

Official publication of  
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Local 1000, AFSCME, AFL-CIO

# Sector

THE PUBLIC

Vol. 17 No. 10 OCTOBER 1994

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# In Touch with YOU!

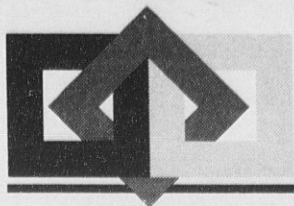


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What membership does for you  
**CSEA Member Services Supplement**

## HOW CAN CSEA HELP ME?

See how in *A Reference Guide to CSEA Member Services & Benefits* included in this month's Special Supplement

## THE PUBLIC Sector

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## A message from CSEA President Danny Donohue



### Don't sit this election out - Vote!

By the time you are reading this, Election Day will be just around the corner. So I want to use this column to share with you my thoughts on what we have at stake.

Every election is important.

Every opportunity you have to vote should be exercised.

CSEA is widely regarded for its political power and that power comes directly from you. Never underestimate what we can accomplish when we work - and vote - together.

If you want to see an example of that power make sure to read the first page of our four-page special Members Supplement in this edition of *The Public Sector*. It describes our new in-house telemarketing system which puts us into the 21st century when it comes to communicating with each other.

It is just one example of how CSEA is moving ahead with the times.

All eyes this year are on elections to fill the statewide offices of governor, lieutenant governor, comptroller and attorney general. In addition, the entire state Legislature is up for grabs.

Although CSEA chose not to endorse either major party candidate for governor, it does not mean that we are indifferent about the outcome. The tone set by the state's chief executive will be felt most immediately by state workers.

**Ask yourself one vital question: which candidate has a stronger commitment to public service?**

The tone he sets will also trickle down and be felt by our local government and school district people, too. So please take a hard look at the candidates.

Ask yourself one vital question: which candidate has a stronger commitment to public service? Use it as your measuring stick when you vote on Nov. 8.

Fortunately, the choices for Comptroller and Attorney General are easier. CSEA enthusiastically endorses Carl McCall for Comptroller and Karen Burstein for Attorney General. Both candidates are long-time friends of working people who deserve our support.

Then, make sure to check out the various candidates for state Legislature who we have endorsed. Their names appear on pages 4 and 5 of this edition of *The Public Sector*. Finally, check out our picks for U.S. Congress. But, most of all, make sure to vote on Nov. 8.

*Danny*





# Vote on Nov. 8

## CSEA endorsements help you decide

When you step into the voting booth on Tuesday Nov. 8, CSEA wants you to have the information you need to vote for candidates who support New York's public employees.

The union's political action leadership goes through an extensive process of reviewing records and interviewing

candidates for the 211 seats in the state Legislature to determine which ones deserve CSEA's endorsement.

A similarly extensive process is used in making endorsements for New York's Congressional seats.

The result is a list of candidates whose records prove

they work for public employees on important issues.

The issues and concerns of members are important, and we want to be sure the lawmakers we elect are willing to listen to us.

That's why CSEA takes the time to evaluate and endorse candidates: Because

CSEA members matter.

The next step is up to you. CSEA President Danny Donohue encourages all CSEA members to vote.

"We need to make our voices heard on Election Day, and these endorsements will help us do that," Donohue said. "Get out there and vote on Nov. 8!"

## CSEA endorsements for New York State Assembly

AD 1	Patricia L. Acampora (R-C)	AD 51	No endorsement	AD 101	Kevin A. Cahill (D)
AD 2	John L. Behan (R)	AD 52	Eileen C. Dugan (D)	AD 102	John J. Faso (R)
AD 3	I. William Bianchi (D-C)	AD 53	Vito J. Lopez (D)	AD 103	James Tedisco (R-C)
AD 4	Steven Englebright (D)	AD 54	Darryl C. Towns (D)	AD 104	John J. McEneny (D-L)
AD 5	Paul Harenberg (D)	AD 55	William F. Boyland (D)	AD 105	Paul D. Tonko (D-L)
AD 6	Robert C. Wertz (R)	AD 56	Albert Vann (D-L)	AD 106	Ronald Canestrari (D)
AD 7	Thomas F. Barraga (R-C-RTL)	AD 57	Roger L. Green (D)	AD 107	No endorsement
AD 8	Philip Boyle (R)	AD 58	N. Nick Perry (D)	AD 108	Pat M. Casale (R)
AD 9	John J. Flanagan (R)	AD 59	Elizabeth A. Connelly (D)	AD 109	James P. King (R)
AD 10	James D. Conte (R-C)	AD 60	Eric N. Vitaliano (D-C)	AD 110	Chris Ortloff (R-C)
AD 11	Robert K. Sweeney (D)	AD 61	Robert A. Straniere (R-C-RTL)	AD 111	Bill Magee (D)
AD 12	Philip B. Healey (R-C)	AD 62	Sheldon Silver (D)	AD 112	Chloe Ann R. O'Neil (R-C)
AD 13	David S. Sidikman (D)	AD 63	Steven Sanders (D-L)	AD 113	Anthony J. Casale (R-C)
AD 14	Marc Herbst (R)	AD 64	Richard N. Gottfried (D-L)	AD 114	H. Robert Nortz (R)
AD 15	Donna Ferrara (R)	AD 65	Alexander B. Pete Grannis (D-L)	AD 115	David R. Townsend, Jr. (R)
AD 16	Thomas P. DiNapoli (D-L)	AD 66	Deborah J. Glick (D-L)	AD 116	RoAnn M. Destito (D)
AD 17	Michael A. L. Balboni (R-C)	AD 67	Scott M. Stringer (D)	AD 117	Frances T. Sullivan (R)
AD 18	Earlene Hill (D)	AD 68	Angelo Del Toro (D-L)	AD 118	Michael J. Bragman (D)
AD 19	Charles J. O'Shea (R-C)	AD 69	Edward C. Sullivan (D)	AD 119	Joan K. Christensen (D)
AD 20	Harvey Weisenburg (D)	AD 70	Keith Wright (D)	AD 120	Joseph A. Nicoletti (D)
AD 21	Gregory R. Becker (R-C)	AD 71	Herman D. Farrell, Jr. (D-L)	AD 121	Harold C. Brown, Jr. (R-C)
AD 22	Vincent T. Muscarella (R-C)	AD 72	John Brian Murtaugh (D-L)	AD 122	Clarence D. Rappleyea (R)
AD 23	Audrey Pheffer (D-L)	AD 73	John A. Ravitz (R)	AD 123	Kevin McManus (D)
AD 24	Mark Weprin (D)	AD 74	Carmen Arroyo (D)	AD 124	John Kowalchyk (D)
AD 25	Brian M. McLaughlin (D)	AD 75	Hector L. Diaz (D-L)	AD 125	Martin A. Luster (D)
AD 26	Douglas Prescott (R-C)	AD 76	Peter M. Rivera (D)	AD 126	Daniel J. Fessenden (R-C)
AD 27	Nettie Mayersohn (D-L)	AD 77	Aurelia Greene (D)	AD 127	George H. Winner, Jr. (R-C)
AD 28	Melinda Katz (L)	AD 78	Roberto Ramirez (D)	AD 128	Robert C. Oaks (R)
AD 29	No endorsement	AD 79	Gloria Davis (D-L)	AD 129	Craig Doran (R)
AD 30	Joseph Crowley (D)	AD 80	George Friedman (D-L)	AD 130	No endorsement
AD 31	Gregory W. Meeks (D)	AD 81	Jeffrey Dinowitz (D)	AD 131	Susan V. John (D)
AD 32	Vivian E. Cook (D-L)	AD 82	Stephen B. Kaufman (D)	AD 132	Joseph D. Morelle (D)
AD 33	Barbara M. Clark (D)	AD 83	Larry Seabrook (D)	AD 133	David F. Gantt (D)
AD 34	Ivan C. Lafayette (D)	AD 84	James Gary Pretlow (D)	AD 134	Joseph E. Robach (D-C)
AD 35	Jeffrion L. Aubry (D)	AD 85	Ronald C. Tocci (D-C)	AD 135	James S. Alesi (R-C)
AD 36	Denis J. Butler (D)	AD 86	Richard L. Brodsky (D)	AD 136	Jerry Johnson (R)
AD 37	Catherine T. Nolan (D)	AD 87	Michael Spano (R-C)	AD 137	Charles H. Nesbitt (R)
AD 38	Anthony S. Seminerio (D-C)	AD 88	No endorsement	AD 138	Joseph T. Pillittere (D)
AD 39	Anthony J. Genovesi (D)	AD 89	No endorsement	AD 139	Elizabeth C. Hoffman (R)
AD 40	Edward Griffith (D-L)	AD 90	No endorsement	AD 140	Robin Schimminger (D)
AD 41	Helene Weinstein (D)	AD 91	Louise Bisogno (D)	AD 141	Arthur O. Eve (D-L)
AD 42	Rhoda S. Jacobs (D-L)	AD 92	Alexander J. Gromack (D-C)	AD 142	Richard R. Anderson (R-C)
AD 43	Clarence Norman, Jr. (D)	AD 93	Samuel Colman (D)	AD 143	Paul A. Tokasz (D-C)
AD 44	James F. Brennan (D)	AD 94	Nancy Calhoun (R-C)	AD 144	Sam Hoyt (D-L)
AD 45	Daniel L. Feldman (D)	AD 95	John J. Bonacic (R)	AD 145	Richard J. Keane (D-C)
AD 46	Jules Polonetsky (D)	AD 96	Michael Murphy (D)	AD 146	Francis J. Pordum (D)
AD 47	Frank J. Barbaro (D)	AD 97	Eileen M. Hickey (D)	AD 147	Thomas M. Reynolds (R-C)
AD 48	Dov Hikind (D)	AD 98	Jacob E. Gunther, III (D-C)	AD 148	G. Steven Pigeon (D)
AD 49	Peter J. Abbate, Jr. (D)	AD 99	Patrick Manning (R)	AD 149	Patricia K. McGee (R-C)
AD 50	Joseph R. Lentol (D)	AD 100	No endorsement	AD 150	William L. Parment (D)



## CSEA endorsements for New York State Senate

SD 1	Kenneth P. LaValle (R-C)	SD 22	Martin M. Solomon (D)	SD 43	Joseph L. Bruno (R-C)
SD 2	James J. Lack (R)	SD 23	Robert J. DiCarlo (R-I)	SD 44	Hugh T. Farley (R-C)
SD 3	Caesar Trunzo (R)	SD 24	John J. Marchi (R)	SD 45	Ronald B. Stafford (R-C)
SD 4	Owen H. Johnson (R-C)	SD 25	Martin Connor (D-L)	SD 46	James W. Wright (R)
SD 5	Ralph J. Marino (R-C)	SD 26	Roy M. Goodman (R)	SD 47	William R. Sears (R-C)
SD 6	Kemp Hannon (R)	SD 27	Catherine Abate (D)	SD 48	Nancy Lorraine Hoffman (D)
SD 7	Michael J. Tully, Jr. (R-C)	SD 28	Olga Mendez (D-L)	SD 49	John A. DeFrancisco (R)
SD 8	Norman J. Levy (R-C)	SD 29	David Paterson (D-L)	SD 50	James L. Seward (R-C)
SD 9	Dean G. Skelos (R)	SD 30	Franz S. Leichter (D-L)	SD 51	Thomas W. Libous (R-C)
SD 10	Alton R. Waldon, Jr. (D-L)	SD 31	Efrain Gonzalez, Jr. (D)	SD 52	No endorsement
SD 11	Frank Padavan (R)	SD 32	Pedro Espada, Jr. (D)	SD 53	Michael F. Nozzolio (R-C)
SD 12	Ada L. Smith (D)	SD 33	Joseph L. Galiber, Jr. (D-L)	SD 54	Richard A. Dollinger (D)
SD 13	Emanuel R. Gold (D-L)	SD 34	Guy J. Velella (R-C)	SD 55	Mary Ellen Jones (D)
SD 14	George Onorato (D)	SD 35	Nicholas A. Spano (R-C)	SD 56	Jess J. Present (R)
SD 15	Serphin R. Maltese (R-C-RTL)	SD 36	Suzi Oppenheimer (D-L)	SD 57	Anthony Nanula (D)
SD 16	Leonard P. Stavisky (D-L)	SD 37	Vince Leibell (R-C)	SD 58	William T. Stachowski (D-C)
SD 17	Nellie Santiago (D)	SD 38	Joseph R. Holland (R-C)	SD 59	Dale M. Volker (R-C)
SD 18	Velmanette Montgomery (D)	SD 39	William J. Larkin, Jr. (R-C)	SD 60	Charles E. Eaton (D)
SD 19	Howard E. Babbush (D)	SD 40	Charles D. Cook (R)	SD 61	No endorsement
SD 20	Marty Markowitz (D)	SD 41	Stephen M. Saland (R-C)		
SD 21	Carl Kruger (D)	SD 42	Michael Hoblock (R)		

## CSEA endorsements for statewide races

**Comptroller**  
H. Carl McCall (D-L)

**Attorney General**  
Karen Burstein

**United States Senator**  
Daniel Patrick Moynihan (D)

## CSEA endorsements for U.S. Congress

CD 1	George J. Hochbrueckner (D)	CD 17	Eliot L. Engel (D)
CD 2	Rick A. Lazio (R)	CD 18	Nita M. Lowey (D)
CD 3	Peter T. King (R)	CD 19	Hamilton Fish, Jr. (D)
CD 4	No endorsement	CD 20	Benjamin A. Gilman (R)
CD 5	Gary L. Ackerman (D)	CD 21	Michael R. McNulty (D)
CD 6	Floyd H. Flake (D)	CD 22	Gerald B. Solomon (R-C)
CD 7	Thomas J. Manton (D)	CD 23	Sherwood L. Boehlert (R)
CD 8	Jerrold Nadler (D)	CD 24	John M. McHugh (R-C)
CD 9	Charles E. Schumer (D-L)	CD 25	Rhea Jezer (D)
CD 10	Edolphus Towns (D)	CD 26	Maurice D. Hinchey (D)
CD 11	Major R. Owens (D)	CD 27	William Long (D)
CD 12	Nydia M. Velazquez (D)	CD 28	Louise M. Slaughter (D)
CD 13	No endorsement	CD 29	John J. LaFalce (D-L)
CD 14	Carolyn B. Maloney (D)	CD 30	David Franczyk (D)
CD 15	Charles B. Rangel (D)	CD 31	No endorsement
CD 16	Jose E. Serrano (D-L)		

**'We need to make our  
voices heard  
on Election Day ...  
Get out there and vote  
on November 8.'**

*— President Danny Donohue*





# CSEA spreads its message of 'Family, Friends, Neighbors' at State Fair



RIDING IN A horse-drawn wagon during a parade at the State Fair on CSEA Day are, from left, CSEA Executive Vice President Mary E. Sullivan, CSEA President Danny Donohue, CSEA Secretary Barbara Reeves and CSEA Treasurer Maureen Malone.

