassion Award" in the newsletter.

— David Galarza,
Janice Marra,
and Daniel X. Campbell

Power of the press belongs to those who have one

John Angilletta remembers when CSEA members didn't have enforceable public employee safety and health laws on their side.

"I had written a story for the (state Department of Taxation and Finance) newsletter about the horrible working conditions for the 400 people who worked in the basement of Building 8 on the state office campus in Albany, said Angilletta, a tax department worker.

"We had one bathroom, lousy air and bad lighting," he said.

The newsletter was published, and a local reporter called and wanted permission to use part of the story in his column.

Two days after the story ran in Albany's afternoon newspaper, "I had a visit from two very serious representatives from the Governor's Office," Angilletta said.

"They wanted me to show them what I had written about. I took them on a tour of the basement and they concluded that I had been overly generous in describing the squalor," he said.

Within weeks, the state was renovating the basement and moving people to better worksites — all a result of one article in a small CSEA newsletter.

— Daniel X. Campbell

Push for "Penny's Law"

CSEA urges sentencing law reform for slain member

SALAMANCA — Karen Anderson and Steve Piscitelli are crusaders in a growing and widely supported campaign to bring "Penny's Law" to reality in this state.

"It will be a tribute to justice and Penny's memory," said Piscitelli, a family member and member of the CSEA Cattaraugus Department of Transportation Local.

CSEA member Penny Brown, a mother, nurse, midwife and veteran, was raped and killed by

a troubled 15-year-old neighbor on Mother's Day 1999.

After his trial and conviction as an adult, he was sentenced as a juvenile to serve nine years to life, making him eligible for parole in seven years.

"We (the family) knew we had to do something, to try and see that this doesn't happen to another family. It's not fair that her

rapist and killer could not be sentenced as he deserved to be because he was a juvenile," Piscitelli said.



Karen Anderson, a colleague of slain CSEA member Penny Brown, and Brown's brother-in-law, Steve Piscitelli, look over the many letters of support they have received. In the larger photo, Anderson, Piscitelli, and his two children reflect for a moment at a shrine which supporters erected in the woods near where Brown was killed.

adult," said Karen Anderson, Cattaraugus County CSEA Local treasurer, a co-worker and close friend of Brown when she worked for the Cattaraugus County Health Department.

A year too young

"If he was just one year older, 16, he could have been sentenced properly. The judge even noted that he was a sexual predator, and that he would like to have been able to keep him locked up for life," Anderson said.

Tributes to Brown are on a well-designed Web site created

to help inform the public about the sentencing problem.

The Web site is also a glowing portrait of a caring woman who, after serving as a public health nurse for several years, returned to school to become a certified midwife and help deliver some 100 babies.

"The support we've received has been tremendous," said Piscitelli.

"Of course, our family won't benefit from its passage. But we will be there to fight the parole board every two years when he becomes eligible," he said.

— Ron Wofford

WORK FORCE FACTS

- The official Penny Brown Web site address is: www.pennyslaw.com;
- A memorial tribute has been created near the wooded trail where Penny Brown was jogging when she was attacked;
- More than 2,200 petition signatures have been collected in support of Penny's Law, and more than 1,000 information cards have been distributed;
- The state Assembly passed a resolution in May, proclaiming Mother's Day 2001 be commemorated in honor of Penny Lea Brown.

Working to change the law

Today, a growing and multifaceted movement — with plenty of CSEA support including members who were close to her — is urging passage of a law to correct the sentencing disparity.

"Penny's Law" (S.3520A/A.2580A), has passed the Senate, but was not considered by the Assembly.

The law would increase the minimum sentence for second-degree murder by a juvenile offender, who has been tried and convicted as an adult, to 15 to 25 years in prison.

CSEA strongly supports the measure.

"Even though this 15-year-old was tried and convicted, a judge could not sentence him as an

Cancer walk kicks off Central Region community service drive

ALEXANDRIA BAY— Sometimes you have to show people what you want them to do before you ask them to do it.

That's why CSEA Central Region President Jim Moore held a community fund-raising event to kickoff the region's year-long effort to have all 96 Locals in the region participate in a community service or charity event.

Coordinated by the region Women's

Committee with help from the Member Services Committee, the region recently sponsored a "Walk For The Cure" during the annual summer conference.

The walk raised more than \$2,500 for the Susan G. Komen Foundation for Breast Cancer Research.

Moore said he was very pleased with the event and hoped it would encourage Locals to get involved in their communities.

"We were so pleased with how this event turned out, and we're proud to be able to help in the fight against breast cancer," Moore said. "We really hope our Locals will take this example to heart and go out into their own communities to do something positive," he added.

— Mark M. Kotzin



WALKING THE WALK ... MARCHING THE MARCH.



1982

A huge contract LEAP for union members

CSEA negotiators lead the way in contract benefits in 1982 by bargaining to include the Labor Education Action Program (LEAP) into the 1982 state contract.

Since that year, LEAP has opened the door to higher education for more than 48,000 CSEA state members, who have used the program to answer questions about financial aid, career and mobility counseling, GED help or civil service test preparation booklets and videos.

The tuition voucher system for state CSEA members is accepted by more than 149 colleges, universities and BOCES.

LEAP has also set up programs

for brush-ups in reading, writing, math and English, leading to advancement for many union members.

The entire LEAP program with its many offerings has become a national model for other unions and organizations.

LEAP may be reached by calling 800-253-4332.

For more information about the LEAP tuition reimbursement program, see the story on Page 16.



Also in 1982:

- ❖ AFL-CIO President Lane Kirkland protested a measure proposed by the U.S. Department of Labor that would ease child labor regulations to expand job opportunities for 14 and 15 year olds;
- ❖ Walt Disney World opened its doors to EPCOT, promising educational fun for adults covering 260 acres. The entrance is an 18-story geodesic dome called Spaceship Earth;
- ❖ The most popular movie in 1982 was E.T the Extraterrestrial;
- ❖ The Los Angeles Lakers won the National Basketball Association championship;
- ❖ The federal Occupational Safety and Health Administration (OSHA) proposed to reduce the requirements for companies to keep medical records on employees exposed to hazardous substances. Under the new law, data would have to be kept only for workers whose jobs involve exposure to harmful substances;
- ❖ The United Steel Workers of America rejected a steel industry contract which would virtually freeze wages for three years.
- ❖ The United Auto Workers and Chrysler Corp. came to a tentative agreement on a new contract that would restore cost-of-living payment to union workers. Regular wages increases, however, were tied to company profits;
- ❖ Members of the United Auto Workers union went on strike against the Caterpillar Tractor Co. in five states.

Look for the union label when buying goods, services

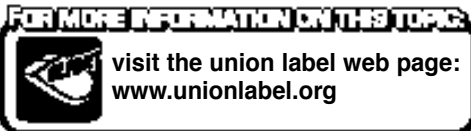
CSEA members are encouraged to look for the union label when buying goods and services in an effort to help celebrate union label week from Sept. 3 to Sept. 8.

"Buying union-made goods and services helps preserve jobs and strengthen our communities," said CSEA President Danny Donohue.

"Products and services that carry a union label, shop card, store card or service button are guaranteed to be of the highest quality, American-made products and services," he added.

Union label week recognizes and honors those distinguished emblems which signify commitment to quality and dignity in the workplaces.

