

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

# Sector

THE PUBLIC

Vol. 17 No. 8 AUGUST 1994

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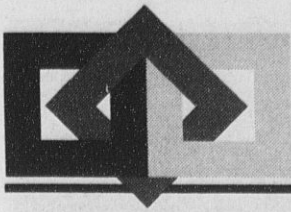
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CSEA President Danny Donohue enthusiastically endorses H. Carl McCall, right, for state Comptroller in the November elections.



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Something special  
for you.

August 25 - September 5  
Syracuse



Visit President  
Danny Donohue  
and other statewide  
officers at CSEA's  
**Family, Friends  
and Neighbors**

display on CSEA Day at The  
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**THE PUBLIC Sector**

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

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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.

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# McCall for comptroller

ALBANY — Calling him “a real friend whose actions match his words,” CSEA President Danny Donohue is

enthusiastically endorsing Carl McCall for state comptroller in the November election. Donohue announced CSEA’s

support at a recent news conference where he was joined by McCall.

The CSEA President explains that McCall has reached out to the union in many ways during his 14 months in office.

He sided with the state’s public employee unions in their fight against the governor and state Legislature over a change they made in how the Retirement System is funded. The change, known as the Projected Unit Credit (PUC) method of funding pensions, was later declared unconstitutional by the state’s highest court.

It allowed the state and local governments to postpone \$3 billion in payments.

McCall has since reinstated the previous funding method used for 70 years prior to the change in 1990. He also put together a payment schedule which will eventually return the \$3 billion.

McCall actively supports CSEA efforts to win a permanent cost of living allowance for retired public employees. He understands the unhappiness with the failure

of pension payments to keep up with inflation and believes “public employees who have devoted their lives to public service should have pensions that allow them to live in dignity.”

Donohue says that CSEA’s decision to endorse McCall was “easy to make because he shares our vision.” He adds that what really impressed him was when union members themselves who work directly under the Comptroller — and belong to CSEA Audit and Control Local 651 — told him personally that “McCall has won their respect and deserves our support.”

— Stanley P. Hornak



State Comptroller H. Carl McCall talks with CSEA retirees at a rally for a cost of living adjustment (COLA) for New York’s retired public employees.



THEY’RE ON HIS SIDE — CSEA members who work for Comptroller H. Carl McCall fully support his re-election effort. With him and CSEA President Danny Donohue are CSEA Audit and Control Local 651 President Georgianna Natale and Local 651 Executive Vice President Pat Plunkett.

## Carl McCall: a friend whose actions match his words

A message from CSEA President Danny Donohue

# Tell me what's on your mind



I am alive and well after my first month in office. In fact, I can honestly say that I have never been busier or happier in my life.

I am especially inspired by all the good will which has been extended to me.

Wherever I go, members have come up to me, shaken my hand, and wished me well. They know that if I succeed, they succeed. We are all in this together.

I want this union to return to its roots. I will be a visible leader who goes out directly to our rank and file. That's why in my July column I promised to visit each of our six region offices.

Here is the schedule of my first round of visits. I will be at your CSEA region office between noon and 7 p.m. on the date indicated. If you need directions, call your region office:

**Long Island Region 1**

Monday Sept. 12

**Metropolitan Region 2**

Tuesday Sept. 13

**Southern Region 3**

Friday Sept. 16

**Capital Region 4**

Monday Sept. 26

**Central Region 5**

Tuesday Sept. 27

**Western Region 6**

Wednesday Sept. 28

The visits are part of my open door policy to hear directly from you. You are invited to come to the office nearest you and tell me what is on your mind.

Too often people complain that the union is out of touch. But communication is a two-way street. This is a real opportunity for you to communicate directly with me.

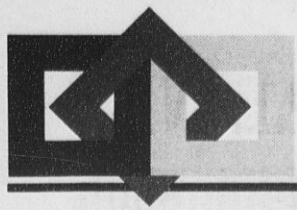
I am ready, willing and eager to hear from you.

Come visit me. And tell me what is on your mind.

Depending on the number of people present, time may be limited to give everyone present a chance to speak with me one-on-one.

*Danny*

*Sector*



# Legislation will help CSEA members

ALBANY — CSEA pushed a variety of bills through the state Legislature this year that are important to public employees.

A number of those bills are still waiting for the Governor to sign them into law.

CSEA President Danny Donohue is urging all CSEA members to write to Gov. Cuomo and ask him to sign these bills.

"Our hard-working political action team has done all it can to shepherd these bills through the Legislature," Donohue said. "Now it's up to the grassroots power of CSEA members. Let's tell the Governor loud and clear what we want as constituents

and public employees. Write or call today!"

Gov. Mario Cuomo can be contacted at:

**The New York State Capitol  
Albany, New York 12224  
518-474-8390**

Here's a list of the legislation CSEA wants the Governor to sign.

**Independent Hearing Officer  
S. 8014A/A. 11841A**

This bill requires the appointment of an independent hearing officer in disciplinary actions if the penalty may be suspension without pay for

more than a month, demotion or dismissal.

**Injunctive Relief  
S. 8591A/A. 11851A**

This bill gives PERB the authority to allow petitioners to seek injunctive relief in state Supreme Court pending a final decision in an improper practice charge filed by the employer or employee organization.

**Thirty/Fifty-five  
S. 8682/A. 11904**

This bill allows employees with 30 years service who are at least age 55 to retire without reduction in benefits and allows Tier 4 members to retire prior to

age 62 with a reduced pension, but with no Social Security offset upon reaching age 62.

**Deputy Sheriff Retirement  
S. 8652/A. 12153**

This bill gives counties the option of offering a 25-year retirement plan at half pay to sheriffs, undersheriffs, deputy sheriffs and corrections officers.

**Transportation Contingency  
S. 3755/A. 11665A**

This bill makes transportation costs an ordinary school district expense, which means they would be covered under a contingency budget.

## CSEA supports new laws

ALBANY — A number of bills that CSEA supported have already been signed into law.

Some of the new laws CSEA supported include:

☐ A law which temporarily prohibits reductions in health insurance benefits for retirees of school districts, boards of cooperative educational services and vocational education and extension boards — unless they make a corresponding reduction in the benefits of active employees;

☐ A law which provides that the names of people who successfully appeal disqualification from civil service eligible lists or rank on the list be restored to special eligible lists at the appropriate rank or be put on a special list if the appropriate list has expired;

☐ A law which excludes activities covered under the National Labor Relations Act from the definition of harassment under the state's anti-stalking law;

☐ A law which designates June 12 as Women's Veterans Day; and

☐ A law which allows charitable organizations across the state to purchase commodities through the state Office of General Services.



**THE FIGHT FOR COLA — CSEA retirees and active members joined a rally at the state Capitol to make sure lawmakers knew the importance of a permanent cost-of-living adjustment for retired public employees. Although the Legislature went home without approving COLA legislation, CSEA is continuing the fight by endorsing one of COLA's staunchest supporters, Carl McCall, for state comptroller. See page 3.**

## Union fights laws that would hurt public employees

ALBANY — CSEA works hard to stop proposed legislation that could harm CSEA members.

The bills CSEA successfully defeated include:

☐ A law that would have set a precedent for contracting-out procedures without considering the cost and quality of service issues that CSEA is demanding;

☐ A law that would have created a negotiated rule-making process that gave state agencies the opportunity to form a committee on rule changes without including proper union representation;

☐ A law that would have opened the door to discrimination against public employees for their legal off-

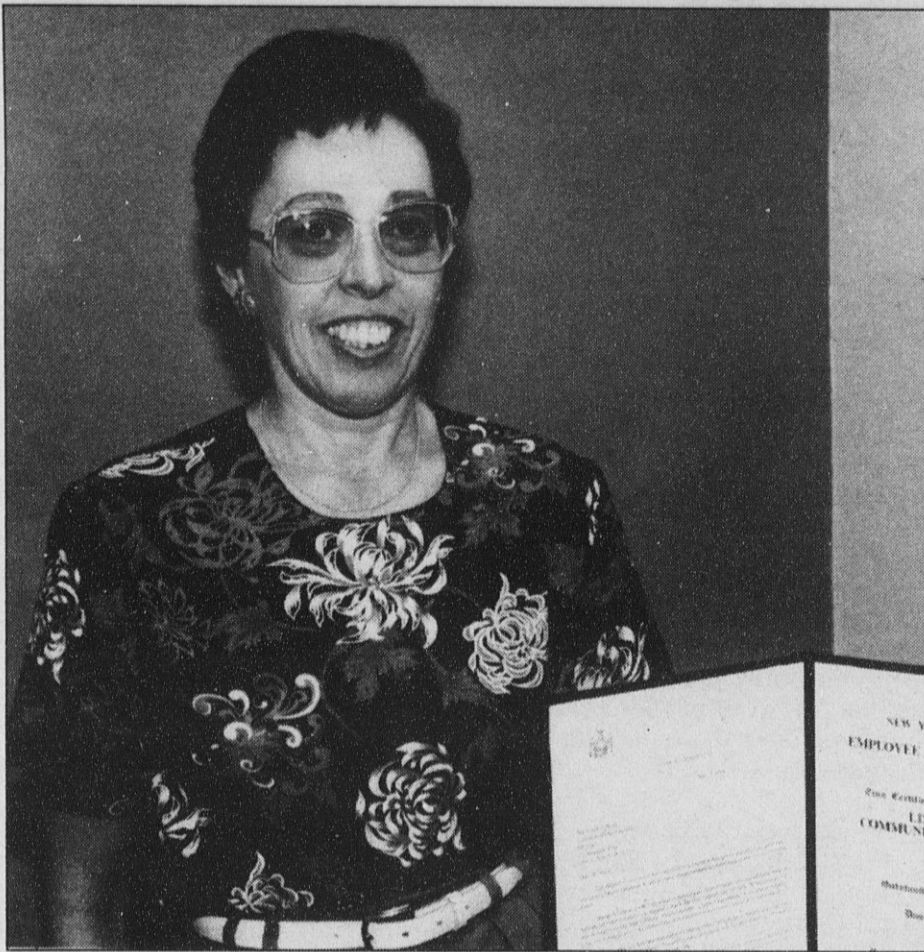
duty activities by eliminating their private right of action;

☐ A law which would have relaxed standards that regulate asbestos removal from public buildings;

☐ A law which would have required criminal history checks and fingerprinting of prospective employees of the

Office of Mental Health and the Office of Mental Retardation and Developmental Disabilities; and

☐ A law which would have required criminal history checks and fingerprinting of prospective employees of school districts and boards of cooperative educational services.



**LINDA ROIDL, a State Police employee for nearly 27 years, has been named Troop F State Police Employee of the Year.**

## State Police Dispatcher Linda Roidl is Troop F Employee of Year

LIBERTY — A CSEA member is the Troop F State Police Employee of the Year and a recipient of the Troop Commander's commendation.

