

Dangerous work
with troubled kids
page 6

School workshops hone skills
page 9

The lessons of Labor
page 16

Special people
at the Special Olympics
page 17

Vol. 2 / No. 5

MAY 1999

THE WORK FORCE

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

**Fighting
for
What's
Right!**



Contract team takes on the state

**See
pages
3, 4, 19**

Your Private Eye newsletter is enclosed

Photo of the Month

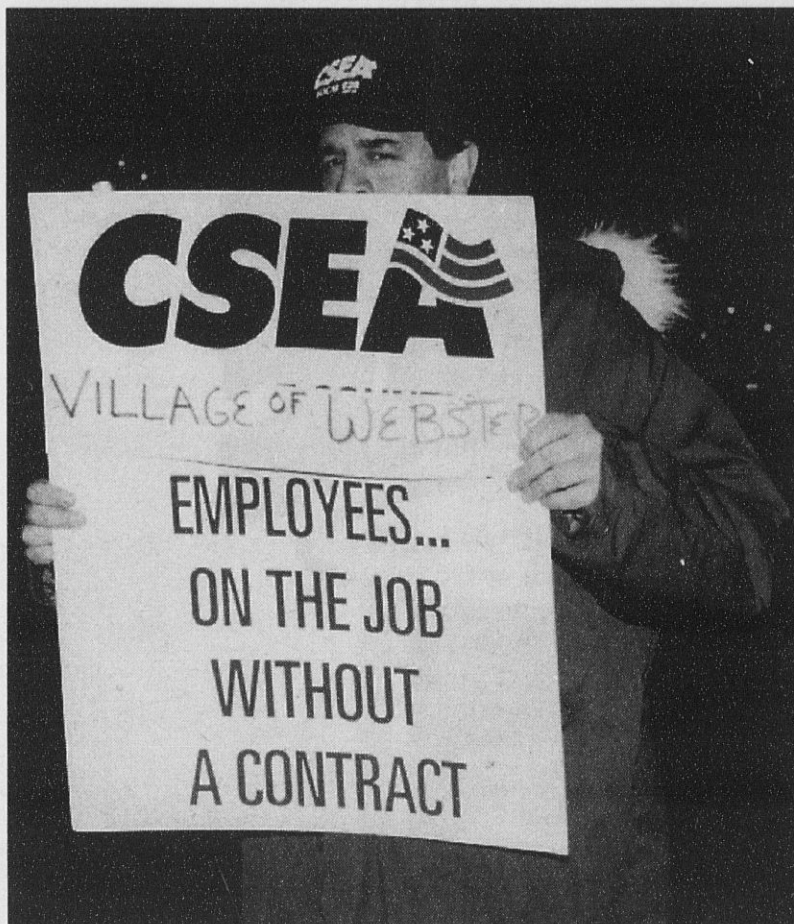


Photo by Ron Wofford

May's Photo of the Month could have been December's Photo of the Month. That's when this village of Webster picket took place. And the CSEA members who took part are still without a contract, nearly half a year later. In all, the unit has been without a contract for two years. Members there continue to fight for a fair deal.

Correction

The telephone number members can call for a free booklet on trenching and digging safety was wrong in the April issue. The correct number is 1-800-342-4146 Ext. 1308.

Hospital workers OK CSEA

LONG BEACH — The rain and chill could not cloud the spirits of the workers in the Long Beach Memorial Hospital and Nursing home when they demanded union recognition last month while their co-workers and CSEA supporters rallied outside.

Armed with the majority of the workers' signatures, the organizing committee looked like boxers entering the ring as they charged up the stairs, and disappeared into the administrative offices to deliver a letter to CEO Martin Nester Jr., demanding recognition of their desire to become members of CSEA.

Nester has failed to accept voluntary recognition, leading CSEA to file a petition for certification with the National Labor Relations Board on April 14.

The move is just one of many CSEA is taking to help workers in the private sector gain access to the benefits of union membership. And

CSEA's fight is evidence of the union's commitment to see that those in the work force who chose to join are able to join.

The workers contacted CSEA in June of 1998 because of lack of staffing, inability to get time off and an overall lack of respect and fair treatment at work.

"CSEA and the workers have worked extremely hard in the face of intimidation and threats by the management of the hospital and nursing home," said CSEA Long Island Region President Nick LaMorte.

"We also appreciate the support we've gotten from our CSEA members from Nassau County, Town of Hempstead and other area locals, as well as the CSEA staff and the AFL-CIO affiliated unions," LaMorte added.

— Sheryl Jenks

Talk with your union president

CSEA President Danny Donohue meets regularly with members across the state to discuss important workplace issues affecting workers in local and state government and in the private sector. Here is his meeting schedule for the rest of the year:

Central Region

June 3

Best Western Carriage House
300 Washington St.
Watertown

Call 315-433-0050 to schedule an appointment

Capital Region

June 15

Plattsburgh Satellite Office
6 Booth Drive
Plattsburgh

Call 518 785-4000 to schedule an appointment

Southern Region

Sept. 15

Region 3 Office
735 State Route 52
Beacon

Metropolitan Region

Nov. 9

Region 2 Office
40 Fulton St.
22nd Floor
New York

Long Island Region

Dec. 9

Riverhead Ramada
Route 25 at Exit 72
Riverhead

Western Region

Donohue visited with Western Region CSEA members on April 7.

State whitewashing danger to workers in psych centers

POUGHKEEPSIE — CSEA is reacting with anger and disbelief over state attempts to whitewash the dangers in state psychiatric centers.

Late last year, CSEA obtained a safety and health citation against the Hudson River Psychiatric Center when the union showed injury records proved an unsafe worksite.

But now, just months later, the state Department of Labor says steps taken by the center have addressed the problems

and the facility is now complying with safety standards.

CSEA officials are calling foul.

"We have a long way to go before this is a safe facility," CSEA Hudson River Psychiatric Center Local President Judy Watts-Devine said.

"They've implemented some training that is more window-dressing than anything else and the staff certainly doesn't feel any safer," she added.

Watts-Devine said the original safety and health complaint was filed after

management refused to move a violent patient to a secure facility even after he had been involved in 38 separate attacks on staff and other patients. The problems persist.

"We have a patient right now who has been involved in multiple violent incidents," she said. "Just recently he brutally attacked a doctor and there was blood everywhere."

"This facility is not getting safer," Watts-Devine said.

Contract team takes on state

An energized CSEA state negotiating team marched into full-blown contract talks late last month, determined to forge a pact that protects members' paychecks and meets other crucial workplace needs.

As formal negotiations reopened, CSEA President Danny Donohue wasted no time slamming the governor over the state's takeover of prescription drug coverage.

"The governor has taken advantage of the contract expiration to pick the pockets of 77,000 CSEA members by folding the prescription drug benefit into the employee's health insurance coverage," Donohue said.

"It is not acceptable for CSEA members to pay more for benefit coverage at the same time the governor gave his staff a 16 percent pay boost and state lawmakers voted themselves a 38 percent salary hike," Donohue said.

State's prescription drug takeover

Union negotiators said the state should fund the drug coverage benefit so CSEA members pay no more than they presently pay while a new contract is hammered out.

By taking over the drug coverage, the state is forcing CSEA members to pay an extra \$2.52 every two weeks for individual drug coverage under the Empire Plan. Family coverage will cost an extra \$8.68 per paycheck.

Premium costs for workers covered under health maintenance organizations will vary.

There will also be a change in the co-payment cost from \$3 to \$8 on mail order prescription drugs.

Donohue and the contract team are urging CSEA members call the governor at 518-474-8390 and their state legislators to complain about the extra costs of the prescription drug plan.

"What we came down with was our final offer..."

— Linda Angello, director
Governor's Office of Employee Relations
April 20, 1999

Fighting for what's right

Unified in mission to "fight for what is right," the CSEA contract team submitted a list of demands to state negotiators.

The contract covering 77,000 union members in state government expired April 1.

Since state workers rejected a tentative pact in March, contract team members have been talking to thousands of CSEA members across the state about their contract needs.

"CSEA members are tired of doing more with less and their voice will be heard at the contract table," Donohue stressed.

Leaders listen to members

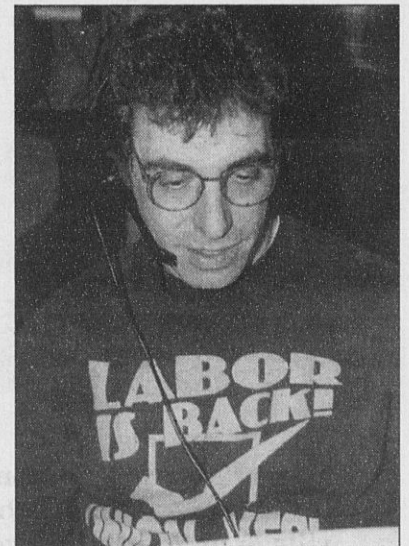
Before going back to the table, CSEA contract team members staffed telephone banks for several days, asking state workers about workplace issues and contract items.

"I have read the faxes and letters CSEA members have sent," Donohue said about the union's outreach effort. "They showed that you will fight for what you deserve."

Wherever contract team members went, they heard CSEA members compare raises offered to state workers and the recent huge pay boosts given to the governor's staff and state lawmakers.

"We have all heard the governor say we are the best public work force in the country," Donohue said.

"It's time the governor put his money where his mouth is!" the union leader added.



Contract team member Joel Schwartz, above, asks CSEA members about important contract issues during a recent phone bank session.



Team members, from left to right, Tom Moylan, Bill VanGuilder, Sharon Connor and Donna Smith prepare for their meeting with state negotiators.