"Our celebration of union label week prompts us to recall the values that enrich our community and thank the American labor movement for the contributions it has made in that struggle," Donohue added.



Community involvement honored:

Niagara County member receives 2001 United Way labor award

NIAGARA FALLS — Anna Schlegel, a Niagara County CSEA activist, has been awarded the Community Service Award of the Niagara-Orleans Central Labor Council and the United Way.

"This is a great honor, and I'm especially proud that it comes from fellow labor people," said Schlegel, an employment and training coordinator for Niagara County.

"I'm sure this is in recognition of CSEA's active role in the United Way campaigns over the years. I've been proud to help coordinate labor, and CSEA's participation over the last five years or so."

CSEA is involved in United Way campaigns in every part of the state and is the backbone of the State Employees Federated Appeal (SEFA).

A CSEA member since 1983, Schlegel was recently elected Niagara County Local recording secretary, and continues to serve as Unit secretary and steward.

At work, her department monitors federal programs that help train youths for the world of work in summer youth programs, and welfare-to-work programs.

She started in an entry level job, so she is especially happy to introduce young people to the world of work.

"I love getting fellow county employees involved in the United Way campaign because it sheds a good light on county workers and the union as well," she said.

"There's a real need for us all to be involved in helping the less fortunate," Schlegel said.

— Ron Wofford



Ann Schlegel of the CSEA Niagara County Unit received the United Way's Community Service Award because she "exemplifies the true spirit of continued community service where she lives and works."

Unions: Bush's sham commission will lead to social insecurity



U.S. Rep. Michael McNulty (D-Green Island) points out problems with President George Bush's plan to change the Social Security program at a recent press conference in Albany. Union leaders and politicians railed against the plan, saying Bush's proposal was dangerous because it would leave retirement benefits to the whim of Wall Street.

Union and political leaders branded as "dangerous" and "unnecessary" the sweeping changes proposed by President George W. Bush's hand-picked commission to reform the Social Security system.

"We must not transform a Social Security system that has guaranteed benefits to elderly Americans since 1935 into one where workers are expected to take their chances on the stock market," CSEA President Danny Donohue warned.

Labor leaders and others in Albany recently blasted a Bush-appointed commission's findings that the Social Security system is broken and privatization was the only solution.

Social Security privatization was a major plank in Bush's 2000 presidential platform.

Bush wants workers to put some of their earnings that now fund the system into individual, private investment accounts where they decide how the money is invested.

Experts said diverting the money from the system will inevitably lead to a reduction in Social Security benefits, up to 54 percent for some workers.

Bears, bulls beware

While union officials agree that saving and investing should be part of every worker's overall retirement goal, they warn it's dangerous to trust too much of their financial future to the whims of Wall Street.

"As we've all seen recently, the stock market goes down as well as up," Donohue said. "American workers are entitled to security — not uncertainty," he added.

The commission reports the Social Security system will have cash shortfalls in 2016 which would affect benefit levels. However, most experts said that, with no changes in the program, the system is rich enough to pay full benefits until 2038 and 75 percent of benefits beyond that date.

Union leaders said instead of privatizing the system, future shortfalls can be avoided with less drastic measures such as a 1 percent increase in payroll tax or raising the present cap of \$80,400 at which earnings are taxed.

"Social Security isn't broken," Donohue said. "With some minor adjustments it will have sufficient funds for generations to come."

— Ed Molitor

WHAT'S IN IT FOR YOU?



ARE YOU MISSING OUT?

The Employee Benefit Fund would like to congratulate the following groups which have recently joined the fund for dental and/or vision coverage:

Schoharie County	Town of Ramapo	Village of Babylon
Plattsburgh C.S.D	Village of Massena	Fulton C.S.D.
North Babylon S.D (Heads & Chiefs unit)		

These groups have joined the more than 400 state and local government bargaining units that already enjoy benefit coverage through the CSEA Employee Benefit Fund.

Since its inception, the fund has provided benefits to more than 290,000 CSEA members and dependents. In the last 21 years, the EBF has provided more than 1.8 million vision care benefits to members and their dependents.

Since 1979, the fund has paid more than \$500 million in dental claims.

All enrollees in the fund also receive free coverage from the fund's Workplace Security Plan, which insures members for trauma associated with an assault or hostage situation while performing his or her job.

For members in the state CSEA Bargaining units (ASU, ISU, OSU, DMNA and the Unified Court System), the benefits through the EBF are part of their negotiated contract with New York State. For local government units, the fund plans and cost must be negotiated into the collective bargaining agreement.

Are you missing out on something you really can't afford to pass up?

For more information about the CSEA EBF and its programs, contact the fund at 1-800-323-2732 or 1-800-EBF-CSEA or visit the EBF Web page at www.csealocal1000.net and click on the Employee Benefit Fund in the Member Benefits section.

AN EVER BETTER FUTURE!

Apply now for LEAP tuition benefit



Going to school this fall? It's time to submit an application for Labor Education Action Program (LEAP) tuition benefits.

Eligible applicants can receive two tuition benefits (each good for a three or four-credit course or one non-credit course up to \$548) anytime between April 1, 2001 and March 31, 2002.

Members may also receive reimbursement for several college-level examination programs (CLEP), DANTES and Excelsior College exams in addition to other LEAP tuition benefits.

LEAP tuition benefits are available to members in the Administrative, Operational and Institutional Services Units, the Division of Military and Naval Affairs and CSEA-represented employees of SUNY Construction Fund, Teachers Retirement System, Unified Court System and Health Research Inc. (one benefit annually).

Applications may be mailed to CSEA/LEAP, 1 Lear Jet Lane, Suite 3, Latham NY 12110-2393 or faxed to 518-785-4854 or 518-785-4862.

Applications will be accepted over the telephone on Thursdays only from 9 a.m. to 8:30 p.m. Call 1-800-253-4332 or 518-785-4669.

Last spring, catalogs and applications were mailed to all eligible employees who applied for LEAP tuition benefits the previous year.

State agency personnel and training offices also have a small supply of catalogs.

Members who did not receive a catalog and can't get one in their agency should call LEAP and request one.

Contact LEAP at 1-800-253-4332 with questions about LEAP or another education and training benefits.

LEAP advisers are available between 9 a.m. and 4:30 p.m. weekdays and 9 a.m. to 8:30 p.m. on Thursdays.

Summary of July 2001 CSEA Board of Directors meeting

Editor's note: The Work Force publishes a summary of actions taken by CSEA's board of directors. The summary is prepared by CSEA Statewide Secretary Barbara Reeves for union members.

ALBANY — CSEA's statewide board of directors met July 12. In official business, the board:

- Approved a Job Development Fund to enhance the union's ability to secure labor and non-labor grants for job and career training for our membership;
- Amended and restated CSEA Pension Plan and Supplemental Retirement Plan;
- Approved extension of an existing office space lease for Local 407;
- Created new staff position of travel coordinator (M/C Grade 4);
- Transferred \$100,000 from equipment line to utilities line because the price of natural gas has doubled during past year;
- Established separate legal assistance standards for out-of-title work, job abolition and withdrawal of resignation;

- Approved selection of Barbara Swanson and Terry Sinsabaugh as members of the Southern Region Political Action Committee;

- Approved selection of Ken Bailey, Cheryl Nolf, Jim Cole and Gino Sonnacchio as members of the Central Region Political Action Committee;

- Waived the six-month waiting period requirement to facilitate inscribing the name of Genevieve Clark on the CSEA Memorial Plaque; and

- Put into administratorship Locals and Units that have failed to hold and/or submit election results for terms beginning July 1, 2001.

