

Official publication of
CSEA
Local 1000, AFSCME, AFL-CIO

Sector

NO
CONSTITUTIONAL
CONVENTION
-- see pages 10 and 24

THE PUBLIC

Vol. 20 No. 10 OCTOBER 1997



Organizing
for
change
changing
to
organize!

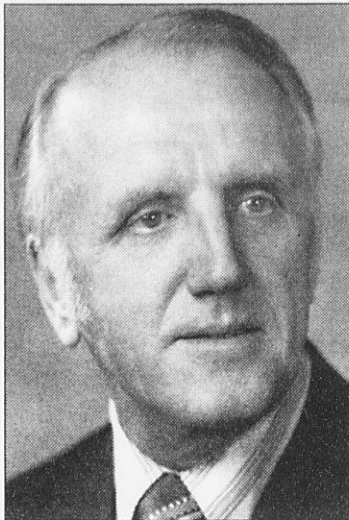
**A
BOLD
NEW
DIRECTION**

— SEE PAGE 3



Former CSEA President Ted Wenzl dies at age 90

DELMAR — Former CSEA statewide President Theodore C. Wenzl died Aug. 20 at his home in this Albany suburb. He was 90.



Mr. Wenzl, CSEA's first elected full-time president, won a record five two-year terms as CSEA president, heading the union from 1967 to 1977. He retired after losing a slim 38-vote re-election bid to the late William L. McGowan, who himself went on to serve as CSEA president for 11 years.

Mr. Wenzl was at the helm of the union when the Taylor Law was passed, propelling CSEA into the forefront of public employee labor unions.

Prior to serving as CSEA president he had a 24-year career with the state Education Department. He later served as assistant director of the State Teachers' Retirement System.

Mr. Wenzl served on the Bethlehem Public Library Board of Trustees for more than 40 years, 28 of them as president. He retired from the board only a couple of years ago.

He is survived by his wife, Pauline Bader Wenzl, two sons and a daughter.

The Public Sector, videos and TV ad win 1997 ILCA awards

Productions by CSEA's Communications Department have been honored in competition sponsored by the International Labor Communications Association (ILCA), AFL-CIO, for 1997.

The Public Sector, CSEA's official publication produced by department staff, won an award for best series. There were 1,700 entries in various categories from 191 labor newspapers in this year's annual Journalism Award Contest conducted by the ILCA. *The Public Sector* has won awards in the prestigious

competition for 15 consecutive years.

Videos and a television advertising spot created and produced under the direction of Communications Department staff earned three awards in the ILCA Film and Broadcast competition for 1997.

Awards winners were two videos, "Salute to Stewards" and "Victory to Victory," produced for last year's Annual Delegates Meeting, and the union's "Heart of New York" state budget theme television ad.

More time for retroactive transfer between retirement systems

Active public employees previously entitled to transfer between retirement systems but who failed to make a timely election to do so have been granted additional time under a bill supported by CSEA and recently

signed into law by Gov. Pataki.

The new law extends Section 801 of the New York State Retirement and Social Security Law until Jan. 1, 1998, to allow eligible employees to apply for a retroactive transfer between retirement systems.

Remember, always protect your membership status

Break in membership affects eligibility for union office, voting privileges

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

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

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

standing," your dues cannot be delinquent.

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

status for a period not to exceed one year.

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

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

THE PUBLIC Sector

Official publication of
The Civil Service Employees
Association, Inc. Local 1000, AFSCME,
AFL-CIO

143 Washington Avenue
Albany, New York 12210-2303
Danny Donohue, President

STEPHEN A. MADARASZ
Communications Director & Publisher

STANLEY HORNAK
Asst. Director of Communications

ROGER A. COLE, Editor
KATHLEEN DALY, Associate Editor

CATHLEEN HORTON
Graphic Design & Support Services

RALPH DISTIN, Graphic Artist

JANICE NUSBAUM
Communications Production Coordinator

The Public Sector (USPS 0445-010) is published monthly by The Civil Service Employees Association. Publication Office: 143 Washington Avenue, Albany, New York 12210.

Second Class Postage paid at Post Office, Albany, New York 12288.

Postmaster: Send address changes to: Civil Service Employees Association,
Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.
CSEA on line: The CSEA web site can be accessed at www.cseainc.org

Readers: Send any comments, complaints, suggestions or ideas to:
Publisher, The Public Sector, 143 Washington Avenue, Albany, NY 12210-2303.

COMMUNICATIONS ASSOCIATES

SHERYL C. JENKS

Long Island Region
(516) 462-0030

RON WOFFORD

Western Region
(716) 886-0391

LILLY GIOIA

Metropolitan Region
(212) 406-2156

ED MOLITOR

Headquarters
(518) 434-0191

ANITA MANLEY

Southern Region
(914) 831-1000

DAN CAMPBELL

Capital Region
(518) 785-4400

MARK M. KOTZIN

Central Region
(315) 433-0050



The Public Sector Committee

LONG ISLAND REGION John C. Shepherd

METROPOLITAN REGION Jimmy Gripper, Chairman

SOUTHERN REGION Diane Hewitt

CAPITAL REGION Marguerite Stanley

CENTRAL REGION Bruce Damalt

WESTERN REGION James V. Kurtz

Dialogue for change opens at ADM

BUFFALO — Delegates to CSEA's 87th Annual Delegates Meeting here will confront a range of issues facing CSEA and Organized Labor in a program designed to make the union an even stronger force.

"There is a renewed sense of purpose in the Labor Movement today but there is a tremendous challenge before us to ensure that Labor can effectively represent working people", CSEA President Danny Donohue said.

After decades of decline, unions are moving forward again. Under the leadership of John J. Sweeney, the AFL-CIO is pursuing an aggressive agenda for growth called "Organizing for Change, Changing to Organize." It calls on all member unions to begin a process of transformation that will improve the representation for current members and strengthen Labor's ability to organize new members.

CSEA is embracing its responsibility with an

unprecedented program at its Annual Delegates Meeting that will involve every delegate.

"CSEA has not survived for 87 years by standing still or merely reacting to the forces around us," Donohue said. "We have a proud history of growth and leadership, and I have

every expectation that our delegates have the talent and ability to propel CSEA into the forefront of Labor's bold initiatives.

"But even more importantly, it is my expectation that they will carry this experience forward from this meeting to involve our rank-and-file members in the process.

"We are committed to keeping CSEA at the forefront of the nation's Labor Movement by learning how to face the future with strength," Donohue said. "Our members are our greatest resource and we need every one."

Organizing
for
change
changing
to
organize



Topics for change

Principled Leadership — Building a Union Community
CHERIE BROWN, founder and executive director of the National Coalition Building Institute

Why Transformation —
What CSEA and Other Unions Must Do to Change
RICHARD BESINGER, Director of Organizing, AFL-CIO
PAUL BOOTH, Assistant to the President and Director of Organizing and Field Services, AFSCME

Beyond the Organizing Model —
The Transformation Process in Local Unions
BILL FLETCHER JR., Director of Education, AFL-CIO
RICHARD HURD, Director of Labor Studies, NYS School of Industrial and Labor Relations, Cornell University

CSEA officers start new terms

CSEA's officers elected earlier this year were installed in a ceremony by AFSCME President Gerald McEntee. From left they are: President Danny Donohue, Executive Vice President Mary Sullivan, Secretary Barbara Reeves and Treasurer Maureen Malone.



Direct care workers cleared in patient death

PERRYSBURG — When a patient dies while under care, the caring provider also suffers deeply.

Lorena Ortel and Pat Unterberger are back on the job as direct care providers at Western New York DDSO, after enduring a double pain — losing a client and then being blamed — and fired — for improper care.

“Without their union working for them, these two dedicated workers would have been railroaded by the state,” said Dana Tietz, Local 425 president. “They were already grieving for this patient who they cared for as if she were a family member, then they get hit with an notice of discipline months later. What they were put through was brutal, and totally unnecessary.”

“I’m truly grateful for the support the union and my co-workers provided me throughout this ordeal,” Ortel said. “It really means a lot during such trying times.”

CSEA action on their behalf resulted in separate arbitrators returning them to their jobs, but their struggle paints a frightening picture of what all direct care workers potentially face.

Approximately six months after the patient’s death, an autopsy finding that death was due to drowning prompted the state to conclude that Ortel had left the patient unattended, and attempted to fire her and Unterberger, the only employees on duty at the time.

Ortel, a 12-year employee at the time, was bathing patient “DJ”, who had a history of seizures. This fact was known to Ortel, who was

fond of and very close to DJ.

When DJ suffered what appeared to be a seizure, and briefly slipped under water, Ortel and Unterberger quickly pulled her out and began CPR, which was continued until the emergency medical team arrived.

During arbitration proceedings, CSEA established expert testimony that at least two possibilities existed to conclude how the patient died. One involved experiencing sudden unexpected death in the course of a seizure. This would be consistent with the autopsy findings because of the large amounts of intravenous fluids given prior to pronouncement of death.

The second possibility was of DJ playing, as she liked to blow air with her face just below the water surface, and suffering a seizure, and gasping, which would have caused her to take in water, without the ability to expel the water, because of the seizure.

In either case, even with Ortel constantly attentive and at DJ’s side, she would not have been able to prevent DJ’s death, and no medical professional would have been able to determine whether either one of the two scenarios occurred.

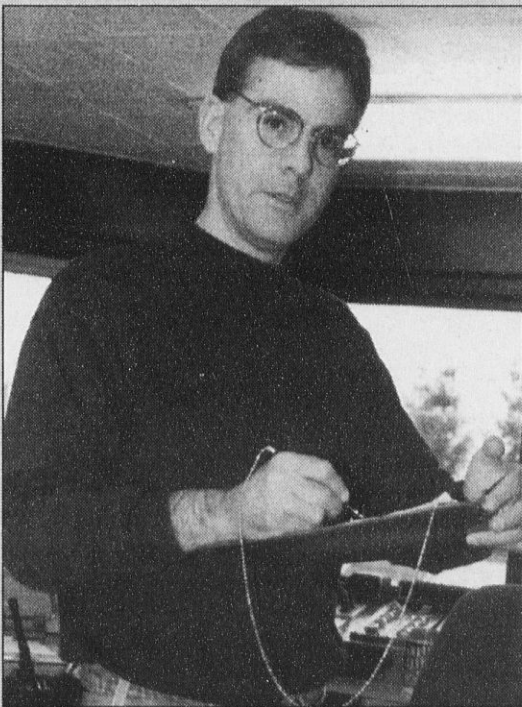
“Our CSEA attorney, Chuck DeAngelo, did a fine job in presenting our members’ side and showing the true nature of what happened,” Tietz said. “It should give all our members confidence that CSEA will stand behind them, and see that justice is done when they are wrongly accused.”

— Ron Wofford



Lorena Ortel, seated, is one of two CSEA members returned to their jobs after being wrongly accused in the accidental death of a patient in their charge. With Ortel are CSEA Local 425 Grievance Chair Kathy Sterlace and CSEA Local 425 President Dana Tietz.

Local hero



CSEA Division for Youth Local 552 member David Witherspoon is a youth aide for the Division and a police officer for the Town of Caledonia. He recently received a Medal of Valor for pulling a fire victim from a house fire and applying CPR until an ambulance arrived.

IMPORTANT REMINDER:

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 to the Empire Plan or a Health Maintenance Organization (HMO) should do so during the November Option Transfer Period by contacting their agency’s Health Benefits Administrator (HBA), located in their agency personnel office.

The 1998 “Health Insurance Choices” booklet containing benefit overviews of all the available health insurance options will be shipped to agency HBAs in early November. Upon approval of the 1998 premium rates, an informational sheet listing the rates of all available health insurance options will be sent directly to enrollees’ homes. Employees will be given the required 30 days to make health insurance option changes.

Employees who are currently not utilizing the Pre-Tax Contribution Option but wish to participate, must enroll by Nov. 30, 1997. Personnel/Human Resource offices will provide basic information and all necessary forms for enrollment.

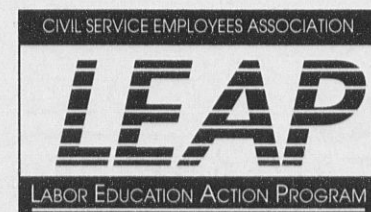
Additional details regarding the annual Option Transfer period will be published in the November edition of *The Public Sector*.

Election Day a floating holiday

In accordance with the CSEA contracts, the state has designated Election Day as a floating holiday for CSEA members in the Administrative, Institutional and Operational services units, as well as the Division of Military and Naval Affairs.

Nov. 4, 1997, will not be observed as a holiday and is to be treated as a regular workday. Eligible employees will receive credit for a holiday to be used on a date of their choice. The floating holiday must be used in a full-day unit no later than Nov. 2, 1998.

LEAP deadline approaching



Applications for the LEAP Tuition Benefit for the Winter/Spring '98 Semester will be accepted until 5 p.m. Oct. 15, 1997.

LEAP funds for the semester are committed on Oct. 15 and therefore applications cannot be considered after that date.

If you did not receive a catalog in the mail and if you are unable to obtain one in your agency, please call LEAP at 1-800-253-4332.