**Your state
contract team
roster**

See Page 19

THE WORK FORCE

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In Touch with the WORK FORCE



CSEA President Danny Donohue

The strength of CSEA is in our union democracy and our determination to fight for what's right.

CSEA-represented state workers have demonstrated that forcefully by rejecting a tentative contract proposal.

Earlier this year, the Governor made CSEA a proposal with money in every year of the contract, no give-backs and protection for health benefits. We brought it back to the members for a vote.

You, the members, voted and sent a message loud and clear— It was just not good enough.

You want more money. You saw the Governor and those legislators taking big raises and you said you want your fair share.

You want your benefits left alone.

You want your raise in April and you don't want our contract held hostage to election year politics.

Most importantly, you're tired of doing more with less.

Your negotiating team is hard at work representing you — taking your concerns to the bargaining table. We will not back down and we will not be satisfied until all of your needs are met.

We'll show the Governor and the legislators that you're every bit as important as those people who're getting the big raises.

CSEA will be heard at the table and CSEA will be heard in every part of New York State.

Your vote showed that you will fight to get what you deserve and the fight has just begun.

Psychiatric center housekeepers strive for certification

UTICA — “We’ve got to keep up with the times. There’s been a lot of changes and we’ve got to grasp all the knowledge we can get. It’s for the good of our members and the clients.”

That’s why CSEA Mohawk Valley Psychiatric Center Local 435 President Jane Rys said she’s pushed hard for the



Housekeeping certification instructor William Thomas reviews course materials with a class member.

certification training for some housekeepers at the center and its sister facility, Central New York Psychiatric Center.

When the six-to eight-month program is finished, Rys and her seven co-workers will be certified by the International Executive Housekeepers Association (IEHA).

The certification will allow them to progress to the higher Civil Service title of Chief Housekeeper, which requires the course.

The valuable training is funded by a CSEA/NYS Labor-Management Committee grant, which is covering the training costs and the first year of IEHA membership for each worker.

The course is being taught for free, except for materials, by MVPC Chief Housekeeper William Thomas who is also a regional official of IEHA.

The program is well received by the workers.

“I think it’s great to have it through the union as a pilot project,” said Patrick Taylor, a supervising housekeeper at CNYPC.

“Otherwise, I couldn’t afford it right now, and this really helps me out a great deal. It’s going to enable me to get ahead in the field of housekeeping,” he said.

MVPC housekeeper Kathy Styf, who works in environmental services, shared similar thoughts.

“It’s really interesting. Everything we’re learning here, it’s all

coming together. I’m going to get a lot out of it, and I think I can help educate others once I get this knowledge,” Styf said.

“This study class is very helpful for supervisors like me,” said Mario Williams, a supervising housekeeper at CNYPC. “We’re gaining a lot of knowledge that will help us be better supervisors.”

“One of our biggest challenges is working with staffing levels and budget restraints and being able to get the best equipment or products to get the job done,” Williams said.

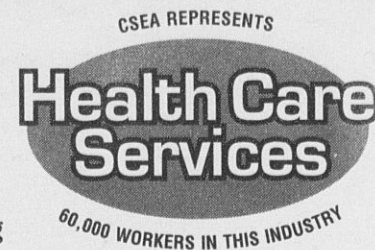
“Now I’ll be able to relate this education that I’m getting to my supervisors to hopefully make changes that will make it easier to get the job done,” he added.

The class meets weekly to review each of the 16 self-study modules they’ve completed.

Instructor Thomas said he’s very pleased with the group’s progress.

“It’s been very positive,” Thomas said. “They’ve been working real well together. I hope the program is successful and the Labor-Management Committees will consider it statewide,” he said.

— Mark M. Kotzin



Voices of the Work Force

“On my ward we usually have 29 or 30 patients. We’re supposed to have five staff but a lot of times we end up with only two on the unit because they’re asking five staff members some days to go in four different directions.

We’ve had some violent episodes on our unit. We had one incident where a younger patient broke a large glass window and held probably half the building at bay with this huge piece of glass in her hand. We are getting a lot more patients from the prisons. A lot of the sexual predators come in here now also.”

Cathy Reed, mental hygiene therapy aide — Middletown Psychiatric Center



Dangerous work with kids doing time

JOHNSTOWN — New York's nastiest kids are marking time inside a fenced compound here that is fast becoming a dangerous work place for CSEA members.

Union members who work as youth division aides at the Tryon Limited Secure Facility for Boys are fighting to get early retirement benefits and other worksite protections which corrections officers have had for years.

"It's hell on the floors now," said CSEA Tryon Local President Joe Melita.

Street thugs, arsonists, murderers not even old enough to shave, and other bad-acting kids are sent by family courts to lockups like Tryon.

Inside this compound ringed with razor wire, CSEA members endure eight-hour shifts routinely punctuated by gang fights, brawls, and other violence which these embattled workers said justify early retirement.

Melita said he wants 25-year retirement packages, like those received by deputy sheriffs and corrections officers, for direct-care staff at all of these facilities which are operated by the state Office for Children and Families.

"Say a client assaulted a worker, we would call in the cops, (the county sheriff) and the client could end up in jail for 30 days," said Melita, a 23-year Tryon veteran whose right shoulder still aches from a work-related injury.

"Not now! The sheriff's department doesn't want to hear any of our problems or take any of our troublemakers. The system isn't working on our side any more," he said.

The numbers are numbing

To bolster his case for early retirement, Melita offered startling state statistics obtained through the facility's Health and Safety Committee.

The numbers of work days lost because of client attacks read like the National Football League's injury list: back injury: 215 days; left knee, back, elbow: 45 days; right shoulder: 139 days. One head injury caused permanent disability.

In 1994, there were 947 work days lost because of work-related injuries. In 1998, the number had soared by almost 35 percent to 1,283 days lost.

In 1995, there were two reported assaults on staff by Tryon clients. In 1998, the number of assaults had increased to three, but there have been four so far this year.

Attacked? Don't call the cops

Melita and others complained state criminal law offers no special protection against assault by the young men they supervise.

Consequently, a staff member must be seriously hurt before a resident is dealt with by management, union members said,

adding facility managers discourage staff members from pressing charges.

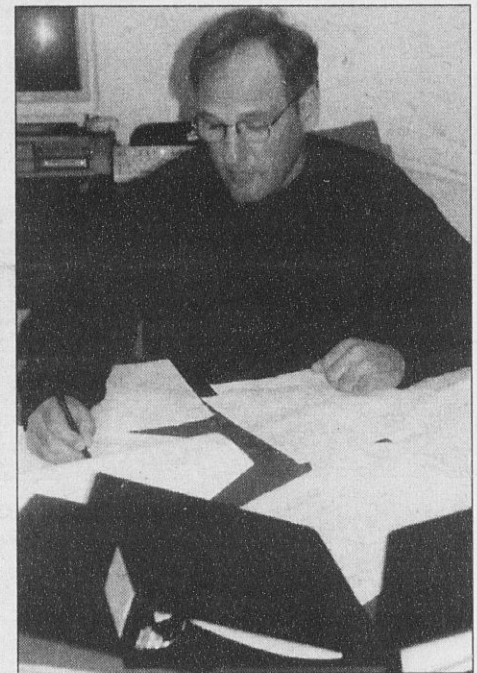
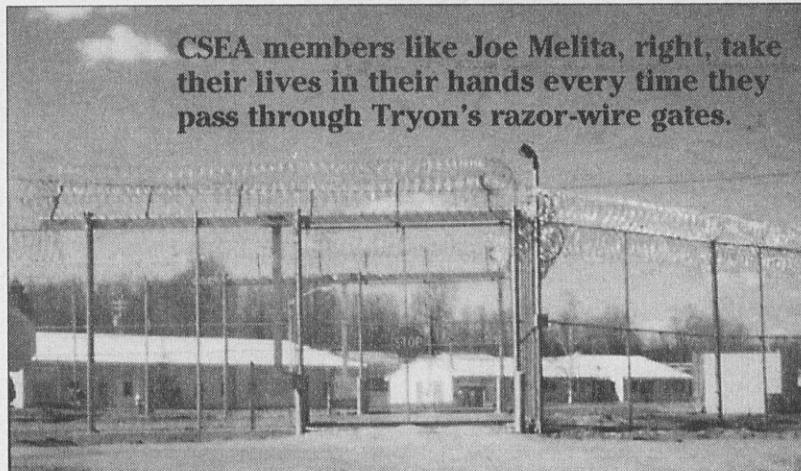
"Last week I was hit by a client," Melita said. "Knocked me down, broke my glasses. I wanted facility management to punish the client for assault."

"The state's position seems to be if you're not bleeding it's only harassment, not assault!" Melita exclaimed.

— Daniel X. Campbell

CSEA REPRESENTS
**Corrections
and Law
Enforcement**
75,000 WORKERS IN THIS INDUSTRY

CSEA members like Joe Melita, right, take their lives in their hands every time they pass through Tryon's razor-wire gates.



Voices of the Work Force



"I'm the only civilian in a room with nine inmates and the closest officer is around the corner and down the hall 20 or 30 yards away.

I've got inmates that work for me that could go off at any second. Most are drug dealers, murderers...one guy is doing 80-to-life for multiple murders.

You can't show fear because the inmates would play on that. But, at all times it's in the back of my head that I'm in a prison with convicted felons and some of them are pretty nasty. "

Mary Carrick, launderer — Wende Correctional Facility

DMV takeover could jeopardize member jobs; customer service

CSEA REPRESENTS
**Social Services
and
Administrative
Services**
50,000 WORKERS IN THIS INDUSTRY

ALBANY — The state's plan to centralize mail-in automobile registrations and driver's license renewals could mean layoffs for county clerk workers who handle the paperwork and longer lines for motorists.

