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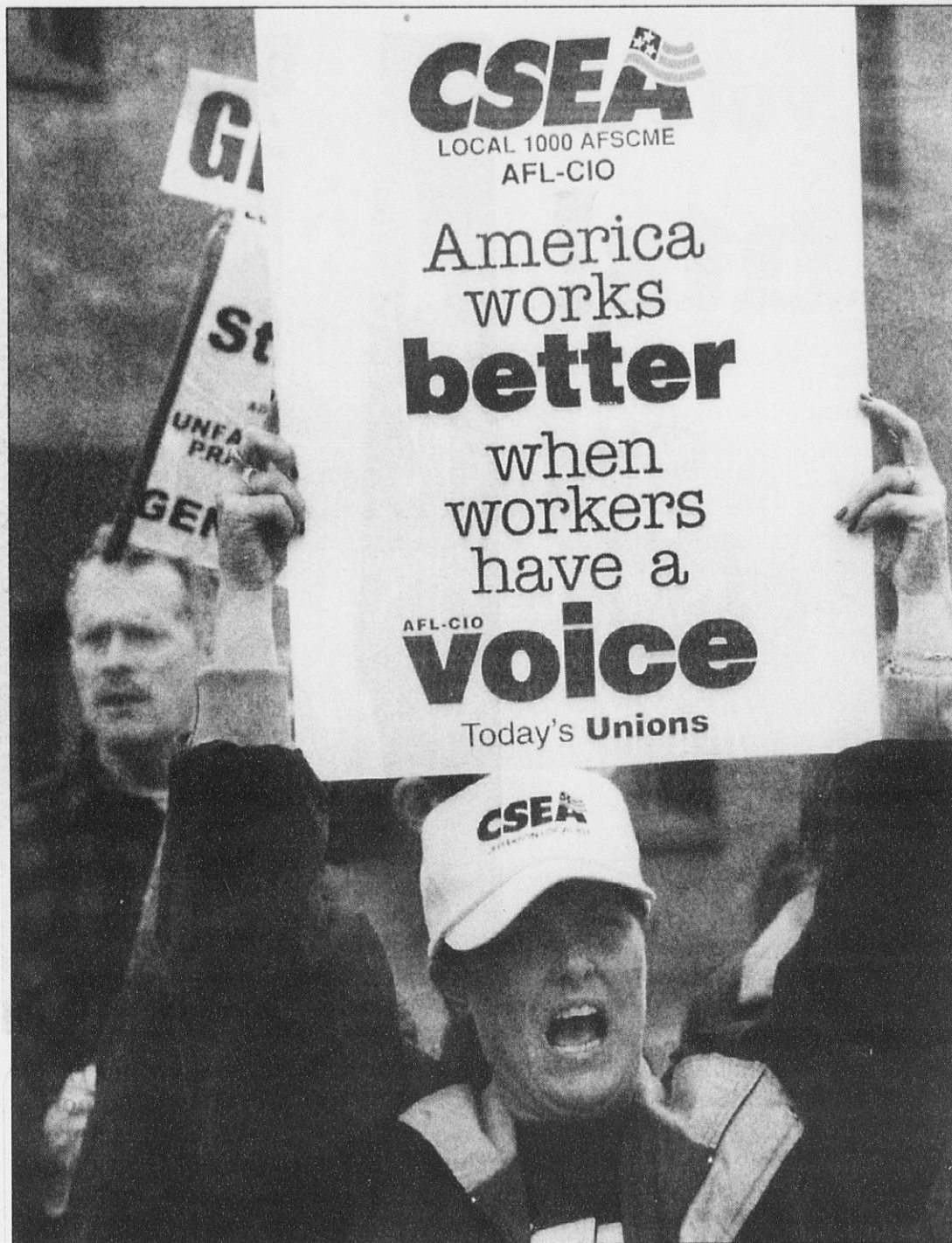
# THE WORK FORCE

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

ON  
ELECTION  
DAY  
1998...

**You  
Did  
It!**

Photo by Ed Molitor



## CSEA special Board election results

Four candidates qualified in the special election to fill vacant seats on the CSEA statewide Board of Directors. Since there were no challengers, the following candidates were automatically elected:

Joseph Cormier qualified for the seat representing Franklin County.

Robert Plunkett qualified for the seat representing Rensselaer County.

Eugene Benson qualified for the seat representing Sullivan County.

Lamont Wade qualified for the seat representing Mental Hygiene (Region 2).

No candidates qualified for the vacant Board seats from:

Chenango County

Schuyler County

## Joan Reardon dies of injuries sustained on the job

HEMPSTEAD — CSEA lost a valued member, the community lost a dedicated public servant and her family lost a wonderful woman recently when a terrible accident took the life of Joan Reardon.

Reardon, a neighborhood aide in the CSEA Village of Hempstead Unit was killed from injuries sustained when she was hit by a contractor's school bus while crossing children.

"She had just finished crossing a group of children and had turned to cross more when a school bus hit her," said CSEA Nassau County Municipal Employees Local President John Shepherd.

"Joan was rushed to the hospital where she died two days later," said Shepherd.

"I've known Joan personally for 28 years. In addition to being my union member she was my neighbor growing up and still lived next door to my mother. She was a wonderful person and never said no to any request for help," said Shepherd.

Reardon was given a full police funeral including a motorcade and bagpipes. The Mayor gave her a tribute.

Reardon, a widow, is survived by five children and 10 grandchildren.

## Photo of the month

By Mark Kotzin

## Good news about CSEA free life insurance

President Danny Donohue has good news for CSEA members. The free \$2,000 term life insurance benefit that CSEA offered all actively working CSEA members last year has been extended for another year.

Certificates for the \$2,000 life insurance program, accompanied by a personal letter from Donohue, are going out to all eligible members. It's great coverage to have, and a great start on covering your life insurance needs. But CSEA is doing even more to make sure that you have ALL the coverage you need — easily and economically.

### Special offer for a limited time

CSEA, working with Jardine Group Services and Metropolitan Life Insurance Company, is now offering all actively working CSEA members the opportunity

to purchase \$25,000 of term life coverage **without answering any medical questions.**

### Already have CSEA security life coverage?

Actively working members with coverage can increase to \$25,000 — also without answering any medical questions — and increase all the way to \$50,000 by answering only 2 simple questions.

Don't miss out. These offers are available only until March 1999.

Contact your Jardines Sales representative for more information. Watch your mail in early January for your own personal insurance offer and application.

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

# CSEA gets out the vote... and it counts!

CSEA members' hard work to get out the vote across the state paid off on Election Day with victories in several major races for CSEA-endorsed candidates.

From Gov. George Pataki and Comptroller H. Carl McCall on down, candidates backed by the CSEA and the union's hard-working campaign volunteers got our help in staffing phone banks, offering campaign assistance or pounding the pavement with campaign material.

"I'm proud of the job our members did in helping the CSEA-backed candidates ride to victory. But our work is not done," CSEA President Danny Donohue said.

"Now it's time for our members across the state to hold their elected leaders' feet to the fire to make sure they follow through on the campaign promises we felt were important enough to fight for."

The two biggest statewide victories for CSEA-backed hopefuls were Gov. Pataki and

Comptroller McCall, and their convincing wins show how effective a CSEA endorsement can be.

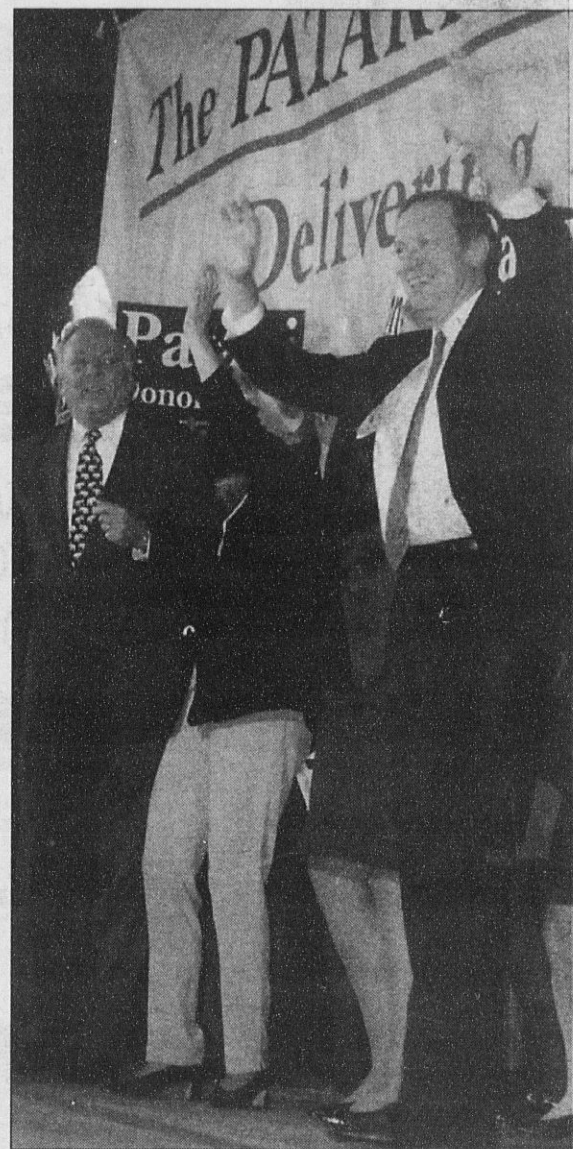
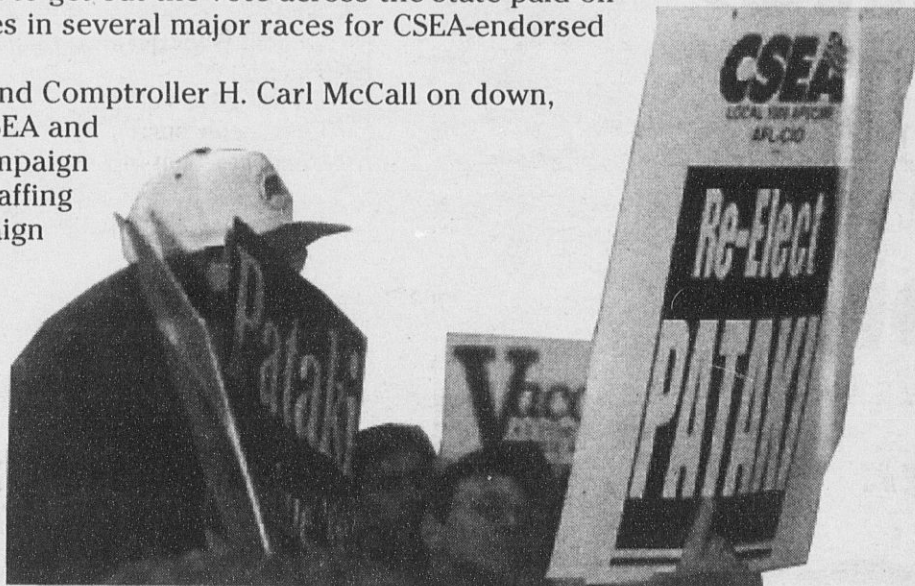
While 18 percent of Americans live in households where at least one member belongs to a union, Election Day surveys revealed 24 percent of voters nationally came from union households, a large leap from 1994's 14 percent.