Call the LEAPline at 1-800-253-4332 with questions about LEAP or for academic, career, basic skills and financial aid advice. LEAPline advisors are available weekdays from 8:30 a.m. to 4:30 p.m. (8:30 a.m. to 8:30 p.m. on Thursdays).

At SUNY Plattsburg

Strategic planning team makes progress

PLATTSBURGH — The CSEA-represented maintenance employees at SUNY Plattsburgh are involved in a Strategic Planning Project with the administration.

"Programs like this one are going to be needed in the future so campus administrations can point to successful maintenance projects and defend continued funding of such projects," CSEA Assistant Contract Administrator Bob Dillon said.

The program began with Maintenance Department Supervisor Kevin Roberts' quality improvement effort in his department.

CSEA Local 612 Vice President Gilbert Jock joined the planning efforts with the support of CSEA Local President Betty Lennon.

"CSEA has got to be in the forefront of any effort to improve the quality of services our members provide their employer, the state, county, city, town, village," Lennon said.

The planning group created a long-range plan to improve departmental performance. The college hired a local firm which specializes in improving organization effectiveness through strategic planning and human resource development.

The primary purpose of the team

was to build its strategic plan for the next two years. Team members Jock, Roberts, Bill Dougan, Gordon Baker, Theresia Gebo, Bill Long and Paul Arlt also wanted to learn to work together more effectively as a team.

Their tasks were daunting: recognizing needs; plan foundation using the department's core values, mission and vision; performance analysis; examining the department's internal strengths and weaknesses and its external opportunities and threats; identifying the general categories of work that must be done to overcome weakness and threats; and goal development.

They established a timetable and a plan to monitor and evaluate progress. The team made a presentation to the entire maintenance department, which overwhelmingly approved of it.

"The professionalism and commitment demonstrated by the team members in this strategic planning process was of the highest caliber, and both the Director of Facilities Staney Supinski and I have had the privilege of being a part of it," college Vice President John Homburger said.

Due to the joint effort in this experimental endeavor, considerable

progress has been made in addressing long-standing labor/management problems.

"Our job is to take care of the maintenance needs of the Plattsburgh SUNY campus. But that requires us to work with several different customers, the administration, the students, the staff, other divisions of our department, the general public and the budget," Jock said. "We have to satisfy all of their needs while doing the job the right way the first time.

"By sharing the responsibility with the union, management has to become more responsible for its decisions, its work planning, its purchasing of supplies," he said. "We all benefit from working together and when a problem comes up we know that there is a mechanism in place to turn that problem into a goal that both labor and management can work together to achieve."

"It's kind of exciting," Local 612 President Lennon said. "Rather than hiring a consultant who would just make a recommendation and move on to the next job, SUNY at Plattsburgh hired a facilitator, and now we are working on solving our problems ourselves. And it's working."

— Daniel X. Campbell

DOC workers show solidarity

UTICA — CSEA state Department of Corrections members in the Mohawk Valley area recently demonstrated their solidarity with their union brothers and sisters in Council 82 after an uprising at one of their facilities.

Workers from CSEA locals at Marcy, Oneida, Mid-State and Mohawk correctional facilities joined the demonstrations to counter negative publicity that resulted from an inmate uprising at Mohawk Correctional last summer.

The workers say that unfounded allegations in news reports of the incident actually increased the danger of a more serious riot by inmates and the potential for harm to prison workers.

One corrections officer was seriously injured in the melee, with several others treated for minor injuries. The CSEA members also pointed out the tremendous outpouring of support from civilian employees from all the nearby facilities, many of whom volunteered their time to assist the extra staff brought in after the uprising.

— Mark M. Kotzin

State Employees: Save money on Child Care payments, Elder Care or care for a disabled spouse or other dependent with the Dependent Care Advantage Account

CSEA has negotiated a valuable benefit to help you keep more of your hard-earned paycheck — The Dependent Care Advantage Account.

And now is the time to take advantage — during the 1998 Open Enrollment Period.

The DCA Account is a valuable pre-tax employee benefit that can help you save money on dependent care expenses which you incur in order to work.

During the open enrollment period, you choose the amount of money you want to set aside in your account, up to \$5,000 a year. Then each pay period, a regular portion of this amount will be deducted from your bi-weekly gross paycheck — BEFORE federal, state and social security taxes are deducted. That reduces the amount of your taxable income. Because you have paid LESS tax, you have MORE spendable income.

Enroll NOW!! The 1998 Open Enrollment Period ends Nov. 21, 1997.

Call the DCA Account Hotline for a 1998 Enrollment Kit and to register for a General Information Meeting

1-800-358-7202

In Onondaga County Pressure produces a tentative agreement

SYRACUSE — Sticking together and fighting for fairness has paid off for CSEA members working in Onondaga County following a tough contract dispute battle against the county.

As this issue of *The Public Sector* went to press, the 3,300 county employees were voting on a four-year tentative agreement which includes a retroactive salary increase in the first year and percentage raises over the next three years. Another big piece of the agreement calls for the adoption of a new county-wide health benefit plan, covering workers in multiple bargaining units.

The tentative agreement, unanimously endorsed by the CSEA negotiating team, is a far cry from the county's original proposals of miniscule raises, major health care givebacks and an attempt to change seniority language. The county's turnaround came following a well-coordinated contract campaign orchestrated by union activists on the CSEA Onondaga County Local 834's Contract Action Team (CAT) Committee, with assistance from CSEA staff and union leaders.

The union began turning up the heat on the county this past summer, after going to impasse and making little progress in mediation efforts. Union members wore stickers on the job with slogans such as "Stay Out of Our Pockets," called and wrote their county legislators, sought public support and put a big sign saying "CSEA CONTRACT NOW" in the windows of an office building across from the county executive's office.

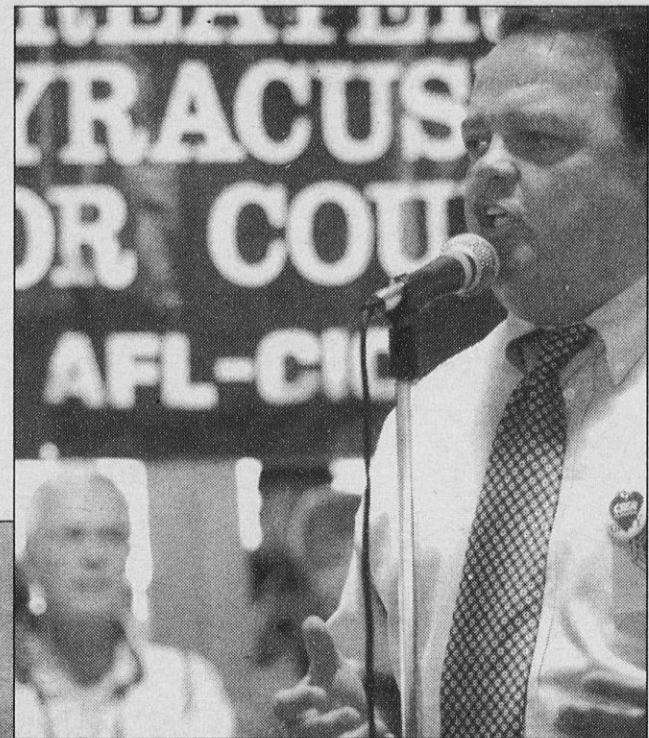
Additional pressure was applied by both national AFL-CIO President John Sweeney, who referenced the contract stalemate in a speech he made in Syracuse (see related story, page 14), and CSEA President Danny Donohue, who urged the county executive to settle the contract when Donohue gave the keynote speech at Labor Day festivities at the New York State Fair.

At the same time, union staff kept the membership informed and involved.

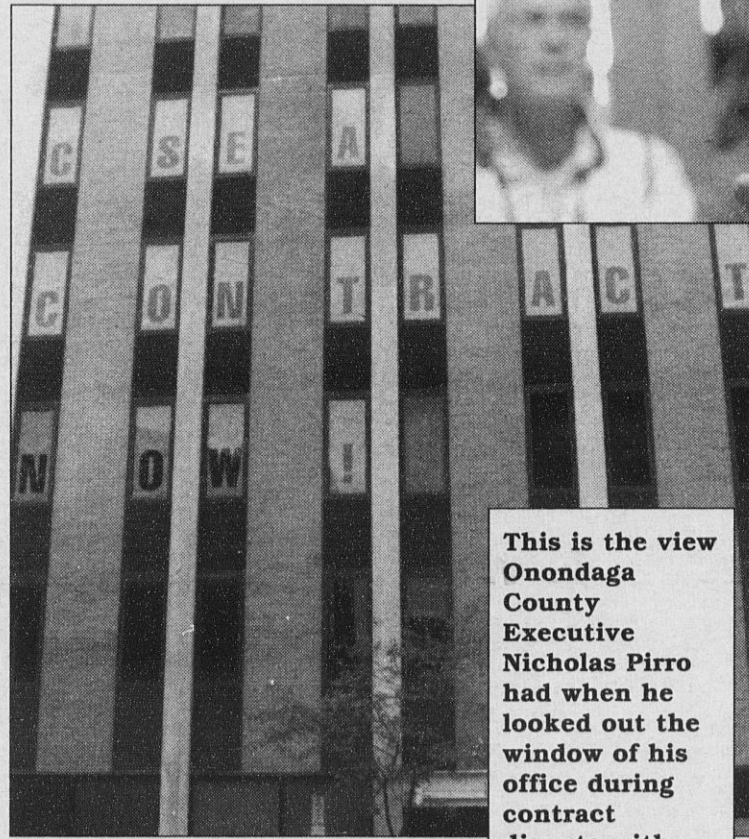
The final piece of the puzzle fell into place with the negotiating team's endorsement of the county's new health benefit plan, developed by a coalition of management and all the county's labor unions. The joint initiative was spearheaded by CSEA Onondaga Local 834 President Frank Forte, who said the coalition's plan is designed to control escalating health care costs to the employees and the county while enhancing the existing level of health benefits. Forte said the plan is great for both labor and management.

"This was a perfect example of what can be achieved with a coordinated CSEA effort," CSEA Region 5 President Jim Moore said.

— Mark M. Kotzin



CSEA President Danny Donohue, above, used his address during the Greater Syracuse Labor Council's Labor Day program at the State Fair to apply public pressure to Onondaga County Executive Nicholas Pirro, looking on in lower left background, to settle contract dispute. In a double-barreled blast, National AFL-CIO President John J. Sweeney used the same tactic a week earlier at the Union Label Trade Show in Syracuse (see page 14).



This is the view Onondaga County Executive Nicholas Pirro had when he looked out the window of his office during contract dispute with CSEA.



CSEA West Seneca Schools Unit President Carol Schemerhorn congratulates Neal Radder.

CSEA cuts in when West Seneca school district tries to dance around contract

WEST SENECA — When the West Seneca School District tried to get around the CSEA contract by adding qualifications to a job posting, CSEA declared "School's out!"

In the process, CSEA helped Neal Radder, a 20-year employee and former president of the West Seneca Schools Unit of CSEA Education Local 868, get a promotion he deserved.

CSEA filed a grievance on behalf of Radder and an arbitrator later ruled he should be promoted to maintenance mechanic. The arbitrator also awarded Radder all back pay and benefits he lost as a result of being denied the promotion.

The grievance and dispute centered on the district's posting for the maintenance mechanic position that contained qualifications which went beyond the contract language for the job.

Radder rated highest of a large field of

applicants, but the district had three finalists perform a field work masonry demonstration, and selected another applicant, apparently without consideration of Radder's seniority and top rank among interviewees.

"They wanted to replace a maintenance mechanic who had retired, and had primarily performed masonry work," said Mark Higgins, CSEA Western Region director. "But that's not how the contract job specs read."

Radder did do some masonry work in his first day on his new job, pointing up some brickwork on the maintenance building, and installing two smoke detectors for an alternative education program.

And what did he think of his union representation in the matter?

"Most excellent, dude," said the new maintenance mechanic.

— Ron Wofford

CSEA school bus driver wins road-eo

BURNT HILLS — The bright yellow 66-passenger school bus comes out of a fast turn and speeds towards an extremely narrow right wheel lane marked by two rolls of brightly colored tennis balls; too close and the balls will scatter, too far and the tires will crush the balls under 26,000 pounds of pressure.

No, it's not comic strip character Crankshaft heading for another run-in with his favorite mailbox; it's Sandy Ross heading for the top spot in the New York State Association of Pupil Transportation's annual School Bus Safety Road-Eo.

Her right wheel sped through the lane with just an inch to spare on each side.

Ross, a Burnt Hills-Ballston Lake school bus driver and a CSEA member since 1981, has spent 18 years developing her driving skills on the twisting, hilly, hairpin turn roads of the ever-growing school district.

There is no trick to learning how to win the bus rodeo; you just have to know in your mind's eye just exactly where the rubber meets the road. From across the state, 58 skilled bus

drivers, many from CSEA-represented school districts, matched their skills against each other and against the written test and safety check contest formulated by the contest sponsors.

"Every time a bus driver prepares to start up, the driver should know exactly how safe the vehicle is," Ross said. "That five-minute safety check each driver does before even getting on the bus is just so important. It can make a critical difference."

The judges tampered with five different safety-related items on Ross' check list; she found all five in her 30 second go-round.