CSEA and other groups are fighting to save the county jobs and protect consumers from a similar budget-busting plan which died in the Capitol two years ago.

For years, county motor vehicle offices shared responsibility with the state Department of Motor Vehicles (DMV) for processing the car registration renewals. Counties keep a portion of the transaction costs to cover staff and facility expenses.



Expect longer lines and other delays if the state's scheme to centralize mail-in automobile registrations and driver's license renewals is allowed to go through.

The state DMV recently took over the entire operation, jeopardizing a large source of local motor vehicle money which the counties have banked on for years.

Some county clerks said the change would cut their revenues by as much as half, forcing layoffs.

CSEA Fulton County Local President and motor vehicle supervisor Sandy Lewis said centralization will eliminate the personal touch.

"Our turnaround time with these renewals is usually one day, and if there's a problem we call the customer so we can take care of it right away," Lewis said.

"The state will take at least a week which may be too late, especially if you've waited until the last minute to renew," she added.

The governor proposed the centralization as part of his budget plan, claiming it will save state taxpayers about \$7 million.

County officials, however, said the state is simply shifting the cost of operating local motor vehicle offices from the state DMV to county taxpayers.

State lawmakers rejected a similar plan two years ago.

CSEA, the state County Clerks Association and the state Association of Counties are pushing legislation to guarantee the mail-in services remain with the counties.

"Centralizing mail-in functions will have a devastating effect on county budgets and result in job losses that most of these communities can ill-afford," CSEA President Danny Donohue said.

"Considering that county renewal services have provided quick, reliable turnaround for individuals who do not live near state DMV offices, there is no rationale for consolidating these functions," he added.

CSEA members can join the fight to save jobs and public service by contacting the governor and their state lawmakers.

— Ed Molitor

Voices of the Work Force

"Every time my phone rings, it's someone with a problem. We get angry customers calling seven and a half hours a day, five days a week.

These people are already upset because their titles are being held up, and they're frustrated because we're understaffed and they're forced to wait on the phone up to 20 minutes or a half hour just to speak with one of us.

I try to put it in perspective. I think: 'If I was calling into an agency, how would I like to be treated?' And that's the manner in which I deal with my customers."



Cindy Stiles, motor vehicle agency service representative — NYS DMV



Landfill outsourcing doesn't smell right

EAST SYRACUSE — “We’ve got a valuable resource in public landfills, and we have to make sure the public understands that. We’re not willing to just give them up without a fight.”

That’s according to CSEA Central Region President Jim Moore, who has been working to keep several landfills in the region publicly owned and operated.

With the growing size of corporate waste operations, CSEA faces an uphill battle.

“We’ve seen for a while now how these giant corporations are trying to take over the business of waste hauling and landfilling.

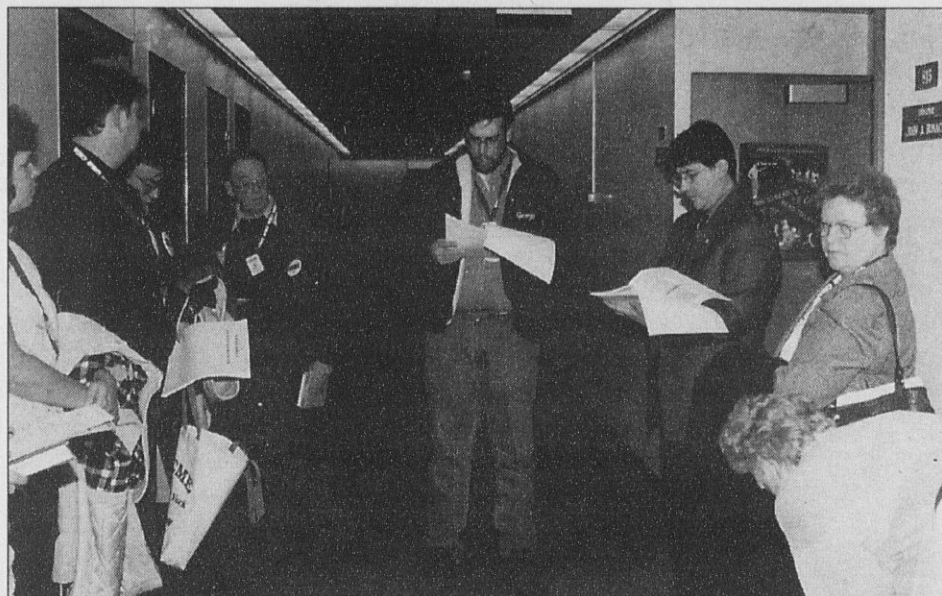
They’re buying out the small operations left and right, and trying to get the counties out of the business as well,” Moore said.

CSEA fights back

CSEA is fighting battles in the region against contracting out waste operations in the city of Auburn and in Delaware County.

Along with protecting jobs, “we’re concerned that if the municipalities give up their landfills, they’ll lose all control over costs, safety and the quality of services provided,” he said.

In Delhi, the seat of Delaware County, CSEA has been working hard to build a



CSEA Delaware County Local President George Lawson, center, prepares to talk about contracting out with his state lawmakers during a CSEA/AFSCME lobby day in Albany recently.

community coalition against contracting out. According to CSEA Delaware County Local 813 President George Lawson, the group has seen some success.

“We formed a coalition called Delaware County Residents for Affordable Waste Solutions or DRAWS.

“We’ve been going around the county trying to educate the public about the dangers of contracting out, and we’ve been trying to get support for our coalition,” he said.

The county-operated landfill will be full by the end of the year.

CSEA has thrown the coalition’s support behind building a co-composting plant, which would allow the county to compost up to half of its waste, along with county-

operated hauling of any waste not composted.

Members of the Delaware County Unit have been passing out brochures, getting petitions signed, and the coalition has set up a Web site on the Internet to attract support and inform the public.

In Auburn, CSEA has added another weapon in the arsenal for its fight against contracting out — the results of a study commissioned by the union clearly favoring keeping the city landfill public.

“We’re very pleased with the thoroughness of the report and its recommendations to keep the landfill public,” said Auburn Unit President Anthony DeCaro.

The study was presented to the city council by its author, Professor Roland Zullo of the School for Workers in Madison, Wis.

Zullo’s study was funded through an AFSCME grant obtained by CSEA.

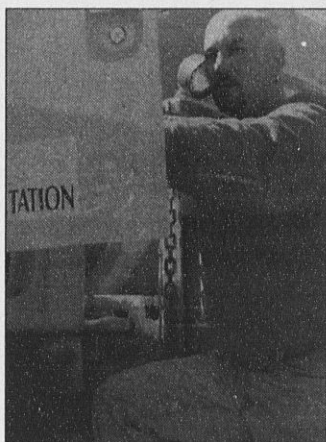
The study outlines the problems contracting out could generate and makes nearly a dozen specific recommendations on how the city could better operate the landfill and control costs.

“We’re keeping a very close eye on who stands to gain in these efforts to contract out these services,” Moore said.

“Clearly, it’s not the taxpayers or our members.

— Mark M. Kotzin

Voices of the Work Force

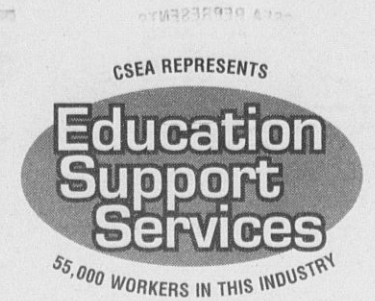


“**T**his winter was very tough for all of us. When we got called in to plow the roads, the weather conditions were treacherous. We were driving to work on roads that hadn’t been plowed yet so the public could get to work safely, or get home from work safely.

I was on call from 1:30 in the afternoon until 1:30 in the morning, weekends too. It was tough to make plans with my family because I really didn’t know if I was going to get called in or not. Everybody on shift is pretty much owned by the state during the winter.”

Joseph Kallasy, highway maintenance worker — NYS DOT

Conferences lend a helping hand to school district support workers



LONG ISLAND — More than 700 Long Island school district workers gathered at the fourth annual CSEA Support Staff Development Conference recently, sponsored by CSEA Nassau Educational and Suffolk Educational Locals.

The conference is devoted to school district members who are offered a variety of free workshops designed to provide them with an opportunity to learn, laugh

and share practical information, said Nassau Educational Local President Denis Midnet and Suffolk Educational Local President Diane Klement.

Meanwhile, CSEA members in education support services in the Central Region are gearing up for a similar conference, their second. The programs include: "Nutrition — Isn't Everything Bad For You?," "Laugh For The Health of It," "Stress — Why Should I Worry?" and others.

"This conference was the first of its kind in the state. I am very proud of Diane and Denis. These local presidents and their boards work extremely hard to present their members with such a tremendous program," said CSEA Long Island Region President Nick LaMorte.

Valuable lessons

"This is my first time coming to the conference. I think it's excellent. I am surprised at how much CSEA provides," said Susan Rosenblatt, an employee at the Plainview Early Learning Center.

Special School Employees Committee Chair Ron Gillespie said he's glad several CSEA regions developed specialized workshops for educational support professionals.

"We've got a lot of unique issues that

many other CSEA members don't generally face. Especially in dealing effectively with children, which many of us do all the time," Gillespie said.

Central Region Schools Committee Chair Betty Browell, who also sits on the statewide committee, said holding a special conference gives school workers a boost in morale and useful knowledge to help them in their jobs.

"I think it's very important because most school employees feel that nobody sees they exist," she said.

