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A crew of Steuben County CSEA Local 851 members from the county DPW and Bath Gas, Electric and Water Departments helped out in the North Country.

A crew from state DOT CSEA Local 676 out of the Rensselaer County Residency trims damaged trees to aid in the restoration of power in the North Country.

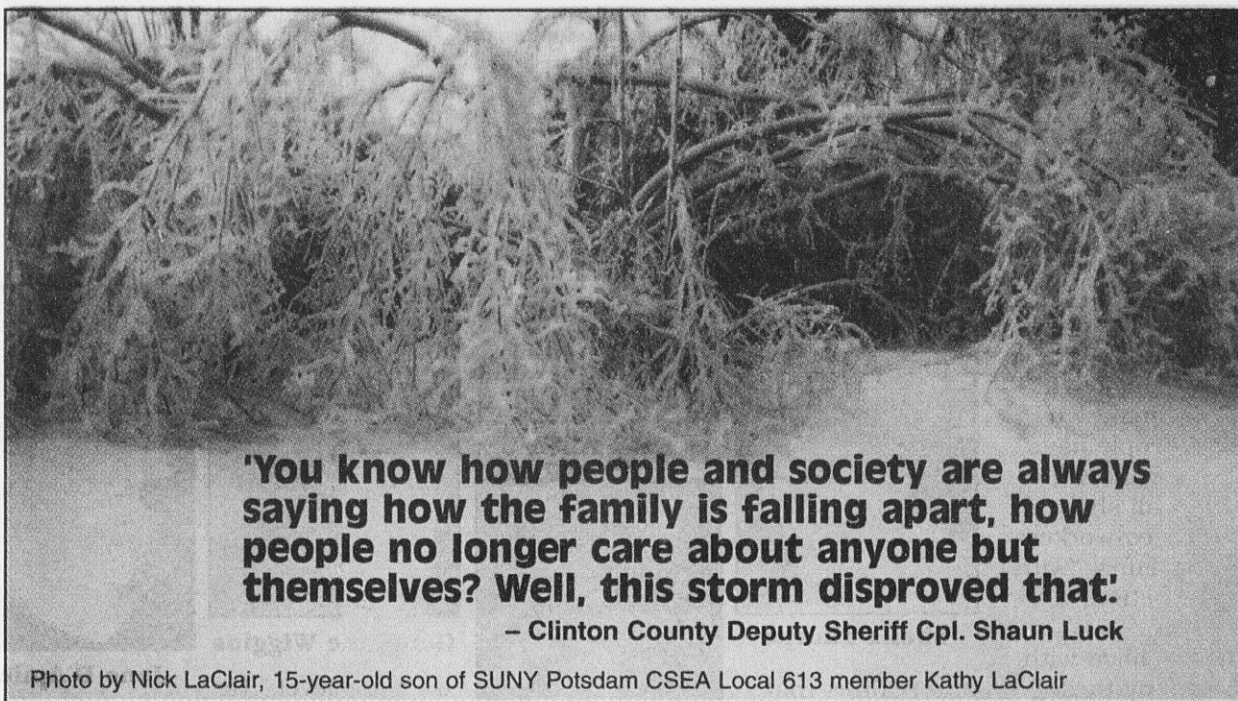
'ABOVE AND BEYOND...'

CSEA members tackle storm of the century

- See pages 2, 19 and 20



Photo by Gareth Plumadore, Plumadore's Photos, 13 Champlain St., Redford, NY



'You know how people and society are always saying how the family is falling apart, how people no longer care about anyone but themselves? Well, this storm disproved that.'

— Clinton County Deputy Sheriff Cpl. Shaun Luck

Photo by Nick LaClair, 15-year-old son of SUNY Potsdam CSEA Local 613 member Kathy LaClair



Photo by Toni Oakes

CSEA-represented Massena DPW employees Jim Serviss (driving) and Al Morris mark downed 'live' power lines with orange cones on Stoughton Avenue, Massena. The CSEA unit is part of St. Lawrence County CSEA Local 845.



Photo by Toni Oakes

SUNY Potsdam Groundskeeper Tom MacGregor faced task of clearing campus steps of a thick layer of ice.

Special thanks to Toni Oakes, treasurer of CSEA SUNY Potsdam Local 613, who provided riveting accounts and many photographs of CSEA members battling the ice storm in the Potsdam-Canton-Massena area.

'In the North Country, when something goes wrong we all pitch in and help each other out'

— Essex County Sheriff's Office employee Billie West



More than 55 SUNY Potsdam employees made it to work the first day of the storm and worked 24 hours around the clock for the next three days. Among them, above, were: Front row, left to right, Bob Tyler, Skip Fefee, Mike Norman, Don Deon and John Sullivan. Back row, left to right, Paul Williams, Jim Foster, Bob Conklin, Tom Crosby, Rob Phillips, Ed Bennett and Steve Parker. Among their many contributions, they supplied 2,000 gallons of diesel fuel a day to keep the generators going and the campus as operational as possible. Additionally, they continually disconnected and transported a series of generators from on campus to the Town of Potsdam water plant and back to keep the town and campus supplied with fresh water during the emergency. In between, they helped out in a shelter set up on campus that housed 1,250 people at one time.

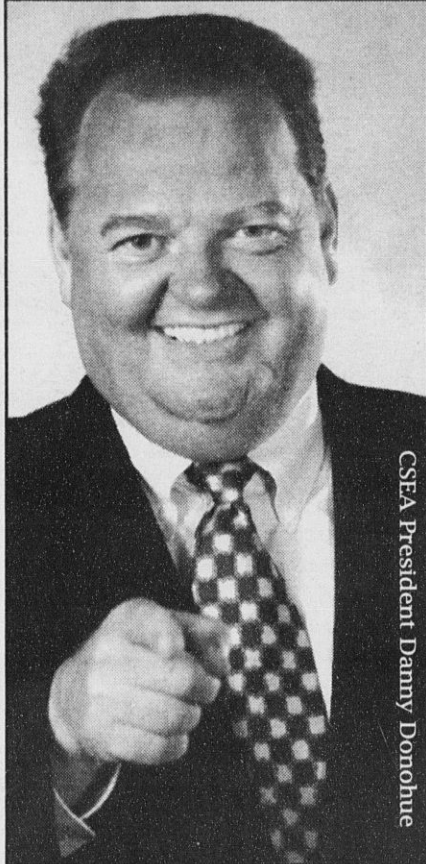
'People would put in 16 hours in dispatch then go home, help out a neighbor or volunteer time elsewhere. That's just how it was.'

— Essex County Deputy Sgt. Tom Cross



This state Department of Transportation crew from the Rensselaer residency went as far north as possible to help storm victims. Pausing at the Canadian border are, from left, CSEA Local 676 members John Pasanan, tree pruner supervisor; Tree Pruner Steve Daley, and Highway Maintenance Workers Dave Provost and Kris Fitzpatrick. CSEA Local 676 members from the Albany, Essex, Greene, Rensselaer, Saratoga, Schenectady, Warren and Washington county residencies, as well as special crews and equipment management shop personnel went north to help during the storm aftermath.

I WANT YOU!



CSEA President Danny Donohue

ENLIST TODAY IN CSEA'S ARMY OF ACTIVISTS!

CALL THE NEAREST CSEA REGION OFFICE

ACTIVISTS

ALBANY — "Respect." It's what Geraldine Wiggins believes distinguishes organized workers from the unorganized. And it's what motivates her to be a union activist.

It takes many talents to make an effective leader. Different people have different approaches, and while no two leaders are alike, they all share a common desire to get their co-workers respect. Or, as Wiggins explains, "with respect comes better pay, better benefits, better treatment."

The Public Sector is often filled with stories about victories won by these activists — grievance awards, jobs reinstated, contracts negotiated. In their own words, here's what some activists feel it takes to be a leader.

For Jane D'Amico, it takes "intelligence, ability to see the bigger picture, dedication, responsibility, and an altruistic spirit topped off with a sense of humor." She couples these traits with "a real commitment to the concept of unionism" and "lots of energy as well as a willingness to dedicate that energy to a common good, a common cause."

She also sees a need "to prioritize ... you learn to make the time because you believe in what you're doing" and adds that good activists must "reach out and instill union values and enthusiasm in others to nurture activists for the future."

Ken Monahan's approach begins with the word "listen."

An electrician by trade who once "never spoke in front of people, never took the lead in anything," Monahan says getting involved in the union changed his life

For him, a successful activist "listens to people, their point of view, their concerns ... you need give and take ... if you keep your mind closed, you're done."

He warns that activists should not become "territorial and try to do it all,"



Sheila Thorpe

and realizes that "what might have worked before might not work again, so you need an open mind to build the union."

Wiggins, a self-described "people person," picks up on Monahan's theme, stressing the ability "to listen ... to communicate ... you can't criticize ... and if you don't have an answer you seek it out."

"Good activists can't sit on the fence. They need to look out for everyone." Wiggins depends, too, on advice from other officers and staff.

Leadership for Walter "Wally" Nash is a very personal thing.

"If you're weak and do nothing, the union falls; if you're strong and do what your supposed to do the union prospers." Being strong requires an ability "to tell a member whether they are right or wrong and why ... and then be able to stand up to that conviction."

Sometimes, Nash freely admits, "you've got to be able to take the knocks" but the payoff is "often when you least expect it, like when a person you helped stops by to say that you made a world of difference." Activists often find themselves listening to more than workplace problems, according to Nash. "It could be a family problem, but you listen and have to go that distance and look for ways to help."

For Sean Allen, the belief that "CSEA does a lot of great things" prompted him to get involved and "be out there with the folks and be able and willing to communicate at all times of the day." He makes the time necessary to get involved.

"Activists don't have to be confrontational, but have to deal with management and be willing to do so in good faith," Allen says. "Generally people are good if you deal with them



Sean Allen



Wally Nash

AND WHAT MOTIVATES THEM



Geraldine Wiggins

on a fair level." He favors a team approach because "together everyone accomplishes more."