Linda Roidl, a State Police employee for nearly 27 years and a dispatcher for the last 20 years, was recognized for, among other things, her assistance in solving a case of bank fraud.

Roidl, a member of Local 276, explained that a woman was opening bank accounts under false names in different banks and cashing worthless checks on the accounts.

"We had a description and a lot of phony names," Roidl said, "but we didn't have her real name."

Roidl suggested that police enter her description in the computer system with the name "Jane Doe" and a list of the aliases she was using. The results were almost instant.

"Fifteen minutes later, we got a call from the state of Maine," Roidl said. "They had her!" Roidl also credited Investigator William Whalen for the work he did to put the case together.

"Your initiative helped to bring this investigation to a successful conclusion and

earned you a Troop Commander's commendation," said State Police Superintendent James McMahon in a letter to Roidl.

McMahon commended Roidl for training other Communications Specialists and assisting Troopers in training recruits and noted that she had been formally honored for her accomplishments when she was selected Troop F Employee of the Year.

**'You are truly deserving'**

"Throughout the past 26 years," said McMahon, "you have continued to be a model employee and display an exemplary work ethic, evidenced by the numerous letters of commendation and complimentary letters. You are truly deserving to receive this award."

"I was surprised by the award," Roidl said. "There are a lot of civilian employees in the state police. This is a relatively obscure area."

Roidl said she was pleased that the award had been recommended by a new lieutenant.

"That made it really special," she said.

— Anita Manley

## LEAP Fall semester vouchers mailed

Vouchers for the Fall 1994 semester of CSEA's Labor Education Action Program (LEAP) were mailed last month to 85 percent of eligible members who applied. CSEA LEAP received a record 5,130 applications for the Fall semester but because of budget constraints, about 15 percent of eligible applicants did not receive a voucher.

"Members who did not receive a Fall 1994 voucher due to budget constraints should not be discouraged," LEAP Director Ira Baumgarten said. "Members denied for budget reasons may receive a higher priority for the Spring 1995 semester if they have not incurred a non-completion status in the recent past."

Members may also be eligible for the NYS/CSEA Tuition Reimbursement Program or other financial aid programs through their schools, Baumgarten said.

## Spring catalogues, applications available in September

LEAP catalogues and application forms for the Spring 1995 semester will be available at state agency personnel and training offices during the first week of September.

**The deadline for applying for the Spring 1995 semester is Oct. 17, 1994.**

If you have any questions about LEAP, Tuition Reimbursement or other education and training programs negotiated on your behalf, call the LEAPLINE at 1-800-253-4332. An advisor is available weekdays from 9 a.m. until 4:30 p.m. to assist you.

## Last chance to return contract survey forms

Time is running out for CSEA members in the union's five state bargaining units to return the contract proposal survey forms which were mailed in May.

Contract negotiations between CSEA and the state, affecting more than 100,000 state employees, will begin later this year.

The survey forms are designed to allow CSEA state division members to give direct input to the

union negotiating teams. CSEA will compile the survey information to formulate the union's overall bargaining strategy.

Contracts covering state workers in the Administrative Services Unit (ASU), Institutional Services Unit (ISU), Operational Services Unit (OSU), Division of Military and Naval Affairs (DMNA) and Office of Court Administration (OCA) all expire April 1, 1995.

## South Beach Psychiatric Center to celebrate 25th anniversary in October

South Beach Psychiatric Center is planning a celebration to commemorate the 25th anniversary of the establishment of the facility. The program will be held on Thursday, Oct. 6, at 3 p.m. in the auditorium at the South Beach facility.

Staff alumni who are interested in attending the program or dinner dance should contact the South Beach Psychiatric Center Community Relations Department at (718) 667-2743.

# When inmates have knives, prison workers worry

**EDITOR'S NOTE** — Inmates who walk away from work crews in public buildings are only one threat to public safety. Inside prison walls, CSEA members every day face the threat of working with inmates who have little supervision from prison guards and plenty of access to tools that in the wrong hands become dangerous weapons. This story describes what happens when saving money gets a higher priority than the safety of public employees.

ONEIDA — "The environment around here is dangerous." CSEA Oneida Correctional Local 186 member Mark Hanna sums up the feelings of CSEA

members who work in Oneida Correctional Facility's vast "cook-chill" building.

About 30 CSEA members work there with more than 45 inmates to produce pre-cooked, quick-frozen meals for more than 30 state facilities.

Only three corrections officers are assigned to the building, with two only recently added after an escape attempt.

The CSEA members have no radios and phones are often locked up, so they can't call for help if they need it.

They worry about safety in the huge building where inmates use dangerous kitchen knives and other utensils.

When CSEA Central Region President Jim Moore walked through the facility, Head Cook Tom Marchesane pointed to pipes with deep cuts in their insulation, put there by inmates.

"Those pipes could have been any one of us," he said.

Some CSEA members work with the inmates in confined, remote rooms that are virtually soundproof if their doors are shut. One employee was working with an inmate in a closed cooler

room when a fire alarm went off, but neither of them heard it.

"It's very high risk, you have less control in here," Marchesane said.

CSEA Local 186 President Carol Camacho said the union is appealing the denial of hazardous duty pay for the workers. CSEA is studying the criteria for hazardous duty pay to see if it needs changing, said CSEA Deputy Director of Contract Administration Mary Masterson-Allie.

CSEA Occupational Safety and Health Specialist Wendy Hord will recommend safety changes that CSEA will pursue to ensure that the facility is as safe as possible for CSEA members.

"We know there are preventable dangers in this building, and we're working to correct those," Moore said. "We want to make sure our workers are as safe as possible and don't become statistics."

— Mark M. Kotzin



CSEA Member Tom Marchesane shows one of the tools inmates are allowed to use.

## Safety improving at Mid-Hudson PC

MIDDLETOWN — Despite the escape of two dangerous patients from the Mid-Hudson Psychiatric Center, CSEA Local 448 President Karen Leeper says the facility is becoming safer thanks to cooperation between the unions and management.

While the two escapees have been caught, Leeper praised the professionalism of the Communications Department team: CSEA members Marie LaCroce, Marilyn Krekeler and Pam Meikle. They handled critical phone operations during and after the crisis.

While local residents worry about escapes, employees have concerns for their own safety inside the building.

"It was ironic that while the state was busy improving perimeter safety, we felt a stronger emphasis should be placed on staff safety," Leeper said.

An increase in patient incidents involving CSEA and PEF staff is compounded by layoffs and a lack of self-protection training, she said.

CSEA and PEF applied for and received a training grant for a Non-Abusive Physical and Psychological Intervention course. Because of the program's success, another training program has been scheduled.

The facility has also purchased personal alarms for non-Council 82 staff, projected funding for internal systems security and Facility Director Richard Bennett started a new labor-management Health and Safety Committee.

But the best security is awareness and application of job training, Leeper said.

"We have to cover each others' backs," she said. "We can't be divided by unions or titles, and we can't point an accusatory finger and consider that a solution in itself. We have to support management and in turn we expect them to support us. Only then can we continue forward toward a safer and healthier future for all."

— Anita Manley

## Job skills and safety training offered to state employees

Career and skills development opportunities to help CSEA-represented state employees attain higher skill levels are being offered statewide in seminars this fall.

Sponsored by NYS/CSEA Labor-Management Committees and made possible through funding in the NYS/CSEA contracts, seminars will be held October through December. **The registration deadline for all seminars is Aug. 30.**

Course brochures with schedules are available from your CSEA local president, personnel and training offices or NYS/CSEA Labor-Management Committees, One Commerce

Plaza, Suite 1117, Albany, NY 12260, (518) 473-3428.

### SAFETY AND HEALTH

Safety and Health seminars are designed to provide CSEA-represented employees, their supervisors, and members of labor-management committees with the skills and information needed to develop work practices that safeguard employees and maintain safe work environments.

The fall 1994 program is being expanded and organizes seminars into three tracks: **Personal Safety and Health, Occupational Safety and Health, and Safety and**

**Health Leadership.** Topics will include stress management/reduction, CPR training, and universal precautions/infection control techniques for non-direct care staff.

### APPLIED SKILLED TRADES

Introductory and journey-level skilled trades workshops are offered to CSEA-represented employees who operate the state's physical plants and equipment. They provide job-based training that emphasizes practical, hands-on instruction.

**Introduction to the Skilled Trades** workshops provide basic theoretical and hands-on instruction in areas such as

welding, plumbing/pipefitting, boilers and burners, and small engine repair.

### Journey-Level Trades

workshops provide up-to-date information and instruction on operations and maintenance topics such as anti-lock brakes, landscape maintenance, energy conservation and management, and digital electronics.

### Residential Building Skills

workshops will be offered for employees responsible for maintaining community-based residences. Topics include drywall installation and repair, interior floor finishes and general construction blueprint and schematic reading.

# Committee improves health benefits

The CSEA/NYS Joint Committee on Health Benefits (JCHB) has successfully improved the level of benefits available for specific home care services and emergency room treatment.

**Effective Oct. 1, 1994,** Empire Plan enrollees and their covered dependents will be eligible for "paid-in-full" **emergency room treatment** for "true emergencies" as defined within the Empire Plan certificate. The enrollees will still be responsible for the present \$15 hospital outpatient co-pay.

Also effective Oct. 1, Empire Plan enrollees and their covered dependents will be able to access **MetLife's Home Care Advocacy Program (HCAP).**

Individuals in need of:

- **outpatient visiting and private duty nursing;**
- **home infusion therapy;**

**and**

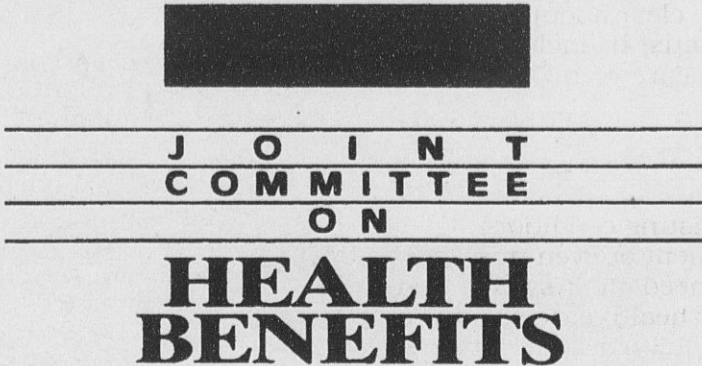
- **durable medical equipment and supplies**

will be entitled to paid-in-full benefits by pre-certifying and using HCAP providers.

**Further details** describing these enhancements will appear in the September issue of *The*

*Public Sector.* The next issue of the *Empire Plan Report* will contain amended Empire Plan Certificate language to reflect

the benefit enhancements. The *Report* is scheduled to be mailed to enrollees' homes during the first week of September.



**JOINT  
COMMITTEE  
ON  
HEALTH  
BENEFITS**

## Take precautions against Lyme disease

The following self-care information is being provided for your reference by the CSEA Joint Committee on Health Benefits and is based upon various publications pertaining to the subject matter. This information is not intended to provide a basis for diagnosis and should not be used to replace professional medical care.