Instead of focusing on television spots, Labor put its muscle and money behind leaflets, phone banks and coordinators.

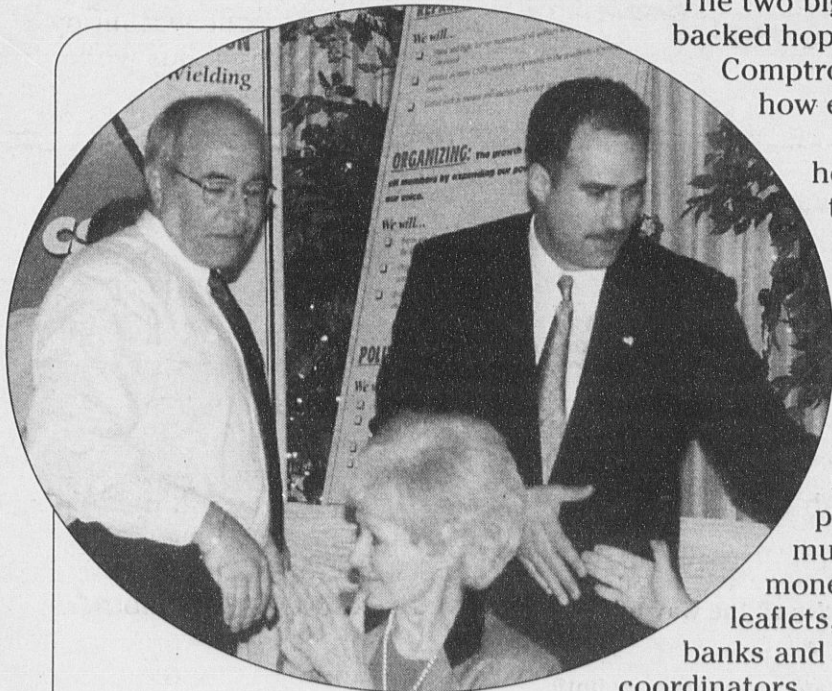
Across New York state, there were many local legislative races where our members put in long hours for candidates and the efforts paid off.

In general, the votes cast across the state reaffirm that voters chose the candidates and not the party.

*By Lou Hmieleski*



**State Comptroller H. Carl McCall gets support from CSEA leaders Karen Jazvinski and Georgianna Natale at a pre-election rally.**



**Congressional candidate John Sweeney, right, came to thank CSEA Capital Region leaders for their support on the eve of the election. Sweeney was elected.**



# THE WORK FORCE

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## In Touch with the **WORK FORCE**



CSEA President Danny Donohue

**T**he one word that best expresses what CSEA is all about is *empowerment*.

Our power as a union comes from you, the member. But a strong union also empowers you. A better and more effective CSEA depends on all our members understanding this fact and acting on it.

It's too easy for workers today to feel powerless. It's easy to complain about corporate greed, insensitive employers, self-serving politicians, dead-end career paths and the like. It's quite another thing to do something about it.

Through your union, you do have the power to make change. You can make a difference in your union, in your worksite, in your community. It's up to you to make the effort:

**Vote** — it's your right and should never be taken for granted. What's more, contact people in elected office to tell them what you need and want and hold them accountable.

**Get involved** — when you don't like something in your worksite, make your voice heard for fairness and respect. Help your union get results by building support with your co-workers.

**Give a damn** — It does matter when unionized workers stand together. When employers oppose workers' right to organize, whether in America or the Third World, your wages and job security are undermined.

The goal for a better CSEA is to achieve a greater balance between building the power (organizing our members within our locals & units and organizing unorganized workers); representing the power (negotiating and enforcing contracts and protecting the rights of CSEA members); and wielding the power (working the political environment to ensure that our voice is heard).

As great as CSEA is, we can and must do better. But the officers, leaders and staff cannot do it alone. All of us have to make a commitment to stand up and be counted.

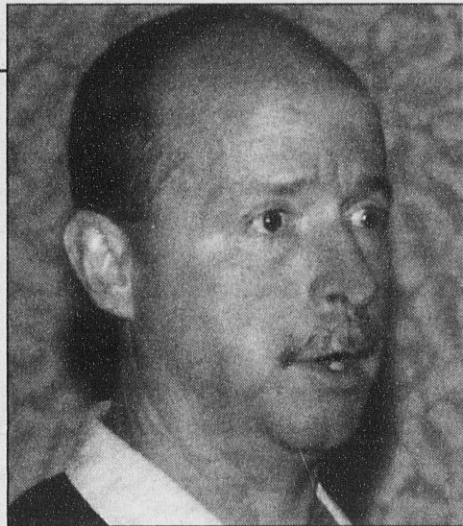
*Danny*

# Training is key to safety

SYRACUSE — CSEA members working in Probation across Central New York recently gathered for a first-of-its-kind workshop sponsored by the Central Region Probation Committee to provide training for their specialized needs as law enforcement workers. Among the training topics were Personal Safety in the Field and Office, Partnering with the Community, and Working in a Paperless Job. The CSEA training was authorized by the state Division of Probation and Correctional Alternatives to qualify as continuing education credits for participating probation officers.

"Probation workers are increasingly placed in dangerous if not life threatening situations," said Central Region President Jim Moore. "Training programs like this one are essential to the safety of these front line employees."

Here are some comments from participants about some of the issues they face.

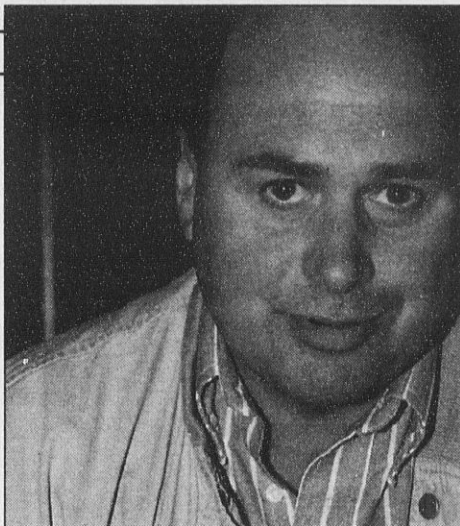


**Probation Officer and Firearms Instructor  
Gene Cross, Onondaga County Local:**

*"A probation officer's job is primarily to be an advocate, to help the person to meet the conditions of their probation. For example, get them into treatment, obtain education and employment, and test for drug and alcohol use. If despite everything, things go bad, you try and stop the decline and arrest the problem. If that fails, you switch from being an advocate to being an adversary, with your job being to act to protect the community."*

**Probation Officer and Statewide Probation  
Committee Chair Jim Volpone,  
Monroe County Local:**

*"Our main challenge is that we've become more involved in law enforcement. We're going out more evenings and weekends, our caseload numbers go up, and our clients become more difficult. We need to force our administrations to acknowledge that and provide us with the tools to do our jobs, like training in defense techniques, safety equipment and more manageable caseload sizes."*



**Probation Officer Kathy Kelly,  
Madison County Local:**

*"I work with a mixed caseload, some youthful offenders. I guess my biggest concern is not being able to really have alternatives for some of these youths, other than incarceration. With the 16-20 year age group, you don't want to stick them in jail, especially if the problem is drug or alcohol related. It's a hard age — there's really nowhere to refer them. It would be nice to have community programs for this age group. The training is a good idea. It brings your awareness up."*



CSEA REPRESENTS

## Corrections and Law Enforcement

15,000 WORKERS IN THIS INDUSTRY

### The trouble with 9-1-1

CSEA 9-1-1 operators help save lives, catch criminals and deliver babies. They also take the heat for delays, mistakes or bad service.

CSEA is working to address a range of 9-1-1 issues across the state.

"We started with one phone on a desk and a telephone book. Now we have three different computers and three different key boards," said Jeanette Newman, president of the Erie County Unit Local's Downtown Section. Operators now work from 720 data bases covering 27 dispatch points.

In Rensselaer County, patronage is one bug affecting service, Unit President David Connell Jr. said.

A non-CSEA 9-1-1 instructor recently was charged with a misdemeanor and fined after claiming to be in the field teaching senior citizens and school children proper 9-1-1 protocol. Officials found the politically appointed instructor instead was traveling with his carnival in the South.

"We still don't have a real 9-1-1 worker out in the community rebuilding our image, Connell said, which has caused other problems for operators.

Meanwhile, technology sometimes proves to be a good and an evil for 9-1-1 dispatchers. Cellular telephones increase the public's ability to report emergencies, but 9-1-1 operators can't trace back hang-ups.

"We need a way to have the cell phone calls register the location on our computers the way land lines do," said CSEA Nassau County Police Civilian Unit President Lillian Neumar.

Adding to dispatchers' work are non-emergency numbers established to relieve the 9-1-1 operators from the flood of new calls. In many cases, the same dispatchers handle the non-emergency calls, which sometimes complicates the job.

There are 9-1-1 success stories as well, where municipalities have provided CSEA members the support and training they need to do a more effective job. The Work Force will continue to report on these varied issues in future editions.

— Daniel X. Campbell

## Dutchess County Infirmiry layoffs

CSEA REPRESENTS  
**Health Care Services**

60,000 WORKERS IN THIS INDUSTRY

POUGHKEEPSIE — “A final slap in the face” was how one Dutchess County Infirmiry employee described a recent action by county lawmakers who voted for a wholesale layoff of workers just three weeks before the facility was due to close. County officials were in the midst of negotiating the impact of the closing with CSEA.

Although many of the residents of the infirmiry have already been

transferred to other facilities, approximately 20 residents remain. County officials say they will hire back approximately 46 employees to care for them until the facility closes after Thanksgiving.

Legislators defended their actions saying that it was “part of the process,” but CSEA Southern Region President Carmine DiBattista disagreed, accusing elected officials of derailing the negotiations process.

“You’re trying to use this as a lever,” he said.

DiBattista pointed out that the entire process has been a sham.

“First they locked out employees from discussions about the fate of the infirmiry,” he said. “They railroaded proposals to close the infirmiry through the legislature without public hearings

and in spite of deafening opposition from the public.”

“The legislative majority, under the leadership of Woody Klose, spoke out of one side of their mouth, saying they cared for employees and then voted to mistreat them.”

Infirmiry activist Maureen Simons said she expected layoffs but was surprised by the actions of the legislators.

“We thought it would be gradual,” she told a reporter. “We didn’t think everybody would be canned in one day.”

Unit President Liz Piraino said forming a strong political coalition is a priority for the new year.

She described lawmakers’ actions as arrogant.

“They withheld this information,” she said. “They had the information the day before the final negotiating session and they deliberately and with malice withheld the information to use it as a strong-arm tactic against the leadership of the union.”

“This is a time that all members and CSEA as an organization have to be together to support the leadership and support each other to stop this blatant disregard for the life and security of the people of Dutchess County.”