He adds that "when you help other people you learn a lot about your own self, too" and he is confident that by being involved the union "gets stronger."

Sheila Thorpe says that "belief in the organization" is what sparks her activism. She once thought that she could take care of herself, but "when I suffered an injustice on the job I quickly learned that alone you do not have a voice... you're defeated."

The union came to her support and it turned out to be a revelation. "I wanted to learn more about the union, how I could get involved, and what role I could play." Although at the time she had four small children, she found some time to get involved.

She found more time and slowly found herself moving up in various appointed and elected positions. "I also had a local president, Jon Premo, who helped me build up my confidence," she adds. "He slowly enlarged my role in the union and with lots of steward training and grievance rep training, I learned how to be more effective."

She still draws inspiration from attending her first CSEA convention. "That's when," she says, "I truly recognized the power of CSEA."

Thorpe, just like many other activists, gets fulfillment from "being the voice for the people."

"I truly believe in unions and I truly believe in CSEA."



Jane D'Amico



Kenneth Monahan

Next edition: THE TRANSFORMATION OF CSEA

Trans-for-ma-tion

n. ... 2. A marked change ... usu. for the better.
— The American Heritage College Dictionary.

CSEA is in the process of a transformation designed to revitalize and strengthen the union. In the April edition of *The Public Sector* we'll examine how CSEA is changing, and why.

— Stanley P. Hornak

Union fights unfairness in Lynbrook

LYNBROOK — CSEA is fighting back on behalf of its members in the Lynbrook Village Department of Public Works, who are being told to work harder and longer for less.

Problems emerged after the village reduced the garbage pick-up from five trucks to four.

CSEA Labor Relations Specialist Stanley Frere has filed two Improper Practice (IP) charges. The first charge addresses the increased workload for the sanitation employees without negotiating with CSEA.

The second IP contends the village increased the highway department employees' workload by assigning them to pick up newspapers from both sides of the village when they had previously split that work with the employees on the fifth sanitation truck.

Frere also filed a complaint with the state Department of Labor when the village refused to pay overtime money after members worked overtime to complete the additional work created when the fifth truck was abolished.

"The village thinks these men should be able to complete each house within 38 seconds on average," Frere said.

"These are real, live, human beings, not robots. It is incredible for the village to expect them to keep that pace throughout an entire day."

Frere said the chances of injury are greatly increased when employees are pushed to that extent on a job that is so physical.

CSEA members addressed taxpayers at a recent board meeting, explaining that their routes had been increased by 25 percent due to the elimination of the fifth truck, resulting in slower pickups of garbage in front of residences.

CSEA Village of Lynbrook DPW Unit President Don Kealey said reasons for delays include the increased workload, the requirement to dump loads regardless of whether the trucks were full and the fact trucks were being forced to transport garbage to an additional drop off point.

"Our men have been harassed, threatened and forced to work under the most extreme conditions," Kealey said.

"We have been told to work faster, as if we were animals, and the superintendent is cracking the whip behind us," he said. "We have been denied the right to stop for a drink of water or a cough drop."

A proposal by the village to negotiate an end to overtime payments by paying a lump sum of \$2,000 was overwhelmingly rejected by the employees.

The lump sum would not have been calculated toward their retirement, and employees in the highway department who substituted for DPW employees would not get any of the lump sum money or any overtime for that work.

— Sheryl C. Jenks

CSEA mourns loss of Delaware County union activist Carl Shelton

DELHI — CSEA Delaware County Local 813 is mourning the recent death of longtime union activist Carl E. Shelton.

Shelton, 52, worked as a safety coordinator for the Delaware County Highway Department, and served as unit president for CSEA's Delaware County Unit and Local 813 vice president for the past five and a half years. He was a union activist for the more than 13 years he worked for the county.

Shelton died of congestive heart failure. He is survived by a wife, six children, and 15 grandchildren.

CSEA Central Region 5 President Jim Moore said Shelton was a strong advocate for his members and a good union activist.

"I remember walking the picket line with Carl when times were tough, and I knew that CSEA could always count on him as a solid activist," Moore said.

"Besides being a really good unit president, Carl was a really good friend and a good person, and we're all going to miss him," said CSEA Delaware County Local 813 President Karin Eggleston.

— Mark M. Kotzin



Fingerprinting opposed

CSEA Special School Employees Committee Chair Ronald Gillespie, left, testified recently before the Senate Standing Committee on Children and Families. Gillespie said that while CSEA supports the goal of a safer, more secure school setting for our schoolchildren, the union opposes proposed legislation that would require fingerprinting and criminal history screening of current school employees. He called it "a costly invasion of privacy for thousands of dedicated, competent people." At right is CSEA's Director of Legislative and Political Action Fran Turner.

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These CSEA members have

A Lotto luck

NORWOOD — The spotlight recently shined on a group of Norwood-Norfolk School District workers after their workplace Lotto club hit it big in the state Lottery, winning a share of a \$10 million jackpot.

It was Transportation Supervisor Clayton LaRose, a CSEA and Lotto club member, who first realized that the group's numbers had been picked in the Saturday night Lotto drawing.

"I was surprised. I didn't believe it at first. I had to check the numbers two or three times to make sure," LaRose said. He had two shares in the club.

As the workers in the club arrived to work on Monday morning LaRose told them they had won. He also called Unit Secretary Toni Monroe on the phone, because she was out of work with a broken ankle. Most of the workers didn't believe the news.

"I don't think any of us actually believed it," CSEA Norwood-Norfolk Schools Unit President and bus driver Geneth Tarallo said. She said the workers have been playing the lottery twice a week for the past ten years, winning only small amounts.

"My first reaction was shock and disbelief, same as everyone else. I couldn't even remember my own phone number," bus driver Eddie Bishop said.

"I was stunned, I was running through the halls, I was about five feet in the air, I think," Teacher Aide Ann Castle said.

Bus Driver Maggie Adams was probably the most jubilant, however, Bishop said.

"Maggie was the most enthusiastic — she was jumping up and down."

"Well, what do you expect?" Adams retorted.

With the district giving them the day off, the



THUMBS UP — Five members of the Norwood-Norfolk Central Schools Transportation Lottery Club gather around a state Division of the Lottery check for \$2,417,857. From left Clayton LaRose, Unit President Geneth Tarallo, Ann Castle, Maggie Adams and Eddie Bishop.

group traveled in style to Syracuse to have their winning numbers confirmed. A friend of LaRose drove them in a limousine to the lottery offices, where they were met by an enthusiastic press.

"It was like opening night in Hollywood," LaRose said.

When the workers finally receive their checks, they figure they'll get about \$130,000 per share after taxes. Most said they want to use the money to help pay off bills and for savings.

— Mark M. Kotzin

Onondaga County CSEA members first of many to receive OSHA General Industry Standards training

SYRACUSE — Members of CSEA Onondaga County Local 834 who work for the county's Drainage and Sanitation Department will be better informed about the safety, and the risks, of their workplace, thanks to CSEA.

That's because 19 of their co-workers recently attended the first-ever Occupational Safety and Health Administration (OSHA) General Industry Standards Outreach Training conducted by CSEA's Occupational Safety and Health (OSH) Department.

Funded by a grant from the NYS Department of Labor Hazard Abatement Board, the two-day, 10-hour training session was the first of 20 sessions scheduled throughout the state to be taught by members of CSEA's OSH Department staff.

According to CSEA Occupational Safety and Health Specialist Ed King, who taught the first series of courses along with OSH Director James Corcoran and OSH Specialist John Bieger, the training gives CSEA members a basic overview of OSHA and Public Employee Safety and Health (PESH) standards. The training is broken down into four mandatory topics, each an hour long,

and six hours of additional topics chosen from a list assembled by OSHA. Each participant is issued a course completion card from OSHA.

King said that all the CSEA OSH Department staff have been authorized by OSHA as trainers, and that the department's goal is to increase understanding of the OSHA/PESH requirements and help foster a cooperative approach between labor and management in complying with standards and preventing hazards.

"This training was instrumental in providing the students with information relating to their jobs in order to work in a safe and healthy environment," King said. "We appreciate the cooperation we've gotten from management in allowing us to present this."

So far, the program has met with rave reviews.

"Excellent program, straight forward and very understandable. Great communication within seminar," read one evaluation.

Additional information on the training is available by contacting Peter Jones in the CSEA OSH Department at 1-800-342-4146 ext. 1311.

— Mark M. Kotzin

Local Government News Briefs

What lousy timing

FREEPORT — The Freeport village mayor in Nassau County played Scrooge recently when he had five employees summoned to village hall two days before Christmas to be told they would be laid off as of March 31, 1998. The employees are all members of the CSEA Village of Freeport Unit.

CSEA contends the layoffs are punishment for the union's refusal to enter into concession bargaining to forfeit health insurance coverage and raises. CSEA worked with the village to clear an existing deficit by lobbying board members to vote for a bond issue which was subsequently approved. But despite an early retirement incentive taken by 12 employees, the village continued with plans to lay off CSEA members.

"Obviously the timing could not have been worse," said CSEA Labor Relations Specialist Ken Brotherton of the announcement timing.

"The employees will be a true loss to the union and to the village taxpayers," said CSEA Village of Freeport Unit President John Dixon. Two of the five employees to be laid off are CSEA unit officers.

— Sheryl C. Jenks

CSEA wins a pair of school representation elections

CSEA recently won the right to represent more than 140 employees in two school districts.

New Lebanon School District

CSEA plans to be at the bargaining table as soon as possible on behalf of its members in the New Lebanon School District Unit in Columbia County after solidly beating an unaffiliated renegade union.

CSEA Capital Region 4 President Carmen Bagnoli said a rogue organization known as Local 424 instigated a "baseless" challenge that delayed the collective bargaining process.

Bagnoli said the employees "easily saw through all the 424 lies and totally unethical campaign they ran."

Manchester-Shortsville School District

And on Jan. 30 CSEA won a certification election to represent about 80 employees of the Manchester-Shortsville School District in Ontario County.