Questions concerning the summary should be directed to CSEA Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Ave., Albany, NY 12210, (800) 342-4146 or (518) 257-1253.



The Health Care Spending Account: State employees: Begin to plan now for 2002 out-of-pocket health care expenses

The open enrollment period for the Health Care Spending Account (HCSA) starts Sept. 17 and will end Nov. 9.

The HCSA is a state employee benefit that allows enrollees to pay for out-of-pocket health care expenses with tax-free dollars.

The program's plan year will operate from Jan. 1 through Dec. 31, 2002.

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

These expenses can include dental and vision and hearing expenses and medical expenses.

Not all health care expenses can be paid for out of your Health Care Spending Account.

The Internal Revenue Service defines an eligible expense as one that is for the prevention or treatment of a physical or mental defect or illness.

Therefore, cosmetic procedures, fees for health clubs,

dance lessons, exercise equipment and other services that contribute to your general health cannot be reimbursed from your account.

In addition, an expense cannot be reimbursed unless the health care service has been provided to you or your eligible dependents (according to IRS) during the calendar year for which you have enrolled.

Estimate carefully

The key to using this program successfully is to carefully estimate your out-of-pocket expenses for the upcoming calendar year.

Your estimate should include; co-payments for prescriptions, office visits and laboratory costs, deductibles, out-of-pocket fees paid to non-participating providers and any dental and vision expenses that exceed the coverage provisions of your policies.

Once you determine the amount of your estimated out-of-pocket health care expenses, fill out the Health Care Spending Account enrollment form and submit it to your health

benefit administrator by Nov. 9.

Your annual contribution will be deducted from your paycheck throughout calendar year 2002, beginning with your second paycheck in January.

However, if you experience certain life events (such as marriage, divorce, or the birth of a child), you may be eligible to change your contribution amount.

Claims can be submitted up to three months after the calendar year ends, however, they must be for services that were received during the 2002 calendar year.

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

For more information about the Health Care Spending Account program or to receive an enrollment kit, call the plan administrator at 1-800-358-7202.

You can also contact your agency's health benefit administrator, usually located in the personnel office.

Workshops to help save money with pre-tax dollars

State employees who want to save money by using pre-tax dollars to pay for certain expenses such as health care costs or child and elder care costs may get more information at a series of workshops being held around the state.

Information about the Health Care Spending Account (HCSA) and the Dependent Care Advantage Account (DCAA), both benefits negotiated by CSEA for state employees, may be obtained at free sessions scheduled for:

Albany: Sept. 21, 2 p.m. Holiday Inn Express, 1442 Western Ave.

Albany: Sept. 26, 1 p.m. Meeting Room 2, Concourse, Empire State Plaza

Utica: Oct. 1, 1 p.m. Kunsela Hall Auditorium, SUNY Utica

Syracuse: Oct. 2, 11:30 a.m. Dining Hall, Central Region Armory, 6001 East Molloy Road

Rochester: Oct. 3, 11:30 a.m. Room 335, Appellate Division, 50 East Ave.

Buffalo: Oct. 4, 9 a.m. Center for Tomorrow, North Campus, SUNY Buffalo

Plattsburgh: Oct. 10, 10 a.m. Angell College Center, SUNY Plattsburgh

Millbrook: Oct. 12, 11:30 a.m. Cornell Cooperative Extension, 2715 Route 44

Commack: Oct. 18, noon, LIA Conference Center, 80 Hauppauge Road

Manhattan: Oct. 22, 2 p.m. Hearing Room A, 8th Floor, 1 Penn Plaza

Brooklyn: Oct. 23, 2 p.m. Room 346, 55 Hanson Place

Albany: Oct. 25, 11 a.m. Chancellor's Hall, Washington Ave.

Binghamton: Oct. 29, 11:30 a.m. Community Room, S.O.B., 44 Hawley St.

Albany: Oct. 30, 10 a.m. Holiday Inn Express, 1442 Western Ave.

For more information about these two money-saving benefits, contact the program at www.flexspend.state.ny.us or call 800-358-7202.

Check first before filling prescriptions written by dentists

CSEA-represented state enrollees and their eligible dependents currently enrolled in a health maintenance organization (HMO) offered by the New York State Health Insurance Program should always check with their individual health plan before filling a prescription written by a dentist.

The HMO may have a different policy for prescriptions written by a dentist than a prescription written by a participating physician.

Many HMOs only cover prescriptions when a participating physician writes them.

If the HMO does not cover prescriptions written by the dentist, the enrollee should contact his or her primary care physician to obtain the necessary prescription.

For more information about the prescription drug coverage that is available by your HMO, call your individual health plan directly.

Available soon for Empire Plan enrollees:

Discount program for alternative medicine

Alternative medicine includes a broad range of non-traditional healing philosophies and therapies not typically reimbursed by health plans.

CSEA-represented state enrollees and their eligible dependents covered by the Empire Plan will soon have access to a new Complementary and Alternative Medicine (CAM) program.

The new CAM program will include a network of providers who specialize in massage therapy, acupuncture and diet/nutrition. Enrollees who use an Empire Plan CAM network provider will receive a 25 percent discount from the provider's normal fees.

Since this is a discount enrollee-pay-all program, there are no claims to file.

If an enrollee is currently receiving these services from an alternative medicine provider, the enrollee will have the ability to nominate his or her provider to join the Empire Plan CAM network.

This is a new program and an implementation date has not yet been set.

Enrollees should look for additional information on this program and how to nominate providers in future editions of *The Work Force* as well as future *Empire Plan Reports*.

Pilot CSEA Legal Services Plan taking off in many areas

CSEA recently established a Legal Services Plan for its members, including retirees and their families and offered it on a pilot basis in six counties.

The plan offers a large array of personal legal services for non-employment matters.

For an enrollment fee, members receive a certain number of specific legal services and are eligible for reduced attorney fees for other services from the plan attorney.

Enrollment is voluntary and once enrolled the member is covered under the plan for one year. Membership is immediate upon receipt of the enrollment form and payment.

The CSEA Legal Services Plan has four enrollment options:

CHARTER	\$100	(2 services)
SUPERIOR	\$175	(3 services)
EXTRA	\$200	(4 services)
ADVANTAGE	\$260	(5 services)

The services include:

- ✓ One simple will or amendment to an existing will;
- ✓ One power of attorney;
- ✓ One health care proxy;
- ✓ One legal document review (up to 10 pages);
- ✓ One legal consultation (up to 60 minutes).

Plan legal services at a reduced fee include matters pertaining to wills and trusts, uncontested estate administration and will probate, personal injury, real estate transactions and landlord tenant, criminal charges, vehicle and traffic charges, adoptions, family court, matrimonial and personal bankruptcy.

The plan attorneys are part of the CSEA regional attorney network and have many years of experience. The attorneys meet specific CSEA requirements and their performance is evaluated and monitored by the CSEA Legal Department, which oversees the plan.

The plan is available in these counties and areas:

- Nassau
- NYC Metropolitan
- Broome
- Dutchess
- Orange
- Ulster
- Chemung
- Chenango
- Chautauqua
- Erie
- Monroe
- Niagara
- Orleans
- Tompkins

Preparations are being made to expand the plan to other areas.