"We're gearing this for our rank and file workers who don't have much to do with the union, to let them know that we're there and doing something for them. We want the workshops to be able to help them both at the worksite and in their lives," Browell said.

CSEA Central Region President Jim Moore, an early advocate for the specialized workshops, has seen an enthusiastic response to the programs.

"We were very pleased two years ago with the interest our members showed, and we're excited to be able to deliver them another chance this year to take part in this workshop," he said.

— Mark M. Kotzin and Sheryl Jenks

Voices of the Work Force



"Our working conditions have deteriorated to the point that we are unable to properly maintain our campus.

Our masons are being used as groundworkers. Our janitorial staff are subjected to double and triple assignments. They are given the bare minimums: toilet paper and paper towels. Waxes, cleansers and stripping pads are few and far between.

The campus surroundings are as much a part of the overall college experience as the classes themselves. With budget cuts year after year and us being expected to maintain these campuses with fewer and fewer resources, we are really shortchanging our students. "

Chuck Zimlinghaus, electrician — SUNY Stony Brook

Dispensing love, advice and antiseptic

School nurses' care extends beyond aspirin and Band-Aids

School nurse Vickie Thompson began her hectic day by examining a bump on Anthony's head.

She called his mom, reporting: "The bump is out, not in, which is a good sign. His eyes look good, equal and responsive. I've asked his teacher to keep a close eye on him."

Next came Jackie, who Thompson diagnosed as having conjunctivitis. She called Jackie's mom to pick her up.

No day is routine for Thompson, one of hundreds of CSEA-represented school nurses who also act as social worker, confidante, best friend, surrogate parent and mentor.

Long before the first bell rings to long after the last school bus has pulled from the curb, Thompson is the keeper of good health for 700 pre-K to third grade students at the South Country School District's Brookhaven Primary School on Long Island.

In her precious spare time, Thompson also serves as CSEA's unit vice president.

From the opening bell

The ebb and flow of catastrophes small and large continued unchecked through Thompson's office.

Thompson helped Mike clean up after a bout of diarrhea on the bus ride to school. Thompson found him clean clothes, comforted him and called his dad.

Thompson inspected a second-degree burn on Terence. She called his grandmother, who is on his emergency pick-up list, who in turn sent his uncle, who was not.

That generated another series of phone calls to get clearance for the uncle to take Terence from school.

Within seconds, Samantha appeared with a scraped knee and finger. After applying cleanser and Band-Aids and wiping tears, Thompson sent Samantha back to class.

Jawan came in because his eyes were bothering him and then Brianna arrived with a bellyache and a low-grade fever. A phone call to another mom, and then prospective pre-school twins arrived with their mother for an unscheduled meeting.

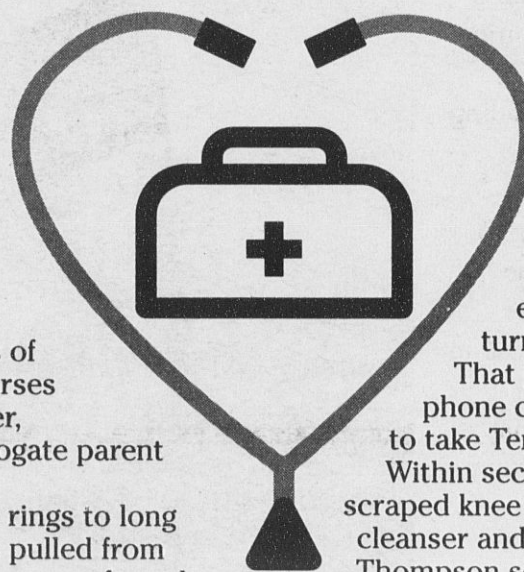
Leslie came in with an earache and Nicholas arrived to have his blood tested because he has diabetes. Then came the line of students to whom Thompson administers a variety of medicines.

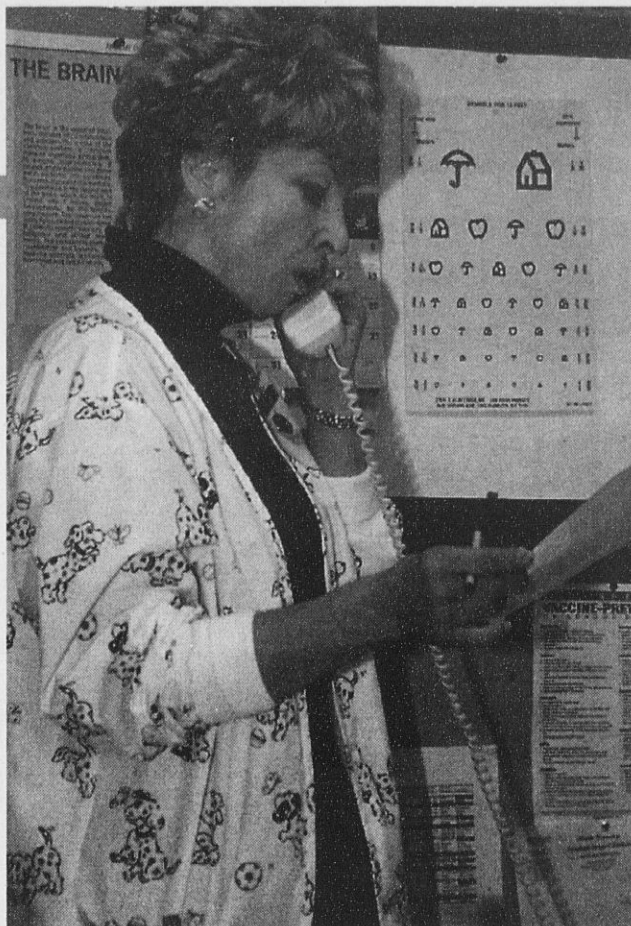
All this within two hours.

No calm before the storm

Meanwhile, calm music played in the background. Books were distributed to the waiting children and Thompson smiled and cajoled, hugged and reassured.

"This is all part of a typical day," Thompson said matter-of-factly.





Thompson calls a mom.

Thompson gets all foreign health documents translated. She trains all the custodial staff about blood-borne pathogens. She speaks at faculty meetings and educates the staff.

She coordinates check-ups and fills out charts. She performs all the vision and hearing screenings.

When time permits, Thompson also does blood pressure screenings for the staff.

"In addition to children who come in and feel ill or have injuries, I take care of some very sick children from the inclusion classes. I handle daily medications for 15 children and I dispense 30 to 40 inhalers as needed."

Has seen it all

A registered nurse for 30 years, Thompson is rarely daunted.

"I worked in the emergency room and you never knew what was coming in," she said.

Thompson's district has great economic disparity.

"We have the very rich and the very poor and everything in between," she said.

"Some of these families are very needy and this is where their health care starts. I have to refer them for medical and dental care," said Thompson.

As an RN, Thompson must report any cases of suspected abuse or neglect.

"This is like a mini clinic and sometimes like an emergency room," Thompson said from her perch on a child-size chair.

"I want the children to feel comfortable with me so they can tell me the truth about what is bothering them.

"I sit in the little chairs so I can be at their level. We try to keep it light. They are young. Some are frightened and some are in pain,"

"You work alone in this job. There are six nurses in the district and we

bounce things off one another but still, the decisions are your own," said Thompson.

Thompson lives in the district and is widely recognized.

"When I go to the grocery store my husband says it's like shopping with Madonna.

"I wish I had her money," laughed Thompson, as two children

entered her office. "But really, I feel professionally fulfilled," she said as she turned her attention to the kids.

No day is routine for Thompson, one of hundreds of CSEA-represented school nurses who also act as social worker, confidante, best friend, surrogate parent and mentor.

— Sheryl C. Jenks

What was immediately obvious was the love and respect Thompson enjoys from the children and the staff.

Thompson's jovial rapport with Head Custodian Wendy Wayte is evidence of her good relations with staff.

Wayte, a part-timer, is a frequent visitor to Thompson's office, as are the many teachers and monitors who deliver their charges to Thompson's door.

"I have approximately 6,000 visitors over the school year," Thompson said.

"This age group is really delightful," she added.

But this age group also has its share of illness, and the image of a school nurse simply doling out Band-Aids and taking temperatures is far from what this skilled job involves.

"I think societal and health care profession changes have really made a difference in school nursing," Thompson said.

Much more than nursing

"This job is much more than being a nurse. You are a counselor, a social worker, a health-care advocate and a trainer," she said.



Thompson laughs with Head Custodian Wendy Wayte.

Stress team helps workers get through trying times at work

KINGSTON — When four Department of Social Services workers in Schuyler County were murdered by an angry client in 1992, co-workers and their families suffered from traumatic stress that can last a lifetime.

Sensing a need to be prepared for workplace trauma, Ulster County CSEA members have formed a team to help employees cope with

workplace assaults, the death of a co-worker, a serious health or safety incident or natural disasters.

The product of an Ulster County Labor/Management Committee meeting last year, the new Critical Incident Response Team is poised for action.

After creating an official

policy, county lawmakers supported a resolution to formally establish the team and volunteers were recruited.

"We wanted people from different work sites who had counseling experience," said Ulster County Labor Management Coordinator Karen Frering.

After the 14-member team was formed, Frering contacted the New York State Office of Mental Health and

received money for training.

When an incident occurs, a department head contacts one of the team co-coordinators.

"The team goes into the work site within eight hours of the incident," co-coordinator Nancy Schmidt said.

"Workers vent and discuss the incident."