### The Facts

Lyme disease was first discovered in 1975 after a mysterious outbreak of arthritis occurred near Lyme, Connecticut. For almost 20 years, this important public health problem has continued to perplex the medical community as the disease often goes unrecognized, and more recently, is frequently misdiagnosed.

Lyme disease is spread by the bite of a deer (or bear) tick which is infected with *Borrelia burgdorferi*. For the most part, ticks transmitting Lyme disease to humans are in the nymph stage.

Nymphs are more likely to feed on a person (or host) since they are rarely noticed because of their small size (less than 2 mm). Thus, the nymphs typically have sufficient time to feed and transmit the infection.

Adult ticks can also transmit the disease, but since they are larger and more likely to be noticed and removed within a few hours, they are less likely than the nymph to have ample time to transmit the infection.

Ticks generally search for their host from the tips of grass or shrubs and transfer to animals or persons that brush against the vegetation. Ticks

only crawl; they do not fly or jump. Ticks which are found on the scalp usually have crawled from the lower part of the body.

Ticks feed on blood by inserting their mouth parts (not their whole bodies) into the skin of their host. They are slow feeders and the complete process can take several days. As they feed, their bodies slowly enlarge.

Campers, hikers, hunters, and outdoor workers who frequent wooded or brushy places are commonly exposed to ticks. The growth of the deer population in the northeastern United States has directly affected the growing number of reported cases of Lyme disease since the adult tick prefers to feed on these animals. Also, since new homes are often built in wooded areas, transmission of Lyme disease near homes has become an important problem in some areas of the United States. The risk of exposure to ticks is greatest in the woods and garden fringe areas of properties, but ticks may also be carried by animals into lawns and gardens.

### Symptoms

Early Lyme disease is usually marked by a characteristic skin rash which usually appears in a red circular patch and often expands to a much larger size. This rash is usually accompanied by fatigue, chills and fever, headache, muscle and joint pain, and swollen lymph nodes. Some symptoms may not appear for weeks, months, or even years after a tick bite. These symptoms may include arthritis and nervous system abnormalities. About 20 percent of victims will have no

skin lesions and some may experience no early symptoms at all.

### Treatment and Prognosis

Lyme disease is diagnosed by recognition of a characteristic clinical picture and confirmed by blood tests. If diagnosed in its early stages, it is successfully treated with oral antibiotics — usually doxycycline and amoxicillin. If the disease affects the nervous system, intravenous antibiotic therapy is usually recommended. Few cases of permanent damage to joints or the nervous system have been reported, and in most cases these are patients in whom Lyme disease was unrecognized in the early stages or for whom the initial treatment was unsuccessful. Rare deaths from Lyme disease have been reported.

Unfortunately, all the questions about Lyme disease have yet to be answered. An effective vaccine is currently in development but many years of testing need to be completed before it may become available. Lyme disease is difficult to diagnose since the symptoms are often confused with other medical conditions such as chronic fatigue syndrome or fibromyalgia. The blood test for Lyme disease isn't foolproof or standardized. False-negatives and, more commonly, false-positive results have been a great problem. Therefore, it is essential that people learn how to protect themselves.

### Prevention

First, it is important to

understand that not every tick bite results in Lyme disease. Sometimes redness may follow a tick bite because of a harmless allergic reaction or simple irritation caused by scratching. People should follow a few basic guidelines to avoid contact with deer ticks.

### Precautions

- Avoid tick-infested areas, especially during May, June and July.
- Wear light-colored clothing so that ticks can be spotted more easily.
- Tuck pant legs into socks or boots and shirt into pants.
- Tape the area where pants and socks meet so that ticks cannot crawl under clothing.
- Spray insect repellent containing DEET on clothes and on exposed skin other than the face (also, do not use on children), or treat clothes with permethrin, which kills ticks on contact.
- Wear a hat and a long-sleeved shirt for added protection.
- Walk in the center of trails to avoid overhanging grass and brush.

After being outdoors, remove clothing and wash and dry it at a high temperature. Inspect your body carefully and remove attached ticks with tweezers, grasping the tick as close to the skin surface as possible and pulling straight with a slow steady force; avoid crushing the tick's body. In some areas, ticks (saved in a sealed container) can be submitted to the local health department for identification.



# Do the write thing this summer

This is the make-or-break summer for national health care reform. Today the nation is at a crossroads as the issue is debated in the media and on Capitol Hill. We are clear about our priorities – about what must be included in any national health care plan CSEA and AFSCME will be able to support.

That plan must provide universal coverage for all Americans; coverage that can never be taken away despite pre-existing conditions, job changes, early retirement or even unemployment.

We need a fair system to pay for it. Our health care should not be financed out of the pockets of workers and their families. We strongly oppose taxation of benefits. In addition, we support protections for our members working in the health delivery system, equal treatment between private and public employers and continued funding for frontline hospitals.

AFSCME recently co-sponsored a Capitol Hill rally at which more than 15,000 health care workers demanded support for these concerns. Many rally participants had taken vacation time and driven long hours to make their voices heard.

We continue to meet with Congressional leaders and key committee members as we fight to protect your interests. But you have a role to play in this struggle, too.

#### What Can You Do?

Individual hand-written letters are the most effective tools you can provide in this fight for national health care. AFSCME members and their families are well on their way toward a goal of sending 650,000 hand-written letters to legislators in Congress, with the bulk so far

coming from CSEA members and their families. No other union has ever set such an ambitious goal. But that's not enough.

Winning this battle is important to each and every AFSCME member. Over the past ten years we have suffered at the bargaining table because of skyrocketing health care costs. Many locals have had to accept contracts with limited wage increases in order to protect their health insurance benefits.

The fact that

you and your loved ones have good health care coverage now does not mean you can ignore this critical problem. Health insurance costs doubled in the last decade. If allowed to go uncontrolled, something will have to give – possibly your wages or your benefits. This is the battle of a lifetime, and our members are the troops on the front line.

This is not the summer to take a vacation from health care. Congress won't. Write a letter to your U.S. representative and to each of your senators. Tell them why health care reform is important to you. If you have a personal story to tell, share it with your elected officials. If you've already written, recruit your family, friends, and co-workers.

Over the next weeks, Congressional committees will be trying to put together a piece of legislation for the full Congress to consider. Members of those committees need to hear from you, too.

We are up against strong, well-financed opponents who are profiting from the status quo. We can't begin to match them with dollars, but we do have people. We have beaten them before, and we can beat them again. If we do, millions of Americans – including your children and grandchildren – will thank you because your efforts will make quality, affordable health care a reality for all.

CSEA and AFSCME have materials and sample letters you can use in preparing your own letters to Congress. If you already have the CSEA or AFSCME materials for letter writing, make sure to use them now, today.

If you need additional materials or have any questions, call CSEA's Legislative and Political Action Department at (518) 434-0191 Ext. 404 or 1-800-342-4146 or AFSCME's Health Care Boiler Room at 1-800-94-REFORM.

THE WHITE HOUSE  
Washington

June 16, 1994

Health care reform is today's most important domestic policy initiative, and the labor movement is critical to the success of this effort.

As communicators who carry labor's message directly to millions of union members and their families, you have an important opportunity to help shape our nation's future by conveying the critical importance of health care reform to union members.

I believe that every job should come with health benefits. Though the vast majority of union members enjoy those benefits now, their benefits — and those of all Americans — are at risk because of job changes. All employers are compelled to pay higher premiums to cover workers whose employers don't provide coverage. That's why guaranteeing health benefits at work is so important.

Every American deserves quality, affordable health care. I encourage you to continue spreading the word about health care reform to union members across the nation. Together, we can ensure affordable health care for all of America's working families.

*Bill Clinton*

The following members of Congress from New York are members of the major committees debating health care in Washington.

In addition to writing your individual U.S. Representative and both U.S. Senators from New York, it is very important that you send letters to each of these committee members from the Empire State, expressing your desire for universal health care coverage.

Write to Senator Moynihan (D), chairman of the **Senate Finance Committee**:

The Honorable Daniel Moynihan  
United States Senate  
Washington, DC 20510

Address correspondence to Representatives:  
The Honorable (name)  
United States House of Representatives  
Washington, DC 20515

#### House Ways and Means Committee

Charles Rangel (D)  
Michael McNulty (D)  
Amo Houghton (R)

#### House Education and Labor Committee

Susan Molinari (D)  
Major Owens (D)  
Eliot Engel (R)

#### House Energy and Commerce Committee

Thomas Manton (D)  
Edolphus Towns (D)  
Bill Paxon (R)

Write these  
New Yorkers on  
major Congressional  
committees debating  
health care reform

# CSEA makes its mark at AFSCME convention

SAN DIEGO — Under the theme "Proud of Our Past, Building our Future," 226 CSEA activists joined with their union brothers and sisters from throughout the United States as participants in the 31st annual meeting of the American Federation of State, County and Municipal Employees.

International President Gerald W. McEntee kicked off the five-day meeting with a pledge that "When we meet in Chicago two years from now, AFSCME will not only be the most powerful union in the AFL-CIO, we'll be the biggest and the best."

He backed up this conviction by announcing that AFSCME has gained 10,000 new members this year.

McEntee also stressed continued support for national health care reform.

"We've got to pull out all the stops, we've got to pass it," McEntee said.

Delegates heard from an impressive number of speakers during the week, including Vice President Al Gore, former Chairman of the Joint Chiefs of Staff Colin Powell, Texas Gov. Ann Richards, Labor Secretary Robert

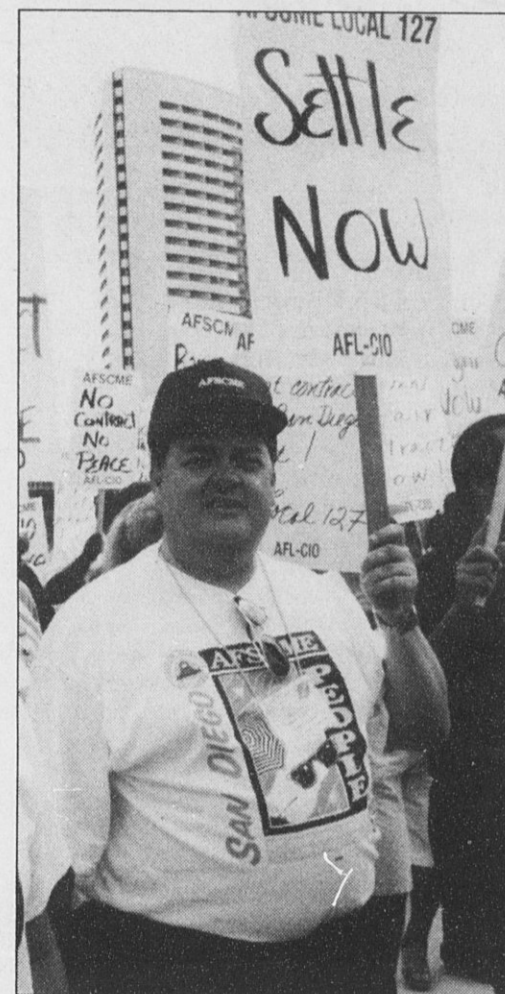
Reich and United Farm Workers President Arturo Rodriguez.