This benefit provides peace of mind for members who know quality legal services are accessible at affordable rates.

For more information, call CSEA headquarters at 1-800-342-4146.

“Sit down, Tracy” has ring of cash to it

It was the phone call no student studying abroad wanted to hear.

“Sit down, Tracy.”

What college student Tracy Lynn Miller heard in her college room in Spain was her husband in New York saying she had won a \$20,000 union scholarship to continue her political science studies.

Miller, 28, the daughter of CSEA member Linda Brown, received the two-year Jerry Clark Memorial Scholarship from the American Federation of State, County and Municipal Employees (AFSCME), CSEA's international affiliate.

“What a gift!” exclaimed Miller after hearing the good news.

Brown, a typist in the Cattaraugus County Health Department, scouted union scholarships on the Internet and found the AFSCME scholarship.

“She told me she didn't think she had a chance” after applying for the scholarship only days before she left for Spain, Brown said.

But her shades of doubt turned into “screams and squeals” of delight after the prize was announced, her mother said.

Miller, whose mother said she “lives and breathes politics,” will be a junior at the University of Pittsburgh.

More information on CSEA/AFSCME scholarships is available on CSEA's Web site: <http://www.csealocal1000.net>



Barbara Reeves

Dates announced for mandatory secretary, treasurer training



Maureen Malone

ALBANY — Newly elected and re-elected local and unit officers are reminded CSEA has mandated training programs for secretaries and treasurers.

CSEA Secretary Barbara Reeves and Treasurer Maureen S. Malone conduct the workshops.

Secretary and treasurer workshops are scheduled as follows:

REGION 1

OCT. 2 – Sheraton Long Island, 110 Vanderbilt Motor Parkway, Smithtown; OCT. 3 – Hilton Huntington, 598 Broadhollow Road, Melville.

REGION 2

OCT. 4 – District Council 37 offices, 125 Barclay St., New York.

REGION 3

SEPT. 24 – Holiday Inn Suffern, 3 Executive Blvd.; SEPT. 25 – Holiday Inn Kingston, 503 Washington Ave.

REGION 4

OCT. 10 – The Desmond, 660 Albany-Shaker Road, Albany; OCT. 11 – Best Western, The Inn at Smithfield, 446 Route 3, Plattsburgh.

REGION 6

SEPT. 29 – Region 6 meeting, Holiday Inn-Select, Niagara Falls.

Registration forms will be mailed to all officers in each region prior to training dates.

Registration begins at 5:30 p.m. and workshops start at 6:30 p.m. Sessions run approximately 3 hours.

The training is mandated for secretaries and treasurers but all officers are urged to attend.

Questions should be directed to Laretta Carroll or Lorraine Hickey-Korf at CSEA Headquarters, executive office (518) 257-1257.

KNOW YOUR RIGHTS!

Have you:

⇒ Recently been injured on the job and gotten medical treatment?

-OR-

⇒ Been diagnosed with:

- carpal tunnel syndrome • rotator cuff (shoulder) injury
- back injury • knee injury • tendonitis • dermatitis • hearing loss
- and your doctor believes it's job-related?



CALL THE CSEA
WORKERS' COMPENSATION LEGAL ASSISTANCE PROGRAM
1-800-342-4146

Follow the menu options. Your call will be answered by the CSEA Board-approved law firm [Pine, Olin & Anderson, LLP] with offices throughout NYS, and staffed by attorneys who specialize in Workers' Compensation.

Did you know?

⇒ You can be eligible for Workers' Compensation without losing a single day of work?

-AND-

⇒ You have 30 days to notify your supervisor and 2 years from injury date to file a claim?



CALL NOW if you think you have a Workers' Compensation case or just need answers to your questions. There is no out-of-pocket cost to CSEA members or their dependents for program services.

1-800-342-4146

Mutual respect, cooperation spell success in Ramapo

SUFFERN — Cooperation and mutual respect are quickly becoming the cornerstones of a strong labor-management relationship in Ramapo, where 185 CSEA members are benefiting from the byproducts of the civil partnership.

Union and town officials work hard to keep relationships and procedures harmonious in this Rockland County town of 95,000 residents.

"The town works with us to comply with the contract and solve any problems before they get too serious," Ramapo Unit President Brian Spillman said.

"We approach the town with open communication and honesty. We tell them what we want and what we think about an issue, and the town works with us to come to a solution," Spillman said.

Room for disagreements, solutions

Spillman said the union and the town don't always see eye-to-eye on issues.

"We have our difficult times, but we always manage to resolve it positively," he said. "We have never had to bring a grievance to arbitration, and we work hard to keep that going."

Town officials also take pride in maintaining an open and positive relationship with CSEA.

While the union and town officials have always enjoyed a positive relationship, town Supervisor Christopher St. Lawrence, who was appointed to the position in December, is making the town's relations with its employees a priority.

"I believe we have a great work force here," St. Lawrence said. "I wanted to immediately set the tone to further strengthen the relationship between the town and the employees," the supervisor said.

St. Lawrence, a Democrat and former Rockland County legislator, helped organize a recent employee awareness day at the town hall. The supervisor even used his own money to help CSEA and the Police Benevolent Association pay for that event's refreshments.

Open communications the key

Norma Menocker, the town's personnel director, also works hard to maintain open communication with CSEA employees.

"Our goal with CSEA is to get things resolved," she said.

"Even though there are differences between us at times, we resolve them together in an amicable fashion. The union has an open communication with all of the town's departments, and we're all proud of that," Menocker said.

Town residents have been noticing the spirit of cooperation at the town departments.

"We want the employees to realize that they are part of the running of this town," St. Lawrence said.

"I've received a lot of positive feedback from the residents, and this is only a beginning for us," he added.

— Janice Marra

Celebrating diversity



Hundreds of CSEA members from Long Island attended the region's annual international festival, which featured ethnic foods, dance, music and other activities geared to families.

SCHOLARSHIPS AWARDED —

Cayuga County Local has awarded six \$500

scholarships to children of members. Winners are:

Jonathan Arliss, son of Aging Services Specialist Sharon Arliss with the County Office of the Aging; Sarah Bittel, daughter of Custodian Donald Bittel at Cato-Meridian Central School; Jeffrey Chitambar, son of Cashier Marsha Chitambar at Southern Cayuga Central School; Kathleen Cuff, daughter of Engineering Technician Gerard Cuff with the City of Auburn; Nicholas DeBois, son of Social Welfare Examiner Lisa DeBois of the County Health and Human Services Department; and Nicole Lessaongang, daughter of Teacher Aide Vivien Lessaongang at the Cayuga-Onondaga BOCES. The scholarships are awarded in memory of Sabina Kulakowski, an employee of the Cayuga County Social Services Department who was murdered by a client in May 1991 ... **JUDICIAL SCHOLARSHIPS**

— The CSEA Judiciary Local has awarded scholarships to five high school seniors. Catrina Leone, daughter of Brenda Leone, a court reporter in Oneida County Family Court, received a \$1,000 award. Also getting a \$1,000 scholarship is Sarah Steffen, daughter of Karen Steffen, a court assistant in Onondaga County Family Court. Three \$500 scholarships were awarded to Lee Ann Reedy, daughter of Kimberly Reedy, an Onondaga County Family Court reporter; Andrea Geis, daughter of Beverly Geis, and Onondaga County Family Court senior court assistant; and Timothy J. Fisher, son of Susan Slivonik, a senior information officer with the Mental Hygiene Legal Services in Utica ...