SYRACUSE — CSEA statewide officers joined with member volunteers in making the union's participation this year in The Great New York State Fair the best yet.

CSEA President Danny Donohue and the statewide officers attended The Fair for a special "CSEA Day" event. They visited public employees staffing booths and displays, spoke with CSEA members attending the event through a special half-price discount offered via *The Public Sector*, and helped activist volunteers present a positive view of the union to the general public.

CSEA's booth in the Center of Progress featured a display with the union's public message that CSEA members are *Family, Friends, Neighbors*. The message was further emphasized in a welcoming greeting to fair goers on the entranceway's electronic message board.

"The Fair attracts nearly a million people in 12 days, so it's an ideal opportunity to present a positive message about CSEA to the public," Donohue said. "I was also extremely impressed by how many CSEA members from all over the state visited our booth, especially on CSEA Day, and I am very glad to have had the chance to speak with them."

"I hope the CSEA Fair activities helped build pride in who we are and what we do," he said. "Our activist volunteers who staffed our booth also deserve a big thank you for their excellent work."

— Stephen Madarasz

## New Workplace Security Program introduced

The fight against violence in the workplace is a top priority for CSEA. Part of that fight includes protecting workers who become victims of such violence. That's why CSEA President Danny Donohue and the CSEA Employee Benefit Fund (EBF) Trustees have developed the Workplace Security Program.

Beginning Oct. 1, all eligible and enrolled members of the EBF will be automatically enrolled in the program.

The CSEA Workplace Security Program offers

compensation to CSEA Employee Benefit Fund members for injuries and/or trauma associated with an assault or hostage situation while performing their job duties.

The program is administered by Jardine Group Services Corporation and underwritten by Preferred Life Insurance Company of New York. It is the latest addition to a comprehensive menu of insurance programs designed especially for CSEA members enrolled in the CSEA Employee Benefit Fund.



### Who is covered?

All eligible and enrolled members of the CSEA Employee Benefit Fund.

### Do I have to fill out an application form to be covered?

There is *no* application form for this coverage. All eligible and enrolled members of the CSEA Employee Benefit Fund are automatically covered by the policy.

### What does this coverage cost?

There is *no* direct payment made by the member. The premiums for the policy are paid by the CSEA Employee Benefit Fund.

### What is covered?

Workplace Security is unique in that it has defined trauma as an insurable item. The policy insures the trauma associated with a criminal assault, as defined by the New York Penal Code, or a captive situation, while the member is pursuing his or her occupational duties. It also pays benefits for dismemberment, permanent disability and death resulting from a criminal assault or captive situation. Briefly, criminal assault occurs when someone other than the victim causes physical impairment or

substantial pain.

### What payments does Workplace Security make to the victim?

The payments depend on the type of claim.

- The benefit is \$2,500 per member for criminal assault while in the pursuit of the member's occupational duties.

- The benefit is \$10,000 per member for accidental death or dismemberment resulting from assault.

- The benefit is a one-time payment of 50 percent of the member's annual basic salary for permanent total disability.

- The benefit is a one-time payment of 50 percent of the member's annual basic salary (not to exceed \$100,000) for captivity of more than eight (8) hours while in pursuit of occupational duties.

- The benefit is a one-time payment of 100 percent of the member's annual basic salary (not to exceed \$500,000) for accidental death, dismemberment, or permanent total disability during captivity while in pursuit of occupational duties.

- If the insured is eligible for

benefits under more than one of the above-mentioned events, the plan will pay only one benefit, whichever is greater.

### Is the benefit reduced by coverage through other plans?

No, there is *no* coordination of benefits within the plan.

### Does the Workplace Security Program affect my worker's compensation?

No.

### Must the benefit be reported as income?

Federal and state laws indicate that all or part of these benefits would be taxable. You should consult your accountant or tax advisor for individual guidance.

### Am I covered while traveling to and from work?

No, *unless* travel is mandated by your particular type of employment.

### What should I do if assaulted?

Call the police and seek medical assistance if necessary.

### Is there a claim form to fill out?

No.

### How do I file a claim?

Send copies of the filed police report, a medical statement from the attending physician, and

documentation that the injury resulted in your being disabled for a period of five (5) or more consecutive working days, along with a cover letter describing the incident to:

Jardine Group Services  
P.O. Box 924  
Schenectady, NY 12301  
Attn: CSEA EBF Workplace Security Claims

### How does the program verify my claim?

The Employee Benefit Fund verifies the claimant as an eligible and enrolled member of the CSEA Employee Benefit Fund at the time of the incident. The police report is reviewed to verify the incident as a criminal matter. The medical statement is reviewed to verify treatment was given for a physical injury. If necessary, the appropriate police officials and district attorney's office are contacted to verify how they are treating the case. Upon substantiating the claim, it is forwarded to the insurance broker for final approval and payment.

### How do I get additional information on Workplace Security?

Call Jardine Group Services at 1-800-859-2552.





**EMPLOYEE RECOGNITION DAY AT BERNARD FINESON** - CSEA Metropolitan Region President George Boncoraglio and Creedmoor Psychiatric Center Local 406 President Caroline Sikoryak look on as Derrick Scarborough, a housekeeper at Bernard Fineson Developmental Center, holds his three-year-old son Derrick. Boncoraglio and Sikoryak were on hand to participate in an employee recognition day for employees of Bernard Fineson.

## Employee Recognition Day programs honor the contributions of employees



**MANHATTAN PSYCHIATRIC CENTER EMPLOYEE RECOGNITION DAY** - CSEA Statewide President Danny Donohue, center, is surrounded by union officers during union-sponsored Employee Recognition Day program held annually at the facility. From left are CSEA Metropolitan Region President George Boncoraglio, Sam Karoma, Judy Harrison, Donohue, Local 413 President Mohamed Hussain, Melvin Gilbert and Denis Tobin, president of Department of Labor CSEA Local 350. Karoma, Harrison and Gilbert are officers of Local 413.

## Important updates from JCHB for state employees

### Effective Oct. 1, 1994: Home Care Advocacy Program - 1-800-638-9918

As reported in a previous edition of *The Public Sector*, Metropolitan's Home Care Advocacy Program (HCAP) becomes effective Oct. 1, 1994, for enrollees of the Empire Plan.

In summary, the following services can be obtained with no out-of-pocket expenses incurred if the HCAP pre-certification process is followed: home nursing services, home infusion therapy, and durable medical equipment/supplies (including diabetic supplies).

Prior to receiving services, a mandatory call must be made to HCAP at 1-800-638-9918 to comply with the pre-certification process. When an enrollee makes the pre-certification call, they may choose to receive services from a network provider and receive covered-in-full benefits for medically necessary services or, an enrollee may choose to use a provider that HCAP has not approved and receive services subject to the basic medical plan deductible and co-insurance requirements, including the 48-hour exclusion in cases of private duty nursing.

If an enrollee does not make the required call, all medically necessary nursing, infusion therapy and DME services received outside of the HCAP network (not arranged through the HCAP) will be covered subject to a penalty of the lesser of 50% of the reasonable and customary charges for the services received or \$250, as determined by

MetLife, and subject to the basic medical plan's deductible and co-insurance requirements, including the 48-hour exclusion in cases of private duty nursing.

If you are currently receiving or will begin receiving any of the home care benefits listed above, call HCAP at 1-800-638-9918 to receive certification of paid-in-full benefits.

### Enhanced Emergency Room Benefit

As a reminder, the enhanced emergency room benefit is effective Oct. 1, 1994.

Beginning Oct. 1, 1994, your \$15 hospital outpatient co-payment will cover your hospital emergency room visit for a medical emergency. A medical emergency is defined as a sudden, unexpected onset of a medical condition where immediate care is necessary to prevent what could reasonably be expected to result in either placing your life in jeopardy or cause serious impairment to your bodily functions. Emergency care for an accident must be given within 72 hours of the accident. Emergency care for the sudden onset of an illness must be given within 24 hours after the first appearance of the symptoms of an illness.

The \$15 hospital outpatient co-payment covers use of the hospital facility and services of the attending emergency room physician and providers who administer or interpret



JOINT COMMITTEE ON

## Health Benefits

radiological exams, laboratory tests, electrocardiograms and pathology services. As always, if you are admitted into the hospital as an inpatient via the

emergency room, the \$15 hospital outpatient co-payment will be waived.

This benefit enhancement does not place any additional requirements upon an enrollee; however, it alleviates an enrollee facing possible out-of-pocket expenses (including deductible and co-insurance as well as services billed higher than MetLife's approved R&C amount) for the providers of services listed above.

Please refer to the Fall 1994 "Empire Plan Report" you recently received in the mail explaining these benefits and requirements in detail.

### November is the Annual Health Insurance Option Transfer Period

The month of November is the annual health insurance Option Transfer Period for state employees.

Employees who wish to change Empire Plan or Health Maintenance Organization (HMO) options must do so during the Option Transfer Period by contacting their health benefits administrator, located in their agency personnel office.

The 1995 "Benefit Choices" booklet containing benefit overviews of all the available health insurance options will be shipped to Agency Health Benefits

Administrators in early November. Upon approval of the 1995 premium rates, an informational sheet listing the rates of all available health insurance options and any significant changes within the benefit structure of same will be sent directly to an enrollee's home. Employees will be given the required 30 days to make health insurance option changes.

Employees who are currently not utilizing the Pre-Tax Contribution Program but wish to participate in the program, must enroll by Nov. 30, 1994. Personnel/human resources offices will provide basic information and all necessary forms for enrollment.

Additional details regarding the annual Option Transfer Period will be published in the next edition of *The Public Sector*.

### Dependent Care Advantage Account Enrollment

State employees who wish to participate in the Dependent Care Advantage Account Program (DCCAccount) must enroll by Nov. 10. Current enrollees must re-enroll for 1995.

The DCCAccount program enables employees to set aside up to \$5,000 of pre-tax salary annually to be reimbursed for dependent care expenses. Contributions to accounts are deducted tax free from gross pay, thereby reducing taxes and increasing spendable income.

If you wish to enroll or obtain additional information, see your personnel/human resources office.



# 1.25% salary increases for CSEA-represented state employees

ALBANY — The basic annual salary of state employees will increase by 1.25 percent soon, the second time this year that state salaries will have increased under the 1991-95 contracts negotiated by CSEA.

State workers' salaries went up 4 percent last April.

CSEA-represented state employees on the Institutional payroll will see the 1.25 percent increase in paychecks of Oct. 27. CSEA-represented state employees on the Operational payroll will see the 1.25 percent increase in paychecks of Nov. 2.

CSEA-represented state employees received a bonus payment during September equivalent to approximately

one and one-half days salary. Combined with a similar bonus payment last December, state workers received the equivalent of slightly more than three days salary as a bonus during the terms of this agreement. Adding the bonus payments to the five days of lag pay employees will receive at their rate of pay upon separation from state service, employees will receive eight days' pay for the original five-day lag of December 1990.

Also, the negotiated annual downstate adjustment for state employees in New York City and Nassau, Rockland, Suffolk and Westchester counties increased to \$768 from \$759 effective Oct. 1.

## Enrollment period expires Nov. 10 for Dependent Care Advantage Account

The 1995 open enrollment period for the **Dependent Care Advantage Account (DCAAccount)** program expires Nov. 10. Interested state workers should contact their agency's personnel office for enrollment information.

More than 300 CSEA state employee members are currently enrolled in the negotiated DCAAccount program, saving an average of \$1,500 annually on their dependent care expenses.

DCAAccount is a pre-tax employee benefit program that can help save money on dependent care expenses. It is available to CSEA state employees who have child care expenses for small children or elder care or disabled dependent care expenses.

During the open enrollment period eligible employees will select the amount of money they wish to set aside into their DCAAccount, up to a maximum of \$5,000. Then each payday a regular portion of that amount will be deducted from the employee's bi-weekly gross

paycheck. Since the money elected to be deducted is taken from the gross salary before federal, state and social security taxes, the amount remaining is the new taxable income. Because the employee pays less tax, they have more spendable income.

After the child or elder care services are provided the employee should obtain a receipt from the care provider. A reimbursement claim form (provided in the DCAAccount enrollment kit) is then submitted to Fringe Benefits Management Company, the plan administrator. The company will send the employee a reimbursement either by check or direct deposit. The employees are being reimbursed with their own tax-free dollars.

DCAAccount 1995 enrollment kits are available from the health benefits administrator in your agency's personnel office. Additional information is available by calling the DCAA Hotline at 1-800-358-7202.

# Stationary engineer upgrades moving forward

CSEA is making progress in its persistent effort to upgrade the state's stationary engineer job titles, but there are hurdles that still must be overcome.

While the state division of the budget must still give formal approval to the upgrading, procedures to help workers move into the new titles are underway.

As with any change, the transition activities have caused some confusion.

The changes are a result of CSEA's determination to see the series accurately reflect the reality of the work, but some aspects of the procedure are beyond the union's control. CSEA is, however, working hard to make sure the changes are as smooth and as fair as possible.