Delegates took time out from working sessions to march on City Hall, rallying on behalf of union workers there. Members of AFSCME Local 127, they are fighting a mayor who wants to scuttle the civil service system and force employees to make significant givebacks in wages and health benefits.

International Secretary-Treasurer Bill Lucy best summed up the message repeated by various speakers at the rally when he said: "We are here with you, and we will be with you to the end. AFSCME does not roll over, and does not play dead."

— Stanley P. Hornak

**'Every time you decide to get involved with a fight, America wins!'**



CSEA President Danny Donohue marches for San Diego employees.



CSEA Delegate Jimmy Gripper listens to speakers during the AFSCME convention.

**'We will continue working together on the issues that affect us all'**

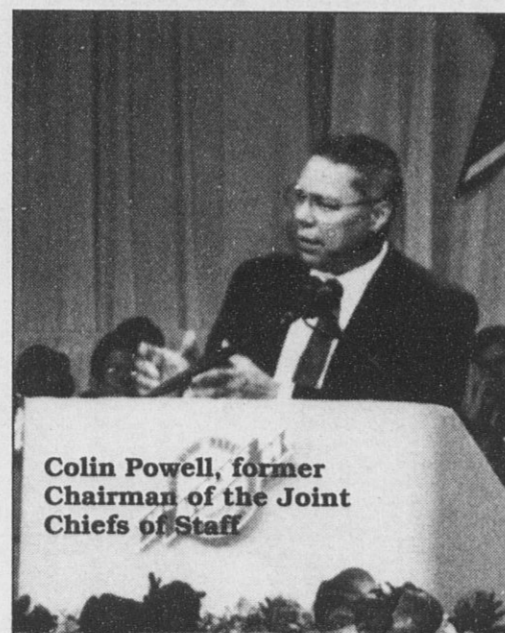


U.S. Secretary of Labor Robert Reich

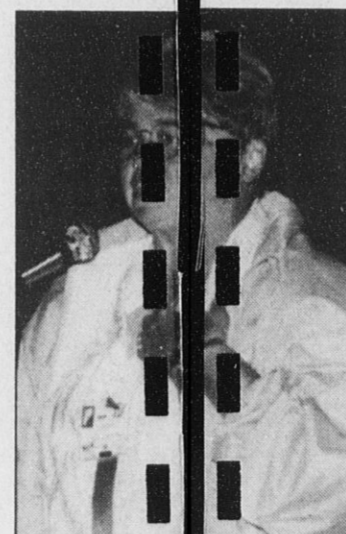


CSEA member Lester Crockett, center, accepts congratulations from CSEA Metropolitan Region President George Boncoraglio, left, and CSEA President Danny Donohue. Crockett came in third in the PEOPLE Fun Run.

**'The world looks to America for leadership'**



Colin Powell, former Chairman of the Joint Chiefs of Staff



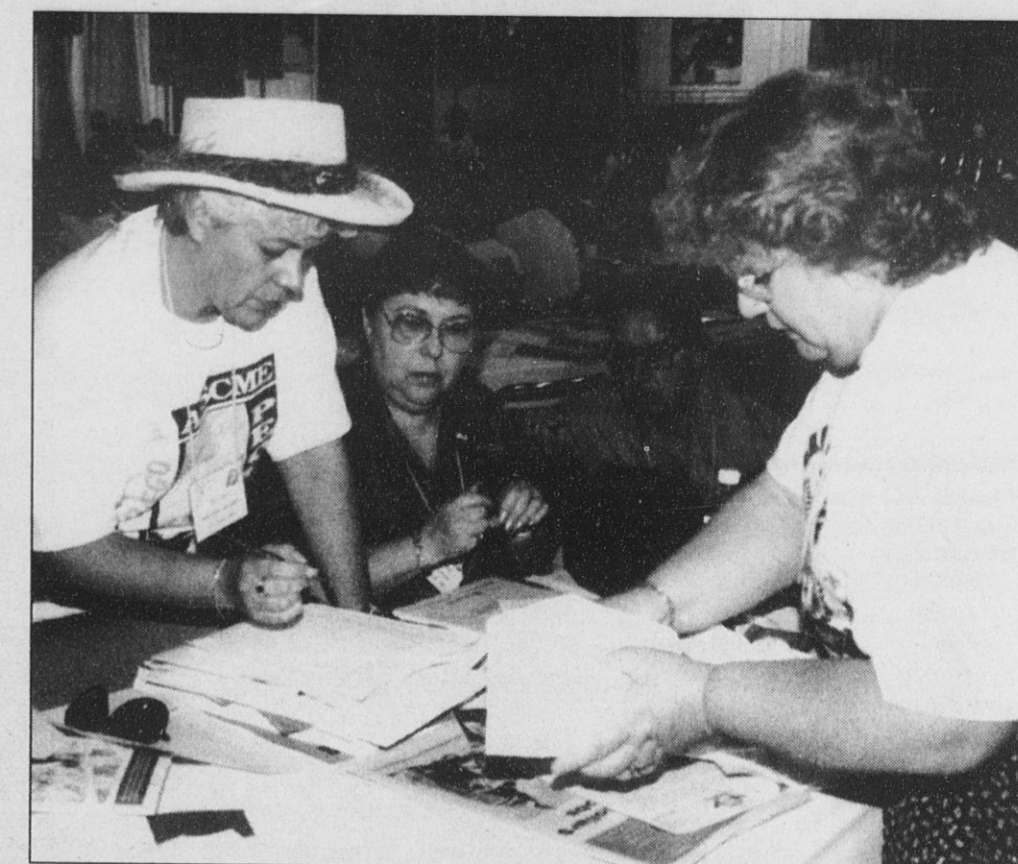
CSEA Executive Vice President Maureen Malone addresses CSEA's delegates.



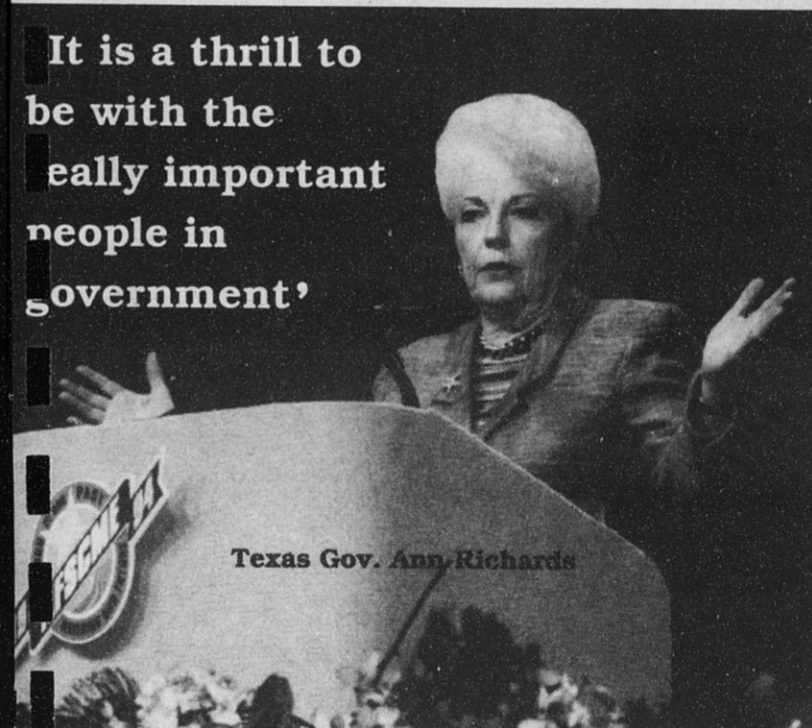
CSEA Treasurer Maureen Malone, right, greets CSEA delegates Bob Nurse, left, and Tony Bailous.



Vice President Al Gore

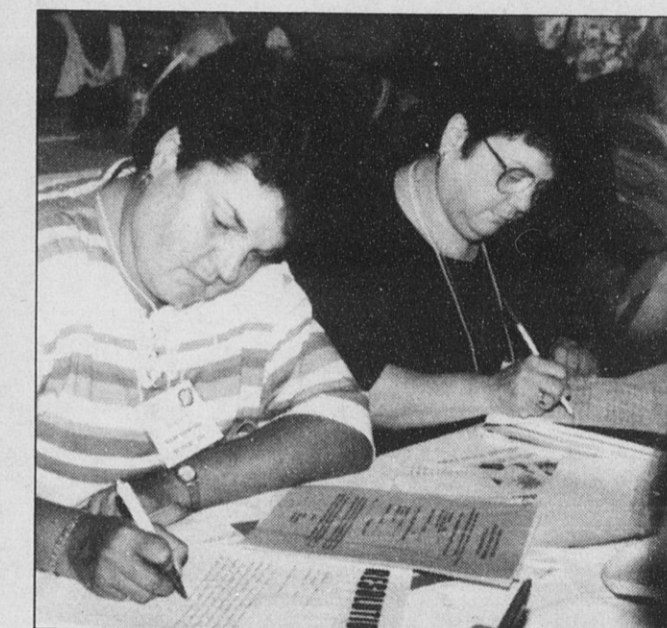


CSEA Southern Region President Maryjane MacNair above left, keeps her delegates busy. They are Naomi Kaplan, second from left and Norma Condon, right.



Texas Gov. Ann Richards

**It is a thrill to be with the really important people in government'**



In the photo at left, CSEA delegates Sue Crawford, left, and Carol Strokes, right, are hard at work during the AFSCME Convention.

Lee Pound, vice chair of the CSEA Retiree Executive Committee, right, uses her time well, calling federal lawmakers to urge them to support a national health care plan that will include universal coverage, protections for health care workers, etc. AFSCME operated a phone bank during the convention to encourage the lobbying effort. Pound was also an alternate delegate.



# Rockland County honors CSEA retiree

SUFFERN — Lee Pound is Rockland County's Senior Citizen of the Year. Honored recently for her untiring efforts as a community activist, Pound served as Rockland County Local 844 president until she retired after 21 years of service with the Town of Clarkstown in 1989.

As a retiree, she once again picked up the CSEA gavel as president of Rockland Retiree Local 918 and is vice chair of the Retiree's Executive Committee.

In addition to her union involvement, Pound has served her community in many capacities. When Rockland County Legislator Harriet Cornell created a Womens' Commission, Pound was asked to serve and still serves on the commission. She is also co-chair of the Rockland County Senior Health Care Coalition and has participated in rallies throughout the state to demonstrate for state and federal health care and against Medicare assignment. She is secretary to her town's Traffic and Traffic Fire Safety

Advisory Committee and is a member of the County Advisory Board to the Office for the Aging.