EMPLOYEE RECOGNITION — At SUNY Canton Local, library clerk Bonnie Matzell recently received the campus' 2001 employee recognition award. Matzell works in the Southworth Library, where she provides technical and user support for computer and library equipment, supervises student



help, and manages the library's reserve collection.

According to the college, "Ask Bonnie!" is a

common phrase used in the library, where she

is a key element to the library's smooth operation and its customer-friendly services. Matzell has also served on several campus committees, and is active in various campus activities such as commencement and coordinating the Honors Scholar Award interview process ...

CONTRACT RATIFIED — A four-year contract for Madison County employees was ratified recently by the county. The agreement is retroactive to January ...

SEAMLESS CONTRACT — More than 2,700 Rockland County employees represented by CSEA

will seamlessly move into a new three-year agreement at the end of this year. The Unit overwhelmingly ratified its next agreement with the county, six months before the current contract expires. CSEA members in the unit will not only see better health insurance benefits, but will have optical care benefits included for the first time in their contract. The new agreement, which must be ratified by the Rockland County Legislature, takes effect Jan. 1, 2002 and extends through Dec. 31, 2004. "It's nice that CSEA and Rockland County officials were able to work together to pass a fair and equitable contract before the agreement expired," Rockland County Unit President Georgia Gentile said. "This is a good contract, and the process went very well," she said ...

HOSPITAL PACT — CSEA has reached an agreement with Sidney Hospital after protracted negotiations. The union represents 180 hospital workers, who rejected two management offers last year. After going through the impasse process, workers had a zero wage increase imposed on them by the town board in March. Impasse was declared last month and members were gearing up for a major contract campaign when the deal was struck during mediation.



September 2001 • Vol. 6, No. 9

CSEA NASSAU COUNTY LOCAL 830

EXPRESS



DiNapoli Our Choice for Nassau County Executive

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

By now I am sure you are aware that CSEA has endorsed Tom DiNapoli for Nassau County executive.

This decision was made only after long consideration and discussion at every level of the union.

CSEA has worked hard to reach this decision and has concluded DiNapoli is the best candidate not only for Nassau County employees and Nassau County Health Care Corp. employees, but also for all CSEA members and their families.

CSEA President Danny Donohue made this point in our announcement, saying: "The stability of Nassau County affects people and events beyond just those who live and work here."

CSEA has stood strong through difficult times in Nassau County.

Anyone who sits in the county executive's chair will face very real challenges.

CSEA is convinced DiNapoli is the best person to face up to those challenges because of his broad experience, his long-standing positive relationship with CSEA and his ability to work with people, regardless of their party affiliation, to bring about positive results.

DiNapoli knows Nassau County as well as anyone and he also is an effective and respected state legislator who plays a key role in the state political scene.

That broad perspective and know-how, both locally and statewide, are essential for helping Nassau right

itself. There is no doubt his ability to work with the state government will be crucial.

DiNapoli has worked with CSEA for nearly two decades and I can tell you from personal experience he has always been helpful and fair in dealing with this union.

We have not agreed on every issue, but he has always been straightforward and credible in all of our dealings.

He has always been respectful and fair with CSEA and has backed his commitments with action.

Just as important has been the way DiNapoli has conducted himself in the state Legislature and within the county.

Doing the right thing is clearly his objective in all actions and he has earned high marks for his ability to reach out across party lines to forge consensus.

CSEA wants to ensure there will be better times ahead for our members and Nassau County.

That's why we will stand with DiNapoli to make sure that happens.

Yours in unionism,

Tony Giustino, president
Long Island Region

CSEA Delivers DiNapoli Endorsement



DiNapoli, center, surrounded by CSEA activists, raises arms with Nassau Local President Tony Giustino, right and Long Island Region President Nick LaMorte after receiving CSEA's endorsement. (Photos by Dan Miller)

Citing experience, vision and his ability to turn Nassau County around, CSEA has endorsed Democrat Tom DiNapoli for Nassau County executive.

"CSEA is proud to endorse Thomas DiNapoli for Nassau County executive because he is the candidate with the broadest experience to deal with the county's challenges," said CSEA President Danny Donohue.

"CSEA is confident based on our long-standing relationship with Tom DiNapoli that he will bring far-sighted leadership and a steady hand to guide Nassau," Donohue added.

DiNapoli, speaking at a press conference in Mineola, said he is "very pleased to have the endorsement of CSEA, whose members provide our residents with valuable and often unthanked services."

"Their continued support will go a long way in helping me deliver my message of change for a better Nassau," DiNapoli told the crowd.

"More than half of CSEA's 50,000 members on Long Island live in Nassau County and need a county executive who will recognize the importance of maintaining quality public services and responsible fiscal management," said Nick LaMorte, CSEA's Long Island region president. (See Page 2 of *The Work Force* for related story and Page 7 of the *Nassau Express* for more photos.)



DiNapoli, left, speaks with A. Holly Patterson Geriatric Center Unit President Les Eason.

Volunteers Needed!

Volunteer to help CSEA elect Tom DiNapoli as Nassau County Executive!

Members are needed for all facets of campaign support, from distributing fliers and making phone calls to helping with campaign logistics.

All help is welcome and appreciated. Contact the CSEA Local office at 571-2919 and help CSEA elect DiNapoli!

The
Work Force

CSEA Nassau County Local 830

EXPRESS

September 2001 • Vol. 6 No. 9

A Monthly Publication of CSEA Nassau County Local 830
ANTHONY P. GIUSTINO, PresidentTony Panzarella, Editor
(516) 571-2919 Ext. 15

Ronald G. Gurrieri, Chair, Communications Committee

NASSAU LOCAL 830**Executive Officers:**Jane D'Amico, Executive Vice President
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Noreen Lingham, 2nd Vice President
Robert Caudwell, 3rd Vice President
Raymond Cannella, 4th Vice President
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Jim Davis, Assessment
Mary DelMare, School Crossing Guards
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Bobbi Eisgrau, County Clerk
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Cynthia Hancock, Nassau Community College
Nancy Ianson, Drug & Alcohol
David Johnson, NC Democratic Project Unit
Jerry Laricchiuta, Sheriff's Support Unit
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Lillian Neumar, Police Civilians
Michael Romano, AMTs
Diane Russ, Consumer Affairs
Larry Schnurr, Deputy Sheriffs
Paul Simon, Fire & Rescue Services
Martin Stamile, Public Works
Glen Stuck, Traffic & Parking Violations
Michael Timmons, Social Services
George Walsh, Nassau University Medical Center
Joseph Whittaker, Fire Marshal's Office
Peter Wrba, ProbationWe welcome reader suggestions: Please address your comments to
Tony Panzarella, Editor, Nassau County EXPRESS at CSEA Nassau
Co. Local 830, 400 County Seat Dr., Mineola, NY 11501-4137.**Member Benefits**

Lisa Watson, standing, marketing manager for the Nassau County Federal Credit Union, addresses a meeting of the CSEA executive board to discuss a wide variety of benefits, including direct deposit. At the request of the various CSEA Units, Watson will set up meetings at work locations to provide detailed information for members on services provided by the credit union. Seated next to Watson are Executive Vice President Jane D'Amico, left, and Crossing Guards Unit President Mary DelMare.