The job of stationary engineer has become increasingly complicated and responsible over the years. They must operate and maintain highly technical equipment, which supplies the power and regulates the working environment for thousands of employees and others who use public buildings.

Much of the required expertise involves not only on-the-job experience but also specialized training. These arguments are what enabled

CSEA to successfully press its case for the upgrading.

In 1989, CSEA's request to the Department of Civil Service for the upgradings resulted only in the reallocation of the assistant stationary engineer from grade 8 to grade 9. The Civil Service Department rejected all other CSEA proposed upgrades.

CSEA appealed to the Civil Service Commission and presented overwhelming evidence that the earlier review had not fully examined all the facts. The commission agreed with CSEA and suggested the proposals be reconsidered.

That review completed last year recommended not only across-the-board upgrades, but also reclassification into a new plant utilities engineer career series.

Normally, a reclassification could result in employees being required to take a civil service

Current Title	Grade
Assistant Stationary Engineer-----	9*
Stationary Engineer-----	12
Senior Stationary Engineer-----	14
Principal Stationary Engineer-----	17

\*Upgraded from grade 8 at CSEA's urging in 1989

New Title	Grade
Assistant Plant Utilities Engineer--	9
Plant Utilities Engineer 1-----	14*
Plant Utilities Engineer 2-----	16*
Plant Utilities Engineer 3-----	19*

\*New minimum qualifications which can be met through Joint Apprenticeship Training Program. Employees transitioning to positions in the new Plant Utilities Engineer series must be certified via open book examination.

examination and being reachable on the eligible list to attain the new titles.

But instead, CSEA members will only have to qualify through an open book certification, which will be administered in early October.

The material in the certification procedure has been reviewed by CSEA's Stationary Engineers Task Force. That task force has been involved in the upgrading process at every step.

The reclassification also includes new open competitive minimum qualifications for the

plant utilities engineer titles. Qualifications call for a year's experience and an associate's degree related to plant utilities technology. CSEA and the state have been working with the Joint Apprenticeship Training Program to help employees meet these qualifications.

For example, employees in the Assistant Stationary Engineer grade 9 title who do not meet the minimum qualifications for the new titles have the option of gaining the necessary education background through the apprenticeship training program.

Members of the CSEA Stationary Engineers Task Force are Neil Blanchard, SUNY at Geneseo Local 608; Tony Bailous, Psychiatric Institute Local 419; Frank Celentano, SUNY at Stony Brook Local 614; Mike Rea, Office of General Services Local 660; Bill Robertson, SUNY Cortland Local 605; and Don Chisholm, SUNY Cortland Local 605. Bob Goeckel of SUNY Binghamton Local 648 and Paul Dorn of Fishkill Correctional Local 160 previously served on the task force. CSEA Research Analyst Ed Molitor was the staff advisor to the Task Force.

- Stephen Madarasz



# Chautauqua County members take their case for a contract to the public

DUNKIRK — Opening day at the Chautauqua County Fair was the setting for informational picketing by members of CSEA Local 807 and their supporters in their ongoing struggle for a contract.

But it didn't happen without a few legal stumbling blocks.

Already saddled with an imposed zero percent contract for 1993 and currently at impasse in talks for a new agreement, Local 807 activists had to fight a county fair restraining order request in court to secure their right to inform the public of the county executive's unfair stance in contract talks.

When the state Supreme Court hearing had ended, the unit had won not only the right to picket at the fair's main entrance, but also the ability to hand out balloons that read "CSEA Works For You in Chautauqua County" at a CSEA booth inside the fair.

"We don't intend to stop our unified efforts until we have an agreement we can live with," said Jim Smith, president of the 1,000-member county employee unit. "It's

sad that we have to use up so much time and energy to gain a fair agreement here in Chautauqua County, but that's been our history, and we're prepared to do whatever it takes. We won't be going away."

While unit activists greeted fair goers outside the fair with signs about the contract struggle, others gave out balloons and CSEA coloring sheets in an effort to educate the public about the value of public employees in general.

Mark Jurenovich, CSEA collective bargaining specialist for the unit, said two sessions with a mediator have been conducted so far in an effort to resolve the contract dispute.

— Ron Wofford

**Chautauqua County Fair goers were greeted by Local 807 members and supporters picketing in support of a contract for CSEA-represented county employees.**



## Genesee unit contract quest succeeds

BATAVIA — Battle-ready and fed up with lack of a contract, Genesee County employees and nursing home unit members of Local 819 recently picketed legislative meetings twice, forcing lawmakers to walk a gauntlet of members shouting "we want a contract" to reach the entrance of the building.

That type of determination helped the general County Employee Unit finally reach a contract settlement, which the membership has since ratified.

And the Nursing Home Unit expects an offer to vote on soon as well.

"We were very frustrated by our lack of a contract," CSEA County Unit President Nancy Mangefrida said of the decision to take their case to the streets.

"It was totally ludicrous that the county's earlier offer for 1994 was below what the factfinder found acceptable before a zero-percent contract was imposed on the unit for 1993," CSEA Collective

Bargaining Specialist Tom Pomodoro said.

Prior to the recent contract breakthrough, the unit's activists had planned to be even more vocal and active and had planned more picketing of legislative meetings.

They had also printed up large yard signs that remind everyone that "CSEA works for you in Genesee County," which were to be distributed at an upcoming CSEA Information Day program. — Ron Wofford

## CSEA claims arbitration victory in Albany County

ALBANY — Albany County violated the overtime article of the CSEA County Highway Department contract when it failed to call in certain equipment operators in the Knox division from December 1992 to March 1993, arbitrator Ben Falcigno has found.

Because of this union victory, five CSEA members in the Knox division, Dave Quay, John Center, Don Gray, Charles Medich and John Sheroka, will be entitled to as much as 21 hours of overtime pay or compensatory time off depending upon the individual's past overtime assignment acceptance record.

"I'm delighted with the decision," CSEA Albany County Highway Unit President Dick Zink said. "This matter took a long time to get to the arbitrator who ruled in our favor in only six days. And this decision

tells the county that it must follow the terms of the CSEA contract which is something that the county doesn't always like to do."

"While it took awhile to get resolved, we all knew the county was wrong. It was handled in the wrong way by the county from the beginning. I'm glad we won and I'm happy with the way CSEA handled the situation," Dave Quay, an equipment operator, said.

"What's fair is fair. The county wasn't being fair. Now it has to obey the contract and that's what it should have done. It should have been fair," Charles Medich said.

CSEA Labor Relations Specialist John Cummings will be working with the employees to see that the county complies with the arbitrator's decision.

— Daniel X. Campbell

## Union effort saves Moriah SD jobs

MORIAH — When two unit members were held economic hostage in the Moriah Central School District's sports budget, the CSEA Moriah Non-instructional Unit mounted a successful grassroots effort to get the sports budget passed and save their co-workers' jobs.

"Two previous full school budgets were voted down overwhelmingly by the voters," CSEA Labor Relations Specialist Ken Lushia said. "And people were worried that the sports program was facing the same type of no vote from the district's residents. But Moriah CSEA Unit President Samuel Rotella and the unit's membership got behind the sports vote and, with the help of the sports minded community, CSEA was able to turn the vote around. The budget passed 680-439."

With the two members' jobs saved, CSEA is now seeking to have their funding moved to the safer general school budget which also lists all athletic department coaching and sports director's salaries.

— Daniel X. Campbell

**Stay in touch by calling**  
**CSEA's Current Issues Update**  
 A recorded message providing current information about union issues, activities and priorities  
 Simply call **1-800-342-4146**  
 on a touchtone phone and Press 1 and then 5



***Worksite security still CSEA priority***

**'No issue more basic to well-being of members'**

With Oct. 15 serving as an emotional reminder, CSEA is renewing its commitment to improving the on-the-job safety and security of all its members.

On that day in 1992, CSEA Schuyler County Local 849 members Florence Pike, Phyllis Caslin, Nancy Wheeler and Denise Miller VanAmburg were brutally murdered in their Social Services Department office in Watkins Glen. Their murderer was a gunman angry at the department because his wages had been garnished for failure to pay child support.

The four women never had a chance against the gunman in an office that had few security measures at the time.

The tragedy galvanized CSEA's drive for safer worksites and the union has dedicated its efforts to the memory of the four Schuyler County members.

Last October, CSEA released a report on the state of worksite security across New York, which included county by county worksite assessments. The report received national media attention and helped emphasize CSEA's call for greater attention toward the issue.

CSEA's report, titled *A Matter of Life and Death*, has also led to significant improvements in scores of worksites. The union is in the

process of revisiting worksites to reassess conditions and ensure follow through. But as the stories on these pages demonstrate, more needs to be done.

"There is no issue more basic to the well-being of our members or our responsibility as a union than worksite security," CSEA President Danny Donohue said. "It is urgent that we keep this effort to improve the safety and security of working conditions a top priority."

"I am personally committed to getting action on procedures, equipment, building design and other measures to protect people," he said.

CSEA is addressing the issue in a variety of ways. But one of the most comprehensive is the union's proposal of a worksite security standard under the Public Employee Safety and Health (PESH) Act which would require all public employers to address security conditions in all their worksites.

The standard, developed in cooperation with the state AFL-CIO, will be formally presented to the state Labor Department's Hazards Abatement Board later this month. It is first-of-its-kind protection that would ensure regular security assessments and written plans that anticipate and seek to prevent problems before they occur.

**Re-opening of Binghamton State Office Building delayed again**

BINGHAMTON — CSEA succeeded in its efforts to make sure the Binghamton State Office Building is safe before members start working in it.

The building, contaminated by an electrical fire in 1981, was scheduled to re-open in mid-September, but some dust samples around light fixtures showed higher than expected dioxin levels. All light fixtures were immediately cleaned, but CSEA requested further cleaning and follow-up testing.

"CSEA is satisfied that the state is going the extra mile to be sure any lingering doubts are put to rest," CSEA President Danny Donohue said.

The state also agreed to conduct meetings with employees prior to re-occupancy to address any questions or concerns they may have.

"The state is being very thorough, but the employees are not scientists and they have to be dealt with on a human level about the safety of this building," CSEA Binghamton State Employees Local 002 President Lyman Switzer said.

The state has spent nearly 14 years cleaning the facility. CSEA's Occupational Safety and Health Department has worked closely with the local to monitor the state's clean-up activities over the years.

The state will wait to get the results of the new tests and to schedule employee information meetings before it sets a new date for the re-opening.

**'CSEA is satisfied that the state is going the extra mile to be sure any lingering doubts are put to rest.'**

— Stephen Madarasz

Re-opening of the Binghamton State Office Building has been delayed again for additional testing.





# Political action gives CSEA clout

ALBANY — CSEA now has a top-of-the-line phone bank system that allows operators to make hundreds of calls an hour — and all of those calls are designed to benefit CSEA members.

The new phone system dials automatically, allowing the operators to quickly ask questions and register responses on a computer. Those answers can then be analyzed to give CSEA important information about its members.

The phone bank can be used in a variety of ways: to urge members to vote for CSEA-endorsed political candidates or propositions; to find out what CSEA members are concerned about; to spread the word about CSEA member benefits; and to call the general public to find the best way to get CSEA's

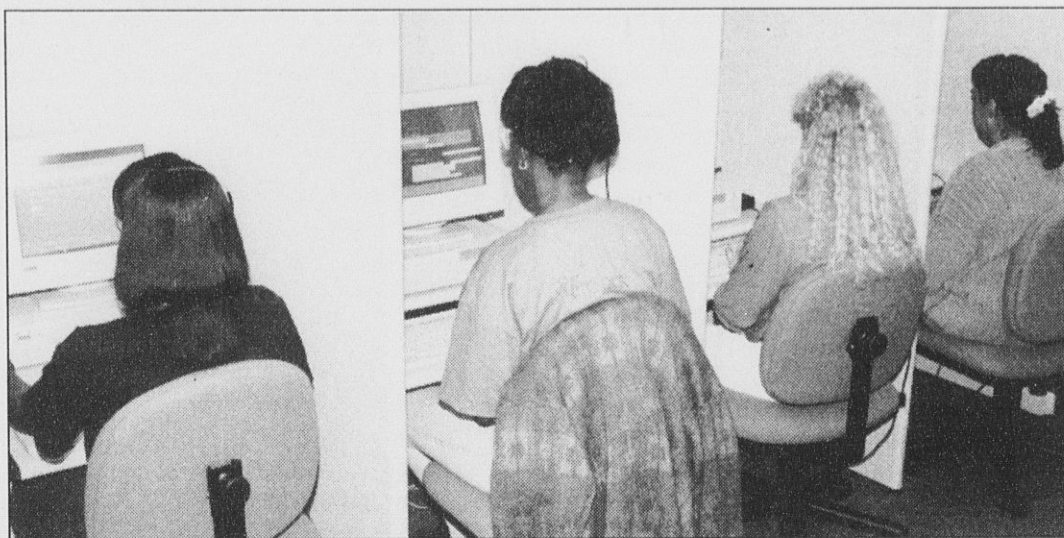
message across.

In a recent project, operators asked Nassau County residents about the county's health and medical services, which now face the threat of privatization.

Information gathered in this survey helps CSEA make the best case possible to defeat

privatization and keep public services in the public sector.

The phone bank also gives CSEA a lot of clout with politicians, who are grateful for the phone calls the union can now generate during



Operators staff CSEA's high-tech phone bank system.

election season.

"We invested in this system to be sure that CSEA is in touch with you, the members," CSEA President Danny Donohue said. "We also want to keep CSEA on the cutting

edge of technology so that we stay the best, most effective union in New York state. This system helps us convince the politicians and the policy makers that we are a force to be reckoned with."

## Activists make the difference for Gerry Fidler

E. SYRACUSE — Chuck Taylor knows CSEA's political action pays off; he watched it save 14 jobs in the Horseheads School District.

President of CSEA's Transportation Unit there, Taylor credits CSEA's political action with a successful budget proposition restoring 14 jobs (see story below).

"I felt political action is what made the difference," he said.