Fallsburg SD members aid 75 families during holidays

Thanks to the combined efforts of staff and students in the Fallsburg School District, 75 Sullivan County families had a happy holiday season. CSEA Fallsburg School District Unit Vice President James Blake said the cooperative effort to collect toys and food was such a success that it took 18 drivers to deliver the goods. In addition to donations from students and staff, donations were also made by local businesses and the county's office for the Aging.

— Anita Manley

CSEA wins back pay, reinstatement for seasonal employees

LAKE GEORGE — It was nicknamed the "Million Dollar Beach case," it contained political intrigue, and just like in the movies it was settled on the eve of trial.

CSEA contended members Daniel Johnson, Majorie Mannix and Sheila Healy were terminated from their seasonal state Department of Environmental Conservation (DEC) positions at the Lake George Million Dollar Beach facility three years ago because of political patronage reasons, not because of job performance or other job related reasons.

CSEA Labor Relations Specialist James Martin and Environmental Conservation Local 116 President Laverne French initially attempted to resolve the issue through the grievance procedure. CSEA argued that civil service appointments should not be subject to partisan politics.

The case was transferred to the union's Legal Department when DEC was uncooperative.

"CSEA was preparing to go to trial when the Attorney General's Office initiated settlement," CSEA Attorney Pam Baisley said.

Johnson will be reinstated with full back pay of \$26,959.26 along with service credit with the state retirement system and will be rehired for the 1998 season at the Lake George Million Dollar Beach at the rate of pay he would have had if he had been employed in the title for 1995, 1996 and 1997.

Mannix agreed to settle for \$20,000 as the amount of back pay due her and did not seek reinstatement.

Healy accepted \$10,000 as full settlement for her case and also did not seek reinstatement.

"It was a long three years," Johnson said. "CSEA did the right thing. The three of us were doing our jobs. We all earned good to excellent evaluations every year. I can't say enough about (CSEA Attorney) Pam Baisley and CSEA."

— Daniel X. Campbell



From left, CSEA Southern Region 3 President Carmine DiBattista, Belleayre Superintendent Richard Clark, CSEA Local 009 Vice President Ron Hull and Local 009 President Vinny Lord.

\$5 million boost for Belleayre Should provide job security

HIGHMOUNT — A \$5 million allocation in the proposed state budget is just what the doctor ordered for Belleayre Ski Center in Ulster County.

CSEA Mid-Hudson State Employees Local 009 Vice President Ron Hull, who works at Belleayre, said the funding announced by Gov. George Pataki is just the infusion of funds the ski center needs to upgrade equipment and enhance the economy in the Catskill Mountain area.

Seasonal and permanent employees will be needed to work throughout the summer months to install the new equipment, and new employees will be hired in order to make most of the upgrades before the next ski season, Belleayre Superintendent Richard Clark said.

"The investment all comes back into the community," Clark said. "I'm glad the governor decided to invest in the facility so that civil service workers can continue to serve the local community as they have for the past 48 years."

Local 009 President Vinny Lord said the 1997 defeat of the Constitutional Convention proposal was positive for Belleayre because lawmakers could not change the ski center's preservation status, which would have allowed a private operator to take over the facility, as some elected officials favored.

CSEA members strenuously lobbied that the funding was necessary to keep Belleayre operating efficiently and competitively.

— Anita Manley

**Next edition:
A visit to
a dark,
dreary
place**

Gov. Pataki doesn't have to look very far to find a good place to invest funds. As reported in the February 1997 edition of *The Public Sector*, the state Department of Motor Vehicles office in Peekskill, his hometown, is a dark, dreary place with water stained ceilings, missing ceiling tiles, filthy air ducts, inadequate ventilation, lousy lighting and hordes of hungry red ants. We'll revisit this nightmarish office in the next edition.

Empire Plan enrollees may be eligible for out-of-pocket reduction

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

Through a negotiated benefit for CSEA-represented state employees, Empire Plan enrollees may be eligible to reduce their annual out-of-pocket co-insurance from \$776 to \$500 per calendar year. As of October 1, 1997 those employees earning \$20,962 or less base salary are eligible.

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

Send application to:

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

Refer to your Empire Plan Certificate for out-of-pocket costs associated with the Managed Physical Medicine Program and the Managed Mental Health and Substance Abuse Program. Although the out-of-pocket costs remain unchanged for 1998, they differ widely based on network vs. non-network benefits.

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STATE GOVERNMENT NEWS
STATE GOVERNMENT NEWS

Attendance rules waived for North Country

Under heavy pressure from CSEA, the state has suspended attendance rules beginning with the evening shift on Jan. 7 through Jan. 15 for state employees who work in the six North Country counties declared in a state of emergency due to the devastating ice storm.

At the request of Gov. Pataki, the state Civil Service Commission suspended attendance rules during that time frame for state employees in Clinton, Essex, Franklin, Jefferson, St. Lawrence and Lewis counties.

Workers unable to get to their job sites on those dates will not have to charge any of that time to their leave accruals. Those state employees who were able to work during the emergency will receive an extra day of vacation accrual equivalent to the number of hours actually worked within their regular work shift (not to exceed eight hours) for each day from the late shift on Jan. 7 through Jan. 12.

"CSEA applauds the governor's action; it's something we urged him to do for several weeks," CSEA President Danny Donohue said. "State workers were on the front lines the entire time during the crisis, proving once again that when

times are tough, CSEA members are even tougher. The Governor's action acknowledges their exceptional efforts."

Donohue urged local government and private sector employers to follow the state's example. Employees who worked and are eligible for the vacation accrual will be credited on April 1 with the provision that any vacation in excess of 40 days resulting from this

crediting must be used by April 1, 1999.

In addition, employees who do not normally earn vacation credits but who worked during the time frame should receive an equivalent amount of compensatory time, the Governor said.

'State workers were on the front lines the entire time...the Governor's action acknowledges their exceptional efforts.'

The Governor also granted leave with pay to all members of the National Guard who were activated during the emergency. The time will

not be charged against their annual 30-day entitlement to military leave with pay.

Town, merchants express appreciation to DOT crew for quick bridge repair job

GENOA — CSEA members working on a state DOT bridge crew recently got a big "thank you" for completing in just eight days a major bridge repair job that was expected to take up to three weeks.

Officials of the Cayuga County town of Genoa, local merchants and residents all expressed gratitude to the crew for quickly completing the bridge repair job that tied up the middle of town and created a long, inconvenient detour.

The DOT Region 3 Bridge Maintenance Crew workers belong to CSEA Syracuse State Employees Local 013 and CSEA Cortland/Tompkins NYS DOT Local 520.

According to CSEA Local 013 member Tom Meehan, a bridge repair assistant for the Auburn Bridge Maintenance Crew, the job involved removing blacktop and rotted steel beams from a bridge on the main street in the middle of

town, and replacing the beams with treated wood and new blacktop.

Originally, the job was scheduled to take three weeks, but because the bridge cut through the center of town and the four-mile detour was very inconvenient for local residents, the two crews worked hard to finish the job quickly.

"It was a real inconvenience for the village — everyone had to detour around," Meehan said. "We wanted it done as much as they did."

With the two crews working 10-hour days and one weekend, help with equipment from the town and from the Cayuga and Seneca County Highway Departments, and the luck of good weather, the workers were able to complete the job in eight days.

Meehan said the workers were pleased over the recognition.

"We appreciated it a real lot," he said.

— Mark M. Kotzin

New LEAP tuition benefit effective in May

For several years the cost of tuition at public and private colleges, schools and universities has been outpacing the negotiated support for the CSEA Labor Education Education Program (LEAP) Tuition

Voucher/Reimbursement benefit provided by CSEA's contract with New York state. This, in spite of the fact that CSEA has dedicated increasing levels of this negotiated support to the LEAP program year after year. As a result, approximately half of those who apply for LEAP each term don't receive funding. Members were

becoming increasingly frustrated with denials and uncertainty about the availability of tuition support for their educational plans.

To decide on a new direction for LEAP which would provide members greater certainty and control over their tuition benefits, CSEA President Danny Donohue appointed a LEAP Advisory Committee of CSEA activists to address this issue. This Advisory Committee issued an opinion survey last September asking members to indicate a preference between the current LEAP system or a new system which would assure each eligible applicant of one tuition voucher or reimbursement per year to be used during the term of their choice. Of the 6,500 surveys sent to members, slightly more than 1,800 responded with 63 percent favoring the new single voucher approach.

This new program is being developed with member convenience and control in mind and will be available in early May. Watch for further details about the new LEAP in the April edition of *The Public Sector*.

CIVIL SERVICE EMPLOYEES ASSOCIATION

LEAP

LABOR EDUCATION ACTION PROGRAM

Parking fee opposition continues

BINGHAMTON — CSEA members working at SUNY Binghamton, still angry about being asked to pay a parking fee, are continuing their opposition to the plan, proposed three years ago.

According to Local 648 President Bob Goeckel, the union is still fighting the fee, but is trying to come to a fair compromise.

"We're trying to negotiate an equitable settlement," he said.

Goeckel said some of the union's proposals, if a parking fee is imposed, include reserved parking lots for employees; CSEA-represented members selected by the union to serve on the oversight committee; and pro-rated fees determined by work hours.

CSEA is continuing in negotiations that started when the campus tried to impose a fee of at least \$160 a year upon the workers in November 1994. Currently, only students and non-union represented workers pay any parking fees.

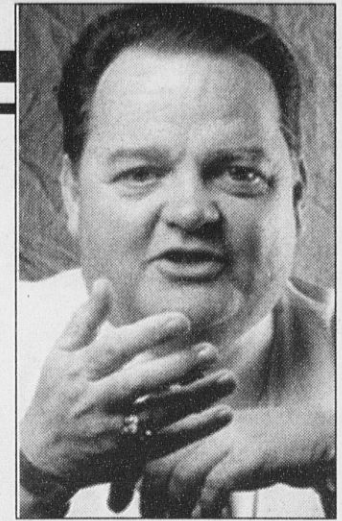
Last fall a large group of CSEA SUNY Binghamton Local 648 members turned out to rally against the imposition of a parking fee at the campus.