**LEGAL UPDATE****Seniority Rights are Alive and Well**By: Louis D. Stober Jr., Esq.
CSEA Regional Attorney

In what has become a steady onslaught of victories concerning the county's failure to abide by Section 12 (seniority) in promotions and job assignments, CSEA recently won a case that has sent a very clear message to the county.

In June 1999, the Department of Public Works (DPW) hired a group of Equipment Operator 1s from the outside rather than promoting from the pool of extremely well-qualified employees already in county service.

As a result, four Laborer 1s from DPW filed seniority grievances, claiming the county should have promoted them instead of hiring from the outside.

Three of the four grievances were settled at a hearing and one case went forward on the issues.

In granting the grievance, the arbitrator took an extremely dim view of the department's actions, saying the department had "tried to circumvent the contract by hiring outside employees and then declaring that it had the managerial right to do so. Such a course does not make for good labor relations and leads to loss of morale among employees."

In granting CSEA's grievance, the arbitrator said: "As noted above, the county lacked good faith by ignoring the seniority provision of the contract ... In order that these types of violations of the contract do not continue to occur, as other arbitrators have repeatedly found, I believe a message has to be sent to the county that if such

violations reoccur, it will be costly for the county. I therefore agree with the union that [the employee] is entitled to the differential in salary between Laborer 1 and Equipment Operator 1 to June 1, 1999, including any overtime he may have lost, with interest of 9 percent. **If the county continues to have these types of seniority violations of the collective bargaining agreement, I suggest that the union seek more onerous remedies.**" (emphasis added).

As you can see, CSEA's diligence in policing the seniority clause of the collective bargaining agreement is paying huge dividends.

With your continued efforts in bringing violations of the seniority clause to CSEA's attention, the union will fight to make sure all promotions and job assignments are done fairly and follow the mandate of Section 12.

Stay Informed. Tune in to
"CSEA in Focus"
Thursdays at 7 p.m.
repeated Saturdays
at 8 a.m. on
WGBB, 1240 AM

KNOW YOUR RIGHTS**Health and Safety****CSEA BARGAINING AGREEMENT (SECTION 17-1)**

"The County agrees to endeavor to provide safety standards for the protection of employees' well-being...to provide and maintain safe and healthful working conditions and to initiate and maintain operating practices that will safeguard employees."

ANY QUESTIONS? CALL CSEA AT 571-2919

CSEA
NASSAU LOCAL 830

Four Companies Recommended By Deferred Comp Board

The Nassau County Deferred Compensation Board has recommended the following companies to provide investment opportunities to Nassau County employees:

ICMA
CITISTREET
MUTUAL OF AMERICA
TRAVELERS

The Deferred Compensation Board has in the past and will continue to offer choices to all participants.

The board has also arranged to have all retail mutual funds currently offered by Prudential available in the plan.

Participants who have investments in Prudential-owned funds will be able to invest in retail mutual funds of the same asset class.

If you have any questions, call Tim Carter at the CSEA office, 571-2919 ext. 15.

Defensive Driving Course Sponsored by CSEA

CSEA members may participate in a defensive driving course that will reduced their auto liability and collision insurance by 10 percent for the next three years.

In addition, the course will shave four points off a participant's license if his/her driving record has been less than perfect.

Six hours of class time are required to complete the course.

A one-day class is scheduled for Saturday, Sept. 29 from 9 a.m. to 3:30 p.m.

A two-day class is scheduled for Tuesday and Wednesday, Sept. 12 and 13 from 6 to 9 p.m. both days at CSEA Local 830 Office, 400 County Seat Drive, Mineola.

Both sessions of the two-day class must be attended to receive the benefits.

The cost is \$25 per person. Early registration is advised because the class capacity is 25 persons. Family members and friends may participate. No children will be allowed in the class.

For an application form or more information, call Judy at 571-2919 weekdays during business hours.

KNOW YOUR RIGHTS

Prior Service Credit

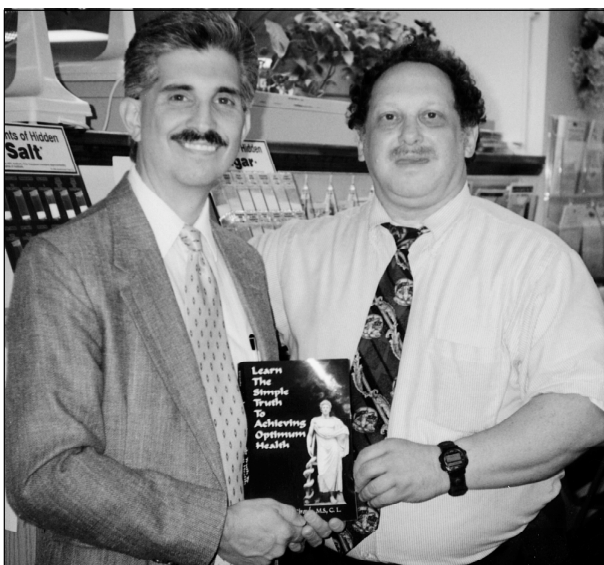
CSEA BARGAINING AGREEMENT (SECTION 2-15)

When calculating contractual benefits...“Years of actual completed service” means all public service from the original date of employment with the county, state and/or municipal subdivision (any school district, village, city, town or county in New York State) to the date of termination of such public service, provided, however, that service interrupted for a period of one year or less shall not be deemed to be a termination. Employees whose service shall be less than full time shall have their service time pro-rated except for the purpose of longevity payments.

ANY QUESTIONS? CALL CSEA AT 571-2919



NASSAU LOCAL 830



Author! Author!

CSEA member Thomas Ciraulo, left, a certified lymphologist and an employee of the Nassau County Comptroller's Office, proudly displays his newly published book titled "Learn the Simple Truth to Achieving Optimum Health." The book, the product of four years of work, will soon be available at area bookstores. Sharing in the moment is Comptroller's Office Unit President Stanley Bergman.

Newly Elected Local and Unit Officers Take Oath of Office

Clockwise, from top right, Local 830 President Tony Giustino swears in June Nolan as the new president of the Traffic and Parking Violations Bureau Unit. Looking on is Executive Vice President Jane D'Amico.

Administering the oath of office to the new officers of the Comptroller's Unit is Local 830 Executive Vice President Jane D'Amico. They are, from left, Sue Zulkofske, treasurer; Mary Sheedy, secretary; Susan Cohen, vice president and Stan Bergman, president.

The newly elected Local 830 officers and several new unit officers are sworn in by Long Island Region President Nick LaMorte before a recent executive board meeting.

The newly elected officers of the District Attorney's Unit are sworn in by Executive Vice President Jane D'Amico, right. Taking the oath of office are, from left, Alan Weinberg, treasurer; Joan Segan, recording secretary; Rose Sacchetti, 2nd vice president; Gail Harris, 1st vice president and Sue Graham, president.



Folic Acid Training for Employees

CSEA Launches F.A.T.E. Program with March of Dimes

Folic Acid -- A Family Affair

What vitamin prevents birth defects, heart disease, cancer, and has been implicated in preventing Alzheimer's disease?

It's folic acid and it may be one of the most important vitamins known in preventing birth defects and chronic disease.