— Anita Manley



Ida Walker, left, was one of 62 devastated former residents of the Dutchess County Infirmiry forced to move by Dutchess County lawmakers. Physical therapy aide and CSEA Shop Steward Maureen Simons, right, is one of 80 dedicated, devoted and devastated CSEA members to be laid off by those same lawmakers.

Every year the CSEA Work Force helps 2 million people lead longer, healthier lives. Nurses, aides, technicians, office and maintenance workers — more than 60,000 CSEA health care employees working hard, caring for people’s lives.

*“They’re wonderful to me. That’s home to me. I don’t like the idea of moving because they’re so good to me there.”*

— Ida Walker, former resident

# Impact of welfare reform is focus of nationwide study

The voice of New York will be heard in Washington, D.C. as CSEA members working in social services take part in a nationwide study on the impact of welfare reform.

AFSCME is conducting the study to find out about problems that are occurring as a result of welfare reform and share information with other states about how New York is dealing with the chaos created by the new law. CSEA members at a cross section of social service agencies will have an opportunity to share their concerns about the changes taking place in their workplaces as a result of welfare reform, especially in the areas of welfare/welfare-to-work, Medicaid and food stamps.

Many states are experiencing significant decreases in their Medicaid and food stamp enrollment since welfare reform was enacted last year. AFSCME hopes to find out whether and to what extent workers in New York are experiencing any program or administrative changes that could be

## Workers real stars of school tax relief program

MINEOLA—The phones never stop ringing and the mail makes Santa's bundles look small at the Nassau County Department of Assessment ever since the inception of the STAR program.

The STAR program (School Tax Relief) is being implemented initially for homeowners age 65 and older whose income is \$65,000 or less. The savings will eventually apply to every homeowner regardless of age or income.

"In Nassau County we have 415,000 parcels. Some of them are commercial property but the majority are homeowners.

"We are receiving four to five thousand applications in a single day, especially now that we are getting close to the December 31st deadline," CSEA Assessment Unit President Jim Davis said.

"We couldn't ask for better CSEA members or better teamwork. We all pitch in and pick up the extra work and

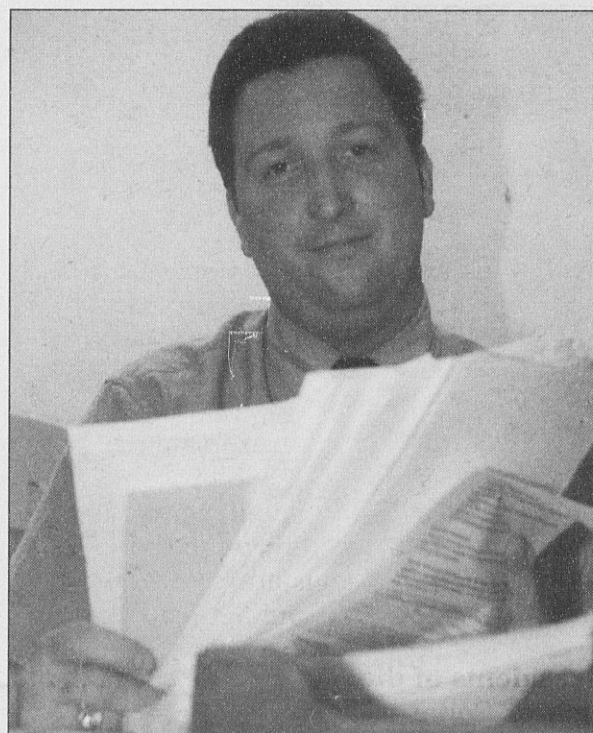
leading to these or other unintended consequences.

Information provided by CSEA members will be passed on to the federal Department of Health and Human Services, which has asked AFSCME to document specific problems employees are experiencing at the worksite level. The information will also be used by Washington, D.C. based advocacy groups that are working in coalition to address welfare implementation issues.

"Lot's of attention has been paid to the big changes for welfare recipients, but the real work of implementing these changes falls on us," said CSEA Social Services Committee member Bob Cauldwell of Nassau County.

"We think it's important for the people in Washington to see what the impact is of the legislation they've enacted — on clients and workers," added CSEA Social Services Committee member Marcia Olszewski of Erie County.

— Ed Molitor



**CSEA Assessment Unit President Jim Davis shows some of the thousands of STAR applications received each day.**

all the divisions chip in to help each other. We do the very best with the tools we have," said Davis.

— Sheryl C. Jenks

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

CSEA is one of the largest social services and administrative services unions in New York state, representing more than 50,000 workers in these industries.

CSEA represents various job titles in social service agencies throughout the state. For example, our members are caseworkers, social welfare examiners, support investigators, community service representatives, case supervisors and more. Our members in countless administrative, secretarial and clerical titles keep things running smoothly in thousands of offices throughout New York.

CSEA is committed to meeting the special needs of our members in these industries. For example:

CSEA's Social Services Committee meets several times each year to discuss the issues and concerns facing social service workers and make recommendations to CSEA's president.

Social service workers have the often unpleasant task of carrying out policy decisions made by others. Whether in the office or in the field, safety is a constant concern, and CSEA continues to push for a worksite security standard to protect these front line employees.

CSEA led the fight for real welfare reform in New York state, including important safeguards against contracting out social service jobs.

Our administrative services members are predominantly female, and CSEA has won breakthrough achievements in many areas, including:

- \* pay equity;
- \* negotiated day care benefits;
- \* dependent care accounts;
- \* career mobility programs;
- \* non-discrimination protections; and
- \* health insurance flexibility.

These improvements have benefitted workers in these industries and in many more working families.

# It's Snow Time

New York state averages 100 inches of snowfall on its 110,000 miles of highways. As winter bears down on us, the familiar sight of snowplows will not be far behind. Many are staffed by CSEA members who work for the state's Dept. of Transportation or local highway departments. They work long hours in a job that is difficult at best. Keep these safety tips in mind to help make their jobs safer:

- Leave plenty of room between your vehicle and snowplowing equipment.
- The roadway behind a plowing truck is usually in much better shape than the road in front. Patiently following the truck may be much safer than passing.
- Leave plenty of time to reach your destination.
- Be prepared. Check tires, antifreeze and windshield washer fluid. Keep a flashlight, snow brush, jumper cables, extra coat, gloves, hat, boots and blanket in the car.
- Bridges usually freeze before roads.
- Brake gently. Gentle steady pressure is better than pumping.

This winter, let's all do our part to be safe while CSEA plow operators are on the job.

Tips provided courtesy of New York State Department of Transportation.

CSEA REPRESENTS

**Waste  
Management,  
&  
Infrastructures**

30,000 WORKERS IN THIS INDUSTRY





CSEA REPRESENTS

# Education Support Services

55,000 WORKERS IN THIS INDUSTRY

**Editors Note:** Thanks to CSEA SUNY Health Science Center Refrigerator Mechanic and Local Executive Vice President Patrick Sauter, the CSEA local has a great new way to reach out to it's members — through the Internet! ([www.csea615.org](http://www.csea615.org)). Here, in his own words, is how and why Sauter got the local "online."

SYRACUSE — "I took some computer programming classes after buying my first computer a few years ago. That's when I got interested in them. I started building my own systems about a year ago. Then I wound up fooling around with a Web page of my own.

I realized that it's a great way to spread information around and more and more of our members are getting access to the World Wide Web. I thought we should get a presence in place so that we could make information available to our members and be there for them when they come looking.

A lot of employees have access and I think it's important to have a presence so that we can be available to them. People have really liked seeing it online — we've gotten a lot of positive comments from our members. It has not only given them a place to look up information, but I think it has also given them a sense of pride. I think a lot of people don't realize the diversity in our ranks. We're a great example of the broad spectrum of jobs that are out there, and it's great to be able to showcase that.

I think it's also a great recruiting tool and public relations type of thing. I'd like to see all the Locals get online. It's not expensive, and I'd be willing to help anybody out — just send me some e-mail."

Patrick Sauter can be reached by e-mail at [pjsauter@csea615.org](mailto:pjsauter@csea615.org)

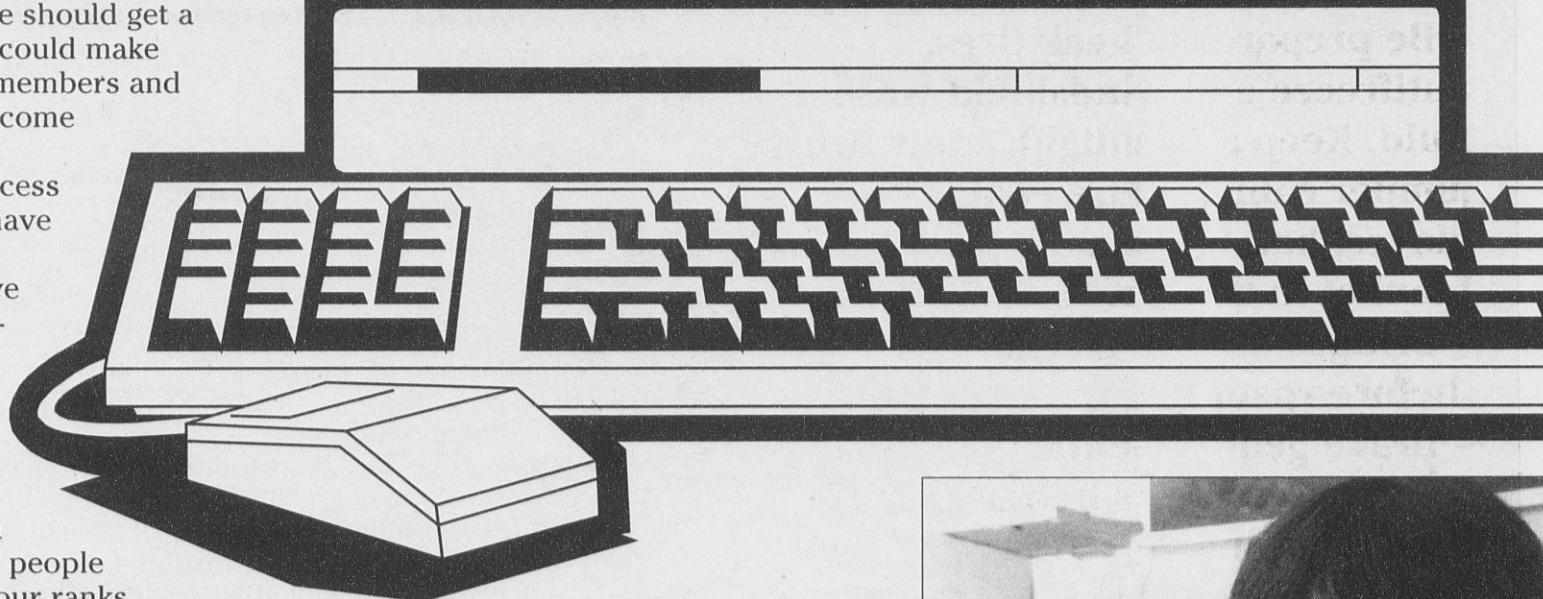
Visit CSEA's Web site at: [www.cseainc.org](http://www.cseainc.org)

# csea.on.line

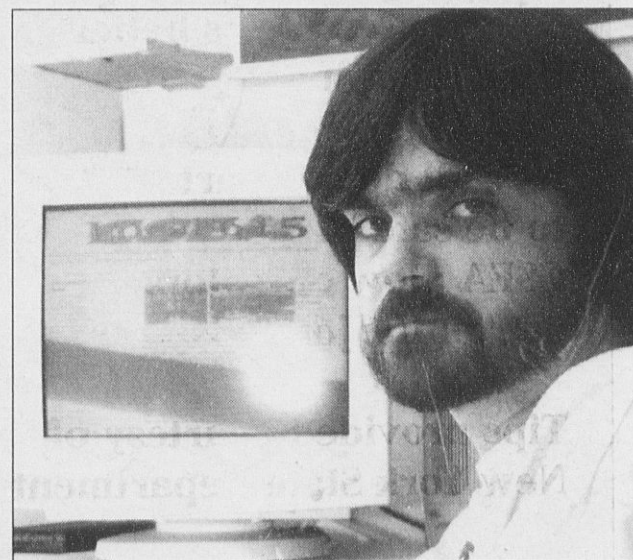
"Hi, and welcome to the CSEA Local 615 home page. We're a union of over a thousand New York State civil servants proud to serve our community here at the SUNY Health Science Center and University Hospital in Syracuse, NY. Our members are involved in every aspect of the day-to-day activity here on campus. We greet you with a smile at the front door and help you find your way to one of our many clinics, your loved one's hospital room, one of our diagnostic facilities, our medical library, or another of the many destinations within some 15 campus buildings and 3 million square feet.