CSEA Political Action Coordinator Gerry Fidler, a former staffer for a state lawmaker, now works with the Central Region, local and unit Political Action Committees on political endorsements. He also maintains contact with all legislative bodies in the region which may make decisions affecting CSEA members. Both areas are crucial, he said.

"People elected to public

office are our members' bosses, so we have a unique opportunity to help select our bosses," he said. "I think most members realize that Political Action is a very important part of the union movement. It establishes communication between us and the decision makers."

Fidler is proud to work with CSEA activists. He praises CSEA's retiree activists.

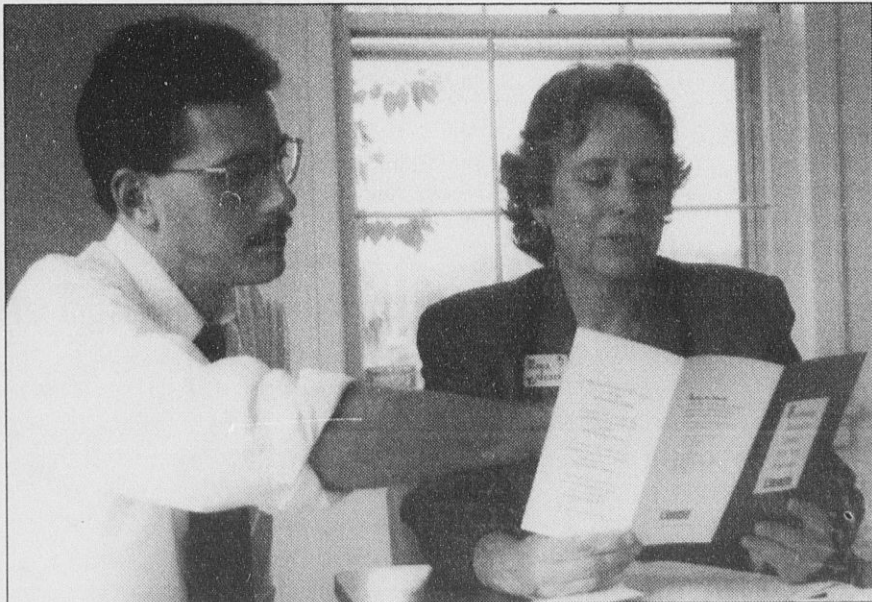
"Our retiree activists are an excellent resource. They've been through it before and

they have strong contacts with elected officials," he said. "Our younger members learn from the retirees' activism."

St. Lawrence County Local 845 President Betty Thomas said Fidler encouraged her activism.

"He's set an example for those of us who have worked with him to excel and to be the best we can be," she said. "He gives you the feeling that you can do it, no matter what."

— Mark M. Kotzin



CSEA Political Action Coordinator Gerry Fidler, left, talks with congressional candidate Rhea Jezer. CSEA endorsed Jezer, a Democrat.

## Political action pays off for drivers

HORSEHEADS — The jobs of 14 Horseheads School District bus drivers are safe, thanks to CSEA's political action efforts.

The union waged a campaign to convince voters to pass a budget proposition restoring transportation services.

"We wanted to get the word out to the parents exactly what the effects of the budget would be on their children," CSEA Transportation Unit President Chuck Taylor said. "We wanted them to vote for the proposition because of our

concerns for the students' safety."

CSEA put out fliers and press releases to let voters know about CSEA's concerns.

"We would have had elementary students walking along Route 14, a major state highway," Taylor said.

"If we hadn't got involved, the proposition would have gone down," he said. "Through CSEA's efforts, full busing was reinstated. It makes us feel good, that CSEA came through for our employees and the students."



## Member says thanks for sick leave bank

When CSEA State Employees Local 016 member Joan Rothman was battling a horrendous disease, her co-workers made the situation a little easier by offering friendship and emotional support.

And thanks to CSEA, they were able to give the precious gift of time from their own leave credits to Rothman.

A leave donation program CSEA negotiated with the state enables employees to donate the unused vacation leave to co-workers who may need additional leave due to serious illness. The union has also negotiated similar agreements for many local government bargaining units.

Rothman asked the union to print this letter:

"Dear CSEA & DMV Friends,

"I want to take this opportunity to thank you for all your out-going support

that you have given my family and me this past year. Your leave credits, cards, phone calls and prayers have given me that extra support to fight this disease. I am happy to report that the chemotherapy has been working so well that I am back at work as of July on a part-time schedule until my strength comes back. I continue with my chemo because it is working. Having so many friends supporting me has helped me fight and still fight breast cancer.

"Thank you Tom Byrne (Local 016 President) and the CSEA family for your help; so I want to help anyone who wants information or just a supportive friend. Write me. "Again thank you all, with love.

"Joan Rothman & family  
c/o DMV  
1500 Privado Road  
Westbury, NY 11590"

— Sheryl C. Jenks

## Personal safety program a help to SUNY member

BUFFALO – Denise Zenicki knows CSEA is working for her.

A 14-year employee of SUNY College at Buffalo and member of CSEA Local 640, Zenicki attended a day-long program on "Personal Workplace Safety and Security" conducted by the NYS-CSEA Labor-Management Committees.

CSEA negotiated the funds for the committees, which offer many programs and services for CSEA-represented state employees.

The workshop was valuable to Zenicki because of her position working directly with students, she said.

"The session was great, with a



Denise Zenicki

lot of good points on how to protect yourself on the job, like how to position desks and be observant about people as they approach you," she said. "I work at an information window a lot, handing out materials, so I come in direct contact with students. Mostly it's a friendly situation, but things can get sticky if someone is upset that they couldn't get a

course they wanted.

"I'm glad to see that my union is looking out for its members' safety, by helping arrange something like this," Zenicki said. "It's a new approach to safety."

— Ron Wofford

## Bring information to your members

Ask any CSEA leader. If they've heard it once, they've heard it a thousand times: "What does my union do for me?"

It takes some time to explain the many benefits and services CSEA offers, so how can CSEA leaders effectively answer that question, when they hear it from dozens upon dozens of members?

The answer is easy – the CSEA Information Day.

It's been called many things – Lunch 'n' Learn, Union Fair, Info Day, Employee Awareness Day, Benefits Fair. No matter what you call it, the basic principle is always the same: If you can't bring your members to the union, bring the union to your members.

A typical CSEA Information Day involves setting up tables at a location easily accessible to as many members as possible, either on or off the worksite, and displaying the many benefits and services that the union and the union contract provide.

At each table, CSEA members (and often non-members) can pick up informative

brochures that highlight the union's services. They can also talk to CSEA staff professionals or participating vendors who can answer their questions and give them details about their benefits.

Information Days can be tailored to the specific needs and benefit structure of the employees who will attend.

CSEA President Danny Donohue says that Information Days have been invaluable in helping the region reach out to members.

"They're the most important tool we have to get information to the grass roots," Donohue said.

Usually, a CSEA Information Day is a cooperative venture between a committee of the local or unit that is

holding it and staff members from the appropriate CSEA region office who act as liaisons with CSEA Headquarters to invite the appropriate CSEA representatives and vendors.

For assistance in setting up your own CSEA Information Day, contact the organizer or communications associate in your region office.

— Mark M. Kotzin

**No matter what you call it, the basic principle is always the same: If you can't bring your members to the union, bring the union to your members.**

**Buying a new home?  
Selling? Refinancing?**

**Now there are two home mortgage programs to serve CSEA members. Both programs offer CSEA members special advantages – Low down payment, competitive mortgage rates with affordable unemployment and mortgage disability insurance protection available. Check out both to see which program best suits your needs.**

**The Empire Home Mortgage Program**  
CSEA members can take advantage of this mortgage program designed especially for you just by calling the Empire Home Mortgage Program at **1-800-377-2989**  
8:30 a.m. to 9 p.m. Monday through Thursday  
8:30 a.m. to 6 p.m. Friday  
9 a.m. to 3 p.m. Saturday

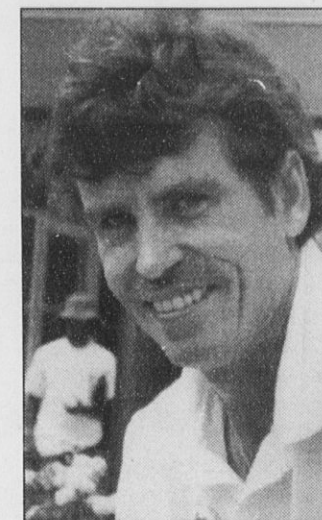
**The AFSCME Advantage Mortgage and Real Estate Program**  
CSEA members can take advantage of this mortgage program designed especially for you just by calling the AFSCME Advantage Home Mortgage Program at **1-800-848-6466**  
8 a.m. to 10 p.m. Monday through Thursday  
8 a.m. to 8 p.m. Friday  
8:30 a.m. to 5 p.m. Saturday

## Job training means opportunity

MANHATTAN – "Life's been good," says Louis Gilmore, physical plant manager at Riverbank Park.

He ought to know. By taking advantage of every CSEA training program available to Operational Services Unit employees, he rose through the ranks to his current job at the 28-acre park in New York City.

"I started as a CSEA member, Grade 12 stationary engineer at South Beach Psychiatric Center and then worked as assistant superintendent of construction for OGS, thanks to years of free CSEA classes for Operational



Louis Gilmore, physical plant manager

Services Unit employees." Gilmore told the park's newest CSEA members.

A real CSEA success story, Gilmore worked hard to build his skills through union courses provided at Maritime College and other classes he took on his own at a local community college.

Now he's motivating 60 new park employees to follow his path by taking advantage of the "Start 94 Program in Building Maintenance Fundamentals" developed in cooperation with the CSEA-NYS Labor-Management Committees.

"Start 94" offers hands-on, on-site courses in the fundamentals of masonry, horticulture, electricity, plumbing, heating, air conditioning, carpentry and maintenance services, Program Coordinator Dan Cunningham said.

For two work days each week, participants will gain new skills to enhance their knowledge and promote their goals in state employment, with the help of skilled trades teachers, Cunningham said.

"The park wanted a skilled workforce that could handle

**'I was thrilled ... I know it will be a lot of help to our employees'**

—Ronald King, CSEA member

anything from an emergency to routine maintenance at Riverbank. "Start 94" is a golden opportunity to learn hands-on skills relevant to Riverbank Park's particular equipment," he said. "It's a customized program, but the knowledge learned can be applied anywhere else."

"I was thrilled. I can't believe it, and I still don't believe it," said Ronald King, a member of CSEA New York City Local 010, who is in the

program. "I know it will be a lot of help for all our employees." Member Bradley Carter is just as enthusiastic.

"I volunteered to take these courses because the training can help me tremendously by getting knowledge so I can better myself and move up," he said.

Park Director Gaspar Santiago believes "Start 94" will greatly benefit the staff and the park.

"Normally these CSEA members would have had vacations, but they've committed to 16 weeks with no vacation to take these classes," Louis Gilmore said. "But I spoke to them about how many years it took me to learn what they will accomplish by next December, and they were willing to wait to take their vacations."

"The experience they will get opens up a number of doors," he said. "It's great to see them grow."

— Lilly Gioia



Group photo of "Start 94" participants who received special hats and T-shirts on first day of program.

## If your Advantage MasterCard expires in December, read this

If you hold an AFSCME Advantage MasterCard that expires this December, you may be receiving a letter along with a "Verification of Union Membership" form from The Bank of New York (Delaware).

If you do receive such a letter

and form, it means that, for whatever reason, your name and/or Social Security number no longer appears on the AFSCME membership list. The AFSCME Advantage MasterCard is available only to AFSCME CSEA Local 1000 members in good standing.

If you receive the letter and form and you are, in fact, still a member of CSEA, you must sign the form as the cardholder, obtain the signature of a CSEA local union official and return the form to The Bank of New York (Delaware) within 30 days.

If the form is not received by

the Bank by Oct. 30, 1994, the process of closing the account will begin and a new MasterCard will not be issued.

If you have questions or need assistance, contact Heidi Quandt at CSEA Headquarters, 1-800-342-4146, Ext. 327, 328 or 329.



# How Can CSEA Help Me?

## A Reference Guide To CSEA Member Services & Benefits

### Get In Touch With Headquarters – Toll-Free – 1-800-342-4146.

Press **O** plus the extension number you want at any time.

With a rotary phone, an operator will come on the line at the end of the recording to help you reach your party.

With a touch-tone phone, you must press 1 for these options:

If you don't know the extension number,

- press 1 for Field Operations, which include Occupational Safety & Health, State Contract Administration, Local Govt. & School District Affairs, Research, EAP and the Retiree Division.
- press 2 for Legal Matters, such as disciplinaries & grievances;
- press 3 for Communications including *The Public Sector*, Executive Offices or Political Action;
- press 4 for answers about dues, membership & agency shop, group insurance (not health) and to talk to the Finance Dept.;
- press 5 to hear a recording of Current Issues Update.



Statewide Headquarters  
143 Washington Avenue  
Albany, NY 12210

### Your Toll-Free Connection To The Employee Benefit Fund – 1-800-323-2732.

In the 518 area, call 782-1500. For answers regarding the Dental Care, Vision Care, Prescription Drug and Package 7 Benefits for state employees and participating local government employees. **TDD for hearing impaired only:** 1-800-532-3833. Mailing address: CSEA Employee Benefit Fund, One Lear Jet Lane, Suite One, Latham, NY 12110-2395.

### Grievances & Discipline

Report any grievance immediately to your local grievance representative or shop steward. If they are unavailable, tell your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at your region office. Don't delay if you believe you have a problem — grievances must be filed on a timely basis.

### Insurance

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

For details on CSEA Security Life Plan, Income Protection Program, Hospital Indemnity Plan and Family Protection Plan, call toll free: Jardine Group Services Corp. 1-800-697-CSEA.

For details on Auto Insurance and Homeowners/Renters insurance, call toll free: 1-800-366-7315.