Most people know an eating pattern moderate in total fat and low in saturated fats combined with physical activity is a great way to help maintain a healthy heart and blood vessels.

Now there's more news that could be important to you and your heart. And if you are a woman of childbearing age, this news is important for your pregnancy.

Being smart about your heart means working with your doctor and a registered dietitian and learning more about folic acid and vitamins B6 and B12.

At least 80 studies from around the world suggest that getting enough folic acid and vitamins B6 and B12 can help maintain a healthy heart and blood vessels — critical in preventing heart attacks and stroke.

Folic Acid, Vitamins B6 and B12, and Heart Disease and Pregnancy

Folic acid (a B vitamin) and vitamins B6 and B12 are found in many of the foods you probably already eat, including the cereal you have for breakfast.

These B vitamins are nutrients necessary for healthy blood. However, research now suggests these three nutrients are also positive factors in promoting a healthy heart and blood vessels.

In addition, folic acid is important for a healthy pregnancy.

B Vitamins, Homocysteine, and Heart Disease

Homocysteine is a natural product of the breakdown of protein in the body.

A high level of homocysteine in the blood has been associated with increased risk of a number of diseases related to the heart and blood vessels.

The combination of these three B vitamins — folic acid, B6 and B12 — has been shown to reduce the blood level of homocysteine. Abundant evidence suggests a lower homocysteine level in the blood is associated with reduced risk for heart disease.

Folic Acid and Pregnancy

There's more good news about folic acid.

If you are a woman in your childbearing years, a healthy eating pattern along with an additional 400 micrograms (100 percent of the daily value) of folic acid may help reduce the risk of serious birth defects of the spine and brain, known as neural tube defects.

Since the benefits of folic acid are only attainable during the very early stages of pregnancy, a diet rich in folic acid is necessary **before** you plan on getting pregnant.

It was this fact that prompted the Food and Drug Administration (FDA) to require folic acid to be added to the enriched foods mentioned below.

Because many ready-to-eat cereals are now fully fortified with 100 percent of the daily value of folic acid, they are a convenient, effective, safe, and inexpensive way to get the recommended amount of folic acid needed each day.

In fact, the only sure way for most women to achieve the recommended 400 micrograms of folic acid is to consume a multivitamin or eat a serving of fortified ready-to-eat cereal and other fortified grain-based foods daily.

It's easy to get folic acid in the foods you eat!

In the United States, the leading sources of folic acid are ready-to-eat cereals, enriched breads, fruits, vegetables, citrus juice, and dry beans.

In 1998, the FDA required folic acid to be added to enriched grain-based staples such as bread, pasta, and rice.

At the same time, the FDA authorized ready-to-eat cereals to be fully fortified up to 100 percent (400 micrograms) of the daily value of folic acid — the only food permitted to contain this high level.

Convenient Sources of Folic Acid and Vitamins B6 and B12

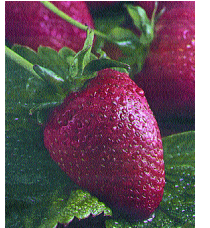
- Ready-to-eat cereals
- Orange juice, ready-to-drink: 1 cup
- Green vegetables, especially asparagus, spinach, broccoli
- Baked potato with skin
- Beans, peas (dried or canned)
- Fruits such as strawberries



Reprinted from a fact sheet from The American Dietetic

Association/National Center for Nutrition and Dietetics.

GET A FREE T-SHIRT TAKE THE F.A.T.E. CHALLENGE



Take the challenge. It's easy. Use this form to record how many times per week you eat foods high in folic acid. **Your goal is to eat at least two per day.**

If you meet this goal, return this form to Susan Kessler, FATE Program, CSEA, 400 County Seat Drive, Mineola 11566 and receive a free F.A.T.E. T-shirt. Please indicate size (L or XL)

This offer valid only while supplies last

Choose Daily . . .

- Ready-to-Eat Fortified Cereals (example Total, Special K)
- Orange or pineapple juice
- Fruits such as oranges, pineapple, or strawberries
- Dark green vegetables such as asparagus, broccoli, spinach, collard greens
- Beans (any variety, canned or dried) and peas
- Vitamin pill (one-a-day type that includes 400 mcg. of folic acid or folate)

Sunday _____ Monday _____

Tuesday _____ Weds. _____

Thursday _____ Friday _____

Saturday _____

Name _____

Agency/Department _____

Telephone _____

T-shirt Size (L or XL) _____

The CSEA Unity Committee

**Discrimination, Human Rights, Diversity
Task Force****AVAILABLE TO
ALL CSEA MEMBERS****OUR GOALS**

- ◆ Deal with discrimination/human rights issues in the work place.
- ◆ Provide guidance, outlets and methodology to CSEA members in discrimination/human rights issues in the work place.
- ◆ Update, communicate with and inform members about CSEA structure, election process, officer selection, staff and employment opportunities.
- ◆ To listen.

THE FOLLOWING CSEA TASK FORCE MEMBERS ARE AVAILABLE MONDAY MORNINGS. IF YOU HAVE ANY QUESTIONS OR WANT AN APPOINTMENT, PLEASE CALL THEM AT THEIR LISTED NUMBERS.

Rudy Bruce -- 571-7200
Carolyn Jones -- 571-0911 / 527-6678
Tim Corr -- 571-2919, Ext. 14

Retiring in the Next Five Years?**CSEA to Sponsor Pre-Retirement Seminar**

A free pre-retirement and financial planning seminar that will focus on long-range and short-term planning for members in all tiers will be held Thursday, Sept. 13 from 9 a.m. to 3 p.m. at Nassau Community College in Garden City.

The seminar will also deal with special retirement plans.

The full-day program, sponsored by CSEA Nassau Local 830, will feature representatives from the New York State Retirement System, Social Security Administration, deferred compensation and an insurance representative.

The program will be held in the multipurpose room of the College Center Building. (Use Hempstead Turnpike entrance.)

Lunch will be served. Seating is limited so early registration is suggested by calling Judy or Jewel at 571-2919.

Because the program will be held on a workday, members who attend must take an entitlement.

**Laugh Your Stress Away
At CSEA Workshop**

Back by popular demand, CSEA members will have a second opportunity to attend a free workshop on Sept. 20 titled "The Use of Laughter in Stressful Situations."

The program, which drew a capacity audience in May, will be conducted again by Bryn Catapano of the Nassau County Employee Assistance Program.

The workshop, sponsored by the Local 830 Women's Committee, is set to begin at 5:15 p.m. in the Multi-Purpose Room at CSEA's Mineola office, 400 County Seat Drive, in the south wing, lower level. Refreshments will be served.

Women's Committee Chair and Local 830 Executive Vice President Jane D'Amico emphasized the program is open to men and women.

Because seating is limited, D'Amico advises members who wish to attend to register early by calling Judy at 571-2919.

CSEA

IN CONJUNCTION WITH

*(Formerly Nassau County Medical Center)***Center of Primary Care****ANNUAL PHYSICAL**

- No co-pay for CSEA members and family
 - All testing done at one facility
 - Permit for free parking
- Test results sent to your own physician or NUMC physician

Center of Primary Care can be used for all your comprehensive health care needs with the same benefits

HOURS:

Tuesdays — 5 - 7:30 p.m.
 Wednesdays — 1 - 3:30 p.m.

**For further details and appointments call:
572-5380**

CSEA NASSAU LOCAL 830 — TONY GIUSTINO, PRESIDENT

DiNapoli for Nassau County Exec.