BH-BL Transportation Supervisor Helen Donadio acknowledged that while the contest is fun, it also has a serious purpose.

"Drivers have to know where the vehicle is every moment so that they can maneuver it safely."

The whole BH-BL school community is very proud of Ross's achievement and all are looking forward to her hopeful success in the international competition next July in Washington, D.C.

— Daniel X. Campbell



Sandy Ross with her trophy.

Local Briefs

Overtime dispute settled

SMITHTOWN — The extra cash is a help, but members of the Town of Smithtown Highway Department have something more important: a guarantee that they will be paid the overtime they deserve.

That's because CSEA went to bat for them, filing a grievance because the town failed to pay the two hours minimum overtime to employees called in to work prior to their regular shift, as the contract stated.

The town settled the grievance and agreed to adhere to the contract.

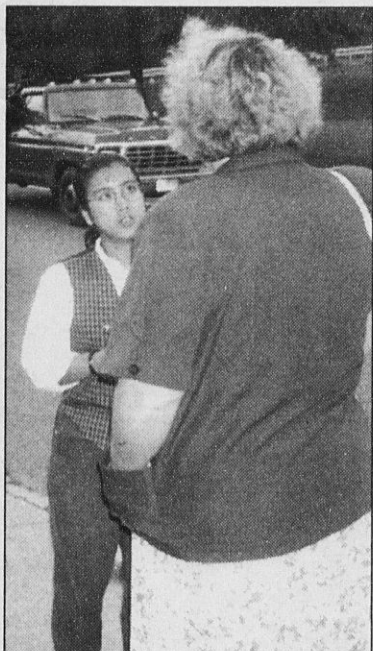
CSEA member Clayton DeLieto, a 20-year employee, said he has been called in many times during snowstorms but never received two hours of overtime pay.

"I feel great about this win," he said. "The union does great things."

"CSEA is doing a good job," DeLieto said. "Now when we get called in, we know we are guaranteed the two hours of overtime pay and that's great news."

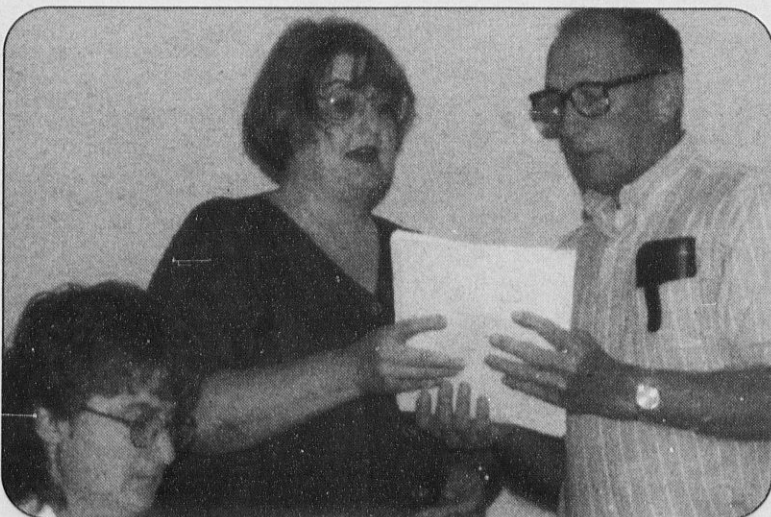
The Town of Smithtown Unit is part of CSEA Suffolk Local 852.

— Sheryl C. Jenks



"I will not cross"

Amsterdam City Councilwoman Maryann Smith, left photo back to camera, refused to cross a CSEA informational picket line outside of Amsterdam City Hall recently. She said that by not crossing the picket line she was sending a message to the council about its delaying tactics in the 17-month negotiations with CSEA and AFSCME. CSEA Montgomery County Local 829 President Gary China, right photo center, leads the picketers.



"Don't dump our landfill," CSEA tells county officials

Bonnie Sprague, center, local and unit president of CSEA Steuben County Local 851, presents more than 3,500 petition signatures opposing privatization of the county's landfill to the county Legislature's Public Works Committee Chairman Harley Mayo. The committee then refrained from voting and decided to restudy the issue.

Member reinstated

A State Supreme Court judge has ordered the Amityville School District to reinstate a teaching assistant with back pay and benefits after CSEA filed an Article 78 lawsuit on her behalf.

CSEA member Mary Walters had been a teaching assistant in the district for six years when she was terminated without a hearing at the end of the 1995-96 school year. The district claimed Walters was not due a hearing because she had never been formally granted tenure. But CSEA argued that teaching assistants are automatically tenured after three years of full-time employment.

The judge also ordered the district to reimburse CSEA for its legal fees for the case.

"It's too bad the district didn't listen to CSEA when we told them it was illegal to fire Mary," CSEA Labor Relations Specialist Jonathan Rubin said. "Instead, they charged thousands of dollars in legal fees and back pay to the taxpayers for a case they had no chance of winning."

Walters said she is grateful for her unions support.

"It was a blessing to have CSEA," she said. "There was no way I could have gone to court without them."

— Sheryl C. Jenks

Retiree Delegates Meeting

Dorothy Kothen wins Mission Achievement Award

GRAND ISLAND — Although she had been out of the hospital for just a few days following surgery, Dorothy Kothen was not about to miss the presentation of CSEA's Donals Webster Memorial Award at this year's annual Retiree Delegates Meeting.

Kothen, president of Buffalo-Niagara Frontier Local 903, and this year's award recipient, said CSEA continues to be an important and fulfilling part of her life.

"I've always wanted this award," she said.

A former president of the Library Unit of Erie County, Kothen joined the Retiree Local in 1978 and became president in 1990.

Kothen said she is determined to continue her activism on the Retiree Board.

"It is my sincere intention to remain on the Executive Committee," she said. "I will serve

because my recovery will be complete.

"It seems slow right now," she said. "You all know that patience is not one of my virtues!"

CSEA President Danny Donohue credited Kothen with the growth of the Retiree Division.

"Dorothy has made a difference," he said. "She worked closely with (former Retiree Division Chairman) Don Webster to promote our AFSCME affiliation which has increased our power on the national level. She has diligently tended to her duties as local president so that today our Erie-Niagara Frontier local boasts more than 4,000 members.

"She is also known for her warmth and willingness to help others at all times." Donohue said. "Dorothy - a staunch advocate of her union - truly represents excellence in CSEA."

— Anita Manley



With a history of activism both as an active employee and a retiree, Dorothy Kothen, second from right, accepts the CSEA Retiree Division Mission Achievement Award from CSEA President Danny Donohue, left. Looking on are Director of Retiree Programs Tony Campione and Retiree Executive Committee Chair Charles Peritore.

Retirees speak their minds at annual delegates meeting



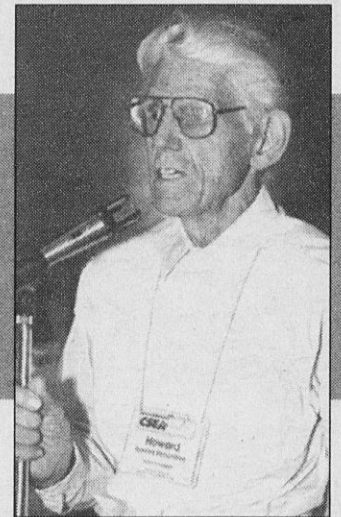
Bonnie Barber



Jack Tassiello



Terry Sinsabaugh



Howard Richardson

Senator supports permanent COLA for retirees

GRAND ISLAND — State Sen. George Maziarz calls himself a "retiree-in-training."

The 43-year-old chair of the state Senate Committee on Aging told CSEA delegates at the Retiree Convention that they represent fastest growing segment of the state's population.

Maziarz said he is in favor of a permanent COLA for public

employees and urged retirees to put the pressure on politicians in 1998, a gubernatorial election year.

"I think next year is the year to put the pressure on," he said.

He announced that the Senate Aging Committee is in the process of putting together a Senior Advisory Committee. A CSEA retiree will serve on that committee.

Among his own accomplishments,

Maziarz said, were the implementation of a long-term health care insurance plan for New York's elderly and increases in funding in the state budget for the Supplemental Nutrition Program and the RSVP program.

— Anita Manley

State Sen. George Maziarz



Private Sector Division Workshop

Division has potential for growth, involvement

SYRACUSE — The 1997 Private Sector Division Workshop drew participants from around the state recently.

The message for participants was growth and involvement.

CSEA President Danny Donohue challenged the private sector division members to become more active in the union, noting that the private sector division has great potential.

"You are our growth industry," he said. "We recognize that to continue to be the best union in the state, we need to grow in the private sector. We need you to stay involved and help us grow this division and this union."

Private Sector Executive Committee Chair Dan Vallee agreed with Donohue and thanked him for the support the union has given the Private Sector Division. He pointed to the division's newsletter, the *Private Eye*, as a positive step in increasing identity and communications within the division. Vallee urged workshop participants to make sure their members read and contribute to the newsletter.

The Private Sector Division workshop offered programs that provided information participants could use to help their co-workers on the job and to build the union.

— Mark M. Kotzin



CSEA Private Sector Executive Committee Chair Dan Vallee.



June Wilkins, left, of CSEA SUNY Potsdam Auxiliary Services Local 625, listens to Laurel Rasmussen of Bethpage Union Free School District Cafeteria Workers Local 723 during discussion at the Private Sector Division Workshop.

The workshop programs:

- Identifying Private Sector Workplace Issues and Developing a Plan of Attack
- Public Relations 101
- Organizing in the Private Sector
- The Union's Role in Welfare Reform, Political Action and the Private Sector
- Employee Rights in Discipline and Interrogations

CSEA members to receive FREE Term Life coverage

As a special membership benefit, CSEA members will receive \$2,000 of free Term Life Insurance effective Nov. 1, 1997.

"We're proud to give our members this free \$2,000 Term Live coverage. It shows the strength of our comitment to working for and meeting the needs of our members," CSEA President Danny Donohue said.

All CSEA members who are actively at work will receive this free coverage. If you are a current CSEA member, Nov. 1, 1997, is your effective date for this coverage. If you are not actively working, your coverage will take effect when you return to work.

New members who join CSEA after Nov. 1 are eligible for this coverage on the date they become members. And you can purchase even more term life coverage at the reasonable rates made possible with CSEA's group buying power.

Call 1-800-929-6656 for more information.

Experts explain problems with Constitutional Convention

Voters on Nov. 4 will decide whether New York state will have a Constitutional Convention in 1999. CSEA is opposed to the convention, as are more than 60 organizations representing millions of New Yorkers. Here's what some experts who oppose the convention have to say.



It won't allow citizen participation — Barbara Bartoletti, The NYS League of Women Voters

"Because the Legislature has failed to reform the flawed delegate selection process to a constitutional convention, the League is opposed to calling this convention because we foresee major impediments to citizen participation and to any prospect of making this convention an instrument of reform. It will instead be a convention dominated by political insiders, judges and other party regulars producing a flawed product at considerable cost to taxpayers. This convention would be neither open, fair nor nonpartisan."



It won't solve the problems — Frank Mauro, The Fiscal Policy Institute

"Supporters of the constitutional convention are asking us to incur high costs and big risks in the hopes that there is a constitutional solution to political problems. I don't think the Constitution as written is the cause of the problems. I think it's very likely that when it comes to real problems of the state all we're going to get are silver bullet, simplistic solutions. In addition, it's a very fast process that doesn't allow enough time — only six weeks — for the public to give serious consideration before voting on proposed amendments."



It will cost too much — Karen Chase Corcoran, New Yorkers for Fiscal Fairness

"While we acknowledge that there are many problems with New York's current legislative process, a constitutional convention is not the answer voters are looking for. The research and analysis that has been conducted lead us to conclude that a convention in 1999 would cost the taxpayers at least \$50 million. What's more, the delegates will be the same political insiders that are currently in power instead of the regular citizen, ensuring that nothing of consequence will be achieved."

It threatens the needy — Suleika Cabrera Drinane, The Institute for Puerto Rican/Hispanic Elderly

The Institute is concerned that a non-representative delegate body could do away with Article XVII, which requires the state to provide shelter, assistance and services to the needy.

"If Article XVII goes, so goes the safety net for the needy, the low income people, including seniors, in the state. The only way to ensure that nobody gets near Article XVII is to oppose and prevent the calling of a Constitutional Convention."

V
O
T
E

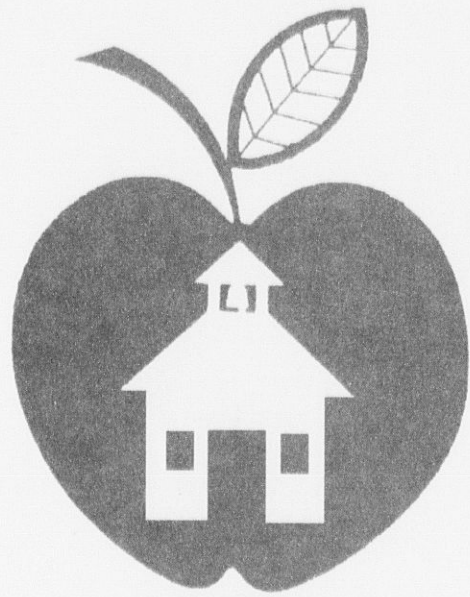


N
O

The **Work Force** ^{CSEA} *Labor Day coverage on pages 12 & 13*



**CSEA ON THE
MOVE**



New York
Healthy Schools
Network

Is Your School Healthy?