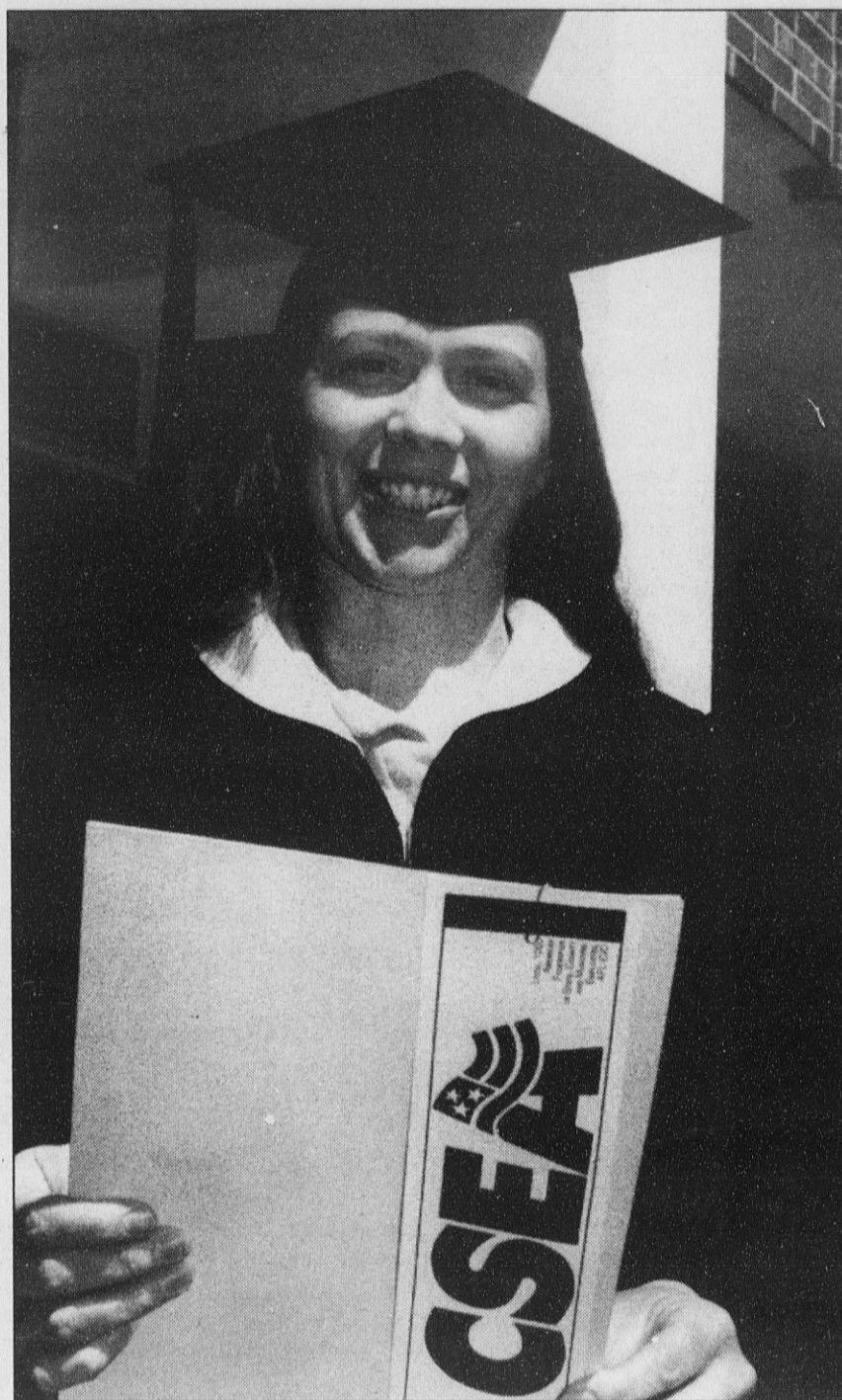
Senior citizens who were adversely affected by last year's floods in the mid-western part of the U.S. benefitted from Pound's involvement in a drive for money and clothing.

As an active retiree president, Pound has encouraged her members to write letters to lawmakers in Washington urging them to support a single payer health care plan and to Albany lawmakers on behalf of a COLA.

At a luncheon in her honor, CSEA Southern Region President Maryjane MacNair noted that with her retirement and her increased community involvement, Pound's constituency has expanded.

"Yet," she said, "she still manages to attack every barrier, every stone wall and any politician who gets in her way. Lee never met a challenge she was afraid to tackle."

— Anita Manley



## Local President attends inauguration at SUNY Alfred

Sheri Furlong, president of the 200-member SUNY College at Alfred CSEA Local 600, donned cap and gown for the formal inauguration of new college President Bill Rezak. Sheri joined state Lt. Gov. Stan Lundine and a host of prominent educators in wishing Dr. Rezak best wishes.

## Tournament to raise funds for Mascioli scholarship

BEACON — A golf tournament to benefit the Pat Mascioli Memorial Scholarship Fund will be held Oct. 11, 1994, at the Otterkill Country Club in Orange County.

Mascioli is the former CSEA Southern Region president who died suddenly in March.

Tournament Chair Jeff Howarth said the full-day outing will include a continental breakfast, lunch on

the turn and a sit-down roast beef dinner in the evening. Prizes will be awarded also.

Anyone interested in sponsoring a hole for \$100 or organizing a foursome at \$85 per person should contact Howarth after 5 p.m. at 914-651-7591 or CSEA Southern Region Office Manager Judy Morrison from 8:30 a.m. to 5 p.m. at 914-831-1000.

## Kelly Scholarships available to children of deceased or disabled CSEA members

Children of deceased or totally and permanently disabled CSEA members may now apply for the J.J. Kelly Memorial Scholarships if their parent or guardian was killed or totally and permanently disabled while on the job or died while an active CSEA member.

CSEA will award two college scholarships from the J.J. Kelly

fund this year. The Kelly scholarships are continuing four-year grants of \$500.

Individuals who meet this criteria should fill out the application at right to receive a scholarship application. The coupon should be mailed to CSEA headquarters at the address indicated on the coupon. The deadline for applications is Oct. 10.

### J.J. KELLY SCHOLARSHIP APPLICATION

Name: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

Phone: \_\_\_\_\_

Name of parent/guardian killed/permanently disabled on the job: \_\_\_\_\_

Date of incident: \_\_\_\_\_

Mail to: CSEA Memorial Scholarship Committee  
143 Washington Avenue, Albany, NY 12210

# CSEA awards \$14,000 in scholarships to sons, daughters of union members

Twenty graduating high school seniors, sons and daughters of CSEA members, have been selected to receive a total of \$14,000 in college scholarships.

Two will receive one-time \$2,500 scholarships each and 18 will each receive one-time scholarships of \$500.

The winners were selected on the basis of academic performance and personal achievements from nearly 1,000 applicants. Winners were selected by CSEA's Special Memorial Scholarship Committee, chaired by Diane Lucchesi. Other committee members are Willie Allen, Nevada Solano, Boni Pellicciotti, Helen Fishedick, Sandra Delia and Janice Mazurek.

This is the fourth year of a 10-year program in which CSEA, with the financial backing of the Travelers Insurance Company and Jardine Group Services Corporation, is awarding two special \$2,500 scholarships.

## JARDINE GROUP SERVICES AWARD

The Jardine Group Services Award of \$2,500 is named in memory of Charles Foster, a longtime CSEA activist who began his career with CSEA in the 1930s and was also the first business officer of the SUNY System. The recipient must attend a SUNY school.

The winner is **Jeffrey LaBonte** of Levittown, Long Island. His mother, Rosemary LaBonte, is a clerk typist in the Levittown School District and a member of Nassau County Educational Employees Local 865. Jeffrey plans to attend SUNY Binghamton.

## TRAVELERS INSURANCE COMPANY AWARD

The Travelers Insurance Company Award of \$2,500 is named in memory of Joseph D. Lochner, who was CSEA's first employee and who spent more than 40 years in service to the union. Known as "Mr. CSEA," he was a longtime executive director of the union.

The winner is **Eugene A. DeAngelis** of Glasco in Ulster County. His mother, Gaetana Ciarlante, is a social worker with Ulster County and a member of Ulster County Local 856. Eugene plans to attend Harvard University.

## CSEA IRVING FLAUMENBAUM MEMORIAL AWARDS

The Irving Flaumenbaum Memorial

Scholarship Awards of \$500 each are named in memory of Mr. Flaumenbaum, a longtime CSEA activist who helped organize CSEA's largest local and served for many years as president of CSEA's Long Island Region. There are three winners in each of CSEA's six regions. The winners are:

### LONG ISLAND REGION I

**Wendy Elizabeth Sulc** of Miller Place, whose mother, Noreen Sulc, is a reading tutor in the Miller Place Public Schools and a member of Suffolk County Educational Employees Local 870.

**Michael P. Murphy** of Patchogue, whose mother, Maureen Murphy, is a teacher aide in the Patchogue Medford School District and a member of Local 870.

**Kari Brice Dallin** of Bellport, whose mother, Kathleen Dallin, is a secretary in the South Country School District and a member of Local 870.

### METROPOLITAN REGION II

**Marie DeCicco** of Brooklyn, whose father, Peter DeCicco Sr., is retired on medical disability and is a member of Creedmoor Psychiatric Center Local 406 and New York Metropolitan Retirees Local 910.

**Aluko Akini Hope** of Brooklyn, whose mother, Auril Hope, is a patient service clerk at University Hospital, Brooklyn, and a member of SUNY Health Science Center Local 646.

**Rushabh Doshi** of Flushing, whose mother, Hema Doshi, is an underwriter with the State Insurance Fund and a member of State Insurance Fund Local 351.

### SOUTHERN REGION III

**Deborah A. Dahlgren** of Highland Mills, whose mother, Virginia Dahlgren, is a typist with Goshen Central School District and a member of Orange County Local 836.

**Amy Todd** of Stony Point, whose mother, Karen Todd, is a calculations clerk-payroll at Helen Hayes Hospital and is a member of Helen Hayes Hospital Local 302, and whose father, Douglas Todd, is a mechanic with the Town of Stony Point and a member of Rockland County Local 844.

**John P. McPhillips Jr.** of Parksville, whose mother, Patricia Ann McPhillips, is a

teacher aide with Sullivan County BOCES and a member of Sullivan County Local 853.

### CAPITAL REGION IV

**Amy M. Carey** of Keene, whose mother, Susan Carey, is a keyboard specialist with the Adirondack Park Agency and a member of High Peaks State Employees Local 017.

**June Yoshinari** of Albany, whose mother, Hiroko Yoshinari, is a laboratory aide with the State Department of Health and a member of Wadsworth Center of Laboratories and Research Local 665.