We're the LPN's, Health Aides, EKG Technicians, and other trained, certified, and state-approved healthcare workers who ensure that you and your family receive the highest quality of care available in Central New York. We keep the water flowing (and the trash from overflowing), and the lights shining. We see to it that there's heat on even the coldest of Syracuse winter nights, and we keep things cool through the dog days of summer. CSEA employees keep the hospital environment clean and the operating room equipment sterilized; we make sure each floor stays stocked with clean linen, and the sidewalks stay free of ice and snow. It's our members who guide you through the bureaucracy of today's healthcare system.

The SUNY Health Science Center at Syracuse and University Hospital work because we work. We're proud of what we do here. We're proud of our community, and we're committed to providing Central New York with quality service throughout the coming millennium."



**WEBMASTER — SUNY Health Science Center Local Executive Vice President Patrick Sauter and the Web page he designed for the local. The welcome message for the Web page appears above.**



# INSIDE THE WORK FORCE

## Getting Organized



*Former  
Union  
Activists  
Use Talent  
and  
Enthusiasm  
as Union  
Organizers*

**H**ow would you like to make a difference on behalf of working people? Want to help empower workers? Can you help working people find their voice in the workplace at a time when the national labor movement is growing stronger daily? Want to be involved in CSEA's toughest job?

As a CSEA organizer, you have the chance to bring all CSEA has to offer to public and private sector workers who now have no union protection. Activists who have become organizers say it's the most rewarding job they've done. Up to the the challenge? Not sure? Here's what four organizers have to say about the job.

### Will Streeter

"I like organizing. It's different. You meet new people and you get to see the fruits of your labor when you're done creating a viable bargaining unit."

"The challenge is getting the workers to take the step."

Also, to "outguess, outthink management on the other side. You have to learn to think outside the box, to be creative"

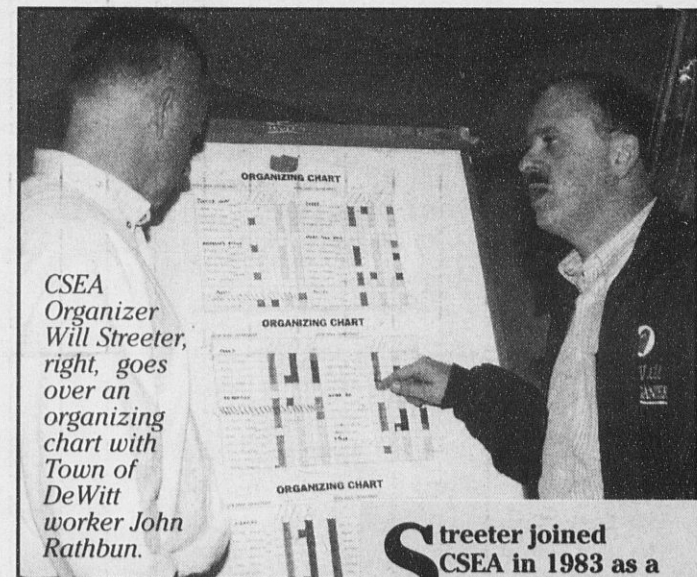
"Figuring out new ways to overcome fear is a challenge. You can't just throw down a copy of the law." While intimidation tactics by management may be illegal, a legal challenge to a dismissal could take years.

"Being fearful is not going to help other workers form unions. It's not an easy job, it's not 9-5 or 8-4, whatever."

### Robert M. Bradshaw Jr.

"I took the plunge because I believe in the mission, I believe what we stand for. I wasn't around for the Civil Rights movement but damn, I'm going to be around for the labor movement."

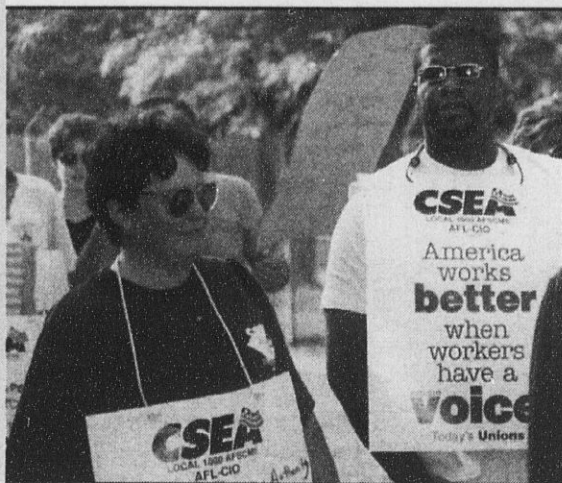
"America is in trouble. The working class is in



*CSEA Organizer Will Streeter, right, goes over an organizing chart with Town of DeWitt worker John Rathbun.*

**S**treeter joined CSEA in 1983 as a custodian at SUNY Cortland, following 13 years' membership in Local 314 International Leather Goods, Plastics and Novelty Workers while at the Wilson Sporting Goods plant. Streeter began work on his bachelor's degree in labor relations at SUNY Cortland in 1985, graduating in 1989 with 11th of 1,200 while still working nights full-time. His wife and father are retiree members, and his father served as president of CSEA's Cortland County Local.

**B**radshaw was an active member for six years while working at the West Seneca Developmental Center. He is credited with nine years service to the local, three of which he earned while serving in the Army as a postal officer for Central and South America, rising to 1st lieutenant. A 1986 SUNY Buffalo graduate with a management degree, he entered the Army in 1987.



trouble and I want to make a difference.”

Bradshaw's eyes were opened to union strength after he returned to his Buffalo Psychiatric Center job after an Army

combat tour in Panama, only to find his job was cut. CSEA got him a transfer to the West Seneca Developmental Center. “I saw how strong the union can be to defend you.”

“Organizing is a different animal and it's not for everyone, but if you believe in the cause, it is definitely a worthwhile, exciting challenge.”

“No two days are alike. I would say if you are serious about union activism, then this is the place to be.”

Surprises? “The reluctance of management and the fear of people.”

“I've always been the type of person that if you believe in something and you stand for a cause, you stand for it.”

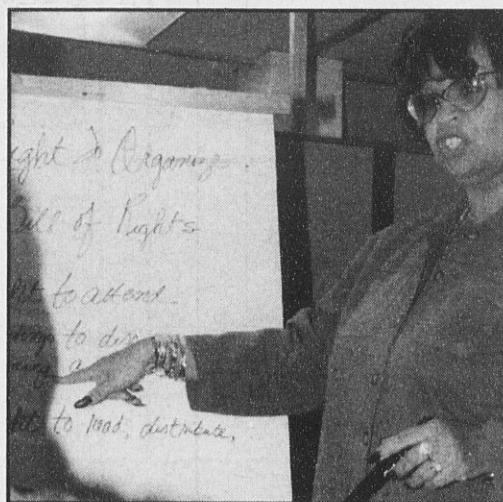
“I feel like I'm James Bond coming in the night to hit 'em with the union. Before they know it, it's too late — the people have spoken!”

## Phoebe L. Mackey

“Personally, it seemed like a natural evolution ... I had worked in the Mental Hygiene Central Office — for years we talked about organizing co-workers who were laid off or went into the private sector because of closings.”

“With President Donohue coming in, that seemed to change. The focus was to organizing. I worked on an organizing campaign and I liked it.”

Mackey returned to work at the Office of Mental Retardation and Developmental Disabilities. “Next, I was contacted by CSEA to work on an AFSCME campaign in Maryland,



**M**ackey was a 28-year employee of the Office of Mental Retardation and Developmental Disabilities before becoming an organizer, starting work out of high school. A member of CSEA's Mental Hygiene Central Office Local, she became active in committee work after CSEA challenged her job site relocation. She moved on to vice president, then served as Local president for 10 years.

organizing all state employees.” Mackey became “awfully depressed thinking of going back to my job and doing the same old thing.”

“I think if (activists) were somewhat interested but not quite sure they wanted to organize full time, then come work with us full time on a campaign. That way they can find out if it's for them.”

“You want to be able to make a difference. You want to be able to protect the work force and the only way to do that now is to organize.”

## Mary Bryant

“I believe people in the work force today need to know what's going on.”

“I enjoy what I do, sometimes I don't enjoy what I do.”

The challenges are “employers, obstacles to get around people, fighting with management.”

Like other organizers, Bryant's activist eyes opened after her employment was jeopardized.

“The job I had was privatized and I got laid off. Of course, that angered me.” That feistiness remains apparent as Bryant describes the importance of organizing.

“I think it's a responsibility as union activists to bring the union to the working people and educate them on what's going on.”

“I get frustrated sometimes trying to make people understand why it's important.”

Bryant said she regrets not keeping a journal of her organizing campaigns, logging stories about the people she's met and situations she's encountered.

“If you like talking to people, accomplishing things, if you like helping people, I would encourage people to go into organizing.”

“You gotta be adventurous to get out there.”



**B**ryant worked for six years as group living coordinator at Graham Windham Children's Services in Westchester County, then went to Woodfield Cottage in Valhalla, where she served as shop steward in CSEA's Southern Region. She was laid off in December 1994, after 6 1/2 years. She joined the project staff in March 1995 working on CSEA organizing campaigns until September 1995, when she was hired as statewide organizer.

## Organizer Seminars

Want to get involved? Hear all about the rewards and challenges of organizing? Seminars are set for Dec. 2, 3, 4 and 9 for any interested CSEA members.