### Health Insurance

For answers to your specific questions about the Empire Plan:

Blue Cross Claims: 1-800-342-9815 or (518) 367-0009  
Metropolitan Claims ..... 1-800-942-4640  
Participating Providers ..... 1-800-942-4640  
Hospital admission approval/ surgical review:  
Empire Plan Health Call ..... 1-800-992-1213  
Mental Health & Substance  
Abuse Hotline ..... 1-800-446-3995

### Education & Training

CSEA provides workshops and training programs for union activists. For more information, call toll-free 1-800-342-4146. On a touch tone phone, press **O**, then extension 294. On a rotary phone, ask the operator for extension 294.

Union-oriented videotapes are available from your CSEA region office.

### Civil Service Exam Help

The Labor Education Action Program (LEAP) can help you prepare for civil service exams with low-cost study booklets.

Call toll free: 1-800-253-4332.

### Safety Concerns

Report serious accidents, unsafe and unhealthy working conditions to the CSEA Labor Relations Specialists at your region office.

For occupational safety and health information, call CSEA Headquarters at 1-800-342-4146. On a touch tone phone, press **O**, then extension 465. On a rotary phone, ask the operator for extension 465.

### Retirement

For general information about retirement and retiree membership, call 1-800-342-4146. On a touch tone phone, press **O** and extension 363. On a rotary phone, wait for the operator and ask for extension 363.

Talk to a CSEA-provided retirement counselor if you are retiring soon. It's important that you select the proper option from the Employees' Retirement system, so you can plan the lifestyle that you want to enjoy. Call toll free: 1-800-366-5273.

### AFSCME Advantage Mastercard

Features one of the lowest interest rates - 5 percent above the prime lending rate. No annual fee. For an application form, call your CSEA region office.

If you apply and there is no response within four weeks, call the issuing bank, the Bank of New York, toll free: 1-800-942-1977.

### AFSCME Advantage Legal Services

You can obtain high quality, affordable legal services for many personal legal matters through the AFSCME Advantage Union Privilege Legal Services Program. For details and a list of participating lawyers in your area, call your CSEA region office.

### AFSCME Magic Kingdom Club

Another benefit from the AFSCME Advantage program — discounts to both DisneyWorld in Florida and Disneyland in California. Membership verification requirements: your Social Security number and your local number (AFSCME Local 1000).

Contact the AFSCME Research Dept., 1625 L St. NW, Washington, DC 20036. Phone: (202) 429-5066.

### AFSCME Advantage Mortgage Program

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Clip and save this page for future reference.

#### REGION OFFICES

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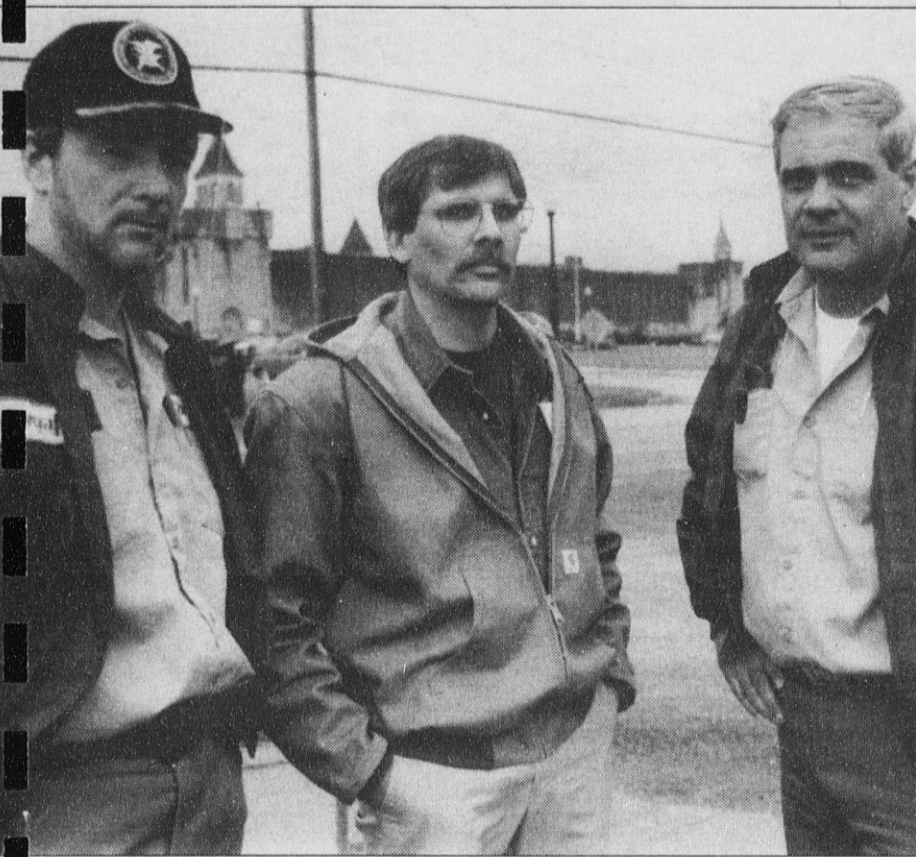
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735 State Route 52, Beacon, NY 12508.  
(914) 831-1000.

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One Lear Jet Lane, Suite Two, Latham, NY 12110-2394. (518) 785-4400.

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**ATTICA CORRECTIONAL TRUCK DRIVERS Bret George, left, and Dave Dimick, right, with CSEA Local 152 President Russ Nephew outside the prison.**

## Attica drivers carrying a dangerous load – inmates

ATTICA – Three Attica Correctional CSEA Local 152 members say they have serious concerns for the safety of themselves and the public with inmate helpers on board during delivery runs.

Since last November Dave Dimick, Bret George and Jim Almeter have been directed to take inmates from the nearby medium-security Wyoming Correctional facility with them as they deliver prisoner-made office furniture to purchasers.

"We have been driving and delivering Corcraft products for years," said Dimick, a tandem tractor trailer operator for 12 years. "But they only recently began assigning inmates from Wyoming Correctional to ride with us on delivery trips. We're not corrections officers, and we shouldn't be in such close quarters as a truck cabin with them. We know nothing about their records or health status."

"Some of our stops are at schools or psychiatric centers and other places where people or children are totally unaware that prisoners are present without a prison guard," George said. "And at one school office where I was making a delivery the lady who was required to oversee the contents would not

come out near the truck until a security guard was available to escort her."

The inmates are also on their own, and can leave to eat lunch at nearby restaurants, the drivers said. This makes for opportunities to commit crimes that could unwittingly involve the drivers, they feel.

"Our commercial driver's licenses are very hard-earned, and any blemish could cause us serious problems, if not outright loss or suspension," Dimick said. "I have not had any training to be with an inmate eight hours a day, five days a week as a correction officer has. It makes me very nervous and it's hard to concentrate on my driving."

An out-of-title grievance on the practice has been denied at the local level and will be next heard on an appeal to the Governor's Office of Employee Relations, according to CSEA Labor Relations Specialist Penny Gleason.

"We'd like to see this practice ended before something tragic happens," Local 152 President Russ Nephew said. "It doesn't take too much imagination to realize that something could go very wrong here, very fast."

— Ron Wofford

**'We know nothing about their records or health status.'**

## 33 years behind the wheel, no accidents, 1 hijacking Betty Rektorik National Bus Driver of Year

WEST SENECA—With 33 years on the job, West Seneca Schools bus driver Betty Rektorik already had a laudable record of service to her community.

She has now received national recognition for safely transporting her young passengers over her career without even one accident by being named one of two "National Bus Drivers of the Year" by the Pioneer School Bus Transportation Awards Committee.

"I didn't even know I was nominated," Rektorik said. "It was a complete surprise, but I appreciate it very much. Still, I am not used to all this attention."

Her outstanding safety record and devotion to duty were cited as the main criteria for her selection as the female driver of the year.

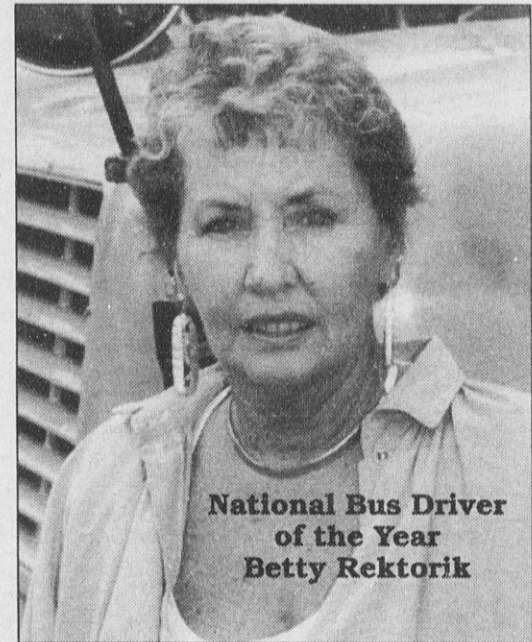
But a bizarre January 1993 incident in which her bus was hijacked by a knife-wielding burglary suspect undoubtedly also impressed the judges.

After forcefully boarding the bus, the felon broke the two-way radio and directed Rektorik on a 20-minute escape through city streets until he jumped off – but not before he stole the jewelry she was wearing, and threatened the students if they looked at him.

Rektorik's poise and control during the incident were cited as possibly saving lives or preventing serious injuries.

"We're all very proud of Betty," said Bob Sullivan, president of the West Seneca School District unit of Erie Educational Local 868.

— Ron Wofford



**National Bus Driver of the Year  
Betty Rektorik**

## Ulster County DSS Security Committee making worksites safer for employees

KINGSTON — Employees of the Ulster County Department of Social Services have organized a Security Committee to monitor security issues and determine the needs of DSS workers and other staff.

The committee meets monthly and includes the following employees: Bob Myers, chair; Sandy Reynolds, Jim Davis, Carol Newkirk and Steve Schabot. Deputy Commissioner Dolores Miller works with the committee.

So far the committee has provided training for staff and plans to instruct receptionists on how to handle threatening phone calls. Thanks to a committee recommendation, a padlock has been installed at the Child Support Unit.

The committee also is overseeing the upcoming DSS move to the new building and will make recommendations for security precautions there.

— Anita Manley

## Defensive driving course offered to members of Local 418

A course on Defensive Driving, taught by John Epting of the Defensive Driving Institute, was recently offered to CSEA Pilgrim Psychiatric Center Local 418 members. The course is certified by the National Safety Council.

Members completing the seven-and-a-half hour course were issued certificates which entitle them to a 20 percent insurance discount for three years.

**'another excellent benefit of being a member'**

"I think the fact CSEA and the state offer these courses to us, free of charge, is just another excellent benefit of being a member of CSEA," Local 418 member Jim Wall said.

CSEA Local 418 President Mike Stekardis, who also completed the defensive driving course, said many of the safety and health courses are offered on-site at his facility.

— Sheryl C. Jenks



Statewide **PRESIDENT**

**Danny Donohue**

143 Washington Avenue, Albany, NY 12210-2303 (518) 434-0191 1-800-342-4146



**CSEA is Family, Friends, Neighbors**

The Donohue Program is now the CSEA agenda as I roll up my sleeves and work on behalf of the Family, Friends, Neighbors

who belong to this great union.

As Family, we know and support each other.

As Friends, we care deeply about each other.

As Neighbors, we look after each other.

In my first months in office, I've already seen a great change as leaders, members and staff have joined together for a new CSEA.

We now emphasize what unites us. Working together, as a team, nothing – and no one – can stop us.

I am now holding myself, my fellow officers and our staff to new standards of excellence.

For myself, I will be both visible and accessible.

In my first 90 days in office, for example, I have held "Meet Danny Donohue Days" in each of the six region offices, attended various Information Days, participated in the CSEA Day at the State Fair in Syracuse and have gone to numerous local events.

I have also made myself accessible to news reporters so that you can pick up your daily newspapers, listen to your local radio stations and even sometimes turn on your TV sets and see me in action. I know first hand that a leader must be visible to succeed, but must also be accessible to keep in touch.

For my fellow officers at every level of this

organization – state, region, local and unit – I have this simple message: work together and set aside personal differences. Follow my example, go out to the members; don't sit around the union office waiting for the members to come to you.

For our staff, I am expecting them to practice the idea of customer service. We have the best staff available so there is no reason why our members shouldn't be receiving the best service. Cut the bureaucracy. Get back to the basics.

CSEA is a great union, but as any other living institution we must constantly renew ourselves. I challenge everyone today to remember the roots of that greatness: the 265,000 Family, Friends and Neighbors who make up the Civil Service Employees Association.

Together for a new CSEA!

**Tenth Annual Statewide Retirees Meeting successful**

ROCHESTER – There was a celebratory, but business-like atmosphere as CSEA retirees from around the state converged on Rochester for the 10th annual Retiree Delegates Meeting.

"This was our best conference so far," said Charles Peritore, chair of the Statewide CSEA Retiree Executive Committee.

CSEA President Danny Donohue, who served as the statewide officer liaison to the Retiree Executive Committee for six years, saluted the retiree delegates and assured them they remain an "integral, active partner in CSEA."

"Since I look forward to joining your ranks one day, I trust you will keep my future as well as yours in mind as you meet here," said Donohue. "We're truly in this together." Donohue also pledged to continue the fight for a permanent annual cost of

living adjustment for retirees.

Donohue introduced state Comptroller H. Carl McCall, who has been endorsed by CSEA to retain his office in the November general election.

Mary L. McCarthy, past president of CSEA Syracuse Area Retirees Local 913 and a union member and activist for 40 years, received the Donald Webster Memorial Mission Achievement Award during the program. The award honors an outstanding CSEA retiree member and is named in honor of the late Donald Webster, who served as chair of the CSEA Retiree Division from 1987 to 1990.

Delegates attended workshops over two days on New York State Health Insurance, an update on

federal health care legislation, long term health care, and information on how to utilize CSEA's legislative and political action resources when local government health care reductions are proposed for retirees.

"I can't say enough about how great all the CSEA staff were in joining in and helping make this conference the success it was, especially Tony Campione and Peggy Zakrzewski of the retiree division," Peritore said. "All the staff did a wonderful job."