Top photo, Tom DiNapoli is surrounded by many CSEA supporters at his endorsement. Center, Nassau County Local 830 President Tony Giustino applauds while Judy Jacobs, presiding officer of the county Legislature, looks on. At left, DiNapoli talks with supporters.

Crossing Guards Column

Crossing Guards Get Ready For a New School Year

By Mary DeMare, President
Crossing Guards Unit

Welcome back to all of our crossing guards! I hope you had a good summer.

Our first meeting of the new school year will be held on Monday, Oct. 15 at 7 p.m. in Headquarters Assembly Hall. Please mark the date on your calendar.

Newly re-elected Local 830 President Tony Giustino will be on hand. We also plan to have a guest speaker (to be announced). A light dinner will be served.

Please remember to check your folders as well as the bulletin board in your precinct for informational updates and happenings.

A reminder: Your representatives are there to answer any questions or concerns and to listen to your suggestions for future meetings. We still need representatives for the Third and Sixth Precincts. If you have an interest in serving, call (631) 226-4404 or (516) 791-5513. Either your vice president or I will be happy to talk to you.

When negotiations for the new contract begin, questionnaires will be given out to all of you for your input on issues that are important to all of us. Your opinions and concerns are a major part of what we fight for at contract time.

N.Y. Islanders Discount For CSEA Members

CSEA members, their families and friends can attend selected New York Islanders games this year at a substantial discount.

The discount was arranged by CSEA through its on-going member benefit program, according to President Tony Giustino.

The discounted tickets will be available for the following five games, which will all be played at the Nassau Veterans Memorial Coliseum:

Saturday, Oct. 13, vs. Detroit -- 7 p.m.
Sunday, Oct. 28 vs. Dallas -- 1 p.m.
Wednesday, Nov. 21 vs. Colorado -- 7 p.m.
Saturday, Nov. 24 vs. Anaheim -- 7 p.m.
Saturday, Dec. 1 vs. Buffalo -- 7 p.m.

Tickets that normally cost \$47 will be on sale for \$31 for a \$16 savings to CSEA members. Tickets that sell for \$34 will be sold for \$19, a \$15 savings.

ALL TICKETS ARE SUBJECT TO AVAILABILITY AND MUST BE PURCHASED AND PAID FOR IN ADVANCE.

Special mail order forms are available at the CSEA office, 400 County Seat Drive, Mineola, or through your Unit president.

For more information, call CSEA at 571-2919 or Cliff Gault at the coliseum at (516) 501-6763.





DiNapoli is the best candidate for CSEA, Nassau

A Message from Long Island Region President Nick LaMorte

Political friends come and go, but few in the public arena enjoy the staying power and respect of Assemblyman Tom DiNapoli, who CSEA has endorsed to lead Nassau County from the brink of financial ruin.

As the news story and column by Tony Giustino on page 1 of this issue so clearly state, DiNapoli is a fine choice for Nassau County executive.

He has championed our causes and issues for many years in the state Assembly, always taking time to meet with CSEA leaders and members and listen to our concerns.

His work on bills important to our members has been outstanding.

As assemblyman, DiNapoli sponsored many laws and bills of importance to Nassau County CSEA employees.

In 1996, he was the prime sponsor of a law which granted Section 207-c medical coverage and full salary protection for Nassau County ambulance medical technicians who are injured on the job.

A year later, DiNapoli was the prime sponsor of another law which granted a 25-year at half pay retirement package for Nassau County probation officers.

The assemblyman also sponsors two very important bills to protect Nassau County employees who are injured at work.

The first measure would provide full medical coverage and full salary for civilian employees of the Nassau County jail who are injured on the job.

A second bill, also sponsored by DiNapoli, would provide a performance of duty disability retirement for ambulance medical technicians who are injured in the course of their duties.

DiNapoli's ability to get things done has extended well beyond the bounds of Nassau County.

In 1998, he was the prime sponsor of a law that extended an option for every county in the state to offer the 25-year at half-pay retirement for county probation officers.

DiNapoli is also sponsoring a pay equity bill that CSEA strongly supports. The bill would make it an unlawful discriminatory practice for an employer to pay a man and woman a different salary for work of comparable worth.

DiNapoli has one of the best CSEA voting records in the entire state Legislature and has a 100 percent AFL-CIO voting record.

As chairman of the powerful Assembly Committee on Local Governments, DiNapoli has led the way in fighting for budget money for counties across the state, and Nassau County in particular, to make sure important services remain intact.

DiNapoli is a true friend of CSEA and has earned our respect and support. I urge all CSEA members and their families to volunteer to work on his campaign and to vote for him on Election Day.

Yours in unionism,

Nick LaMorte, president
Long Island Region



Training Course

Probation officers, many recently promoted to probation supervisor or assistant deputy director titles, pose during a break from a "Supervisor Skills Training" course at Nassau Community College. Instructor Nick Marletta is in center, front row. The probation course is one of several funded by the Long Island Federation of Labor Workforce Development Center to provide training in various disciplines for Nassau County employees. Other programs, which include computer training, have been attended by CSEA members from the Health, Public Works and General Services departments as well as from Nassau Community College.

Annual CSEA Picnic Set for Sept. 22

The CSEA Annual Picnic and Information Fair, which draws nearly 1,000 fun-seekers to Eisenhower Park for a day of food, games and socializing each year, is set for Saturday, Sept. 22.



Advanced sale admission tokens, costing \$4 for bargaining unit members and \$6 for all others, are now available. Children under 5 are free.

Admission cost per person on the day of the picnic will be \$6 for bargaining unit members and \$7.50 for family and friends.

According to Social Committee Chair Beth Luttinger, this year's picnic will be held again in the Lindens Area of Eisenhower Park near Parking Field 6A. It will run — rain or shine — from 11 a.m. to 6 p.m.

The event will feature games for adults and children; dancing to the music of DJ Joey; informational booths, and raffles, prizes and giveaways.

Food will include hamburgers, hot dogs, corn on the cob, barbecued chicken, potato salad, watermelon, soda and punch.

Admission tokens will be on sale at the CSEA Local 830 Office, 400 County Seat Drive, Mineola, or through the Unit presidents.

For more information, call Luttinger at 571-2919, ext. 11.

Officers to be Installed at 53rd Annual CSEA Dinner

Tickets are now available for the 53rd Annual Dinner Dance and Installation of Officers of CSEA Nassau Local 830.

The event is set for Thursday, Oct. 25 at 7 p.m. at the Jericho Terrace on Jericho Turnpike in Mineola.

Local 830 President Tony Giustino and all the newly-elected Local 830 officers will take the formal oath of office at the dinner.

According to CSEA Social Committee Chair Beth Luttinger, the ticket price will stay the same as last year at \$60 per person.

Reservations are on a first-come, first-served basis so early reservations are suggested.

Reservation forms can be obtained at CSEA headquarters in Mineola or by calling 571-2919.

Checks should be made payable to "CSEA Nassau Local 830" and sent to 400 County Seat Drive, Mineola, N.Y. 11501, Attn. Beth Luttinger.

Persons or companies which wish to place an ad in the dinner journal have until Sept. 30 to do so.

Journal ads range in price from \$75 for a quarter of a page to \$500 for the back cover. Advertising order forms can be obtained by calling the above phone number.