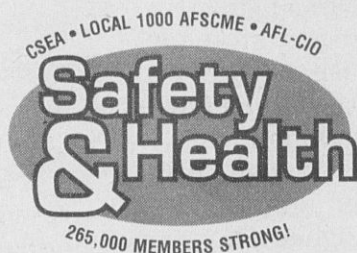
"You find out what workers are thinking," said

co-coordinator Donna Perry, a member of the Ulster County CSEA unit and a data entry operator.

"The members run the show. We kind of guide them," she added. "You have to let them know that what they are feeling are normal reactions."

If needed, a debriefing session for workers may be scheduled, preferably away from the work site, within 48 hours.

"We allow no guests, no onlookers, only those who are directly involved," said Schmidt about the sessions.



CSEA President Danny Donohue, right, hears safety concerns from state Department of Transportation workers Drew Thompson, left, and Peter Kolonsky, center, at an Adirondack Northway work site recently. The biggest concern for workers who maintain roads is speeders rushing past work zones. That's why the union has available bumper stickers with the message "Give 'em a brake." Call the Communications Department at 800-342-4146, ext. 1271, for a supply.

WORK FORCE FACTS

Stress Characteristics

- Individuals experience stress differently.
- Warning signs include anger, agitation, apathy, anxiety, worrying, depression and irritability.
- Women as a group experience more stress than men.
- Physical signs include headaches, backaches, skin rashes and itching, indigestion, constipation and diarrhea, sleeping too much or loss of sleep, compulsive eating or loss of appetite, and increased drinking and/or smoking.

"We will have a separate group for management so they don't feel threatened talking about their feelings," she added.

Participants are assured of confidentiality.

Sometimes, Perry said, workers may not feel the stress for weeks. But it can build, suddenly triggered by a minor incident. "This is not a counseling program. They just talk out their feelings, then they may be referred to the county's Employee Assistance Program if they need further help," she said.

Managers have also been through training to help them recognize stressful situations.

Former Unit President Deborah DeCicco said county workers could have used a

Critical Incident Team to help them when a co-worker died on the job.

"What was so horrible," DeCicco recalled, "was that she was dead before she hit the floor. The EMT's spent a half hour trying to revive her. The level of trauma (to the co-workers) was not to be believed. The incident certainly would have lent itself to the program."

DeCicco said a co-worker's husband, also a county employee, died recently.

"The widow came back to work and cried and talked about her husband," DeCicco said. "People don't know how to react. They could have used some help with this situation," she said.

— Anita Manley

Lost in park space, CSEA members to the rescue

STAATSBURG — Lost children, injured hikers and unfortunate ice fishermen in the Taconic Park region have a group of volunteers they can rely on for help.

Coming to the rescue are employees who know these vast stretches of woods and mountains better than anyone — park workers who make up the Taconic Parks Search and Rescue Team.

The team, consisting of members of CSEA, PEF, Council 82 and management, is on call around the clock, 365 days a year.

Organized 20 years ago, the squad is supported by the Taconic Region of the Office of Parks, Recreation and Historic Preservation.

"The parks were getting bigger, our territory was expanding and John (Middlebrooks) told parks officials it was time to look at developing this team to take care of our own property," Taconic Parks Local 108 Treasurer Mark Talluto said of Middlebrooks, a founding member who has had military survival training.

There are 14 state parks east of the Hudson River, stretching from Westchester to Columbia counties in the Taconic Region.

Many team members pay for rescue training out-of-pocket.

CSEA member Robert Taylor said he recently spent \$240 to attend a training session. In addition, many members buy their equipment.

"We got a grant for some equipment and jackets and the state gives us money for vehicles, ropes and technical gear. They've been very supportive, but we always need more equipment," Taylor said.

Members of the team recently met OSHA's confined space rescue regulations by taking special training negotiated by CSEA.

The team can also perform high-angle cliff rescues, cave rescues, wildland searches and ice rescues.

Some members are certified emergency medical technicians.

The team also has a bond that cannot be taught in a training seminar, Talluto said.

"We're like family. It makes for a better team. You work closely and you have a bond. When Rob ties a knot in my rope, I'm confident it will hold me," he said.

Families have to be understanding, said Talluto.

"We're all on pagers," he said. "On call 24 hours. We leave our families on holidays and weekends."

The team has reached out to the community also, offering programs for children.

Later this spring, the team will conduct a program in the Scarsdale School District called "Hug A Tree," teaching children what to do if they are lost in the woods.

While the team is responsible for patrons of the Taconic Park

region, they also have assisted in searches and rescues throughout the state as well as in New Jersey, Connecticut and Massachusetts.

Taylor and Talluto say the best rewards are helping people.

"There's nothing better than to know that I can help somebody," said Talluto.

"The woods are unknown to a lot of people and to know we can help them is part of the core reason for belonging," he added.

"The best way to make things better is to get involved," said Taylor. "To give back to your community is the greatest thing of all."



Madison County girl goes to Washington thanks to AFSCME

SYRACUSE — Kara Andrae looked both nervous and excited to take her first real plane trip.



Her final destination: Washington D.C., where she would join other teens to see the nation's capital and enjoy a weeklong learning experience about government and politics as part of a CSEA/AFSCME scholarship.

Kara Andrae of CSEA Madison County Local 827 member Leeann Andrae, a social welfare examiner in the county's Department of Social Services.

She was one of 15 teens nationwide to receive the AFSCME Presidential Classroom for Young Americans Scholarship, which paid for the trip.

Her mother's CSEA unit also kicked in an additional \$100 for expenses.

Andrae said she was proud to be chosen a scholarship winner.

"I was very excited to be able to take part in this. I was amazed to be chosen out of more than 100 people. It was really an honor and exciting. It was also very educational," she added.

The most exciting part of the trip, Andrae said, was seeing the Washington sights, visiting and taking a lot of pictures of the monuments and, most importantly, meeting many of the hundreds of teens from across the country who took part in the program.

"I've never met so many people from all over the country. I made a lot of friends," Andrae said.

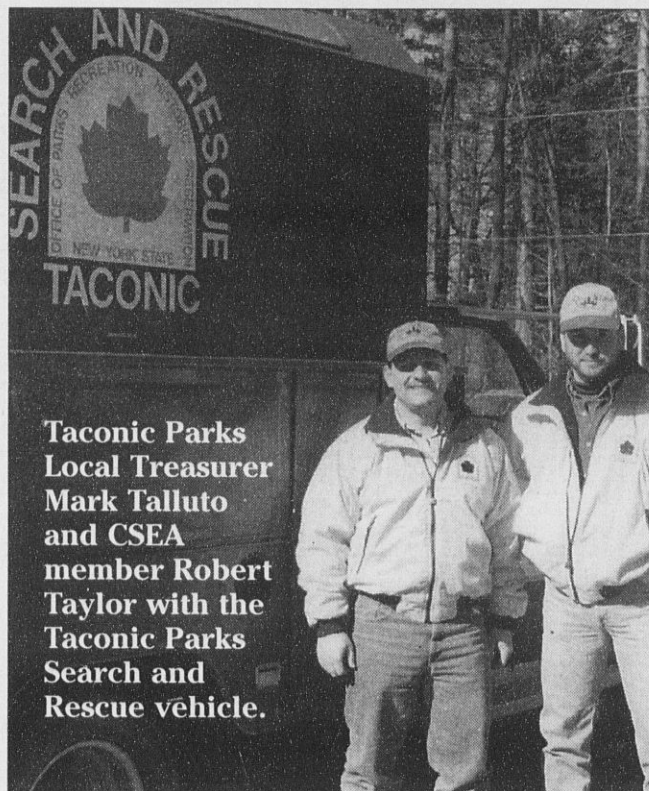
While in Washington, the teens took part in numerous tours, lectures and "crossfire sessions" where different political issues were debated.

They met congressmen, and even heard a speech by AFSCME President Gerald McEntee.

Andrae's mother said she was proud of her daughter's selection and the trip was "a wonderful opportunity for her."

"I think that any junior or senior who has an opportunity to apply for the scholarship should take advantage of it," she said. "It's a great life experience."

— Mark M. Kotzin



Taconic Parks Local Treasurer Mark Talluto and CSEA member Robert Taylor with the Taconic Parks Search and Rescue vehicle.

— Anita Manley

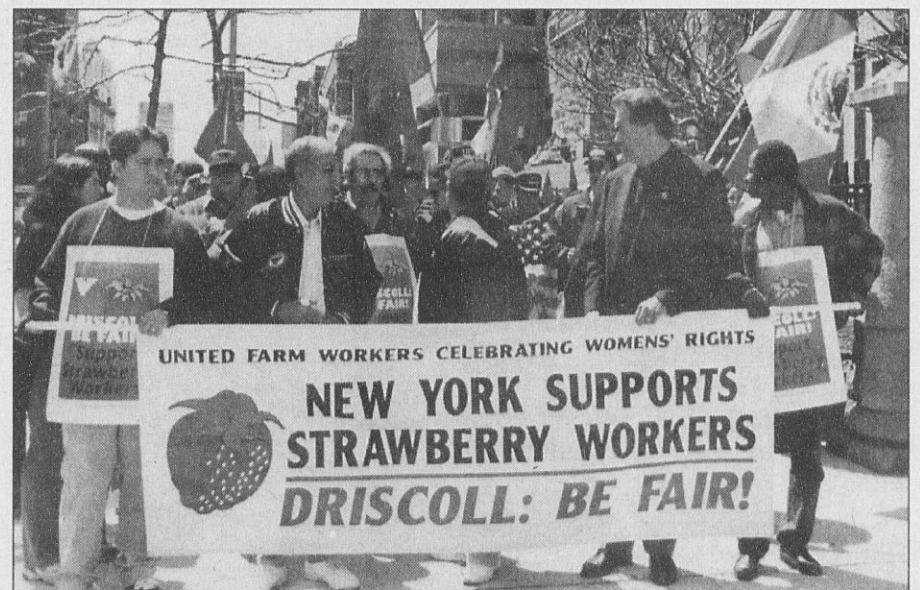


Labor unions stand tall for Farm Worker Advocacy Day

CSEA members across the state recently joined labor councils and other unions in support of farm workers who are seeking better working conditions.