### Dec. 2

**Western Region Office**  
482 Delaware Ave.  
Buffalo, NY 14202

### Dec. 3

**Central Region Office**  
6595 Kirkville Rd.  
East Syracuse, NY 13057

### Dec. 4

**Southern Region Office**  
735 State Route 52  
Beacon, NY 12508

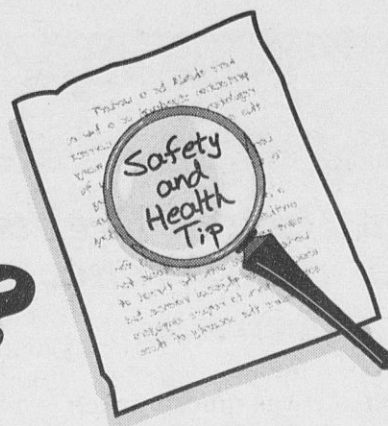
### Dec. 9

**Capital Region Office**  
1 Lear Jet Lane, Suite 2  
Latham, NY 12110

Joining CSEA Organizing / Member Relations Director Diane Campion will be Director of Human Resources Kathleen Cahalan and organizers from the regions.

Anyone interested in attending should call the CSEA Human Resources Department for times the seminars will be held. Call (518) 257-1000, ext. 1209 or 1-800-342-4146, ext. 1209.

# Is my workplace causing cancer?



CSEA • LOCAL 1000 AFSCME • AFL-CIO

## Safety & Health

265,000 MEMBERS STRONG!

Throughout the state, in sick buildings and in healthy buildings, when indoor air quality problems and other health hazards are present the number of cases of cancer in the building frequently seems significant. Often in cases like this the inhabitants of the building have no choice but to wonder:

### Is the building the cause of these cancers?

CSEA has worked with the state Department of Health (DOH) Bureau of Environmental and Occupational Epidemiology to obtain information on how to determine whether cancer is in fact occupationally related.

The Bureau of Environmental Occupational Epidemiology is the section of the DOH that monitors and evaluates incidents of occupationally related cancer. The bureau has set criteria to red flag worksites that may be causing cancer, and has the ability to assess and follow reported cancer cases in the occupational setting likely to be caused on the job.

### Did you know that there are more than 100 different types of cancer?

Not all cancers are the same, they affect different parts of the body in different ways. Tumors in different organs are considered different diseases because the cause is different.

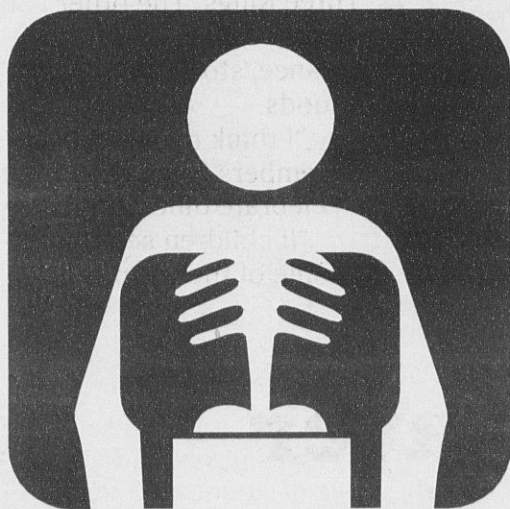
Differences exist in type of malignant cells, prognosis, treatment, and course the disease will follow. Age is also a large factor, cancer primarily hits the middle aged and elderly. Since different types of cancer are different diseases, the cause of the condition most likely is different as well. Even if several people in the same building are diagnosed with some kind of cancer, unless it is the exact same type it is unlikely that it is occupationally related.

### If cancer is so common yet so different, how can it be determined if it is occupationally related?

Cancer can be occupationally caused, and the Health Dept. has set criteria to assist it in determining if indeed cancer is occupationally related. The DOH looks for several patterns to make the determination.

These patterns include:

- \*Several cases of the same type of cancer.
- \*Two or more cases of a particularly rare type of cancer.
- \*Several cases diagnosed in young people.
- \*Clustering of cases by year of diagnosis.
- \*Adequate latency, the length of time between exposure to a carcinogenic agent and the actual diagnosis of cancer (the average latency for cancer in humans is approximately 15 years).



Many factors go into the mix when determining if

cancer cases are related; age, type of cancer, frequency of cases, latency, and certain risk factors. All of these factors play a very important role in determining if cancer is caused at the workplace.

If there is a wide variety of cancer types (and they are the more common cancers) among a large population over a long period of time (with the rate similar to the general population) most likely the workplace is not the cause of the cancer. In the event that an unusual pattern is detected, the DOH will ask for additional information and confirmation of the cases to pursue the investigation if necessary. For further information contact the Bureau of Environmental and Occupational Epidemiology at (518) 458-6212.

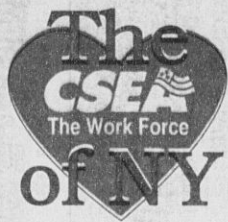
## Workers' Compensation Program Clarified

Effective July 1998, the CSEA Workers' Compensation Legal Assistance Program began providing legal representation for Workers' Compensation and Social Security Disability cases for CSEA members injured on the job or otherwise disabled. Legal representation is provided at convenient locations throughout New York State through a network of offices staffed by attorneys who specialize in Workers' Compensation and Social Security law.

This program requires no out-of-pocket costs for our members.

In all workers' compensation cases, attorney fees are set by the Workers' Compensation Board under the Workers' Compensation Law, through a limited set-aside from the workers' compensation award. This set-aside fee system is administered by the Workers' Compensation system itself. CSEA members who have been injured or disabled, are not working and use this program will not be further financially burdened by receiving bills for attorneys' fees. The fees, as with all workers' compensation cases, will come out of the award itself.

In order to take advantage of this new program, CSEA members injured on the job or disabled should contact CSEA Headquarters during normal business hours Monday through Friday at **1-800-342-4146** and follow the instructions (press 1, then press 8) to talk with one of our workers' compensation attorneys to discuss the possibility of a Workers' Compensation or Social Security Disability case.



# 1999 LEAVE RECORD for New York State ADMINISTRATIVE PAYROLL EMPLOYEES

Your leave benefits were negotiated for you by CSEA — your union!

**PAY PERIOD**

**EXAMPLES:**

If you are sick 4 hours, enter S-4 under the appropriate day.  
If you take 2 hours of personal, enter P-2, etc.

**ANNUAL LEAVE**

Balance from last record:

**SICK LEAVE**

Balance from last record:

**PERSONAL LEAVE**

Balance from last record:

To record leave used, enter these letters for the appropriate date:

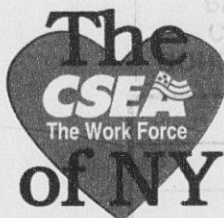
- V = (Vacation)
- S = (Sick Leave)
- H = (Holiday)
- M = (Military Leave)
- P = (Personal Leave)
- SPEC = (Special)
- C = (Compensatory)
- LWOP = (Leave Without Pay)
- W = (Workers' Comp)

PAY PERIOD	EXAMPLES:							ANNUAL LEAVE			SICK LEAVE			PERSONAL LEAVE											
	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	Earned	Used	Balance	Earned	Used	Balance	Earned	Used	Balance		
DEC 24 - JAN 6																									
JAN 7 - JAN 20																									
JAN 21 - FEB 3																									
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MAR 4 - MAR 17																									
MAR 18 - MAR 31																									
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MAY 13 - MAY 26																									
MAY 27 - JUN 9																									
JUN 10 - JUN 23																									
JUN 24 - JUL 7																									
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JUL 22 - AUG 4																									
AUG 5 - AUG 18																									
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SEP 16 - SEP 29																									
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OCT 14 - OCT 27																									
OCT 28 - NOV 10																									
NOV 11 - NOV 24																									
NOV 25 - DEC 8																									
DEC 9 - DEC 22																									

**CONSULT YOUR UNION CONTRACT, YOUR CSEA REPRESENTATIVE OR YOUR PERSONNEL OFFICE FOR HOLIDAY OBSERVANCE SCHEDULE**

Leave accruals are an important contractual benefit negotiated for you by CSEA. You can help guarantee the accuracy of your individual accruals by tracking your leave activities throughout the year. If a discrepancy should arise it might be easier to document your claim by producing your personal leave record form.





# 1999 LEAVE RECORD for NEW YORK STATE COURT EMPLOYEES

Your leave benefits were negotiated for you by CSEA — your union!

**PAY  
PERIOD**

**EXAMPLES:**

If you are sick 4 hours, enter S-4 under the appropriate day.  
If you take 2 hours of personal, enter P-2, etc.

**ANNUAL LEAVE**

Balance from last record:

**SICK LEAVE**

Balance from last record:

**NOTES**

To record leave used, enter these letters for the appropriate date:

V = (Vacation)

S = (Sick Leave)

H = (Holiday)

M = (Military Leave)

P = (Personal Leave)

SPEC = (Special)

C = (Compensatory)

LWOP = (Leave Without Pay)

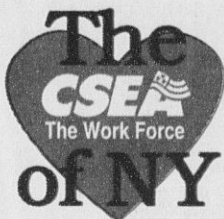
W = (Workers' Comp)

	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	Earned	Used	Balance	Earned	Used	Balance
DEC 24 - JAN 6																				
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# 1999 LEAVE RECORD for EMPLOYEES OF LOCAL GOVERNMENTS

*Your leave benefits were negotiated for you by CSEA — your union!*

**PAY  
PERIOD**

**EXAMPLES:**

If you are sick 4 hours, enter S-4 under the appropriate day.  
If you take 2 hours of personal, enter P-2, etc.

**ANNUAL LEAVE**

Balance from last record:

**SICK LEAVE**

Balance from last record:

**PERSONAL LEAVE**

Balance from last record:

	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	Earned	Used	Balance	Earned	Used	Balance	Earned	Used	Balance
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*To record leave used, enter these letters for the appropriate date:*

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P = (Personal Leave)

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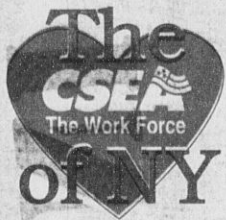
LWOP = (Leave Without Pay)

W = (Workers' Comp)

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# 1999 LEAVE RECORD for New York State INSTITUTIONAL PAYROLL EMPLOYEES

*Your leave benefits were negotiated for you by CSEA — your union!*

**PAY PERIOD**

**EXAMPLES:**  
 If you are sick 4 hours, enter *S-4* under the appropriate day.  
 If you take 2 hours of personal, enter *P-2*, etc.

**ANNUAL LEAVE**  
 Balance from last record:

**SICK LEAVE**  
 Balance from last record:

**PERSONAL LEAVE**  
 Balance from last record:

*To record leave used, enter these letters for the appropriate date:*

- V = (Vacation)
- S = (Sick Leave)
- H = (Holiday)
- M = (Military Leave)
- P = (Personal Leave)
- SPEC = (Special)
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- LWOP = (Leave Without Pay)
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PAY PERIOD	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	ANNUAL LEAVE			SICK LEAVE			PERSONAL LEAVE			
															Earned	Used	Balance	Earned	Used	Balance	Earned	Used	Balance	
DEC 31 - JAN 13																								
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# Breaking Barriers

## Long Island Region Human Rights Committee makes a difference

LONG ISLAND — Weeks prior to Halloween, someone devoid of sensitivity hanged a scarecrow in blackface from a noose.