*Poor facility conditions can impair
children's health and ability to learn.*

Every child and school employee has a right to an environmentally safe and healthy learning environment which is clean and in good repair.

Every child, parent and school employee has a "right to know" about environmental health issues and hazards in their school environment.

Schools should serve as role models for environmentally responsible behavior.

[Excerpted from the New York State Board of Regents' "Guiding Principles" for improving the conditions of public school facilities, adopted December 1994.]

This poster is printed by CSEA as a public service in cooperation with the New York State Healthy Schools Network, a statewide coalition of parent, environment, education and public health groups dedicated to assuring every child and school employee an environmentally healthy school. This is an issue that affects us all as parents, taxpayers, public employees and concerned citizens.

CSEA encourages you to help promote the widest distribution possible of this poster. Please help by arranging to post this poster in such locations as schools your children attend, public buildings, bulletin boards available to the public, your work location and elsewhere.

DOES YOUR SCHOOL...

- Have** a preventative maintenance program
- Provide** for indoor air quality and energy efficiency
- Manage** pests, clean buildings, and provide instruction with non-toxic products
- Test** and control asbestos, radon, and lead in water, soils, paints
- Have** adequate classroom space for all children
- Immediately respond** to questions/complaints about conditions

Find Out!

This message brought to you by New York Healthy Schools Network, a statewide coalition of parents, educators, health and environment advocates.

FOR A FREE BROCHURE, write to:



NEW YORK HEALTHY SCHOOLS NETWORK

c/o CEC, 33 Central Avenue

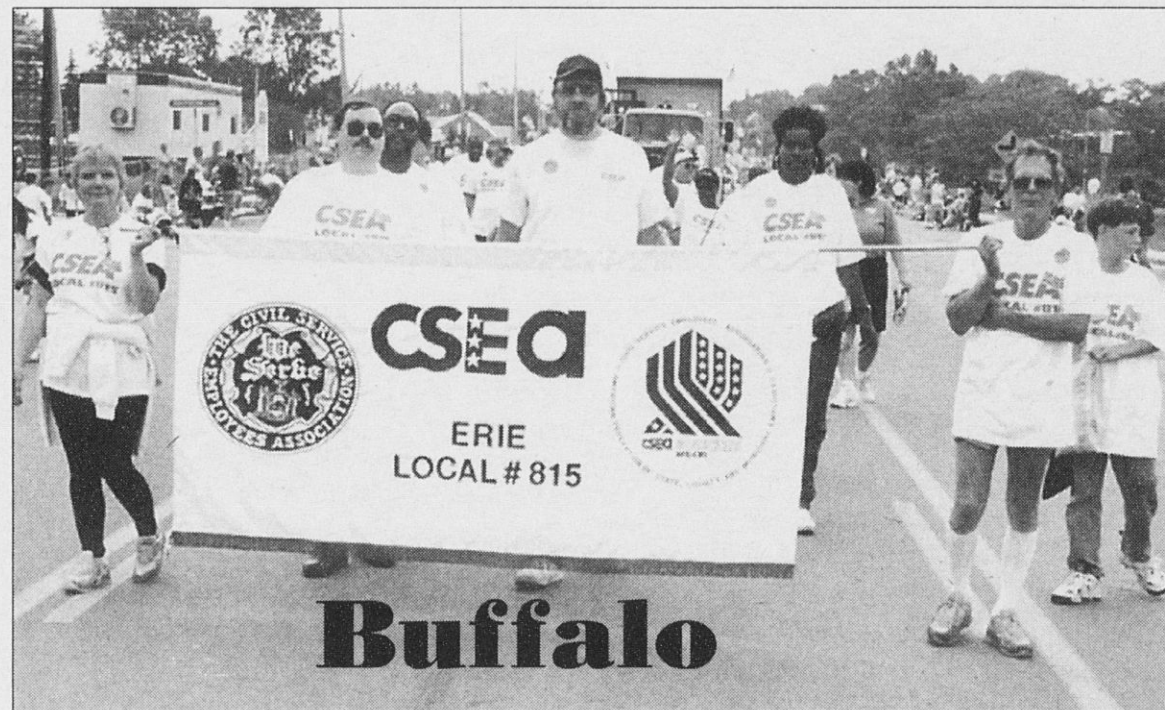
Albany, NY 12210

Visit the Healthy Schools Network website at WWW.hsnet.org

Production and printing of this poster courtesy of the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO



CSEA on the MOVE — Labor Day across the state



Erie County Local 815 marches in Buffalo.

Across the state, CSEA was on the move — spreading the message that Labor is alive and fighting in the Empire State. In New York City, despite minimal media coverage, Labor made a huge impression, with tens of thousands of spectators watching 300,000 workers from 350 unions parade down the streets of the Big Apple.

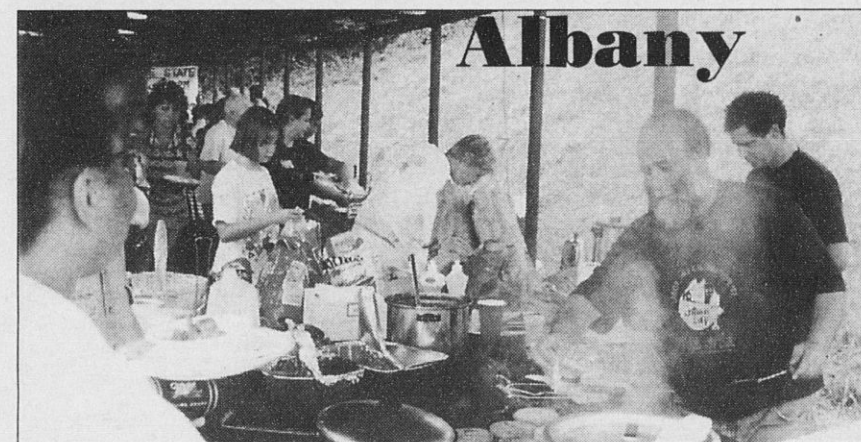


New York City

That spectacle, in smaller form, was seen across the state — in Buffalo, in Rochester, in Massena and in dozens of smaller cities. In Albany, hundreds flocked to the Solidarity Committee's annual Labor Day celebration.

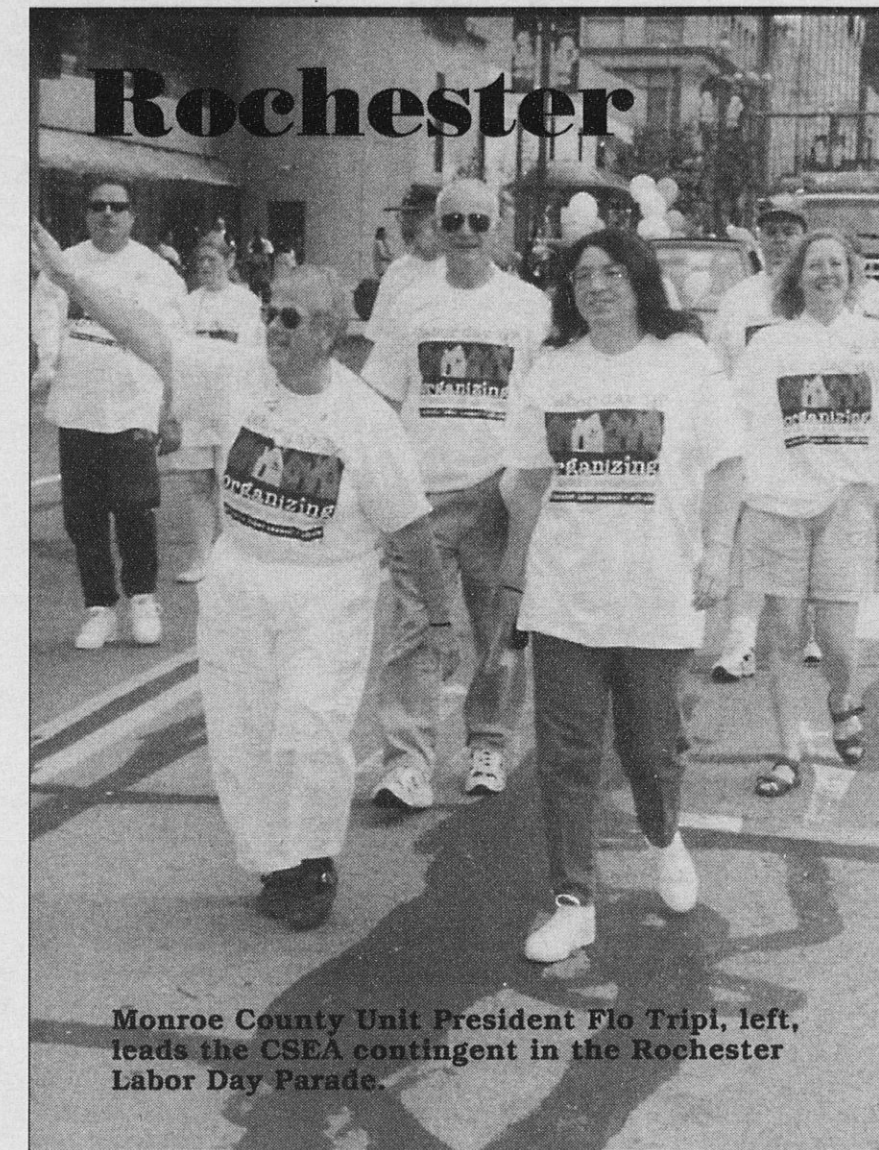
Wherever Labor was represented, CSEA was there — on the move, full of energy and fight.

And this is just the beginning, as CSEA Organizes for Change and Changes to Organize!



Albany

AFSCME staffer John Funicello flips burgers at the Solidarity Committee of the Capital District Labor Day celebration in Albany.



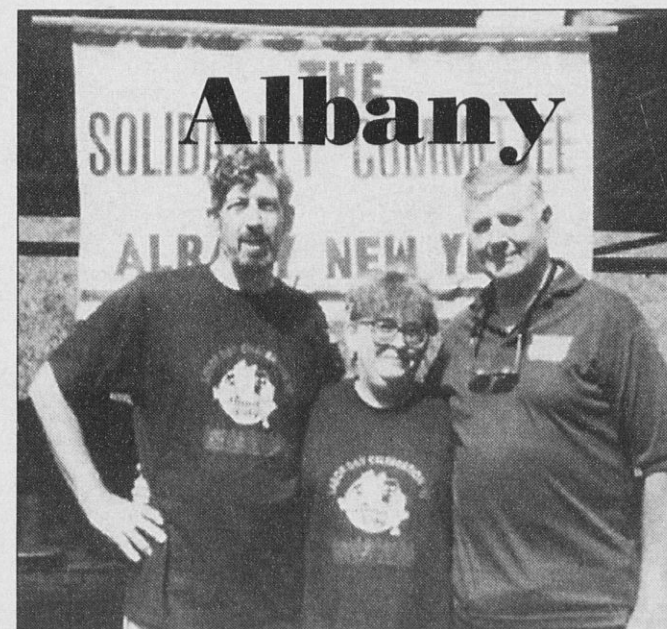
Monroe County Unit President Flo Tripi, left, leads the CSEA contingent in the Rochester Labor Day Parade.



New York City

CSEA members from Regions 1, and 3 take the Job Wars to the streets of New York City in the largest Labor Day parade.

Above, from left, Region 2 President George Boncoraglio, CSEA President Danny Donohue, Hicksville School District Buildings and Ground Unit President Dominic Ciaremella (who played Chewbacca on the CSEA float) and Region 1 President Nick LaMorte prepare for the parade. At left, on CSEA's float is Darth Vader, played by Joe Aravana, 1st vice president of CSEA New York Psychiatric Institute Local 419.



Albany

CSEA had a strong presence at the annual Solidarity Committee of the Capital District celebration in Albany. From left are Art Fleischner, CSEA labor relations specialist; Diane Brunelle, a secretary in Region 4; and Paul Obermayer, special assistant to CSEA President Danny Donohue.



Syracuse

At the New York State Fair, CSEA members celebrate CSEA Day by visiting the union's table, staffed here by CSEA President Danny Donohue, center, and statewide Secretary Barbara Reeves, right. Donohue was the keynote speaker at the Syracuse Central Labor Council Rally at the State Fair (see related story page 6).

Labor chief pressures Onondaga County exec



SYRACUSE — National AFL-CIO President John J. Sweeney used his appearance at the recent Union Label Trade Show here to send a message to Onondaga County Executive Nicholas Pirro to get serious about ending a contract dispute with CSEA.

"Don't underestimate the 3,300 CSEA members who have worked for the county for eight months without a contract," Sweeney told Pirro. "They have the backing of the local, state and national AFL-CIO."

The following week CSEA President Danny Donohue used the Greater Syracuse Labor Council's Labor Day program at the State Fair to further pressure Pirro for a contract settlement.