"We just feel that as employees of the university who provide services to the students here, we shouldn't be charged to park here," Goeckel said.

"We shouldn't be charged for providing a service." — Mark M. Kotzin

In touch with you

A message from CSEA President Danny Donohue



Let's not get shortchanged by shortsighted election year budget

For the past decade the annual state budget process has been a continuing crisis and confrontation. Besides making New York a national laughingstock for the inability of the Governor and lawmakers to reach on-time agreements, the annual debacle has shortchanged taxpayers at every level throughout the state.

For too long state government has been battered by downsizing and cutbacks, particularly in areas such as mental health, mental retardation and SUNY, which have undermined the delivery of services and demoralized the work force.

But local governments have also

experienced the downside of the state's downsizing. Counties, cities, towns, villages and schools have all been required to do more with less as the state has cut back. This has really been a double whammy, as localities have been forced to fill-in the gap as the state has moved away from providing direct services and also decreased funding for localities.

Sadly for all of us as taxpayers, the state's reckless income tax cuts have been more than offset by rising property taxes as localities have scrambled to make up for the state's shortcomings.

This year appears to be different.

Using a \$1.8 billion windfall derived primarily from a continuing "Bull Market" on Wall Street, Governor George Pataki has proposed a record \$71 billion budget with something for everyone.

It's no coincidence that this is an election year.

CSEA is urging caution in the adoption of the Governor's proposal. While much of the funding is very much needed and long overdue, we remain concerned by the Governor's own projections of multi-billion dollar deficits in future years.

It's crazy to overspend this year if it means we won't be able to live up

to our commitments in the years ahead and will face new budget crises all over again.

We need stability in New York's state government.

No matter where you work or what you do, CSEA wants its members to be able to provide cost-effective, quality services for the people of New York not just this year, but every year.

Danny



Corrections & Law Enforcement

an integral part of

The CSEA Work Force

Hazardous pay for all

STATEN ISLAND — CSEA New York City Local 010 members at Arthur Kill Correctional Facility believe all union corrections employees should receive hazardous pay, especially after a surprise lockdown revealed nearly 100 inmates possessing an arsenal of crude weapons. Hidden throughout the 975-bed Staten Island medium security prison were more than 100 razors, shanks and other deadly devices, according to news reports.

CSEA NYC Local 010 Steward Barbara Morrissey noted that prisoners walk about the facility every day while performing clerical work or computer jobs for the New York State Department of Motor Vehicles (DMV).

While CSEA secured hazardous duty pay for union members working directly with inmates doing clerical jobs, Morrissey said all union members working in the jail should be compensated for their dangerous work environment.

"CSEA complained loud and long when the DMV first began using inmates rather than civil service workers, to answer telephone inquiries from the driving public," said CSEA Metropolitan Region 2 President George Boncoraglio. "To this day, I guarantee you, drivers have no idea when they are talking about registering their car that on the other end of the phone is a convict with a computer screen."

Boncoraglio believes having convicts with computers dealing with the public

is an outrage. He points to other states where prisoners with computers swindled people on-line with phony marketing schemes and credit card fraud. The FBI found the worst recent case in Minnesota where a convicted pedophile was using the prison computer to store names, ages and addresses of thousands of mid-western children, along with child pornography.

"With New York's very high unemployment rate, I think it's a crime that Gov. Pataki approves using prisoners to do work that should be done by law-abiding citizens who passed a civil service test," he said.

Boncoraglio also condemned a number of other state prison systems where corporations use prison labor for everything from sewing blue jeans to making furniture sold for profit. Meanwhile the corporations don't have to pay a living wage to someone who never broke the law or to welfare recipients looking for real jobs.

For big corporations it's both profitable and convenient for USA taxpayers to foot the bill for room, food and medical costs of a cheap, imprisoned corporate workforce.

"Isn't this what we criticize China for doing?" Boncoraglio asked.

Prisoners need rehabilitation, he stressed. "But it's just plain wrong to be taking decent-paying jobs with benefits away from civil service and giving the work to convicts."

— Lilly Gioia

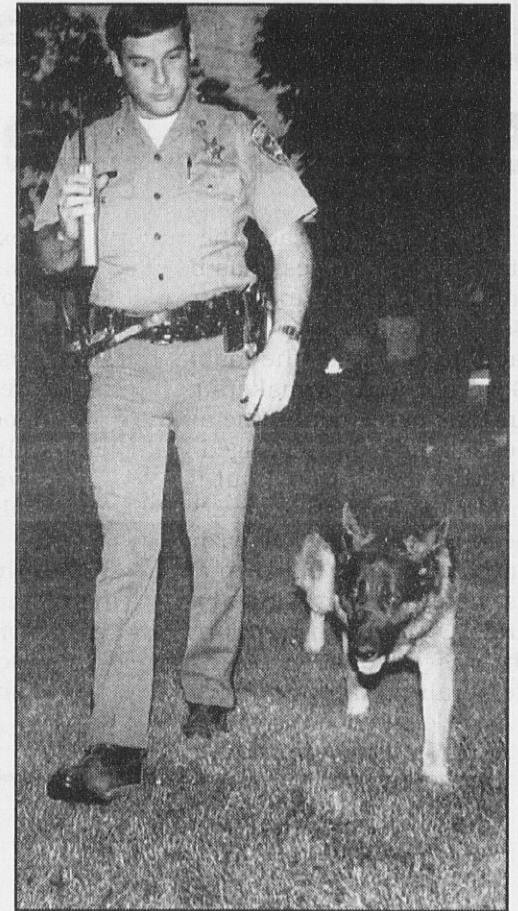
'I guarantee you, drivers have no idea...that on the other end of the phone is a convict with a computer screen.'

The CSEA Corrections and Law Enforcement Work Force numbers more than 15,000 members.

Many of them

are highly visible as road patrol officers or corrections officers but many more work in public obscurity as the support staff that is central to the efficient operations of state, county and local prisons and jails. When you call 911 for assistance, most likely the operator who answers your emergency call is a CSEA member. You will find Corrections and Law Enforcement members of the CSEA Work Force actively helping out in your neighborhood and your community as family, friends and neighbors.

SEE PAGES 10 & 11



CSEA and Gouverneur Correctional management combine to provide new life to mechanic facing layoff

GOUVERNEUR — When Archie White found out in November 1995 that his temporary position as an electronic equipment mechanic at Gouverneur Correctional Facility was targeted for layoff due to state budget cuts, the future looked grim. As a single father of three, he wasn't sure how he'd get by.

Luckily, CSEA and his facility management stepped in, and gave him the chance that, combined with his own determination and persistence, allowed him to get the education he needed to get a permanent, higher paying job at the facility. What they did is enroll him in the NYS/CSEA Joint Apprenticeship Program, a CSEA

negotiated benefit. White says it was the best thing that's happened to him.

"I think it was great," White said. "Between the union and administration doing this for me, it's probably the best thing that's ever happened to me."

According to everyone involved, White's completion of the three-year program in less than two years with a straight A average, is an

unrivaled accomplishment. In fact, he was recognized by Labor-Management Committees Director Alan Ross in a

letter to CSEA Local 196 President Barbara Bayne and the Superintendent at Gouverneur Correctional.

"This is a remarkable accomplishment and highlights not only Mr. White's commitment and dedication to the program, but the commitment of CSEA and management at Gouverneur CF to the administration of this apprenticeship. I have been advised... that this is a feat unparalleled in the program's history," Ross wrote.

What White did was complete the on-the-job component of the program, consisting of learning and performing more than 250 work processes; and the trade theory component of the program, including completing more than 400 hours of classroom instruction, some of which he was able to waive due to experience. He chose to take 12 hours of classes a week, twice the usual amount. He also took summer courses to get through the program quicker.

"I asked if I could finish it as quickly as possible. Everybody agreed," he explained.

And the whole time White was attending classes at nearby SUNY Canton, he was also working full-time at the facility as an apprentice electrician. While he says that the experience was good, it got rough at times.

"There were times when you felt everything was coming down on you. I stayed up till

If you would like information about the CSEA-negotiated NYS/CSEA Joint Apprenticeship Program for state employees, contact your CSEA Local president



Archie White thanks CSEA Gouverneur Correctional Local 196 President Barbara Bayne for her help in saving his job.

2 a.m. studying sometimes."

Upon the completion of his on-the-job training and coursework, White was appointed as a permanent journey-level electrician this past fall. According to Local 196 President Bayne, it was a true success story.

"When they were letting people go, it was a sad time. To help Archie secure a job, it felt good to know that we were able to help at least one person. A lot of people were pulling for him," she said. "With the education, he'll be able to move ahead in the future."

As for White, he says it was all worthwhile.

"All in all, it's been well worth it. I'd just like to thank the union and the facility and the people from Labor-Management for their help along the way." — **Mark M. Kotzin**

Making a difference for Special Olympics

OGDENSBURG — Two members of CSEA Ogdensburg Correctional Facility Local 185, MaryAnne Murray and Kay Richards, and CSEA St. Lawrence County Local 845 member Connie Martin, were recognized with plaques from their Locals for raising a combined sum of more than \$1,500 for a fund raiser for the Special Olympics.

Last fall, the three CSEA members were involved in the second annual "Make a Difference Day Run/Walk" to benefit Special Olympics. The one-day event, sponsored by all three unions at Ogdensburg Correctional Facility and St. Lawrence Psychiatric Center, raised \$3,300 dollars. Half of the proceeds went to the St. Lawrence/Franklin County Area Special Olympics, with the other half going to the New York State Special Olympics.

According to CSEA Ogdensburg Correctional Local 185 President Gerald Molnar, Martin raised \$600 in pledges, and Murray and Richards each raised \$500. He said all of the women strongly support the Special Olympics, especially Richards, whose 12-year-old daughter Jamie is mildly retarded and has participated in Special Olympic events through her school.