That shocking assault on basic human decency was quickly taken down because CSEA Human Rights Committee member Shirley Baker took action. She immediately called the NAACP and the proper authorities, ending the disgraceful display.

Whether increasing awareness, heightening sensitivity or educating about diversity, the CSEA Long Island Human Rights Committee is on the front lines.

Under the leadership of Committee Chair Barbara Jones, these men and women are breaking barriers and building bridges for their union brothers and sisters and their communities.

"Whether it meant marching to free Nelson Mandela, fighting sweatshops, setting up diversity training, putting on a multicultural celebration or simply taking a stand and asking others to do the same, this committee has been doing the job," said CSEA Long Island



CSEA Long Island Region Human Rights Committee Chairwoman Barbara Jones and Committee member Jack Hurt.

President Nick LaMorte.

"Sometimes the hardest thing is the silence. You know, the people who say nothing to stop hate and prejudice, the ones who say nothing and pretend not to notice," said Barbara Jones.

The Committee is a picture of diversity, a quilt of cultural, religious and ethnic backgrounds stitched together with a common goal.

"One of our missions is to promote and facilitate interaction across cultural lines. To break the boundaries and make real live contact with others through our events and activities," said retiree Jack Hurt.

One of two standout events the Committee takes part in is the Festival of Lights, where CSEA members set up tables representing the traditions and foods associated with Christmas, Kwanzaa, Chanukah and the Feast of The Three Kings. The other is the International Festival, a multicultural celebration of diversity through song, dance, stories and samplings of traditional ethnic foods.

"I think the apex is the Festival of Lights. That's when members bring their children to see that people can celebrate differently, together," said Jeff Rowe.

"If children see this more often, maybe we can rectify some of the wrongs done by previous generations."

— Sheryl C. Jenks

## Henry Reed is a life saver on and off the job

NEWBURGH — Henry Reed spends as much time helping kids off the job as he does on the job. A school monitor at South Junior High School, Reed volunteers afternoons and evenings (and most weekends) as a youth advocate, working with troubled kids.

"A lot of these kids have been expelled," he explained. "Some are on probation, some are one step from jail or have drug, alcohol or emotional problems. I counsel, listen and establish trust and communication. I try to be a role model."

Reed says most of the kids are products of broken and dysfunctional families.

"As long as they're in the environment, it's hard to save them," he said. "A lot of them needed help a long time ago."

But Reed doesn't give up easily. "I intervene," he said. "I encourage them to stay in school and I tell them to be responsible for themselves."

He'll also attend classes with the kids and shows up at their baseball, softball or soccer games to cheer them on. Some of the youngsters are referred for agency services such as professional counseling.

There are success stories.

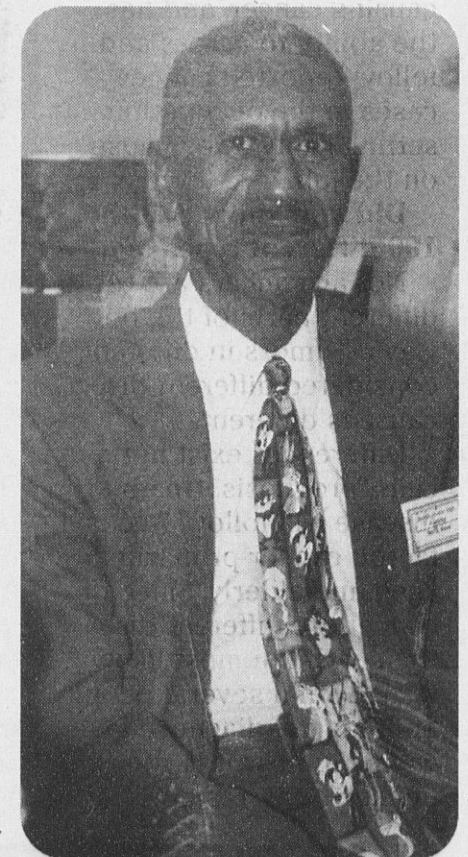
"There might be some you can save," he said. "A lot of them just need someone to relate to."

Reed is also a union activist, a certified shop steward, a delegate and a community activist who participates in voter registration drives. In addition, he is proud of his perfect attendance during the last school year.

Reed admits that at one time, "I was on the other side."

"I changed my attitude and my behavior," he said. "I was once a hopeless case. Now I'm the luckiest person in the world."

— Anita Manley



CSEA • LOCAL 1000 AFSCME • AFL-CIO

# Family, Friends and Neighbors

265,000 MEMBERS STRONG!



**sweatshop** *n*: a shop or factory in which workers are employed for long hours at low wages and under unhealthy conditions

# No sweat

by Daniel X. Campbell

CSEA • LOCAL 1000 AFSCME • AFL-CIO  
**Labor Link**

265,000 MEMBERS STRONG!

Somewhere, right now, a five-year-old boy is stitching together a pair of athletic shoes while an eight-year-old girl sews a college logo on a baseball cap. They are working in sub-human conditions for pennies an hour, and the results of their near slave labor are finding their way into our children's schools.

School apparel, from uniforms to sportswear, may be made by children in foreign countries or even in one of the 11,000 clothing sweatshops that still flourish right here in the United States.

Child labor and the school apparel sweatshops that profit from it are the target of a campaign, coordinated by the New York State Labor-Religion Coalition, called "Sweatfree New York Schools." Coalition Coordinator Brian O'Shaughnessy said many New York schools and universities do not know they are silently supporting the exploitation of children.

The campaign has two goals: first, that schools teach students about sweatshops and some of the issues surrounding fair labor practices; and second, that schools agree not to purchase school-related items made in sweatshops.

The latter will require school business officers to relay the district's labor standards and penalties to their vendors. Vendors must then report the name and location of every plant, including subcontractor plants, engaged in the production and distribution of apparel for the school along with a statement of compliance from the manufacturers. Vendors or manufacturers who fail to comply are subject to immediate termination.

Albany Roman Catholic Diocese Bishop Howard J. Hubbard, who co-chairs the campaign, pledged the full participation of the Albany Diocese's 42 schools to kick off the campaign.

"Child labor and sweatshop conditions are morally wrong and this 'sweatfree schools' effort gives people of conscience and good will a very practical way to do what is right," Hubbard said. CSEA is encouraging participation in the campaign, especially among school district members. For more information write: **The New York State Labor-Religion Coalition, 159 Wolf Road, Albany, NY 12205.**

In Albany, N.Y., the state capital, there were 70 child labor violations out of 116 visits to fast food outlets between January 1997 and August 1998.

The International Labor Organization reports that at least 250 million children under the age of 15 hold jobs that undermine their education and threaten their health or development.

In 1994, the federal General Accounting Office estimated that 2,000 of the 6,000 garment factories in New York City qualified as sweatshops, employing immigrants, sometimes whole families with children.



Photo by Cara Metz

# This CSEA member benefit can save you money this holiday season

**THE BUYER'S EDGE**

CSEA • LOCAL 1000 AFSCME • AFL-CIO

**CSEA  
Benefits**  
265,000 MEMBERS STRONG!

CSEA, in conjunction with **The Buyer's Edge**, a consumer buying service, offers CSEA members a great way to save money on the purchase of major consumer products this holiday season and all year round.

**The Buyer's Edge** is a consumer buying service that negotiates extra discounts and lowest price guarantees on many big ticket products that would not otherwise be available to individual buyers.

### How To Use The Buyer's Edge Program

Shop around. Determine the exact make, model and style number of the item you want. **Then simply call the appropriate toll-free number listed below and ask the participating Buyer's Edge vendor for their guaranteed lowest price.** Then, using a credit card or check, and from the comfort of your home, buy by phone from the participating vendor.

**Be prepared to give the CSEA group number whenever you contact a participating vendor. THE CSEA BUYER'S EDGE GROUP NUMBER IS 1811.**

### Lowest Price Guarantee

If you buy a product for \$150 or more through a Buyer's Edge vendor, and within 30 days (24 hours on travel) and within 50 miles if you buy in person at the vendor's store you find the exact same item for less at a factory-authorized dealer, The Buyer's Edge requires that the participating vendor mail you the difference, plus 20 percent of that difference. This guarantee even covers advertised sales, discount houses and other

buying plans. (Silver and gold items, services, merchandise offered with limits on availability or quantity, dealer-installed options and prices after manufacturers' cut-off dates for model years on new cars are not covered by this guarantee.)

### Member Protection Service That Works For You

If you ever receive less than superior treatment with regard to price, delivery or service, immediately speak to the management of the participating vendor. If you don't get satisfactory results, write to:

**The Buyer's Edge**  
1429 Route 22 East  
Mountainside, NY 07092

**Important Reminder:** When comparison shopping, always be sure you are comparing exactly the same model number, accessories, service arrangements and warranties, and that the quoted price is the complete price, including delivery and taxes. And always be prepared to give the CSEA group number whenever you contact a participating vendor. **THE CSEA BUYER'S EDGE GROUP NUMBER IS 1811.**

## CALL THE APPROPRIATE BUYER'S EDGE TELEPHONE NUMBER BELOW FOR ALL YOUR GIFT-GIVING NEEDS

**MAJOR APPLIANCES:** Air conditioners, refrigerators, dehumidifiers, freezers, washers, dryers, ranges, dishwashers, disposal units, microwaves and vacuum cleaners

**TV & VIDEO EQUIPMENT:** All types of color televisions including big screen, video recorders and video cameras . . . . . Rochester area\* - **716-427-8360**

Buffalo area\* - **716-838-3345**

All other areas - **1-800-377-3700**

**AUDIO EQUIPMENT:** Receivers, turntables, tape decks, speakers, amplifiers, systems, consoles and compact disc players . . . . . **1-800-543-0911**

Downstate - **718-720-3792**

**CARPETING & RUGS:** Select most any style or color, wall-to-wall broadloom or any size area rugs. Complete local installation available for home or commercial use. 25 sq. yd. minimum . . . . . **1-800-526-5389**

**CHINA, CRYSTAL, SILVER, PORCELAIN FIGURINES:** Bridal registry available . . . . . **1-800-543-8235**

**DIAMONDS, FINE JEWELRY, WATCHES** . . . . . **1-800-635-9136**

**EXERCISE EQUIPMENT:** Rowers, universal stationary exercise bikes, treadmills, ski machines, free weights and physicians scales . . . . . **1-800-541-9905**

**FURNITURE:** Authorized dealer for more than 300 furniture manufacturers. In business since 1940 . . . . . **1-800-631-0286**

**LIGHTING:** Lamps, chandeliers, and sconces, most major quality brands . . . . . **1-800-631-0286**

**LUGGAGE:** Travel, briefcases, portfolios, attache cases, travel accessories . . . . . **1-800-543-8237**

**COMPUTERS:** Personal computers, monitors, printers . . . . . **1-800-345-6265**

**TRAVEL:** Discount on any advertised trip, package, tour charter or cruise - plus FREE \$100,000 life insurance on airline tickets issued by Buyer's Edge travel vendor . . . . . **1-800-634-8538**

### CAR PLAN:

1. SHOP - decide make, model, and options

2. CALL - for referral to local cooperating dealer

3. DEALERSHIP SAVINGS - ask for The Buyer's Edge price documentation book. Compute your price. If book not available, call Car Plan.