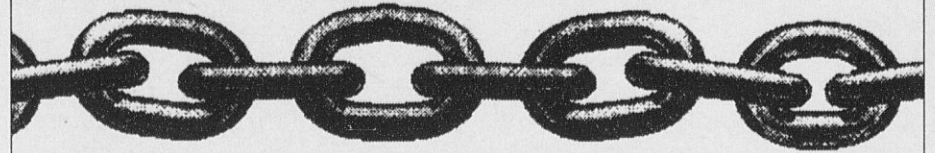
Shortly after the double-barrel attack from Sweeney and Donohue, both of which received extensive media coverage, a tentative agreement was reached (see page 6).

**AFL-CIO
President
John J.**

**Sweeney addresses
the state AFL-CIO's
Union Label Trade
Show in Syracuse.
At right are CSEA
Onondaga County
Local 834 members
seeking a new
contract. Sweeney
mentioned their
struggle. See story
page 6.**



American Labor Link



CSEA joins rally for Wheeling Pit workers

MANHATTAN — CSEA activists joined forces with NYC Central Labor Council union members in a raucous Madison Avenue demonstration at Merrill Lynch corporate headquarters, demanding justice for 4,500 striking Wheeling Pit Steel workers who have been without pay for 10 months.

AFL-CIO President John Sweeney lambasted Merrill Lynch's failure to act as a major player in the dispute which has caused havoc in the steel communities of Ohio, Pennsylvania and West Virginia. He charged Wheeling Pit CEO Ron LaBow with forcing the October 1996 strike by flaunting labor laws and renegeing on pension guarantees.

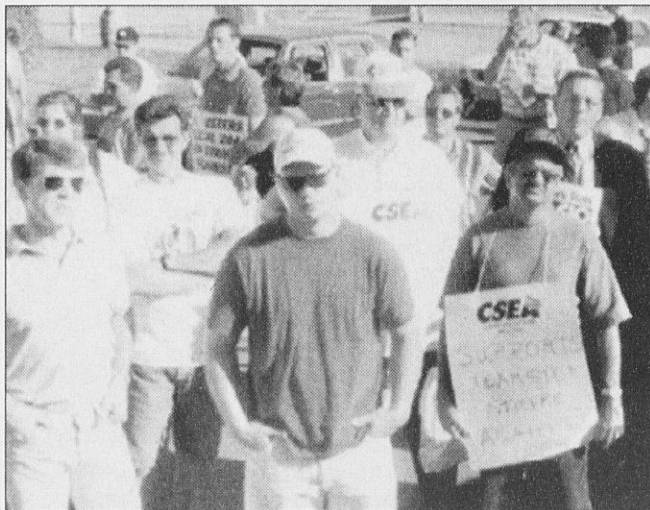
Reeling from the loss of a \$5 million weekly payroll, small businesses hang by a thread and news reports tell of suicides, broken homes and fractured families.

CSEA Metropolitan Region 2 President George Boncoraglio said union families need to stick together to support the Wheeling Pit workers who are employed by one of America's most profitable steel companies.

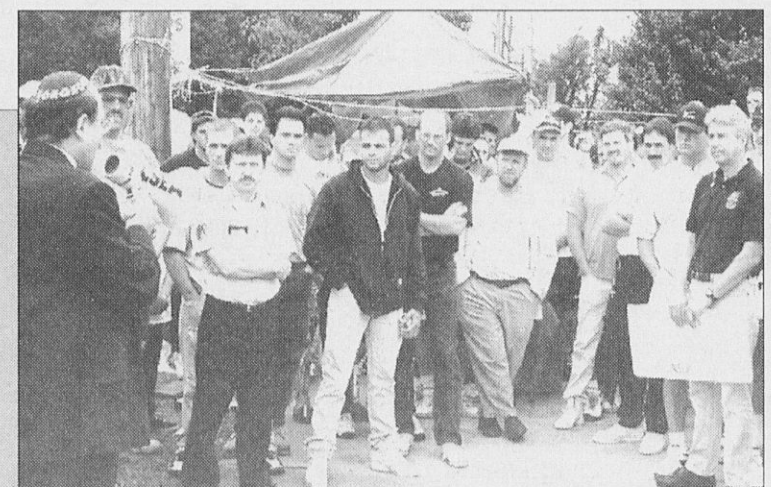
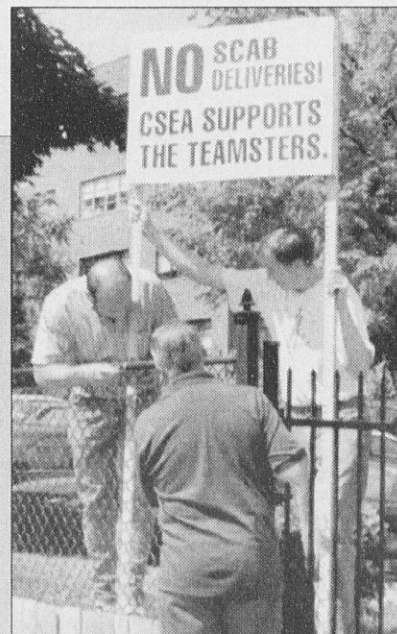
"If it takes calling Merrill Lynch to account for its failure to do the right thing, then that's exactly what we will do," Boncoraglio said.

One week following the demonstration, as *The Public Sector* went to press, it appears a tentative agreement has been reached.

— Lilly Gioia



CSEA members in Capital District Region 4 rally to support the Teamsters in Albany. At right, CSEA staff put up a sign refusing scab deliveries at headquarters.



CSEA members in Metropolitan Region 2 turn out to support Teamsters striking UPS.

CSEA members stand up with UPS workers

CSEA members across the state joined in solidarity with members of the United Brotherhood of Teamsters on picket lines outside of UPS facilities.

The Teamsters strike of UPS was a high

point of the American Labor Movement. The two-week strike resulted in real victories for working people.

The Teamsters went on strike in part to demand more full-time jobs, while the

company wanted more part-time workers. The union, with tremendous public support, stood firm, and won 10,000 new full-time jobs and pay increases.

• CSEA Endorsements • CSEA Endorsements •

Across the state, CSEA political action committees have been interviewing candidates who will be on the ballot on Election Day, Nov. 4.

The results are the endorsements on this and

following pages. No endorsements were made for offices not listed. For some regions, the endorsement process was not complete at press time.

Region committees make final decisions on

endorsements at the local level, based on the information provided by local and/or unit committees. Candidates earn endorsements based on their background, experience, political history and commitment to labor issues.

Long Island Region 1

NASSAU COUNTY

County Executive: Thomas S. Gulotta (R)
 District Attorney: Dennis E. Dillon (R)
 Comptroller: Frederick E. Parola, Jr. (R)
 County Clerk: Karen V. Murphy (R)
 Chairman, Board Of Assessors:

Charles J. O'Shea (R)

County Court Judge: Richard A. Lopera (R)
 Jerald S. Carter (R)
 Ira H. Wexner (R)
 John M. Galasso (R)

Family Court Judge: Julianne S. Eisman (R)
 Bruce V. Hillowe (D)

District Court — 2nd:

Edward J. Hart, Jr. (R)(CSEA Member)
 Carnell Foskey (R)
 Roy S. Mahon (R)

District Court — 4th: Robert G. Sale (D)

Town Of Oyster Bay

Supervisor: John Venditto (R)
 Town Clerk: Fanny Corsentino (R)
 Councilman: Leonard Symons (R)
 Paul Nehrich (D) (CSEA Member)
 Angelo Delligatti (R)

Town Of Hempstead

Supervisor: Gregory P. Peterson (R)
 Town Clerk: Daniel M. Fisher, Jr. (R)
 Councilmember: Anthony J. Santino (R)
 Curtis E. Fisher (R)
 Joseph J. Kearney (R)

Town Of North Hempstead

Supervisor: May Newburger (D)
 Town Clerk: Deena Lesser (D)
 Councilman: John Fabio (D)
 Fred Pollack (D)

City of Glen Cove

Mayor: Thomas Suozzi (D)
 Council Member: Michael Norman (D)
 Mary Ann Holzkamp (D)
 Mario Capobianco (D)
 Margo M. Persing (R)
 John L. Maccarone (R)
 William H. Richardson (R)

Long Beach

City Court Judge: Stanley Smolkin (D)
 City Councilman: Michael Zapson (D)
 Thomas Kelly (D)
 Edmund Buscemi (D)

Nassau County Legislature

1st LD Pending Decision
 2nd LD Roger Corbin (D)
 3rd LD John J. Ciotti (R)
 4th LD Bruce Nyman (D)
 5th LD Pending Decision
 6th LD Francis X. Becker, Jr. (R)
 7th LD Bruce A. Blakeman (R)
 8th LD Vincent T. Muscarella (R)
 9th LD Richard J. Nicoletto (R)
 10th LD Lisanne Altmann (D)
 11th LD Barbara Johnson (D)
 12th LD Peter J. Schmitt (R)
 13th LD Norma Gonsalves (R)
 14th LD Salvatore B. Pontillo (R)
 15th LD Dennis Dunne, Sr. (R)
 16th LD Judith Jacobs (D)
 17th LD Edward P. Mangano (R)
 18th LD John Canning (R)
 19th LD Edward H. Ward (R)

SUFFOLK COUNTY

Sheriff: Patrick A. Mahoney, Sr. (R,D)

Suffolk County Legislature

2nd LD George O. Guildi (D)
 3rd LD Joseph P. May (I)
 4th LD Joseph T. Caracappa (R)
 5th LD Nora L. Bredes (D)
 6th LD Martin W. Haley (R)
 7th LD Brian X. Foley (D)
 8th LD Steve Levy (D)
 9th LD Joseph Rizzo (R)
 11th LD Angie M. Carpenter (R)
 12th LD William G. Holst (D)
 13th LD Victoria T. Brown (D)
 14th LD Nancy R. Hemendinger (R)
 15th LD Maxine S. Postal (D)
 16th LD Allan E. Binder (R)
 17th LD Paul J. Tona (R)
 18th LD Jonathan D. Cooper (D)

Family Court Judge: Marion T. McNulty (R)
 Ettore A. Simeone (R)

1st District Court Judge:
 Madeleine A. Fitzgibbon (R)

Babylon Town

Supervisor: Carolyn Mammarella (R)
 Councilman (General and Primary):
 Francine V. Brown (R)
 Anthony A. Tafuri (R)
 2nd District Court Judge: Daniel J. Loughlin (R)

Brookhaven Town

Superintendent of Highways:
 Harold H. Malkmes (R)

6th District Court Judge:

Sonia Veras Keahon (D,R)
 Joseph Farneti (R)
 Mark D. Zuckerman (R)

East Hampton Town

Justice: Catherine Cahill (D)

Huntington Town

Supervisor: Frank P. Petrone (R)
 3rd District Court Judge:
 Patrick A. Sweeney (R)

Islip Town

5th District Court Judge: Jeffrey P. Tavel (D)
 Patricia M. Filiberto (R)
 Steven A. Lotto (R)

Riverhead

Justice: Henry S. Saxtein (R)

Shelter Island

Town Justice: Howard D. Cronin (R)

Southampton

Town Justice: Deborah E. Kooperstein (D)
 Barbara L. Wilson (R)

Southold

Supervisor: Jean W. Cochran (R)
 Town Clerk:
 Elizabeth Ann Neville (R) (CSEA member)
 Town Justice: William H. Price, Jr. (R)
 Town Justice Fishers Island:
 Louisa P. Evans (R)

Metropolitan Region 2

13th Congressional District

Eric Vitaliano

Manhattan Borough President

C. Virginia Fields

Bronx Borough President

Fernando Ferrer

Brooklyn Borough President

Howard Golden

Queens Borough President

Clare Shulman

Staten Island Borough President

Steven Higgins

City Council

1st Dist. (Manhattan)

Kathryn Freed

4th Dist. (Manhattan)

Eva Moskowitz

8th Dist. (Manhattan)

Philip Reed

10th Dist. (Manhattan)

Guillermo Linares

20th Dist. (Queens)

Julia Harrison

41st Dist. (Brooklyn)

Tracy Boyland

49th Dist. (Staten Island)

Jerome O'Donovan

50th Dist. (Staten Island)

John Solazzo

51st Dist. (Staten Island)

Anthony Poccia

Southern Region 3

Region 3 was still in the process of making endorsements as this edition of The Public Sector went to press. The region will announce endorsements as they are completed.

Capital Region 4

Region 4 was still in the process of making endorsements as this edition of The Public Sector went to press. The region will announce endorsements as they are completed.

City of Albany

Common Council

Carolyn McLaughlin (D)

Daniel Herring (D)

Shirley Foskey (R)

RENSSELAER COUNTY

District Attorney

Ken Bruno (R)

CSEA's endorsements power primary victories

ALBANY — Carolyn McLaughlin's confidence that she could win a primary against 2nd Ward incumbent Albany City Councilman Keith St. John soared when she won CSEA's endorsement.

"I had a shoestring campaign, some people, no money but a lot of spirit and confidence. When CSEA showed its confidence in me that was a great boost," she said. "Someone outside of my people, outside of myself, had confidence in me and was willing to support me and my campaign.

"CSEA came through with telephone banks, thousands of posters and on the last weekend before the primary, CSEA volunteers blanketed my ward with posters. That sent a clear message to the other

candidates, who immediately began to attack me. They knew I was a real threat."