Event Coordinator Larry King, a PEF member at Ogdensburg Correctional, said that about a third of the 100 participants in the event were workers from the two facilities. He thanked Molnar and CSEA St. Lawrence Psychiatric Center Local 423 President Larry Robinson, along with the leaders of the other unions, for their help in making the event successful. — **Mark M. Kotzin**



From left are MaryAnne Murray, Kay Richards, Jamie Richards and Connie Martin.

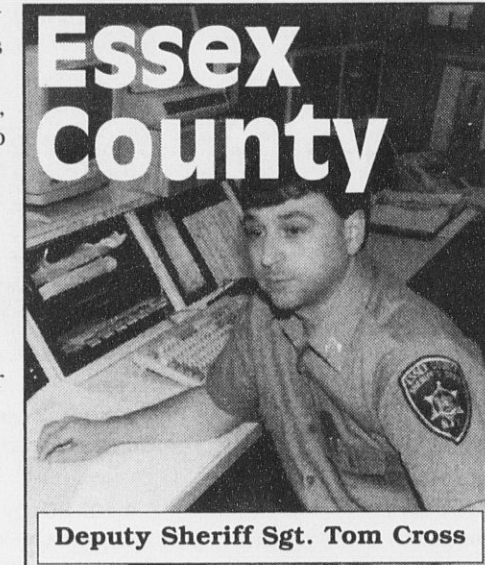
During ice storm of century, CSEA members were often A beacon of hope

No credit necessary for good deeds

ELIZABETHTOWN — Essex County Deputy Sheriff Department employees were on the go around the clock before, during and after the ice storm, putting in tremendously long hours to help maintain public security.

CSEA member Sgt. Tom Cross, a part-time dispatcher, is a good example, although he and his co-workers, dismiss their efforts as simply doing whatever they could to help out.

Cross sometimes worked a 16-hour shift only to go on to volunteer as a cook at the area's emergency center. But Cross would rather talk about a co-worker, who also didn't want any special credit, who Cross says somehow managed to juggle four or five generators from house to house to provide homeowners with some temporary power. "He, like all of us, just did whatever he could to help," Cross says.

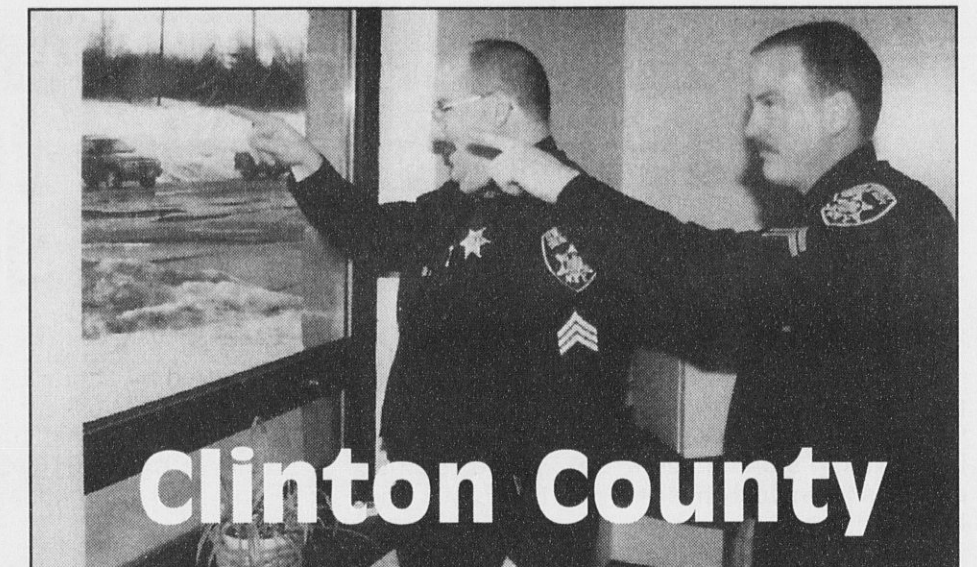


Deputy Sheriff Sgt. Tom Cross

— **Daniel X. Campbell**

'We had a state prison which was totally isolated, no phones, no way to communicate. We would pony express faxes and messages to them and carry their reports back. That's about a 60-mile round trip and the roads were just unbelievable.'

— Clinton County Deputy Sheriff Sgt. David Jock



Clinton County Sheriff's Department Sgt. David Jock, left, and Cpl. Shaun Luck look out at storm damage near the department's offices.

Whatever it took, they did it

PLATTSBURGH — CSEA-represented members of the Clinton County Sheriff's Department were extremely involved in public safety and security during the ice storm and its aftermath.

During the crisis department employees provided shuttle service for area residents in need of dialysis treatments, for instance, and drove injured or sick people to area hospitals because ambulances could not get to the people, Sgt. David Jock said. He also noted that deputies made round the clock patrols to check on people isolated without power or phones and keep them updated on rescue progress.

"It was stressful for everyone, but they felt much better just by seeing a sheriff's car checking their area," CSEA Clinton County Sheriff's Unit President Todd Law said.

— **Daniel X. Campbell**

A long, tough drive on a mission of mercy well worth it

GREEN HAVEN — A CSEA member at Green Haven Correctional Facility is proud of his role in helping victims of the North Country ice storm by delivering much needed food and supplies to a shelter on the St. Regis Indian Reservation during the ice emergency in January.

Bob Langton, a 22-year state employee and member of CSEA Local 158, had just returned from a vacation in Florida when he received a call from his boss asking him to come to work on a Saturday to drive supplies to the frozen north country.

Langton, a tandem tractor trailer driver, usually delivers furniture and license plates made by inmates to state facilities throughout the state. This time, the mission was even more crucial — bringing food and diapers and other items to residents of the reservation who were without electricity or any way to obtain the supplies.

"I stopped in Albany at the Regional Food Bank to pick up supplies and then made it as far as Plattsburgh by midnight," said Langton. "I had to wait until the next day to make the rest

of the trip because there was no electricity and I didn't want to take a chance on secondary roads, many of which were blocked."

Even in the daylight, the trip was dangerous.

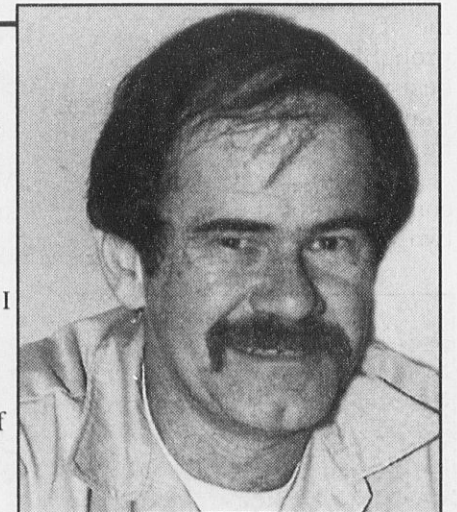
"On one route, every telephone pole was down and many trees were snapped in half," he said.

Langton finally made it to the reservation with his delivery.

"There were about 75 to 100 people at the shelter," he said, "and more people kept coming."

"It was incredible," he said. "You would see all these poles and trees down. I'm just glad I could help out a little."

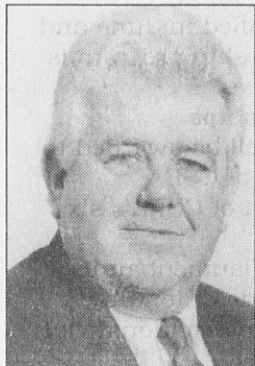
— **Anita Manley**



Bob Langton

**An interview with
Commissioner
George C. Sinnott
NYS Department
of Civil Service**

EDITORS NOTE: *As commissioner of the Department of Civil Service, Sinnott heads the state's central personnel agency.*



The department also administers the second largest public employee health insurance plan in the United States for 1.1 million active and retired employees and their dependents.

The following is part 3 in a series of excerpts from an interview with Commissioner Sinnott.

What changes can we expect to see at the Department of Civil Service in the future?

We've tried to make it a lot easier for people who deal with us to use the system. As a result, employees now have the ability to register for promotional exams via telephone. We also have legislation pending that will enable candidates to file and pay for their exam via credit card.

When I first arrived here, this was a 100 percent paper operation. We had state employees who actually had cartons and cartons of paper alongside their desks, blocking aisles, and it looked like something out of the roaring twenties. We're now in the process of putting together what we call NYSTEP — New York State Electronic Personnel System. By this time next year, we're pretty much going to be a paperless organization.

Another thing that will be fully implemented within the next year and a half, is the Accident Reporting System. There are situations now in the state where an employee can have an accident and sometimes that accident isn't even reported for up to 15 days. Through this new Accident Reporting System we estimate that accidents will be reported either the first day or within the first three days. As a result, employees are going to be able to access services through Workers' Compensation immediately, and we'll have a database to do whatever type of remedial work is necessary to correct those hazardous workplace conditions.

We've also come up with a concept called OneCard. Right now, when an employee is out due to an accident, there's no way to tell whether they're receiving normal care or care that would be covered under Workers' Compensation, so employees have to lay out money to get their prescriptions and medical supplies. With OneCard they'll be able to access their benefits immediately with no cash outlay, and the state will be able to differentiate between the regular cost of medical services and those that are reimbursable through Workers' Compensation. The employee will have the benefit of not putting any money out and in addition, we will be able to identify dollars which would be reimbursable to the state through Workers' Compensation. So it's another win win situation.

New video/workbook available to help you prepare for civil service exams

Making The Mark: Tips and Strategies for Civil Service Test Takers, a new video on how to prepare to take a civil service exam, and an accompanying 50-page workbook are now available to all CSEA bargaining unit members.

The video/workbook project is a joint effort by the CSEA Education and Training Department and the CSEA Labor Education Action Program (LEAP). Contents are based on a successful test preparation video-taped workshop previously offered by the Cornell University School of Industrial and Labor Relations with negotiated funds, and were developed after surveying CSEA members and activists at 1997 State and Local Government workshops.

The interactive video uses a start/stop format and the accompanying workbook can be used by an individual or by study groups. The video contains general tips on test taking and test preparation for state and local government

exams and strategies for answering specific types of questions.