Computer printout - Price information mailed to you for nominal charge.

Used Cars - Late models only (5 years or less) 12 month/12,000 mile warranty . . . . . **1-800-543-8381**

**VACUUM CLEANERS** . . . . . **1-800-377-3700**

**KITCHEN CABINETS/COUNTER TOPS:** Call for referral . . . . . **1-800-327-3599**

**MOVING PLAN:** Professional services, household goods/autos (distances over 40 miles or interstate). Free in-home estimate. Call 4 weeks prior to moving date. . . . . **1-800-356-7771**

**REAL ESTATE PLAN:** Call referral service before contacting broker. Ask about specific savings on purchase or sale of home or land . . . . . **1-800-232-6766**

**VITAMINS:** Nearly 200 vitamins, herbs and nutritional supplements available at **additional 12% savings** below the already discounted catalog prices. 24-hour phone service available to place an order, request a free catalog, or respond to current advertised specials . . . . . **1-800-366-5924**

VISIT US ON-LINE AT [www.buyersedgeinc.com](http://www.buyersedgeinc.com)

## 1999 Insurance Renewal Rates For Plans Covering State Employees

Several changes may affect your health plan choice for 1999.

As a result of the HMO Workgroup, which is comprised of representatives from the Joint Labor-Management Committees on Health Benefits and the NYS Health Insurance Council, three HMOs will be allowed to expand their service areas for 1999.

The Workgroup approved the following requests for expansion:

Prepaid Health Plan (PHP) into Chemung, Steuben and Schuyler; HMO Blue into Clinton, Essex, Franklin and St. Lawrence; and Kaiser Permanente (CHP) into Sullivan county. Additionally, NYLCare HMO will no longer be offered as an option under NYSHIP as they were taken over by Aetna US HealthCare (who will remain a participating HMO) and HIP Health Insurance Plan of New Jersey will not be accepting any new enrollments into the plan for 1999.

Whether you are enrolled in the Empire Plan or an HMO, New York State pays most of the cost of your premium. For Empire Plan enrollees, the State pays 90 percent of the premium for individual coverage. For family coverage, the State pays 90 percent of your premium as the enrollee, plus 75 percent of the cost for dependent coverage.

Pursuant to the Collective Bargaining Agreements, the formula to determine the enrollee's share of the HMO premium will change on Jan. 1, 1999. Beginning Jan. 1, 1999, the State's dollar contribution for the non-prescription drug components of the HMO premium will not exceed 100 percent of its dollar contribution for those components of the Empire Plan premium. This change, along with an HMO's annual increase could

significantly impact the current contribution toward HMO coverage for 1999.

The 1999 biweekly health insurance premium deductions for employees are as follows:

Health Insurance Plan	Ind	Family
The Empire Plan	\$7.35	\$32.23
Aetna US Health Care	\$17.59	\$67.06
Blue Choice	\$6.91	\$34.01
Blue Choice HMO	\$7.67	\$52.39
Capital District Physicians' Health Plan	\$7.00	\$40.51
Community Blue	\$5.83	\$31.65
Elderplan, Inc.	\$0.	
HIP Health Insurance Plan of New Jersey	\$8.51	\$45.17
HIP Health Insurance Plan of New York	\$7.09	\$34.28
HMO Blue	\$7.15	\$41.85
HMO-CNY (Central)	\$19.15	\$85.02
HMO-CNY (Southern Tier)	\$19.15	\$85.02
HealthCarePlan	\$6.63	\$44.71
Healthsource HMO	\$18.26	\$83.86
Independent Health Hudson Valley	\$25.95	\$102.84
Independent Health of Western New York	\$5.55	\$30.53
Kaiser Permanente (formerly CHP)	\$15.53	\$59.33
Kaiser Permanente HV (formerly CHP HV)	\$15.92	\$68.90
Kaiser Permanente MVP Health Plan - East	\$9.19	\$53.24
MVP Health Plan - Central	\$7.10	\$39.79
Prepaid Health Plan (PHP)	\$10.57	\$63.71
Preferred Care	\$6.26	\$30.30
United HealthCare	\$14.58	\$71.83
Vytra Healthcare	\$20.65	\$88.68
WellCare of New York	\$6.89	\$36.22

**CSEA**

JOINT COMMITTEE ON

*Health Benefits*

## Empire Plan Expands Out of State Network

Beginning Jan. 1, 1999, the number of participating providers available to Empire Plan enrollees in Florida, Connecticut and New Jersey will be expanding from the current provider base of 3,000 to more than 22,000.

When you need a participating provider in any of these three states, ask if the provider is part of **United HealthCare's Options PPO**. Some of the providers in this much larger network are not yet familiar with the Empire Plan name. Most current Empire Plan providers will also be a part of United HealthCare's Options PPO

network, however, be sure to ask the provider before you seek services or check out the expanded provider network Web site at <http://www.cs.state.ny.us> or call United HealthCare at 1-800-942-4640. In all other states including New York, continue to ask if the provider is an Empire Plan participating provider.

Remember, using a participating provider not only helps to ensure that you are receiving your health care from a credentialed provider but limits your out-of-pocket costs to your applicable co-payment and there are no claim forms to file.

## Empire Plan Emergency Room Co-payment To Increase 1/1/99

As stated in Article 9 of the New York State collective bargaining agreements effective Jan. 1, 1999, the co-payment for Empire Plan enrollees for emergency room services covered by the hospital contract will increase from \$25 to \$30. Charges for other outpatient services covered by the hospital contract will continue to be subject to a \$25 co-payment. These hospital outpatient co-payments will be waived for persons admitted to the hospital as an inpatient directly from the outpatient setting and for the following covered chronic care outpatient services: chemotherapy, radiation therapy, physical therapy or hemodialysis.

# Delegates vote on changes to CSEA's Constitution

ROCHESTER — CSEA delegates meeting here overwhelmingly approved an amendment placing the ten CSEA Officers and the Board of Directors on the same election cycle and changing their terms of office from three to four years.

This change, which will eliminate separate and continuous election cycles, is intended, in part, to make the process more meaningful in terms of candidate viability and voter participation.

Longer terms mean not only fewer elections but also more effective leadership for accomplishing CSEA's long term goals of defeating workplace injustice and enhancing workers' lives.

To accomplish the transition, Region Officer terms due to expire on June 30, 1999 are extended to March 1, 2000. As of the year 2000 election cycle, all Region Officers will hold positions for four-year terms. Commencing on July 1, 2000 of the election year, Board seats and the four Statewide officer seats will be for one term of three-and-three-fourths years.

Thereafter, as of the election cycle in

2004, all 10 CSEA officers and the Board will be on the same four year cycles, with terms running from March 1 through the end of February.

Additionally, the delegates approved on a first reading the following amendments:

- Changing the Purpose and Policy Article (Constitution Article II) to comport with the new direction and profile of the union. The proposed new language is as follows:

*We exist as a Union to organize working people and, through our active involvement in our Union, to enhance the quality of life for all workers and their families, to improve and protect our working conditions, and to have a voice in the political process. We are devoted to the concept that an injury to one is an injury to all. We are responsible as union members to forcefully and effectively defend our rights and those of all workers to ensure justice and dignity in the workplace and the community. We are dedicated to the principle that the democratic process within our union is a right of every member, whether employed or retired, without regard to race, creed, color, national origin, age, sex, physical challenges, marital status, political affiliation or sexual orientation.*

- Changing the operative dates from January of the election year to the preceding September for determining the number of board seats in both the State Executive Committee and in the Local Government Executive Committee and changing the commencement date for the Board's term of office from July to March (Constitution Articles VI and VII). Both changes were necessary to reflect the delegates' action with respect to the new election cycles, as reported above.

The delegates approved the following changes to the By-Laws:

- Added language that requires the Statewide Election Committee to notify all candidates of any protest received affecting their election and advising those affected of their right to respond to the protest within ten days of receipt of the notice of protest. (By-Laws Article III).

- Created a new Special Committee, the Health-Care Services Committee, to be comprised of representatives from each region, as well as from each division and reflecting mental health, EMS, long term care, acute care hospitals, public health and home care categories. (By-Laws Article VI).

## 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.

## Delegates vote on resolutions

Delegates at the 1998 annual meeting approved the following resolutions:

- That CSEA and AFSCME continue to lobby against passage of the Kyl/Archer Bill which would remove the current two-year Medicare billing restrictions on doctors, rescind Medicare reimbursement caps and "expose seniors to price gouging by physicians."
- That CSEA, in concert with the Retiree Executive Committee, lobby for increased monies for RAPP (Relatives As Parents Program) so information can be more widely distributed to grandparents and relatives about legislation affecting caregivers of children and advise caregivers of available state programs. The resolution also suggests the CSEA use workshops and publications to educate and advocate for grandparent/relative caregivers.
- That CSEA and AFSCME continue to lobby against cuts in funding for "Elderly Housing For Low Income Seniors," as proposed by the US

Department of Housing and Urban Development.

- That CSEA continue to lobby for and support legislation that would provide additional protection for CSEA members who are at extra risk while performing their jobs in dangerous areas and at all times of the day.
- That CSEA continue to offer ergonomic training to all members, to educate members on using labor/management committees to meet state policy on promoting the cost-saving benefits of ergonomics and continue to lobby state legislators on safety and health issues.
- That CSEA continue to incorporate National Coalition Building Institute training in its leadership development and strongly encourages regions, locals and units to participate.
- That CSEA continue to actively oppose sweat shops, slave wages and violations of child labor laws through educating and mobilizing members and to lobby for legislation providing equity for workers everywhere.

## 1999 AFSCME Family Scholarships

Ten scholarships, \$2,000 each, are available for children of AFSCME/CSEA members.

Scholarships will be renewed for \$2,000 each year for a maximum of four years.

Applicants must be a **daughter or son of an AFSCME/CSEA member** or whose legal guardian is an AFSCME/CSEA member.

Applicants must be a **high school senior** graduating in spring who will enroll full-time in a four-year degree program at an accredited college.

Mail requests for applications to:  
**AFSCME Family Scholarship Program**  
**Education Department**  
 1625 L St., NW  
 Washington, DC 20036

or

e-mail: education@afscme.org

Applications can be downloaded from AFSCME website

Important dates:

Requests for applications must be made by  
**Dec. 18, 1998**

Completed applications must be postmarked by  
**Dec. 31, 1998**

Winners will be announced  
**March 31, 1999**

## It's time to apply for LEAP tuition benefits

If you haven't already applied, you are entitled to one **LEAP tuition benefit** for a course that begins Aug. 1, 1998 through March 31, 1999. **All eligible applicants will receive a LEAP tuition benefit!**

LEAP is a tuition benefit program available to New York State employees in the Administrative, Operational and Institutional Services Units, the Division of Military and Naval Affairs and certain employees of Health Research, Inc., SUNY Construction Fund, Teachers Retirement System and the Unified Court System.