At left, Gloria Steinem of the Ms. Foundation addresses a group of CSEA members and the Labor Religion Coalition in the Metro Region. Seated at left is Linda Chavez-Thompson, executive vice president of the AFL-CIO.

At right, Labor Religion Coalition members march in New York City on Farm Worker Advocacy Day.



Unions join hands, blast budget cuts

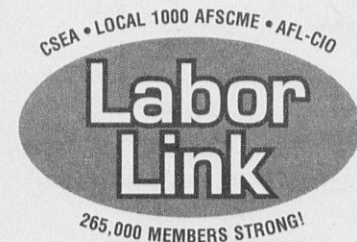
CSEA and other unions cranked up the heat on the governor's proposed state budget slashings with a day of demonstrations that spanned the state.

As the state entered its 15th consecutive year without a budget on time, AFL-CIO leaders showed how the governor's proposed drastic cuts would gut education, health care, transportation and mental health programs.



Union members from around the Capital Region protest proposed state education budget cuts in Albany.

In Albany and at nine other locations statewide late last month, the union message was clear: the governor's proposed



budget cuts would destroy vital state services.

"The governor's proposed Medicaid cuts are unacceptable on many levels — when coupled with the loss of federal and local matching funds they total more than \$1 billion," said CSEA President Danny Donohue.

"That's just the real economic effect on the health care industry before we even consider the loss of health care services and the harm they will cause to real people," he added.

Donohue joined state AFL-CIO President Denis Hughes at an Albany press conference to discuss the day-long protest against the latest crop of budget cuts.

Activists from several unions including CSEA formed a human billboard on the steps of the state Education Department

building in Albany and held large letters that spelled "School Cuts Have Gone Too Far!" as hundreds of workers looked on.

Other CSEA leaders across New York railed against proposed cuts in mental health and mental retardation programs.

"There must also be changes in the mental health budget," CSEA Western Region President Robert Lattimer said. "New York cannot be number one if our shameful policy of abandoning the mentally ill continues," Lattimer added.

While noting the state's New York Cares initiative to eliminate the waiting lists for services for the mentally retarded and developmentally disabled is right, Lattimer stressed the program must build on the strength of CSEA members who are already doing those jobs.

The governor's budget cuts include slashing almost \$1 billion from public schools and colleges, more than \$2 billion from health care, and cutting almost 970 positions from the state mental health department.

His proposed transportation budget includes eliminating almost 200 state engineers and reducing the capital projects budget by almost \$140 million.

"Now is the time for state leaders to invest in the future of our state rather than putting our future at risk," said CSEA

Central Region President James Moore, who is also president of the AFL-CIO Central New York Labor Coalition.

"The state has shown a glaring lack of understanding and concern for the needs of our children, our parents and our families," Moore added.

The labor coalition fighting the proposed budget cuts includes public and private sector unions and those representing the building trades.

More than 2,000 union members, including those from CSEA, took to the streets and attended meetings across the state during the day of labor action.

The AFL-CIO plans to continue the coordinated statewide campaign to respond to other statewide issues important to labor.

Social Security reform and what you need to know

AFSCME is holding a series of workshops around the state to educate CSEA members and the public about potentially damaging reforms being proposed for Social Security.

The *Work Force* will take a closer look at the what is being proposed, and how it could affect you, in the June edition.

Nothing gained without a struggle

Union enters contract battle against backdrop of labor struggles, sacrifice

Union activists sounded the call to action during Labor History month, reminding CSEA members that all contract gains are won with hard work, determination and sacrifice.

Labor leaders across the state acknowledged the years of struggles which propelled workers into the last half of this century with a canopy of benefits ranging from pay raises to health insurance.

They also linked past struggles for workers' rights and a living wage to CSEA's current fight with the state for a new contract covering 77,000 state workers.

"Everything that is good about America has depended on an aggressive, progressive, activist labor movement," said Kate Bronfenbrenner, director of labor education research at Cornell University's School of Industrial and Labor Relations.



**CSEA Negotiating
Team Member
Tom Warzel**

The massive protests and demonstrations, CSEA's intense lobbying and political clout are the currency which have bought the union's significant contract gains for workers in local and state governments and the private sector, activists said.

Years of solid benefits and pay raises may have lulled some union members into apathy, said Rita Wallace, a long-time CSEA leader who recently retired from Nassau County.

"Every benefit we fought for should not be lost because of apathy," Wallace said. "We have to be ready to stand up and not only proclaim our right to these benefits, but to keep them" intact for union brothers and sisters who follow, she added.

'No' gets you nowhere

The fight for a fair contract, however, must be waged by each union member.

Get involved to get results

The key to CSEA's victories the last three decades has been one element no other union or manager has: its members.

"Members are the source of our power," said Tom Warzel, a plant utility engineer at Buffalo State University, a veteran of four contract negotiations and a member of CSEA's current state contract negotiating team.

"If you do not help run the union, it is not your union, because you are letting others run it for you," he stressed.

"Nothing was ever gained by just saying 'no,'" said Bronfenbrenner of Cornell University.

"Rejecting a contract will not get management to change its position," she added. "What makes management listen is members organizing in the workplace and in the community around the issues they're fighting for," Bronfenbrenner said.

Wallace asked CSEA members to look at all items in a contract before deciding if the pact is right for them.

It took two decades of battles at the contract table to write the list of contract benefits CSEA members enjoy today, the activists said.

"Benefits such as health insurance, dental coverage and other items are really salary raises in disguise," Wallace said. "They're second-generation benefits" which our parents fought and sacrificed for, she added.

The union is you

Elaine Mootry learned years ago on the job that each union member is vital to the struggle for better working conditions.

"The union is you," said Mootry, a retired therapy assistant from the West Seneca Developmental Center in western New York.

"It's so important for union members to get involved" in union activities, said Mootry, adding interest in union issues is the source of CSEA's strength and unity.

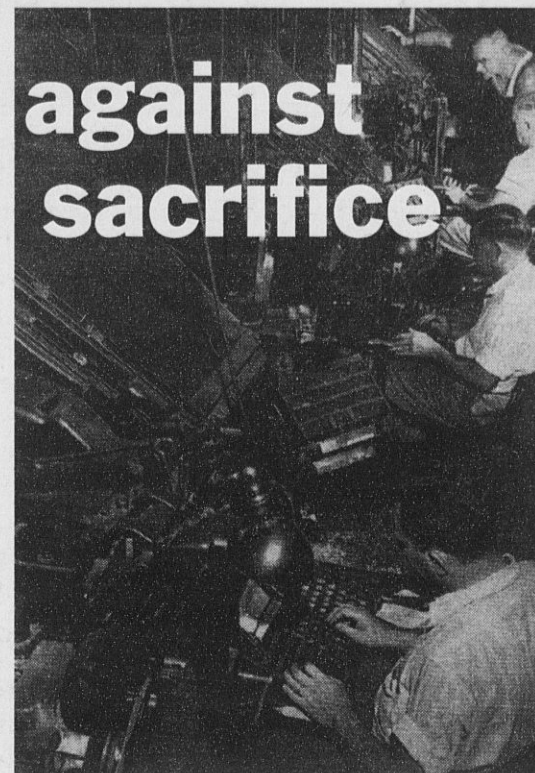
There's a price, however, members will pay for not getting involved.

"We're getting to the point where if members don't get involved in the union, management will be imposing reduced benefits," Wallace of Nassau County warned.

To counter this "let someone else do it" attitude, Warzel and other CSEA leaders want members to remember there is no progress without a struggle.

"No matter where we live in this state," Warzel said, "we have a common bond — we all work for a living.

"We have to help ourselves and get involved in the struggle. This is the only thing we have to protect us," Warzel said.



Special people make Special Olympics a resounding success

CSEA members have had a long and meaningful relationship with New York's Special Olympics Summer Games which bring thousands of developmentally disabled athletes together for several days of camaraderie and competition.

Next month, nearly 2,000 athletes and coaches will converge on the State University at Albany for three days.

Scores of CSEA members who work with the developmentally disabled in group homes and at state facilities also serve as volunteer coaches in several sports, including basketball, swimming, track and field, and bowling, among others.

"We have many members who are involved in the Special Olympics program and CSEA is proud to support the games," said statewide Treasurer Maureen Malone.

The union has raised money to help support the games, added Malone, who has strong

family ties with the world Olympics and the state Special Olympics.

Malone's uncle, Robert Kane, was president of the United States Olympic Committee during the 1980 Winter Games in Lake Placid and her niece who lives in a group home in Oneida has attended the Special Olympics over the years.

"It's a great feeling to be involved in such a wonderful program that involves so many people," Malone added.

Members love to volunteer

Across the state, CSEA members who work for the state Office of Mental Retardation and Developmental Disabilities (OMRDD) help make a difference in the lives of their clients both on and off the athletic fields.

Lonnie Leonard shares his love of sports with residents of group homes in Rockland County.

And thanks to his enthusiasm and his tireless

coaching, the residents have had the opportunity to participate in the Special Olympics.

"It's fun," said Leonard, a developmental aide and member of the Letchworth Local. "I enjoy the interaction. Sports are such a good outlet."