Subject matter also includes information in these four specific exam areas; understanding and interpreting written material; preparing written material; understanding and interpreting tabular material; and evaluating conclusions in the light of known facts.

The video and workbook will be helpful for many civil service exams, including Secretary 1 and 2 exams that will be given on March 28. The CSEA/LEAP office also has study guides available which cover most test areas for the Secretary 1 and 2 exams.

The video and workbook can be purchased through the CSEA/LEAP office by sending the coupon below and \$10 to the address listed. Additional information is available by calling CSEA/LEAP at 1-800-253-4332.

**Making The Mark: Tips and Strategies for Civil Service Test Takers
CSEA Test Preparation Video and Workbook**

Order Form

Please send me _____ video(s)/workbook(s)

Name: _____

Mailing Address: _____

City, State, Zip: _____

Phone Number: _____ CSEA Local/Unit: _____

Job Title: _____

Name of Civil Service test (if any): _____

Total amount enclosed: \$ _____ Date: _____

Send completed order form with a check or money order (payable to CSEA) for \$10 for each video/workbook ordered to:
CSEA/LEAP 1 Lear Jet Lane, Suite 3, Latham, NY 12110-2393

**THE ICE STORY OF JANUARY 1998
WERE YOU THERE**

when a massive winter storm caused devastating ice and flooding damage to much of upstate New York in January?

DID YOU TAKE VIDEOTAPE OR STILL PHOTOGRAPHS OF THE DAMAGE, and in particular, DID YOU TAKE VIDEOTAPE OR STILL PHOTOGRAPHS OF PUBLIC EMPLOYEES AND THEIR EQUIPMENT INVOLVED IN THE AFTERMATH CLEANUP?

If so, please contact the CSEA Communications Department at 1-800-342-4146 Ext. 1271 or (518) 257-1271. CSEA hopes to compile a documentary record of the herculean efforts of public employees in responding to this weather disaster.

CSEA safety efforts recognized with 1997 NYCOSH award

MANHATTAN —The New York Committee on Safety and Health recently honored CSEA President Danny Donohue with their 1997 NYCOSH Award in recognition of CSEA's aggressive efforts to protect the safety and health of the union's more than 200,000 members.

"Fighting for workplace security standards is CSEA's number one priority," Donohue emphasized in accepting the award. He noted the many hazards CSEA members can face at work, everything from asbestos, to toxic chemicals, indoor air pollution, infectious diseases and repetitive strain injuries. He also noted that intentional homicide is now the leading cause of death in the workplace for women..

President Donohue credited CSEA's entire Safety and Health

Department staff, directed by Jim Corcoran, for their innovations, conferences and highly regarded newsletter, *The Canary*.

"Our Safety and Health staff work tirelessly to save lives, prevent illness and protect our members. We applaud our union's safety and health team for their hard work and we appreciate this recognition," Donohue said.

NYCOSH Chairman Bill Henning blasted current efforts in Albany and Washington to gut Occupational Safety and Health legislation.

"Safety and health is a political issue and a tool around which we can organize new members into the labor movement," Henning said, stressing the urgency of organizing around workplace safety issues.

— Lilly Gioia

CSEA offering \$14,000 in scholarships

Graduating high school seniors who are sons or daughters of CSEA-represented employees are eligible to apply for a total of \$14,000 in scholarships offered by or through CSEA. A single application covers three scholarship programs.

Application deadline is April 15

Applications for the scholarships are available from CSEA local and unit presidents and at CSEA headquarters, region and satellite offices. Applications must be filed by April 15. Winners will be notified in June and winners announced in *The Public Sector*. The CSEA scholarship program is administered by the CSEA Memorial Scholarship Committee.

Irving Flaumenbaum Memorial Scholarships

Eighteen Irving Flaumenbaum Memorial Scholarships will be awarded to graduating high school seniors who are sons or daughters of CSEA members. Three \$500 scholarships will be awarded in each of CSEA's six regions.

The awards are presented in memory of the late Irving Flaumenbaum, who was a spirited CSEA activist for more than three decades. He was president of CSEA Long Island Region 1 and an AFSCME International vice president at the time of his death.

Jardine Award

One \$2,500 Jardine Award scholarship will be awarded to a graduating high school senior entering higher education in the SUNY system. The top 2% of scholastic achievers, based on high school average, class rank and SAT scores will be selected to create the eligibility pool for this scholarship.

This award is provided by Jardine Group Services Corp. and is given in memory of Charles Foster, a long-time CSEA activist beginning in the 1930s who became the first business officer of the SUNY system.

MetLife Award

One \$2,500 MetLife Award will be presented to a graduating high school senior and is not limited to a student entering the SUNY system. The top 2% of scholastic achievers, based on high school average, class rank and SAT scores will be selected to create the eligibility pool for this scholarship.

This award is being provided for the first time by MetLife Insurance Company and was previously awarded by Travelers. It is given in memory of the late Joseph D. Lochner, CSEA's first employee and former executive director who was a CSEA employee for more than 40 years.

Helpful hints from



**EMPLOYEE
BENEFIT FUND**

The following hints will assist CSEA Employee Benefit Fund (EBF) enrollees in ordering and obtaining prescriptions from the ValueRx Mail Order Pharmacy:

- * Review your prescriptions with your physician and be sure they are written for the correct days supply and quality.
- * If you are submitting a new prescription because your doctor has changed your drug therapy, include a note to alert the ValueRx pharmacist about this on the Mail Service envelope.
- * Complete legibly all information requested on the envelope.
- * Once Value Rx has your prescription on file, you can call ValueRx Customer Service (1-888-435-4338) to order refills. This will save both time and money.
- * Order your refills as close to the recommended refill date as possible.
- * Include your payment with your order whenever possible.
- * Plan accordingly - allow 10-14 days from the date your order is mailed to the time you receive the order.
- * Keep the ValueRx Customer Service phone number (1-888-435-4338) handy in case of questions 24-hours a day.

Some additional tips

Remember, any time you call the CSEA EBF have your Social Security number ready along with pertinent claim information so the customer service representatives can answer your questions quickly.

The EBF requires current Proof of Student Status be provided annually for any child or ward under the age of 25 who is a full time student.

Notify the EBF of address changes or changes in dependents.

**EXCLUDED FROM
OUR TABLES
A 40-hour fast
for farmworkers**

The NYS Labor-Religion Coalition, NYS AFL-CIO and other groups will sponsor a fast for 40 hours from 8 p.m. March 24 until noon March 26 to protest the exclusion of New York state farmworkers from basic protections afforded many other workers. For information, contact Brian O'Shaughnessy at (518) 459-5400 Ext. 6294.

\$8,000 NYS AFL-CIO scholarship available

The New York State AFL-CIO will award a four-year scholarship to a 1998 graduating high school senior who intends to pursue a career in labor relations or a related field at an accredited college or university in New York state. The scholarship is for \$2,000 a year for four consecutive years for a total of \$8,000.

Candidates must be a son or daughter of a parent or guardian who is a member of a union (CSEA is) affiliated with the state AFL-CIO, a 1998 high school graduate and accepted in a course of study in labor relations or a labor-related interest at an accredited institution of higher learning in New York state.

For additional information and/or applications, call Cindy Gilligan at (212) 777-6040.

Application forms, accompanied by other required documents, must be submitted by May 15 to: New York State AFL-CIO Scholarship Committee, c/o Dr. Lois Gray, Cornell University, ILR School, 16 East 34th Street, 4th Floor, New York, NY 10016.

CSEA backs four winners

CSEA endorsed winning candidates in recent elections to fill three Long Island state Assembly seats and a New York City Congressional seat.

Democrat Gregory Meeks won the 6th Congressional District seat in Queens.

On Long Island, Democrat Adele Cohen won the 6th Assembly District seat in Suffolk County. In Nassau County, Republican Maureen O'Connell won the 17th Assembly District seat and Republican Kathleen Murray won the 19th Assembly District seat.

MAY 15 IS DEADLINE FOR SUBMITTING PROPOSED RESOLUTIONS AND CHANGES TO CSEA'S CONSTITUTION & BY-LAWS

Proposed resolutions and proposed amendments to the CSEA Constitution & By-Laws for consideration by CSEA delegates to the union's 1998 Annual Delegates Meeting **must be submitted by May 15, 1998.**

Proposed resolutions may be submitted **only** by a delegate and **must** be submitted on the proper forms. Forms for submitting resolutions are available from CSEA headquarters and region offices.

Proposed resolutions and proposed amendments to the Constitution & By-Laws must be submitted no later than May 15 to Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210-2303.

The 1998 CSEA Annual Delegates Meeting will be held Oct. 5 - 9 in Rochester.

REMINDER 1997 Empire Plan claims must be filed by March 31

All 1997 Empire Plan Basic Medical claims must be submitted by March 31, 1998, to:

United Healthcare Service Corp.
Administrator for Metlife (formerly MetraHealth)
P. O. Box 1600
Kingston, N.Y. 12402-1600

Basic medical claim forms may be obtained from your agency's personnel office or from United Healthcare. Make sure you complete the requested subscriber information and, if applicable, dependent student information. Don't forget to sign the claim form.

Please be certain to have your doctor or other provider fill in all the information asked for on the claim form. If the claim form is not filled out by the provider, original bills must include all medical/diagnostic information asked for on the claim form. Missing information will delay the processing of your claim.

If you have any questions concerning your claim, you may contact United Healthcare directly at **1 (800) 942-4640.**

CSEA providing \$2,000 free Term Life Insurance to members

As announced in previous editions of *The Public Sector*, CSEA began providing \$2,000 of Term Life Insurance at no cost to CSEA members actively at work effective Nov. 1, 1997. For new members who join CSEA after Nov. 1, this no-cost coverage takes effect on the date they become members.

CSEA is pleased to provide this special no-cost CSEA membership benefit. If you have not already done so, we encourage you to complete the adjacent Beneficiary Registration Form and mail it to Jardine Group Services Corporation.