— Ron Wofford



MARY L. McCARTHY, right, accepts the Donald Webster Memorial Mission Achievement Award from CSEA statewide Executive Vice President Mary Sullivan, left. Looking on is CSEA Retiree Executive Committee Chair Charles Peritore.



STATE COMPTROLLER H. CARL McCALL, center, greets CSEA retiree delegates Barbara Rustin and William Wright.

**Retirees are an integral, active partner in CSEA**

— CSEA President Danny Donohue



Statewide EXECUTIVE VICE PRESIDENT

Mary E. Sullivan

143 Washington Avenue, Albany, NY 12210-2303 (518) 434-0191 1-800-342-4146



We're Union, we're CSEA, we're proud

I've been a member of CSEA for a long time, and I have always been proud of it. CSEA is the best labor union in this state,

and to serve our members as executive vice president is a great honor. I want to thank everyone who showed their faith in my abilities by voting for me.

As a member of the new team of CSEA statewide officers, I want you to know that all of us are committed to working together. You as members are a big part of our plan. We want to hear your ideas, suggestions and criticisms. Our leadership needs your involvement to make CSEA bigger, better and stronger than ever. It's a big challenge, but I believe we can do it. We are proud to face that challenge with you and for you.

CSEA offers great opportunities to learn and to lead, to make changes and to make a difference. CSEA offers excellent benefits

and services, helps make your workplace safe and helps enforce the quality contracts it negotiates for you.

But CSEA is far more. As CSEA members, we are part of a community dedicated to the interests of working people everywhere. We work hard not only for those we represent here in New York state, but to support labor causes all over the country. It's part of our responsibility, and a large part of our pride: We are not alone because we are part of the house of labor, and we extend our hand in friendship and aid to our brothers and sisters in the labor movement. That's a lot to be proud of.

And that's not all. CSEA members are part of a larger community: the towns and villages and cities where we live and pay taxes, where our children go to school and where we are vital, contributing members. We provide a lot more than the valuable service that is our job; we are volunteers in schools and fire departments, for the ambulance service and the church choir.

We are, as the saying goes, "Family, Friends, Neighbors" to all of those who live in our communities. Many CSEA members are community activists for the same reason they are involved in their union: because they care and because they want to make a difference.

That's something to be proud of.

When you are out there visiting the elderly or training to become an emergency medical technician, raising money for the Cancer Society or volunteering for any of the many worthwhile organizations, let them know you are CSEA, and you are proud.

We need to remind our family, friends and neighbors that the labor movement isn't just about the workplace; we take our union values into our communities and do our best to make it a better place.

We need to remind ourselves that we're union, we're CSEA and damn proud to be.

CSEA South Country School Unit awards scholarships

PATCHOGUE — The CSEA South Country School District Unit awarded \$150 scholarships to children of 10 unit members, Unit President George Weyant said.

It marks the third year the unit has provided scholarships to every unit

member's child who graduated high school and is going to college.

Unit members and their children receiving scholarships this year are Anthony Allegretti's daughter Mandi, Kathleen Dallin's daughter Kari, Marie Lena's daughter

Katrina Marie, Dale Hawkins' son Michael, Elizabeth Hollman's daughter Amy, Vicki Ann Thompson's son Eric, Marie BelMonte's daughter Heather, Nancy Fucco's son Ralph, Bella Iarocci's son Jason and Joan Santoli's son Timothy.

Arbitrator slams management, says they were looking for a miracle

NCCC employee restored to position

NASSAU COUNTY — There were no "miracles" for Nassau County Community College in a recent arbitration decision. The college administration was slammed in the award which returned a full year, plus an additional 53 days of back pay to a member.

CSEA fought for Nehemiah Rolle, an 18-year college employee when he was brought up on a series of charges and then fired after having filed a discrimination case against contractors at the university.

Although the county paid 10 witnesses to support its position, the arbitrator found in favor of CSEA and admonished the county for failing to investigate the incidents and provide proper proof of the charges, which ranged from

sleeping on the job to excessive absenteeism.

The arbitrator said management at the college "... failed to investigate the incident promptly (if at all) and diligently and then expected some type of miracle to be performed at this arbitration on their behalf."

The decision also said, "In each case the employer failed to sustain the burden of proof that the grievant was guilty as charged.... Questions were raised as to whether or not certain dates were accurate, in fact Labor Relations had to withdraw one of their charges during the hearing because the grievant was charged with an incident yet he was home sick,

**'You can't do it on your own.'**

which was proven through investigating time cards at the hearing."

CSEA attorney Lou Stober, who handled the case called the charges "frivolous" and a waste of tax payers' money.

"In addition to the cost of the 10 witnesses paid by the county there was the added cost of 14 days of arbitration hearings," Stober said.

A number of CSEA labor relations specialists had a hand in the arbitration. One of them, Claude Ferrara, said in addition to back pay, the union member will be returned to his former position with full seniority.

Rolle is extremely grateful for the union's support and the

attorney provided by CSEA.

"CSEA Nassau Local 830 gave me the support I needed to sustain me. Lou Stober met with me many times," he said, "I think it's absolutely essential to have legal representation. You can't do it on your own."

The last sentence of the arbitrator's decision read like a warning: "It is also hoped that management at the college learned something from this and prior awards that they must change their way in dealing in Labor Relations."

"Nehemiah Rolle is back to work with over a year of back pay and back benefits," CSEA Long Island Region President Nick LaMorte said. "CSEA worked hard for this member and won." — **Sheryl C. Jenks**



Statewide **TREASURER**

**Maureen Malone**

143 Washington Avenue, Albany, NY 12210-2303 (518) 434-0191 1-800-342-4146



**CSEA: It's your union; become involved**

Things are changing in CSEA, and what a great feeling to be a part of it. Our new President has vowed to bring

CSEA back to the membership. This means being responsive and accessible. As the newly elected Statewide Treasurer of CSEA, I intend to echo this and intend to live it.

Our union is ever changing, always updating and providing us with the very best resources and benefits available. In order to make the most of these advantages we need to spread the word. The best way I can think to do this is hit the streets and

get the good news out.

What does CSEA do for me? Everything possible to provide the best collective bargaining agreements available. Everything possible to provide the best benefit package available. Everything possible to provide worker safety and security. Everything possible to provide the education and training necessary for the union leadership, grievance representatives and stewards to represent you at the work-site.

CSEA, the union, never rests. We work to represent all 265,000 members the very best way possible. I view my job as one of helper. The complexity of union finances can seem overwhelming. Increased rules

and regulations, monitoring by the Federal Department of Labor, as well as the IRS, keep us constantly updating and changing internal procedures. The membership does not always understand where the dues money goes, but rest assured, every penny is stretched out of every dollar to do the best job for you.

My door is always open. I welcome your questions and concerns. Nothing is too silly or frivolous, no question too bizarre. CSEA is your union; use it, become involved in it. Your help can only make us stronger. I look forward to three years of working with and for you, the members.

**Prescription Drug Program additions effective Oct. 1**

Two new features will be added to the CSEA Employee Benefit Fund (EBF) Prescription Drug Program effective Oct. 1, 1994, that are designed to ensure safe and cost effective use of certain expensive and commonly prescribed medications, CSEA President Danny Donohue announced. EBF enrollees will be



mailed detailed information about the new features.

The level of benefits provided under the plan will not be affected and the two new features will help stabilize drug plan costs so that current coverage and co-payments can remain intact.

Certain medications can be very expensive to use and may

be prescribed to help achieve a specific result rather than for the treatment of an illness. Under a new **Prior Authorization Program**, your CSEA drug plan will now review clinical guidelines and follow-up with your pharmacist as to whether or not to authorize the prescription.

Included under the new program are such expensive medications as Cognex, Epogen, Neupogen, Leukine, Alferon, Intron, Imitrex and Proscar.

In most cases the review will be completed within the same day and a letter will be sent to the patient and physician explaining the decision of the Managed Care Pharmacist. Covered members and eligible dependents currently taking a drug which is part of the Prior Authorization Program should call 1-800-457-1020 to obtain approval before purchasing the medication.

The second new feature is a **Preferred Prescription Formulary**, which is simply a list of commonly prescribed medications which were selected to maintain high quality care and also to control rising costs. While your physician is not required to use this formulary, CSEA EBF enrollees should share the Formulary with their physician during their next visit.

**The level of benefits provided under the plan will not be affected and the two new features will help stabilize drug plan costs so that current coverage and co-payments can remain intact.**



**HISTORIC AGREEMENT** - From left, Rockland County Executive C. Scott Vanderhoef, his assistant Jim Hennessey, TQM Trainer Arlene Rose, CSEA Unit President Caroline Osinga and CSEA Labor Relations Specialist Annette Raetz at signing.

**Rockland TQM agreement signed**

NEW CITY - A Total Quality Management agreement to work together for the betterment of Rockland County was signed by County Unit President Caroline Osinga and county officials recently.

County Executive C. Scott Vanderhoef called the signing of the agreement an historic occasion.

"This will mark the first time in New York state that a county, town, city or village signs such a union-management agreement with their employee unions," he said.

"As an administration," he said, "we encourage the generation of ideas on how to improve the services we provide. But the implementation of these ideas," he added, "can only occur with the cooperation and philosophical agreement of the people who actually deliver

those services. This agreement," Vanderhoef said, "is a crucial step in our mission to improve the quality and cost-effectiveness of the services we provide to Rockland's residents."

Osinga credited Vanderhoef's assistant Jim Hennessey and CSEA Labor Relations Specialist Annette Raetz for helping to hammer out the agreement.

"Jim was able to see our point of view," Osinga said, "and I could not have done without Annette's assistance throughout the negotiations."

Osinga expressed hope that county management personnel will be open to employee suggestions.

"TQM is a product of the times, something we're going to have to live with," Osinga said, "and in that case I want it to be as positive a relationship as we can make it." — Anita Manley



## Statewide SECRETARY

Barbara Reeves

143 Washington Avenue, Albany, NY 12210-2303 (518) 434-0191 1-800-342-4146



## Diversity one of our greatest strengths

Great changes result from many small actions.

That's a lesson we should all take to heart in CSEA. It means that all of

us working together have the ability to make this union even better.

There is no union anywhere that provides more services, benefits and support to its members. There should never be any question about the dedication of CSEA officers, activists and staff. But with the greater involvement of our rank and file and a continuing drive for improvement, we can be even more effective.

CSEA members should realize that you have a unique voice in how your union works. Few, if any, other unions give you the same ability that CSEA does, to run for union office and to elect your union officers

at every level. But that is also a tremendous responsibility. Throwing stones serves no useful purpose, particularly when CSEA offers you so many ways to really make a difference.

One of CSEA's greatest strengths is our diversity. We are so many different people with different backgrounds and viewpoints. And there is room for all of us in CSEA because we grow by exposure to different ideas.

But we must also recognize that CSEA as an organization is a lot bigger than each of us individually. The whole idea of union solidarity is that we recognize the greater good for all of us over our own immediate individual interests.

We must never hesitate to stand up for one another when we share concerns about injustice. But we must also be tolerant and supportive of our brothers' and sisters' circumstances which are different from our

own experiences.

I am proud that you elected me to serve as your statewide Secretary. There is a wonderful spirit at work in CSEA today which provides encouragement as I join with your talented team of statewide officers - Danny Donohue, Mary Sullivan and Maureen Malone - along with so many others in this organization to represent you.

I also draw inspiration from my friend and mentor Irene Carr who served us all so well as statewide secretary for so many years. I know all of you join me in wishing Irene well and a speedy return to good health. She deserves the best after giving all of us so much.

CSEA has a distinguished history and an outstanding present. My priority is to do all I can in my small actions to build on our strengths. I know that with your efforts, together we can ensure an even greater future.

## Summary of meeting of Statewide Board of Directors

Editor's Note: *The Public Sector* regularly publishes a summary of actions taken by CSEA's Board of Directors at the Board's official meetings. The summary is prepared by CSEA Statewide Secretary Barbara Reeves for the information of union members.

ALBANY — CSEA's statewide Board of Directors met here on Sept. 1. In official actions, the Board:

- Appointed Barbara Allen to fill a vacancy on the Political Action Fund Board of Trustees;

- Placed the Oceanside School District Unit, East Meadow School District Monitor & Aides Unit and Schuyler County Local in administratorship;

- Appointed Sue Crawford to fill a vacancy on the Directors' Charter Committee;

- Appointed Mike Febraio to fill a vacancy on the Directors' Personnel Committee;

- Approved CSEA to use all resources available, including AFSCME, to have employees of Provider Contracted Group Homes and Association of Retarded Citizens declared state workers;

- Appointed Kenneth Monahan to fill a vacancy on the Budget Committee;

- Approved Aug. 24-27, 1996, as the dates for the 1996 Annual Retirees Delegates Meeting in Grand Island;

- Approved changing the name of North Country Correctional Facility Local 172 to Watertown Correctional Facility Local 172;

- Approved the assignment of the new Gowanda Correctional Facility to Collins Correctional Facility Local 174;

- Approved granting Local charters to Pius XII-Holy Cross Campus and Pius XII-Chester Campus;

- Approved dissolving Gowanda Psychiatric Center Local 408;

- Appointed Harold McKinney to the Region 3 Political Action Committee;

- Appointed Dan O'Neill and Betsey Kinch to the Region 5 Political Action Committee;

- Approved the immediate inclusion of the late Region 3 President Pat Mascioli on the union's Memorial Plaque.

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



**ULSTER COUNTY LOCAL 856 President Joe Van Dyke, left, accepts a copy of the United States Congressional Record from U.S. Rep. Maurice D. Hinchey (D - Kingston). Hinchey read into the Congressional Record a report of a downtown street in Kingston being renamed earlier this year for Van Dyke's father. Van Dyke Lane in Kingston is named after Leonard Van Dyke, the first African American elected as an alderman in the city.**

## Village of Bayville employees on Long Island joins the CSEA union family

CSEA welcomes employees of the Village of Bayville on Long Island to the union family.

The village employees were organized as a new unit of CSEA Nassau County Municipal Employees Local 882.