“We have many members who are involved in the Special Olympics program and CSEA is proud to support the games.”

CSEA STATEWIDE TREASURER
MAUREEN MALONE

Involvement in sports has made a difference in the lives of many of the residents.

Local President Sara Bogart recalled a troubled client.

"We had a man who had very severe behavior problems," she said. "It was hard to get him involved initially, but once he started, it made a big difference. It gave him the confidence he needed. Now he's out in the community."

Leonard credits workers from other group homes for

helping the residents stay involved by getting them to practices.

"I get a kick out of it," he said about his volunteer coaching. "When you coach, the attitude is not the thrill of winning, it's just the thrill of playing and being out there."

Everyone wins

Gary Emery, a developmental aide at the O.D. Heck Developmental Center in Niskayuna, has also seen the Special Olympics help a client develop life skills.

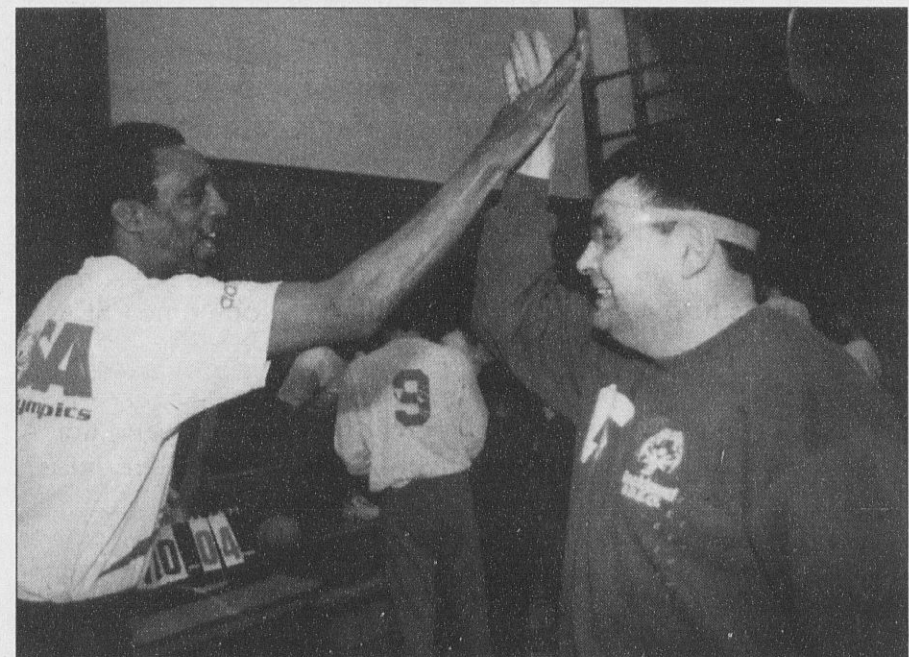
"Last year I took a swimmer to the Summer Games in Rochester and he had such a good time," Emery said.

"He adjusted very well to the competitive events, and as the weekend went on, his growth in fitting in with other athletes was a highlight which I'll always remember," Emery added.

**For a schedule of
Special Olympics
competition in
Albany on
Saturday, June 19,
call 518-388-0793.**



Special Olympics coach and CSEA member Lonnie Leonard congratulates members of his basketball team during a recent game in Rockland County. Leonard and his team will compete in the games held in Albany next month.



Career counseling continues while tuition program on hold during contract talks

The union's career and education advising program continues to help members as state contract talks progress, but the tuition benefit program for CSEA state members has been put on hold.

The Labor Education Action Program (LEAP), which provided vouchers to help pay college tuition for thousands of state government CSEA members, is in jeopardy since the union's contract with the state expired April 1.

Over the years, the LEAP program has helped CSEA members with career planning and improving basic work skills.

Important Contract Benefit

"I'm on my way to a better career because of LEAP."

WILLIE A. PRICE
VETERANS HOME,
QUEENS

Those who have used LEAP said the program is an important contract item.

"It's a very valuable benefit," said Willie A. Price, a maintenance assistant at the state Veterans Home in Queens.

"I came to the state system as a laundry worker," he said, "and now I have a certificate in computer information.

"I'm on my way to a better career because of LEAP," Price added. "I'm a better employee, happier, and my self-esteem has been raised" since taking courses paid by LEAP.

Cynthia Surprenant of Cohoes juggles her full-time job at the state Teachers' Retirement System, a part-time job, raising two children, and taking classes for a master's degree.

"LEAP helped me attain my goals for a four-year degree," Surprenant said, adding it took six years of night classes to get the degree she coveted.

"I'm encouraging my colleagues to get on board with the LEAP program," Surprenant said, "and it's valuable for the state as an employer because they're getting a more well-rounded employee."

"It's a wonderful contract benefit," stressed Margaret Mantera, a senior compensation claims clerk in the State Insurance Fund office in Suffolk County.

"People really depend on LEAP to further their education goals," she said.

"There is a real financial benefit with the program," Mantera said. "By saving money on the tuition, I'm able to buy the books I need each semester," she added.

Next Semester On Hold

Members taking classes through the LEAP program this semester are not affected by the suspension, although future tuition benefits hinge on the outcome of contract talks.

Meanwhile, members may continue to receive career and education advice from LEAP by calling 1-800-253-4332 between 8:30 a.m. and 4:30 p.m. weekdays.

On Thursdays, the phones are answered until 8:30 p.m.

Members may call at other times and leave a message. A counselor will return the call.

MAY 15 IS DEADLINE FOR SUBMITTING PROPOSED RESOLUTIONS, CHANGES TO CSEA'S CONSTITUTION & BYLAWS

Proposed resolutions and proposed amendments to the CSEA Constitution and Bylaws for consideration by CSEA delegates to the union's 1999 Annual Delegates Meeting **must be submitted by May 15, 1999.**

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

Proposed resolutions and proposed amendments to the Constitution and Bylaws must be submitted no later than May 15 to Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Ave., Albany, N.Y., 12210-2303.

The 1999 CSEA Annual Delegates Meeting will be held Oct. 18 - 22 in Washington.

Break in membership affects eligibility for union office, voting privileges

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

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

Only members "in good standing" can participate in these activities. To be in "good standing," your dues cannot be delinquent.

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

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

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

"LEAP helped me attain my goals for a four-year degree."

CYNTHIA SUPRENANT
TEACHERS' RETIREMENT
SYSTEM

1999 CSEA/NYS negotiating team

These are the dedicated union members who are helping to negotiate a new contract for the 77,000 CSEA members who work in state government.

Administrative Services Unit (ASU)

Tom Moylan, Chair

AGENCY: Criminal Justice-Albany
JOB TITLE: Sr. Identification Clerk

Deborah Boyd

AGENCY: Division of Parole-NY
JOB TITLE: Keyboard Specialist

Sharon Connor

AGENCY: OMH-Binghamton
Children's Services
JOB TITLE: Secretary I

Joseph DeMaria

AGENCY: State Insurance Fund-Rochester
JOB TITLE: Investigator

Barbara DeSimone

AGENCY: Downstate CF
JOB TITLE: Clerk II

Donna Smith

AGENCY: State University College-Old Westbury
JOB TITLE: Secretary I

Bill VanGuilder

AGENCY: NYS Higher Education Services Corp.
JOB TITLE: Senior Computer Operator

Division of Military & Naval Affairs (DMNA)

Brian DellaPorta, Chair

AGENCY: DMNA-Capital District
JOB TITLE: Senior Air Base Security Guard

Ken Bergmann

AGENCY: DMNA-Capital District
JOB TITLE: Associate Planner

George Kalamaras

AGENCY: DMNA-Long Island
JOB TITLE: Airport Firefighter I

David Mapstone

AGENCY: DMNA-Central Region Armory
JOB TITLE: Senior Air Base Security Guard

Institutional Services Unit (ISU)

Lori Nilsson, Chair

AGENCY: OMR-Central NY DDSO
JOB TITLE: Developmental Aide

Willie Allen

AGENCY: OMR-Long Island DDSO
JOB TITLE: Developmental Aide II

Kathy Button

AGENCY: OMR-Finger Lakes DDSO
JOB TITLE: Community Residence Director

Helen Fishedick

AGENCY: OMR-Capital District DDSO
JOB TITLE: Developmental Aide II

Jeff Howarth

AGENCY: DOCS-Eastern NY CF
JOB TITLE: Industrial Training Supervisor

Joel Schwartz

AGENCY: OMH-South Beach PC
JOB TITLE: Recreation Assistant

Operational Services Unit (OSU)