You can apply by using the application provided in the current LEAP catalog, which was mailed in May 1998. If you did not receive a catalog in the mail, please see your agency training or personnel office, or call LEAP at 1-800-253-4332 for a copy. During the months of December and January, LEAP staff will also take applications over the phone from 8:30 a.m. to 4:30 p.m. on Wednesdays and from 5:30 p.m. to 8:30 p.m. on Thursdays.

If you have any questions about LEAP or other negotiated education and training benefits, please call the LEAPline at 1-800-253-4332. Advisers are available weekdays from 8:30 a.m. to 4:30 p.m. (8:30 a.m. to 8:30 p.m. on Thursdays) to assist you.

**Sullivan honored for labor activism** — CSEA Executive Vice President Mary Sullivan was

presented the coveted James Connolly Award at the eighth Annual New York State Irish

Northern Aid Testimonial on Oct. 30, 1998. The award was one of five presented to members of the Irish-American community for their meritorious conduct in several areas. The James Connolly Award was given to Sullivan as "a person who has worked effectively promoting the honorable cause of organized labor." ... **TV Workers Win Contract** — Union workers at WKBW-TV7 in Buffalo have a new contract, ending a long stalemate that had prompted CSEA to stop buying ad time on the city's highest-rated evening news program.

The union continues to refuse to buy time on WGRZ-TV2 where a labor dispute persists. ...

**Adele Vaughn dies** — CSEA's first African-American field representative, Adèle Vaughn, died recently. She was 86 years old. ... **Yes You Can! Wins** — The LEAP (Labor Education Action Program) publication Yes You Can! won the Continuing Education Association of New York's James C. Hall Exemplary Program Award for innovative marketing. For a free copy of the booklet contact the LEAPline at 1-800-253-4332. ...

**Long Island Women's Committee raises \$\$\$ for Cancer Fund** — CSEA Long Island is truly making strides in the fight against Breast Cancer. The LI Women's Committee teamed up with the Nassau Local to raise \$31,000 in the walk last month. ...

**Washingtonville Unit President raises money, too** — Washingtonville School District Unit President Ellen Lyons and her daughters Kelly and Erin raised more than \$500 for the American Cancer Society. Lyons sold pink ribbons which symbolize Breast Cancer awareness and her daughters took part in the Orange County Making Strides for Breast Cancer walk. ...

**And the winners are** — PEOPLE (Public Employees Organized to Promote Legislative Equality) is CSEA's federal political action program. The 1998 PEOPLE Cup was awarded to the Capital Region for recruiting 486 new members during the past year. Micki Thoms from Region 3 was named recruiter of the year for signing up 143 new members. ...

... **Washingtonville Unit President raises money, too** — Washingtonville School District Unit President Ellen Lyons and her daughters Kelly and Erin raised more than \$500 for the American Cancer Society. Lyons sold pink ribbons which symbolize Breast Cancer awareness and her daughters took part in the Orange County Making Strides for Breast Cancer walk. ...

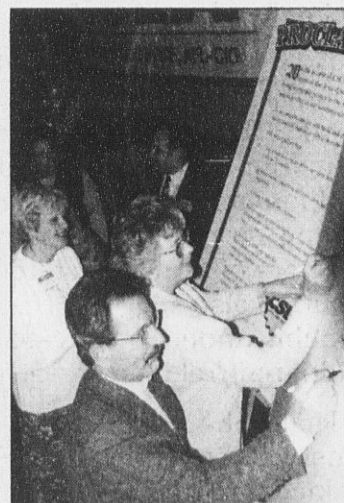
CSEA • LOCAL 1000 AFSCME • AFL-CIO

# CSEA Today

265,000 MEMBERS STRONG!

**CSEA Operation VA '98** is under way at the Stratton Veterans Affairs Medical Center in Albany. CSEA Capital Region Local members from the state Office of Children and Family

Services brought the vets 100 boxes of "comfort kits" containing everyday personal care items, prepaid calling cards and postage stamps ... **Liverpool library ours** — About 80 Liverpool Public Library employees won their fight for a union when PERB granted them certification after a majority of employees signed union cards. ... **Herkimer Local grows** — The CSEA Local is 43 members larger thanks to an organizing effort in the Herkimer Central School District. The union won recognition for a unit of part-time employees who work less than 22 hours a week. CSEA already represents the full-time educational support personnel in the district. ... **Veterans register for benefits** — More than 100 Capital area veterans enrolled for VA-provided health care benefits at a Veterans Registration Day sponsored in part by CSEA's Office of Temporary and Disability Assistance Local. ... **Hempstead Protest** — CSEA Town of Hempstead employees turned out in full force to protest the fact they have been without a new contract since their pact expired on Dec. 31, 1997. The contract covers 2,100 employees who do everything from clerical to highway work. ... **Hot dog heaven** — CSEA members at Cayuga Correctional helped feed more than just their co-workers with a recent lunchtime "hot dog day." Local President Jim Mahunik reports union members cooked and sold hot dogs to the prison's staff and raised about \$150 for a local food bank. The event kicked off of the Local's annual canned food and clothing drive.



**CSEA Capital Region officers sign onto a proclamation committing themselves to a better CSEA. The proclamation developed out of CSEA's Task Force on the Future to build a greater understanding of challenges CSEA faces as we attempt to become a more effective voice for working people. It has been signed by CSEA's statewide officers, Board of Directors, senior staff and delegates to CSEA's annual convention. It is now making its way through the elected leadership of each of CSEA's regions.**

# THE CSEA WORK FORCE

**DOES IT MATTER  
TO YOUR  
Quality OF Life?**



*Education*

*Nursing Homes*

*Emergency Services*

*Public Safety*

*Health Care*

*911*

*Human Services*

*Law Enforcement  
and Corrections*

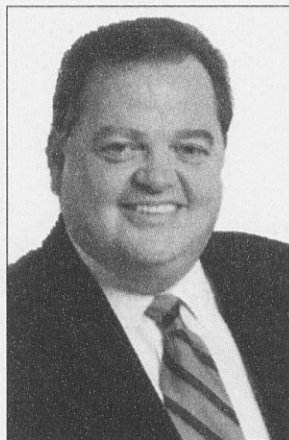


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143 Washington Ave.  
Albany, NY 12210-2303

**MATTER? YOU BET IT DOES!**

*Youth Services*

*Disaster Relief*



*Danny Donohue*

Every year the CSEA Work Force helps 2 million people lead longer, healthier lives • Provides emergency assistance to 5 million people in need • Drives 840,000 kids to school and serves 138 million lunches • Clears 73 million tons of snow and ice from our roads • And maintains 42,000 miles of roads.

Day in and day out, the 265,000 members of the CSEA Work Force are making a real difference in the lives of you and your family.

The CSEA Work Force. The caring, dedicated men and women who do the job right.

**CSEA**  
The Work Force

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



The importance of "Bill"  
to you and your work  
*see page 14*

Why you should care about  
Social Security reform  
*see page 12*

What's Happening?  
Read "CSEA Today"  
*on page 19*

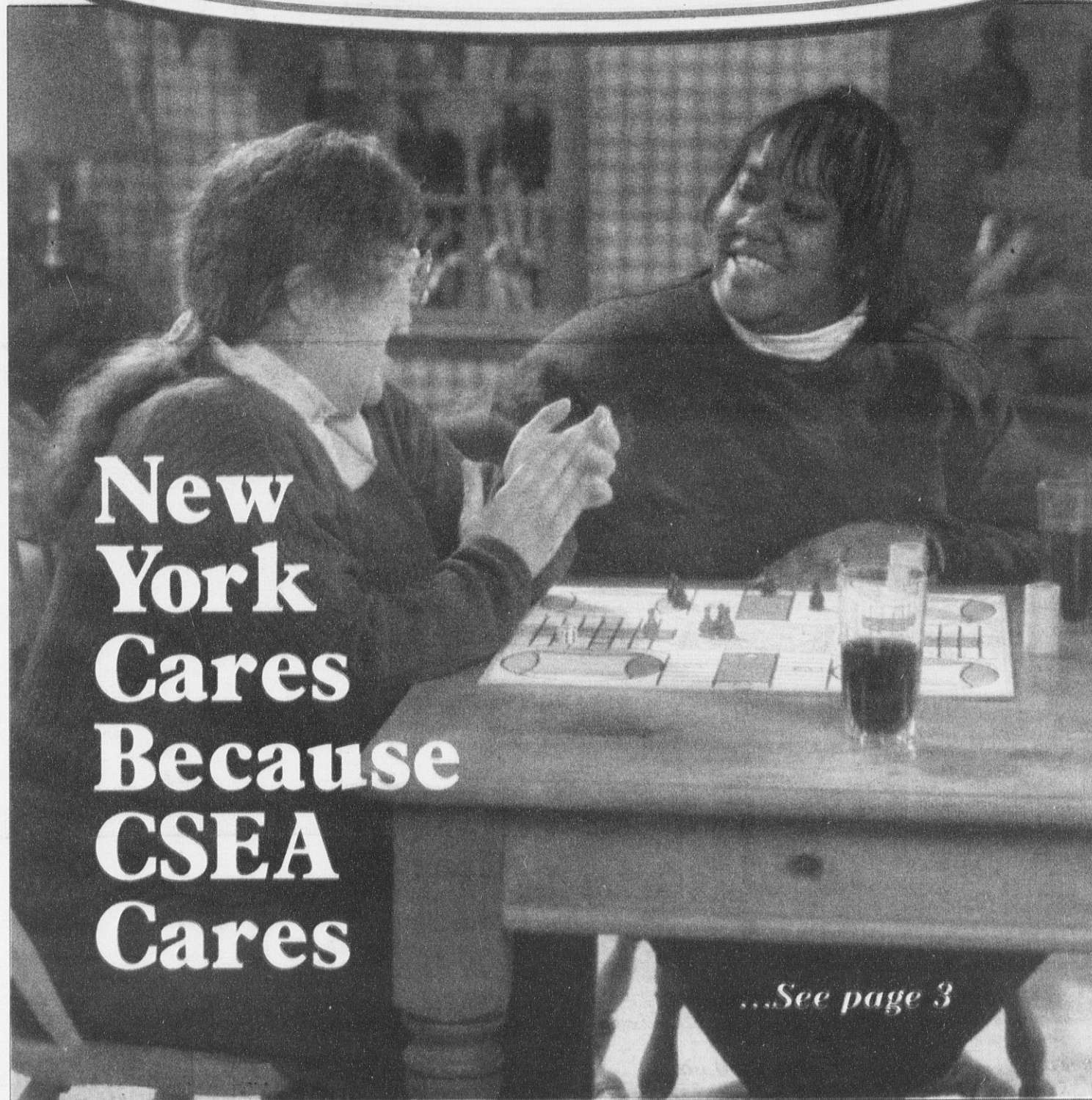
Be sure to check YOUR  
"industry" page inside  
*Pages 5 - 9*

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# THE WORK FORCE

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**New  
York  
Cares  
Because  
CSEA  
Cares**

*...See page 3*