CSEA Organizer Max Sanchez, Local 882

Executive Vice President Paul Nehrich and CSEA Labor Relations Specialist Stan Frere, who organized the unit, said unit officers have been elected and a negotiating committee will soon be formed to negotiate the unit's first contract.

Unit officers are President Edward J.

Watson, Executive Vice President Stephen Siegel, First Vice President James Knight, Second Vice President Robert Lopez, Secretary-Treasurer Joyce Shaddock and Shop Steward Donald Marchais.

— Sheryl C. Jenks



## LONG ISLAND REGION



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## METROPOLITAN REGION



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## Ready to meet any challenge

Welcome delegates. It is again an honor and privilege for me to be able to write a report to you at this 84th Delegates Convention. I am still very proud to be the Region I President and a Statewide Vice President. I still find the hard work very rewarding and I am continuing to the best of my ability.

My goal of unifying Region I is progressing very well. I have received many positive comments on the way we are headed. Having to deal with the many political and personality traits of our elected officers and members is certainly a difficult task. It is one of the hardest tasks this job brings with it. But you know, it is also one of the finest rewards of the job when we pull together.

The Region I Executive Board meets every third Wednesday of every other month starting in January. By establishing regular Regional meeting dates, the locals, units and regional committees can set their meeting dates accordingly.

The regional committees are busy with projects of their own and report at the Region Executive Board meetings. We usually invite two guest speakers to address the board and a light dinner is also provided. The attendance and participation at the meetings is high, with every local represented. There are no secrets and the gravity and quality of information is fantastic.

We continue to support one another, attending different local demonstrations and picketing for fair contracts. We also attend different local functions such as a membership recognition day in Local 418 and a fishing trip by Local 880. We attend special awards ceremonies, local holiday parties and local meetings. We support one another; we are one.

As you know, Region I has also participated as a region within CSEA. From our last convention in Washington, DC marching against NAFTA to AFSCME in San Diego protesting for Local 127, to the installation of our newly-elected statewide officers and to this present convention. We are striving to remain the number one region in CSEA and stand ready to continue to meet the challenge.

We've started to bring education and training to the worksites. We will continue this idea whose time has come. I believe we can do more. Members of our Region Education & Training Committee attend the workshops to help with registration. Our PEOPLE Committee sets up a table to sign up and inform the members. We're hot on the trail of Region II for the PEOPLE cup and have the first ever back-to-back monthly PEOPLE recruiter, Rutha Busch. Our Social Committee has run successful bus trips, a huge holiday party for over three hundred members and a successful Region workshop with an AFSCME local affiliate.

The Region Women's Committee gathered statistics on cancer from members in the worksites and locals. OSHA Committee members meet to review new laws and regulations affecting our members. The Human Rights Committee recently had an ADA Workshop and Health Fair. The PAC Committee interviewed Congressional candidates for the first time and continues to work with CSEA to lobby our State legislators. The Membership Committee is hard at work helping with internal organizing and membership recruitment. Our School Districts Committee plans a workshop for our school members in the near future.

As you can see, we in Region I have already started our new direction, but look forward to the new direction from our Statewide President Danny Donohue. Let's not forget, Danny is the first President from Region I and Region I is very proud of him. Good luck to all our officers, you'll have our support when it's right for

## CSEA a living, breathing family

"Even if you're on the right track, you can get run over if you just sit there," Mark Twain once said. And, nobody knows that better than CSEA members. Once we're on the right track, you better believe that we'll keep moving ahead.

A case in point was this year's New York State budget battle that threatened Bronx and Brooklyn Division for Youth workers with downsizing of desperately needed facilities. With gun-toting children on our streets and juvenile crime rampant, how could the state seriously consider laying off its dedicated and experienced youth workers?

Tireless CSEA efforts not only halted layoffs, but helped restore \$1.7 million to DFY's budget. Even more remarkable, the state has pledged another \$7.7 million to build a new DFY facility in New York City.

One thing our great union can never afford to do is "just sit there." Both as union members and New Yorkers, Region II earns its reputation for standing up, being counted and setting new directions. Our elected Local officials and Region Officers held an extended forum this year to assess CSEA strengths and weaknesses while setting new priorities and goals. Any business that fails to plan and take inventory is planning to fail.

But, a Union is not just a business. A Union worth its salt is much more than a company or corporation. A Union should be a living, breathing family run by its members for its members. Mutually aiding one another, union members pledged to fight for justice.

Justice. It's not only for those presently employed, but for our retirees. We salute Region II's Retirees Local 910 for its leadership in the fight to gain a long overdue retirees cost-of-living increase and in keeping national health care reform efforts on track.

This past year has brought many changes and new beginnings, not only within CSEA, but everywhere we look. We welcomed the election of CSEA's new President, Danny Donohue. New York City elected a new mayor and won its first Stanley Cup since 1940. South Africa has a new government and racial apartheid exists no more.

Region II activists have led the way in fighting against the scandal of apartheid. I recall introducing the very first motion that CSEA publicly oppose apartheid. It was adopted by CSEA's Board of Directors during Nelson Mandela's lengthy imprisonment. After years of effort and being on the right track, Region II's Executive Board presented achievement awards to our many activists who never gave up on the dream of a democratic South Africa.

Proud of our accomplishments and knowing we're on the right track, there is always the temptation to "just sit there." But, Region II never has and we never will. Once again, our members lead the way in contributions to PEOPLE, well aware that we need to put our money where our mouths are.

Privatization, health care reform, striker replacement legislation and the Dunlop Commission Report all await decisive action. Without a doubt, together we're ready for the job ahead! In Solidarity.

the members and our wrath when we disagree.

Enjoy your stay in Rochester. If you have a chance, stop by and say hello. Work hard and play hard. And remember, please report back to our members — they deserve to hear from you. Safe home.



**SOUTHERN REGION**



**MARYJANE  
MacNAIR**  
President

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**CAPITAL REGION**



**JUNE  
ROBAK**  
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12110-2392  
(518) 785-4400



**Now is time to look forward**

The year since our last delegates' meeting has passed quickly. Region III, and all of CSEA, has experienced many changes. Here in Region III we still mourn the passing of not only a President, but a dear friend, Pat Mascioli. We also mourn the loss of fellow members here and throughout the State.

With the statewide elections over, we look with a renewed hope and expectation towards our leadership in Albany.

With the ever increasing length of contract negotiations in our counties, towns, villages and school districts, we are faced with the frustration and discontent of our members. Every day seems to bring a new threat of privatization, layoff or decertification.

Now is the time to renew our commitment to unionism and what it stands for.

It is the time to put the petty fighting and politics of the past behind us.

It is time to look towards the future.

It is time to come together, to work together, and to fight together.

It is time to teach not only the public, but our employers, our neighbors, our families and our children what a union truly stands for.

It is time to remind our members just how democratic and strong we are.

It is time to brag about our accomplishments, our activists and our staff.

It is time to bring back a sense of pride in who we are to our members.

It is time to stand up and stand together for respect, fairness and safety for all our members.

I hope in the coming year we can all join together and work to make this a stronger and prouder union.

**Safe work environment a right**

I wish to thank those of you who have worked with me on behalf of our membership during my first year as Capital Region President. Through the hard work of our staff aided by the assistance of our union activists, Region IV is moving forward, developing new ideas and goals as we proceed. I continue to stand ready to work with each and every one of you so that through our "TEAM EFFORTS," by working and pulling together, we will be able to provide more information, education and services to you, our members.

I congratulate Danny Donohue and our other new statewide officers upon their election. I was once told that the first year of any job is usually the hardest - I hope that is the case with me and no doubt it will be the case with Danny, et. al. I welcome "A NEW BEGINNING" and will work with our Statewide President towards a new and brighter future for CSEA.

The health and safety of our membership remains a top priority. No one should have to work in an unsafe work environment! I reinstated the weekend Health and Safety Workshop after a many year hiatus, and it was the best attended ever and I plan on it being a yearly event. Additional workshops for everyone dealing with all aspects of health and safety must be planned and made available. I look forward to the support of our new Statewide President in this endeavor. A safe work environment is a right to be enjoyed by all, not a privilege available only to a few.

Training of local and unit officers, of shop stewards and delegates is a never-ending process. We all can and should learn more so that we can better serve our members. Continuous training is required so that we can enforce our contracts, negotiate improvements and deal successfully on behalf of our members in a labor-management setting. Additional workshops will have to be made available to our members.

The rank and file often asks "What are you doing for me?" Often times we are too busy doing for our members and do not take the time to communicate to them what we have done for them. Our new Region IV Newsletter is an attempt to provide information to our members. I want to thank Rick Weeks, chair and all the members of the Ad Hoc Communications Committee. Elected officials should make themselves available to the membership. All of our elected officials and our staff should make themselves more visible and take the time to answer our members' questions.

Region IV has had a number of decertification elections over the past year. I view as a major accomplishment of my first year in office, the creation of a Region IV Activists group, chaired by Hal Gray. This group, once fully trained, will be utilized in decertification efforts to go in and explain just what CSEA can and does do for its members. This group of dedicated and hard working members will help keep us strong and prevent the loss of our members. Our CSEA staff and the activists with assistance from AFSCME are now hard at work on decertification campaigns.

We have organized the following four new units in Region IV:

- (1) Town of Clifton Park Unit,
- (2) Guilderland Public Library Unit,
- (3) Guilderland Public Library Unit #1 Supervisors, and
- (4) North Colonie Special Education Teacher Aides and Computer Room Aides Unit.

After the latter unit was organized, the North Colonie School District decided to abolish the special education teacher aides jobs. CSEA was able to save these jobs by using a new strategy - Proposition No. 2 was put on the school district budget ballot to continue the employment of the 29 special education teacher aides facing layoffs. Our members obtained signatures on the petitions, rang doorbells, and spoke to and informed the taxpayers about what was really happening to the Special Education Teacher Aides at the North Colonie School District. The voters listened - jobs were saved - WE WON! That's what this union can do for our members!

**Signed and sealed**

A new first collective bargaining contract for a newly organized unit has been signed by Village of Walden Unit President Anthony Lamendola and Village Manager John Kelly. Looking over



shoulders are Unit Secretary Howard "Corky" Edwards and CSEA Collective Bargaining Specialist Glenn Blackman. Of the 35 new CSEA members, said Blackman, the largest group, laborers, have in the past been extremely underpaid. "They came to CSEA hoping to bargain a respectable wage and we were able to do just that," he said. "Laborers who made \$8.22 an hour when they joined CSEA will be making \$11.62 an hour at the end of three years." The employees are members of Orange County Local 836.



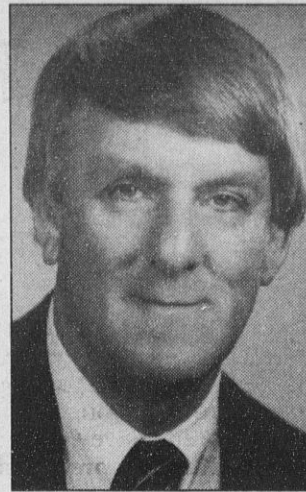
**CENTRAL REGION**



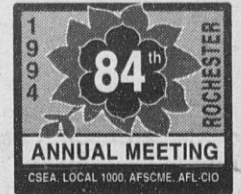
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**WESTERN REGION**



**ROBERT LATTIMER**  
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**Another opportunity before us**

For nearly nine decades our Union has grown and worked to solve the problems of the Membership. We now have the opportunity to expand and become an even stronger Union under the leadership of our new statewide officers.

It is time to "come together," to put region and personal differences behind us.

Improved contracts, safe working environments and more influence over our employers are common goals each of us should be working on.

Let the journey begin!

**Let's come together and work**

Congratulations to the newly elected statewide officers. Now let's come together and work for the betterment of CSEA and the CSEA members.

**LEAP application deadline  
 Oct. 17; no exceptions**

LEAP Spring 1995 catalogs and application forms were distributed in September to state agency personnel and training offices. Applications for Spring courses must be received in the CSEA/LEAP office, 1 Lear Jet Lane, Suite 3, Latham, NY 12110 by 5 p.m. Oct. 17. Applications may also be faxed until 5 p.m. on Oct. 17 to (518) 785-4854. Since LEAP is not part of the OGS telecommunication system, you must dial the entire fax number.

Please plan ahead! Every term LEAP hears from members who wait until the last minute to fax or mail an application and miss the deadline. Due to the large volume of applications received via fax on the last few days before the deadline, many members are unable to get their application through on time. Applications received after 5 p.m. on Oct. 17 will not be accepted.

The LEAP tuition voucher program is available to CSEA-represented state employees in the ASU, OSU, ISU and DMNA bargaining units. If you have questions about the program, call the LEAPLINE at 1-800-253-4332.



**DEPARTMENT OF ENVIRONMENTAL CONSERVATION  
 EMPLOYEE ASSISTANCE PROGRAM ESTABLISHED — CSEA  
 Capital Region President June Robak and CSEA Department  
 of Environmental Conservation Local 655 President Lucy  
 Aaronson were among the labor and management  
 representatives on hand recently for the establishment of a  
 new Employee Assistance Program (EAP) for the agency. The  
 agreement, signed at the DEC central office in Albany, covers  
 about 4,000 DEC employees statewide. EAP provides  
 confidential referral and counseling assistance to employees  
 to help them deal with personal problems of any kind.**

**The Children of Rwanda Need Your Help Now**

They have lived the worst nightmare any child could imagine: a brutal civil war ... mass executions ... and deadly epidemics.

Many United States private humanitarian agencies are actively involved in providing food,

medicine, clean water and relief personnel to save an estimated 4 million Rwandans, including hundreds of thousands of children, whose lives are at risk in Central Africa.

Will you respond to help these people in need?