Antoine (Tony) Bailous, Chair

AGENCY: NYS Psychiatric Institute
JOB TITLE: Principle Stationary Engineer

Paul D'Aleo

AGENCY: Parks and Recreation-Long Island
JOB TITLE: Carpenter

Del Perrier

AGENCY: DOT-Region 1 (Albany)
JOB TITLE: Traffic Signal Mechanic

Lloyd Roberts

AGENCY: SUNY-Purchase
JOB TITLE: Electrician

Robert Timpano

AGENCY: DOT-Utica
JOB TITLE: Highway Equipment Operator

John Wallenbeck

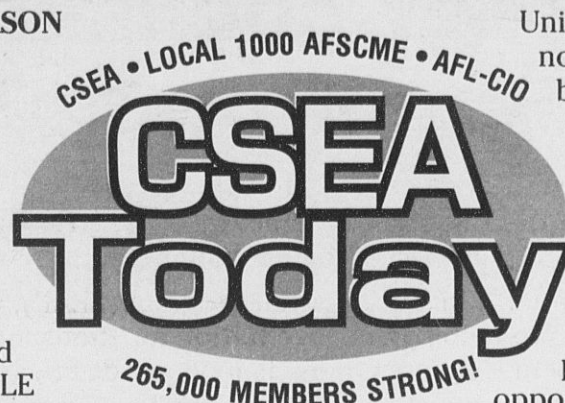
AGENCY: DOT-Hornell
JOB TITLE: HMS I

Tom Warzel

AGENCY: SUNY-Buffalo
JOB TITLE: Plant Utilities Engineer I

PEOPLE PERSON

— CSEA's PEOPLE recruiter of the month for March is the Central Region's Micki Thoms who recruited 20 new PEOPLE members. PEOPLE is CSEA and AFSCME's Federal Political Action Committee — it helps elect members of Congress who are friends of working families ... **HELPING HAND** — Long-standing ties with Albania prompted the Fredonia community to mount a relief effort for Kosovo's ethnic Albanian refugees. CSEA activist Sally Smith of the SUNY Fredonia Local is co-chair of a committee to collect funds for the dispersed refugees of the Balkan upheaval. Checks should be written to the Fredonia College Foundation, and designated for the Albanian Relief Fund: SUNY Fredonia College/Albanian Refugee Fund c/o SUNY Fredonia College, Fredonia, NY 14063 ... **MORE NEW MEMBERS** — LRS Ken Brotherton successfully renegotiated the recognition clause in the Syosset SD Monitors Unit. The result is that about 100 new part-time members have been added to the bargaining unit ... **BACK PAY BONANZA** — In the Newburgh City SD, CSEA was successful in an arbitration regarding longevity payments. The award will provide for about \$100,000 in back pay to be divided among about 75 members ... **UNION WINS ROUND** — In Orange County, a CSEA-represented golf course superintendent, who was terminated, has been reinstated with back pay ... **GO GRIEVANCES** — More than 30 individual grievances have been filed by members of the Oswego County Public Works



Unit because non-bargaining unit employees were hired for jobs that should be

promotional opportunities and/or transfer opportunities for bargaining unit members ... **MORE SECURITY** — Probation officers in Onondaga County who do home visits are going to have Kevlar-type bulletproof vests to wear. The county agreed there is a need for added protection as a result of a Health and Safety grievance that was filed ... **LEAP MAKES STRIDES** — LEAP (Labor Education Action Program) closed out the past year with a total of 6,062 vouchers issued ... **PRIVATE SECTOR PROGRESS** — Bargaining will begin shortly for employees at the St. Mary's School for the Deaf, SUNY Brockport Auxiliary Services and Schenectady Family Health Services ... **AND MORE TRAINING** — Private Sector Union Representation and Grievance Training sessions are scheduled for Buffalo May 11 and 12. **MORE NEGOTIATIONS** — Contract talks were kicked off for Unified Court System employees ... **SPRING TRADING** — Contract proposals will be exchanged this month by Canal Corporation negotiators ... **PARKING PERMITS TICKETED** — A proposal that would severely curtail parking in downtown Albany was declared illegal, thanks to a CSEA lawsuit ... **BUFFER ZONE** — Discussions are continuing with DMV in New York City for the installation of safety shields ... **CONTRACT MILESTONE** — The newly organized Manchester-Shortsville School District has its first tentative contract.

Visit CSEA's newly revamped website at:
www.cseainc.org
which includes a state contract update page

"No one can go it alone"

CSEA Mission Achievement Award winner Tony Bailous knows the importance of working together

About a year ago, CSEA reaffirmed its commitment to excellence by adopting a mission statement to serve as a guide for each and every one of us as we work daily to ensure our voice is heard, our place at the table is kept, and the American dream is attained in the 21st century.

There are few activists who have worked harder to bring these principles to life than Tony Bailous.

His long-standing commitment and dedication have earned him this year's CSEA Mission Achievement Award (State Division).

A way of life

When Bailous starts his job as principal engineer at the New York Psychiatric Institute in Manhattan each morning, he does not remind himself to be an "activist," but rather practices what he calls "a way of life."

"The satisfaction I get out of being involved is one of the reasons I do it," Bailous said. "When members have somebody to turn to when they have problems and together we are successful in resolving these situations, it is rewarding.

"The quality of our work environment should be as beneficial as our checks," said

Bailous. "I was dogged something fierce coming up. My supervisor abused everybody. I swore I would never see that done again. People should be treated with dignity," he said.

The power of many

However, it is not one person who changes things, but rather the involvement of each and every member.

"Many years ago when I first started working at the Psychiatric Institute, I encountered a situation that showed me we each have to be involved to improve things," Bailous said.

"There was a gas leak in the building, and I was running around trying to find the source when I received a call that there was a small problem with a toilet on a certain floor.

"I felt the leak was more important and solved that before it became dangerous. As a new employee, I didn't realize the toilet problem was on the administrative floor until I got a call from the facility berating me something fierce for not responding immediately. He was yelling and making offensive comments.

"I made him aware that at the time there was a more pressing priority and that the language he used, I considered offensive

and demeaning.

"He hadn't known about the gas leak or the impact of his language, and once he realized, the situation was resolved, I built a relationship with him.

"As a result I became a union rep," Bailous said.

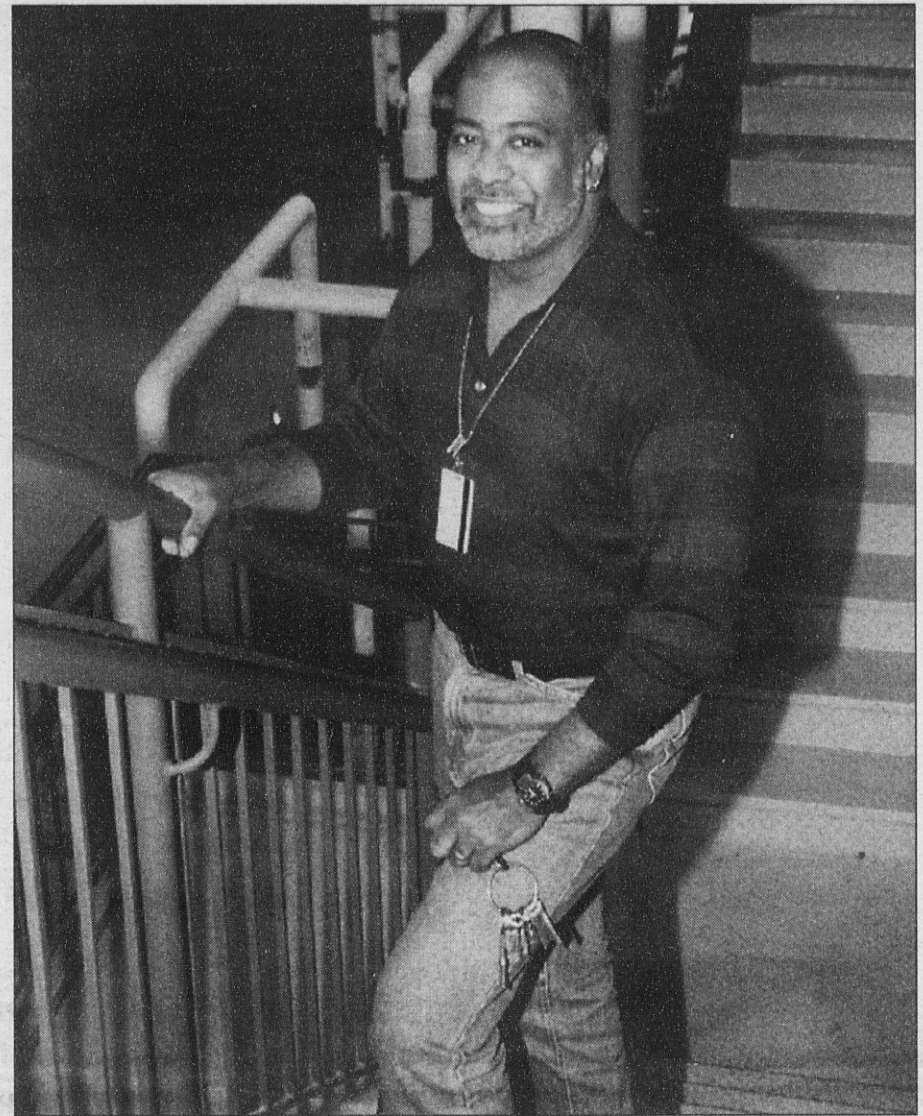
Making a difference

Twenty-four years later, Bailous is president of his local and a chairman of the statewide negotiating team, as well as a member of numerous committees.

"At times, it is a thankless job, but it is the relationships with other people that keep me going — seeing how we can really help other people," Bailous said.

"There is a saying: it is not from the membership I rise, but with the membership," Bailous added. "No one can go it alone."

— Ann Carroll



Tony Bailous on the job at New York Psychiatric Institute.

CSEA's Mission Statement

As working men and women — every one and everywhere — we are our greatest resource.

We organize and represent workers to ensure our voice is heard, our place at the table is kept and the American dream is ours in the 21st Century.

As a labor union, we hold these values as our working principles:

Honesty: *We are honest with ourselves and each other.*

Inclusiveness: *Every group, every idea is welcomed.*

Full participation: *We encourage and expect full participation in all union matters.*

Respect: *We respect each other and honor our differences.*

Diversity: *We celebrate our diversity and use it to strengthen us.*

Open Communications: *We listen and provide for open communication across all parts of our union and in all directions.*

Accountability: *We are accountable for our actions and decisions.*

Fiscal Responsibility: *We conduct our business in a fiscally sound manner.*

As a labor union, we are committed to union democracy and we follow these values with integrity.