McLaughlin tallied 348 votes and easily outdistanced the incumbent and two other challengers.

"CSEA support kept me going," she said.

Shirley Foskey, fifth ward incumbent in Albany, also knows that CSEA support is invaluable.

"Four years ago, when CSEA endorsed me for the first time, I was very involved with community issues," she said. "I found that CSEA and its members in my ward share my concerns about the community. Now with my second CSEA endorsement, I believe that my position on issues of concern to my ward residents and

CSEA members has been enhanced."

CSEA learned that Republicans were planning to run a primary in the ward to build name identification, but those plans changed when CSEA endorsed Foskey.

Dan Herring used his CSEA endorsement in his 13th Ward primary in a variety of ways, said his campaign manager and wife, Veronica Herring.

"First, a lot of people know CSEA and what it stands for, so we used the name, the endorsement," she said. "The union provided phone banks, printing and volunteers who helped tremendously. That's what the CSEA endorsement provided."

— Daniel X. Campbell

Western Region 6

Region 6 was still in the process of making endorsements as this edition of The Public Sector went to press. The region will announce endorsements as they are completed.

CHAUTAUGUA COUNTY

County Executive

Mark Thomas (D)

ERIE COUNTY

County Legislature

District 5 Greg Olma (D)

District 6

Al DeBenedetti (D)

MONROE COUNTY

County Legislature

District 9

Mary Eileen Callan (D)

District 17

Stephanie Aldersly (D)

District 21

Christopher Wilmot (D)

District 26

Phil Fedele (D)

STEUBEN COUNTY

County Legislature

District 9

Stoner Horey (R)

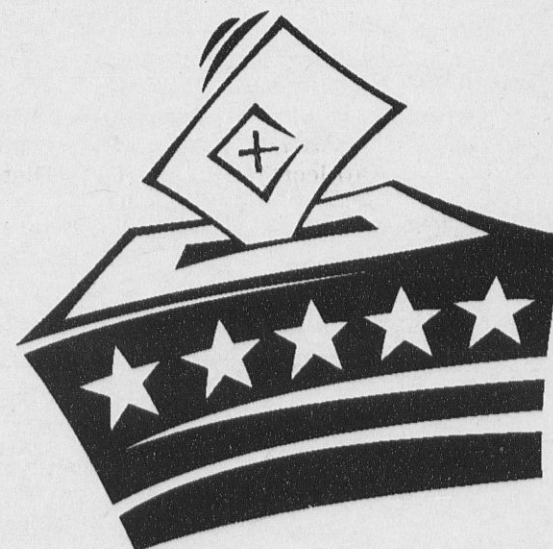
YATES COUNTY

County Legislature

District 3

Deborah Flood (D)

**Election Day is
Nov. 4**



• CSEA Endorsements • CSEA Endorsements •

Central Region 5

CAYUGA COUNTY

Auburn City Council

Robert Hunter (D)
 Chuck Mason (D)
 Ralph Standbrook (R), County

County Legislature

District 1 Ralph Standbrook (R)
 District 6 Gino Alberici (D)
 David Dempsey (D)

CHEMUNG COUNTY

Elmira

Mayor Richard T. Micelotta (R)
 City Council

District 1 David Brown (R)
 District 2 Kenneth Brooks (R)
 District 3 Albert Valenze (D)
 District 4 Marcia Roe (R)
 District 5 Patsy Dichiaro (R)

Town of Erin

Supervisor Donald N. Bower, Jr. (D)

Town of Chemung

Town Council
 David Wichtouski (D)

CORTLAND COUNTY:

District Attorney Robert T. Jewett (R)

County Legislature

District 1 Lisa Boeres (R)
 District 2 Everett Boise (D)
 District 4 Jane Richards (D)
 District 5 Peter D. Hans, Jr. (R)
 District 6 Patrick O'Mara (D)
 District 8 Marilyn Brown (D)
 District 9 Michael Partigianoni (D)
 District 10 David Wern (R)
 District 13 Fran Darling (D)
 District 14 Gary Thomas (D)
 District 18 Raymond Homer (R)
 District 19 Sandra Price (D)

Cortland

Mayor Ronald T. Walsh (D)
 Common Council
 Ward 2 Kenneth A. Tobin (D)
 Ward 5 Denise Bushnell (D)
 Ward 6 Patricia Hansen (D)
 Ward 8 Kathleen Hennessy (D)
 City Constable Travis Williams (R)
 Angie Wyatt (D)

HERKIMER COUNTY

NYS Supreme Court, 5th Jud. Dist.
 Anthony F. Shaheen (R)

JEFFERSON COUNTY

County Clerk Joann Wilder (D)
 County Legislature

District 2 Robert Thomas (R)
 District 4 Gary Fikes (R)
 District 7 Louis Waite (R)
 District 8 Michael Doney (D)
 District 9 Paul Warneck (R)
 District 11 Neil Parks (R)
 District 13 Lena Ward (R)
 District 14 Jennie Adsit (R)
 District 15 James St. Croix (D)

NYS Supreme Court, 5th Jud. Dist.
 Anthony F. Shaheen (R)

Watertown

City Council
 Roxanne Burns (Non-Partisan)
 Peter Clough (Non-Partisan)

LEWIS COUNTY

Board of Legislators

District 1 Todd Lyndaker (I)
 District 2 Ralph Farney (R)
 District 4 Robert M. Earl (C)
 District 6 Walton Aubertine (C)
 District 7 Richard Ramos (D)
 District 8 JoAnn Doney (D)
 District 9 Patricia Zeosky (R)
 District 10 Bruce Krug (D)

NYS Supreme Court, 5th Jud. Dist.
 Anthony F. Shaheen (R)

MADISON COUNTY

District Attorney Donald Cerio (D)

Sullivan

Town Supervisor John E. Gladney (R)

ONEIDA COUNTY

County Executive Ralph Eannace (R)

District Attorney Michael Arcuri (D)

County Legislature

District 22 Harry Hertline (D)
 District 23 Randall Migliaccio (D)
 District 24 George Clark (D)
 District 26 Steven Gigliotti (D)

NYS Supreme Court, 5th Jud. Dist.
 Anthony F. Shaheen (R)

Rome

City Council
 Ward 1 John Cicotti (D)
 Ward 3 Bernard Bottini (R)
 Ward 4 Anthony Pettinelli (D)
 Ward 5 James W. O'Rourke (R)
 Ward 6 John A. Barry (R)
 Ward 7 Louis DeMarco (D)

Utica

City Comptroller Joan Scalise (D)
 City Council

At-Large Alfred LaSalle (R)
 Ward 1 Vincent Scalise (R)
 Ward 2 Howard Welch (R)
 Ward 3 Roger Amodio (D)
 Ward 4 Robert Palmieri (D)
 Ward 5 Kelly Walters (R)
 Ward 6 Robert LaValley (D)

Deerfield

Town Council Scott Risucci (R)

ONONDAGA COUNTY

Onondaga County Family Court
 Robert Rossi (R)

County Legislature

District 5 Joyce Orlandella (D)
 District 7 E. Clyde Ohl (D)
 District 8 James Corbett (R)
 District 9 Vicki Baker (D)
 District 10 Ralph Lyke, Jr. (D)
 District 11 Martha Mulroy (R)
 District 12 Dale Sweetland (R)
 District 14 Stephen Delaney (D)
 District 16 Sam Laguzza (D)
 District 17 Edward Ryan (D)
 District 19 Sam Roberts (D)
 District 20 Kathleen O'Hara (D)
 District 21 Mark Stanczyk (D)
 District 22 William Kinne (D)
 District 24 Russell Andrews (R)

NYS Supreme Court, 5th Jud.
 Anthony F. Shaheen (R) Dist.

Syracuse

Mayor Roy Bernardi (R)
 Common Council

President Matthew Driscoll (D)
 Councilor-At-Large

Paulette Johnson (D)
 Commissioner of Education

Vickie Eudell (D)
 Common Council

District 2 Miles Bottrill (R)
 District 3 Linda Clark (D)
 District 5 Karen Uplinger (D)

Camillus

Town Supervisor Frank Sacco (D)
 Town Clerk Mary Bily (D)
 Town Justice Michael Welch (D)

Town Council Ward 2
 John Bateman-Ferry (D)

OSWEGO COUNTY

County Legislature

District 3 Stephen Balcom (R)
 District 7 John Proud (R)
 District 9 James McMahon (D)
 District 11 Clyde Osborne (R)
 District 13 Theodore Jerrett (R)
 District 14 Frank Church (R)
 District 15 Frances Wallace (R)
 District 17 Paul Davis (R)
 District 18 Henry Babcock (R)
 District 19 Donald Wahrendorf (R)
 District 20 Herbert Van Schaak (R)
 District 23 Morris Sorbello (R)
 District 25 Russ Johnson (D)

NYS Supreme Court, 5th Jud. Dist.
 Anthony F. Shaheen (R)

Oswego

City Council

Ward 2 Jay Peterson (R)
 Ward 3 Brian Hurd (D)
 Ward 4 Randy Bateman (R)
 Ward 6 Sam Domicolo (D)

OTSEGO COUNTY

County Court Judge
 Jeanie Scarzafava (D)

County Board of Representatives

District 3 Ronald Feldstein (D)
 District 5 Dick Thompson (D)
 District 6 Donald Trask (R)
 District 8 James A.M. Johnston (R)
 District 11 Roberta Puritz (D)
 District 12 Catherine Rothenberger (D)

District 13 John Nader (D)
 District 14 Jane Hodne (D)

Oneonta

Mayor Kim Muller (D)

SENECA COUNTY

Tyrene
 Town Supervisor Patricia Amidon (R)

Fayette
 Town Supervisor Edward Barto (D)

Varick
 Town Supervisor Jeffrey Case (R)

Seneca Falls

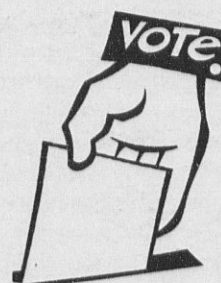
Legislator Peter Same (D)
 Domenick Paradise (R)
 Richard Ricci (R)

Town Supervisor Janette Pfeiff (R)

Waterloo

Legislator Edward Boudreau (D)
 John King (D)
 William Rook (R)

Vote
 on
 Nov. 4



Reports of CSEA Officers
to the 87th Annual
Delegates Meeting
Sept. 22 - 26, 1997
Buffalo, NY



Organizing
for
change
changing
to
organize!



DANNY DONOHUE
President

CSEA Headquarters
143 Washington Avenue
Albany, NY 12210-2303
(518) 257-1248
1-800-342-4146



No more business as usual for CSEA, organized labor

There is a renewed spirit and sense of purpose emerging in the American Labor movement today. That spirit is growing in CSEA and in the course of our 87th Annual Delegates Meeting every effort will be made to encourage and strengthen it.

Nothing about this meeting will be business as usual.

This is the beginning of a dialogue about fundamental changes taking place in Organized Labor. But these changes are not just about unions, they are about the future for working people.

CSEA and AFSCME are playing a leadership role in moving these changes forward, but we are also part of the change. The fact is that CSEA, along with the other unions of the AFL-CIO, has to change — to grow — to strengthen.

Do not misunderstand what I am saying ... we are not talking about a CSEA reorganization. We are talking about a CSEA transformation.

CSEA has been emphasizing the importance of organizing for some time now. I'm not sure that all of you know what that means or why we have done so.

Two years ago CSEA and AFSCME helped change the leadership of the national AFL-CIO. With the election of John Sweeney, AFSCME's own Linda Chavez-Thompson and Richard Trumka to the top leadership posts, a new force for working people emerged.

The new AFL-CIO leadership's agenda is to revitalize Labor, including an essential drive to organize new workers. I want to state directly that the changes at work are not just about organizing new members. They are about empowering working people, beginning within our own ranks, to stand up for their rights to secure our future.

Prior to the election of our new AFL-CIO leadership, Labor as a whole faced a sorry state of affairs. CSEA and AFSCME have been far stronger and more stable than most unions of the AFL-CIO, but we also face our own challenges that require us to confront who we are, what we do and how we do it.

Over the first two and a half days of our Annual Delegates Meeting we will present vital information from dynamic individuals. We will raise thorny issues and ask provocative questions. Delegates will have a direct opportunity to confront the challenges that face CSEA. **Your** ideas and input will shape the future.

Delegates' opportunity for involvement and input will continue throughout our General Business Sessions.

But it is my hope and expectation that the creativity and hard work that we will begin here will be carried forward from this meeting by the delegates to reach the rank-and-file members of this union. The real strength of CSEA is in the empowerment of our membership.

Recognize that these changes affect all of us. I ask you to commit to being part of the process that transforms us for the better.

Danny

MARY SULLIVAN
Executive Vice President

CSEA Headquarters
143 Washington Avenue
Albany, NY 12210-2303
(518) 257-1255
1-800-342-4146



Our obligation: build a better CSEA through organizing

When the air traffic controllers' strike was broken in 1981, the national mood was anti-union. There was little support for the men and women who lost their jobs beyond their brothers and sisters in other unions.

A few short weeks ago, Teamsters employed at UPS went on strike, and the national mood and the support was quite different. Union brothers and sisters joined ranks with the general public in support of the Teamsters' fight to preserve their wages, benefits and pensions. The strong reaction to the plight of working people clearly demonstrates that unions are not dead as many would like to believe.