**Richard Augustus Hathaway II** of Keeseville, whose mother, Diana Hathaway, is a teacher aide at Keeseville Elementary School and a member of Clinton County Local 810.

### CENTRAL REGION V

**Christy Hite** of Camden, whose mother, Susan Hite, is a secretary at McConnellsville School and a member of Oneida County Educational Employees Local 869.

**Ronak R. Shah** of Syracuse, whose mother, Kokila Shah, is an account clerk with Onondaga County and a member of Onondaga County Local 834.

**Benjamin J. Johnston** of North Bangor, whose mother, Laurie Johnston, is a monitor at BOCES and a member of Franklin County Local 817.

### WESTERN REGION VI

**Rebecca R. Boyer** of West Seneca, whose mother, Rosemary Boyer, is a library aide with West Seneca Schools and a member of Erie County Educational Employees Local 868.

**Stanley Chad Velk** of Dunkirk, whose mother, Grace Velk, is a library media specialist with Dunkirk Public Schools and a member of Chautauqua County Local 807.

**Renee Sanders** of Depew, whose mother, Margaret Sanders, is a licensed practical nurse at the Erie County Medical Center and a member of Erie County Local 815.

**STAY IN TOUCH** by calling the CSEA Current Issues Update regularly

A recorded message providing current information about union issues, activities and priorities

Simply call **1-800-342-4146** on a touchtone phone and Press 1 and then 5

## Nassau County Local members ratify five-year contract

MINEOLA — Members of CSEA Nassau County Local 830 ratified a five-year pact which includes salary increases of more than 15 percent over the life of the contract and fully paid health insurance through June 1998.

"Fifty-five percent of the vote was in favor of this contract," Local 830 President Rita Wallace said. "The negotiating committee led by Collective Bargaining Specialist Harold Krangle worked long and hard for this agreement."

The membership, with 12,000 people in titles from corrections officers to clerical to doctors, agreed to a wage freeze for the first 18 months, which have already passed.

The county legislature was to vote on the contract Aug. 1.

If the legislature approves it, the contract will provide a 4.75 percent raise retroactive to July 1. Another 4.75 percent will be due Sept. 1, 1995, and 5.50 percent will be paid Nov. 1, 1996.

Other highlights include:

increments where due, increase in county's dental contribution, increased shift differential, a new HMO option and payroll deduction for the PEOPLE program.

"We couldn't get everything we wanted but it is a contract we can live with," Wallace said.

Wallace said that member surveys prior to negotiations overwhelmingly showed retention of health insurance and a fair salary increase as top priorities.

— Sheryl C. Jenks

## Legislature approves Westchester contract

WHITE PLAINS — Political action works! Westchester County lawmakers approved a contract for 6,500 CSEA members who work for the county.

The vote was 16-1, with the chair of the Budget and Finance Committee the lone dissenter.

Members overwhelmingly approved the contract in June with a vote of 2,903 to 168.

The 16 legislators who voted for the contract lauded the package and praised CSEA team members for their professionalism at the negotiating table, CSEA Westchester County Unit President Cheryl Melton said.

In the last two years, Westchester County legislators have rejected two other union contracts. CSEA Political Action Coordinator Stan Merritt assisted members in a letter-writing campaign to lawmakers to urge them to accept the contract.

— Anita Manley

## Brookhaven politicians are no-shows

CORAM — Despite certified invitations, the Brookhaven town supervisor and town council members were no-shows at a CSEA town unit meeting on contract talks.

"The supervisor and council members declined," CSEA Long Island Region President Nick LaMorte said. "They know the members are upset and angry, and they probably don't want to face them."

The 350 members of the

highway department have been without a contract since Dec. 31, 1991, CSEA Collective Bargaining Specialist Rigo Predonzan said.

CSEA filed an improper practice charge against the town supervisor for failing to support a contract proposal he promised to endorse.

Unit members praised CSEA for an advertisement in a local newspaper.

"The ad headline 'Is There

Highway Robbery in Brookhaven?' certainly got the attention of the union members, taxpayers and politicians," Brookhaven Highway Department Unit President Ray Santora said.

The CSEA ad challenges hundreds of thousands of dollars worth of questionable expenditures made by the town supervisor.

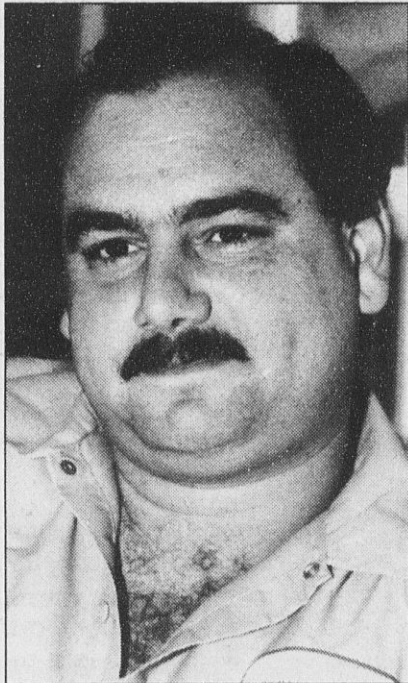
— Sheryl Jenks

## CSEA member subdues armed man in bar dispute

NEWBURGH — CSEA member Joe Crisci wanted to relax with some of his friends after work, but he wound up with much more excitement than he had planned, and he has an award to prove it.

"I was in a local pub talking to a friend of mine who is a police officer when these two patrons began arguing," he said, and one of them had a gun.

Crisci tried convincing the man with the gun to leave the bar while the police officer



CSEA member Joe Crisci

called for back up.

Concerned that the patron, who was drunk, would hurt someone, Crisci grabbed him and held him for the police.

The man, who was arrested, was wanted on other charges.

Crisci was given an award by the City of Newburgh Police Department. A truck driver for the Town of Newburgh Highway Department, Crisci is a nine-

year employee and member of Orange County Local 836.

— Anita Manley

## CSEA mourns death of former Long Island activist Michael Curtin

CSEA mourns the loss of Michael Curtin, former president of Suffolk Educational Local 870, Long Island Region Political Action chair and a member of CSEA's Board of Directors.

Mike is survived by his wife, Ellen and two children. His brother Pat is a CSEA labor relations specialist.

Curtin, 60, died of a sudden heart attack.

Curtin was the director of General Services for the Town of Huntington at the time of his death. Prior to that he worked as the Suffolk County labor commissioner.

"Mike was a tremendous president and political action chair. He knew how

to work hard and make things happen," said CSEA Political Action Coordinator Stephanie Teff, who worked closely with Curtin and other CSEA activists in getting former Suffolk County Executive Pat Halpin elected.

"Mike will be sorely missed," CSEA Region I President Nick LaMorte said. "He was a great guy and a real champion of the people."

"Mike was a tremendous activist and a real credit to CSEA," he added. "Our sympathy goes out to his family where there will surely be a void."

— Sheryl C. Jenks

## CSEA fights privatization at Nassau County Medical Center

MINEOLA — CSEA is taking on Nassau County Executive Thomas Gulotta over his plan to seek bids to privatize Nassau County Medical Center, A. Holly Patterson Geriatric Center and nine community health centers.

"CSEA is a national leader in fighting privatization, and we will oppose this ill-conceived initiative in every way possible," CSEA Nassau County Local 830 President Rita Wallace said. "The taxpayers and employees of Nassau County would be far better served if the executive focused on working with county workers to improve NCMC and the other operations instead of resorting to this knee-jerk political response."

Gulotta unveiled his plan as he advertised for privateers to

take over the health care operations.

CSEA's strong opposition to privatization or contracting out of public services is based on case after case of privateers failing to deliver on their promises, as well as repeated examples of privateers bilking taxpayers through cost overruns, bid-rigging, kick-backs and poor service.

"Over and over again CSEA has indicated we will work with the county so NCMC can better serve the needs of Nassau residents," Wallace said. "We will not stand by and see our members' jobs sold to the low bidder. We will hold the executive and the county leaders accountable and fight every step of the way for public services."

— Stephen A. Madarasz

## Troy district loses rights to DMV records

TROY — When the Troy School District tried to improperly use its access to state motor vehicle records, CSEA fought back.

As a result, the district is the first public sector entity to be disconnected from access to state Department of Motor Vehicles computerized motor vehicle records programs.

CSEA Troy School District Unit President Linda Hillje challenged the district's use of the computer records after custodians called her because the district wanted them to produce driver license numbers for checks of their driving records.

Hillje told them not to provide this information to the district because none of them were required to drive to do their jobs for the district.

**'They had been accessing these records with no reason to do it'**

When Hillje asked DMV about the legality of such searches, she discovered that her own name had been put through the computer program without her knowledge or permission.

"They (the district) had been accessing

these records with no reason to do it," Hillje told the local media. She said this was an invasion of privacy and a misuse of the system.

Included in the names improperly searched by the district is Gov. Mario Cuomo and a local news reporter.

Tom Apple, a spokesman with DMV, agreed with Hillje that "someone had indeed misused the system."

— Daniel X. Campbell



Principal Librarian Mary Pascale checks out books for Smithtown Library patron Chris Brown. "I think the library staff do an extremely good job," Brown said.

## Smithtown Library at impasse

SMITHTOWN — As Librarian Arlene Lesser firmly told the trustees of Smithtown Library of dissatisfaction with their lack of support during contract negotiations, Principal Librarian Mary Pascale serves the public with a smile, as she has for 17 years.

The CSEA Town of Smithtown Library Unit, with 102 members, is at impasse. Their contract expired last December.

"I'm very sad about it. I love my job and I love my library," Pascale said.

Unit President Pat Fisher and her members filled the trustees meeting room, sporting "CSEA Contract Now!" buttons.

"Our salaries, professional and clerical, are well below

those of surrounding libraries our size," Lesser said. "We work nights with little or no differential, and the majority of us are taxpayers here," she said. "We request a fair and equitable settlement on our contract - now!"

When the applause subsided, the trustees said there was no money for unit members.

The library has received millions of dollars that has paid for such things as automation and adult programming, with little thought to staff, CSEA Collective Bargaining Specialist Irwin Scharfeld said.

"These people work hard and want their efforts realized," Scharfeld added.

— Sheryl Jenks

## Member suffers when sick leave bank halted

PLATTSBURGH — CSEA Clinton County Local 810 member Helen Bast has seen both sides of the benefits of CSEA's sick leave bank program.

First, through the informal efforts of CSEA Clinton County Unit, Bast received time to recover from a liver transplant. Then, when the county discontinued the informal arrangement, Bast was forced to seek social services from her own employer, Clinton County.

When Bast needed a liver transplant, both the employees and the employer realized that her recovery would take longer than the normal recovery time. Bast did not have adequate accruals to cover her absence and continue her health coverage.

Working informally, CSEA Unit President Joe Musso asked Bast's co-workers to donate time for her. This covered part of her absence. When donated time began to run out, Musso generated contributions totaling 210 additional days from other employees in the unit, more

**Union's efforts to help Local 810 member are stalled**

than enough to get Bast to her September return date.