If you have any questions about this no-cost coverage, please call 1-800-697-CSEA (1-800-697-2732).

A note from CSEA President Danny Donohue

Over the past year, CSEA has been engaged in a process of transformation as we seek to become an even better union. Among the issues that have been raised in that process is the name of our official publication. One measure of any publication's effectiveness is its ability to be instantly recognized and respected as representing the organization that publishes it. The name *The Public Sector* was particularly descriptive and effective when CSEA was exclusively a public sector labor union.

CSEA continues to change as a labor union, leading to conversations suggesting that the name of our publication ought to reflect, as accurately as possible, our entire membership.

For this reason, we are considering a name change for *The Public Sector*. What do you think? I'd like your ideas and input. If you have suggestions, please share them.

Complete the coupon below and send it to: CSEA Communications Department, 143 Washington Avenue, Albany, NY 12210.

Danny Donohue

Name _____

Address _____

City _____ State _____ ZIP _____

I am a member of CSEA Local _____

I suggest the following name change(s) be considered for CSEA's official publication: _____

Mail to: CSEA Communications Department, 143 Washington Avenue, Albany, NY 12210

● CSEA Term Life Beneficiary Registration Form ●

To register a beneficiary for your no cost \$2,000 term life insurance, simply complete and return this coupon to:

Jardine Group Services Corporation, P.O. Box 956, Schenectady, NY 12301

Name: _____

Date of Birth: _____ Social Security #: _____

Address: _____

Home Phone: _____ Work Phone: _____

Beneficiary: _____ Relationship: _____

Signature: _____ Date: _____

This offer is only available for actively working employees and is not available to retirees.
This free coverage will terminate on October 31, 1998.

1998 CSEA ELECTIONS INFO

NOTICE OF NOMINATION AND ELECTION

1998 AFSCME Convention Delegates Election

Ballots will be mailed April 20; deadline for return is May 15

Ballots will be mailed next month to elect CSEA delegates to the 1998 AFSCME Convention scheduled for Aug. 24 - 28, 1998, in Honolulu, Hawaii. Candidates were selected at region nominating meetings in February.

The AFSCME delegate election process continues in accordance with the schedule of election, printed at right, approved by CSEA's Board of Directors. Ballots will be mailed April 20 and must be returned by 8 a.m. May 15. Ballots will be counted the same day.

CSEA delegates will be elected by region. CSEA members in each CSEA region will elect delegates

from their region. The number of delegates to which each region is entitled is based on region membership strength, in accordance with the AFSCME and CSEA constitutions.

Candidates nominated as slates will appear on the ballot in the order they were nominated. The ballot will also allow slate candidates to be elected individually, separate from the slate. Expenses for transportation, room and board at the AFSCME Convention will be paid by CSEA.

1998 CSEA Elections Schedule AFSCME Convention delegates

March 11	Deadline to decline nomination
April 20	Ballots mailed
April 27	Replacement ballots available
May 15	Deadline for receipt of ballots (8 a.m.). Ballots counted.

Election results will be announced after the ballot count.

Candidates will be notified by mail of the results. Election results will be published in the June 1998 edition of *The Public Sector*.

Procedure protects your rights

AFSCME's Constitution includes a rebate procedure to protect the rights of members who disagree with how the international union spends money for partisan political or ideological purposes. This procedure is not open to non-members who pay agency shop or similar fees to the union or to members who are employed under a union shop.

Each year, the International Secretary-Treasurer calculates the portion of per capita payments that has been used for partisan political or ideological purposes during the preceding fiscal year.

Members who object to the expenditure of a portion of their dues for partisan political or ideological purposes and request a rebate must do so individually in writing between April 1 and April 16, 1998. The request must contain the member's name,

Social Security number, home address, AFSCME local and council number. This information must be typed or legibly printed. The individual request must be signed by the member and sent by the individual member to the international Secretary-Treasurer at AFSCME International Headquarters, 1625 L Street NW, Washington, DC 20036-5687, by registered or certified mail. Requests from more than one person may not be sent together in the same envelope; each request must be sent individually. Requests must be renewed in writing every year the member wishes a rebate.

Any member who is dissatisfied with the amount of the rebate paid by the international union may object by filing a written appeal with the AFSCME Judicial Panel at the above address within 15 days after the rebate check has been received.



CSEA RECENTLY HONORED several civilian employee members of State Police Troop D CSEA Local 264 for their many years of service. From left are Burlie Pugh, SP Remsen station cleaner (35+ years); Jane Pound, SP Watertown secretary (30+ years); Thomas Rowlands, SP Marcy station cleaner (25+ years); Edith Ruggiero, SP Oneida BCI secretary (30+ years); Troop D Commander Major James J. Parmley; First Sergeant Robert W. Marquart; CSEA Local 264 President Marianne P. Dygert, SP Oneida Troop Commander's secretary (30+ years); David Devan, Troop D quartermaster (25+ years); Patricia Hurre, Troop Hq. Uniform Lieutenants secretary (25+ years); Robert Allen, Troop D AMI (25+ years) and Joan Cox, Troop Hq. Identification Section secretary (35+ years). Missing from photo is Helen Eiholzer, First Sergeant's secretary (30+ years).

1998 CSEA ELECTIONS INFO

Local, unit elections scheduled for 1998

Elections will be conducted for all local officers, for delegates, and for all unit officers

The term of office for all current local officers, delegates and unit officers expires June 30, 1998. Officers and delegates will be elected or re-elected to three-year terms during local and unit elections to be conducted between May 15 and June 15, 1998.

Each local and unit executive board must select its own Election Committee and committee

chairperson. The Local and/or Unit Election Committee is primarily responsible for conducting the election.

Slate petitioning and slate voting will be an option for candidates for local and unit office (see adjacent information).

Members may run as individual candidates if they wish.

Nominating procedure for small CSEA locals and units; special election rules apply

The union's election rules require a minimum of 10 signatures on nominating petitions for office in all locals and units. However, this requirement causes problems for potential candidates for office in locals and units with 10 or fewer members.

Special election rules apply for CSEA locals and units of 10 or fewer members.

The statewide Board of Directors approved an Application for Election to Office for locals and

units with 10 or fewer members. In these smaller locals and units, completion of the Application for Election to Office replaces the requirement to obtain signatures on a nominating petition.

In locals or units with 10 or fewer members, any member who submits the application and meets election requirements under the appropriate Local or Unit Constitution will be placed on the ballot.

Important Information about slate petitioning and slate voting

Local Elections

In local elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the Local's By-Laws, secretary and treasurer.

The slate may also include candidates for other offices which have been created according to the Local Constitution and By-Laws. In locals which have created the combined position of secretary-treasurer in their By-Laws, the slate must include a candidate for that office.

Unit Elections

In unit elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the Unit's By-Laws, secretary and treasurer.

The slate may also include candidates for other offices which have been created according to the Unit Constitution and By-Laws. In units which have created the combined position of secretary-treasurer in their By-Laws, the slate must include a candidate for that office.

Candidates should know the following:

➤ A member cannot be a candidate for officer and for delegate on the same slate. An officer candidate must circulate a separate nominating petition in order to appear on the ballot also as a candidate for delegate. The member will appear on the ballot as a candidate for office as part of the slate and as an individual for the position of delegate.

➤ Candidates who run as a slate must complete a Slate Consent Form and a Slate Petition Request Form. By petitioning as a slate, candidates who appear as part of a slate need to submit only one set of the required number of signatures to qualify as a candidate. Individual petitions are not necessary for slate candidates.

➤ Candidates who withdraw from a slate must complete a Slate Withdrawal Form.

More detailed information about election slates will be available from local and unit election committees.

Always protect your membership status

Break in membership affects eligibility for union office, voting privileges

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

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

Only members "in good standing" can participate in these activities. To be in "good

standing," your dues cannot be delinquent.

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

status for a period not to exceed one year.

Note, however, you **must** continue to pay dues to run for office. Dues-free or gratuitous membership allows members to continue their insurance coverage while out of work. It does not protect your right to run for or hold office.

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

1998 CSEA ELECTIONS INFO

NOTICE OF NOMINATION AND ELECTION

STATEWIDE BOARD OF DIRECTORS

Ballots will be mailed April 20

All elected seats on CSEA's Statewide Board of Directors will be up for election in 1998. CSEA delegates previously approved a two-year term for Board seat elections in 1998, synchronizing the Board elections with the union's statewide officers election cycle beginning in the year 2000. Three-year terms will resume with the Board of

Directors election in the year 2000.

The nominating petition period for members interested in seeking election to CSEA's Board of Directors concluded Feb. 23. Ballots will be mailed to eligible CSEA members on April 20 (see schedule at right). The deadline for returning ballots is May 15. Ballots will be counted that day.

1998 CSEA Election Schedule Statewide Board of Directors

- March 11** Deadline to decline nomination
- March 17** Drawing for ballot positions
- April 20** Ballots mailed
- April 27** Replacement ballots available
- May 15** Deadline for receipt of ballots (8 a.m.). Ballots counted

Election results will be announced after the ballot count. Candidates will be notified by mail of the results. Election results will be published in the June 1998 edition of *The Public Sector*.

Please donate generously to the 'CSEA Disaster Relief Fund'

Your help is desperately needed now for victims of the terrible ice storm in northern New York state, one of the worst natural disasters ever in the state. Our goal is for a donation of at least one dollar from each CSEA member. Please be generous.

Make checks payable to
'CSEA Disaster Relief Fund'

and mail immediately to:
CSEA, 143 Washington Avenue
Albany, NY 12210
Contact your CSEA Region Office for drop off points for donating non-perishable food items, water and diapers.

SAIL AWAY WITH CSEA on Royal Caribbean's *Nordic Empress*

November 9 to November 13, 1998

Monday to Friday (Nov. 11 is Veterans Day)

Explore the Southern Caribbean with family, friends and fellow CSEA members on a deluxe 4-night cruise aboard the *Nordic Empress* from San Juan, Puerto Rico to St. Thomas, St. Maarten and St. Croix.