In fact, the message here is that unions are again in the forefront of the fight to level the playing field for working people.

With the election of John Sweeney as President of the AFL-CIO, the Labor movement has been revived and re-energized across the country. People are remembering Labor's rich history: the role Labor played in securing the 40-hour work week, the minimum wage, health and safety protections, not just for unionized workers but for all working people.

As CSEA members, the vast majority of us don't know what it means to be without the power and the strength of a union. We came to work that first day into a unionized environment and at some point signed an application that made us union members.

It's hard for us to imagine that there are people in this country, let alone New York State, that are, at this very moment, struggling to get the same right that we have had and taken for granted for so many years ... the right to be members of a labor union.

There are workers out there who are harassed, subjected to physical abuse even today because they want to join a union. There are workers out there who have been fired because they wanted desperately to become CSEA members, to have the benefit of the kind of representation that we all enjoy.

We can no longer isolate ourselves from the rest of the labor family; we can no longer insulate ourselves from the plight of workers who are willing to put their jobs and sometimes their physical well-being on the line for the privilege of carrying a union membership card.

As the largest and most powerful labor union in New York and members of AFSCME, the most influential and progressive labor union in the country, we have an obligation to assist them and a responsibility to offer them membership in our union, whether they are employed in the public or private sectors.

CSEA delegates at the 87th Annual Delegates Meeting will have the unique and historic opportunity to shape the future of our great union. They will help to determine the course we take to continue the services that our members expect and deserve while we reach out to those who would be members of our union.

We aren't trying to create a new CSEA, but rather a better CSEA. We'll be

(continued on page 23)

*Reports of CSEA Officers
to the 87th Annual
Delegates Meeting
Sept. 22 - 26, 1997
Buffalo, NY*



Organizing
for
change
changing
to
organize!



BARBARA REEVES
Statewide Secretary

CSEA Headquarters
143 Washington Avenue
Albany, NY 12210-2303
(518) 257-1257
1-800-342-4146



MAUREEN MALONE
Statewide Treasurer

CSEA Headquarters
143 Washington Avenue
Albany, NY 12210-2303
(518) 257-1256
1-800-342-4146



Unions remind us we all depend on each other

In the course of a year I go to many worksites and speak with many people. This past year, I spent a great deal of time in the New York City metropolitan area helping to launch a Child Care and Elder Care Referral Service hotline. It's one of the jobs I do as a member of the New York State Labor Management Child Care Committee.

Speaking directly with working families struggling to survive in these difficult times – single parents seeking decent and affordable child care or households trying to provide care for elderly and sometimes disabled parents and relatives – reminded me of why we need unions and why we are union.

There is more to being union than negotiating contracts. There is more to being union than enforcing contracts. Our purpose is to build together a better work life and a better society.

It's a tall order but we do it in ways that may not be self evident.

We do it by working to bridge the gap between inequality of income, wealth and opportunity.

We do it by negotiating wages and benefits that make it possible for our members to provide a decent living for their families.

We do it by lobbying for real welfare reform that rewards personal initiative and does not punish the poor.

We do it by supporting programs for our seniors such as Social Security and Medicare.

We do it by protecting the fiscal integrity of pension systems.

We do it by supporting child and elder care programs so that people can balance their personal lives and work lives.

We do it by seeking programs for a better educated work force.

We do it by remembering that our individual lives are wrapped up together.

We can do more. And the way to do more is by extending and strengthening the union family.

"Organizing for change... Changing to organize" is the new direction of the AFL-CIO. It's the theme of our 87th Annual Delegates Meeting. It's a course that will propel us into the millennium because it reminds us that we all depend on one another. And that is the best definition of union.

Barbara

It's a fact: CSEA was founded in 1910, making it one of the most senior labor unions in the AFL-CIO. This is the union's 87th Annual Delegates Meeting.

Your dues money is working hard for your benefit

The 87th Annual Delegates Meeting is upon us. Over the past three and a half years much discussion at this Meeting, as well as at the Statewide Board of Directors Meeting, has centered around the finances of CSEA. As your Statewide Treasurer, I feel it necessary to let you, the Delegates, know where I see we are and the direction we are headed.

Let's be very honest; no one readily hands over money to their union. Suspicion is always very high that corruption reigns throughout the State and money is spent to line the pockets of a few. It is just not true.

CSEA employs close to 350 people who work to service and educate the leadership and membership of CSEA. Because CSEA has always been a service model union, that equates to more hands-on work with Locals and Units across the State. The members expect a certain level of assistance and this takes a large number of employees to maintain this service. This cost is over 1/3 of CSEA's total annual income.

Certain payments of income fall under constitutional mandates. These payments include: AFSCME per capita tax, Region/Local rebates, Political Action Fund transfers, etc. This total amounts to 43% of CSEA's income.

As you can readily see, the amount of funds that remain is used to pay the day-to-day costs (administrative) of the union. Some items that fall in this category are: six Region Offices, four Satellite Offices, Headquarters, Legal Assistance, Travel Costs (Staff and Officers, Directors, Committees and Convention) - a lot of equipment and a lot of paper. There is no money to squander and the days of unions having "deep pockets" is gone.

The past three years there has been a concerted effort to reduce administrative costs. Changes have been instituted at every level to insure cost containment.

Facts tell the story. The fact that employers at every level are downsizing and privatizing means fewer members. Fewer members equals less income. The fact that the State Budget was the latest approved in State history means increased political pressure. Jobs cannot be filled in the public sector without approved funding.

The tidal wave of Welfare Reform has taken time, energy and money from all areas of the union. Countless hours, by numerous people, have been spent on the impact of reform in New York State.

What I hope you understand from all this is your dues money goes to fund a myriad of projects and activities that directly impact on your work life. No stone has been unturned in an effort to stretch your dues dollar. I anticipate more changes in the next few months to continue the consolidation of expenses.

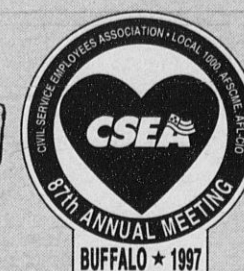
Should you question any expenses or the use of your dues dollar, please talk to me and ask your questions.

(Continued on page 23)

Reports of CSEA Officers
to the 87th Annual
Delegates Meeting
Sept. 22 - 26, 1997
Buffalo, NY



Organizing
for
change
changing
to
organize!



NICK LaMORTE

LONG ISLAND REGION PRESIDENT

LONG ISLAND REGION OFFICE
3 GARET PLACE
COMMACK, NY 11725
(516) 462-0030



Union very active on region level representing members

Greetings from Region 1! On behalf of the members of the Long Island Region, I would like to take this opportunity to congratulate our re-elected Statewide Officers, Danny, Mary, Barbara and Maureen. We pledge our loyalty and support in the next three years and look forward to your leadership as we organize to change and change to organize. The road ahead continues to be a rough one, but by working together we will be able to accomplish our mission of representing you the best way we can.

Region 1 has put in another busy year — let me recap our achievements since my last report. Starting with a very productive National election, we helped elect a new congresswoman. In addition, we were very active and increased our membership voter registration to 68 percent. We are continuing this task and know by doing so we can make a difference in races this November. The region Political Action Committee interviews and recommends candidates for endorsement, so you know who the pro-labor candidate is. This endorsement process includes school board, town, village, county and state candidates.

Our Human Rights Committee sponsored a Festival of Lights at which we celebrated Kwaanza, Hanukkah, Christmas, and the feast of the Three Kings. In the Spring, the committee held the second annual International Day at Region One Headquarters. A taste of ethnic foods, traditional costumes and a sharing of customs prevailed. The committee also marched in a Latino parade and attended an anti-hate rally. Many of our members attended the CBTU convention in New Orleans. The region Membership Committee continues to work on building our union by signing up agency fee payors. They work with the local committees exchanging information to correct union files.

The Audit Committee meets quarterly with the Regional Treasurer and me to review all aspects of finance in the region. The budget is usually set and approved in September. Our By-laws Committee has cleaned up items and works closely with Secretary Reeves to make sure the Region is in compliance with the state constitution. The Region School District Committee has successfully held its second annual Career Day Workshop conference and has inspired other regions to do the same. Socially, this committee plans trips to Atlantic City, the Region Workshop site and various shows from Broadway to our Coliseum. The Health and Hospital Committee, as a new addition to the Region, is currently gathering information about these facilities in the region through a survey. Our very active Women's Committee has championed a breast cancer survey, led members in walk-a-thons and recently cataloged a reference book on womens' health services. We also have a Public Relations Committee which oversees our Region newspaper making sure coverage is universal. They also go about the region attending many functions and making CSEA

(Continued on page 23)

GEORGE BONCORAGLIO

METROPOLITAN REGION PRESIDENT

METROPOLITAN REGION OFFICE
40 FULTON ST. 22ND FLOOR
NEW YORK, NY 10038
(212) 406-2156



You can't afford to sit on the sidelines in this fight

It's no big secret to CSEA members riding New York City subways and buses, paying their rent or trying to hang on to their jobs, that we live on the firing line of Gov. George Pataki.

Despite his slick metrocard commercials, Region 2 CSEA members know that since Pataki got in, our transit fares have skyrocketed while transit services have been cut back.

Our rents were heading in the same direction as Gov. Pataki fiddled around for months, scaring working families and old folks to death, about ending up on the streets without rent control. But he did find time to make a date to go golfing with New York City landlords.

As for once-secure public sector jobs, Pataki has made sure that is a thing of the past! Here in New York City this Governor has shown an unprecedented callousness toward public employees.

Just ask the Local 460 Tax & Finance workers who got a week-and-a-half notice in the middle of the school year, to choose relocating upstate, applying for a transfer somewhere else, or being laid off. Some of those members sat before management with tear-filled eyes, feeling forced to take an unwanted early retirement after years of dedicated service.

Of course, the Tax & Finance Department's restructuring plan had been in the works for months, but the employees, their families, homes and community were hardly an afterthought to the Pataki administration.

To Gov. George Pataki, human beings are little pawns on a chess board to be uprooted and pushed around at will. Even workers' safety is an inconvenience. Under Pataki's leadership, safety and health worksite inspections are down by 30%. This shows what he thinks our lives and health are worth.

Just ask the Bronx CSEA members at Local 010 Roberto Clemente State Park about their lengthy battle for safer working conditions.

Then there are the Governor's welfare reform proposals, criticized by experts, the media and community groups. His plan clearly demonstrates his lack of concern for real people with real problems by dumping the state's responsibility on local governments who lack necessary resources.

The alarm has been sounded in Queens, Brooklyn, Manhattan, Staten Island and the Bronx at general membership meetings, information days and lunch-and-learn programs, warning thousands of CSEA members about the urgent need to be registered to vote and to fight back.

The days of complacency are over.

Each letter, each vote, each phone call to a legislator or the Governor's office will tip the scale. No one can afford to shirk their responsibility or sit on the sidelines of this battle and expect someone else to take on the work of saving their job or doing their share.

We have in our hands the POWER to change things! Helen Keller put it in

(Continued on page 23)

Reports of CSEA Officers
to the 87th Annual
Delegates Meeting
Sept. 22 - 26, 1997
Buffalo, NY

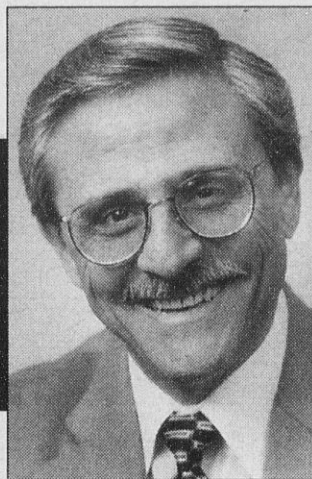


Organizing
for
change
changing
to
organize!



CARMINE DIBATTISTA
SOUTHERN REGION PRESIDENT

SOUTHERN REGION OFFICE
735 STATE ROUTE 52
BEACON, NY 12508
(914) 831-1000



Never forget we have dangerous enemies out there

If anyone asked me what my first year as President of Region 3 has been like, I would have to answer that it has been a mixed bag of challenge and victory. When politicians earn points with their constituents by hustling unions, laying off our members and privatizing services, it is a challenge – and we have met those challenges in Region 3.

It is no surprise that contract negotiations are getting tougher everywhere, including our Southern Region. Long drawn-out negotiations, years of salary freezes, demands for givebacks – all are the common threads that make up the collective bargaining process today. But we have seen some victories here in Region 3 – contracts are being ratified, contracts with modest increases but few – or no – givebacks.

Privatization of departments and the hiring of independent consultants have become commonplace as our esteemed politicians seek ways to cut the cord of responsibility for such government operations as county nursing homes, dietary, laundry and information services. But this year we were able to claim victory when the Appellate Court upheld an earlier decision that the Westchester County Executive overstepped his authority when he contracted out certain county departments. He now has to restore a number of CSEA positions as a result of that decision and will by the end of the year. That decision will have an impact on privatization initiatives all over the state.

Even though we are beginning to slowly but surely win the victories against privatization, let us not be fooled. We have dangerous enemies against us. We must continue to get the message about privatization to our members and the public.