But after allowing this informal arrangement to go on for several months, the county discontinued the program with more than 190 days left to

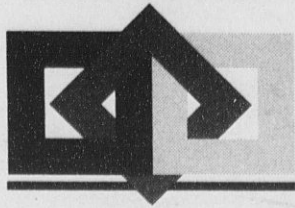
be donated to Bast in 20 day increments.

Bast was then forced to apply for social services from the county. Now Medicaid is determining if it would be more beneficial for social services to pay for Bast's health insurance from the county, a \$500 per month charge, or if Medicaid should pay her \$1,000 per month costs directly.

CSEA Labor Relations Specialist Ken Lushia noted that the Clinton County unit is in negotiations, and this might have affected the situation.

"This is a unique situation where a sick leave bank was working and now has been discontinued because management wants to make some points in negotiations," Lushia noted.

— Daniel X. Campbell



## Bellmore-Merrick members picket over lack of contract

CSEA members in the Bellmore-Merrick School District were met with a lot of support when they hit the pavement to protest working without a contract for a year.

More than 200 people joined the demonstration, many coming in from area school districts to show their support.

A factfinder has been appointed to help settle the contract, and one meeting has been held with the clerical unit.

"The custodial unit has been put off by the district," CSEA Collective Bargaining Specialist Larry Borst said. "The district has yet to come up with a date to meet with these people."

Although the district operates year-round, officials have refused to set any dates to meet in the summer, CSEA Custodial Unit President Larry Novak noted.

The district met clerical unit prior to the demonstration, Clerical Unit President Linda Green said.

"We came out to demonstrate anyway, in support of the other unit," she explained "We all want the same thing: a fair contract as soon as possible."

— Sheryl C. Jenks



**PICKETING FOR A CONTRACT in Lindenhurst School District are, from right, CSEA Long Island Region President Nick LaMorte, CSEA Labor Relations Specialist Toni Soucie, Lindenhurst Clerical Unit President Valerie Deasy, Lindenhurst Buildings and Grounds Unit President Stan D'Andrea, CSEA Collective Bargaining Specialist Kenny Brotherton and Suffolk County Educational Local 870 President Tom Corridan.**

## Lindenhurst members picket Board in push for long-delayed contract

CSEA members in the Clerical and Buildings and Grounds Units in Lindenhurst School District picketed outside a school because they have been without a contract for more than a year.

The units, which were joined by supporters from area school districts, are in mediation.

At the demonstration, held prior to a Board of Education meeting, members handed out fliers to taxpayers saying they are "family, friends and neighbors who also pay taxes and support the local economy."

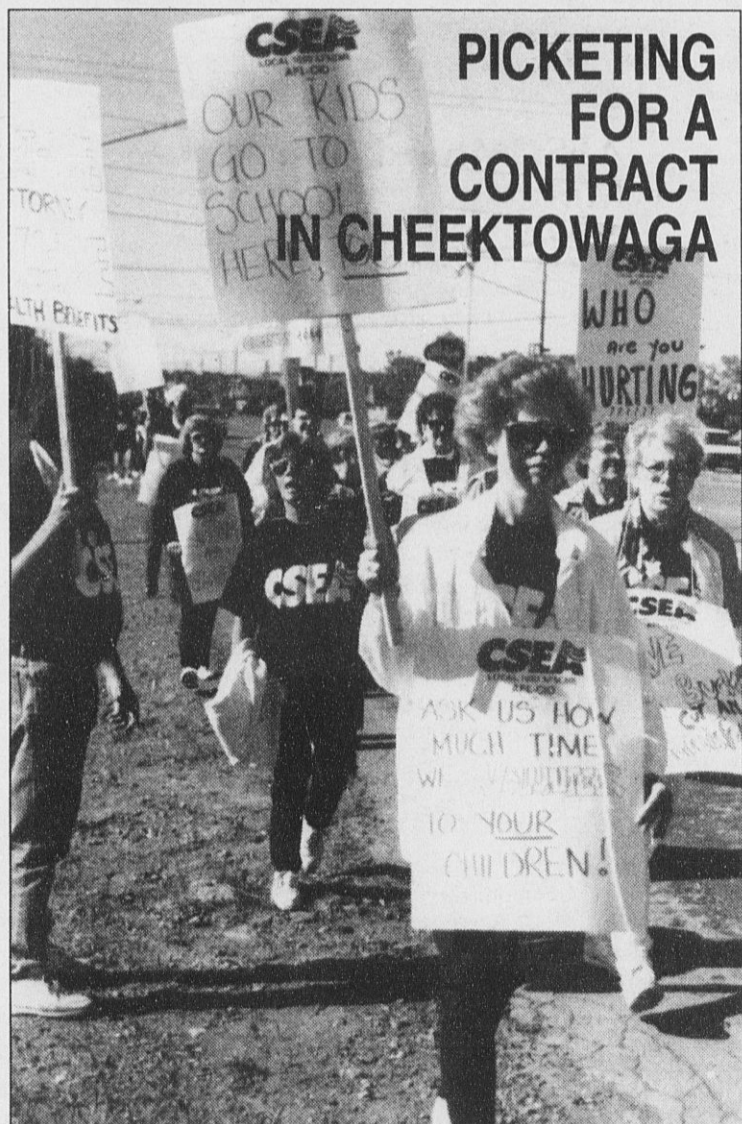
Both units have lost people through

attrition and layoffs. The custodial unit has dropped from 110 people to 94 people and the clerical unit has gone from 56 people to 51.

"We are shouldering more and more responsibilities and a heavier workload, and the thanks we get is no contract," CSEA Lindenhurst Clerical Unit President Valerie Deasy said.

"We work hard and we take pride in our jobs. We want something fair that we can live with," CSEA Lindenhurst Buildings and Grounds Unit President Stan D'Andrea added.

— Sheryl C. Jenks



**MEMBERS OF CHEEKTOWAGA SCHOOLS UNIT of Erie County Educational Employees Local 868 picket outside a polling place during budget vote to impress taxpayers with the their contract dilemma. Contract talks are at impasse and unit members have been working without a contract for more than a year.**

## Newark may finally have a contract

NEWARK - After three years without a contract, CSEA Newark School District Unit members may have an agreement for ratification soon, according to Unit President Jim Foster.

The 112-member unit is comprised of clerical, maintenance, custodial, bus drivers and cafeteria workers. The unit is part of Wayne County Local 859.

"We do finally have an outline of a proposal, that after we fine tune it, may be something that the members can live with," Foster said. "The board seems to have finally shifted on some items that are very important to the membership, such as health care. It's been far too long for gaining a fair deal, but we think there's light at the end of the tunnel."

Both Foster and CSEA Collective

Bargaining Specialist Debbie Lee estimate a formal ratification vote will take place by early August.

"We've waited this long, so a few more days to make sure of certain aspects is going to be well worth any additional delay," Foster said. "It's just a shame that our members have had to endure without a contract for so long through no fault of their own."

Members of the unit have waged an untiring struggle to gain a contract, including picketing at school board meetings, picketing against the school budget, passing out fliers to the public on fairness for school workers and responding to erroneous articles in the local press about the union's position.

— Ron Wofford

# How Can CSEA Help Me?

## A Reference Guide To CSEA Member Services & Benefits

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

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

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

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

If you don't know the extension number,

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



Statewide Headquarters  
143 Washington Avenue  
Albany, NY 12210

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

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

### Grievances & Discipline

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

### Insurance

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

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

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

### Health Insurance

For answers to your specific questions about:

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

### Education & Training

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

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

### Civil Service Exam Help

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

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

### Safety Concerns

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

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

### Retirement

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

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

### AFSCME Advantage Mastercard

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

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

### AFSCME Advantage Legal Services

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

### AFSCME Magic Kingdom Club

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

Contact the AFSCME Research Dept., 1625 L St. NW, Washington, DC 20036. Phone: (202) 429-1215.

### AFSCME Advantage Mortgage Program

Makes buying a home or refinancing your mortgage easier and more affordable. Savings for buyers and sellers. Special help for first-time buyers. 1-800-848-6466.

### AFSCME Advantage Career & Academic Planning

Tuition savings planning. Financial aid projections. Counseling and seminars for career decisions. \$10 annual fee. 1-800-733-GRAD.

### The Buyer's Edge

It's your buy-by-phone service designed to save you money on major purchases. The Buyer's Edge negotiates extra discounts and lowest price guarantees individual buyers don't get. The appropriate information and toll-free numbers are in your Buyer's Edge brochure, and they're published regularly in *The Public Sector*. To receive a brochure contact your CSEA region office listed below. For other information call 1-800-342-4146. On a touch-tone phone press **O** and 297 or ask the operator for extension 297.

Clip and save this page for future reference.

#### REGION OFFICES

**LONG ISLAND REGION I OFFICE**  
Hauppauge Atrium Building, 300 Vanderbilt Motor Pkwy., Hauppauge, NY 11788. (516) 273-2280 & 273-2285.

**METROPOLITAN REGION II OFFICE**  
40 Fulton Street, 22nd Floor, New York, NY 10038-1850. (212) 406-2156.

**SOUTHERN REGION III OFFICE**  
735 State Route 52, Beacon, NY 12508. (914) 831-1000.

**CAPITAL REGION IV OFFICE**  
One Lear Jet Lane, Suite Two, Albany, NY 12110-2394. (518) 785-4400.

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

**WESTERN REGION VI OFFICE**  
482 Delaware Avenue, Buffalo, NY 14202. (716) 886-0391.





## CSEA activists talk with lawmaker

CSEA members and staff met recently with U.S. Rep. Nita Lowey (second from right) to discuss union issues. Lowey invited a number of Westchester County union officials to the breakfast meeting. With Lowey are, from left, CSEA Southern Region President Maryjane MacNair, Political Action Coordinator Stan Merritt and Westchester County Unit President Cheryl Melton.

## Project 10,000 Plus is a winner for CSEA PEOPLE

PEOPLE's Project 10,000 Plus is succeeding thanks to membership involvement.

The goal of Project 10,000 Plus is to raise \$500,000 annually for PEOPLE (Public Employees Organized to Promote Legislative Equality), the political action committee of AFSCME, CSEA's international union.

Project 10,000 Plus offers any CSEA member who signs up for PEOPLE a chance at winning a \$5,000 U.S. Savings Bond. It also gives any member who signs up a co-worker a chance at winning a second \$5,000 U.S. Savings Bond.

Members are learning about and joining PEOPLE. Whether it's signing members up at an Intermediate Care Facility on Long Island with Rutha Bush or in the Erie County Office Building with Marcia Olszewski, for example, CSEA members are becoming involved and aware of the importance of PEOPLE.

CSEA's PEOPLE is achieving its best year ever. May was our biggest recruitment month ever, with 486 applications processed. So far CSEA has sent \$222,118 to PEOPLE this year.