CRUISE PACKAGE INCLUDES:

- * Round trip airfare to San Juan
- * Round trip transfer, airport to pier
- * Your choice of outside or inside cabins
- * All meals and entertainment on board
- * Port charges and departure tax

RATES (per person) DOUBLE OCCUPANCY

Outside (Category H) Inside (Category L)

\$899.00 **\$849.00**

DEPOSIT AND PAYMENT SCHEDULE:

Please complete the reservation form at right and enclose a deposit of **\$100.00** per person no later than **April 30, 1998**. For those who desire the insurance option below, an additional deposit of **\$49.00** per person must be paid at the time of reservation. Payments are accepted by check only, and are made payable to Plaza Travel Center. Your balance is due in full by **August 3, 1998**.

Travel to these destinations requires proof of citizenship; please inquire for details.

CANCELLATIONS:

Please refer to the RCCL brochure for RCCL's policy. Plaza Travel has a cancellation fee of \$50.00 per person separate from RCCL's policy and is not protected by the RCCL insurance at right.

OPTIONAL INSURANCE:

Insurance is available at the rate of **\$49.00** per person which covers trip cancellation, medical protection, baggage protection and emergency assistance.

Reservation form: CSEA Cruise *Nordic Empress* November 9, 1998 DK 2244

Full Legal Names

of each person in the cabin: _____

Address _____ City _____ State _____ Zip _____

I require air from the following city _____ Inside cabin _____ Outside cabin _____

Insurance: Yes No (please check one)

Deposit (\$100.00 per person) \$ _____

Insurance (optional at \$49.00 + _____
per person payable with deposit)

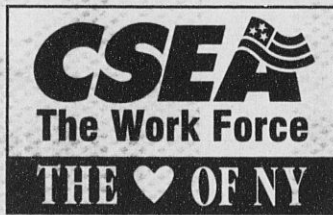
Total = _____ payable to "Plaza Travel Center"

PLAZA TRAVEL CENTER PO Box 849 Latham, NY 12110
518 785-3338 or 800 666-3404 Ask for Lisa

**"Does it matter
that New Yorkers get cost
effective, quality services
every year?"**

You bet it does."

The election year state budget proposal looks great, but we need continuing stability, not roller-coaster budgeting. We can't afford to go from crisis to prosperity and back again. It's crazy. Make sure the people who do the job right and provide the services you need are there. It's time for New York's elected officials to establish fiscal sanity.

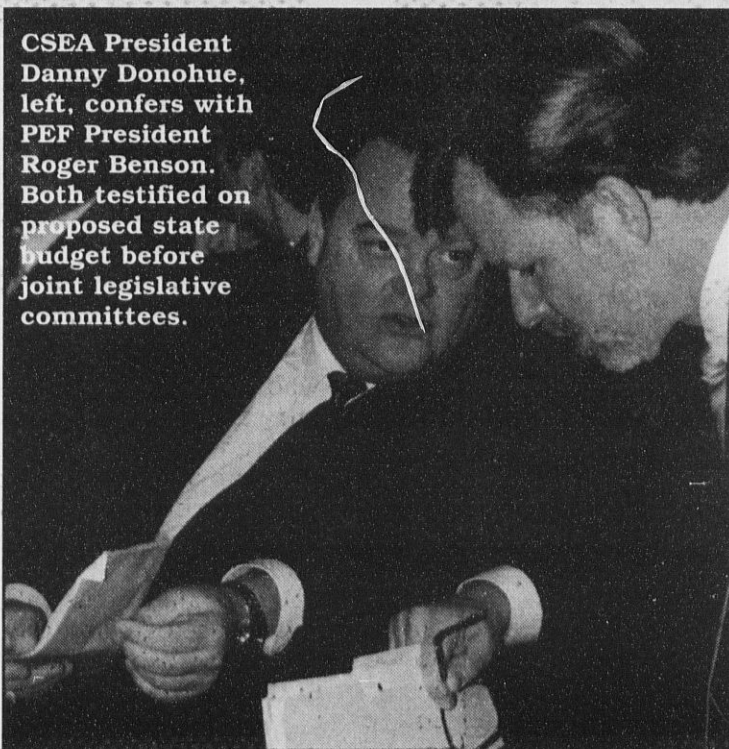


Danny Donohue



Local 1000, AFSCME, AFL-CIO
Danny Donohue, President

CSEA President Danny Donohue, left, confers with PEF President Roger Benson. Both testified on proposed state budget before joint legislative committees.



Future deficits troublesome

‘CSEA is pleased that there are no layoffs in the proposed budget and there are measures to provide relief to localities and schools. But we are troubled by the Governor's own projections of multi-billion dollar deficits in future years.

We need some continuing stability in New York's state government. We don't have to let this year's surplus burn a hole in our pockets. It's much better to avoid a crisis than to survive one.

CSEA wants its members to be able to provide cost-effective, quality services for the people of New York not just this year, but every year. 9

— CSEA President Danny Donohue, testifying on the 1998-99 proposed state budget before joint legislative committees

AFSCME LOBBY DAY MARCH 31

AFSCME International President Gerald W. McEntee, CSEA President Danny Donohue and presidents of AFSCME District Councils 35, 37, 66, 82 and 1707 will lead an AFSCME New York Action Team lobbying group that will meet with state legislative leaders and members to discuss union concerns with the proposed state budget. The theme for the Lobby Day will be "Secure jobs, secure workplaces, secure futures."



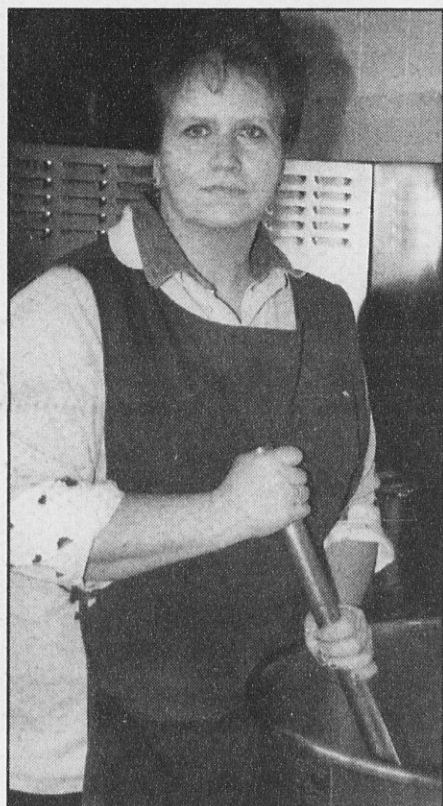
Relive the ice storm again - on video; proceeds benefit American Red Cross

CSEA recently co-sponsored a one-hour television special produced and shown by WPTZ Channel 5 in Plattsburgh on the North Country ice storm.

VHS copies of the special are available for \$6.95 each. All proceeds benefit the American Red Cross.

Copies of this documentary video can be ordered by calling 1-800-217-6363.

Members write a proud new chapter in CSEA history



'We were cooking meals for 3,000 to 4,000 people. After a while we didn't even know what day it was, that's how crazy it was.'

— Prep Cook Roxanna Yadow, CSEA Potsdam Auxiliary and College Educational Services Local 625.

Disaster Fund contributions top \$40,000; more needed

CSEA members are giving generously to aid North Country storm victims. As this edition of *The Public Sector* went to press, individual CSEA members and locals and units had contributed more than \$40,000 to the 'CSEA Disaster Relief Fund.'

Recovery will take a long time and contributions are still needed.

To donate, make checks payable to 'CSEA Disaster Relief Fund' and mail immediately to: CSEA, 143 Washington Avenue, Albany, NY 12210.



CSEA members in western New York donated a large quantity of items that were trucked to CSEA's Jefferson County Local and Unit office in Watertown for distribution. Above, Daniel Brady, CSEA Jefferson County Unit president, Local 823 first vice president and Jefferson County statewide Board of Directors representative, helps unload items.



CSEA statewide Treasurer Maureen Malone and Central Region 5 President Jim Moore load donations from members in central New York which were combined with donations from CSEA members on Long Island and trucked to victims of ice storm in northern New York.



CSEA Labor Relations Specialist Tom Finger and Erie County Local 815 member Steve Beck load donations from union members for delivery to needy people in North Country.

CSEA members respond to ice storm victims

'The crews are basically working 24 hours a day, seven days a week. And I don't anticipate that will be changing soon.'

— Danny Brothers
CSEA Massena DPW Unit treasurer at height of ice storm

CSEA ad honors members

CSEA publicly commended the tens of thousands of CSEA members who live and work in the North Country as well as the thousands more who went into the disaster area from across the state in newspaper ads which ran Feb. 8 in the *New York Times*, *Watertown Times*, *Press Republican* (Plattsburgh), *Post Star* (Glens Falls), *The Saratogian* (Saratoga) and the *Advance News* (Ogdensburg), and on Feb. 9 in the *Adirondack Enterprise*.

WHEN DISASTER STRIKES, the CSEA Work Force is first in and last out.

The ice storm disaster of '98 proves how much
IT MATTERS who answers emergency
calls around the clock...
who clears the ice and snow ...
who helps evacuate and shelter the victims ...
who provides emergency health care and
ensures public safety.

Does it matter that it's the CSEA Work Force?

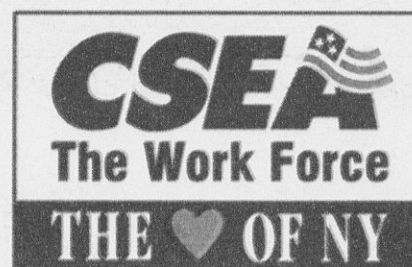
YOU BET IT DOES.



CSEA President
Danny Donohue



Because New
Yorkers know
they can count
on the men and
women who
respond to
emergencies and
do the job right,
under the worst
of conditions.



Local 1000 • AFSCME • AFL-CIO
Danny Donohue, President



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143 Washington Avenue
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THE PUBLIC

Sector

MARCH 1998

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