Below are some of the many agencies which pledge that your donations will be used where they will do the most good. Send your check, marked "Rwanda Relief," to any of the agencies listed below:

**African-American Institute**  
 833 United Nations Plaza  
 New York, NY 10017  
 (212) 949-5666

**Africare**  
 440 R Street NW  
 Washington, DC 20001  
 (800) AFRICARE

**African Medical &  
 Research Foundation  
 (AMREF)**  
 420 Lexington Avenue  
 New York, NY 10170  
 (212) 986-1835

**American Friends Service  
 Committee**  
 1501 Cherry Street  
 Philadelphia, PA 19102  
 (800) 226-9816

**The American Jewish Joint  
 Distribution Committee**  
 711 Third Avenue  
 10th Floor  
 New York, NY 10017  
 (212) 687-6200

**American Jewish World  
 Service**  
 15 West 26th Street  
 9th Floor  
 New York, NY 10010  
 (212) 683-1161

**American Red Cross**  
 PO Box 37243  
 Washington, DC 20013  
 (800) 842-2200

**Baptist World Alliance**  
 6733 Curran Street  
 McLean, VA 22101  
 (703) 790-8980

**CARE**  
 151 Ellis Street  
 Atlanta, GA 30303  
 (800) 521-CARE

**Catholic Relief Services**  
 PO Box 17090  
 Baltimore, MD 21203  
 (800) 736-3467

**Doctors Without Borders  
 USA (MSF)**  
 30 Rockefeller Plaza #5425  
 New York, NY 10112  
 (212) 649-5961

**Episcopal Church's  
 Presiding Bishop's Fund  
 for World Relief**  
 815 Second Avenue  
 New York, NY 10017  
 (800) 334-7626  
 ext. 5129

**The Salvation Army**  
 615 Slaters Lane  
 Alexandria, VA 22313  
 (703) 684-5528

**Save The Children**  
 PO Box 975, Dept. RW  
 Westport, CT 06881  
 (800) 243-5075

**United Methodist  
 Committee on Relief**  
 475 Riverside Drive  
 Room 1374  
 New York, NY 10115  
 (212) 870-3816

**US Committee for UNICEF**  
 333 East 38th Street  
 Sixth Floor  
 New York, NY 10016  
 (800) FOR-KIDS

**YMCA of the USA**  
 101 North Wacker Drive  
 Chicago, IL 60606  
 (312) 977-0031

The End Hunger Network prepared this ad for InterAction, a coalition of more than 150 US-based private relief, development and refugee-assistance agencies. InterAction members have agreed to abide by a set of ethical standards to ensure accountability to donors, professional competence and quality of service.



*Therefore, be it resolved... Therefore, be it resolved... Therefore*

The following resolutions will be presented for the consideration of delegates attending CSEA's 84th Annual Delegates Meeting Oct. 3-7 in Rochester. Due to an oversight the recommendations of the Resolutions Committee regarding each resolution were not printed in the previous edition of *The Public Sector*. Members wishing to see copies of any resolution should contact their delegate.

**1. CSEA Membership Speaks - Advocate Platform**

Submitted by Willie Terry, Local 460 Delegate  
This resolution involves a 32-point platform of positions affecting CSEA members.  
**Committee recommends not be adopted.**

**2. A Right to Caucus - CSEA Black and Hispanic Caucus**

Submitted by Willie Terry, Local 460 Delegate, Walter Nash, Local 443 Delegate and Edwardo Diaz, Local 460 Delegate

This resolution calls for CSEA to support the rights of any member or group of members to form caucuses to discuss internal union affairs, to conduct orderly campaigns inside the union for or against any policy or action and to freely express any views or opinions without fear of retribution.  
**Committee recommends not be adopted.**

**3. Mandating Action by Locals**

Submitted by Willie Terry, Local 460 Delegate  
This resolution would mandate that each CSEA Local meet and choose one or more resolutions from the convention resolutions to work on during the course of the year and that the results be presented in a report at the next convention.  
**Committee recommends not be adopted.**

**4. Organizing the South**

Submitted by Willie Terry, Local 460 Delegate  
This resolution calls on CSEA to work with other organizations and coalitions to focus attention on the status of southern workers and to work actively with other trade unions and organizations to repeal right to work laws.  
**Committee recommends not be adopted.**

**5. Minimum Wage**

Submitted by Willie Terry, Local 460 Delegate  
This resolution calls on CSEA to continue to join with other labor organizations and coalitions to lobby Congress and the New York State legislators to increase the minimum wage.  
**Committee recommends adoption as amended.**

**6. Celebration of Black/Hispanic History Month**

Submitted by Edwardo Diaz, Local 460 Delegate, and Willie Terry, Local 460 Delegate  
This resolution calls for CSEA to encourage Regions, Locals and Units to support and participate in Black/Hispanic History Month programs.  
**Committee recommends adoption as amended.**

**7. Reparations**

Submitted by Willie Terry, Local 460 Delegate  
This resolution calls on CSEA to fully support a House of Representatives bill establishing a commission to examine the institution of slavery and make recommendations to Congress on appropriate remedies to be taken on behalf of the descendants of slavery.  
**Committee recommends adoption as amended.**

**8. Youth**

Submitted by Willie Terry, Local 460 Delegate  
This resolution calls on CSEA to focus on activities aimed at decreasing violence and guns among today's youth.  
**Committee recommends referral to CSEA Board of Directors.**

**9. Health and Safety in the Workplace**

Submitted by Walter Nash, Local 443 Delegate, and Willie Terry, Local 460 Delegate  
This resolution calls on CSEA to lobby for regulations covering a variety of workplace dangers, fight unfunded mandates to the OSHA Reform Bill which would prevent OSHA coverage of state public sector workers and work with other organizations committed to the enactment of comprehensive OSHA reform legislation.  
**Committee recommends not be adopted.**

**10. Democracy in South Africa**

Submitted by Joel Schwartz, Local 446 Delegate, and Willie Terry, Local 460 Delegate  
This resolution deals with recognition of the people of South Africa for their successful commitment to change and urges New York State to provide appropriate assistance, including reinvestment by the State Comptroller, to aid in the fight for economic justice and equity.  
**Committee recommends adoption as amended.**

**11. Comprehensive Welfare Reform**

Submitted by Joel Schwartz, Local 446 Delegate  
This resolution calls on CSEA to urge the Clinton Administration and Congress to undertake a bold and comprehensive approach to welfare reform.  
**Committee recommends adoption.**

**12. Jobs With Justice and the Global Economy**

Submitted by Joel Schwartz, Local 446 Delegate  
This resolution urges CSEA to call for the inclusion of a strong, enforceable social clause in the General Agreement on Tariffs and Trade (GATT) and to strengthen the enforcement of GATT labor rights provisions.  
**Committee recommends adoption as amended.**

**13. Unity of All Working People**

Submitted by Joel Schwartz, Local 446 Delegate  
This resolution calls for working people and others to reject issues that divide the human race on the basis of ancestry and/or culture and support efforts to unite workers, the poor and the oppressed throughout the world through progressive labor and social legislation.  
**Committee recommends adoption as amended.**

**14. Immigration**

Submitted by Joel Schwartz, Local 446 Delegate  
This resolution deals with human and civil rights for immigrants.  
**Committee recommends not be adopted.**

**15. Maker of Resolution Contact**

Submitted by Walter Nash, Local 443 Delegate  
This resolution deals with certain procedures regarding the discussion and presentation of resolutions to the resolutions committee and the delegates.  
**Committee recommends not be adopted.**

**16. Delegates Convention Attendance**

Submitted by Walter Nash, Local 443 Delegate  
This resolution concerns procedures all delegates must adhere to while attending the Annual Delegates Meeting.  
**Committee recommends referral to Constitution & By-Laws Committee.**

**17. Regional Newspaper Section in The Public Sector**

Submitted by Walter Nash, Local 443 Delegate  
This resolution would require the allocation of space in *The Public Sector* on a region basis.  
**Committee recommends referral to the Public Sector Committee.**

**18. Health Care Reform - Universal Coverage**

Submitted by Laverne Pound, Local 918 Delegate  
This resolution calls on CSEA to continue to fight for universal health care coverage and comprehensive benefits for all Americans and to vehemently oppose taxing of any health care benefits in health care reform legislation.  
**Committee recommends adoption as amended.**

**19. Elder Abuse**

Submitted by Laverne Pound, Local 918 Delegate  
This resolution calls on CSEA to take a stand against abuse of elderly people and to urge legislation guaranteeing protection of elderly people from becoming victims of abuse.  
**Committee recommends adoption as amended.**

**20. Health Care Reform - Elder/Disabled Care**

Submitted by Laverne Pound, Local 918 Delegate  
This resolution calls on CSEA to urge state legislation to provide for long-term care for the elderly and disabled in the event such coverage is not included in a federal health care reform legislation.  
**Committee recommends adoption as amended.**

**21. POW/MIA Flag at CSEA Statewide Events**

Submitted by Will Streeter, Local 605 Delegate, Chair, Special Veterans Committee  
This resolution calls on CSEA to show support and faith for US Service members who may still be held prisoners or may still be missing in action by displaying the POW/MIA flag at all CSEA statewide events.  
**Committee recommends adoption as amended.**

**22. Medically Afflicted Gulf War Veterans**

Submitted by Will Streeter, Local 605 Delegate, Chair, Special Veterans Committee  
This resolution calls on CSEA to urge and support a variety of federal programs providing treatment and assistance to afflicted Gulf War veterans and their families.  
**Committee recommends adoption as amended.**

**23. Computer Link**

Submitted by Tom Sonnenberger, Local 400 Delegate  
This resolution calls on CSEA to explore and establish a computer link between and among all CSEA Locals  
**Committee recommends not be adopted.**

**24. Scheduling of Convention Speakers**

Submitted by David Lawson, Local 814 Delegate  
This resolution would require the completion of old and new business and presentation of resolutions at CSEA Annual Delegates Meetings prior to presentations by all guest speakers.  
**Committee recommends referral to Constitution & By-Laws Committee.**

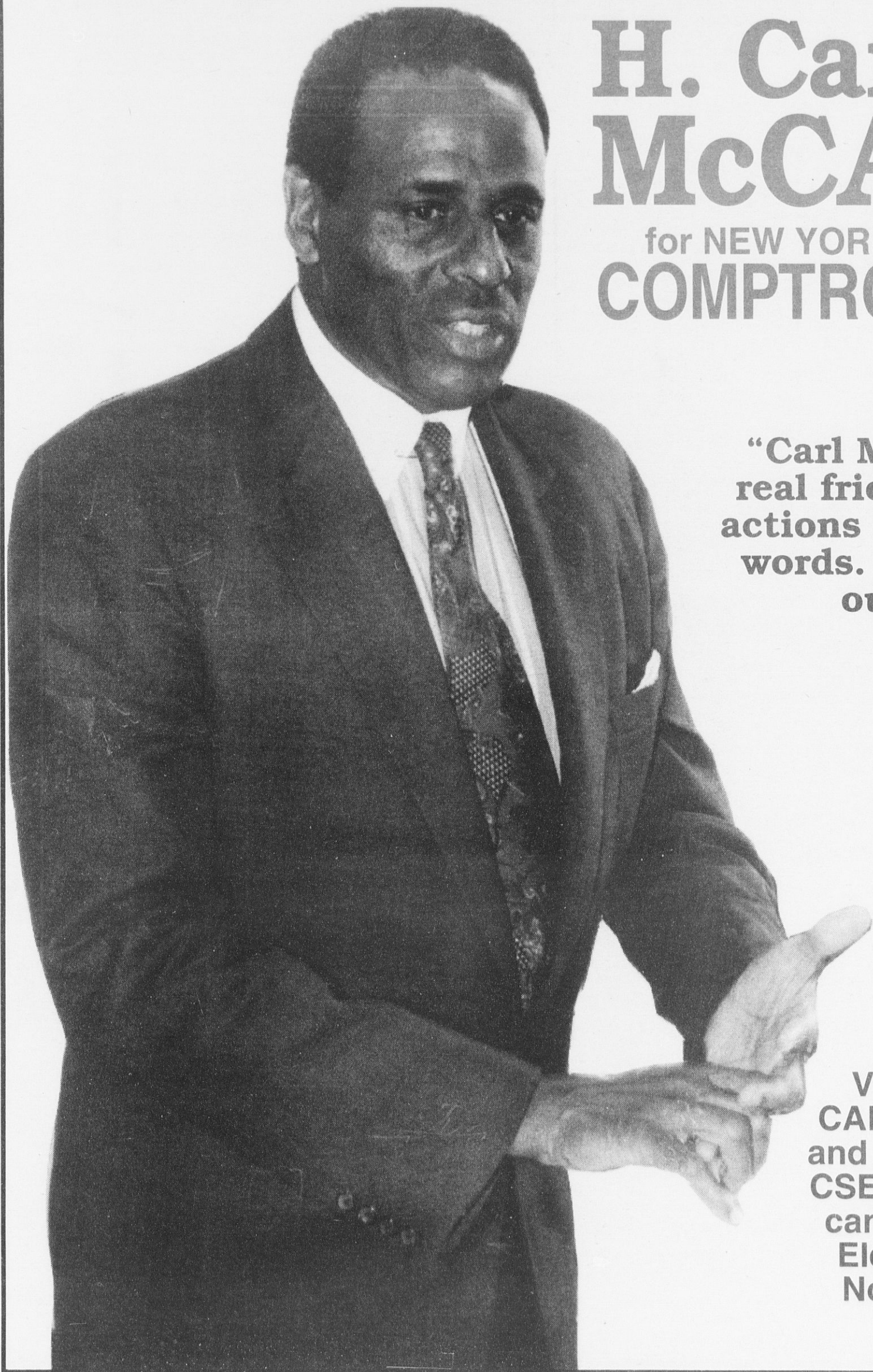
*Therefore, be it resolved...*



**CSEA proudly endorses**

**H. Carl  
McCALL**

for NEW YORK STATE  
**COMPTROLLER**



**“Carl McCall is a  
real friend whose  
actions match his  
words. He shares  
our vision.”**

**- CSEA President  
Danny Donohue**

**VOTE FOR  
CARL McCALL  
and all the other  
CSEA-endorsed  
candidates on  
Election Day  
November 8**