Members of the CSEA Region PEOPLE committees are the key to success. PEOPLE recruitment is planned for picnics, health fairs and information days.

If you would like to become involved in the program that works to have your voice heard in Washington 365 days a year, take a moment and fill out the application at right and join PEOPLE.

Send the application to:  
**PEOPLE**  
**CSEA Headquarters**  
**143 Washington Ave.**  
**Albany, NY 12210**



**CSEA PEOPLE PROJECT 10,000 PLUS is at work in Erie County. From left are: Dean Adams, Ann Marie Hawes, Barbara Smith, Marcia Olszewski and CSEA PEOPLE Chair Cheryl Rosenzweig.**

Send to: **PEOPLE, CSEA Headquarters, 143 Washington Ave., Albany, NY 12210**

**• STATE DIVISION MEMBERS •**

Name \_\_\_\_\_  
Last First Middle

Address \_\_\_\_\_ Apt. # / Floor \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Social Security No. \_\_\_\_\_

Work Phone ( ) \_\_\_\_\_ Home Phone ( ) \_\_\_\_\_

Job Title \_\_\_\_\_

Region \_\_\_\_\_ Local \_\_\_\_\_ Agency # \_\_\_\_\_ Payroll Item # \_\_\_\_\_

Name of Employer \_\_\_\_\_

Number of months employed annually \_\_\_\_\_

Deduction per pay period:  .50  \$1.50  \$2.00  \$3.00  OTHER: \_\_\_\_\_

In addition to my Civil Service Employees Association, Inc. dues deduction previously authorized by me, I further authorize the State of New York or associated agencies to deduct each pay period the PEOPLE deduction amount listed above and remit to the Civil Service Employees Association, Inc. as a voluntary contribution to be forwarded to the Treasurer of the PEOPLE Qualified Committee, AFSCME, P.O. Box 65334, Washington, D.C. 20035-5334, to be used in accordance with the By-Laws of PEOPLE Qualified Committee for the purpose of making political contributions. My contribution is voluntary and I understand that it is not required as a condition of membership in any organization or as a condition of employment, and is free of reprisal, and that I may revoke this authorization at any time by giving written notice.

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_  
 If \$2.00 or more is checked above, circle jacket size: X-Small / S / M / L / XL / XXL

**• LOCAL GOVERNMENT MEMBERS •**

Name \_\_\_\_\_  
Last First Middle

Address \_\_\_\_\_ Apt. # / Floor \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Social Security No. \_\_\_\_\_

Work Phone ( ) \_\_\_\_\_ Home Phone ( ) \_\_\_\_\_

Job Title \_\_\_\_\_

Region \_\_\_\_\_ Local \_\_\_\_\_ Department \_\_\_\_\_

Name of Employer \_\_\_\_\_

Number of months employed annually \_\_\_\_\_

Enclosed is my personal check, money order or credit card contribution in the amount of:  35.00  50.00  75.00  OTHER: \_\_\_\_\_

VISA  MASTERCARD Expiration Date \_\_\_\_\_  
 ACCOUNT NUMBER \_\_\_\_\_

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

If \$50.00 or more is contributed, circle jacket size: X-Small / S / M / L / XL / XXL

# STOP PAYING RENT

# and START owning a home of your own

## THE EMPIRE HOME MORTGAGE PROGRAM



**"Through the Empire Home Mortgage Program, CSEA is committed to enabling its members to achieve the dream of homeownership."**

—CSEA President Danny Donohue

The design of the Empire Home Mortgage Program originated from a joint venture between Excelsior Capital Corporation, a state agency, and CSEA. Together with the funding provided by Amalgamated Bank of New York, "America's Labor Bank," and services provided by GE Capital Mortgage Services Inc., Empire Home brings you one of the most accessible member mortgage programs in the country.

Excelsior Capital was formed by Gov. Cuomo to help public and private unions and the business community work together for social and economic development in New York. The chairman of Excelsior Capital is Vincent Tese, the state Director of Economic Development.

### WHAT'S STOPPING YOU FROM BECOMING A HOMEOWNER?

CSEA realizes that for many of you, it's *not* the monthly payment - it's the large amount of money required for the down payment and closing costs that makes getting a mortgage so difficult.

### NOW THERE'S A WAY TO OVERCOME THESE OBSTACLES TO HOMEOWNERSHIP

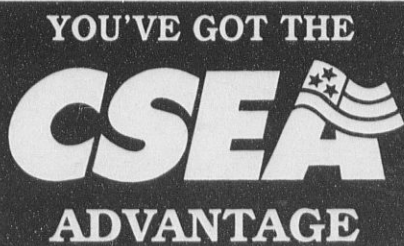
#### THE MANY ADVANTAGES OF THE EMPIRE HOME MORTGAGE PROGRAM

- **Just 5% down is all that's needed.** In fact, if you're a low to moderate income earner or first-time buyer, you may be eligible for the "3/2 Option" - you'll need just 3% of your own funds and the remaining 2% can be a gift from a relative, or even a grant or unsecured loan from a non-profit organization or public entity.
- **Closing costs may also be funded** with a gift from a relative, or a grant or unsecured loan from a non-profit organization or public entity - *so you can further reduce the amount of actual money you'll need at settlement for your home.*
- **Borrow with peace of mind** - as the low interest rate mortgage is *fixed* for the entire 15 or 30 years (whichever you choose), *your rate will never go up.* Plus, should you ever wish to pay your mortgage off early, you'll never pay a prepayment penalty.
- **Qualifying for your mortgage will be easier** - due to *relaxed guidelines* on the total amount of debt you may have.
- **Competitive interest rates** - meaning lower, more affordable monthly payments.
- **A waiver of the two months Mortgage Payment Reserve** is available for qualified applicants, eliminating the need for the additional funds normally required in your checking or savings account.
- **Homeowners and private mortgage insurance available** - getting your mortgage is a "one-stop" shopping experience!
- **Education through a Home Study Guide** provided at no cost to you.
- **Affordable priced strike, unemployment and disability insurance benefits available.**
- **Act Now - a Free 90-Day Rate Guarantee is currently being offered.** This means you can "lock in" for 90 days the rate available when you call to apply - *even if interest rates go up!*
- **No points mortgages are available.**
- **And even if you're thinking about refinancing your home,** you can benefit — refinance plans are also available through the Empire Home Mortgage Program.

**Call 1-800-377-2989 today**

#### CSEA Members Can Take Advantage of This Unique Program Now Just by Calling 1-800-377-2989.

Experienced, professional and courteous mortgage representatives are available now to answer any questions you may have, handle your mortgage application and assist you through every step of the mortgage process. And they can do it in 140 languages, right over the phone. Plus, the program is committed to making the entire process hassle free. And use of the Union Privilege Legal Services Plan, accessed through your CSEA region office, can further reduce your closing costs. Call today and you'll see how CSEA members can make the dream of homeownership a reality.



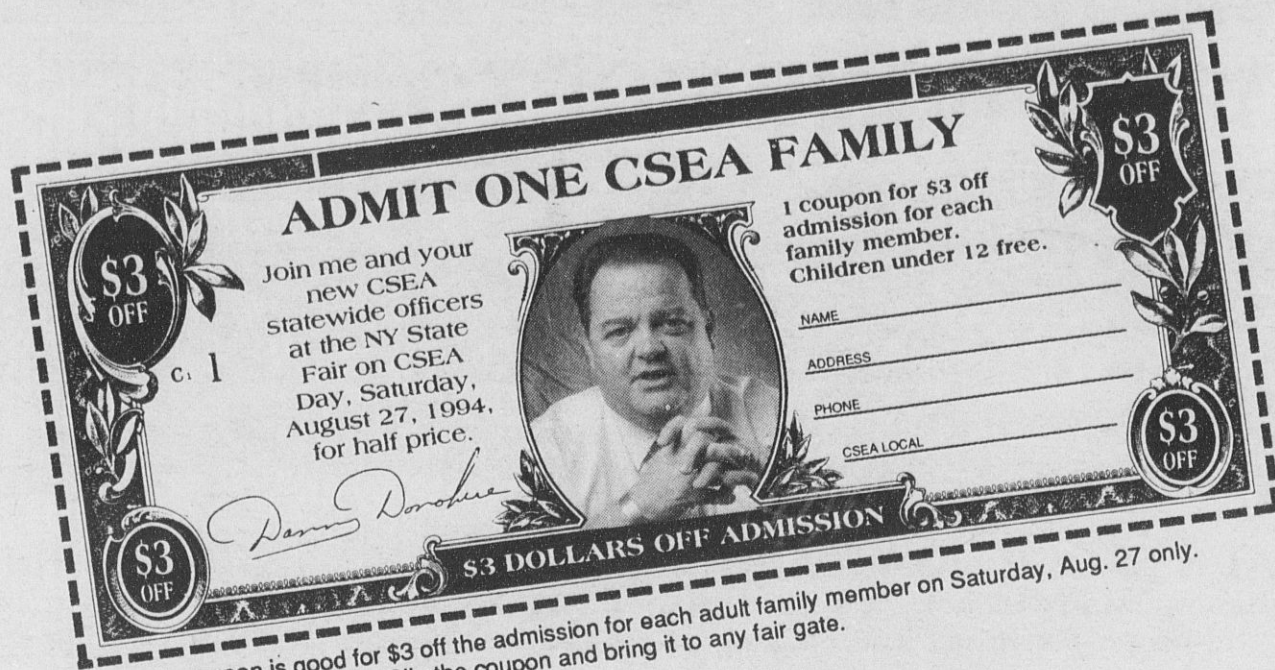
**Call the EMPIRE HOME MORTGAGE PROGRAM**

# 1-800-377-2989

8:30 a.m. - 9 p.m. Monday through Thursday

8:30 a.m. - 6 p.m. Friday

9 a.m. - 3 p.m. Saturday



This coupon is good for \$3 off the admission for each adult family member on Saturday, Aug. 27 only. Children under 12 free. Clip the coupon and bring it to any fair gate.

# Half Fare Fair.

Visit The New York State Fair for Half Price On Aug. 27 & Meet Danny Donohue at CSEA's Family, Friends, Neighbors Display.

Saturday, Aug. 27 is CSEA Day at The Fair in Syracuse – and that means half-price admission for all CSEA members and their families. It's the day your newly-elected CSEA President Danny Donohue and the other statewide officers will be there – at the CSEA booth in the Center of Progress Building – *to be in touch with you.*

Clip the coupon, save money, and bring the family to The Great New York State Fair on your day – CSEA Day.

Something special  
for you.

August 25 – September 5  
Syracuse



The Civil Service Employees Association  
LOCAL 1000, AFSCME, AFL-CIO  
Danny Donohue, President

The New York State Fair is at the Empire Expo Center located off exit 7 of Interstate 690, 3 miles west of Syracuse. Hours of operation are 10:00 am to 10:00 pm daily. Stop by the CSEA booth in the Center of Progress Building at any time during the fair.