Speaking of the public, I have been on countless radio and Cable TV programs as well as in numerous newspaper articles trumpeting our members' needs, our fight against privatization and meaningful welfare reform.

Reaching out to the public and our members is not only communications, it is also education. In that regard, we will need to do more to reach out and meet with our members. I am happy to say that the Region 3 officers have been visible and very active amongst the membership. We have spread the word and continue to do so.

In the area of education, the Region 3 Education Committee has been very involved with the CSEA Education Department to bring programs that are needed by our activists and leaders.

The Region will see increased activity in that area. In addition, the Region 3 Education Committee, working with other region committees and resources, will be fashioning programs involving health and safety, Women's Committee issues and School District issues that will be scheduled and held in the upcoming months.

We saw other victories this past year: we withstood a challenge by a renegade union to represent our employees in Orange County. Our Welfare

(Continued on page 23)

CARMEN BAGNOLI
CAPITAL REGION PRESIDENT

CAPITAL REGION OFFICE
1 LEAR JET LANE
LATHAM, NY 12110
(518) 785-4400



There will always be a union as long as you're willing

The past 86 years are but a prologue to the challenges facing CSEA in its 87th year.

We have stood tall and fought hard in numerous battles this past year. We fought for fair treatment of public employees while seeking real welfare reform for welfare recipients. That battle will continue to rage into the new century. Needed social service assistance should not be an excuse to strip a citizen of his or her right to a real job, with real responsibilities, real benefits, real wages, real consequences and a real future.

Together we have learned the power of the pen. Because of hundreds of handwritten letters, and thousands of handwritten signatures on petitions, hundreds of cleaner jobs in the Office of General Services were saved. You and your fellow Local and Unit members did that.

During the past twelve months, CSEA Capitol Region's leaders and members have won many victories. Numerous City of Troy employees have returned to their rightful positions. CSEA won the most recent "Trojan War." CSEA has stopped privatization in five counties – Warren, Washington, Franklin, Essex, and Clinton.

Voters had their first chance to vote on city school budgets. With the support of CSEA members, numerous city school budgets passed. CSEA took an active role in recent elections. In the 1996 presidential election, CSEA helped get a president elected to a second term, the first one re-elected to the office in many years.

A democratic union like CSEA continues to maintain a good record in spite of adversity – unions are not dying. CSEA is not dead, you are the reason CSEA still lives. As long as our members are willing to fight, willing to sacrifice, willing to face their enemies, willing to shed light on their dark deeds, as long as honest, hard-working public and private sector employees exist, CSEA will continue to prosper.

We are about to enter a new millennium. CSEA must be prepared to meet the challenges of the future. Working together will give us the strength and the vision necessary to continue to thrive and to grow. Recently elected statewide officers as well as region officers are prepared to provide the best possible leadership to meet the year 2000.

Carmen

*Reports of CSEA Officers
to the 87th Annual
Delegates Meeting
Sept. 22 - 26, 1997
Buffalo, NY*



Organizing
for
change
changing
to
organize!



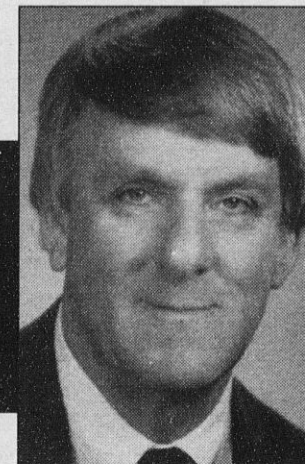
JIM MOORE
Central REGION PRESIDENT

CENTRAL REGION OFFICE
6595 Kirkville Road
East Syracuse, NY 13057
(315) 433-0050



ROBERT L. LATTIMER
Western REGION PRESIDENT

WESTERN REGION OFFICE
482 DELAWARE AVENUE
BUFFALO, NY 14202
(716) 886-0391



Our future is as bright as our past; get involved

THEN.....NOW.....TOMORROW

THEN.....When five State employees gathered on the steps of the Capitol over 80 years ago, our union was formed. CSEA was created as a forum for offering life insurance to employees of the State of New York. As decades passed, we grew in numbers and in influence. Our membership spread to private sector employees and to public employees working for political subdivisions and schools throughout the State.

The right to negotiate for workers and involvement in legislative and political action were soon daily responsibilities. A mass demonstration in Albany led to the creation of permanent pension benefits. The union's board of directors' approval of our affiliation with the American Federation of State, County and Municipal Employees (AFSCME) brought us into the house of labor. Increased activity with the State Federation and Central Labor Councils has proven beneficial for our membership.

NOW.....Every day staff and activists are fighting to stop privatization of current public employees. From Long Island to Niagara Falls, Binghamton to Plattsburgh, employers are trying to sell their responsibilities to their taxpayers. Hospitals, water authorities, school buses and maintenance staff are being reduced or eliminated only to be replaced by part-time, uncommitted workers who receive no benefits. CSEA has had its share of victories in preventing most privatization efforts. Several situations which we did not prevent have been reversed due to citizen pressure. Our members take pride in the duties they perform. Replacement workers have little or no commitment to the taxpayers.

Our workers are being killed or injured on the job every hour of every day. Shortages of staff are contributing to a skyrocketing injury rate.

Employers are deliberately prolonging negotiations, leading to a demoralized work force who feels misused and taken for granted.

TOMORROW.....Yes, tomorrow can be our greatest hour. The stage is set for workers to unite with each other through their common goal of securing and keeping benefits that reflect on their productivity.

We, as a union, have a solemn obligation to represent members forcefully and effectively in negotiations with management and to conduct internal union affairs mindful of democratic standards.

The members have an obligation to fight for themselves; to take the power that they can have over their employers and to work together for common goals. Without the union and its members working together, little can be accomplished.

Within the next six months, leaders will emerge who ask you to vote them into local union office. Meet them. Know them. Participate in the process. Let them know that you will hold them accountable.

Our union's political action process is driven by the principle that we

(Continued on page 23)

Buffalo area perfect locale for delegates meeting

On behalf of the Officers and 40,000 members in Region 6, welcome to Buffalo and Western New York for the Annual Delegates Meeting. While you're here — in addition to your delegate duties — you won't want to miss any of the area's attractions.

The Buffalo Bills play at home on September 21, and the Sabres have a pre-season game during the week. There's a terrific waterfront to explore, the world-class Albright-Knox Art Gallery, wonderful architecture throughout downtown, fine dining and fun in our restaurants and pubs, and outstanding theater and music.

Whatever your interests, there's much to enjoy! And we're only 30 minutes from Niagara Falls. Look for the Hospitality Table at the Convention Center — have a great time!

Bob

It's a fact:

Annual Delegates Meetings are held each year some time between Sept. 15 and Nov. 15.

Annual Delegates Meetings play important roles in the operation of CSEA as a democratic, member-driven labor union. Delegates are elected by the rank-and-file and represent the members at the annual meetings.

Among many other responsibilities, delegates consider and approve modifications of CSEA's constitution and by-laws, consider official union resolutions, and actively debate and establish union policy and procedures in wide-ranging areas that affect members.

*Reports of CSEA Officers
to the 87th Annual
Delegates Meeting
Sept. 22 - 26, 1997
Buffalo, NY*



Organizing
for
change
changing
to
organize!



*Report of
Executive Vice President Mary Sullivan*

(Continued from page 18)

talking about a CSEA where every member regards herself or himself as an integral part of a vibrant and powerful labor union.

Change isn't easy but it is necessary if we are to grow and enrich the lives of CSEA's members no matter who their employer. Part of that change will mean that each of us becomes more active in our union; that each of us take seriously our responsibility to ourselves and our union and not sit on the sidelines while a few try to do the work that demands the energy and support of many.

True unionism is NOT a spectator sport. Our success will depend in large measure upon a commitment by each and every CSEA member to contribute in some way to our own future. Are YOU ready to accept the challenge?

Mary

*Report of
Region 3 President Carmine DiBattista*

(Continued from page 21)

Reform Task Force launched its campaign by reaching out to thousands of our members to spread the message of CSEA and AFSCME that public employees must not be replaced by welfare recipients, that programs must not be contracted out and that welfare recipients must be placed in real jobs with real paychecks. And in November of last year, our Political Action Committee activists successfully tackled the election and re-election of pro-labor candidates in Region 3. We are doing it again this year. As an example, I submit to you our stellar results in this spring's school board election.

Our victories are sweet, but we cannot afford to rest on our laurels. There are too many new challenges for us to meet such as continued growth in the organizing of private sector workers, the need for more active participation in the union and the need to become better educated in new concepts, such as public benefit corporations, new technologies and drug policies and potential hazards such as health and safety threats.

I agree that in these busy times, there is enough on our plates to easily overwhelm us, but we will continue our fight with spirit and enthusiasm. I remember these words from the labor song "Carry It On," written by Gil Turner: "If you can't take it any longer, take the hand of your sister and brother. Every victory gonna bring another! Carry it on ... carry it on!"

Carry it on, my friends.

Carmine

*Report of
Statewide Treasurer Maureen Malone*

(Continued from page 19)

The tone of this Convention is one of change. Working together we can change our attitudes toward the union and work to find solutions to CSEA's financial squeeze. We need to be strong, we need resources to function and we must expand our membership numbers to achieve our goals.

When you leave Buffalo on Friday, do not leave what you have learned and the feeling of unionism behind. This week is a step forward, a launching pad to our future. Let us succeed together.

Maureen

*Report of
Region 2 President George Boncoraglio*

(Continued from page 20)

in this way many years ago: "I am only one. I cannot do everything, but I still can do something: I will not refuse to do the something I can do."

If you fail to act in your own best economic interest, please don't come back next year and ask "What did CSEA do for me?" Brothers and Sisters, you ARE the CSEA! Your votes, your calls and letters must mean business as you stand up and be counted.

After all, who else has the chance to elect their own boss?

George

*Report of
Region 5 President Jim Moore*

(Continued from page 22)

support candidates who support issues that are favorable to our members. We do not exist to support any one political party or concept. Register to vote and then cast your ballot for union-endorsed public officials.

Participate in local union activities. Committees are important. Local safety and health committees can and do save lives. Local labor-management committees can and do deal with problems in the worksite. A highly motivated, well-trained negotiating committee can and will secure a fair contract. Take interest in your local union and the benefits will build.

Jim

*Report of
Region 1 President Nick LaMorte*

(Continued from page 20)

visible. Safety and health is very important to all of us, so our committee brings updates on various issues to the locals and provides guest speakers at their meetings to cover those topics. They also participate in the State Conference for Safety and Health and lobby for workplace security.

Education and training remains a vital part of our service for our members, so this committee meets to bring new ideas, give direction and coordinate thoughts on educational needs of the Region. The committee members also participate by helping with the on-site registration and greeting you when you attend a State educational program. Veterans are always in our thoughts at our Region Executive Board meetings because State and Region chair Tom Byrne had purchased a POW/MIA flag for the region. The committee is revitalized with new members showing a great interest to motivate our vets! Lastly, the PEOPLE committee has traveled throughout the region signing up members so we can remain a leader on the federal political scene. By their unselfish dedication to this end, Region 1 remains the region to beat in recruiting and attains the PEOPLE cup time and time again.

Thank you for taking the time to learn a little about what Region 1 has been doing this past year. We are looking forward to another year, building our union together! We welcomed two new locals to the Region and we will continue to organize to change and change to organize. We see the challenge ahead and we are ready to go forward, accept that which we can't change and change that which we can. To those of us at convention, enjoy the hard work, get to meet new delegates and renew old friendships. Let's leave this convention united with a common purpose to represent our members the best way we can, any way we can. Have a safe trip home.

Nick

**A Constitutional
Convention could cost
you plenty!**

**You could lose:
Your pension protection;
Your right to bargain collectively;
Your right to join a union,
and much, much more
VOTE NO ON NOV. 4**

Before you leave the voting booth on Election Day, Nov. 4th

VOTE NO ON THE CONSTITUTIONAL CONVENTION!

The same old
insiders will be
controlling
the process.

**It's much
too risky, and
it costs too much!**

Why waste
\$50 million of
our hard-
earned
tax
dollars?

"A Constitutional Convention is an unnecessary extravagance which taxpayers should not have to shoulder. We should not have to pay for what would become, in effect, a shadow government. There is nothing wrong politically in New York state which can't be fixed now!" — CSEA President Danny Donohue

LOOK WHO ELSE SAYS VOTE NO!

League of Women Voters ● New York State AFL-CIO ● Citizen Action ● New York State Council of Seniors

Sector

Official publication of
The Civil Service Employees Association, Inc.
Local 1000, AFSCME, AFL-CIO
143 Washington Avenue
Albany, New York 12210-2303

THE PUBLIC

OCTOBER 1997

INSIDE THIS EDITION

- ★ CSEA's NEW LOOK CONVENTION - Page 3
- ★ STATE GOVERNMENT NEWS - Pages 4 and 5
- ★ LOCAL GOVERNMENT NEWS - Pages 6 and 7
- ★ LABOR HAS ITS DAY - Pages 11, 12 and 13
- ★ VOTE FOR THESE ENDORSED CANDIDATES - Pages 15 -17
- ★ CSEA OFFICER STATEMENTS - Pages 18 - 23